SNAG Board Meeting
February 28, 2019
6:00pm EST
Meeting via Zoom

GREETINGS:
The Board of Directors meeting of the Society of North American Goldsmiths was called to order at 6:00pm on February 28, 2019 by Nicole Jacquard, SNAG President.

PRESENT:  
Gwynne Rukenbrod Smith – Executive Director
Nicole Jacquard - President  May 2019 (E 17- 2020), Chair - Executive Committee, Programming Committee
Brian Ferrell - President Elect (E 2015-2018; E 2018 - 2021) - Executive Committee
Michael Brehl - Treasurer (May 2018) Chair - Finance Committee, Executive Committee
Becky McDonah – Secretary (E 2013-17; E 17-2020), Executive Committee, Programming Committee

Jill Baker-Gower (E 2016-2019) -Volunteer Committee, Programming Committee, Finance Committee
Dominique Bereiter (A 2015-2018; A 2018-2021) - Fundraising Committee, Programming Committee
Kat Cole (E 2015-2018) - Volunteer Committee, Fundraising Committee, Co-Chair - Programming Committee
Jack daSilva (E 2018-2021) - Finance Committee
Diane Hulse (A 2018 - ) - Fundraising Committee
Ezra Satok-Wolman (E 2016-2019) - Programming Committee, Finance Committee
Emily Stoehrer (E 2017- 2020) - Co-Chair -Programming Committee

ABSENT:  
Elizabeth Shypertt (E 2016 -2019) - Co-Chair - Fundraising Committee
Dianne Debeixedon (E 2014-2017; A 17-2020) Co-Chair - Fundraising Committee, Finance Committee, Programming Committee
Tedd McDonah (A 2014-17; A 17-2020) - Conference Planning Committee, Programming Committee, Fundraising Committee
April Wood (E 2015-2018) - Co-Chair -Programming Committee

OTHERS IN ATTENDANCE:
MISSION MOMENT: Jack da Silva
The Society of North American Goldsmiths advances jewelry and metalsmithing by inspiring creativity, encouraging education, and fostering community.

Jack reflected on the strength of the mission in describing the interactions that happen in the organization as it facilitates meeting people and the sharing of techniques, as well as equipment and products. He also placed value on the opportunity for discussion and sharing of opinions that the SNAG community makes possible.

ANNOUNCEMENTS: Nicole Jacquard
a. Confidentiality -
   The Board was advised that everyone is encouraged to speak their minds during these meetings, and to be respectful of differing opinions in thoughtful discussion and examination, and that opinions and comments are to remain confidential. This also applies to future projects and programs that have not yet been announced to the membership.

b. 2019 Lifetime Achievement Award Winner -
   The SNAG President announced that Jim Wallace will be the recipient of the Lifetime Achievement Award this year. The announcement will go public next week.

