

Art House Convergence Town Hall Meeting, Wednesday May 27, 2020

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Rebecca Fons [00:00:46] OK, I see that people are being added. I'm just gonna give it another minute just because I see the numbers are changing constantly. So I'm just going to give it another moment. Anyone who's just joined us, welcome.

Rebecca Fons [00:00:59] I'm going to wait until 7:02pm. And then I will start.

Rebecca Fons [00:01:06] Feel free to I'll go kind of through them. The meeting kind of parameters and how you can communicate, I see some folks already using the chat. So feel free to do that. But I'll give a little bit more information about that. OK. The numbers have slowed down. So I'm going to go ahead and get started. So hi, everyone. My name is Rebecca Fons. I am the program director at Film Scene. I am acting as the moderator for this conversation. My responsibilities tonight are to watch the clock and the agenda and also to filter questions that we can answer in tonight's call to the provisional board. As we mentioned in the agenda, and I know Ryan sent out the agenda to anyone who RSVP for this call and it has been made available on other channels. As we mentioned in the agenda, the conversation tonight is being recorded and that recording will also be transcribed. So this is to provide transparency, but also to provide a historical document for all of us. Anyone in this conversation can send questions and comments to the Q&A, specifically the Q&A only because we have folks who are helping send those questions on so that I can then field them to members of the provisional board. Please note, you can write a question in the chat, but you're just gonna be asked to send it on to the Q&A. So feel free to use the chat. But if you have a pointed question or something that you'd like to bring up, please send it in to Q&A. Tonight's call is meant to be no longer than 90 minutes, allowing for 30 minutes at the end of the call for a question session. Please note there will be additional calls after this one, which will be scheduled by the provisional board. Nothing's been scheduled as of this call, but that will be communicated to the Google group. This is not a final call or a call to end all calls. This is just part of what will be a series of steps during this period of evolution. Tonight's call is part of the process. I'm going to quickly read the communication agreement for this call, recognizing that we are in the virtual world. And so we're just gonna have to do our best to follow this agreement, knowing that it's a little bit challenging because we're in virtual, not real, real world. We will speak for ourselves from our experience. In doing so, we we also won't ask others to speak on behalf of any groups or individuals. We will share airtime and avoid interrupting each other, pausing between speakers. We will pass or pass for now. If we're not ready or willing to respond to a question, we will refrain from criticizing other points of view or attempting to persuade them to adopt our views. Be mindful of talking too much or conversely, taking less space than you need to speak. I also want to recognize that the majority of people speaking on tonight's call are white. This fact is indicative of the equity changes that are necessary and long overdue for the future of Art House Convergence. I bring this up to recognize the disparity and also recognize that the people speaking on tonight's call do not represent the whole of Art House Convergence community. The Google group agenda will be available as an editable document after this call for anyone who would like to drop questions and comments for the next few days. We're keeping that document as our place for more dialog because everyone on this call has access to it and it feels like a good place to start for what's not addressed this evening. Again, that will be sent out. I'm giving Ryan sort of like maybe Ryan can do that after this call. Just to remind

people where they can draw comments and questions that may not be addressed this evening. Although we're recording this call for historical record and transparency, this call is off the record and embargoed to any parties beyond participants or affiliates of participants, members of the press are asked not to report any content of this call publicly. Individuals are asked not to share any context of this call to the press or publicly. The Michigan Theater Foundation is welcome at this call as a flagship arthouse organization, but have not been invited to speak on behalf of the Michigan Theater Foundation board or the organization in any capacity for this call. We're also not going to call out specific people who may or may not be on this call. So people are wondering if a certain party is or is not unless that person wants to say that they are, we will not be. Anyone speaking on this call will not be calling out who is not on the call. At the end of the agenda, there are a list of names and a statement of how this informal group of people came together organically. This list of names does not represent a governing body in any capacity. There are members of the provisional board on that list of names but this this group of people does not have any power or governing authority whatsoever. Finally, as we're all aware, there have been many conversations on the Google group, and the purpose of tonight's call is to take all of those common and disparate threads that've been posted in question and thought and wondered about and shared over the last few days, the last few hours, the last many years, and use them to build a more equitable and inclusive Art House Convergence. That is something we can all be part of as as members of our own space and our own autonomous organization. I think that is everything that I need to say to kind of kick things off. I will do my best to reiterate any of these things if there are questions that come up. I know I'm certain some people have joined us after I gave all that information. So that is all I will say for now. And I will kick it over to the first part of the agenda, which is a recap on information and the structure of Art House Convergence as delivered by the provisional board. And we're doing this because we recognize there are people who may not totally have a great sense or maybe new to Art House Convergence and may not know exactly how it began and how is currently operated.

Stephanie Silverman [00:06:26] Thanks, Rebecca. I'll sort of take the first pass. I'm Stephanie Silverman. I'm the executive director of the Belcourt Theater in Nashville, Tennessee. And am a provisional board member. I think we all want to acknowledge as basically we're a collection of individuals who care a lot about this field that this has been a difficult run. And I am just really touched and moved by the outpouring of both frustration and care for this institution. And I think that the silver lining is, in fact, that coalescing around looking towards the future, which is going to happen hopefully quite quickly, at least the first steps. So we are now in a progress kind of moment. So I think what what we are thinking about as a provisional board and what you might wonder what a provisional board is, and it is a bunch of people who have largely been in an advisory capacity for many years. But I think given where we are, are eager to sort of serve in this transitional capacity to see the next iteration sort of have the groundwork to open up. So what we're gonna talk about today are a series of proposed next steps that are simply in discussion right now. So no formal action has been taken and we didn't want to take any formal action before we had this larger community conversation and probably some follow up community conversation. There is been good acknowledgment in the need to move forward. And Russ and the Michigan Theater are committed to making this a very seamless transition. But the key next step right now is figuring out where we move money, where we move assets and what the next sort of institutional phase for the Art House Convergence looks like. So those are the things that have been sort of mulled over. Again, it's a very open ended process. I think we've all been just sort of working on this since sort of recent days. So I'm going to throw it to Dylan Skolnick now and sort of talk about the role of the board.

