

**FAI Board of Directors meeting  
Kansas City  
February 17, 2016**

In attendance:

Michelle Conceison	Deanna McCloud (not officially seated)
MarySue Twohy	Tim McFadden
Lisa Schwartz	Dan Navarro
Matt Smith	Amy Reitnouer
Renee Bodie	Matt Sever (not officially seated)
lou DeMarco	Anya Siglin Sadler (arrives at 11:15 AM)
David Hirshland	Jean Spivey
Ralph Jaccodine	Ellen Stanley
Joan Kornblith	Keli O'Neill Wenzel
Michael Kornfeld	Erika Wollam Nichols

Aengus Finnan, Executive Director  
Liz Allen Fey, consultant  
Erin Benjamin, delegate from Canada (joined us at 9:30 AM)

Absent: Donald Davidoff

**President's Announcements**

Meeting called to order at 8:33 AM CT by President Michelle Conceison once a quorum was established. Michelle welcomed everyone and newly elected directors, Deanna McCloud and Matt Sever, and reminded us that the new directors cannot be formally seated until after the AGM tomorrow morning. She then reviewed the rules for the meeting and the process to request being put on the list to contribute to the discussion. Michelle also asked that everyone please silence their phones, and minimize use of phones, laptops and tablets. Also, please be respectful and do not participate in cross-talking or side bar discussions.

Michelle let us know that:

- We will sign the Conflict of Interest forms tomorrow once all directors have been seated;
- Erin Benjamin will join us during the Strategic Planning session;
- We will share our newly accepted confidentiality form;
- Shelley Nordstrom will not be able to join us as she is stuck in Halifax;
- We need to be sure to leave time to add an Executive Session at the end of today's meeting.

**Ice Breaker**

Each Board member introduced themselves and gave a brief explanation of why they attend the Conference and why they are a member of Folk Alliance.

## **Executive Director's Report**

Rather than going through his report in great detail, Aengus will provide some important highlights and then ask for questions and comments.

## **Membership, Registration, Reservations**

Membership Tracking – the staff is now gathering data on all three possible categories (total number of paid memberships; total number of potential votes; total headcount) to provide the most accurate information on our membership.

We are using a forward facing system that allows the members to manage their own profiles. We are still waiting for all of our members to update their information.

There is a decline in local registrations that we believe is due to:

- We provided comps for locals in the first year
- Last year, we charged only \$100
- This year, we held the Early Bird rate as the standard local delegate rate

The hotel reservation data has not been updated past February 13, 2016, but we are on pace with last year.

## **Business Development/Sales**

Since hiring Alex Mallett as our Business Development Manager and bringing the sales into the office, we have been able to focus on improved sales practices, accountable records and increased results. We are well ahead of pace to hit our year-end target and have well exceeded last year's full-year sales results:

As of Feb 1, we were \$25,665 above our June 30 budget goal

As of Feb 1, we were \$75,415 ahead of 2015 FYE total

As of Feb 12, we were \$33,340 ahead of June 30 budget total

As of Feb 12, we were \$82,465 ahead of 2015 FYE total

## **Artist in Residence**

FAI's artist in residence, Joe Crookston, has spent the last two months partnered with the National World War I Museum and Memorial and has produced a song and painting based on over 200 archive letters that he had access to. There is only one known photo of the subject, Florence Hemphill, a nurse who was stationed in France during the World War I. Both will be presented before Judy Collins' Keynote address.

## **Outreach**

A real effort has been made to connect with the community. This year, FAI proudly partners with the Guadalupe Center and Académie Lafayette to provide songwriting and cultural concerts by Francophone artist, Mélanie Brulée from Ontario, and conjunto Tejano band, Los Texmaniacs from Texas. In addition, ten artists will perform for patients, family, and staff at Children's Mercy Hospital.

## **Pricing for 2017 Conference**

Aengus presented his proposed pricing strategy and associated timeline for next year's conference. A discussion ensued. It was revealed that the majority of attendees register after the Early Bird discount, with a full 20% registering at the highest (latest) rate. No decisions were made.

