

**SNAG Board of Directors Meeting Minutes
Phoenix, Arizona
October 14-16, 2011**

Friday October 14, 2011

The President, Sue Amendolara, called the meeting to order at 9:10 a.m., Friday October 14. The following board members were present: President Sue Amendolara, Past President Harlan Butt, Treasurer Anne Havel, Secretary Eliana Arenas, Bryan Park, Anne Mondro, Karen Lorene, Jamie Obermeier, Anika Smulovitz. Nominations and Elections Chair Mary Hallam Pearse. Executive Director Dana Singer and Program Manager Ellen Laing were also present. Board Members Caroline Gore and Marlene True were not present.

Announcements and revisions to the agenda were made.

The Board approved the Consent Calendar.

The Board acknowledged the approval via email since the last board meeting of the Minutes from May 2011 Board of Directors meeting in Seattle.

Image database added to new business.

Motion (Anika Smulovitz): To accept the revised agenda. **Second** (Harlan Butt). **Unanimously voted in favor**

President's Report was presented to the Board by President Sue Amendolara. Several agenda items were discussed.

President Sue Amendolara sent the Board's reports electronically, instead of the traditional method of using printing and mailing, to save SNAG money. This has proven to be a successful approach.

The Board discussed how appointments are made to the Board, and Anne Havel suggested the Board create a defined set of guidelines.

ACTION: Bryan Park will draft a new internal policy addressing guidelines for Board appointments and will submit it to the Board for review and approval.

The Board moved on to discuss a letter sent from Edy Horwood to President Sue Amendolara and Metalsmith Editor Suzanne Ramljak. Horwood was upset to see coral jewelry shown in Metalsmith and asked that Metalsmith adopt a policy against showing work made from endangered materials. After extensive discussion, the Board concluded that while they recognize this is an ongoing subject that extends into many areas, and while many support the ethical use of materials, it would be impossible to monitor the origin of materials used by artists. Consequently, the board refrained from making a policy to restrict the work that is shown in *Metalsmith*. Board Liaison Anika Smulovitz, will inform the EAC Committee about the Board decision on this matter.

ACTION: The Executive Committee will send Edy Horwood a response.

Bryan Park mentioned the Responsible Mining Resolution passed by the membership in 2006. Singer will send a copy of that document to every board member, and will place it on our website.

Conferences Report was presented by Anne Mondro

SNAG does not have conference locations secure beyond Minneapolis in 2014. Sandie Zilker has been working on future sites and Anne will follow up with her.

The Phoenix Conference is moving along and finalizing details in the conference programming. The Co-chairs are excited with the venue and with the slate of speakers.

The Board moved on to discuss using conference presentations on our website, both to leverage our strong

programming content beyond the event and to generate interest in the next conference. It's possible we might need to discuss potential copyright issues with a lawyer—reproducing images that were used in their presentations. Find out how the people who produce the TED talks handle the images their speakers use.

ACTION: Eli Arenas will follow up on finding a volunteer to take on this task

Anne Mondro's term as Board Member is coming to an end at the Phoenix Conference. She informed the Board that she would prepare a handbook that will help the future Conference Liaison.

Next, Anne Mondro presented to the Board the continuation of SNAG TV for the Phoenix Conference. SNAG TV is a very successful event at the conference and on YouTube. Michael Dale Bernard is continuing as SNAGTV Chair for the 2012 conference. The board discussed expanding the use of SNAG TV beyond the conference, it could be shown elsewhere, and agrees that a program like this needs to be promoted constantly. Currently, SNAG has 62 videos in YouTube.

ACTION: Bernard now needs to create documentation guiding his work and that of his successors. Be sure that Bernard includes information in the Call for Entries telling everyone that materials included in SNAG TV will be used beyond the conference, and that when someone submits work for inclusion, they are agreeing to this broader use.

