

**ONE HUNDRED AND FORTY-SEVENTH MEETING  
OF MASS CULTURAL COUNCIL**

THURSDAY, JUNE 18, 2020: 1:00 PM

**ON-LINE MEETING**

(CALL-IN INSTRUCTIONS POSTED AT  
<https://massculturalcouncil.org/about/board/>  
UNDER "JUNE 18, 2020 COUNCIL MEETING")

<b>AGENDA</b>	<b>VOTE</b>
1. Call to Order, Welcomes and Open Meeting Law Notice	
2. Minutes of 146 <sup>th</sup> Council Meeting and April 29 Special Meeting	<b>X</b>
3. Reports	
a. Chair Report	
i. Vote to Authorize Executive Committee to Act on Emergency Funding in the Absence of a Quorum	<b>X</b>
ii. Search Firm RFP Contract Approval	<b>X</b>
iii. Interim Leadership of Council	<b>X</b>
b. Executive Director's Report	
i. Agency Updates	
c. Advocacy Committee Report	
d. Financial Report	
4. Grants Committee Report -FY20 Artist Fellowships Program: -Round Two	<b>X</b>
i. Choreography,	
ii. Fiction/Creative Nonfiction	
iii. Painting	
5. Fall River Cultural District Designation	<b>X</b>
6. Adjourn	

## **OPEN MEETING LAW STATEMENT**

Please note that this meeting is an open meeting of a public body subject to the Massachusetts Open Meeting Law. A notice of this meeting together with the agenda was posted on Mass Cultural Council's website 48 or more hours ago (excluding weekends and holidays).

This meeting shall be open and accessible to all members of the public except at such times when this body has voted to go into closed executive session under the Open Meeting Law.

Please note that this body has invited staff of Mass Cultural Council to be present at the meeting.

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This meeting is a virtual meeting held under the Open Meeting Law as modified by the Governor's recent emergency declaration. Only Committee members, Council members and invited staff will be able to address the meeting. All other persons will be muted. Please note that anyone attempting to disrupt the meeting may be muted, have their ability to project video images shut off or even removed from the meeting, at the discretion of the chair

Draft minutes of the open session of this meeting shall be kept and shall be posted on Mass Cultural Council's website no later than 30 days after the meeting provided that such minutes shall not be considered official until they have been approved by this body in open session. Individuals asserting a violation of the Open Meeting Law may file a complaint with this body within 30 days or with the Attorney General's office thereafter.

**TIPS FOR PARTICIPATING IN A VIRTUAL OPEN MEETING USING VIDEOCONFERENCING  
WHEN THERE ARE SEVERAL PARTICIPANTS  
(adapted from several sources)**

- In order to minimize background noise, please mute microphone when not speaking.
- Please raise hand in order to be recognized by the chair.
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- Please limit statements to three minutes.
- The chair will reserve the right to limit discussion in order to allow sufficient time for every member to be heard who wishes to speak.
- Modify Video Settings to "Hide all non-video participants"- this will make it easier to follow who is speaking and participating
- In the event of a service interruption during a Zoom call due to hackers, so-called "zoom bombing" or other technical difficulties, staff will indicate the call is to be terminated. Please exit the call and staff will circulate instructions by email for a new Zoom call to continue the meeting.



## ONE HUNDRED FORTY-SEVENTH MEETING OF MASS CULTURAL COUNCIL

THURSDAY, JUNE 18, 2020

### UPDATED RESOLUTIONS

#### **Minutes**

RESOLVED: To approve the minutes of the One Hundred Forty-Sixth Meeting of the Mass Cultural Council and the minutes of the April 29, 2020 Special Meeting of the Mass Cultural Council.

#### **Inclusion and Equity**

RESOLVED: Recognizing recent events that have occurred in the nation and the renewed awareness of the presence of systemic racism in our society, the Council hereby affirms a dedication to evaluating the progress made toward the objectives contained in the "Advancing Inclusion and Equity" pillar of its Strategic Plan which is provided below.

#### *ADVANCING INCLUSION AND EQUITY*

*Promote more diverse and inclusive participation in the cultural sector by ensuring equity in policies, practices, and opportunities.*

#### *Objectives*

- *Cultivate a culture of equity and inclusion within Mass Cultural Council to ensure these values are reflected in all of our grants and initiatives.*
- *Encourage full participation in Mass Cultural Council-supported programs by promoting universal design principles, inclusive practices, and equitable access for all.*

- *Increase diversity in the sector by creating connections and expanding leadership opportunities for people of color, people with disabilities, and other underrepresented groups.*
- *Support artists and organizations working in diverse cultural traditions and/or underrepresented communities, with improved outreach, focused investment, and technical assistance.*

### **Search Firm RFP Contract Approval**

RESOLVED: that the Council authorize the execution of contract with Arts Consulting Group to assist the Council in its search for a new Executive Director all in accordance with the proposal and amendment presented to the Council at its June 18, 2020 Meeting.

### **Executive Committee Action Emergency Funding in the Absence of a Quorum**

RESOLVED: That in the event the Council receives any additional emergency funding related to the COVID-19 crisis, the Chair shall call a Council meeting to authorize the expenditure of such funds pursuant to a proposal from staff and if the Council shall not be able to assemble a quorum within 5 business days after such call, the Council hereby delegates to the Executive Committee the power to thereafter authorize the allocation of such emergency funding for purposes of response to the COVID-19 crisis and the Committee shall notify the Council that it is taking such action and shall report such action at the next occurring Council Meeting.

### **Interim Leadership of Council**

WHEREAS, Anita Walker, current Executive Director of the Council is retiring after 13 years of service on June 30, 2020;

WHEREAS, the Council is today authorizing the retention of an Executive Search Firm to assist in the recruitment and hiring of a new Executive Director;

WHEREAS, the search process may take several months and the Council needs to provide interim leadership during the interim period prior to the time a new Executive Director is hired and begins working;

WHEREAS, the Council has faith in the existing leadership team of the Council for this interim period,

NOW THEREFORE, IT IS RESOLVED THAT, pursuant to Massachusetts General Laws Chapter 10, Section 52, that the Council designate and the Chair concurs that the current Deputy Director of the Council, David Slatery, in addition to his current duties, shall also serve as acting Executive Director, assisted by the existing senior leadership team and with no additional compensation, during the interim period between June 30 and the date a new Executive Director has been hired and begins working.

*[Statutory Language - The council shall have an executive director with experience and a continuing interest in the arts, humanities and interpretive sciences who shall be appointed by and serve at the pleasure of the chairman and the council, and whose compensation shall be fixed by the council, all subject to the consent of a majority of the council.]*

### **Artist Fellowships**

RESOLVED: To approve the FY 20 Artist Fellowship grant awards in the disciplines of Choreography, Fiction/Creative Nonfiction and Painting as recommended by the Grants Committee at its June 2, 2020 meeting.

### **Fall River Cultural District**

RESOLVED: To approve the designation of a cultural district in Fall River, Massachusetts in accordance with the memorandum presented to the Council Meeting.

**UNOFFICIAL DRAFT SUBJECT TO APPROVAL BY THE COMMITTEE AT ITS NEXT MEETING**

**MINUTES OF THE ONE HUNDRED FORTY-SIXTH MEETING**

**OF**

**MASS CULTURAL COUNCIL**

**TUESDAY, APRIL 7, 2020**

**ON-LINE MEETING**

Chair Nina Fialkow called the meeting to order at 1:04 P.M.

**Council Members Present**

Nina Fialkow, Chair  
Marc Carroll, Vice Chair  
Victoria Marsh  
Barbara Schaffer Bacon  
Troy Siebels  
Sherry Dong  
Matthew Keator  
Sandy Dunn  
Allyce Najimy  
Kathy Castro  
Ann Murphy  
Karen Barry  
Karen Hurvitz  
Susan Leff  
Cecil Barron Jensen

**Staff members present** were Anita Walker, David Slatery, Jen Lawless, Bethann Steiner and Kalyn King. Also present were Amelia Mason of WBUR, Chris Lisinski of Statehouse News and Sarah Maglio

Nina Fialkow opened the meeting by causing the following to be read into the record.



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**Minutes and Reports**

The Chair then called for a vote on the 145<sup>th</sup> Council Meeting minutes. Upon motion duly made and seconded, with Karen Barry and Kathy Castro abstaining by roll call vote, it was

RESOLVED: To approve the minutes of the One Hundred Forty-Fifth Meeting of Mass Cultural Council.

Nina then welcomed everyone today to today's online meeting of Mass Cultural Council and noted that this meeting had been originally scheduled for March 13 in Fall River but had to be postponed due to the coronavirus emergency. She thanked member Kathy Castro for all of her work in organizing that meeting. The Council hopes to be able to return to Fall River soon and to designate the new cultural district.

Nina recounted that since the Council had last met in January, Executive Director Anita Walker had announced her retirement and the COVID-19 crisis had changed the world.

Nina recognized and thanked staff for being steadfast, responsive and patient as we enter challenging and uncharted circumstances. The use of the Zoom application for online meetings is new and noted that patience will be needed as we work our way through all the chances.

Nina asked, as chair, for help and assistance from all members and staff and the Council navigates its way through new realities.

Nina then noted Anita Walker's recently announced retirement and thanked Anita for her many years of service and effusively praised her achievements on behalf of the Council over the past 13 years. Nina noted that the Search Task Force she had appointed had put out a request for proposals for an Executive Search Firm on April 6 and referred to a previous listening session regarding the search to which all Council members had been invited on March 24. Nina thanked the Council members for their support and suggestions and for being such a dedicated group. She then asked if there were any comments

Council member Karen Hurvitz was recognized and she indicated had reviewed the RFP document and suggested that due to the current dire financial circumstances and the need to educate an outside firm, that the Council is better qualified to conduct the search directly. Karen mentioned she had performed a search directly with another group she had been a part of (Suffolk Lawyers for Justice) and while time-consuming, it worked and avoided paying a fee to a search firm. Karen recommended going without an outside firm for 6 months to see if it was necessary. She would prefer to spend funds directly on artists.

Nina thanked Karen for her comments and noted the Task Force had discussed the need for an outside firm in detail and had had the benefit of Council member Jo-Ann Davis' human relations experience in this regard.

Troy Siebels indicated he understood Karen's point but felt this decision for the Council is too important not to employ best practices from the start. There will be many candidates and reviewing them will take time – time that by and large Council members do not have. Also, there will be political considerations which an outside firm is better able to deal with.

Barbara Schaffer Bacon thanked Anita for her years of service and for her leadership through June 30 during the current crisis. Barbara stated that our staff needs to pay attention to basic work, especially at this time of crisis, and so endorses the idea of putting the search work on an outside firm. Also- as Anita will be leaving on June 30, the amount that would have gone to her salary is available for a Search Firm- it will not come out of artist resources.

Ann Murphy noted that the Council needs to be very transparent in its search and needs to perform a great deal of due diligence to get the right candidate. An outside firm can greatly help with this and is also not subject to any outside pressures. She believed there was too much at stake to take a risk of not using a firm.

Marc Carroll, vice chair, agreed with hiring an outside firm to act as a shield from outside distractions and pressures and we have time since Anita will be here through June 30. Also, a firm will help ensure that all Council members have the ability to speak to and influence the search process. Marc noted that he did not have search expertise and that it was the best thing to obtain the services of those who did.

Allyce Najimy indicated that it would be difficult to find a new Executive Director as impactful as Anita and was very grateful for her years at the Council. She asked what role the Governor's Office has in the selection.

Nina ask David Slatery to respond. David notes that the Governor's role is to select the Council members and designate a chair and the statute states that the Executive Director must be approved by both the chair and by a majority of the Council.

Marc next addressed the Council on protocols around Zoom meetings and thanked Anita and the staff for implementing them. Marc reminded members that notwithstanding some of the features available on the Zoom platform, the Open Meeting Law still applies and all communication between members and participants must be audible to all. Direct messaging during a meeting to other members or to staff or other participants is not appropriate.

Nina asked Anita for the Executive Director's report. Anita noted that everyone for the past month has been navigating "unprecedented civics" and thanked everyone for their forbearance during these changing times. She then thanked the leadership team and staff for their hard work, speed and impactfulness in the past month. Since the stay-at-home order began, first we held a webinar featuring the Nonprofit Finance Fund (NFF) and the Boston Public Health Commission and opened it up to questions and we learned a great deal about the concerns of our field. Next, we launched two surveys- one for organizations and one for individual artists for which we received a combined 1000+ responses in 5 days. We learned that in 2-3 weeks, organizations had more than \$56 million in real (no projected) losses and

thousands of jobs had disappeared and artists had lost their upcoming gigs.

This effort has led to the relief programs submitted for the Council's approval today. We are also launching a new survey today to further quantify the impact of COVID. We added an unemployment question as many nonprofits do not pay into the system but are on a "pay as needed" basis which is crushing in the current unforeseen atmosphere.

One program being proposed today involves a \$1000 payment to individual artists/cultural practitioners. NEFA will be adding \$47,000 to this effort. The second program is called "Safe Harbors" and addresses the needs of organizations. In the midst of the current crisis, these organizations have no source of revenue- no earned revenue since no events, no contributed revenue since no fundraisers and general economic uncertainty and no endowment revenue in light of recent stock market downturn. Unlike a recession in which it is possible to prepare for a decline, the current situation was a drop from a cliff and they are in uncharted territory.

This program is focused on education since we don't have anywhere near the necessary financial resources to address the losses. It will focus on webinars about financial resiliency and education about CARES Act aid. Three hundred participants attended yesterday's webinar. Also, some grant-making in the form of stipends was made available.

Also, we have made sure our legislators are involved. We held what we are calling the first ever legislative hearing on Zoom with the Joint Committee on Tourism, Arts and Cultural Development chairs and there were over 220 participants. Anita thanked MASS Creative who had partnered with us.

The Council has been receiving lots of media attention with radio interviews and articles in several publications concerning the impact of the emergency on our field. We have also launched some online "Culture Chats" – a recent guest was nationally known teaching artist expert Eric Booth who actually had contracted the virus and participated anyway. Our field is desperately trying to catch up on remote technologies and how to reach audiences.

Another guest was Pam Tatges of Jacobs Pillow who mentioned that their summer activities were cancelled for the first time ever.

The recently passed CARES Act included funds for the National Endowment for the Arts- some of which (we are anticipating around \$400,000)- We don't know anything yet about what the regulations will be governing the expenditure of such funds but once we know, we will come up with a plan to invest it in the field.

The state budget process is a large unknown this year- the legislature is still working on how to proceed with remote hearings and sessions. Everything is going to take longer and the typical advocacy and budget-planning process has been stretched out.

In light of this, Anita suggested the typical May Committee and Council Meetings be moved to June and that we add an additional Grants Committee meeting to permit a deeper dive into programs.

Anita stated that this upcoming year will be a year to focus on stability for the field and the Council. We will look at small and smaller options for the FY21 budget and no new programs or initiatives will be considered as we look to maintain sustenance of the field. It is unclear when any budgets will come out so we may need to deal with monthly budgets at the start of FY21.

Anita closed by noting statements Governor Baker had made about the value of all the state employees doing their job through this crisis and that meant a lot to the staff of the Council. Anita thanked the Council and especially Nina and Marc for their support.

Nina mentioned how incredible it was what the Council had been able to achieve during the last month. She then asked Bethann Steiner, Communications Director for the advocacy report.

Bethann started by noting that in a regular year, we would be in the midst of the House budget but due to the emergency, everything is delayed. The House is meeting only informally right now and can pass things only with unanimous consensus. The current plan is to have a revenue hearing on April 14 and the legislature is working on technology and social distancing measures to be able to operate.

Nina then asked Bethann to summarize the many state house meetings she and Anita had had before the shutdown in early March. After the summary, Nina emphasized how important Council members would be

this year in representing the Council during the eventual budget negotiations

At this point, the Council took a 10-minute break. The Council returned at 2:25 PM to continue the meeting.