## **30<sup>th</sup> Anniversary of FAI**

Aengus recommended that the Board create a 30<sup>th</sup> Anniversary Committee to begin brainstorming and strategizing with staff regarding the special events, projects, products, research, interviews, and content of the 30<sup>th</sup> conference in 2018 as much of that work will need to commence and be budgeted for in 2016/2017.

## **Finance Committee report**

Michelle asked if there were any questions or discussion about the Financials or Finance Committee report prior to the AGM. Sensing no discussion or objections, we moved on with the agenda and welcomed Liz Allen Fey.

Break at 9:30 AM CT

Meeting called back to order by President Conceison at 9:38 AM CT

Erin Benjamin, delegate from Canada, joins us for the Strategic Planning discussion.

## **Strategic Planning**

Liz Allen Fey spoke to us about the discoveries and connections that she identified while listening to the Board members speak at the beginning of the meeting. She asked us to consider where we are as an organization, what's needed and what specifically does the Board need to do?

What questions do we want to ask today?

Where are we?

How are we going to grow?

How large should we get?

What will we, the Board, look like in 5 or 10 years?

Considering our Strategic Plan, what refinements are needed?

How do we separate staff versus Board work? We need to identify major pain points for Board and organization.

Do we remain as a working Board or Policy Governance Board? Are we stable? Where is/are the potential risks?

What kind of Board does the organization need now? This information is very helpful to Aengus and his staff.

Is there something missing from our strategic conversations? The answer is No.

Doing this work may extend the life of the Strategic Plan.

### **Issues and Insights**

We reviewed our existing strategic plan in break out groups and wrote down our issues and insights.

As we went through the data and identified where were we pleased to note:

- Aengus has done so much
- New members of the Board are well taken care of by NomCom
- Regular behaviors rather than occasional
- Impressed with how much work has been done; it's easy to find accomplishments

Why didn't we achieve our goals?

The theme in every document: we are doing this, but ...

We need to constantly challenge ourselves to do more

Communication is key. Where things are good, we succeed. Where we fell flat, we lacked knowledge and information.

We all need to visit/review the strategic plan more often

Areas of greater challenges are on the elementary side. For example, we need to increase the frequency and reach of our communication.

### Strategic Plan #1: Financial Oversight

Insights – need to be more informed and be more responsible and not just leave everything up to Donald, our current Treasurer.

Perhaps we need more training as a Board. We need to make sure our budget reflects strategic outcomes.

### Strategic Plan #2: Quality of the Conference

Insight: confusion over policy for official showcase. We need to develop strict guidelines and communicate these to membership and attendees.

Issues: Lack of diversity, race, International delegates; need a greater variety of stakeholders.

### Strategic Plan #3: Board Development and Nominating

Insight: We need to do more Board member training. We need to develop a methodology to expand the Board internationally and with diversity in mind.

### Strategic Plan #4: Advocacy

Insight: We have made great strides and added great value.

Issue: We need structured stakeholder research to uncover additional needs and concerns of our constituents.

### Strategic Plan #5: Enhance the Brand

Insights: We may need to bring in a branding consultant. It's possible that we may not have embraced FAI as a philosophy, but just as a name. So, we need objective assistance to obtain our goals from our stakeholders before we determine a strategy.

Issues: Create Hall of Fame – how to use star power to enhance our Brand.

Determine strategy to use FAI as a hub for cross-branding with other organizations.

### Strategic Plan #6: Global Expansion

Insights: We want and need better information sharing so that the Board can support the staff's efforts.

Issues: Outreach and communication to membership

We need our messaging to be very clearly defined as we are communicating in a complex environment. We also need to be clear about our Brand Promise and our purpose, and pay close attention to our messaging and develop best practices.

We need to speak to non-members (industry, other organizations, prior members) to gain a truer perspective.