The Board moved on to discussed the location for Exhibition in Motion at the Phoenix Conference. The Phoenix Co-chairs proposed to have the Exhibition in Motion event at the Musical Instrument Museum. Executive Director Dana Singer and the Phoenix Co-chairs have been in close contact with the museum to try and arrange a fair price for each attendee. So far, it is too expensive to have this event at the location. The other idea presented to the Board was to have this event at the Hotel. The Board agrees that if the price for the museum is not beneficial for the membership, the Hotel is a perfect venue.

Anne Mondro then presented information about the Toronto Conference in 2013. The Toronto co-chairs will like some input from the Board to have a modified PechaKucha in place of the Keynote Speaker. The Board is intrigued by the proposal of the PechaKucha, but needs more information from the Co-Chairs about how this format will work.

The Board reviewed the proposed speakers submitted by the Toronto co-chairs and has no objections.

ACTION: Anne Mondro will contact Toronto Co-Chairs and will have more feedback for the Board.

Anne proposed that the Board review the conference logo in the future before final approval is given, beginning with 2014. SNAG is in the process of retaining one graphic designer to work on all conferences starting with 2014, for continuity and consistency between the conferences.

The Minneapolis conference in 2014 is at its early stages of planning. The Minneapolis Co-chairs requested some feedback from the Board regarding their theme. The Board discussed their proposal on the maker and materials, and gave feedback on directions they could take to make it relevant and strong in content.

ACTION: Anne Mondro will bring this feedback to the Minneapolis Co-chairs and suggest they also contact the Toronto Co-chairs for guidance.

Executive Director's Report was presented by Executive Director Dana Singer. Several Agenda items were discussed.

Executive Director Dana Singer proposed the creation of Task Force to examine how our conferences are structured and consider new ways of producing conferences. She will also look at more efficient ways for the staff and co-chairs to divide up the various responsibilities.

ACTION: Singer will appoint a task force compromised of past conference co-chairs to examine and report back to the Board at its May 2012 meeting with its recommendation of a new conference model.

The Board moved on to discuss the actual cost of each conference and the actual number of attendees needed to have a financially successful conference. The Board discussed how the membership needs to know how valuable their attendance is.

The Board then discussed the report submitted by the Trunk Show Committee and recommended certain changes be made in 2012.

ACTION: Singer will implement suggestions made by the Board, the Trunk Show Committee, and Operations Manager Tara Jecklin to improve the Trunk Show in 2012.

Program Review Committee was presented by Anika Smulovitz

From SNAG's Strategic Planning Retreat came the recommendation that the Board routinely assess the progress of SNAG's programming at the board meetings. The Board wants to adopt this recommendation, which makes the work of the Program Review Committee redundant.

MOTION: (Anika Smulovitz) Dissolve the Program Review Committee. **Second** (Harlan Butt) **Unanimously voted in favor**

Treasurer's Report was presented by Treasurer Anne Havel.

The Board discussed SNAG's Education Endowment Trust. With the recent dip in the stock market, the Endowment has lost approximately 13% of its value. The Trustee believes the marketing will correct itself and recommends waiting it out. Agreed.

The Treasurer presented the proposed 2012 draft budget, and is looking at areas where expenses could be reduced.

The Board decided not to hold the next Fall Board meeting in Toronto, as a cost-saving measure. The Board instead wants to meet in a centrally located city close enough to Toronto that it would be easy for the Toronto co-chairs to fly in for an overnight. Several ideas were presented to the Board and several cities such as Chicago, Minneapolis, Pittsburgh, and Boston were mentioned as potential sites, depending on airfares and hotel costs.

SNAG will add PayPal as a payment option since the transaction fees are lower than for Visa and MasterCard.

The Board wants the Education Dialogue to return to being a lively dialogue with discussion leaders rather than another event with [paid] presenters. The \$2,500 previously included in the budget for Education Dialogue presenters will be reallocated.