Nina asked Anita to summarize the programs brought today before the Council. Anita started with the Safe Harbors program. Anita noted the tens of millions of dollars lost by cultural organizations so far and the fact that Council resources are far too limited to help directly with direct grants. Instead we are looking at the 25% of casino tax revenues directed to the Council for "organizational support." Originally (about a month ago) we were proposing to spend this amount on a Social Prescription Pilot but that idea needs to be put on hold at present during the shutdown. We are proposing re-allocating most of that amount to a safety net program focused on technical assistance (coupled with a \$2250 stipend). We will hire NFF to help organizations figure out and access federal CARES Act funding, especially the forgivable Small Business Administration (SBA) loan program for non-profits. Anita noted that by giving a flat stipend to every organization in our portfolio (in the Cultural Investment Portfolio and Gateway programs), small organizations would be receiving a proportionately bigger award.

Anita then described the COVID-19 Relief Fund for Individual Artists and Cultural Practitioners – flat \$1000 grants, proportionately awarded based on demand and geography. It was designed to be a low paperwork application.

Allyce Najimy asked how artists would find out about these grants. At Anita's request, Bethann detailed the communications strategy through Council newsletters, social media, the Council website, blog posts and press releases. Additionally, we would pass on the call for applications to LCCs, legislators and of course Council members who would further publicize the opportunity. The deadline for applications will be April 22d and on April 15<sup>th</sup> per discussion with the Grants Committee, we analyze where the applications are coming from to see if we can push communication in any underrepresented areas.

Anita then summarized the scaled-back version of the Social Prescription Pilot. We had originally had this approved as a larger program but then COVID-19 intervened so we diverted 85% of the funds to Safe Harbors. This is a speed bump not a stop sign for the Social Prescription program.

This program is designed to address social isolation which will likely be a major issue of the stay at home advisories. She asked Erik Holmgren to further described the effort.

Erik talked about the response we are getting from cultural and healthcare organizations in the midst of this crisis unfolding. We will be moving forward at a smaller scale and slower speed.

Anita mentioned a recent Culture Chat she had with Diane Paulus of the A.R.T.- whose strategic plan was rewritten to include a partnership with the Harvard Medical School.

Nina then asked for vote for the matters presented in the Council materials.

Upon motion duly and seconded, it was voted unanimously by roll call vote, noting that Troy abstained from any discussion or vote pertaining to the Gaming Mitigations Program and that members Matthew Keator, Jo-Ann Davis, Sandy Dunn, Lillian Do and Jake Brennan were absent, as follows

WHEREAS, the Council approved a FY20 Spending Plan for the Council's operations which contained approval of several different grant and service programs and related activities; and

WHEREAS, due to extreme nature of the COVID-19 crisis, staff has proposed to amend said approval to reallocate \$225,000 of the funds approved as part of said Spending Plan toward funding a newly-designed COVID-19 Relief Fund for Artists and Cultural Educators as described in memoranda presented to the Council at its April 7, 2020 meeting; and

WHEREAS, Chapter 23K of the Massachusetts General Laws, as most recently amended by sections 3 and 4 of Chapter 142 of the Acts of 2019, provides that Mass Cultural Council will receive 2% of the Commonwealth's gross gaming tax revenue from casinos into the Massachusetts Cultural and Performing Arts Mitigation Trust Fund (the "Fund") to be managed by Mass Cultural Council; and

WHEREAS, staff of Mass Cultural Council had presented a plan (the "Plan") for usage of Fund revenues by memoranda to the Council



on January 28, 2020 which Plan was reviewed and approved by the Council; and

WHEREAS, due the extreme nature of the COVID-19 crisis, staff has proposed a one-time amendment to said Plan to make use of all of the monies currently in the Fund so as to increase the amount of funds available to the Gaming Mitigation Program in 2020, deploy the resources of the Fund on a more accelerated basis to, among other things, fund a COVID-19 Emergency Initiative for Cultural Organizations to be called "Safe Harbors and Soft Landings" in the amount of \$990,000 and also to allocate \$120,000 to the CultureRx Social Prescription Pilot;

NOW THEREFORE, it is hereby

RESOLVED: To adopt the recommendation of the Executive Committee and approve the re-allocation of resources and amendment of the Plan as presented to the Council at its April 7, 2020 Meeting.

RESOLVED: To adopt the recommendation of the Grants Committee and approve the Safe Harbors and Soft Landings COVID-19 Emergency Initiative for Cultural Organizations, the COVID-19 Relief Fund for Artists and Cultural Educator and the CultureRx Social Prescription Pilot Program (as modified from its original March 3 Grants Committee approval) and the modifications to the Gaming Mitigation Program as described in memoranda presented to Council at its April 7, 2020 meeting.

Nina thanked all the members for all of their help. Victoria asked staff to circulate the dates of the next Committee meetings. Kathy Castro asked if there were going to be meetings in May and Victoria explained that the Grants Committee meetings were rescheduled to be two meetings in June.

At the conclusion of the discussion, there being no more business to come before the Council, Nina as Chair adjourned the meeting.

**UNOFFICIAL DRAFT SUBJECT TO APPROVAL BY THE COMMITTEE AT ITS NEXT MEETING**

**MINUTES OF A SPECIAL MEETING  
OF  
MASS CULTURAL COUNCIL**

**WEDNESDAY, APRIL 29, 2020**

**ON-LINE MEETING**

Chair Nina Fialkow called the meeting to order at 11:00 A.M.

**Council Members Present**

Nina Fialkow, Chair  
Marc Carroll, Vice Chair  
Victoria Marsh  
Barbara Schaffer Bacon  
Troy Siebels  
Matthew Keator  
Sandy Dunn  
Allyce Najimy  
Kathy Castro  
Ann Murphy  
Karen Barry  
Karen Hurvitz  
Susan Leff  
Cecil Barron Jensen

**Staff members present** were Anita Walker, David Slatery, Jen Lawless, Bethann Steiner and Erik Holmgren

Nina Fialkow called the meeting to order and had the following read into the record.

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Nina welcomed the members to this special meeting to consider the disposition of certain emergency funding received from the National Endowment for the Arts (NEA) from the federal CARES Act and to consider a resolution concerning future emergency funding. She asked Anita Walker to present the recommendation on CARES Act funding.

Anita thanked all the members for attending at short notice this special meeting of the Council. She explained that two weeks ago (just after the Council's April 7 meeting) we learned on a call with the NEA that the NEA was moving the CARES Act out to the states with speed. Chair Mary Ann Carter of the NEA is very data-driven and interested in getting the funds out the door and working in the community. In addition to funds provided to the states, the NEA is also making direct grants and in the interest of time, is sending them only to pre-qualified grantees- i.e. those that have received funding in the past few years. She encouraged the states to also move the funds quickly. The NEA also recognized that this would be an upcoming hard time for state arts agencies and indicated that the new funding will not require a match, not require additional reporting, be flexible in terms of timing and allow up to \$50,000 per state to be used for expenses of the state arts agency.

Anita explained that the current proposal was focused on "need, speed and diversity" in the use of these funds. As the circulated materials indicate, we are focusing on SPEED by proposing to provide these funds go to the current 74 Creative Youth Development (CYD) program (YouthReach, Ser Hacer) grantees, who have already been vetted and approved for funding this year so there will be no delay due to an application process. In terms of NEED, these programs serve more than 9400 vulnerable young people and have lost funding in recent years from foundations due to a shift in focus. The affected youth will suffer a loss of the safe space that these programs offer if they go away and problems of isolation and trauma will be exacerbated by the current shutdown of activity due to the COVID-19 emergency. As for DIVERSITY, more than 80% of the youth participants in these programs are persons of color from communities disproportionately affected by the coronavirus.

Anita referred to the circulated materials and indicated that the CARES Act funding would provide \$7000 grants to the CYD grantees except that for any program which received Safe Harbors funding of \$2250 (approved last meeting), those organizations would receive \$4750. Anita then asked Erik Holmgren to speak more about the programs and how they were faring during these times and noting that a weekly call with the

programs designed to keep in touch with Massachusetts programs had attracted the interest of CYD programs across the nation looking for ideas and strategies and the most recent call had included more than 100 participants.

Erik summarized the needs of the CYD programs which were frankly quite challenging even before the current crisis. They are struggling with ways to connect to youth right now and dealing with huge gaps in technology. Organizations are becoming de facto mental health centers. Participants tend to come from low income demographics which have suffered a disproportionate impact of the COVID-19 crisis. The organizations are trying to focus on relationships and seeking to retain the teachers (who have established relationships with students) during this time. They would be difficult to replace. There is a mixture of fatigue and hope. Erik concluded by inviting Council members to participate on the weekly call mentioned by Anita.

Anita gave kudos to Erik and the CYD team for bringing the national conversation to the Commonwealth. CYD is the one program intentionally focused on the next generation and directly investing in youth.

Anita asked David Slatery to explain the expense provisions in the NEA guidance. David indicated that up to \$50,000 was permitted to be used by agencies and the proposal contemplates \$38,300 to be spent on rent (as permitted per the NEA guidance). This amount allowed for \$7000 grants to each CYD program and was a prudent investment toward next year when funds were likely to be reduced. Any money spent on rent will free other state funds to be available for grants and services to the field next year.

Nina asked for questions and Karen Barry was recognized and mentioned that she was thrilled that funds were going to this area and asked about updating the funding list. Erik indicated the CYD funding list would be updated. Karen also raised the issue of some CARES Act funding going to municipalities to make them whole through July and noting that some of the CYD grantees were municipalities suggesting that perhaps that they might not need this funding.

Ann Murphy stated that this was a great story and wanted to get the word out and emphasized the number of young people impacted.

Barbara Schaffer Bacon thanked the staff for their work and asked if all the programs were actively working or toward preservation of the programs. She asked if any programs have discontinued or is there any program we are not funding?

Erik responded that our applications have continued by 50% last time we opened up the grant pool 2 years ago so we are close to the saturation point. There may be others out there but we can look at them in the next grant cycle which may occur after the current emergency ends.

Erik reported the programs are monitored closely and we have received no reports of any program discontinuing. CYD grants are focused on program support not on operating support for an organization although per the terms of the NEA Cares funding, these funds may be used for operating support type expenditures like salaries and facility costs. Anita notes that in contrast NEH CARES Act funds are more restrictive.

Allyce Najimy mentioned that she funds the Foundation To Be Named Later and thought it was great that general operating support was available to these programs. She wondered if rather than holding on to expenses, we could increase the grants by \$500.

Anita mentioned that staff had discussed this but decided to retain expenses as we feel nervous about the future. David stated that we believed it was prudent to retain some hedge against future funding reductions and since the NEA had basically invited agencies to address operating needs by making the retention of expenses so facile. He stated the Council was going to need to be very opportunistic about funding sources in order to be able to continue deliver services to the field in FY 21. He stated that the expenses would go to pay approximately one and a half months of rent in FY 21 and that the money saved would go to Council programs and services.

Anita asked Bethann to describe recent news about arts funding ideas. Bethann referenced Representatives Pignatelli and Barrett's stand-alone idea to provide \$75 million in funding to support cultural organizations. They are seeking to have this idea admitted as a bill to the legislature and have described it "a starting place for a conversation"

Barbara spoke in favor of retaining the expense funds stating that the future is unknown and it is prudent to have some reserves. Anita noted that with no increase in staff, we had put out two new grant programs

and with approval today, are about to put out a third -all within the last month. She noted that the fiscal staff had increased their quantity greatly.

Nina then called for a vote and referred to resolution circulated with the meeting materials.

Upon motion duly and seconded, it was voted unanimously by roll call vote, noting that members Sherry Dong, Jo-Ann Davis, Lillian Do and Jake Brennan were absent, as follows

RESOLVED: that the Council approve the allocation of NEA CARES Act funds to its Creative Youth Development programs in accordance with the memo provided to it at its April 29, 2020 Meeting.

Nina thanked the Council for its speedy work on this matter. Barbara noted that the grantees were not evenly distributed across the state. Erik noted that he hoped to expand on the geography in the next round of funding. Victoria thanked Erik for all of his and his team's hard work.

Nina then noted that more emergency funding might be made available and moved to the second item on the agenda- a resolution delegating authority to the Executive Committee to approve future emergency funding to existing programs without the need for a full Council meeting. This would allow the Council to move very quickly and the action would be offered to the Council for ratification at the next occurring Council meeting. Nina asked for comments

Karen Barry indicated she would not be in favor of such a resolution- she understood the need to move with speed but believed that ratification did not offer enough opportunity for other members to weigh in on funding decisions. She noted that today's meeting was put together quickly with little delay. She stated faith in the staff and Executive Committee but wanted to the ability to consider actions beforehand.

Sandy Dunn wanted the delegation to have more specifics and limitations so it wasn't as open-ended.

Victoria suggested maybe the delegation could be limited as only being applicable when the Council cannot meet with a quorum with X days of notice.

Barbara noted that she agreed with the comments and did not want the full Council to cede so much authority to a committee.

Kathy Castro asked if this could be limited to the current COVID emergency and Nina indicated that it was.

Nina thanked the members for their thoughts and indicated she appreciated the comments.

Anita suggested the resolution could be redrafted to reflect the comments and brought back to a future meeting.

Karen Barry indicated it should be simple and non-lawyerly. Cecil Barron Jensen stated there was a strong diverse Grants Committee that should be part of this. Matthew Keator opined that such authority should only be limited to times the Council is unable to meet. Sandy mentioned that all members should be notified if there is lack of a quorum. Karen Hurvitz saw no need for the resolution since the Council was able to meet quickly and easily today.

Victoria suggested a revised resolution and directing staff to add some of the conditions mentioned. Nina indicated that staff should draft a revised resolution and circulate it prior to the next Council meeting.

There being no more business to come before the Council, Nina as Chair adjourned the meeting.





292 Newbury Street, Suite 315  
Boston, MA 02115-2801  
Tel (888) 234.4236  
[ArtsConsulting.com](http://ArtsConsulting.com)

May 5, 2020

David Slatery  
Deputy Director  
Massachusetts Cultural Council  
10 St. James Avenue, 3rd Floor  
Boston, MA 02116-3803

via email: [david.slatery@massmail.state.ma.us](mailto:david.slatery@massmail.state.ma.us)

Dear David,

Thank you for inviting Arts Consulting Group (ACG) to submit a proposal for Executive Search Consulting Services for the Executive Director position at Massachusetts Cultural Council (MCC). ACG would be pleased to provide its services to identify, cultivate, recruit, and place a highly qualified Executive Director to support you, the Search Task Force and the MCC team during this time of transition and opportunity. ACG has guided numerous regional and national arts council and association searches over the past 23 years, and we would be honored to assist our home state in these important efforts.

ACG takes a personalized, thorough approach to executive search. Involving many stakeholders who are invested in the selected candidate's long-term success, our collaborative process will engage your team to better understand the skills, experience, and characteristics needed to excel in the role. Our unique methodology minimizes unconscious hiring bias and prioritizes inclusion, diversity, equity, and access to meet the evolving leadership needs of the arts and culture sector. ACG's project team members gain important insights about the candidates through an in-depth series of focused interviews. Our highly evolved industrial psychology tools examine the way candidates adapt their styles to different situations and people, as well as how that style best balances the existing team with whom the selected candidate will work. We build consensus around the job's priorities, the organization's goals, and the candidate competencies that will best meet your needs.

ACG will perform a comprehensive executive search process for a standard flat fee rather than a percentage of salary, allowing for greater objectivity and eliminating any conflict of interest. ACG is extremely ethical and will work with your team and the selected candidate in the crucial negotiation stage to ensure mutually beneficial outcomes. ACG's executive search services also include a one-year guarantee that our team will lead the next search at no additional fee if the selected candidate does not remain in the post during that time.

ACG is committed to ensuring a successful executive search process for the MCC. If you have any questions regarding the enclosed materials, please contact me at [bdthibodeau@ArtsConsulting.com](mailto:bdthibodeau@ArtsConsulting.com) or (888) 234.4236 Ext. 201. Thank you again for the opportunity to submit our proposal and firm qualifications for this exciting engagement.