<table>
<thead>
<tr>
<th>DISCUSSION ITEM</th>
<th>LEAD</th>
<th>ACTION ITEM</th>
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<tbody>
<tr>
<td>Minutes Review and Vote -</td>
<td>Becky</td>
<td>After a recap/discussion of the minutes from the January 10, 2019 Board of Directors meeting a motion was called for. Motion: (Dominique) To approve the minutes from the January 10, 2019 Board Meeting. Seconded: Jack The President called for a vote: All In Favor - 10 Opposed - 0 Abstentions - 1 Minutes Approved. Send to Tara to post on SNAG website.</td>
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<td>Committee Reports -</td>
<td>Gwynne</td>
<td>After a positive report of the transition of the new Editor for Metalsmith and Metalsmith Tech, the Executive Director discussed the newly drafted SNAG Employee Handbook that had been previously circulated to the board. This</td>
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<td>Executive Director Report-cont.</td>
<td>document included updates to the previous handbook and incorporated language covering the grievance policy. Due to this inclusion, the separate grievance policy will be dissolved. The new handbook was reviewed by SNAG’s lawyer. After further discussion a motion was made: <strong>Motion:</strong> (Nicole) To adopt the SNAG Employee Handbook and dissolve the Grievance Policy. <strong>Seconded:</strong> (Diane H.) A vote was called for. <strong>All in favor: unanimous</strong> <strong>Motion Approved</strong></td>
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<td>Employee Handbook</td>
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<td>Educational Endowment Committee Structure- Charter vote</td>
<td>A draft of the <strong>Educational Endowment Scholarship Selection Committee Charter</strong> had been shared with the board that outlined the roles and responsibilities of the committee, the award criteria, and application process. This is a recently formed committee that is requesting approval of the new charter. After discussion a motion was made: <strong>Motion:</strong> (Jack) To accept the Educational Endowment Scholarship Selection Committee Charter. <strong>Seconded:</strong> (Emily) A vote was called for. <strong>All in favor: unanimous</strong> <strong>Motion Approved</strong></td>
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<td>2019-2021 Strategic Plan</td>
<td>The <strong>2019-2021 Strategic Plan</strong> was shared with the board and after discussion, and notations of some grammatical elements to be corrected, a motion was made: <strong>Motion:</strong> (Diane H.) To vote in the Strategic Plan for 2019-2020 as presented. <strong>Seconded:</strong> (Dominique) A vote was called for. <strong>All in favor: unanimous</strong> <strong>Motion Approved</strong></td>
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<td>Finance Committee- Michael Brehl/Gwynne Rukenbrod Smith</td>
<td>The <strong>2019 Budget</strong> was shared with the board to review. The board was stepped through the document with comments on possible areas where the organization can cut costs to help balance the budget. These areas included items such as staff travel, the Fall face-to-face board meeting, staff retreat, sponsorships, etc. These cuts will be affected by future goals such as getting a</td>
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<td>Committee/Report</td>
<td>Chair/Officer</td>
<td>Details</td>
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<td>Finance Committee- cont.</td>
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<td>minimum of 625 paid conference attendees for the Chicago conference, securing grants that have been applied for and researching and applying for new grants, and fundraising/donor cultivation. After discussion of the budget presented a motion was called for. <strong>Motion</strong>: (Jack) To vote in the 2019 Budget. <strong>Seconded</strong>: (Ezra) <strong>All in favor: unanimous</strong> <strong>Motion Approved</strong></td>
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<td>Programming Committee Report- Emily Stoehrer</td>
<td>Emily</td>
<td>The <strong>Programming Committee</strong> voiced concerns about Membership numbers and Metalsmith/Metalsmith Tech costs. They have been meeting monthly to discuss different options and will have another conference call that includes staff members to get their insight on the matter.</td>
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<td>Conference Update - Gwynne Rukenbrod Smith</td>
<td>Gwynne</td>
<td>The Executive Director noted that Ale has been sending the board <strong>weekly conference updates</strong> with numbers broken down for attendees, add-ons, and workshops. Regular registration will be closing soon. Other important numbers for the conference include the hotel rooms. A new add-on opportunity has been added for a curator-led tour at the Art Institute of Chicago.</td>
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<td>Nominations and Elections Committee - Nicole Jacquard</td>
<td>Nicole</td>
<td>It was announced that 4 people will be running for 3 board positions. It was noted that the Nominations and Elections committee needs names and the Board was asked to email them with any potential names for candidates.</td>
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<td>Current Issue(s) of the Moment: Executive Committee Appointment</td>
<td>Nicole</td>
<td>The board was asked to watch for an <strong>electronic ballot</strong> to be sent out through google drive calling to the Appointment of Diane Hulse to the <strong>Executive Committee</strong> until the May face-to-face meeting.</td>
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<td>Reminders:</td>
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<td><strong>Keep Promoting the Conference</strong></td>
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Meeting Adjourned: 7:23pm
Mission
The Society of North American Goldsmiths advances jewelry and metalsmithing by inspiring creativity, encouraging education, and fostering community.

Vision
SNAG envisions a diverse jewelry and metals community engaging in thoughtful conversation and critical discourse while preserving tradition and embracing innovation.

Values
- **Dedicated:** We are committed to the advancement of jewelry, metalsmithing, and community.
- **Informative:** We nourish and share knowledge about jewelry and metalsmithing both inside and outside of our organization.
- **Innovative:** We support, encourage and advance ideas that lead to creative approaches, unique solutions, and crossing boundaries.
- **Inclusive:** We celebrate the rich diversity and history of our field and value a variety of viewpoints through supportive, respectful, and ethical interaction.