Next, the Board discussed the two grants that Executive Director Dana Singer applied for, one from a private family foundation and the other from the National Endowment for the Arts. SNAG will find out the results in December and April, respectively.

It's important that the Treasurer's report be presented to the membership sooner in the fiscal year than at the member meeting in May, so there is a clear understanding of how the money is being spent. In 2012 it will be made available in the March issue of SNAG News, and beginning in 2013, it will be made available in January. It will also be available on the website with a brief explanation from the Treasurer. Anne Havel is also working with SNAG staff to improve the flow of our financial reports.

Havel also will begin writing a periodic column in SNAG News called "Treasurer's Tidbits."

The Board wants the staff to implement an exit survey to find out from non-renewing members and subscribers the reason(s) why they chose not to renew. This information will inform our efforts to reduce turnover.

Treasurer Anne Havel proposed a new policy requiring the Board to book their flights at least 60 days before each board meeting to assure a good price in order to receive full reimbursement.

ACTION: The board agrees to implement this new policy.

The Board discussed the real costs of producing Metalsmith and digital Metalsmith, as well as discounts that

SNAG offers for multiple-year subscriptions. The three-year subscription will increase to \$96 as of January 1, 2012.

Post-Retreat Committee Charges –Goals, Strategies, Tactics was presented by President Sue Amendolara and Executive Director Dana Singer.

One of the assignments from the retreat was for the Board to review the charge of every current committee and decide they need to be revised or terminated.

The Lifetime Achievement Award Committee was presented by Board Liaison Karen Lorene. The Board deleted the word “contemporary” from its charge and otherwise agreed it will stay the same.

The Marketing Member Outreach was presented by Board Liaison Karen Lorene. The name will be changed to just Member Development. No committee has been formed and it would be premature to create one now.

Professional Development Seminar Committee was presented by Executive Director Dana Singer, and its charge will remain the same. The Board agrees that professional development, as an area needs to be broader than this one event at the conference. Eventually the PDS will be one component of our professional development programming. Ultimately we might need a staff position that oversees all professional development programming.

Trunk Show Committee was presented by Executive Director Dana Singer. It’s a large committee and the groundwork has now been successfully laid for future events. The Board agrees this project should be transitioned to two key coordinators working with staff during the conference and the help of onsite volunteers. With this change, the committee would be dissolved.

President Sue Amendolara presented the Executive Committee; the Board agrees to leave as it is.

Board Liaison Anika Smulovitz presented the charge of the Editorial Advisory Committee; the Board agrees that this should stay as a committee. The Board would like to see future committee members include object makers, blacksmiths, sculptures, and others working outside of the jewelry field.

Board Liaison Anne Mondro presented the Education Dialogue Committee, which is comprised of three educators. It was noted that the charges are descriptive of what is currently being done rather than what the committees are supposed to achieve. The ED charge was changed to “foster open dialogue about the state of metals education today and the needs and issues for the future as a discussion session at the annual conference.” This Committee might need to evolve; it too would come under the Professional Development umbrella. May need a task force to research and suggest a new structure to achieve the larger goal, of which the ED at the conference is one component. That would be placed on the strategic plan timeline and the Board would revisit it then.

Board Liaison Anne Mondro presented conferences; there isn’t an overarching committee; the only direction to the co-chairs is found in the Conference Guidelines. The task force that is to be formed to address the restructuring of future conferences might see the need for a national conference committee

Treasurer Anne Havel presented the Audit Committee. No changes.

Nominations and Elections Chair Mary Hallam-Pearse presented the charge for her committee with matters pertaining with the continuity of leaders (as stated in the bylaws).

Board Liaison Jamie Obermeier presented the Online Presence Committee. The Board agrees that the current committee should stay as it is for now, but it is clear that the responsibilities of this Committee are too big a project for just this committee. And some of the decisions being made may be too important to be turned over to a committee. The Board must re-evaluate and set new priorities.

An extensive discussion about our website, the member pages, our database needs, and what capacity we want to build in this area. Discussion to be continued in the morning.