### **What is the Role of the Board?**

We are proactive not reactive. If all we do is put out fires, then there is no need for a Strategic Plan. We need to be more explicit and communicate to everyone, especially our members, all of the great and exciting things that FAI is doing.

Break at noon for lunch; Resume at 12:37 PM CT

### **The View From the ED's Seat**

Liz Allen Fey asked Aengus to provide the Board with a strategic view from his seat as Executive Director. Liz believes that Aengus needs the opportunity to think 'bigger picture' since in his role, he is so operational and consumed by the year round activities.

Aengus started by saying that he would like to increase our capacity and credibility and continue the movement from a personality-led to process-led organization. Now that we have fiscal health, we need to take the time to go high level, to a more tactical, advocacy-driven level, and work with others in the industry as well as with key stakeholders. Aengus stated that he is so proud of his staff and their accomplishments; because of their capacity, he is able to invest time in more tactical conversations around our strategic plan and how to achieve our goals.

Aengus stressed that FAI needs to identify cultural diversity in its membership and on the Board. Because we are a 501(c)3 designated organization, grantors request this specific demographic information. Unfortunately, it is an issue that has been flagged for the second decade in our history. We have a real opportunity to commit to this growth.

But we need resources and time. We haven't identified how to participate in the global conversation nor flagged the resources to get us there.

There is a need for our ED to move to a higher-level role and lift up out of the daily activities.

The staff is focused on standardizing and creating best practices. Great ideas must be backed up by great plans of action.

More staff means we can accomplish more, grow and be more successful, but we must budget for this growth.

Aengus told us of his conversation with an 'angel donor' who has requested that their donation be used for a more tactical purpose rather than for operational needs. For example, stakeholder and Brand research data would help us to make more informed decisions, set goals, and ultimately move the organization forward.

We will be releasing an Annual Report this year in preparation for our 30<sup>th</sup> anniversary in 2018.

On the discussion of International expansion, there is still work to do in Canada – America's largest trading partner. There is a natural cultural affinity and a chance to enhance the investment of the entire nation. We need to bring in new perspectives from Canada. There are a lot of festivals in Canada that are not FAI members, therefore they have no voice and cannot vote.

We need to define our value to other countries and do proactive work by initiating conversations with Canadian and International festivals, venues, and organizations. It's time to plant seeds and build bridges and set things in place for the future.

We need to determine what will make FAI relevant for other partners and build capacity so we can deepen our relationships with our community.

Perhaps there is the need to restructure the reporting in the office so that Aengus becomes more of a CEO.

### **Why 'FAI'?**

We discussed the history of the name change to 'Folk Alliance International' in 2008 and what precipitated the change.

We were known as the North American Folk Music and Dance Alliance. It was believed that the name was cumbersome and did not fit the organization as it had evolved.

Not limiting ourselves to 'North America' allowed us to consider global impact and expansion.

But there are relative issues to address with the term 'international'. We need to build an actual presence in other countries without upsetting our US and Canadian members. We are in need of a formal process and strategic plan to become truly international in scope and reach. To do this, we need to communicate with our members to determine their wants and needs with reference to becoming an international organization and create an appropriate plan based on that information.

A question to consider: Would we be a better functioning body if we diversify? Should FAI employ intentionality that shapes and ensures a broader view and voice, thereby bringing different perspectives, beliefs and voices to the table, and would this shift in focus improve the organization?

We need to create our Brand Promise (our value statement) to guide our efforts, and to do this and get it right, we need to hear our stakeholders' voices, not just our Board members'.

The resulting information will help to guide messaging, positioning and the impact of FAI.

Break at 2:45 PM CT; Resume at 2:59 PM CT

### **Regions**

There are five regions (NERFA, SERFA, SWRFA, FARM, FAR WEST) and each has their own Board of Directors and conference.