Dylan Skolnick [00:08:46] Yes. So just a little very, very brief history. You know, people wondering how did the provisional board come to be? Basically, a call went out for volunteers. A bunch of us said, yes, we volunteer. And that was it. And we have never we haven't had a governing, governance or fiduciary role. We've just been an advisory role until now. Rebecca was saying clearly, this board is not representative of the community and for that reason, as we change to a transitional mode, we want to add a bunch of new people onto the board as part of this process. However, this, we are, it will still be a provisional board. It will be a temporary board. Everyone, ourselves and any new people who join will be committed to stepping aside or, you know, the entire provisional board will be dissolved when the next and the real board, the board that will be elected by you, by the people, by the community is elected in the next stage. We are really here just to effect that transition. Not to set the future of what the organization will be or what kind of organization it will be, that will be for the new elected board, the voted upon democratically elected board, to decide. Right now, the Michigan Theater recognizes the provisional board. The Michigan Theater, as Chris is going to explain, is ready to work with us. And we need to strike while the iron is hot. We need to make this transition and free the organization, so that it is an independent organization. It will have a temporary home. Chris will get into all that. I don't want to spend any time on it as he's going to explain better than I could. So some current members are on the board will leave now. A few people have conflict of interest because of their work with the Michigan Theater. And we are going to post an application for new members, which will include skills that are needed. And so there'll be nominations by everyone. So people should feel free to nominate themselves. And then we will vote on the people who will be added to the board. We're looking to raise the board to 20 or 25 people. So it's going to essentially double in size with a lot of new new voices, a lot of new people. And will, I think, be a good body just to effect this transition. So then you know, some people on the board may choose to run for the new board and some may not. But it will be a brand new board that will be taking our place. And that's that's who we are. That's what we're doing. Chris, you want to jump in?

Chris Collier [00:11:58] Yes, thank you, Dylan. And I want to start by echoing what Stephanie said about the outpouring of support from the community and how, how incredible it was to see all of the responses and enthusiasm for this organization. I want to thank everyone who worked hard to scramble to get this opportunity to speak together and for all of us to be together to share these questions and to think about how we move forward. I'm going to talk a little bit about some proposed next steps that have been discussed, but I think it also bears repeating what Dylan said. The provisional board has no governance or fiduciary responsibility over the Art House Convergence. The Art House Convergence started as a small group of like minded theaters who wanted to share ideas. And over the past 12 years, it has grown exponentially and has brought an incredible number of new voices to the conversation. And we actually grew way faster than we could possibly imagined. And well beyond the structures that were in place. The Art House Convergence is not a separate organization. It is a project of the Michigan Theater, and as such, the overall current fiduciary responsibility for the organization is through the Michigan Theater Foundation board. The provisional board of the Art House Convergence, as Dylan said, is provisional, and we are a volunteer advisory committee that just as Dylan said at one point people were offered to raise their hand and volunteer. And at that point it was really just running a conference. Things have grown since then and one conversation that has been had over and over again at board meetings is the need for the Art House Convergence to spin off to become its own 501c3, and to develop new structures of governance and allow for that governance to have a board elected by the membership if a membership were to be developed by the constituents of the Art House Convergence. This

was something that had been discussed as recently as a couple of weeks ago at our most recent provisional board meeting and something that we were committed to making happen within the year. The events of this past week have ratcheted up that timeline such that we are looking to deal with it immediately. So the purpose of this conversation is to share the thoughts that have been had and the structures that were in place, the structures that we have, the money that we have, and what that means for going forward. In 2015, there was a letter that was authored between the provisional board, a letter of understanding, it was authored between the provisional board and the Michigan Theater Foundation, that was looking ahead to this eventual separation. And looking ahead to a future independent Art House Convergence. That letter of understanding started the process of putting money away, seed funding for the future of the organization. And at this point, there is \$200,000 in the bank account for basically the nest egg, for the Convergence to start. The big questions that we face right now are, that money is in a Michigan Theater bank account, and where does that money go? And how do we move immediately to an organization that allows us to do the work that is needed to build an equitable, inclusive, membership-based, community-based organization that everyone can be proud of. A lot of the conversation that has been had over the past couple of days by members of the provisional board has been looking for a temporary parent organization such that we could affect an immediate move from the Michigan Theater Foundation and park the Art House Convergence in a temporary standing in another organization. This would allow us to continue the essential programs and outreach and services without break that have been so important to us all in the face of Covid. We do not want these programs to halt and we want to continue to provide connection and the services that the Convergence has been providing to all of you. A temporary solution also will allow us time to develop membership structures, governance structures and to allow for membership to then democratically elect a new board. That new board would write the mission, would write the bylaws and would handle the incorporation of the Art House Convergence as a standalone 501c3. A lot of the thinking that has gone into this is just making sure that whatever parent organization we would transition to is aware of the autonomy of the Art House Convergence, is aware of the independence of Art House Convergence and is aware that this is a temporary move while we would get all of the necessary details together to enact a completely realized new 501c3. We feel that it is very important that this action take place immediately and that we separate from the Michigan Theater Foundation and have been exploring a number of different options. There have been a couple different organizations that have offered their services. And what we would be looking to move to that organization is the Art House Convergence finances, the \$200,000 in seed money and plus additional funds, the proceeds of the 2020 annual conference from this past January. That number still needs to be determined after the Michigan Theater goes through their audit process. And once we have that number, that number will be moved along to the new organization as well. As I said, there have been a number of organizations that have stepped forward, but one of the things that we want to make sure of in this process is that whatever organization the Art House Convergence moves to for this temporary transitional phase, that that organization would not foster the same conflict of interest and would also be an organization that has the same future looking goals that the Art House Convergence does. One of the organizations that we are in conversation with is the Sundance Institute. Again, we are just in conversation with them. And this was said at the very beginning of this call. No action has been made at this point. This is just all conversation and looking for how to move forward. One of the main goals of today's call is to share what information we have with you and to listen to your feedback and support for how we move forward. The Sundance Institute would be a wonderful place for the Art House Convergence to have a temporary transitional period, because no. 1, they're the organization that started the Art House Convergence, and were engaged with us from the