The Board welcomes Arizona Co-Chairs Becky McDonah, Tedd McDonah and Lynette Andreasen to the meeting. They made a brief report to the Board about the conference, and then we all took a tour of the areas of the Resort where conference sessions and events would take place.

Meeting adjourned for the day at 5:30 p.m.

Saturday October 15, 2011

The President, Sue Amendolara, called the meeting to order at 9:05 a.m., Saturday, October 14. The following board members were present: President Sue Amendolara, Past President Harlan Butt, Treasurer Anne Havel, Secretary Eliana Arenas, Bryan Park, Anne Mondro, Karen Lorene, Jamie Obermeier, Anika Smulovitz. Nominations and Elections Chair Mary Hallam Pearse. Executive Director Dana Singer was present. Board Members Caroline Gore and Marlene True were not present, and Program Manager Ellen Laing was no longer present.

The Board wants a task force created to research hiring an external Web Developer and designer. The Board feels that in accordance with our Strategic Planning goals SNAG's web presence needs to be clearly defined. Need to articulate in the charge to the task force: what are models of a different type of website, the pros and cons of each; what steps we would need to take to move from our current one to a new one; the costs. Focus is on content. Provide something that Crafthaus and Ganoksin don't do. We will work with them, not compete.

ACTION: Bryan Park will create a task force that will report to the Board by the Board's conference call in January. Goal is to take action in the implementation of a new website that will have better content.

ACTION: With more information, Dana Singer will begin to research capacity building grants.

Conferences update presented by Anne Mondro

The four speakers that will present in a PechaKucha format to kick off the conference are also speakers giving presentations at the conference but the content will be different. Okay with Board.

Treasurer Report update presented by Anne Havel

Treasurer presented the budgetary goals for the 2012 conference. We need 700 attendees. Every Board member must spread the word about how wonderful the resort is and encourage others to spread the word.

Symposium was presented by Executive Director Dana Singer.

The Board discussed the creation and implementation of a SNAG symposium for fall 2012, focused on business and technical issues. This is not a mini-SNAG conference. The Guild Liaison will be responsible for overseeing the symposium.

The Board then discussed some of the details of the symposium and agrees that it will be a full one-day symposium with one social event. The Board will like to partner with a local guild or organization where the symposium will be taking place. Several cities were proposed by the Board to host the Symposium and the Board agrees that Pittsburgh is their first choice. We will invite the Society of Contemporary Craft to partner with us on the first symposium, with the programming established by SNAG.

ACTION: Sue Amendolara will contact Janet McCall at Society of Contemporary Craft. Eli Arenas will create the mission for the symposium and find the Symposium Coordinator. Ellen Laing will begin creating a budget and mapping out the logistical foundation.

Member Development was presented by Karen Lorene

Karen Lorene proposed reinstating a continental breakfast at the conference specifically to bring together the gallery owners, museum staff, institutional and independent curators and collectors. Need to clearly define the target audience, how those people would sign up (and pay) for it. Karen and Dana will work through the details.

Board Liaison presented to the Board a proposal to create a new award directed to mid-career artists. The Board discussed the intention and value of such an award, and how it might be implemented. The Board needs the proposal fleshed out more, including information such as what goals and strategies it advances, a clearly articulated intent and purpose, what the artist would receive, how to tie it into the artist's career.

ACTION: Karen Lorene will do more work on the proposal and resubmit it to the Board.

Karen would also like to begin surveying our new members with a short list of questions that will help us serve members better.

ACTION: Karen will craft the questions, get board input on them, and then coordinate with Ellen Laing on Survey Monkey.

Editorial Advisory Committee was presented by Anika Smulovitz

The Editorial Advisory Committee will like to appoint Biba Schutz to the EAC Committee. Kiff Slemmons' appointment ends at the end of the year.