Sincerely,

*Bruce*

Bruce D. Thibodeau  
President

Cc: Wyona Lynch-McWhite, Senior Vice President



## Massachusetts Cultural Council ("MCC")

A Proposal ("Proposal") for

### Exclusive Executive Search Consulting Services: Executive Director

May 5, 2020

#### I. Executive Search Overview

Recruiting top executive, artistic, and senior management professionals in the arts and culture sector is serious business. ACG's unique process ensures that candidates match your organization's culture, team, and community. Ninety percent of organizations do not take the extra step to understand candidate soft skills—competencies, communication style, and motivations—which are the key to long-term success. ACG team members guide a smooth, successful process from start to finish, listening to the needs of the organization and the candidates to create results that are mutually beneficial and long-lasting.

**The quest to find the best person  
to fit your organization can be a daunting task.**

**For ACG clients, it is an exciting opportunity  
with excellent results.**

#### Philosophy

ACG is not a headhunter. We take a personalized, thorough approach to executive search, ensuring a collaborative process. Involving many stakeholders who are invested in the selected candidate's long-term success, ACG will engage your team to better understand the skills, experience, and characteristics needed to excel in the role. Our unique methodology prioritizes inclusion, diversity, equity, and access while minimizing unconscious hiring bias to meet the evolving leadership needs of the arts and culture sector. ACG's project team members gain important insights about the candidates through an in-depth series of focused interviews. Our highly evolved industrial psychology tools examine the way candidates adapt to different situations and people and how that style best balances the existing team with whom the selected candidate will work. ACG helps build consensus around the position's priorities and the candidate competencies that will best meet your needs.

#### Candidate Cultivation, Professional Networking, and Recruitment

Candidate identification is only a small part of an effective executive search process. Once the search is launched, ACG leads a multi-faceted, proactive candidate cultivation and recruitment effort. Utilizing our database of more than 7,000 resumes, ACG reviews qualified candidates from past searches and proactively networks with industry professionals and regional executives to find the best and brightest talent. The carefully crafted position announcement is distributed to more than 29,000 ACG contacts. It is also published on ACG's website, posted on social media pages (LinkedIn, Facebook, and Twitter) with more than 6,000 followers, listed with national and regional arts and culture service associations, and circulated to other targeted resources. Examples of some of the arts and culture service associations to which the position announcement could be posted include:

- American Association for State and Local History
- Americans for the Arts
- ArtsBoston
- Arts Journal
- Art Search
- Bridgespan
- National Assembly of State Arts Agencies
- Hire Culture
- International Federation of Arts Councils and Culture Agencies
- New England Museum Association
- StageSource
- Various regional and national arts associations

## Commitment to Inclusion, Diversity, Equity, Access, and Success (IDEAS)

ACG ensures that diversity and inclusion are central principles of the executive search process. Each client is unique and defines diversity and inclusion differently—racial, cultural, socioeconomic, physical, gender, geographic—and ACG creates clarity and focus from the start of every search through careful discussion with the search committee. To present the most diverse pool of candidates, position announcements are developed with gender neutral language and distributed to associations such as:

- African American Museum Association
- Arts Administrators of Color Network
- National Association for Multicultural Education
- National Association of Latino Arts & Culture
- National Black Caucus of State Legislators
- National Hispanic Caucus of State Legislators
- Women of Color in the Arts

The following are examples of ACG's IDEAS initiatives and associated results. ACG's connections in a variety of diverse cultural communities and organizations have resulted in successful senior management placements at numerous arts and culture organizations, including:

- [Amistad Center for Art & Culture](#)
- [City of San Antonio](#)
- [Community Music Center of Boston](#)
- [East West Players](#)
- [Grand Performances](#)
- [Imagine MKE](#)
- [Long Wharf Theatre](#)
- [Museum of Latin American Art](#)
- [National Assembly of State Arts Agencies](#)
- [National Czech & Slovak Museum & Library](#)
- [New York City Gay Men's Chorus](#)
- [Newark Arts](#)
- [Newark Symphony Hall](#)
- [Northwest Arkansas Council](#)
- [The Rivers School Conservatory](#)
- [Symphony Tacoma](#)

## What to Expect from ACG

### Experience and Connections

Our influence is wide-reaching. We will use our knowledge and international relationships to find the best candidates for your organization.

### A Proactive Approach

Finding the right candidate is time-consuming yet exhilarating. We utilize our network and skills to recruit a broad array of candidates so your organization can focus on its mission.

### Clarity and Focus

We will take the lead, allowing your organization to handle the day-to-day revenue-generating activities essential to continued success and financial sustainability.

### Confidentiality

ACG will create a confidential information sharing and learning community using our Share Point project management software. This allows agendas, notes, cover letters, resumes, communication style reports, and other data to be uploaded and accessed by search committee members in a password-protected environment.

### Visibility and Credibility

Our trusted team will ensure that prospective candidates understand the importance of the position and the challenges your organization faces.

### Thorough and Objective

ACG's unique methodology minimizes hiring bias and attracts the type of professional skills—experience, education, and accomplishments—that your high-performance position and organization demand.

### Depth and Breadth

Our approach dives beneath the surface, identifying key soft skills—competencies, communication styles, and motivations—and provides structured and unbiased sets of interview questions throughout the process.

### A Guarantee

We expect your new leader to have a long tenure with your organization. However, if the hired individual does not remain in the position for at least 365 days, the search will relaunch at no additional fee. We also refrain from

soliciting any employees of the organization for other positions until the placed candidate leaves the employ of the client or five years from the candidate start date, whichever is shorter.

## Flat-Fee Service

The growing trend of percentage-of-salary fees have led other firms to negotiate in favor of higher candidate salaries. We set our fees up front, respecting your budget and long-term financial outlook.

## Personalized Advice

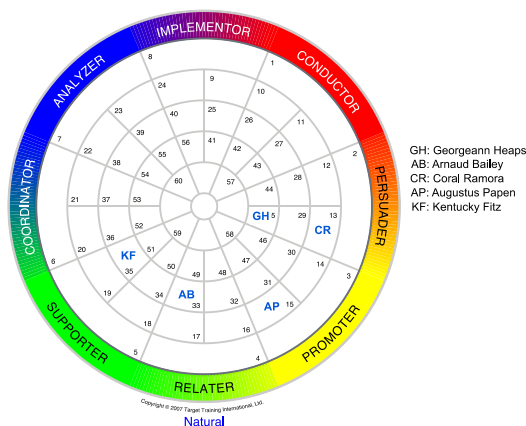
As experienced professionals in the leadership, governance, and management of cultural organizations, we embrace the opportunity to provide advice that is tailored to meet your specific needs.

## TTI Success Insights®

ACG is committed to utilizing leading industrial psychology evaluation methods for both the core client team and prospective candidates. This methodology eliminates unconscious hiring bias while building consensus around the soft skills that clients seek in their next senior management professional. The assessment process compares the communication styles and motivations of the internal team with whom the incoming executive would serve. It also interprets how prospective candidates align with these factors using easy-to-understand narrative and visual reports.

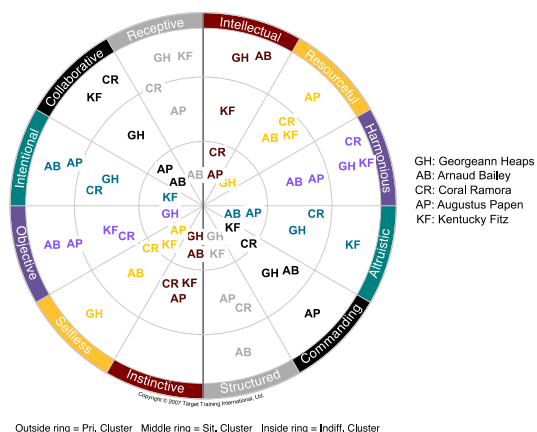
### THE SUCCESS INSIGHTS® WHEEL

Balsam-Featherstone Arts Center - Team  
Communication Style Insights



### Driving Forces Wheel

Balsam-Featherstone Arts Center - Team  
Driving Forces



Outside ring = Pri, Cluster Middle ring = Sit, Cluster Inside ring = Indiff, Cluster

## II. Scope of Work and Estimated Timeline

ACG employs a search process that includes in-depth discussions of our clients' culture, philosophy, and organizational direction. According to the studies *The Time Between: A Report of Museum Interim Executive Leadership Patterns* and *The Performing Arts in Transition: Executive Leadership on the Move*, the typical nonprofit arts organization experiences almost eight months from the time a departing leader gives notice until a successor is in place. This includes time to advertise, recruit appropriate candidates, review candidate materials, perform interviews, and negotiate an agreement with the right candidate. With these factors in mind and with full cooperation from the client, ACG anticipates that the executive search process can be shortened under our guidance. Using the following estimated timeline as an initial guide, the search task force's total overall time commitment should be approximately 40 hours.

### Phase I – Project Launch

#### Step 1: Search Initiation and Stakeholder Engagement

Month 1

- Meet with the search task force to address scope, roles, and responsibilities of position.
- Meet with other internal stakeholders to explain the search process, build trust and consensus around the organization's needs, and gain a deeper understanding of the organization's people and culture.
- Administer online TTI JobPlus Attribute questionnaire to the search task force, which will assist in focusing on the core competencies, communication styles, and motivations required by the organization's culture and the position.\*

- Gather organizational information that can be forwarded to prospective candidates to attract them to the position, organization, and community.

## **Step 2: Position Announcement Development and Distribution**

**Month 1**

- Prepare and finalize position announcement with assistance from and approval by the search task force.
- Analyze and return results of the style analysis reports to the search task force and/or participants.\*
- Distribute the position announcement to various arts and culture service organizations and diversity/inclusion association job posting sites.
- Publish position announcement to ACG's website, email to ACG's subscriber list, and post to ACG's social media pages.

## **Phase II – Candidate Screening**

### **Step 1: Candidate Recruitment and Cultivation**

**Month 2**

- Review proprietary database of more than 7,000 resumes for appropriate candidates, with expedited processing of those who were identified in prior comparable searches.
- Proactively recruit prospective candidates and those who might recommend prospects.
- Begin receiving and processing candidate materials and respond to inquiries.
- Distribute TTI Behaviors and Motivators questionnaire to those who will work most closely with the new employee.\*
- Conduct phone interviews with prospects, focusing on both executive accomplishments and soft skills.\*
- Administer online TTI TriMetrix Talent questionnaire to preliminary candidate short-list for benchmarking comparison to internal team's requirements.\*
- Counsel client on communication and behavioral styles within the existing organization and recommend candidates that best fit the culture of the organization.\*
- Develop initial first cut list of candidates and perform research on each for discussion with the search task force.

### **Step 2: First Cut Candidate Interviews**

**Month 3**

- Discuss whether the search task force chair or full committee should conduct initial phone, Skype, and/or in-person interviews with prospects prior to on-site interviews.
- Prepare specific interview questions and advise the search task force on question appropriateness.
- Schedule and facilitate on-site, in-person first cut candidate interviews with the search task force.\*
- Debrief search task force to determine selection of finalist candidates.

### **Step 3: Finalist Candidate Interviews**

**Month 4**

- Check references submitted by candidates and use a third-party vendor to conduct an educational verification and criminal background check of each finalist.
- Schedule in-person finalist candidate interviews with the search task force, staff, and board members, as appropriate.
- Prepare draft questions to guide an unbiased interview process.
- Facilitate multi-day on-site interviews and community tours for finalist candidates.
- Debrief various stakeholders and convene the search task force for deliberation.
- With client approval, negotiate compensation package with the selected candidate and make verbal offers on behalf of client, which are pending final due diligence and board approval for certain roles.
- Convey acceptance of verbal offer to client.
- Advise on presentation of the overall search process and search task force's recommended candidate to the board for certain roles.
- Guide client in sending formal letter of agreement or contract outlining employment terms.

## Phase III – Celebrating Success

### Step 1: Public Announcement and Candidate Transition

Month 5

- Guide client on the selected candidate's formal press release as appropriate.
- Advise the candidate as they transition from present job and prepare for new employment.
- Publish executive placement announcement to ACG's website, email to ACG's subscriber list, and post to ACG's social media pages.

### Step 2: Transition Management Support

Months 6-18

- Provide ongoing advisory services to the search task force chair and candidate.
- Conduct follow-up team building summit if requested by the placed candidate.\*
- Offer executive coaching, board summit, revenue enhancement consulting, strategic planning, and other services under separate agreement.

\* Unique ACG methodology and value-added service.

## III. Firm Overview

Arts Consulting Group (ACG) is the leading provider of hands-on executive search services, as well as providing interim management, revenue enhancement, strategic planning & community engagement, facilities & program planning, and other capacity building services for the arts and culture industry. Founded in 1997, ACG is LGBTQIA+ owned and is a full-service firm that effectively works with a wide range of nonprofit organizations, universities, government agencies, and for-profit entities that operate in the creative industries. The firm takes a contemporary approach to client challenges and opportunities focused on growing institutions, advancing arts and culture, and enhancing communities. ACG senior team members have leadership experience in every type of artistic and cultural discipline, and they seamlessly adapt to clients' rapidly changing strategies, business models, and operating environments.

The firm continues its rapid growth and is based in Boston with other locations in Calgary, Chicago, Dallas, Los Angeles, Minneapolis, New York, Portland, Raleigh, Tampa, Toronto, Vancouver, and Washington, DC. ACG employees and consultants are embedded in communities throughout North America to invigorate clients so that they can achieve the delicate balance between cultural impacts and business sustainability.

The ACG team brings a diverse record of experience in hundreds of local communities throughout North America and internationally. ACG has the following capabilities and experience to provide consulting services to its clients:

- Team of highly experienced professionals who have held senior management positions in arts and cultural organizations throughout their illustrious careers.
- Profound understanding of the needs of arts organizations and cultural facilities, the communities and audiences they serve, and the economic realities they face.
- Focus on inclusion, diversity, equity, access, and success (IDEAS) in candidate identification, cultivation, and recruitment within the context of best practices and legal standards.
- Depth and breadth of experience in executive search processes, competency analyses, team building, and on-site personalized services.
- Commitment to a process focused on the client's strategy in the context of its mission, vision, and values.

## IV. ACG Project Team

As a dynamic and engaged firm, ACG provides a comprehensive and collaborative team approach to address the needs of its clients. With seasoned professionals at the highest levels of expertise, ACG Project Team members are flexible in expeditiously and professionally exceeding client expectations. They have depth and breadth of experience that is second to none in the arts and culture industry. The following team members have been assigned to this project. They will be supported by all the firm's available resources to meet the requirements of this engagement.





## **Bruce D. Thibodeau, President (Project Lead)**

### **Boston, Massachusetts**

Dr. Bruce D. Thibodeau founded ACG in 1997 and has guided hundreds of nonprofit, university, and government clients in achieving effective leadership transitions, planning cultural facilities, increasing revenues, developing dynamic institutional brands and messages, crafting strategic plans and business models, and revitalizing board governance practices. He has also conducted extensive research in a threefold exploration of stakeholders, nonprofit arts management, and cultural facility project management and has facilitated numerous community engagement processes that have increased the public dialogue and stakeholder awareness of the arts and culture sector's value and impact on communities. As both a researcher and practitioner, his expertise highlights the important roles of project champions and followers as they overcome inertia and gain momentum derived from their social connections, personal commitments, and financial capacities to support the arts and culture sector. Prior to founding ACG, Dr. Thibodeau held various management roles at the Los Angeles Chamber Orchestra, Boston Symphony Orchestra, Hartford Symphony Orchestra, Santa Fe Chamber Music Festival, Price Waterhouse, and Museum of Contemporary Art Los Angeles. He is a regular guest speaker at national and international arts, culture, and academic conferences and has several published papers. Dr. Thibodeau holds a doctorate of business administration from the Grenoble Ecole de Management (France), a master of business administration from the F.W. Olin Graduate School of Business at Babson College, and a bachelor of music from The Hartt School at the University of Hartford. He also has multiple certifications in competencies, communications, and motivations analysis from Target Training International. His executive searches in Massachusetts include Berkshire Choral International, Boston Baroque, Boston Children's Chorus, Community Music Center of Boston, Emerson College, Raw Art Works, Silkroad, and Thompson Island Outward Bound Education Center among others. His national and international regional arts agency and national association searches include Arts Council of Indianapolis, Association of Performing Arts Professionals, Canadian Museums Association, College Art Association, Cuyahoga Arts and Culture, Educational Theatre Association, National Art Education Association, National Assembly of State Arts Agencies, and Northwest Arkansas Council, among others over the past 23 years.