very beginning. So there's a wonderful symmetry and cyclical nature to returning to the Sundance Institute as we rebirth and transition to a new, brighter Art House Convergence. There is a mission alignment that this could provide, especially with the new steps that Sundance has taken and their new organizational structure, I think, is in line with the goals that we have as well for the Convergence collectively. We also feel that it is probably best to not be nested within another exhibitor as there is a conflict of interest there. And being in an organization like Sundance that has a wonderful love for art house cinemas, for the work that we do and connection to filmmakers and a variety of programs could be a wonderful collaboration for the short term period. This is one of the options that we're looking at. But it is one of the leading ones that we are excited about. There are a number of other organizations that I've said have stepped forward. There are some theaters and some other larger community organizations and I'm happy to list those if people would like to talk through those options. But I really wanted to share Sundance as that is something that we are in conversation with them about and something that it seems that there is a community support for. It would be a good home for us. And I know that there's many more things that we could talk about, and at this point, I just wanted to reiterate again that I am very thankful for all of you being here today for the love that you've shown for this organization, the passion that you all have and the time that you've invested in it. This is a community project that has been run by volunteers. A lot of us have put a lot of blood, sweat and tears and time into this organization and I know that it means an awful lot to all of you. I look forward to helping move that Convergence from the Michigan Theater in whatever capacity I can and to, as Dylan said it, to work to create a new equitable board such that the current board can be dissolved, and step away and allow the Convergence to take on new life. Rebecca, I know that the next portion of what we had as a board to talk about was some of the proposed actions that the board has been looking at. I don't know how that fits within the agenda or if we answered the first question. Ronnie was going to handle that next section. But I just wanted to check in with you if we should just proceed.

Rebecca Fons [00:23:22] I think, again, there are a number of questions that have come through that may be answered in what Ronnie is about to suggest. So let's have Ronnie speak and then we'll get to the questions just so we can get everything kind of laid out in front of us, if that works.

Ronnie Ycong [00:23:37] Perfect. Good evening, everybody. Ronnie with Cine Marketing Consulting Group, I'm the principal of that, and I am also a provisional board member. And just to reiterate what everyone has said as well, it's really exciting to hear about how everyone has really showed passion about the future of Art House Convergence, and everyone wants to continue together as a community because that is important for everybody, including myself. So as Chris mentioned, the following are proposed actions to be taken by a transitional board. And so one of them is that the Art House Convergence immediately rehire Alison Kozberg in the role of interim managing director, compensation and terms of employment, to be determined. 2. That provisional board hold an emergency election to add new members to help facilitate the next stage of the organization and separation from the Michigan Theater Foundation. 3. That the provisional board will negotiate with Sundance Institute to transition the Art House Convergence from Michigan Theater. Any arrangement with Sundance will be a limited term allowing the Art House Convergence to continue vital operations and programs to support theaters and to provide support while there Art House Convergence incorporates as a standalone organization and the agreement will recognize that the independence of the Art House Convergence, the timing to incorporation and separation and the autonomy of the Convergence to pursue its mission. 4. That the provisional board will work with the board of the Michigan Theater Foundation to effectuate the transition to Sundance Institute, retaining all Art House

Convergence assets, emails, Web sites and access, relevant files, and finances related to the Art House Convergence, including the \$200,000 organizational seed money and any proceeds from the 2020 Annual Conference. 5. That the Provisional Board will work with the Board of the Michigan Theater Foundation to retain Makenzie [Peacock] through at least September 30th to effectuate the transition to the Sundance Institute. 6. That the Provisional Board work with the interim managing director and delegates at the Convergence to create a governance committee who will be tasked with creating a membership program and organizing elections for a new board of directors. 7. That the Provisional Board effectuate a vote for a new board selected and elected by the delegates of the Convergence to be in place by Monday, September 7th, 2020. 8. And lastly, that upon the election of the new board of directors, the provisional board shall dissolve, cede any and all responsibility for the management, government and fiscal oversight of the Art House convergence to the new board. So, Rebecca, should we open up the forum for questions?

Rebecca Fons [00:26:34] Yeah, let's do that. And there's some that are have been asked that kind of relate exactly to what was discussed. So to start, these are somewhat out of order, but I'm gonna do my best to get to everybody. So there was a question that 'has the Michigan Theater Board agreed to this plan?' And I know that was mentioned earlier on, but maybe you can provide a little bit more clarification on where they are in this transition or specifically, if possible.

Chris Collier [00:26:57] I'm happy to speak to that because I've spoken directly to Russ a couple times. And Russ is, as Stephanie said, agreeable to all of the plans moving forward. He has already reached out to the board chair and just let the board know that this move is going to be happening quickly. I think one of the things that needs to be kept in mind that the board of the Michigan Theater does need to vote on this and they will need to write a \$200,000 check or wire \$200,000 to somewhere, so one of the things that, you know, we've been thinking about in terms of finding a parent organization is an organization which we all feel comfortable with and which the board of the Michigan Theater would feel comfortable entering a partnership to hand that over with. But there's no resistance from the Michigan Theater Board because there are no formal terms have been created, there's no formal documentation with Sundance. As I said, this was just an exploratory conversation. That's the leading contender of the organizations we're looking at. We did not want to get ahead of ourselves. Again, we wanted to have this conversation and hear feedback from the community before any action was taken.

Rebecca Fons [00:28:28] Great. Thank you. There's also a question, I think it has been addressed, if there's the \$200,000 fund, why can't Alison, why can't an interim managing director be kept on? I think that was answered, that that funding would provide a salary for this person. And then there was a question about will Makenzie move as staff to, along with a new parent organization. I'm not gonna speak on behalf of Makenzie, but as I think, Chris, you mentioned, Makenzie would be kept on through a date in September as under the employ of the Michigan Theater Foundation. Is that correct?

Chris Collier [00:29:01] Yeah, and that would be as the Art House Convergence and Michigan have been enmeshed for a number of years, that would help to transition the organization to make sure that those assets are smoothly transitioned. That is really up to Makenzie and up to the future board of the organization for how they structure the budget and staffing.

Rebecca Fons [00:29:25] The first question we received was, does anyone on this call know what happened last week with the Michigan Theater Foundation that led to the dismissal and/or their decision to cancel Art House Convergence 2021? I will punt that to any provisional board members who want to take that.