MOTION: (Anika Smulovitz) - The board accepts Biba Schutz as the next EAC member. **Second** (Anne Mondro). **Unanimously voted in favor.**

The Board Liaison requested Board support for charging the EAC with the task of creating clear policy and guidelines for the juried EIP. The open call for curatorial proposals for the EIP was discussed. The Board feels that the Editorial Advisory Committee needs to review this matter and come up with a better method for securing curators for the Exhibition in Print.

The Board, not the EAC, should create the policy stating their vision of the juried EIP, goals and objectives, what they want that version of the special annual issue to achieve. Using that, then the EAC could draft the guidelines that accomplish that vision, those objectives. That document would then be provided to the board for approval.

Next, the content of Metalsmith was discussed, vis a vis the Board's Vision of Metalsmith. The Board feels that the direction of the magazine has become narrow: too jewelry oriented not enough metal and traditional work. Recent changes to encompass more design and production work have been peripheral and too subtle. The Board wants to see more diversity of work from across the field shown. Over the five issues of a subscription, our readership should be able to see this diversity.

Coming out of the strategic planning retreat, the revised Guidelines for the EAC now have the committee regularly evaluating Metalsmith's content using all aspects of the current Vision statement.

Anika Smulovitz will bring feedback from the Board to the Editorial Advisory Committee regarding how Metalsmith magazine should present a broader understanding of the field.

Continuation of Executive Director Report was presented by Dana Singer; Metalsmith and Exhibition in Print

The Board moved on to discuss the Exhibition in Print issue. We've now been publishing the EIP for 18 years. It feels like a point of vulnerability for SNAG more often than not.

ACTION: Dana Singer will find the original intention of launching the EIP and report her findings back to the Board.

Online Presence Committee was presented by James Obermeier

James Obermeier presented the new members of the committee Daniel Otten, Michael Gayk, Loring Taoka and Arthur Hash. The revised layouts for the member online portal were presented. As John Rose had suggested, the purpose of the member pages is marketing and sales, not just social media images. Must be easy to search, easy to use, augment the artist's career in ways that social media sites don't. However we don't want to take on direct sales through SNAG. Discussed needing a gatekeeper of quality of the images (not quality of work). Addressed server capability, bandwidth needs, costs. One goal from the strategic

planning retreat is to begin to move away from volunteers in certain key areas. The website is one of those areas.

ACTION: This ties in with the task force Bryan Park is working on. Search for firms, interview. Need to have estimate by January 15 and completion of Member Pages before the conference.

Nominations and Elections Committee was presented by Chair Mary Hallam Pearse

The Board discussed the number of members who vote in the elections, both online and on site, and how to increase those numbers. From the conference survey and staffing the NEC table at the conference, we're hearing that one reason some members don't vote is lack of knowledge about the members that are running for the election. The Board moved on to discuss different ways the NEC could present the information to the membership, maybe create a meet and greet with the candidates.

Karen Lorene suggested that the ballot be inserted into the envelope that is handed to every conference attendee at registration.

ACTION: Dana will coordinate this with Kate.

Mary Hallam Pearse mention that the I Voted stickers that were used last conference were very popular and they will be back for the Phoenix Conference.

The Board approves the budget of \$150 for the Nominations and Elections Committee.

At the strategic planning retreat it was suggested that the entire board have breakfast with the newly elected board members the Sunday morning after the conference ends, to connect as a group long before the first board meeting. Agreed to do this starting in Phoenix.

For anyone who commits to run, they must be told when the fall 2012 board meeting is as soon as it's been set.

Meeting adjourned at 5:40 p.m.

Sunday October 16, 2011

The President, Sue Amendolara, called the meeting to order at 9:05 a.m., Sunday, October 14. The following board members were present: President Sue Amendolara, Past President Harlan Butt, Treasurer Anne Havel, Secretary Eliana Arenas, Bryan Park, Anne Mondro, Karen Lorene, Jamie Obermeier, Anika Smulovitz. Nominations and Elections Chair Mary Hallam Pearse. Executive Director Dana Singer. Board Members Caroline Gore and Marlene True were not present.

