Virginia Museum of Fine Arts

Minutes of the Joint Fiscal Oversight Committee

and Resources & Visitor Experience Committee Meeting

Wednesday, 23 June 2016, 8:30am

Reynolds Lecture Hall

There were present:

Tyler Bishop, Co-chair

W. Birch Douglass III, Co-chair

Terrell Harrigan, Co-chair

John A. Luke, Jr. Co-chair

Karen C. Abramson

Anne L. Battle

Cindy Harman Conner

Kenneth M. Dye

H. Hiter Harris III

Jil Womack Harris

Dr. Monroe E. Harris, Jr.

Sara O’Keefe

Michele Petersen

Michael J. Schewel

Charles H. Seilheimer, Jr.

John Staelin

Shantaram Talegaonkar

Harry R. Thalhimer

Lilo Simmons Ukrop

By invitation:

Alex Nyerges, Director

David Bradley

Dr. Lee Anne Hurt Chesterfield

Jody Green

Susan Hayes

Claudia Keenan

Laura Keller

Alex McGrath

Hossein Sadid

Kimberly Wilson

1. CALL TO ORDER

Co-chair John Luke called the meeting to order at 8:34 and welcomed the group.

**Motion:** proposed by Mr. Douglass and seconded by Ms. Abramson to approve both the minutes of the March 16, 2016 Operations Committee and the minutes of the March 16, 2016 Resources & Visitor Experience Committee as distributed. Motion approved.

1. FINANCE REPORT

Chief Financial Officer Hossein Sadid reviewed the FY17 budget. Total expenses are budgeted to be $36 million, a $3.3 million increase from FY16. He attributes the increase to the higher number of exhibitions and to funded projects within the 2020 Strategic Plan. He explained that the department is working on some final adjustments to reflect the new organizational structure.

Next, Mr. Sadid provided an update on the FY16 budget. The McGlothlin project was funded by revenues from the Fabergé exhibition fees. He went on to say that there is a modest surplus for FY16, so museum leadership has decided to fund several one-time requests.

Lastly, he proposed one revision to the proposed FY17 budget to fund the development of a travelling exhibition from the Mellon collection. The expense would be paid from the Mellon endowment.

**Motion:** proposed by Dr. Harris and seconded by Ms. Harrigan that the FY17 budget be amended to include $108,726 for developing a Mellon exhibition to travel to other museums subject of further approval by the Foundation’s Budget and Compensation Committee in August. Motion approved.

1. HUMAN RESOURCES UPDATE

Next, Deputy Director for Human Resources Kimberly Wilson reported on progress made over the last six months, included expanding employee orientation, increasing employee advocacy, and introducing mediation consultation. She announced that Bobby Graves has been hired as the museum’s new recruiter. Ms. Wilson said that she and Mr. Graves will work to increase diversity in the museum, especially through filling salaried positions. She explained that another priority has been professional development and career pathing, so she hopes to begin placing key staff members in leadership training this year.

The deputy director informed the committee members that the realignment has been received well. She emphasized that transparency and communication were priorities when announcing the changes to the organizational structure.

Ms. Wilson introduced the new structure for the combined staff association and Employee Engagement Task Force, to be renamed VMFA Engaged!, She described several other initiatives, like researching position classifications related to compensation for ten positions throughout the museum, the Great Places to Work survey, and improved volunteering and community service opportunities.

1. RESOURCES & VISITOR EXPERIENCE REPORT

Deputy Director for Resources & Visitor Experience Claudia Keenan provided a report on fundraising through May 31st. The development staff has raised $14 million for FY16. They have raised 89% of the annual unrestricted fundraising goal, and she anticipates meeting the goal.

She explained that the museum is preparing for a capital campaign with the assistance of Benefactor Group. The next phase will consist of data analysis and wealth screening to prioritize donors. There was a discussion of renewal rates among members.

Director of Government Relations David Bradley announced that the Commonwealth of Virginia has included $3.9 million for the West Wing air handling units, the Robinson House renovation, and Conservation Center equipment in the budget for FY17. He recognized Delegate John O’Bannon for supporting these amendments and Speaker William J. Howell for advocating for the museum to receive the Sesquicentennial bus.

1. OTHER BUSINESS/ADJOURNMENT

There being no further business, the meeting was adjourned at 10:00am.

Recorded by: Laura Keller

Assistant to the Secretary of the Foundation