Dylan Skolnick [00:29:45] I could take the second part. I mean, you know, the challenge with having the Convergence as planned in January 2021, there's nobody who would like to do that more than me. I missed the last one and the whole thing was based on I would be back next year. But there is an issue in that their money is tight. That \$200,000 seems like a lot, but it's not, especially with salaries and things. And there's a lot of commitments that would be made if we signed contracts with the Zermatt, and if not enough people show up, if not enough people are able to gather together, if our organizational budgets, many of whom are really, tough, challenged right now, cannot send someone, it could be a really serious financial blow. I would love to have the Convergence. I want to see everybody. But it is an issue like, you know, do we all think that we'll be able to afford to send someone to Utah in a matter of months?

Stephanie Silverman [00:30:56] And just also to point out, the plan is for a virtual conference, not a canceled conference. So like many conferences, I think that we've all sort of had in the queue coming up in the future. It would just be a shift to a virtual platform. So there would still be learning and gathering. It would just be in a different format for this year.

Rebecca Fons [00:31:15] And as a positive note, that it gives an amazing opportunity for people who wouldn't normally be able to travel for whatever reason to participate on a large scale. So there's a real positive that even I think we're all finding the positive during the Covid crisis. So that's so canceled is a word we should cancel because it's being reconsidered.

Stephanie Silverman [00:31:33] And just to address the first half of the question, I mean, as we all know, personnel issues are very individual and theater specific, so, no, I don't think we know. But this is why we're here now to sort of revisit that decision and begin to move forward.

Rebecca Fons [00:31:55] OK. Another question was, what would it look like to democratically elect a new board before making decisions to move to a new host institution?

Dylan Skolnick [00:32:08] Well, I mean, the the current board, provisional board, can take the applications and can vote to add new members. That's not a problem. And I think that would be great to create a board that is, you know, more representative of the community, more diverse. So I think that's really vital. It's part of this process. Those people would then be provisional board members and would just be, you know, then working on the process of transferring the organization to a new umbrella. It could be Sundance, could be someone else, something else. You know, we're still waiting, we're still working on that. But it's also that this, the reason for having a board is that without the board at this point, with Russ stepping back, there really is, there's no one else. So the board, the new members and the members that have been there, would then handle the procedure of moving the organization to a new umbrella and then start the process of incorporating and setting up an election for a new board and becoming a new totally independent, democratic organization.

Chris Collier [00:33:28] Yeah, to jump in. I think that there's there's two things at play right here. One is that, yes, the goal is to have democratic elections, to bring everyone, to allow everyone to participate and form that new organization and board. The Convergence currently is not a membership organization. We do not have membership fees and therefore we do not have specific members. So one of the questions that does need to be addressed before that is how that board is elected, what is the process that goes into that? How do some of those questions come together? Right now, some of the conversations that the provisional board has had, especially in light of considerations to not have an in-person conference, but for it to be virtual, the Convergence has made virtually all of its income from the conference. There is no other revenue stream year-round. There may be some other year-round programs like Art House Theater Day or the Visiting mMember program. The regional conferences tend to break even, at best. The conference is where the funds for the Convergence come from. So one of the things that the board has been discussing at length is looking to institute a membership program such that, especially in a year like the one that we're about to see, that program could be in place to continue the Convergence, continue the programs and outreach engagement that it provides. But that would also build the groundwork for membership, who could vote and participate in selecting that board and moving things forward. The issue that we face right now is that there is a lot of work that needs to be done to develop a membership program. There is work that needs to be done to develop the election process and we want to move, so there's two pieces: one is a transition. We need to move from the Michigan theater as soon as possible. And that is why we are proposing a temporary home in a separate parent organization for a very limited period of time such that a new board can be formed. That board, an elected board, can then write a new mission, bylaws, and move the organization forward towards incorporation. We did not want to stay at the Michigan Theater until that period. And, you know, because that could take, you know, for the rest of the summer, incorporation could take longer than that. We wanted to get the ball rolling as soon as possible to bring, to convert the provisional board to a transitional board, for that transitional board to include a wider array of constituents from the Art House Convergence that is better representative of the growth that we've seen and the number of people that the Convergence represents. That transitional board would be responsible for helping build a membership program, have elections, and then we'd be off. So I hope that answers the question, sort of, the line of thinking. But again, looking to people's feedback, if people feel that we need to act differently, we'd be interested in hearing.

Rebecca Fons [00:37:02] I'm going to ask a few questions that came through prior to the meeting that, people were invited to ask questions. This ties into a couple other questions that have come in through the Q&A. So someone asked, I'm not familiar with nonprofits, but my question would be if we can request an audit of the Michigan Theater Art House Convergence for the past three years. I'll just say a clarification that the Art House Convergence is included in the budget of the Michigan Theater, it doesn't have its own separate audit. They're saying, I'm sure I could find financials online, but something seems off financially. Is there a question?

Stephanie Silverman [00:37:39] You know, right now, it's all embedded in the Michigan Theater Foundation. Their audits are available, their 990s are on GuideStar. You can definitely dig in. I will just say, like, as this organization grew quite fast, I think faster than most of us expected who've been around for a while. And a lot of expenses were embedded within the Michigan Theater. They paid for a lot in terms of staffing and other things for a long time. The agreement that was drafted in, I think, 2015, right, Chris, that's what you said, included a set aside of revenues from each Convergence, and that's where that \$200,000 nut comes from. So that is set aside from the earned income, from the

Convergence. It allowed for many years, a certain amount of coverage of expenses that were legitimately incurred by the Michigan Theater. So there is muddiness and, I think we all acknowledge that there isn't going to be some beautiful audit that really details all of this. But the Michigan Theater is annually audited. We all do know, have a sense of what the numbers are, and this is what the written agreement laid out several years ago in terms of seed money. So it's just kind of where we are. I don't know if anyone wants to add to that.