Education Dialogue was presented by Anne Mondro.

The Board discussed the goals of the Education Dialogue and that it's not meeting the goals. In Phoenix, the proposed topics must tie in with the impact on educational programs, how it's changing teaching; otherwise the topic feels more like the Professional Development Seminar.

The Board unanimously supports restructuring the Education Dialogue and the ED Committee in response to the new strategic plan.

Constitution and Bylaws was presented by Treasurer Anne Havel

Board member and Treasurer Anne Havel will like to see revisions made to SNAG's current Constitution and By-Laws. From her board report, the entire board addressed a list of sections that need revising.

Article X. Amendments

Current language: Voting on a proposed amendment shall be accomplished through mailed ballot, at the general meeting, or at a special meeting as arranged by the Board of Directors.

Proposed language: Voting on a proposed amendment shall be accomplished through any reasonable technological method, as well as mailed ballot, at the general meeting, or at a special meeting, as arranged by the Board of Directors.

The Board approves the change of language.

Article III Membership

Lifetime Achievement Membership is conferred upon any individual by the SNAG in recognition of extraordinary service to the field of metalsmithing. One person per year may be selected for the LAA. Awardees are entitled to all voting rights and privileges of membership in the Society for life. Dues for awardees are waived. Recommendations for LAA may be submitted by any member.

Discussion, no changes made

Article IV Officers

Current Language: The responsibilities of the Treasurer include overseeing the collection of dues and fees, validating the good standing of members, and serving as one of the three signatories of the Society. The Treasurer shall work in concert with the Society's Exec Dir and its Business Office in the keeping of financial records, disbursement of funds, and the direction of business affairs.

The Treasurer does not oversee the collection of dues and fees and the Treasurer should not validate the good standing of members. There are also four signatories now rather than three.

The board approves the changes.

Current language: The Treasurer shall make a presentation to the membership consisting of an annual report together with the budget approved by the Board for the ensuing year at the annual meeting of the Society.

Proposed language: The Treasurer shall make a presentation to the membership consisting of an annual report of the prior year together with the budget for the current year approved by the Board from the ensuing year at the annual meeting of the Society.

The board approves the changes of language

Article V. Board of directors 2d

Current language: Control and manage the affairs, funds, properties, and records of the, Society except when this contradicts arrangements described in the By-Laws.

Proposed: Control and manage the affairs, funds, properties, and records of the Society when this contradicts arrangements described in the By-Laws.

The board approves the changes of language

Article VII. Meetings Section I.

Current language: A general meeting of members is to be held annually at a time and place determined by the BOD at least sixty (60) days in advance. This meeting usually is scheduled during the annual conference but may be schedule at a different time if there is no conference in a particular year. Under unusual circumstances, a special meeting of the Society may be called by a two-thirds vote of the BOD. Notice of the general meeting will be mailed to members at least thirty (30) days before the even and shall include the following:

Proposed language: At least sixty (60) days in advance, the BOD will determine a time and place for the annual general meeting of members. This meeting is usually during the annual conference. Under unusual circumstances, a special meeting of the Society may be called by a two-thirds vote of the BOD. At least thirty (30) days in advance, notice of the general meeting or a special meeting will be disseminated via any

reasonable technological methods currently employed by the organization and/or mailing and shall include the following:

The Board approves the changes of language.

Article VII. Meetings Section 5.

Current language: Each member has one vote per issue. It may be exercised at meetings in any of the following ways:

- a. By mode called for by the Chair
- b. By a ballot that has arrived at the designated place of counting before the in-person voting takes place.

Proposed language: Each member has one vote per issue. It may be exercised at meetings or in advance in any of the following ways:

- a. By mode called for by the Chair
- b. By a ballot that has arrived at the designated place of counting before the in-person voting takes place by any reasonable technological methods currently employed by the organization or by mail.