Last year, we held a very successful retreat for the regional leaders in Colorado. We discussed best practices and had an amazing open dialogue for two days. The time was well spent breaking bread, building and deepen relationships and strengthening the sense of trust. To a very large extent, the deal memos with each regions resulted from this retreat.

Standardized operational practices still need to be developed across all of the regions since they operate very differently.

### **Board Responsibilities and Committees**

Liz led a discussion on what FAI needs from the Board right now. Have we achieved the correct balance of policy board versus working board?

We discussed the role of committees versus the role of staff

Committee work takes our Board responsibilities to the next level to empower the Board with information to make decisions and enables us to get more done.

When the staff is effective in areas, we should not be duplicating those efforts in committee work.

Perhaps we need to create taskforce that is less permanent and has a more focused charter and a shorter lifespan. Committees typically exist for 1-3 years.

Committees rely on the expertise of Board members that the staff may not possess. The role of the committee is not just to deliver action items, but to have thoughtful conversations

There was a suggestion that we disband the Board Development committee and create a Membership committee to assist our staff with the notion of stakeholder research and to work with the staff as a clearinghouse for survey requests and assist in data collection.

We need to increase/stabilize/formalize our communication with our members and with one another by creating a messaging calendar whereby our members learn to expect news from FAI on a specific date every month.

Challenge: how can we better communicate with our members about the exciting stuff that's going on with FAI?

**Action Item:** Michelle and ExCom will review the Board call format to see if any changes are needed.

### **Site Selection**

Five Canadian cities were approached with an RFP for the 2019 Conference: Vancouver, Calgary, Toronto, Ottawa, and Montréal

Additionally, two cities independently inquired about the RFP: Charlottetown and Halifax. Six cities formally responded (Charlottetown withdrew). One, Halifax, was deemed unfeasible, as the majority of the event would have to be held in an as yet un-built convention center.

All five of the remaining (and originally proposed) cities were previewed by Aengus, with 25 properties inspected between June and November 2015.

Only two cities in Canada, Montréal and Toronto, remain that can accommodate the current needs (space, numbers, activity) of FAI within one hotel – a current requirement. Consideration was given to altering the format of the conference to use off-site facilities and multiple hotels but was ultimately considered too much of a variance to the delegate experience and organization's capacity to execute.

The Site Selection Committee recommends Montréal as the host city for 2019 and has identified two potential hotels.

**Motion:** Board adopts the recommendation of the Site Selection committee to choose Montréal as the host city for the 2019 conference and authorizes Aengus to begin negotiations with the hotels that have been identified by the committee to determine the best one for our use.

Moved by: Matt Smith

Seconded by: Renée Bodie

Result: Motion carried unanimously

Michelle thanked the Site Selection committee for their time, travel and hard work.

Meeting is adjourned at 4:55 PM C

**AGM**  
**Kansas City**  
**February 18, 2016**

Meeting called to order by President Conceison at 9:11 AM CT  
Michelle welcomed everyone and gave a brief history of the conference and FAI. She explained that the AGM is the official meeting of the membership.

Michelle announced that the listing of the new committees and their chairpersons will be posted online shortly. She then introduced our newest directors: lou DeMarco, Deanna McCloud, and Matt Sever; then the officers were introduced, with a special 'thank you' to Treasurer Donald Davidoff who couldn't be with us today. The board was then introduced.

Newly exiting directors Anya Siglin Sadler and David Hirshland were thanked for their dedicated service.

Michelle then acknowledged the Regional Leaders in attendance and spoke of our eagerness to collaborate with the Regions:

NERFA – Cheryl Prashker, Dianne Tankle

SWRFA – Dalis Allen

FAR WEST – Mark Kaufman

FARM – Robert Hofbauer

**What's New**

Our staff has expanded and they have broadened their services to manage the needs of our members and serve our mission. We are excited to announce that we now have over 3,000 members

Michelle discussed a few of our accomplishments from the past year including the deal memo with the regions, the advocacy white paper, the Fair Pay, Fair Play Act, and Traveling with an instrument paper.