Rebecca Fons [00:39:14] OK, since we're talking about that money and the audit, I'm gonna read this question. Andrew says, I just want to mention that according to the Michigan Theater Foundation's 990s and publicly available audited statements as of September 30th, 2019, AHC made \$156,006 in net revenue in 2019. The same time they started the year with \$140,000 in the board designated reserve of seed money for AHC. At the end of the year, they showed a balance for that fund of \$180,000. In other words, they contributed \$40,000 to the fund from \$156,000 in net profit for the program. Understanding that we're in the midst of global craziness, is there any discussion at the Michigan Theater would include more than just the board designated reserve and the 2020 AHC revenues in any transfer? I think, you know, Stephanie, you just said it's sort of complicated, but I don't know if anybody can speak to that specific question.

Stephanie Silverman [00:40:08] There is not a discussion about adding more. I mean, they're shut down like the rest of us. So, you know, we're all in a very difficult position right now. So, no, there is not that conversation. But I think the conversation about how we earn revenue going forward is critical. We know we have this \$200,000. There will be additional revenues from, you know, that our net from the conference that just ended. So it will be \$200k plus some undetermined number. But it is definitely part of the larger conversation for this community about sustainability. Right. Just like we all sort of struggle through with our own institutions. So it's going to be a part of the ongoing conversation.

Rebecca Fons [00:40:56] OK, I'm going to pivot these questions, there's a number of questions about the provisional board as the group that would spearhead the transition. So I'm going to ask first, seconding a question. I think I asked the question that was started, that is now being seconded. So, seconding the question about the assumption that the current provisional board is the right group to spearhead the transition, why not start building more racially and socially equitable, equitable group immediately? As we know, some members of the provisional board have resigned. And as there was mentioned earlier, there's members who have potentially conflicts of interest. So if you guys can speak to that and I know Chris, you know, he mentioned that part of this call is to get that kind of feedback and to hear what the larger Art House Convergence community is asking about that specifically.

Dylan Skolnick [00:41:45] Well, I think we do want to make it, make it, to change it to that transitional board. I think we need to have some continuity because we need to work with, effect this transition from the Michigan Theater. They recognize the provisional board, they're ready to work with the provisional board and we need to get this done now, and not wait until some later date when they might change their mind. They might, who knows what might happen in the future. We should act now and get this done. But, yes, we also simultaneously, immediately want to add a bunch of new people. I know one name I was going to mention before, but just want to say, Taylor Chang, who is not able to be on this call, but not because she didn't want to, resigned from the board. But I think, you know, it's a fait accompli that she's coming back, I believe, and we want her back. And there's a whole bunch of other people who I think would be great. And one of the main focuses

would be that this would be a more racially diverse group, a more diverse in every possible way. I just went through a long list, and I think that would be, that's part of this process. But once again, this this board is really just a transitional board. We're not going to be here past September. You know, the hard work and what the organization will really be is going to be in the election of the new board, which is gonna be democratically elected and starting from scratch. And that's only a few months away.

Ronnie Ycong [00:43:19] Right. And also, just to add to that, one of the proposed actions for immediately for the board is to actually add new members to help with the transition. So everyone is, as mentioned earlier, is open to to provide nominations. And that should help facilitate some of the concerns for the time being until a new board is structured. And then, as Dylan said, the new work will be done by the official board moving forward long term.

Chris Collier [00:43:56] Yeah, I'll I'll reiterate what Dylan had talked about earlier about nominations and a proposed process of moving forward. And that proposed process is that the provisional board become a transitional board, that there be in an emergency election to bring on new members to expand our board such that there is more representation from within the community. We are open to starting that nomination process immediately and having that election next week and affecting this process as soon as possible. The nomination would be open to anyone, and at this point, we are, the bylaws of the current board state that elections would be made for inclusion to the board would be made by the current provisional board members. And that is what we are thinking of proceeding with. Just because that is how the board has operated. But we would be open to discussion for how best to bring new members on, but having an organization representation to effect this transition process is very important. And we want to make sure that we have a broad consensus from throughout all of the constituencies of the Convergence.

Stephanie Silverman [00:45:27] And there will be, I think, a Google form that gets posted. So a nomination form either for self nomination or for nomination for someone for consideration. That will go out to everyone.

Rebecca Fons [00:45:42] And on that note, one one question I can just answer. Beth asked, Would members of the provisional board be eligible to apply or serve on the new board? Once it's established, maybe I can't answer that. But knowing that the provisional board would dissolve in the capacity it is. And now maybe you don't have an answer to that question yet.

Stephanie Silverman [00:46:00] They would have to, they would have to apply, they would have to be nominated or nominate themselves for the full board and be elected by the group. No one is grandfathered into a future board.

Rebecca Fons [00:46:16] And on that note, someone asked what would be the qualifications for someone who would want to apply to be on this transitional board?

Dylan Skolnick [00:46:28] Well, I mean, there may be some, I don't have a list, maybe some specific skills that people are looking for, but I would say, this is just my personal opinion, not board, we'd been looking for people who are ready to work. People who are ready to put in time and work on this process, not just advice, but, you know, spend time in meetings, spend time in discussions, spend time drafting, you know, some of these things that need to get done. So that would be the number one thing for me.

Ronnie Ycong [00:46:58] And in the document that would be sent out for the nomination process would include a lot of questions to be able to help filter through on these.

Chris Collier [00:47:11] And we started the process of putting a Google form together such that we could have something ready to go if this was the direction that people felt was appropriate. And, you know, this is a process in which we will be negotiating the movement of a 501c3. We will obviously need a variety of different skill sets. One of the questions that we have on here is just, "I have experience with" check all that apply: 501c3 incorporation, board cultivation and stewardship, community organizing, fundraising, negotiation and conflict resolution, nonprofit accounting, nonprofit crisis management, nonprofit legal, nonprofit policy and governance governance, public relations, strategic planning. I mean, it's what you'd want in a board. And this board has a specific singular mission, which is to effect the transition from the Michigan Theater and to develop a membership structure that would allow for a vote for a new board. So the job qualifications, as Dylan said, are willing to work and love of the organization and some skill set to be able to help with those specific tasks.

Rebecca Fons [00:48:38] On that note, I think sort of answered, but there's a question of within the provisional board, is the goal only the transition? Or will other organizational decisions be made in a provisional timeframe, i.e., becoming a member organization and implementing that? There's also questions, I think, that go into that about the rehiring or the reinstating Alison as an interim managing director just to handle the day-to-day operations as a service organization. I mean, I got an email from Makenzie, you know, that said the programing meeting was canceled because we have other things going on. But there are a lot of services that Art House Convergence offers outside of the conference. So would, I guess, would the provisional board be making decisions and the transitional board be making decisions about the reinstatement or the hiring, etc. and any legal procedures? That that's another question, any legal procedures? As far as going into a contract with or out of a contract, contract stuff is being asked?