## **Wyona Lynch-McWhite, Senior Vice President**

### **Boston, Massachusetts**

Wyona Lynch-McWhite joined ACG in 2016, bringing more than 21 years of experience leading art, university, and multidisciplinary museums. Her areas of expertise include executive search, museum planning, organizational assessments, strategic visioning, fundraising, and diversity training. As an Executive Search practice leader, she has led numerous search processes throughout the United States and Canada, placing executive leaders for a wide range of nonprofit organizations, universities, and government agencies. Ms. Lynch-McWhite has also provided effective solutions in the areas of earned revenue enhancement, strategic planning, and museum planning for clients such as Collier County Museum Division, High Desert Museum, and Civil Rights Institute of Inland Southern California. Prior to joining ACG, she served as the Executive Director of the Fruitlands Museum, Fuller Craft Museum, and the Wilson Museum at Hollins University. A 2006 participant in the Getty Center's Museum Leadership Institute, she currently serves as the Leadership and Management Network Chairperson of the American Alliance of Museums and as a board member of the New England Museum Association. Ms. Lynch-McWhite graduated Magna Cum Laude with a bachelor of science degree from Florida A&M University and holds a master of fine arts degree from Columbia College, Chicago. Her recent executive searches include Arts Council of Indianapolis, Arts & Science Council, Association of Performing Arts Professionals, Berkshire Choral International, City of Sacramento, College Art Association, Cultural Council of Palm Beach County, Emerson College, Imagine MKE, National Art Education Association, Northwest Arkansas Council, Raw Art Works, Silkroad, Society for Arts and Crafts, and United Arts of Central Florida, among others.



## María Muñoz-Blanco, Vice President Raleigh, North Carolina

María Muñoz-Blanco joined ACG in 2020, bringing more than 25 years of experience in the arts, culture, and public sectors, specifically within arts service, venue management, and grantmaking organizations. Her work in the public sector has focused on improving quality of life in diverse communities, expanding programs and services in the arts and parks, and successfully integrating diverse voices from a broad spectrum of creative organizations and artists. Prior to joining ACG, she led public agencies in Dallas, Houston, and Memphis, managing multidisciplinary programs, capital projects, and public-private partnerships with performing arts organizations, museums, cultural centers, and sports and recreational facilities. She has implemented arts education and literacy programs for youth in multiple settings, capacity building programs for emerging and midsize cultural organizations, public art programs with strong local artist

participation opportunities, and a wide array of grants and funding programs. Ms. Muñoz-Blanco holds a bachelor of arts in art theory, graduating magna cum laude from the University of Puerto Rico, and a master of arts in art history from Rutgers, The State University of New Jersey. Her current executive searches include Association of Performing Arts Professionals, City of Sacramento, and United Arts of Central Florida, among others.



## Wendy Clark, Vice President Washington, DC

Wendy Clark joined ACG in 2020 with more than 35 years of experience in museums, visual arts, and design. Her areas of expertise include grantmaking, programming support, and project management on a national scale. She also has extensive training and experience in the areas of diversity, equity, inclusion, implicit bias, ethics, anti-harassment, the Hatch Act, leadership, cyber-security, and executive coaching. Serving as Director of Museums, Visual Arts, and Indemnity at the National Endowment for the Arts (NEA), she managed policy, program development and evaluation, peer review, and the federal grant making portfolios for the nation's museums and visual arts fields. She also served as a Grant and Public Affairs Specialist for the Illinois Arts Council, where she developed, promoted, and implemented \$1 million statewide grants initiative for local cultural facility planning and development. Ms. Clark holds a bachelor of arts degree in political science from the

University of Michigan and studied Elizabethan history, art, and literature at New College, University of Oxford. Her recent executive searches include Connecticut Landmarks, among others.

## V. Fees and Expenses

ACG will conduct Executive Search Consulting Services as outlined in the Proposal for a flat fee of **fifty thousand dollars (\$50,000)**, plus direct expenses.\*

Fees are to be paid incrementally when the:

- a. Engagement begins;
- b. First cut candidate pool is presented to the search task force;
- c. Selected candidate accepts the role; and
- d. Selected candidate begins paid work at the MCC.

MCC retains the right to cancel the engagement after a minimum of 180 days from the date of the first search task force meeting if it:

- a. Determines that the progress of the search is not meeting its needs; and
- b. Is not in discussions, negotiations, or otherwise in the process of engaging a candidate for any position.

ACG guarantees that if the placed candidate does not remain in the position for at least 365 days, ACG will complete the search again for no additional fee and only invoice for direct expenses.

\* Direct expenses include but are not limited to ACG printing, postage, express mail, ground and economy air transportation, lodging, meals, soft skills and communication reports, advertising, e-marketing, and other expenses as required of the project. ACG estimates that direct expenses will be **approximately five thousand dollars (\$5,000)**, excluding candidate-related interview expenses, based on advance planning. These expenses can be lowered if the client provides in-kind hotel, ground transportation, lodging, airline vouchers, or other services for the ACG Project Team. Candidate-related interview expenses would be in addition to these estimates and depend on the location from which candidates are coming and the length of the on-site interviews.



## VI. References

The following references are organizations with a similar mission to enrich the cultural community of a specific geographic area through programs and grants. In mission and operation, they are comparable to MCC.

### Arts & Science Council

#### Charlotte, North Carolina

**President & CEO (2019):** Organized in 1958, the Arts & Science Council is a nonprofit organization whose mission is to ensure access to an excellent, relevant, and sustainable cultural community for the Charlotte-Mecklenburg region, with a vision of a vibrant cultural life for all. ASC achieves its mission by engaging nearby corporations, being present in local schools, connecting neighborhoods with artists, and supporting educators.

Paula R. Vincent  
Board Chair  
(704) 574.1647  
[prv0429@gmail.com](mailto:prv0429@gmail.com)

Jeep Bryant (placed candidate)  
President and CEO  
(646) 239.0194  
[jeep.bryant@artsandscience.org](mailto:jeep.bryant@artsandscience.org)

### Arts Council of Indianapolis

#### Indianapolis, Indiana

**President and CEO (2019):** The Arts Council of Indianapolis fosters meaningful engagement in the arts by nurturing a culture where artists and arts organizations thrive. ACI was incorporated in 1987 with a remit to award \$500,000 of grant funding from the City of Indianapolis to worthy local arts and cultural groups. ACI's impact and mission have grown to provide programs, services, and technical assistance for artists and arts organizations while also awarding grants and fellowship opportunities.

Greg Wallis  
Search Committee Chair  
(317) 428.8453  
[gwallis@att.net](mailto:gwallis@att.net)

Julie Goodman (placed candidate)  
President and CEO  
(317) 631.3301 Ext 222  
[jgoodman@indyarts.org](mailto:jgoodman@indyarts.org)

### National Assembly of State Arts Agencies

#### Washington, DC

**President and CEO (2015):** National Assembly of State Arts Agencies (NASAA) is a nonprofit, nonpartisan membership association that champions public support for the arts in America and advocates for the policy interests of the nation's 56 state and jurisdictional arts agencies. An authoritative resource for information about state arts agencies and public funding for the arts, NASAA's research informs and inspires state arts agencies, driving excellence and sparking innovation and supplying relevant statistics and information on best practices. ACG was engaged by NASAA to conduct the national executive search process for the President and CEO position. This individual would work with the board of directors and staff to advance NASAA's policy and programmatic mission to strengthen America's state and jurisdictional arts agencies.

Gary Gibbs  
Board President  
(512) 936.6561  
[ggibbs@arts.texas.gov](mailto:ggibbs@arts.texas.gov)

Pam Breaux (placed candidate)  
Chief Executive Officer  
(202) 347.6352  
[pam.breaux@nasaa-arts.org](mailto:pam.breaux@nasaa-arts.org)

## VII. Supplemental Materials

### Appendix 1: Recent Diversity Executive Placements

<https://artsconsulting.com/services/executive-search/>

### Appendix 2: Selected Executive Search Clients

<https://artsconsulting.com/clients/>

### Appendix 3: Firm Profile

<https://artsconsulting.com/about-us/>

### Appendix 4: *Arts Insights*: September 2017

<https://artsconsulting.com/arts-insights/interview-questions-and-the-law-recommendations-for-effective-and-lawful-hiring/>

### Appendix 5: *Arts Insights*: January 2020

<https://artsconsulting.com/arts-insights/selecting-the-search-committee-and-defining-its-responsibilities-the-first-step-in-an-effective-executive-search-process/>

### Appendix 6: *Arts Insights*: October 2019

<https://artsconsulting.com/arts-insights/inclusion-diversity-equity-access-resources-for-arts-and-culture-leaders/>

**End of Proposal**



292 Newbury Street, Suite 315  
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[ArtsConsulting.com](http://ArtsConsulting.com)

June 15, 2020

David Slatery  
Deputy Director  
Massachusetts Cultural Council  
10 St. James Avenue, 3rd Floor  
Boston, MA 02116-3803

via email: [david.slatery@massmail.state.ma.us](mailto:david.slatery@massmail.state.ma.us)

Dear Dave,

Thank you for the discussion with Wyona Lynch-McWhite and me today regarding the May 5, 2020 Executive Search Consulting Services proposal that Arts Consulting Group (ACG) submitted for the Executive Director position at Massachusetts Cultural Council (MCC). As a follow-up, I am pleased to provide the following amendments to that original proposal:

**Section IV. ACG Project Team**

Wyona Lynch-McWhite, ACG's Senior Vice President, will be the Project Lead, and I will continue to serve on the project team.

Wendy Clark is listed as Vice President, but she recently returned to her previous position at the National Endowment for the Arts with a particular focus on overseeing the agency's funding distribution and response to the pandemic. While she will continue as a friend and colleague to ACG in suggesting possible candidates, she will not be formally on the ACG Project Team in its work with MCC.

**Section V. Fees and Expenses**

ACG is pleased to support the MCC by reducing its fee from \$50,000 to \$45,000 plus direct expenses.

ACG is committed to ensuring a successful executive search process for the MCC. If you have any questions regarding this amendment or the original proposal, please contact me at [bdthibodeau@ArtsConsulting.com](mailto:bdthibodeau@ArtsConsulting.com) or (888) 234.4236 Ext. 201 or Wyona at [wlynchmcwhite@ArtsConsulting.com](mailto:wlynchmcwhite@ArtsConsulting.com).

We look forward to working with you and the wonderful team at the Massachusetts Cultural Council.

Sincerely,

*Bruce*

Bruce D. Thibodeau  
President

Cc: Wyona Lynch-McWhite, Senior Vice President



*Power of culture*

To: Mass Cultural Council  
Fr: Staff  
Dt: June 18, 2020  
Re: Agency Updates

### **EXECUTIVE**

Welcome to the final meeting of the 2020 fiscal year. Due to the COVID-19 emergency, this meeting is occurring one month later than typical. This will be longtime Executive Director (since 2007) Anita Walker's last meeting before her retirement on June 30. Updates on the progress of hiring a search firm and plan for interim leadership of the Council prior to the hiring of a new Executive Director will be addressed by the Chair and the Search Task Force during today's meeting.

**Committees.** The Executive Committee met virtually (as all meetings have been during the COVID-19 emergency) on June 2 to review and approve the agenda for today's Council meeting. The Grants Committee also met on that date and again on June 9 to both approve the grant recommendations being made to the Council today and to take a deeper look at the Council's grant programs. Minutes from these meetings will be posted on our website.

### **COMMUNICATIONS, ADVOCACY AND LEGISLATIVE**

#### **FY21 State Budget Update**

There is still no timeline available for when the state House of Representatives and state Senate will begin their FY21 budget debate. We know from published media reports that economic experts are estimating the revenue deficit for FY21 falls somewhere between \$4-8 Billion. Neither the House or Senate has announced when their debate will begin, or the Rules either Chamber would employ for it to take place. However, Senate President Karen Spilka has noted in public remarks that she feels a joint budget building process – with the House and Senate building the budget together at the same time – is necessary for efficiency. This has not been done in modern times, if ever. We have also heard that Leadership may not allow any legislative earmarks this year, a very difficult step for legislators who are in a campaign year.

Since COVID social distancing and remote working were put into effect in March, Mass Cultural Council has convened remote town hall forums with policy makers, including our Tourism, Arts & Cultural Development Committee chairs on April 2<sup>nd</sup> in partnership with MASSCreative and Congressman Jim McGovern on May 20<sup>th</sup> with the Worcester Cultural Coalition. These conversations were important as they allowed cultural sector organizations and individuals to speak directly to policymakers about COVID impacts and needs.

Mass Cultural Council has also launched several COVID related economic impact surveys, which to date tally more than a quarter billion dollars in economic loss for cultural organizations and more than \$16.5M in personal income lost for cultural individuals. Each time the Agency collected new data it was shared with the sector, the news media, our partners and the Legislature so policymakers had the most up to date data to consider when building mitigation packages and, eventually, state budget appropriations. Currently Mass Cultural Council has a COVID Recovery Survey open for cultural organizations so we can better communicate the necessary financial, human, intellectual, and social capital needed to fully recover from the coronavirus crisis. This survey closes on June 30<sup>th</sup> and the data collected will be shared with policymakers and partners and will be cited often in advocacy efforts to ensure the cultural sector is included in any state mitigation packages.

### **Council Member's Advocacy**

Pre-COVID the Council's Advocacy's Committee endorsed a robust budget advocacy plan where Council members would engage with their state legislators via email at key points of the budget process. While that advocacy plan will need to be edited when it is understood how the state budget will be crafted, it is the Agency's hope that every Council member will engage with their legislators on behalf of the Council's line item when it is most appropriate to do so. Our Communications Director, Bethann Steiner, will work with the Advocacy Committee chairs to craft draft emails and advocacy alerts for Council members at that time.

### **A general note on legislative outreach and increased visibility**

In order to accomplish a stated goal of the Council: increased visibility of our programs and services in the media, within the Legislature, and among our Council members, the Communications Department has tried to be increasingly robust in its outreach across all platforms. When new initiatives, grant opportunities or public events are taking place the Communications Director shares the information with Council members and state legislators via email. This is proving to be useful. We have noticed several state legislators, and some Council members, promoting the information on their social media pages and in their local press.

### **LinkedIn wording for Council Members**

A reminder that during the January Council meeting vice chair Marc Carroll suggested that Council members who use LinkedIn add their Council membership to their personal profiles. We suggest the following wording and you can tag us at @masscultural so our logo pops up on your profile:

**Board Member, Mass Cultural Council**  
(insert dates of service)

Appointed by Governor XX in (insert year). Mass Cultural Council is a state agency that promotes excellence, inclusion, education, and diversity in the arts, humanities, and sciences to foster a rich cultural life for all Massachusetts residents and contributes to the vitality of our communities and economy. The Council pursues this mission through a wide range of grants, initiatives, and advocacy for artists, communities, organizations, and schools. Mass Cultural Council is governed by a board of private citizens appointed by the Governor. Board members represent various regions of the state and have demonstrated distinguished service, creativity and/or scholarship in the arts, humanities, or sciences.

We believe in, and collectively work to advance the  
#powerofculture in Massachusetts.