**ED Report from Aengus Finnan**

Aengus stated that the staff is dedicated to improving operations to enhance the experience for the members. We are more than just a conference, we have year round activities.

**Staff**

At the time of last year's conference, our staff included Aengus, Executive Director; Louis Jay Meyers, Special Projects; Jen Roe, Operations Manager; and Jerod Rivers, Membership and Technology. We have since hired Jenny Tonyes, Office Manager; Alex Mallet, Business Development Manager; Lellie Capwell, Publicist/Media Coordinator; Doug Cox, Camp Director; and Jim Schultz, Private Showcase Coordinator.

### **Operational Systems and Increased Capacity**

We have a new membership database with user facing profiles that the members can log in, update and maintain. We had very outdated files and information prior to this system and look forward to having accurate data on our membership.

Our financial reporting process has been refined.

We have migrated to new conference software, Marcato.

There is a refreshed communication style beginning with the ED's report and moving onto the organization's report, including reporting the conference updates to the delegates.

We now have enhanced capacity and the ability to work within the community at a much more profound level. For example, all of our recent Advocacy Committee work, including traveling with an instrument on airplanes; copyright; and Visas are all the result of a dedicated effort to increase capacity.

### **Regions**

Aengus gave special thanks to the regional leaders and spoke of our first retreat held last spring in Colorado with all five regions, two members of the FAI Board and staff. He mentioned that was well spent discussing challenges, best practices, important issues, and most of all, they had fun!

A primary conversation focused around how FAI could best provide support to the regions. As a result, FAI staff provided administrative support with data collection during a recent regional election.

Aengus was very proud to announce that the regional agreements would be signed during this conference.

### **KC and FAI**

Kansas City has welcomed us and we have developed a strong, year round relationship. Last year in the spring, we had a reception at the KC Ballet with the FAI Board and local leadership in economic development and arts and culture. It was incredibly well attended and allowed us to expand the conversation outside of the music industry.

Mayor 'Sly' James mentioned during his welcome reception speech that our conference has a \$4.5M impact on Kansas City, so we are a key economic driver.

## **Conference**

Welcome to the 2016 FAI Conference! We hope you will attend the Music Camp, the Folk Fair and the Awards Gala.

Survey results from last year provided invaluable feedback from both delegates and members, and we listened. This year, we will not have two competing events (the conference and the music camp and fair). The music fair has been rebranded as a one-day Folk Festival and the exhibit hall will now host a local artisans' mall, all open to the public. These changes provide an opportunity for the community to experience the conference.

## **Programming and Production**

We also incorporated your feedback into decisions about programming. For example, with the showcases, last year we had more than 200 formal showcases; this year, we have decreased the number and created longer breaks in between to relieve the panic and the rush for the performers and the delegates in attendance.

We have also made improvements in production quality, with more attention to light and sound to create a more professional experience.

Two years ago, a policy was instituted. If a performer has been awarded a formal showcase two years in a row, then they must take a year off before applying again.

Three years ago, the jury introduced more refinements to the process. This year, there were three juries, each with five members, specific to geography (US, CA, UK) to enhance the credibility and the diversity of the critiquing. More than 700 applications were received and it was an incredible effort to narrow down to just about 200 formal showcase winners.

## **Outreach efforts**

A real effort has been made to connect with the community. This year, FAI proudly partners with the Guadalupe Center and Académie Lafayette to provide songwriting and cultural concerts by Francophone artist, Mélanie Brulée from Ontario, and conjunto Tejano band, Los Texmaniacs from Texas. In addition, ten artists will perform for patients, family, and staff at Children's Mercy Hospital.

## **Artist in Residence**

FAI's artist in residence, Joe Crookston, has spent the last two months partnered with the National World War I Museum and Memorial and has produced a song and painting based on over 200 archive letters that he had access to. There is only one known photo of the subject, Florence Hemphill, a nurse who was stationed in France during the World War I. Both will be presented before Judy Collins' Keynote address.

