

January 10, 2024

Heard Museum Guild Board Minutes

Present: Diane Leonte, Linda Zigrossi, Jackie Stubbs, Anita Hicks, Shelley Mowry, Dan Dolan, Linda Hefter, Carol Seidberg, Susan Plaza-Zabal, John Miller, Dale Baker, Kim Adversario, Gladys Matthews, Jim Szabo, Christy Sinclair

Absent: Jane Przeslica, Frank Vickory, Newton Linebaugh, Jane Sanford

John Miller called the meeting to order at 10:00. Dale Baker asked for the minutes to be approved. They were approved.

John Miller presented the Treasurer's report in Newton Linebaugh's absence. He reported that our bank balance is approximately \$462,000. Expenses are in line with what we expect them to be at this point in the fiscal year. Payments are coming in from artists for the Indian Fair and Market. The Guild is financially sound.

John Miller introduced our guest speaker, David Roche, and the Board introduced themselves. David Roche then presented the 5-year strategic plan to coincide with the 100th anniversary of the Heard in 2029.

5-Year Strategic Plan

The plan has been approved by the Board of Trustees and presented to staff. It will be presented to the Guild on January 17. Stephanie Small of Synergy Consulting spent 200 hours interviewing and consulting to help craft the plan. The focus is *Connecting the World to Indigenous Creativity*. A summary is presented below. A copy of the plan is archived in the library and the PowerPoint will be sent to the Guild Board.

The new mission -Connects indigenous creativity with the world by presenting the voice and vision of American Indian artists.

Vision – A world where indigenous creativity thrives and fosters mutual respect and understanding.

Core Values –1) Integrity (accuracy and transparency), 2) Excellence (scholarship and authentic stories), 3) Innovation and Creativity (collaboration, new ways to present indigenous art), 4) Respectful (all voices heard, respect, equity, reciprocity).

Strategics Priorities

Program Excellence – Eight initiatives to position the Heard as the leading institution for American Indian art. Champions – Diana Pardue, Dan Hagerty, John Bulla will be responsible for action plans.

Financial stability – Five initiatives to insure financial stability. Champion – Robin Klug will be responsible for action plans.

Visitor Experience - Seven initiatives to create a visitor experience that exceeds expectations. Champions – John Bulla and Dan Hagerty will be responsible for action plans.

People and Culture – Five initiatives to invest in people to make the Heard a great place to work and volunteer. Champions – John Bulla and Lilian Giron will be responsible for action plans.

Data and Planning – Four initiatives to cultivate innovation through data, planning, and metrics. Champions – John Bulla, Robin Klug, Dan Hagerty and Sean Ornelas will be responsible for action plans.

Financial development and Membership – Six initiatives to grow a giving culture of philanthropy and to build membership. Champion – Dan Hagerty will create an action plan.

Infrastructure – Four initiatives to protect and preserve the physical plant and improve accessibility.

Next Steps – Introduce the plan to the Guild on January 17 and implement a plan to support goals and initiatives.

David Roche took questions from the Guild Board members. Linda Hefter wanted to know how the Guild volunteers participate to meet the goals of the plan. David Roche replied that the Guild was critical to each initiative and would be involved in nine of them (e.g., excellence, visitor experience, staff development, people and culture). Linda also wanted to know who the staff in charge of the redesign of the Las Guias program will be. David Roche replied that he and Dan Hagerty ultimately oversee the program. John Miller will be selecting individuals to participate in the creation of the action plans. David Roche emphasized that the plan is a living document and would therefore adapt and change.

Lilian Giron was identified as the new HR person. She will be invited to the next Board meeting.

Dan Dolan asked if the PowerPoint could be shared with the Guild Board. David replied yes, and John Miller will send the PowerPoint to Board members.

Gladys Mathews commented that school tours needed to be emphasized.

Carol Seidberg asked about touring Away from Home and Substance of Stars and was concerned about the sound level in Substance of Stars. David Roche replied that nothing can be done until they rotate the tribes featured and work on reinstallation.

Anita Hicks asked why only one Guild member (the President) was involved in developing the strategic plan. David Roche replied that there will be more integration into the implementation. John Miller said that we will be assigning Guild members to tasks as the action plans are developed.

President's Remarks –

1) John gave an update on the change to the by-laws to change the President Elect to Vice President and eliminate the Past President position. Changes will be reviewed by Jim Szabo, parliamentarian, and then sent to the Board for approval and to the Guild for approval.

2) Christy Sinclair will present the slate of nominees for Board positions at the next meeting.

3) The date for the Guild Appreciation and Awards dinner will be April 25, the last Thursday of the month. The slate of officers will be voted on at the April Guild meeting and the Las Guias graduation will be held at the April Guild meeting.

Heard Museum updates – Kim Adversario

1) The staff would like to be more involved in the Appreciation Dinner; Kim suggested that Dan Hagerty or David Roche present the awards. She will be meeting with everyone involved to determine what the program should look like.

2) She also reported that the January 30 event to train for school tours, held by Lucia Leigh, has 20 spots for Las Guias. The meeting will be held in Monte Vista from 9am-2pm. During Hoop Dance there will be a mobile activity cart for children and a family fun zone on the Monte Vista lawn during Indian Fair and Market.

3) There are 20 prize ribbons available to be sponsored. It is \$700.00 for first prize ribbons and \$500.00 for second prize ribbons.

4) There are new Guild flyers available at the admissions lobby and at the shop. It is based on the previous flyer.

YASS

Gladys Matthews referred us to her monthly report. She is concerned about preventing delays in paying students and teachers and asked about the paperwork needed. Newton Linebaugh is the person to answer her questions. She wants an efficient and streamlined process. She also wants clarity about teacher grants and how to proceed. Jim Szabo asked about the amount given to teachers last year. Gladys Matthews replied \$150.00.

John Miller asked who needed tables for the Guild meeting and then adjourned the meeting.

Respectfully submitted – Dale Baker