Dylan Skolnick [00:49:45] Well, I mean, yes this whole thing sort of started with the fact that we're in the middle of a enormous emergency, you know, crisis for theaters all across the world. And so, and the people, you know, the services, they're providing right now are really vital. And Alison and Makenzie have been doing a great job with that. And so, yeah, everyone got angry because, you know, eliminating the people who are doing the work in the middle of this was a bad idea. And so, yeah, they would be rehired. But it's an interim basis. Another thing that the new board would be doing would be hiring an executive director and deciding on all, you know, personnel things. So any people were hired now, it is on an interim basis because eventually there will be, not eventually, just in September, there will be new leadership that will make these decisions, make decisions moving on from there.

Rebecca Fons [00:50:51] So I'm going to ask just from the top, since there's some questions that are sort of, I'm trying to keep them kind of in a group, but just to ask them from the top. Chris, can you tell us, outside of Sundance, what other organizations had been considered or are in conversation with?

Chris Collier [00:51:05] Some organizations have offered their support. I know the Film Festival Alliance has said that they would be happy to host if push comes to shove. The Belcourt Theater, thank you Stephanie, has offered. Those are the two other names that jumped to the top of the list. There might be others that have come up as there have been many other calls. But those are some of the ones that stand out.

Stephanie Silverman [00:51:43] And if it's us, I'm just saying we're willing, but we're gonna just open a bank account and then money's gonna be parked and it's gonna be other people's to decide on. We have no skin in that game.

Dylan Skolnick [00:51:55] Yeah, and I know also in the conversation, Fractured Atlas came up as an idea, and one of the people that's in the working group, I don't name any names, but one of the people that's in that long list that's at the bottom of the agenda, had strong negative experiences with them. And that's why they sort of got knocked out. But just want to acknowledge, because I know that's a name that comes up a lot.

Rebecca Fons [00:52:20] On that same note, there was talk about it from a nonprofit structure perspective until it moves on to its independence, can you confirm that the relationship with Sundance or whomever we may park Art House Convergence in would be specifically as a fiscal sponsor as opposed to a program at the Sundance Institute? As as this person says, unless I'm wrong, is currently under the Michigan Theater.

Chris Collier [00:52:42] Correct. Any step that we take with a separate parent organization would just be as a fiscal sponsor, with the plan for the Convergence not to be related to that organization in any way, shape or form. You know, just as a fiscal sponsor with the goal of spinning off.

Rebecca Fons [00:53:04] And on that same note, a question, can you explain how the Michigan Theater presented a conflict of interest and how an organization like Sundance Institute would not pose a similar conflict? I think that's been answered. But just if you could specifically respond to that.

Stephanie Silverman [00:53:20] I think it is in that fiscal agency determination versus the program of determination. Also, the reason to have this sort of transitional board is to enter into an agreement that is by design, very short term, as opposed to the situation we were in before, which was very open ended. So it would be entered into with the understanding that it would be exited from in fairly short order.

Rebecca Fons [00:53:52] And since we're in this world of talking about this partner, this sort of transitional parking spot, rather than move to another host and one like Sundance, that is so complex, a larger bureaucracy, is there a possibility of working with an established fiscal agent like Fractured Atlas, which Dylan just spoke about? Or New York Foundation for the Arts, with a transitional board that better represents the field?

Dylan Skolnick [00:54:16] It's the first time New York Foundation for the Arts came up. But they're a great group. I don't know. I don't think there's any special attachment to Sundance, though there was the romance of that we sort of started with them and then they'd be our fiscal sponsor, in moving to independence. But no, I mean, I think there's a lot of openness, you know. But I think the whole point is that whoever it is, we want to make sure they don't have any real control over us. We need to be essentially independent from the moment we break free from the Michigan Theater.

Rebecca Fons [00:54:55] And what state with a new organization incorporate in? Utah if Sundance's a fiscal sponsor or whatever state the temporary home is in. I don't know if that's something that could be answered at this point, at this juncture.

Chris Collier [00:55:06] We don't have an answer to that. And that would be up to the new board who would oversee the incorporation.

Rebecca Fons [00:55:14] I don't want to leave this hanging. Someone had asked. You know, there was a question at the beginning about the announcement that was made in the Alison's termination. And I think, if I may, there's not more information that provisional board can provide at this time. If you want to clarify that or confirm that. There are a few questions about that, so I just want to know if there's anything additional that can be said.

Stephanie Silverman [00:55:46] No. No. I'll just say it was upsetting for all of us.

Chris Collier [00:55:52] It was a shock and there was no further information provided to the provisional court than what was in the Google posting. So unfortunately, we have nothing further to share.

Rebecca Fons [00:56:04] OK, that addresses a few questions that have come up. Thinking of Art House Convergence, as is all of the iterations and the different committees, is there time to engage the track heads in their second year of service in Art House Convergence or the people that were actively involved who are still involved in those different committees?

Dylan Skolnick [00:56:26] Sure, sure. So why not? Yeah, I mean, I think it's, you know, people did a great job, you know, in the work, and that's exactly what's what's needed now.

Stephanie Silverman [00:56:40] And I you know, I think we would hope to see several of the track heads possibly be willing to be part of this transitional board if they're willing. And then and then ultimately, you know, potentially be board members in the long term. But it would be a great service, because they've been so great and committed to this institution.

Rebecca Fons [00:57:03] OK, I know I'm kind of hitting you guys with lots of different topics, but there's two questions about sort of PR or Art house Convergence's relationship with fielding media increase. Alison played an important, this is the question, Alison played an important role as spokesperson and focal point for media increase during these recent months while negotiations move forward for the actual structural reorganization. Will someone be able to fill that role? And then there was another question, I think if I can find it quickly about PR, just essentially, you know, who is speaking on behalf of Art House Convergence during this time regarding this or generally, you know, the state of cinemas during COVID, et cetera.