Aengus thanked the Missouri Arts Council for their support.

### **Annual Appeal**

As a 501(c)3, FAI needs to look at year round activities, not just this conference. This year, the first annual campaign was launched and we are proud to report 100% financial support from both the Board and the Staff. Thanks to our Angel Donor who provided matching funds, we have achieved \$18K to date. Moving forward, the annual appeal campaign will be included in our fiscal cycle.

### **2017 Conference Theme**

Aengus announced that the theme for the 2017 Conference will be 'Forbidden Folk' referencing the use of folk music as a form of political expression, providing the soundtrack for movements in our recent history.

### **Site Selection**

The 30<sup>th</sup> Anniversary of FAI will be celebrated in 2018 and the conference will have been hosted in Kansas City for five consecutive years. In 2019, the FAI conference will be hosted in Canada. To this end, the Site Selection Committee just completed a search in five different Canadian cities and determined that there are only two cities in Canada that can accommodate our conference as it is currently designed: Toronto and Montréal. We will need to negotiate with potential hotels, so it will be awhile before a formal announcement will be made,

### **Financial Report**

Because Treasurer Donald Davidoff could not be with us, our At Large Board member, Matt Smith, delivered the Finance Report

As of the end of the year reporting, we are in a strong financial position with more than \$460K in assets and we have been debt-free for almost nine months.

We have again received an unqualified audit, which means that there are no issues or concerns to address at this time.

### **Final Remarks**

Michelle Conceison returned to the podium for final remarks and opened up the meeting for comments from the members in attendance.

Gilles Garand invited everyone to Montréal and thanked Aengus for his incredible report.

Sensing no further comments from the audience, Michelle reminded everyone about the Silent Auction tent near the waterfall in the upper lobby and then thanked everyone for joining together this morning.

Member Vern Crawford moved to adjourn with member Gary Paul Hermus seconding.

Meeting adjourned at 9:48 AM CT

**FAI Board of Directors meeting  
Kansas City  
February 18, 2018**

In attendance:

Michelle Conceison	Deanna McCloud (formally seated)
MarySue Twohy	Tim McFadden (left at 12:41)
Lisa Schwartz	Dan Navarro (left at 12:44)
Matt Smith (left at 12:55)	Amy Reitnouer (left at 12:55)
Renee Bodie	Matt Sever (formally seated; left at 12:44)
lou DeMarco	Jean Spivey
Ralph Jaccodine (left at 12:44)	Ellen Stanley (left at 12:44)
Joan Kornblith (arrives at 10:53)	Keli O'Neill Wenzel (left at 10:49)
Michael Kornfeld	Erika Wollam Nichols

Aengus Finnan, Executive Director

Absent: Donald Davidoff

Meeting called to order by President Conceison at 10:30 AM CT

**Motion:** Board approve the minutes from the January 19, 2016 ExCom call (Parts 1 and II) and the January 20, 2016 Board call  
**Moved by:** Matt Smith  
**Seconded by:** Tim McFadden  
**Result:** Motion carried unanimously

The Board read and signed the Conflict of Interest forms with the caveat from Michelle if you have a question or concern that you may have a potential conflict, declare it.

There were a few changes to the meeting agenda as previously published.

Erika led a wonderful Board Development exercise designed to help us think differently about how things are related.

**Spring meeting**

We have had two offers: Keli O'Neill Wenzel shared that she will be producing a private event in Kansas City, May 5 – 8, that will celebrate the grand opening of the street car and invited all of us to attend.

Deanna McCloud invited us to the Third Anniversary Celebration of the Woody Guthrie Center in Tulsa, OK, April 28 – May 1. Sponsors will pay for Board lodging and provide free tickets to special events. Some meals will be provided as well.

There was a discussion around both opportunities and sensing no objection, it was determined that we will be meeting in Tulsa, OK, accepting Deanna's gracious offer.

Michelle asked the Board to research flight costs and to let her know if there was any hardship for anyone.