No changes made

Article VII. Meetings Section 8.

Current language: The Treasurer shall be empowered to compensate members of the BOD and officers of the Society, subcontractors, employees, representatives of the business office, and individuals required to attend, for all or part of their costs of travel and accommodations to and from scheduled meetings of the Society in accordance with the approved budget.

Proposed language: Members of the BOD and officers of the Society, subcontractors, employees, representatives of the business office, and individuals required to be in attendance, shall be reimbursed for all or part of their costs of travel and accommodations to and from scheduled meetings of the Society in accordance with the approved budget.

The board approves the changes of language

Article VIII. Nominations, Elections and Appointments Section 1.

Current language: A Member willing to run for any elected office in the Society shall be required to notify the NEC in writing and to supply two supporting members' signatures prior to the commencement of the annual meeting at which the election is to be conducted. Members who have notified the NEC at least 90 days before the general meeting of their desire to offer their candidacy shall have their names placed on the candidates' slate, together with the Committee's Suggested slate. Signatures of support are waived for candidates recruited by the Committee.

Discussion, no changes made

Article VIII. Nominations, Elections and Appointments Section 3.

Current language: Write-in candidates shall be deemed acceptable provided each candidate or nominee is a member in good standing and the candidate has notified the NEC of their willingness to serve.

No change made

Article VIII. Nominations, Elections and Appointments Section 4.

Current language: All elections shall be held at the annual meeting at a time and place and by a procedure announced by the NEC. Balloting shall be completed and results announced before the end of the annual

general meeting(s). Only members in good standing are entitled to vote. Membership shall be verified by the NEC before the vote can be accepted. Only official ballots are acceptable for voting.

Discussion, no changes made
Article XI. Records.
Section 4.

Current language: Complete and accurate financial records shall be kept by the Business Office and the Treasurer, and are subject to periodic review by an external auditor.

Proposed language: Complete and accurate financial records shall be maintained and kept by the Business Office of the organization, reviewed by the Treasurer, and are subject to periodic audit or review, as determined by the BOD, by an independent accounting firm.

The Board approves change of language

ACTION: Treasurer Anne Havel will prepare all the proposed changes together with a brief statement of the rationale for each revision, to be presented to the Board for final approval before it goes on the ballot. Board must decide whether this will be voted on section-by-section or an overall up or down vote. Proposed: group them together by topic. And note that none of them have a financial impact.

ACTION: Mary Pearse will send Anne a sample of how this was done on last year's ballot.

Budget Report was revisited by Treasurer Anne Havel

The Board discussed the draft proposed 2012 budget as it stands today. There are still gaps that need to be filled before it can be voted on, however the Board agrees it has come to a comfortable place until more financial information is received at the end of November. Havel will bring a revised version of the proposed budget to the Board in early December for approval via email. No further action needed.

Executive Director Dana Singer presented a brief report on the overall performances of SNAG's office staff and the editor of Metalsmith. The Board went into Executive Session to discuss raises for 2012.

Motion (Harlan Butt): After review by the Board a motion was made to accept the proposed compensation increases for the staff and editor of Metalsmith. **Second** (Anne Havel). **Unanimously voted in favor**

Old Business is re-opened.

Board Member Anne Havel will like more information on our partnership with American Craft Week; it's not clear what American Craft Week is achieving.

New Business is opened.

The proposed image database project from Beverly Penn was presented by Executive Director Dana Singer. While the Board agrees that this would be a great project for our field, at this point the organization does not have the staff or other resources to handle it. In addition, from recent conversations with Chris Amundsen, American Craft Council, the ACC is pursuing something similar for all craft media.

ACTION: Dana Singer will follow up with Beverly Penn.

The Board scheduled a conference call for SNAG's January Board meeting – Friday January 27th, 2012.

Meeting adjourned at 11:55 a.m. on Sunday October 16, 2011.