**Communications Department FY20 Engagement Report: Our Digital Channels by the numbers**

**Outreach Activities from March 1 – May 31, 2020**

**Social Highlights**

Twitter

- 304 tweets sent (53 more than in previous 3 months)
- 179 new followers
- 1.7K engagements (709 more than previous 3 months)

Facebook

- Post reach grew to 1,274 (up from 858 during the previous 3 months)
- Post engagement increased (Up to 83% in some cases)

**Website**

[massculturalcouncil.org](https://massculturalcouncil.org), our new(ish) web site continues to see increased use:

From Mar 1 - May 31, 2020, total page views (150,676) were up 8% over the previous 3 months and up 34% over the same period last year.

The [Power of Culture blog](#) became a key space for amplifying our grants and services during the pandemic. Blog posts saw a 300% increase in page views during Mar 1 - May 31, 2020 over the previous 3 months. We published 31 posts in this timeframe which yielded 37,966 page views.

[Agency Dates](#) - our "landing page" for grant deadlines and agency events - became another key digital space for us during the pandemic as Agency staff pivoted to deliver all services and convene with stakeholders remotely. It, too, saw an uptick – an increase of 133% in pageviews from Mar 1 - May 31, 2020 over the previous 3 months.

### **Enewsletters**

During this period, we sent 12 newsletters and 10 press releases and/or notifications to the field.

### **Podcast**

Our podcast, [creativemindsoutloud.org](https://creativemindsoutloud.org), hit a big milestone in early March — the 100th episode!

### **Culture Chats**

We hosted 23 Culture Chats with Anita and various constituents to offer inspiration and examples of how the power of culture was being harnessed in response to the pandemic. [Watch these clips on our YouTube channel.](#)

## **Digital Channels by the Numbers**

### **Social**

- Twitter: 14,400 Followers
- Facebook (Agency-wide): 11,000 Followers
- Facebook (Community Initiative): 1,538 Followers
- Instagram (newer platform for the agency): 3,630 Followers
- LinkedIn (newer platform for the agency): 1,031 Followers
- YouTube: 422 videos, 367,170 views to date

### **Email Lists**

- Power of Culture: 7813 contacts

- Artists News: 9,833 contacts
- Creative Youth News: 7,588 contacts
- Community News: 2,061 contacts
- Press: 174 contacts (print and radio media outlets statewide)

## **CULTURAL INVESTMENT PORTFOLIO (CIP)**

### **Cultural Investment Portfolio Services:**

**The Safe Harbors Program** was launched in early April to provide broad assistance to Massachusetts cultural nonprofits during the COVID-19 pandemic. The following are highlights of this work:

1. Webinar Series: 1,617 Participants (available on YouTube)
  - Navigating Federal Policy: CARES/Family First Acts: Total participants: 542
  - Cash Flow Planning in a Crisis: Total participants: 386
  - Building Budgets and Testing Scenarios: Total participants: 392
  - Decision Making Amid Crisis: Total participants: 297
2. Small Group Consultations: 52 CIP Organizations
3. One-on-one Office Hour Consultancies with Nonprofit Finance Fund: 9 CIP Organizations
4. Six-Hour Consulting Sessions with Nonprofit Finance Fund: 4 CIP Organizations

**Blog Posts:** Three Safe Harbor blog posts with tools and templates on how to navigate the current crisis and plan for recovery are available on the Power of Culture Blog.

**Portfolio Grantees:** In response to the COVID-19 shutdown and its consequences for cultural organizations, the CIP team extended deadlines for FY20 year-end reports. The CIP Annual Report, typically due by May 31, is due June 30, and includes a COVID-19 Recovery Survey which will help the Council better understand and communicate the necessary financial, human, intellectual, and social capital needed to fully recover. We will be monitoring the responses as they are received, and NonProfit Finance Fund will conduct an analysis of the responses after the June 30 deadline. The deadline to complete the DataArts Funder Report, also usually due by May 31, has been extended to fall 2020.

**Gateway:** Ninety-one organizations submitted complete and eligible applications for the January 31<sup>st</sup> deadline for the third cycle of the Gateway program. Applicant organizations ranged in size from budgets of \$52,000 to \$9



million. Site Visits for the review process were just about to start when we shifted to working remotely due to the COVID-19 crisis. We immediately shifted to conducting all of the 'site' visits to virtual visits on Zoom. All of the meetings took place between March 20 and June 4, prior to the panel review meetings in the second week of June 2020. A diverse group of panelists was recruited to review and score the applications. Results of the review will be available for a future Council meeting.

**Projects:** For the past several years, the application for Projects grants has been in early May. Due to the great uncertainty in the current crisis, the Projects program is undergoing additional revisions, and the application deadline is being postponed to a future, currently undetermined, date.

**Gaming Mitigation:** On May 21, 2020 the Gaming Mitigation Program awarded \$3.34 million to help mitigate the challenges organizations face when directly competing with resort casinos to book touring artists. Of the 53 applicants, 52 organizations received grants that ranged from \$1,000 to \$250,000 based on a formula that allocated money after taking into account the percentage of performances featuring touring artists, and the amount of fees paid to those artists.

## **COMMUNITY INITIATIVE**

The Community Team has been, since the last update, working with their regions and Local Cultural Councils (LCCs) virtually. Immediately when the work from home order came through the team decided that because they could not do formal site visits or even visit communities, they would stay in touch with their councils via office hours. Each member of the team has conducted either weekly or bi-weekly office house offering updates and answering questions from constituents in their regions. In addition, the team has been offering bi-monthly Community Check Ins for all of our programs to attend and have included updates on COVID -19 and panel discussions on various topics including presentations from programs, organizations and artists who are, like us, working through the COVID crisis and looking for and finding ways to create an arts and culture experience.

During this time, the team produced guidance documents for Festivals, municipalities, and LCCs on how to handle granting issues that arose with approved grantees' programs being cancelled or extended. Those documents coupled with office hours have been a great resource for the field.

For the remainder of the time that we will be working from home, we will continue with office hours and community check ins as well as offer webinars on a number of subjects to help LCCs prepare for the upcoming grant cycle as well festival webinars to support festival producers around issues of audience engagement and virtual programming.

We continue to reach out to and collaborate with others who are providing support to our regions. Mass Creative has been on or Community Check in Calls to provide the field with updated information that is pertinent to their work as well as with the Regional Tourism Councils as they navigate the tourism season.

### **Local Cultural Councils**

Currently, LCC's are in the process of gearing up for the FY21 grant cycle. We are reviewing the Mass Cultural Council Guidelines and making revisions for the upcoming year. Based on those guidelines, LCCs will create the priorities for their city or town. In addition, we are conducting a survey of all LCC applicants in FY20 to assess their needs for the coming year so we can better inform our councils as they are making grant decisions.

### **Festivals Program**

The Festivals Program completed its spring/summer grant cycle and just as things were getting underway COVID-19 cancelled a larger portion of the festivals. We responded by fulfilling the approved festivals with \$500 grants.

The Festivals Program continues with its audience lab pilot program approved by the Council last August where 10 festivals are taking part in a program to increase and diversify their audiences through a series of measures from online advertising to reviewing their current outreach methods and assessing their marketing materials to ensure inclusive language as a way of broadening their reach. Each of the participating festivals received \$2,000 to participate. The program had to readjust because of COVID-19 with many of the festivals needing to cancel or postpone. We tweaked the program to create new webinars around virtual programming and year-round audience engagement using social media. The pilot program is set to end September 1, however we are reviewing the next steps to give the lab participants the opportunity to use what they have learned and translate that to their spring/summer FY21 festivals.

### **Cultural Districts**

#### **New Cultural Districts**

Today, we present to you for consideration, a district in beautiful Fall River (see memo in the Council Meeting materials) Our pre-COVID hope was to have final site visits setup for three separate districts; Bedford, MA (home of the Bedford Flag!), a proposed Little Saigon Cultural District in Boston's Field's Corner neighborhood, and a vibrant strip in East Somerville. Our timing had two of those up for a vote before the end of the fiscal year and one in September. We have put those on a hard pause for now as we focus on how to help the existing districts rebuild and recover.

#### **Preliminary Discussions**

Pre COVID-19, staff visited with stakeholders in Mansfield (home of the National Black Doll Museum.) Staff was on-course to execute follow-up visits to Chicopee and Fitchburg as well as an initial connect with Lawrence.

### **Re-designation Process**

COVID-19 has set back our normal time renewal time frame. The four districts up for renewal are Beverly, Boston's Literary District, Plymouth, and Worcester. Boston has responded with an initial NO for renewal of the Literary District, while the other cities have expressed interest in renewing. Note that last year, we had two districts who initially expressed no interest in renewing and then changed their minds after a meeting with staff. We'll similarly follow up with Boston to ascertain concerns and see how we can respond to them. Staff will proceed virtually with meetings with Plymouth and Worcester, but now anticipate a winter renewal vote instead of our regular September vote.

### **COVID19 Activities**

Zoom, zoom and more zoom. Staff convenes the Cultural Districts in a bi-weekly check-in which has allowed stakeholders to not only process fears and trauma with each other, but to learn from others and adapt best COVID-19 practices in their own communities. Our Cultural Districts, particularly in smaller municipalities, have led relief efforts as well as acting as initiators of community-wide events that help the local populace during their most vulnerable time. Placekeeping at its finest!

### **ARTISTS**

**FY20 Artist Fellowships:** In April 2020, Mass Cultural Council hosted grant review panels (via Zoom) for FY20 Artist Fellowships in Choreography, Fiction/Creative Nonfiction, and Painting. The results of those panels – panel recommendations for 18 Fellowship awards (\$15,000) and 16 Finalist awards (\$1,500) – are detailed in the Artist Fellowships Report. Pending approval by the Council, applicants will be notified of their award status in late June. The fellows/finalists work will be posted on Mass Cultural Council Gallery shortly thereafter.

This is the second set of Artist Fellowships awarded in FY20. In January, we announced awards in Drawing & Printmaking, Poetry, and Traditional Arts.

Categories for the Artist Fellowships recur every other year. In the FY21 cycle, our plan would be to accept applications in Crafts, Dramatic Writing, Sculpture/Installation/New Genres, Film & Video, Music Composition, and Photography.

**COVID-19 Relief Fund for Individuals:** In April, we launched the COVID-19 Relief Fund for Individuals to support artists and teaching artists/scientists/humanists who had lost revenue due to COVID-19. We received over 1,800 applications to the COVID-19 Relief Fund for Individuals. We allocated grants to six different

regions in Massachusetts and made grant selections through a randomized selection. Our original expectation was to fund a total of 225 awards by redirecting existing Agency funds. However, due to the support and generosity of the New England Foundation for the Arts (NEFA), who donated \$48,000 to the COVID-19 Relief Fund for Individuals, we were able to make a total of 273 grants.

Mass Cultural Council also received a \$30,000 donation from the GKV Charitable Foundation, based in Fairfield, CT. Gary Knisely of the GKV Foundation directed that the donation be used to support \$1,000 grants to 30 theater artists living in Berkshire County. We were able to fund 9 Berkshire County theater artists who had applied to the COVID-19 Relief Fund for Individuals, then accepted applications from Berkshire theater artists to distribute the 21 remaining grants.

**ArtSake:** ArtSake is Mass Cultural Council's online resource to support individual artists. This "pandemic year," we have noticed an increase in traffic to the site. Thus far in calendar year 2020 (Jan 1, 2020-May 31, 2020), ArtSake had 53,869 total page views, an increase of 6.45% over this period last year.

The most highly visited pages include:

- Weekly artist opportunities
- Creative Space Classifieds tool to list/find creative space
- COVID-19 news, funding, and resources

The site also amplifies the voices and artwork of Massachusetts artists through interviews, "Studio Views," artists discussions, and other articles. Furthermore, we promote the continued success and development of our past awardees through our monthly Fellows Notes features.

**In the Field:** Dan Blask continues to serve as Mass Cultural Council's representative in the New England Foundation for the Arts' New England States Touring (NEST) program. On April 15, 2020, he participated in a panel meeting (via Zoom) to decide Spring 2020 NEST awards.

## **FOLK ARTS & HERITAGE**

**Traditional Arts Apprenticeships:** Mass Cultural Council has awarded Traditional Arts Apprenticeships every other year, beginning in 2001. For FY21, we changed the apprenticeship training period from 10-months to a two-year grant. The change was intended to provide annual funding for the teaching of traditional

arts and allow grant recipients to take advantage of the summer months. We had a 45% increase in the number of apprenticeship applications this year. The original plan was to notify applicants after the May Council meeting, without specifying grant amounts until the August Council meeting.

But COVID-19 has complicated things, both financially and temporally. On short notice, we were forced to figure out how to hold remote panel meetings. During their deliberations, panelists were informed that MCC's FY21 budget would not be known for some time, but that NEA had approved \$30,000 for Folk & Traditional Arts, as part MCC's partnership grant. Since apprenticeships are funded in the FY21 funding cycle, and our state funding is unknown, we plan on bringing the panel's recommendations to the Grants Committee meeting once the FY 21 state budget is known when hopefully the Agency will have an approved FY21 funding plan.

**Fieldwork:** Prior to the no-travel restrictions in mid-March, recent fieldwork included documentation of master embroiderer Elizabeth Creeden of the [Plymouth Tapestry Project](#) and interviews with the three subjects of our video project (see below).

**Living Traditions video project:** Program Manager Maggie Holtzberg has been working with videographer Daniel Jacobs to produce three short videos featuring Massachusetts master artists: shipwright [Harold A. Burnham](#) of Essex, letter carver and printer [Jesse Marsolais](#) of Harwich, and Wampanoag wampum and fiber artist [Elizabeth James-Perry](#) of Dartmouth. In addition to showcasing these individual artists and their cultural heritage, the videos highlight the work MCC does to support these artists through Artist Fellowships and Apprenticeships. We hope you will watch the nearly completed video about Elizabeth James-Perry. <https://vimeo.com/414523977> Password: ejp

**Public Programming:** COVID-19 has also taken its toll on our public programming partnerships. We were very excited to co-present our third showcase concert at Tanglewood's Linde Center for Music and Learning (TLIC) May 28<sup>th</sup>. The free afternoon dance workshop and ticketed showcase concert "[Around the World](#)" featuring the music of Mali, Nepal, and Greece, has been cancelled. The musicians have been told that the concert will be held in 2021.

Also cancelled is the 2020 [Lowell Folk Festival](#). Maggie has programmed the folklife area of this festival since 2007. Over 150 traditional craft artists from Massachusetts have been featured. The theme for the 2020 Folklife area was to be "Musical Instrument Makers." Maggie identified and confirmed 12 musical instrument makers to demonstrate. The line-up included makers of concertinas, pipe organs, fifes violins, bows, sarangis, steam-bent custom drums, Wampanoag water drums and rhythm sticks, ukuleles, and guitars. If luck is with us, it will be safe to gather large crowds by late July 2022 and these same craft artists will be available to participate.

**Service to the Field:** Maggie is participating in a newly formed network of folklorists and arts administrators focused on traditional arts relief and recovery strategies during the current public health and economic crisis. Participants in the weekly Zoom meetings include professionals from local, state, and federal agencies such as the National Endowment for the Arts, the National Council for the Traditional Arts, the Institute for Museums and Library Sciences, state folklife programs, and independent not-for-profit folk arts organizations. It has been a great way of sharing resources and connecting with colleagues across the country. Maggie is on the working group focused on leveraging the state folklorist/folklife programs network.

### **CREATIVE YOUTH DEVELOPMENT (CYD)**

The past 12 weeks have created an unprecedented opportunity to demonstrate the value of Creative Youth Development programs to young people, families and communities throughout Massachusetts. Early on in the pandemic CYD organizations were striving to stay connected to young people. It became very clear that many young people were not engaging with school or the after-school arts, humanities, or interpretive science programs that had been such a vibrant part of their lives. While some were receding into themselves as a self-preservation mechanism, others simply did not have the resources of technology, space, and basic needs that are required to be able to engage virtual learning. We as a field worked hard to better understand and find creative ways to engage them based on their needs and situations. What was painfully clear was that young people, all people, need to have their basic needs met first – food security, housing, and health – before they can engage fully and creatively.