Stephanie Silverman [00:57:49] I think this is why we would like to hire Alison back. I think she's been a good spokesperson for us through this period of time and in an interim capacity would continue to be a really good spokesperson as we work both through this transition institutionally and through the COVID crisis as independent cinemas. I think we all speak for our own cinemas in the press on a regular basis. But I think institutionally, she was a very good voice.

Dylan Skolnick [00:58:21] Yeah, and I think PR was one of the skills that that was on the board list, and if there's, you know, someone who steps forward who's really good at PR, you know, I'm sure Alison would like to help. She's got her hands full.

Rebecca Fons [00:58:40] There's a question about that transitional board. I just lost it. I'm so sorry. Courtney [Sheehan] asked 'people who are ready to work' was said as far as people who could be part of the transitional board and the provisional board, it sets up a barrier of access to entry. It requires people to have time to volunteer. Who tends to have more free time, who gets to decide who makes a good provisional board member. Securing funding from a funder that would be interested in supporting a more equitable organization could compensate people for their time.

Dylan Skolnick [00:59:13] Well, let me let me take the first part there, because I was the one who said we need someone to work, so hi Courtney, and all I meant by that, just let me clarify is that I have a lot of, you know, years of dealing with board members, and we've had a lot of board members in our organization, that don't feel the need to do any particular work, that just giving advice is all they should have to do. And I have always found that useless and infuriating. I mean, they come up with some good suggestions sometimes, but that's all I meant was that they needed to be ready to not just make suggestions, but be engaged with the work. You know, in terms of getting funding for, you know, for help, that would be great. I think that would, that would most likely be for the the new board to be working on. You know, here, I think this is just going to be about getting, we're just here to make this transition happen and create the opportunity for the new board to be born. And that board will make decisions like that.

Rebecca Fons [01:00:23] There are a number of questions, and hopefully I'm not going back. But there are a number of questions, just people asking, again, the opportunity to be on the provisional board, to apply it, to be on the provisional board. Ronnie, I know you kind of went through that list of those next steps, but I guess is there a way to distill for anyone who's interested in getting involved or wants to kind of understand the machinations behind getting involved and what the opportunity is for people on this call who want to get involved?

Ronnie Ycong [01:00:51] I know we're going through that process right now. I think Chris mentioned that we're sending something out next week in terms of so we can have elections immediately and begin getting new board members in for the transition process. And again, as part of what Dylan said, I mean, our role really for the transition is to be able to bring back the services, put that back in place that everyone has really felt so important about. And the new board will be the one that is going to be deciding about the future of the Art House Convergence. And what we're trying to do here is to make sure that all the services that have been done remarkably well by both Makenzie and Alison is to get that back up and running so that there is no more loss in time in terms of continuing to support this community.

Rebecca Fons [01:01:47] Thank you for that. So it's 8:02p, there are still plenty of questions I would like to give us like a 15 minute, like, let's talk for 15 more minutes, if the provisional board is ok with that. There are more questions, we're not going to be able to get to everything tonight. I would just say questions, specific questions about money. I don't know if the provisional board can answer those questions just yet. So there are a number of questions that we're not dismissing them and we're not ignoring them. But I just don't think that at this particular moment, coming off a three day weekend and all of this, that specific questions about funding funds and where sponsors are paying and things like that can be answered. Is that correct? Provisional board, that those are questions that can't really be answered right now. Great. Thank you. And then also I will note that if there are questions that aren't answered, we're going to drop them into the agenda at the bottom. Just so people know what those questions were and if there are people that can

go in and answer them. I just don't want any, I don't want any questions to be ignored, but some of them just can't be answered at this call. And remember that this call is just part of the process. This is not the final call. That will be a convening, again, of people with hopefully more information from the provisional board that will help define some of these next steps. And the provisional board at this time will lead that next meeting. So any notes on that, provisional board members, while I look for another question?

Stephanie Silverman [01:03:13] Oh, just definitely, you know, post your questions on the on the bottom of that agenda. And, you know, I think there are going to be probably two columns of questions, one that are very specific, as most of these have been tonight about this transition moment, and then I think if you also have the sort of more future thinking questions that we can begin to just at least collect, that might inform process and thinking as a future board is elected and begins putting together mission and vision statements, that could be a good place for that as well. But there will be some that can't be answered yet and some that can be.

Rebecca Fons [01:03:51] Two questions about who would vote. Would it be individuals or would it be organizations that would vote and then who would be eligible to nominate? I guess just the question of who would be able to vote. And that may be a question that, again, can't be answered definitively tonight, but you can maybe speak to.

Chris Collier [01:04:10] Is that for the transitional period or for the future board?

Rebecca Fons [01:04:15] It says, who will be eligible to nominate and run for the board and who will vote? If membership isn't yet defined.

Chris Collier [01:04:23] That is to be determined. We don't know. That's something that we hope to figure out.

Dylan Skolnick [01:04:33] I mean, if it's about the future board, I mean, we're gonna to you know, there'll be a membership structure that will be set up, but that election then, you know, then it'll have to be, you know, we have to figure out how you know, how that's going to work. So that's why we're also hoping that, you know, we're not going to do anything without, you know, we're not gonna just go off and do stuff. There are going to be constant consultations with the community. And, of course, it's gonna be a much larger group that's working on this. That's why we want to add people to the provisional board. And so there's going to be constant discussions. This is not, nothing is being done off, you know. I mean, this whole thing has been about transparency, that, you know, to a large extent that people rightly see that the organization has not been transparent. That's gonna be from now on, it's gonna be the opposite. And, you know, there's going to be committees, there's gonna be a lot of meetings and everything is going to be discussed with the community. And then we'll move forward.

Chris Collier [01:05:35] I am hopeful that there will be more calls like this where we can discuss items, look for community feedback and have this open forum.

Stephanie Silverman [01:05:44] I also would love for people who have or who participate in other organizations that they feel do this very well to share those organizations. I think we would love to learn from other institutions that are a little more mature than we are and that have really sort of been through this process and have found something that works. So if you can share those also in this document, that would be incredibly helpful.