### **Financials Discussion**

Aengus reported that there has been robust interest in the Folk Festival on Sunday with approximately 600 tickets sold (\$30 adults; \$10 students; Free for kids) and great media attention. Unfortunately, there has been a lackluster response to the Music Camp with only 63 public tickets sold. There will be a thorough review after the conference to determine next best steps with reference to the Music Camp. It is very expensive to run and while it meets our mission and is important to our 501(c)3 status, it may need to be redesigned for maximum impact.

There was lively discussion about the Music Camp.

Michelle asked if there were any other questions with reference to the Financials. Sensing no further questions, we moved on.

At this time, we participated in the Board Development exercise led by Erika.

### **Committees**

There was a discussion around the subject of FAI being more internationally focused and the impact on the work of each committee.

There was also a discussion about surveys. There are several committees that want to survey our membership. Shall we combine all the questions and have the newly proposed Membership committee work with the staff to administer the survey?

Michelle asked if there was any feedback on the new committee structure. The committees were populated based on the conversations that Michelle had with individual Board members.

There was a discussion around the definition, goals, and intentions for the newly proposed Membership Committee. It was decided to table the formation of this committee until the spring meeting.

**Motion:** Board accepts the reconstitution of the committee structure excluding the proposed Membership Committee.  
**Moved by:** Dan Navarro  
**Seconded by:** Renée Bodie  
**Result:** Motion carried

**Action item:** Michelle will issue a new document reflecting the removal of the proposed Membership Committee and any other changes.

## **Advocacy**

### **Visas/Immigration**

Aengus has put together a great guide for non-US attendees to the conference, including information about Visas and the Visa-Waiver Program. It is available on the FAI website and was included with the newsletter about the conference.

A new piece of legislation just introduced in the Senate called the Arts Require Timely Service (ARTS) Act, S. 2510, would improve opportunities for international cultural activity by ensuring that U.S. Citizenship and Immigration Services (USCIS) processes artist visas on time. Aengus has already reached out to Performing Arts Alliance, AFM, and League of American Orchestras to see how we can help the effort and get information to our members about it.

### **Copyright**

Aengus sent the Board-approved letter about Fair Play Fair Pay Act to members on January 13 and posted on the member listserv. We have received some good feedback.

### **PRO**

Renée and MarySue have been working on drafting questions for the survey of small venues and will be bringing it to the subcommittee for review before presenting it to the Board.

### **Health**

This subcommittee will be a priority in the next year. The goal is to publish a health resource brochure and maybe create a web page or blog with more timely information and updates about health care requirements, regional resources, etc.

### **Air/Travel**

The subcommittee is looking at putting together a guide for musicians traveling outside of the U.S., focusing first on Canada. Right now, they are doing research and having exploratory conversations.

### **Nominating Committee**

This is the first meeting with Amy Reitnouer as the new Chair of NomCom. Amy stated that the Nominating Committee needs to craft a strategic plan to address the goal of creating the best possible board while also focusing on diversity.

**Action item:** Board members are asked to please contact Amy with any potential candidates.

**Motion:** Board appoints Alka Sharma to a two-year term beginning today.

Moved by: Amy Reitnouer

Seconded by: Michael Kornfeld  
Result: Motion carried unanimously

12:44 PM CT several directors had to leave the meeting; however, quorum was maintained.

The Board went into Executive Session to discuss Aengus' contract renewal.

**Motion:** FAI will seek to renew Aengus Finnan's contract for an additional three years and earmark appropriate funds up to \$5,000 for the purpose of obtaining Visa.

Moved by: Michael Kornfeld  
Seconded by: MarySue Twohy  
Result: Motion carried.

Having concluded our agenda, Michelle entertained motions to adjourn

**Motion:** To adjourn the Board meeting for the day  
Moved by: Michael Kornfeld  
Seconded by: Erika Wollam Nichols  
Result: Meeting adjourned at 12:58 PM CT