In response to their community's dire needs, many CYD organizations – in addition to providing high-quality cultural experiences – became a connector to vital resources in the community including shelters, food pantries, and community health offerings. In East Boston, [Zumix](#) received nearly 50 requests for basic resources in the first weeks of the crisis, with the majority in search of food and rent money. Further still, CYD organizations took an active role in providing these necessities. The [New Bedford Whaling Museum](#) actively sought out and supported housing for CYD alumni and families when colleges closed and families lost housing. In Worcester, the [Neighborhood Strings](#) program is working with several immigrant families who have lost employment, or have parents in the medical field, to find adequate food and childcare to cope with their current situations.

Our work throughout the pandemic has been focused on convening the Creative Youth Development programs and to create a space where solutions and support can be found together. Every Thursday, for 12 weeks, we have

convened a 90-minute call with CYD leaders from throughout Massachusetts to explore solutions to shared problems created by COVID-19 and racial injustice. Word got out and those calls have expanded to include young people , teaching artists, and organizational leaders from Pittsburgh, San Diego, Chicago, New York, San Antonio, Detroit, Denver, and Oakland in addition to other funders of the work for often a total of 70 people on the Zoom calls. We've held similar gatherings with Teaching Artists and with youth involved in our Amplify Grant program and we send out a resource/opportunities page each week to all involved.

Thanks to rapid action by the Council we were also able to deploy the CARES funding the agency received from the NEA, which is being used in many programs to retain the unique and talented individuals that teach and work directly with young people. In addition, we have been working with programs to rethink their current funded projects and prepare for an uncertain future that will likely include blended online and in person learning. As always, we are sharing stories and opportunities through our blog. In addition, Käthe Swaback was a featured panelist on a joint presentation introducing the [Creative Youth Development Toolkit Landscape Analysis](#), organized by the National Guild and Americans for the Arts. The forum was on, "[Landscape Analysis on Funding, Sustainability, and Partnerships.](#)" We were also participants in a national funders call for funders supporting Creative Youth Development, including one state agency, several smaller family foundations and the National Endowment for the Arts.

Though our Teaching Artist programs ended prematurely, the data we received from the final evaluations tracks consistently with our experience in the pilot. There was tremendous engagement, community building, and skills-based learning for the broadest range of educators, from early childhood strings programs to hip hop programs for teens. Our CYD Teaching Artist Pilot, which was essentially the META Fellowship across disciplines, had a similar impact and we look forward to launching that program fully when current conditions improve. One adjustment we did make in response to COVID was to allow Fellows in the META Fellowship, utilizing private funds, to repurpose a portion of their available grant money to support equipment and training that would support online learning, in a manner consistent with their organizations content delivery.

In the current climate of increased protests that has emerged from the killing of George Floyd, we will continue to hold space for the CYD community to come together and understand what the roles of young people and the arts are to make change in our communities.

## **CultureRx**

The CultureRx program was launched to a remarkable reception just ahead of the COVID-19 Pandemic. In addition to launching a partnership with ConnectorCare to provide free and reduced price admission to people enrolled in that program, we deployed two pilot programs to explore the

potential and impact of the social prescribing of cultural experiences in the Berkshires and in Springfield. These pilots were focused on linking cultural opportunities to key health outcomes such as social isolation, mental health, other preventable chronic health conditions. Those pilots, though abbreviated, have provided organizations with an opportunity to welcome new audiences, work more closely with the health care sector, and create a foundation for future revenue streams in health outcomes related to their work. We also were effective in helping them pivot to promoting the online programming that they created, sharing the links and offerings of all eight organizations with both health care facilities. We are expecting a full report from the Public Health Institute of Western Massachusetts on the feasibility and initial impacts of the work this coming July.

At the same time, we have been preparing to more broadly deploy social prescription support to organizations that have existing partnerships with professional care providers. Because of COVID-19 we moved the Expression of Interest deadline to May 31, 2020. We received 32 applications at the deadline, including eight from the organizations who participated in the first phase of the pilot. We will be reviewing these submissions on June 17 and will recommend a cohort of programs to take the next step in working with us in the second phase of our pilot. Though the timeframe remains unclear for social prescribing to take place with patients and clients, we will be able to assemble a new cohort, begin trainings with organizations around cultural humility, and how to create the plans for more inclusive welcoming spaces for new audiences. We also look forward to working with new partners in the health sector to identify effective practices for partnering with the cultural sector.

## **EDUCATION**

### **STARS Residencies**

COVID-19 closed schools just as many STARS Residencies were starting, about to start, or finishing up. Impressively, many of the cultural partners and teachers worked together to create "virtual" residencies, perhaps with fewer sessions, but still bringing the cultural partners and the students together for creative learning. The willingness and ability of the cultural partners to learn how to create engaging "online" lessons, has been moving, impressive, and fueled by their deep commitment to providing creative education to young people. The cultural partners have been learning through experience as many of them did not have experience creating videos. For most of them, the biggest challenge has been how to create the "magic" while not being with the students in person.

To support the cultural partners in this difficult period, we've been holding a weekly Zoom forum for them to talk with each other about the challenges they are as spring and summer jobs cancelled, and how to move their work online.



The conversations were helpful, collaborations were established, and a camaraderie developed among these teaching artists and scientists who often work alone during the school year. For Mass Cultural Council, it was a unique and welcome opportunity to see the cultural partners many times more than we are able when traveling to see them at their residencies across the state. We have moved the forum to a monthly format for the summer and will tackle the questions of how to address and promote social justice in their work, how to find summer gigs, and what working with schools will look like in September.

**Big Yellow School Bus.** Due to school closures, we closed the program for FY20 and moved the remaining funds to the Individual Artist Relief Fund. We will address the question of whether the program will run in FY21 when we have more information about our FY21 budget and what schools and cultural organizations are doing regarding field trips, virtual or in-person.

**Creative Minds Out of School.** Creative Minds Out of School was designed to bring artmaking to children grades K-5 in out-of-school and afterschool settings where there is more time for art. With the COVID shutdown and now the nationwide struggle around social justice, our partner and contractor that implements the Creative Minds Out of School program for us in MA, Innovation Learning Center (ILC,) pivoted quickly to use the [CMOST Facebook page](#) to use art-making to meet the current needs of young people. Currently, the Facebook page is helping families and caregivers create a space and opportunity for children to ask questions, share feelings and express their understanding of current social unrest. It is also promoting art to address the trauma that children are feeling as a result of all that is going on.



ILC has also reached out to previous trainees and invited

them to create videos based on the CMOST curriculum for children and families in their own programs to bring artmaking to young people at home. The videos are curated by ILC and posted on the CMOST Facebook page. They are also distributed virtually by the creators to the young people and families they serve. We know they're reaching children: the video-makers are sending photos they get from families of the art children are making as a result of the videos.

**Poetry Out Loud.** The Massachusetts Poetry Out Loud 15th anniversary state finals competition took place Sunday, March 8. Poetry Out Loud is the national



recitation competition for high school students created by the National Endowment for the Arts and the Poetry Foundation. The Huntington Theatre Education. POL brings poetry into the lives of more than 20,000 young people across Massachusetts each year. The young people experience the power of the written and spoken word by making three

poems their own and bringing them to life through performance. They dig deep into their rich literary heritage, develop critical thinking and public speaking skills, and build self-confidence. Through all this, they bring the power of culture into the lives of their teachers, their families, and their friends.

By sheer luck, we held the state finals competition just days before schools were closed by the pandemic. As a result, we were able to name our 2020 Massachusetts Poetry Out Loud Champion, **Anya Barrett** from Worcester Technical High School. Anya received \$1000 and Worcester Tech receives \$500 to purchase poetry books and materials.

### **Massachusetts History Day**

In the third year of our partnership with Massachusetts Historical Society, National History Day in Massachusetts went virtual for the first time in the competition's history. MHS is the state sponsor for National History Day in Massachusetts, the state affiliate of National History Day, a yearlong interdisciplinary program focused on historical research, interpretation, and creative expression for students in grades 6 through 12. Students conduct primary- and secondary-source research on a historical topic of their choosing and present their work through a documentary film, website, performance, paper, or exhibit. This year's national theme was "Breaking Barriers." About 6,000 students participated at their school level, and 686 students from 102 cities and

towns across the state participated in the virtual competition at four regional contests and the state level.

One of the most rewarding parts of the NHD program for students is the opportunity to compete at regional, state, and national contests. Determined not to cancel the regional and state contests due to the outbreak of COVID-19 in Massachusetts, MHS staff and NHD volunteers sprang into action to organize the first-ever virtual contest. Students submitted their projects electronically, and a cohort of over 200 volunteers evaluated the projects and provided written feedback. 61 Bay State students will move on to the national (virtual) competition in June.

### **Early Education Pilot**

We have had to end our work with the Department of Early Education and Childcare (EEC) to help cultural organizations serve families with children ages 0-5 years. This was Year 2 of our pilot phase on Cape Cod. The Cape Cod Conservatory was our cultural partner along with EEC's community organizations who serve needy families. We have ended the pilot as we expect the budget for FY21 to be either level funded or cut, which will leave little resources to start and support this new initiative.

### **CULTURAL FACILITIES FUND (CFF)**

In March, the Massachusetts Cultural Facilities Fund (CFF) convened four panels to review the new round of 151 applications.

Staff enlisted 24 expert panelists from a variety of fields to assess and score the applications. Materials were sent to the panelists four weeks in advance of the meetings to give the panelists sufficient time to review the applications. Each panelist was carefully instructed to assess the applications in accordance with the published CFF guidelines and review criteria.

The panelists numerically score each section of the application. Cultural Facilities Fund Program Director Jay Paget facilitated each panel discussion to ensure that all applications received a thorough review based on the criteria in the published guidelines. CFF Program Officer Miranda Cook and Coordinator Lani Weil facilitated the visual presentations and note-taking in each panel.

The panel recommended 100 grants representing all regions of the Commonwealth. The recommendations were presented to the Cultural Facilities Fund Advisory Committee on April 22. The recommendations were approved by the Advisory Committee as well as the MassDevelopment Board on May 14.

On May 14, MassDevelopment and the Mass Cultural Council issued grant notifications, a press release, and legislative notifications.

The grants for this round include Capital Grants; Feasibility and Technical Assistance Grants; and Systems Replacement Plan Grants. The total grant amounts in each category are as follows:

- 68 Capital Grants: \$8,748,000
- 20 Feasibility and Technical Assistance Grants: \$470,400
- 12 Systems Replacement Plan Grants: \$84,000
- 100 Grants; Total: \$9,302,400

The overall dollar request to the Fund in Round 12 was \$25.2 million and the combined total development costs of all projects was \$221 million.

### **UP: UNIVERSAL PARTICIPATION INITIATIVE.**

#### **UP Designation stewarding 4 distinct characteristics to facilitate cultural change and adaptive environments.**

VISION: the work is embedded in the systems of the organization.

EDUCATION: the work is ongoing and shared internally and externally.

REPRESENTATION: the work is embodied in the organization by marginalized practitioners; as leaders, artists, directors, consultants, advisors, staff and teachers.

INNOVATION: the work includes new ideas, creative approaches, and fresh perspectives that are adaptable, responsive, and aspirational.

**UP Award.** The UP Award is a 10k prize that was presented in a public social media series Monday June 1- Friday June 5. Organizations with UP Designations are eligible to receive the award – a peer nomination process occurred Nov/Dec 2019 and a panel of artists/activists reviewed the nominations in Dec 2019 to recommend a top five and the 10k recipient. The UP Award honored eight organizations, centered artists with disabilities, and offered a keynote speech from Sara Minkara, recently acknowledged by the Harvard Kennedy School as an Emerging Global Leader. The series included English, Spanish, and American Sign Language and provided real time captions, ASL interpretation, and audio-description. Approximately 250 unique viewers logged in each day, representing up to 14 states and 6 countries.

MONDAY: Community Asset Award to Open Door Arts (formerly VSAMass) for a legacy of working with and spotlighting artists with disabilities, bringing art into BPS classrooms, and activating Universal Design for Learning as a pedagogical practice. Artist: Precious Perez, a Chelsea resident and a Berklee student

TUESDAY: Council Recognition Awards to Barrington Stage (with Council Member Allyce Najimy) and South Shore Conservatory (with Council Member Karen Barry). Keynote: Sara Minkara from Empowerment Through Integration

WEDNESDAY: UP Award finalists Tower Hill Botanic Garden, The Discovery Museum, and Abilities Dance. Artist: Caroline Whiddon and Me2/Orchestra

THURSDAY: UP Award finalists ArtsEmerson and Wheelock Family Theatre. Artist: Queen Mab Micro Theatre with Jessica Ernst, Elbert Joseph, and Vincent Siders

FRIDAY: UP Award recipient Ellice Patterson of Abilities Dance. (10k to Abilities Dance, 1k to Discovery Museum, Tower Hill Botanic Garden, ArtsEmerson, Wheelock Family Theatre) Artist: Adrian Anantawan, violinist, teacher, and VSA teaching fellow

**UP Designation.** Applications for this status, to coincide with completion of the Innovation and Learning Network (ILN) originally scheduled for June 2020, postponed until October 2020

**Innovation Fund Grants.** All contracts rec'd prior to March 13 Mass State of Emergency and Shelter in Place regulations went into effect. Fifteen 3k grants were awarded, 45k total.

**LEAD Stipend Grants.** The LEAD conference from VSA International and the Kennedy Center for the Performing Arts is cancelled. The 10k allocation is "returned" to the MCC; recommended the monies be used for accessible communication services as regulated under section 508, government agencies and effective communication obligations.

**IDEA Pilot Program.** The IDEA Pilot, an innovative approach to diversity, inclusion, and equity work and one that centers the non-attending public as museum critics and consulting experts, is furloughed as state regulations on sheltering and distancing are put into effect.

**Card to Culture.** EBT Card to Culture, guided by Kalyn King, Program Officer, completed its 4th cycle on March 2020. Looking to several potential data points going forward:

- Reopening of cultural venues and dedensification practices
- Monetization principles and community service practices as response to dedensification
- Increase in DTA applicants due to economic downturn

**Innovation and Learning Network (ILN).** Using the UP Award as a learning platform for the redesign of the Learning Network in 2021. Looking for greater

intentional intersection of race, gender, class, language, and ability barriers in a series of online classes, webinars, one-on-ones, and user/expert consultations. A greater connection to individual/community well-being. Project opening applications late October 2020.

#### **UP COVID-19 Response**

- Convened national leaders in accessibility in response to govt shutdown
- Convened local leaders in accessibility in response to govt shutdown
- Consulted regularly with artists with disabilities and organizations looking for access resources
- Weekly meetings with Cultural Access New England
- Weekly meetings with Cultural Investment Portfolio team
- Presented "Access Now" for Berkshire Non-Profit Center in response to COVID
- Developed and shared: resources for artists with disabilities, effective communication practices in virtual environment
- Following: Deaf/Blind community and COVID response as tactile communication and physical distancing are at odds
- Following: Social service providers (personal care attendants and language interpreters) designated as essential
- Following: early child development research on virtual education practices
- Following: teaching artist best practices in the virtual environment
- Following: City of Boston response to COVID/resource sharing with cultural sector



*Power of culture*

To: Mass Cultural Council Board  
Fr: Anita Walker and David Slatery  
Date: June 18, 2020  
Re: FY20 June Financial Update

We are now almost through the fiscal year which closes on June 30, 2020.

Through March of this year overall spending was on target across almost all major administrative and program lines, as mentioned in previous updates in March. However, with onset of the COVID-19 pandemic and the Governor's declaration of emergency and stay-at-home directives and the closure of cultural organizations and cancellation of events that resulted, everything changed.

On April 7, the Council finally met after the postponement of the March 13 meeting and voted to reallocate various financial resources in order to fund new programs responsive to the new emergent conditions, including reallocating certain casino tax revenues made available to the Council under the Massachusetts Gaming Law. These grants are all reflected on the attached spreadsheet

All grant commitments have been or will be fully disbursed, all accounts will be reconciled, and all financial obligations will be fulfilled before the end of the fiscal year so as to minimize any required reversions to the state. Any aggregate savings that we are able to realize over the course of the year will be applied to prepaid expenses for FY21 – namely the MassHumanities partnership allocation.

Following this memo is a budget spreadsheet for FY20. It consists of three parts. The first is the typical "one pager" (though it has expanded to two or three pages over the past few years as our activities have expanded). Please note that we are in the last weeks of finalizing many matters so some of the items (highlighted in yellow) are estimates at this time. Typically, this report is given in May when there is less of a flurry of activity but as we have moved back a month this year, we are dealing with many end of year activities. The second is a list of "new grants"- these are separate items that were voted to be treated as grants by the Council at the August 2019 meeting where the FY20 Spending Plan was approved. Due to the COVID crisis, some of these grants were unable to

be made. This part is reflected in the aggregate on "Other New Grants" under the "GRANTS AND STIPENDS (PP)" section on the first part.

The third part consists of reporting of the funds Mass Cultural Council has received from casino tax revenues through the Massachusetts Cultural and Performing Arts Mitigation Trust Fund pursuant to the Massachusetts Casino Gaming Law (Mass. General Laws Chapter 23K) and a summary of how they have been spent.

**Other matters.**

*CFF Expenses.* As is typically noted, we are relying on receiving approximately \$325,820 in expense reimbursements from MassDevelopment for administration of the Cultural Facilities Fund (CFF). The current CFF round (Round12) was approved by the MassDevelopment Board in May and we submitted our expense reimbursement request thereafter.



MASSACHUSETTS CULTURAL COUNCIL		FY 19	FY 20	FY 20	
FY 20 BUDGET		FINAL BUDGET	BUDGET	EXPENDED	
Council Meeting- June 18, 2020			PLAN	TO JUNE 11, 2020	
NON GRANT/NON PROGRAM EXPENSES-SALARIES, SPACE, AND ADMINISTRATION (DOES NOT INCLUDE GAMING FUNDS)					
1	AA: Salaries	\$ 2,620,283	\$ 2,759,087	\$ 2,530,818.00	
2	AA: Fringe & Indirect (Salaries & Contracts Paid Thru Fed. or Trust Accounts)	78,252	82,609		
3	BB: Employee Related Expenses	34,295	26,622	22,608	
4	CC: Interns and Contracted Employees	25,348	16,569	14,853	
5	DD: Pension and Insurance Related Expenditures (State Chargebacks)	44,480	60,024	57,202	
6	EE and FF: Administrative Expenses (NPS)	135,776	131,110	66,345	
7	GG: Space Rental and Utilities	353,010	354,010	319,695	
8	HH: Consultant Service (NPS) Contracts	76,543	81,625	61,625	
9	JJ: Operational Services	14,603	21,576	21,544	
10	KK: Equipment Purchases	-	-	-	
11	LL: Equipment Leases and Maintenance (Non-IT)	27,310	26,660	21,160	
12	UU: Information Technology Expenses	448,736	140,820	133,715	
13	<b>SUB-TOTAL NON GRANT/NON PROGRAM EXPENSES</b>	<b>3,858,636</b>	<b>3,700,712</b>	<b>3,249,565</b>	
14					
15	<b>PROGRAM &amp; SERVICES EXPENSES</b>				
16	EE: Administrative Program Expenses	106,371	52,053	34,023	
17	HH&JJ: Consultants & Panelists	456,026	619,740	319,865	
18	LL&UU: P&S Tech and Equipment	10,592		-	
19	<b>SUB-TOTAL P&amp;S EXPENSES</b>	<b>572,989</b>	<b>671,793</b>	<b>353,888</b>	
20					
21	<b>GRANTS AND STIPENDS (PP)</b>				
22	Cultural Districts	230,000	260,000	216,000	
23	Artist Fellowships	543,000	603,000	192,500	
24	Cultural Investment Portfolio	5,010,000	6,030,000	6,030,000	
25	Media	120,000	130,000	130,000	
26	Festival	110,000	110,000	39,000	
27	Local Cultural Council Program	3,400,000	4,154,000	4,006,400	
28	Mass. Cultural Data Project	47,500	47,500	47,500	
29	Poetry Out Loud	17,500	17,500	17,500	
30	Traditional Arts Apprenticeships	70,000			
31	Big Yellow School Bus	140,250	148,000	90,000	
32	STARS	946,500	1,147,500	803,200	
33	CYD -YouthReach	832,000	988,000	988,000	
35	CYD-SerHacer	352,000	418,000	418,000	
36	CYD: META (KFF-Funded)	151,900	191,000	104,721	
34	CYD-Amplify	15,000	22,500	1,500	
37	UP Program Stipends/Challenge Grants	70,000	70,000	70,000	
38	Compact Grants	40,000		-	
39	Other New Grants (list in Section 2))		320,000	181,400	
	Individual Artist Relief		303,000	303,000	
	NEA CARES ACT		437,000	437,000	
39	<b>SUB-TOTAL GRANT EXPENSES</b>	<b>12,095,650</b>	<b>15,397,000</b>	<b>13,638,721</b>	
40					
41	<b>PARTNERSHIPS, RE-GRANT AND PROJECT FUNDING PROGRAMS</b>				
42	Massachusetts Foundation for the Humanities	605,229	679,397	625,000	

[illegible]



<b>OTHER NEW GRANTS (NEW PP)</b>			<b>EXPENDED THROUGH 3/5/20</b>
<b>Art Week</b>		<b>25,000</b>	<b>\$ 25,000</b>
<b>Fair Saturday</b>		<b>20,000</b>	<b>\$ 20,000</b>
<b>Audience Lab</b>		<b>20,000</b>	<b>\$ 16,000</b>
<b>CIP Capacity Accelerator Network (CAN)</b>		<b>10,000</b>	
<b>Health Initiative</b>		<b>40,000</b>	
<b>Early Education and Childcare</b>			
<b>Mass History Day</b>		<b>20,000</b>	<b>\$ 20,000</b>
<b>Instrument Program</b>		<b>30,000</b>	
<b>META Expansion (AET)</b>		<b>35,000</b>	<b>\$ 17,400</b>
<b>Foster Families Pilot</b>		<b>20,000</b>	<b>\$ 20,000</b>
<b>Holyoke Arts Ed Task Force</b>			
<b>Kennedy Library</b>		<b>35,000</b>	<b>\$ 35,000</b>
<b>Network of Arts Administrators of Color</b>		<b>25,000</b>	<b>\$ 25,000</b>
<b><i>SUBTOTAL NEW GRANTS</i></b>		<b>280,000</b>	<b>\$ 178,400</b>

<b>CHAPTER 23K (GAMING) FUNDS</b>	<b>AMOUNT</b>	<b>ALLOCATION FOR CURRENT YEAR (2020)</b>	<b>COMMITTED THROUGH 6.11.2020</b>	<b>EXPENDED THROUGH 6.11.20.2020</b>
<b>INITIAL DEPOSIT- JANUARY 2020</b>	<b>\$ 3,702,411</b>		<b>\$ -</b>	<b>\$ -</b>
<b>COUNCIL ALLOCATION 1.28.2020</b>				
<b>EXPENSES (7%)</b>		<b>\$ 259,169</b>	<b>\$ 65,755</b>	<b>\$ 21,005</b>
<b>GAMING MITIGATION (75 % AFTER EXPENSES)</b>		<b>\$ 2,582,431</b>	<b>\$ 2,582,431</b>	<b>\$ 2,582,431</b>
<b>ORG. SUPPORT -SOC. PRESCR (25% AFTER EXP)</b>		<b>\$ 860,810</b>	<b>\$ 860,410</b>	<b>\$ 588,410</b>
<b>ADDITIONAL DEPOSITS SINCE JANUARY 2020</b>	<b>\$ 1,236,596</b>			
<b>COUNCIL ALLOCATION 4.7.2020</b>				
<b>ADDITIONAL GAMING MITIGATION FUNDS</b>		<b>\$ 757,225</b>		<b>\$ 757,225</b>
<b>ADDITIONAL ORG SUPPORT -SAFE HARBORS, SOC. PRESCR.</b>		<b>\$ 252,940</b>		<b>\$ 252,940</b>
<b>UNALLOCATED FUNDS TO DATE</b>	<b>\$ 226,431</b>			
<b>TOTAL</b>	<b>\$ 4,939,007</b>			

**NOTES**

1. For the Gaming Mitigation Program, grants in the amount of \$3,339,656 were awarded in June 2020 and will be paid in July
2. Of the allocated Org Support Funds, \$753, 750 was allocated to Safe Harbors Grants, \$240,000 to NFF Consulting Services, and \$120,000 to the Social Prescription Pilot
3. Of the unallocated funds, up to \$86,562 is available for expenses, at least \$105,371 must be spent on gaming mitigation grants, and at least \$34,568 is available for organizational support
4. Expenses consist of employee retained to run Gaming Mitigation Program and website design for funded programs and costs of program kaizen

## ARTIST FELLOWSHIPS REPORT JUNE 2020

**To: Mass Cultural Council Members**

**Fr: Anita Walker, David Slatery, Jenifer Lawless, Bethann Steiner,  
Kelly Bennett, Dan Blask**

**Dt: June 18, 2020**

**Re: FY20 Artist Fellowships (Second Cycle)**

Enclosed for your review and approval are recommendations for 18 fellowship awards (\$15,000) and 16 finalist awards (\$1,500) from a total of 1222 eligible applications for the FY20 Artist Fellowships panels in Choreography, Fiction/Creative Nonfiction, and Painting.

Following this memo are charts with award recommendations from our recent grant panels; lists of panelists; rankings from each panel; and brief information on each recommended fellow and finalist.

Please note that in response to the pandemic crisis in April 2020, the Council diverted \$49,500 originally designated for the FY20 Artist Fellowships awards to go to the Mass Cultural Council COVID-19 Relief Fund for Individuals. The recommendations in the following pages reflect three fewer \$15,000 Fellowships and three fewer \$1,500 Finalist awards than originally planned.

### **Artist Fellowships Overview**

The Artist Fellowships provide direct, unrestricted support to artists in recognition of artistic excellence. Mass Cultural Council has awarded Artist Fellowships almost continuously since FY75. The award level has ranged from \$3,000 to its current level of \$15,000 (the highest in the program's history).

There are two Artist Fellowship deadlines, each with different disciplines, in every fiscal year. The first Artist Fellowships deadline for FY20 was October 7, 2019 for the categories of Drawing & Printmaking, Poetry, and Traditional Arts. Panels met in December, and their award recommendations were approved at the January 2020 Council meeting.

The second FY20 application deadline was January 27, 2020, for the disciplines of Choreography, Fiction/Creative Nonfiction, and Painting. Panels met (via Zoom) in April to produce the grant recommendations in the pages ahead.

## **Outreach**

To encourage a broad applicant pool, we promote the availability of the awards in multiple ways. We announce the grants in the Artist News e-newsletter (7000+ subscribers), as well as in the Community Initiative (almost 6,000 subscribers) and Power of Culture (12,000+ subscribers) e-newsletters. The Communications Department does media outreach and extensive social media communication to promote the grants.

In FY20, Kelly Bennett from the Artist Department and Luis Cotto and Ricardo Guillame from the Communities Department attended the Cape Cod Chamber of Commerce & Visitors Bureau's regional meeting of Cultural Districts. Kelly talked about the grants and encouraged Cultural Districts to spread the word to their members. She also presented a remote Artist Fellowship Program Application Workshop for the Artists Association of Nantucket. Artist Fellowships opportunities are also thoroughly promoted on ArtSake, our online resource for artists.

## **Review Process and Criteria**

The review criteria for Artist Fellowships are *artistic quality* and *creative ability*, based solely on the work submitted. Grant panels review the applications anonymously. No aspect of the applicants' biography, career, geography, or other identifying information is introduced into the review. The applications' work samples are scored by each panelist on a five-point scale.

In most categories, there is also a first round of review before the panel, which narrows the field to the most competitive applications through a yes/no vote.

After applications are scored by the panels, a ranked list is given to the panel to make its final funding recommendations. In the case of a tie, panelists determine which of the tied applicants receive the award through a discussion and vote. The funding lists that follow this memo reflect the award rankings.

## Mass Cultural Council Artist Fellowships Charts June 2020

### FY20 Awards in Choreography, Fiction/Creative Nonfiction, and Painting

	FY20 - \$15,000 fellowships, \$1,500 finalist awards							
<u>Discipline</u>	Applicants	Grants	Percent	Amount	Finalists	Percent	Amount	Total Awarded
Choreography	60	4	6.67%	\$60,000	4	6.67%	\$6,000	\$66,000
Fiction/CNF	603	7	1.16%	\$105,000	6	1.00%	\$9,000	\$114,000
Painting	559	7	1.25%	\$105,000	6	1.07%	\$9,000	\$114,000
<b><u>TOTAL</u></b>	<b>1222</b>	<b>18</b>	<b>1.47%</b>	<b>\$270,000</b>	<b>16</b>	<b>1.31%</b>	<b>\$24,000</b>	<b>\$294,000</b>

### FY20 Awards in All Categories, Year to Date

	FY20 - \$15,000 fellowships, \$1,500 finalist awards							
<u>Discipline</u>	Applicants	Grants	Percent	Amount	Finalists	Percent	Amount	Total Awarded
Drawing & Printmaking	363	8	2.20%	\$120,000	6	1.65%	\$9,000	\$129,000
Poetry	243	7	2.88%	\$105,000	6	2.47%	\$9,000	\$114,000
Traditional Arts	26	4	15.38%	\$60,000	4	15.38%	\$6,000	\$66,000
Choreography	60	4	6.67%	\$60,000	4	6.67%	\$6,000	\$66,000
Fiction/CNF	603	7	1.16%	\$105,000	6	1.00%	\$9,000	\$114,000
Painting	559	7	1.25%	\$105,000	6	1.07%	\$9,000	\$114,000
<b><u>TOTAL</u></b>	<b>1854</b>	<b>37</b>	<b>2.00%</b>	<b>\$555,000</b>	<b>32</b>	<b>1.73%</b>	<b>\$48,000</b>	<b>\$603,000</b>

### FY18 Awards, for Comparison

	FY18 - \$12,000 fellowships, \$1,000 finalist awards							
<u>Discipline</u>	Applicants	Grants	Percent	Amount	Finalists	Percent	Amount	Total Awarded
Drawing & Printmaking	348	6	1.72%	\$72,000	6	1.72%	\$6,000	\$78,000
Poetry	230	6	2.61%	\$72,000	6	2.61%	\$6,000	\$78,000
Traditional Arts	17	3	17.65%	\$36,000	4	23.53%	\$4,000	\$40,000
Choreography	60	5	8.33%	\$60,000	5	8.33%	\$5,000	\$65,000
Fiction/Creative Nonfiction	551	7	1.27%	\$84,000	6	1.09%	\$6,000	\$90,000
Painting	578	7	1.21%	\$84,000	6	1.04%	\$6,000	\$90,000
<b><u>TOTAL</u></b>	<b>1784</b>	<b>34</b>	<b>1.91%</b>	<b>\$408,000</b>	<b>33</b>	<b>1.85%</b>	<b>\$33,000</b>	<b>\$441,000</b>



**Mass Cultural Council  
Artist Fellowships  
Choreography Panel  
April 17, 2020**

**Panelists**

Vanessa Anspaugh	Choreographer and Dance Artist
Randal Fippinger	Producing Director, Williams College '62 Center for Theater and Dance
Kristin Gregory	Producing Manager, Dance New England Foundation for the Arts
Martha Potyrala	Dance Coordinator, Five Colleges

**Reader**

Ana Masacote	Afro-Latin Dance Specialist
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**FY20 ARTIST FELLOWSHIPS AND FINALISTS  
PANEL RECOMMENDATIONS  
CHOREOGRAPHY**

**Panel Date: April 17, 2020**

**Total Applications: 60**

<b>Applicant</b>	<b>City</b>	<b>County</b>	<b>Rating</b>	<b>Recommendation</b>
Ian Berg	Allston	Suffolk	4.67	\$15,000
Ilya Vidrin	Brookline	Middlesex	4.25	\$15,000
Chris Aiken and Angie Hauser	Florence	Hampshire	4.00	\$15,000
Callie A. Chapman	Somerville	Middlesex	4.00	\$15,000
Alexander W. Davis and Joy Davis	Boston	Suffolk	4.00	\$1,500
Tom James Truss III and Matthew Cumbie	Great Barrington	Berkshire	4.00	\$1,500
Rebecca McGowan	Somerville	Middlesex	3.75	\$1,500
Jenna L. Pollack	Boston	Suffolk	3.50	\$1,500

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Choreography

## RECIPIENTS

### **Chris Aiken & Angie Hauser**

Florence, MA

<https://www.smith.edu/academics/faculty/chris-aiken>

<http://www.angiehauser.com/>



*Photo: Jonathan Hsu*

### **Ian Berg**

Allston, MA

<https://scoutsomerville.com/artist-spotlight-ian-berg/>



*Photo: Chris McIntosh*

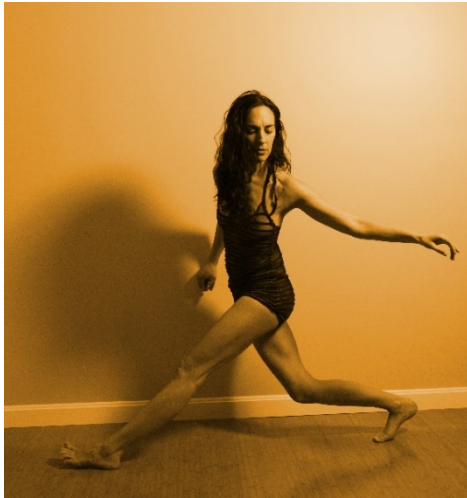
# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Choreography

## RECIPIENTS

### **Callie Chapman**

Somerville, MA

<https://zoedance.org/about-us-bios/>



### **Ilya Vidrin**

Brookline, MA

<https://www.ilyavidrin.com/bio>



*Ilya Vidrin's & Reciprocity Collaborative's "Partnering & Science Lab" at Jacob's Pillow, photo Sue Murad*

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Choreography

## **FINALISTS**

### **Alexander Davis & Joy Davis**

Boston, MA

<https://thedavissisters.com/about-1>



### **Rebecca McGowan**

Somerville, MA

<https://rebeccamcgowandance.com/>



# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Choreography

## **FINALISTS**

### **Jenna Pollack**

Somerville, MA

<https://www.jennapollack.com/>



Photo: Tyler Mallory

### **Tom James Truss III & Matthew Cumbie**

Great Barrington, MA

<https://www.mcla.edu/news1/2017-Nov/new-dance-instructor-helps-to-shape-new-dance-minor>

<http://matthewcumbie.com/event/creative-residency-with-tom-truss-nate-mel/>



**Mass Cultural Council  
Artist Fellowships  
Fiction/Creative Nonfiction Panel  
April 29, 2020**

**Panelists**

Mary-Kim Arnold	Writer, Poet, and Visual Artist
Mary O'Donoghue	Writer and Fiction Editor, AGNI
Salvatore Scibona	Writer and Director, New York Public Library's Cullman Center for Scholars & Writers
Shubha Sunder	Writer and Mass Cultural Council Fellow

**Readers**

Cherline Bazile	Writer
Robert Croll	Classics Editor-at-Large, Restless Books
Jennifer Alise Drew	Nonfiction Editor, AGNI
Jane Dykema	Writer
Stephanie G'Schwind	Editor, Colorado Review Director, Center for Literary Publishing
Janalyn Guo	Writer
Dianca London Potts	Writer

**Mass Cultural Council  
Artist Fellowships 2020  
Fiction/Creative Nonfiction**

**Readers (cont'd)**

Jill Maio	Writer
Sean P. McCarthy	Writer
Speer Morgan	Editor-in-Chief, Missouri Review
GennaRose Nethercott	Writer
Lynne Nugent	Managing Editor, The Iowa Review
Anie Onaiza	Writer
Daniela Petrova	Writer
Peng Shepherd	Writer
Ashley Strosnider	Managing Editor, Prairie Schooner
Shilpi Suneja	Writer
Brian Trapp	Writer
Laura Willwerth	Writer



**FY20 ARTIST FELLOWSHIPS AND FINALISTS  
PANEL RECOMMENDATIONS  
FICTION/CREATIVE NONFICTION**

**Panel Date: April 29, 2020**

**Total Applications: 603**

<b>Applicant</b>	<b>City</b>	<b>County</b>	<b>Rating</b>	<b>Recommendation</b>
Ann Ward	Shutesbury	Franklin	4.00	\$15,000
Daniel E. Robb	Pelham	Hampshire	3.75	\$15,000
Morris Collins	West Roxbury	Suffolk	3.75	\$15,000
Emily Shelton	Cambridge	Middlesex	3.67	\$15,000
Kelle Groom	Provincetown	Barnstable	3.50	\$15,000
Linda Woolford	Andover	Essex	3.50	\$15,000
Whitney Scharer	Arlington	Middlesex	3.50	\$15,000
Alyssa Songsiridej	Cambridge	Middlesex	3.50	\$1,500
Amanda Giracca	Housatonic	Berkshire	3.50	\$1,500
Chivas Sandage	Easthampton	Hampshire	3.50	\$1,500
Justine Dymond	Belchertown	Hampshire	3.50	\$1,500
Matthew Muller	Pittsfield	Berkshire	3.50	\$1,500
Robert Dall	Cambridge	Middlesex	3.50	\$1,500

# **FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Fiction/Creative Nonfiction**

## **RECIPIENTS**

### **Morris Collins**

West Roxbury, MA

<https://morriscollins.com>

*The Inn at the End of History*

Novel about holocaust survivors and the confusions of Jewish identity in Trump's America.

### **Kelle Groom**

Provincetown, MA

<https://www.kellegroom.com>

*The Year Without Summer*

Creative nonfiction exploring the meaning of home, set in Cape Cod, Massachusetts.

### **Daniel E. Robb**

Pelham, MA

<http://danielrobb.net>

*Arc of the GW*

Novel about a young woman facing injustice and abuse, and her journey to sovereignty.

### **Whitney Scharer**

Arlington, MA

<https://whitneyscharer.com>

*Silver Wives*

Historical novel from the perspective of the wives of 19<sup>th</sup>-Century "Silver King" Horace Tabor.

**FY20 Mass Cultural Council  
Artist Fellowship Recipients and Finalists  
Fiction/Creative Nonfiction**

**RECIPIENTS**

**Emily Shelton**

Cambridge, MA

*Infant Bride*

Alternate history novel about a witch hysteria in the Mass. Bay Colony (pre-Salem Witch Trials).

**Ann Ward**

Shutesbury, MA

*Some Quick Thing*

Novel about a woman who decides to expose her now-famous childhood abuser.

**Linda Woolford**

Andover, MA

*Terrible Beauties*

Short story exploring the role of art and design during times of crisis and change.

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Fiction/Creative Nonfiction

## **FINALISTS**

### **Robert Dall**

Cambridge, MA

*Epiphenomena*

Darkly comic story about a neighborhood in crisis after a burglary.

### **Justine Dymond**

Belchertown, MA

*Brave of Worms*

Personal essay about an ordeal with breast cancer.

### **Amanda Giracca**

Housatonic, MA

<https://amandagiracca.com>

*Wildish: Animals, Kinship, and My Search for Wild in a Humble Landscape*

Hybrid of memoir and nature writing exploring the author's adventures with animals.

### **Matthew Muller**

Pittsfield, MA

<https://www.matthewzanonimuller.com>

*Field Survey*

Quirky story about a woman sending satisfaction surveys to the men she meets online.

# **FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Fiction/Creative Nonfiction**

## **FINALISTS**

### **Chivas Sandage**

Easthampton, MA

<https://www.csandage.com>

*Water's Edge*

Nonfiction exploring social justice, hate crimes, and gender identity in the American South.

### **Alyssa Songsiridej**

Cambridge, MA

<https://alyssasongsiridej.com>

*Predator*

Story about a Thai American family uneasily adapting to life in Des Moines, Iowa.

**Mass Cultural Council  
Artist Fellowships  
Painting Panel  
April 27, 2020**

**Panelists**

Erin Becker

Norma Jean Calderwood Director  
Cambridge Art Association

Nathan Prebonick

Artist, Instructor, Rhode Island School of Design

Yo Ahn Han

Artist, Assistant Professor  
Massachusetts College of Art and Design

**FY20 ARTIST FELLOWSHIPS AND FINALISTS  
PANEL RECOMMENDATIONS  
PAINTING**

**Panel Date: April 27, 2020**

**Total Applications: 559**

<b>Applicant</b>	<b>City</b>	<b>County</b>	<b>Rating</b>	<b>Recommendation</b>
Warner Friedman	Sheffield	Berkshire	4.67	\$15,000
Gerald Bergstein	Cambridge	Middlesex	4.33	\$15,000
David Brewster	Northampton	Hampshire	4.33	\$15,000
Michele J. Lauriat	Wakefield	Middlesex	4.33	\$15,000
Alex Lukas	Cambridge	Middlesex	4.33	\$15,000
Daniela Rivera	Wellesley	Norfolk	4.33	\$15,000
Lynda Schlosberg	Lexington	Middlesex	4.00	\$15,000
Joerg Dressler	Provincetown	Barnstable	4.00	\$1,500
Andrew Fish	Somerville	Middlesex	4.00	\$1,500
Anne Leone	Berkley	Bristol	4.00	\$1,500
Greg Menco	Somerville	Middlesex	4.00	\$1,500
Wilhelm Neusser	Somerville	Middlesex	4.00	\$1,500
Virginia Bradley	Great Barrington	Berkshire	3.67	\$1,500

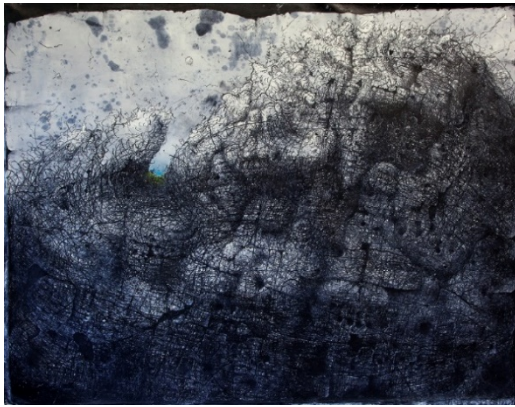
# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## **RECIPIENTS**

### **Gerald Bergstein**

Cambridge, MA

<http://gerrybergstein.com>



*Body Politic, oil on canvas, 66" x 84" x 1.5"*

### **David Brewster**

Northampton, MA

<http://www.davidbrewsterfineart.com>



*American Sorrow: Chasing Trumps Tornado, Oil on Mi-Teintes, 47" x 64" x 2"*



# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## **RECIPIENTS**

### **Warner Friedman**

Sheffield, MA

<http://www.clarkgallery.com/artists/warner-friedman>



*The Bridge, Acrylic on canvas, 78" x 104" x 2"*

### **Michele Lauriat**

Wakefield, MA

<http://www.michelelauriat.com/>



*Untitled from the series Fells Woods, Gouache, acrylic, colored pencil, and graphite on paper, 75" x 55"*

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## **RECIPIENTS**

### **Alex Lukas**

Cambridge, MA

<https://www.alexlukas.com/>



*Monopine, Marker, pencil crayon, gouache, watercolor, ink, spraypaint, 10" x 6.5"*

### **Daniela Rivera**

Wellesley, MA

<http://www.danielarivera.com>



*Labored Landscape. Where the Sky touches the Ground, Oil on canvas, 12' x 30' x 30'*

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## RECIPIENTS

**Lynda Schlosberg**

Lexington, MA

<http://www.lyndaschlosberg.com>



*Tuning In, Acrylic on panel, 40" x 30" x 2"*

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## **FINALISTS**

### **Virginia Bradley**

Great Barrington, MA

<http://www.virginiabradley.com>



*Yellowstone 12, oil on canvas, 40" x 36" x 2.5"*

### **Joerg Dressler**

Provincetown, MA

<http://joergdressler.com>



*Undulation, Acrylic on Canvas, 24" x 18" x 0.75"*

# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## **FINALISTS**

### **Andrew Fish**

Somerville, MA

<http://www.andrewfish.art>



*Blue Bench, Oil on linen, 54" x 60" x 1.5"*

### **Anne Leone**

Berkley, MA

<http://www.anneleone.com>



*Cenote Azul #40, acrylic on linen, 70" x 86" x 2"*



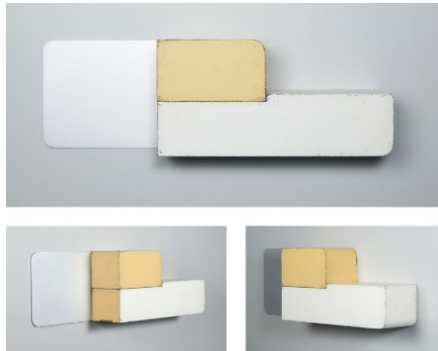
# FY20 Mass Cultural Council Artist Fellowship Recipients and Finalists Painting

## **FINALISTS**

### **Greg Mencoff**

Somerville, MA

<http://www.gregmencoff.com>



*Inner Morandi, Latex, wood, etched aluminum, 6" x 18" x 3.5"*

### **Wilhelm Neusser**

Somerville, MA

<http://www.wilhelmneusser.com>



*Bog/Dark Sky (#2002), Oil on linen, 39" x 47"*



*Power of culture*

To: Mass Cultural Council  
Fr: Anita Walker, David Slatery, Luis Cotto, Lisa Simmons  
Re: Massachusetts Cultural District Initiative: Designation – City of Fall River  
Dt: June 9, 2020

We are pleased to submit a recommendation for the designation of the 50th cultural district for the City of Fall River. This would be the third Cultural District in Southeastern, Mass joining Easton's Shovel Town Cultural District and New Bedford's Seaport Cultural District.

The site visit took place on December 20, 2019, Paul Coogen, Mayor-elect of Fall River, Bill Roth, City Planner from Fall River, Maria Marasco, Director, Economic Development for the Fall River Re-Development Authority, Skylar Cowley, Staff Aid for Rep Schmid, Steve Camara, Fall River City Councilor/Liaison for Arts & Entertainment, Mike O'Sullivan, Director, Chamber of Commerce, Justin Bond, President of Battleship Cove, Edward Jon Bjornson, Treasurer, Creative Arts Network; Professor at Bristol Community College, David Dennis, Chair of the Board, Creative Arts Network, and Sandy Dennis, Director of the Creative Arts Network (C.A.N.). We were joined in the afternoon by Mass Cultural Council Member Kathy Castro, State Senator Rodrigues, Representative Fiola, and Representative Silvia.

We'd like to thank Sandy Dennis for her stalwart shepherding of this application over the course of the past two years as well as Council member Castro for her informed guidance during this process.

Anita Lauricella was the site advisor for the site visit led by Anita Walker and assisted by Mina Kim, Ricardo Guillaume, and Verónica Ramírez Martell.

Excerpted from the site advisor report:

*"Fall River has a range of geographic, historical, cultural, and recreational assets that form a strong foundation for the District."*

*"The District is well-positioned to work with the City and to play a significant role in guiding the disposition and use of large parcels of waterfront property. The thoughtful integration of permanent cultural uses as part of these plans will be essential."*

*"The waterfront has the most robust sense of place and is an excellent starting point for enhancing physical connections. Specifically, along the waterfront, there are multiple cultural and recreational assets."*

*"The level of engagement and enthusiasm, evidenced by the attendance at both the morning and afternoon meetings, is a reliable resource for the District."*