Rebecca Fons [01:06:11] And there was also a suggestion, could the provisional board engage an outside counsel, not a legal counsel, but a consultant who would have a spotlight on equity and all of that? So I think that is I think that's something that could be considered as well. That someone outside of our organization may be brought in is an adviser.

Stephanie Silverman [01:06:38] Yes, it can be considered I mean, of course, there are financial questions. But, you know, I think there's also some opportunity to raise some funds, too. So, yes. Yes.

Chris Collier [01:06:49] And I would say in in the conversations that we had before this was ramped up in speed, that was something that we were already considering and looking to do.

Rebecca Fons [01:07:02] And then what is the role of Alliance for Action in the transition of the seed money? Again, it's a financial question. I'm not sure if you can answer.

Dylan Skolnick [01:07:10] I'll just say that I'm hoping that there'll be a number of people from Alliance for Action that will apply to be on the board and will be on the board. I think there's a lot of constituents and groups within Art House Convergence. That is a very important one. And I would never accept that they're not represented. I'm speaking for myself, but I think that should be part of the process.

Rebecca Fons [01:07:41] Great. Let's see. I'm going to field just a couple more questions. 8:08pm Central Time, we'll go till 8:15pm. There was a question about again, should current sponsors continue to make payments to existing organization? That's not a question that provisional board can answer, I don't think. That was from Shane Burkett. Just those immediate questions and maybe a question I have is, if there are PR questions, is the provisional board speaking on behalf of, you know, if there are press members on this call or if there are questions that arise that need to be answered immediately, how can we best field those?

Stephanie Silverman [01:08:23] I will just say, if any payments being made are for 2021 and beyond, I think right now be helpful to hold off on those and allow this transition to happen. And then they can be made. And help seed the next evolution.

Rebecca Fons [01:08:47] OK. Again, this is I think. I'm sorry to again, it's hard because these questions can't necessarily be answered tonight. But a question, who rehires Alison and negotiates the terms of her employment? And then how much input would she have in the deliberation regarding membership, selection, process, structure of the board, etc.? Again, I don't know that that can be answered. But those are two questions that have come in.

Chris Collier [01:09:10] Those those conversations, obviously, there's negotiations that Alison is dealing with right now regarding her separation from Michigan. So there's a number of factors in that. Alison would need to speak for herself in terms of what she is interested in doing. And I think whatever the provisional or transitional board is would be involved in that negotiation. But we don't have, we know that we would like to offer Alison the position back to continue the work at. Beyond that, those details still need to be figured out.

Rebecca Fons [01:09:53] I'm going to ask, answer, pose some questions that were sent prior to the meeting. I guess it's I'll do my best to, I'm just going to read this. If there was an agreement between the provisional board and the Michigan Theater Foundation to transition Art House Convergence from them as a fiscal sponsor, why wasn't that discussed in group messages? It sounds like this was a decision two years in the making. And why wasn't there a survey sent to group members asking for input in finding a new fiscal sponsor versus incorporating it as a 501c3.

Stephanie Silverman [01:10:31] You know, there's been a long stated goal for the Art House Convergence to ultimately be its own independent organization. Speaking as someone who runs a 501c3, I think the autonomy that you have as your own institution is critically important. And I think we're feeling the ramifications of not being that right now. Fiscal sponsorship is not really different. You're still under someone else's decision-making purview in a slightly less embedded way. But it still doesn't really give the independence that allows you to set mission, to pivot when you need to and to be answerable to a community in a more transparent way. So it's not a discussion that has been limited to the last two years. It's been a discussion that's been a goal of the Art House Convergence over time. And I think one of the things that kind of got missed is that it probably should have been fast tracked a while ago and it didn't happen because we were busy and comfortable. And those are two things that are challenging to nonprofits on the regular. And the thing that I'm most grateful about in this moment is that it's pushing it fast. And I think it is going to speed things up in a way that ultimately benefits the institution but is still going to be a challenge. I don't know if that really addressed it.

Rebecca Fons [01:12:01] I'll have two more questions here, one, I think we can answer quickly, will the rights to the name intellectual property, historical and attendee data, etc. of HRC be transferred? And I think that was that is the goal. They're shaking heads. And then, I mean, this is sort of a big question it was asked earlier, and I think it just goes back to what you all have been reiterating about making this process transparent and as democratic as possible. So the question is, so only current provisional board members democratically elect new members? This doesn't sound very democratic. Is the provisional board the only group voting for members into the transitional board? That also doesn't sound very democratic. If you want to speak to that and maybe also transition into the next steps of what the involvement of everyone else would be to work towards that more democratic goal and mission.

Chris Collier [01:13:01] I have stated multiple times that the end goal of this process would be to have a democratic election for a new board. Regarding the process of how the transitional board is created and new members are brought on, I was stating that the current rules for the provisional board that the board is elected by the provisional board. We are open to other ways of election. Honestly, a lot of this this came over a three day weekend. We've all been dealing with a lot of issues and trying to get as much together as possible. We thought it was important to have a conversation today and share where we were and to get feedback. And we are, we want to hear that feedback that if an election internal to the provisional board is not something that people want to see, then we are open to looking at other ways of doing. We don't have a 100 percent set way of moving forward at this point.

Stephanie Silverman [01:14:11] I guess one consideration I would ask in terms of suggestions is that there is some urgency. So just as people are sort of thinking through this as a puzzle, which it is, is to remember that urgency piece right now, because I think

at this moment is about expediency so that we can build the runway for the institution to do the deliberate and contemplative work of long term institution building.

Rebecca Fons [01:14:44] Thank you all so much and thank you, everyone, for all those incredible questions. There is much more conversation to be had and I think the next steps, as you will see, some postings and some sharings of the recording of this conversation, the transcription of this conversation. There's also, I believe, a list of all the questions that were asked to reference and all the questions that we might maybe didn't get to or we're combined with other questions. Also, a reminder, and this will be e-mailed in some capacity. I'm not going to I'm not gonna say how exactly, but it may just be through your RSVP for tonight's Call, the agenda for tonight's call will serve as a place for you to dump questions that you may be thinking about tomorrow morning, something that you wish you'd asked or a follow up. If you have more concerns or more questions or suggestions or anything like that. I think the goal, again, is transparency and an open line of communication. And there's been so much communication in the last few days that the goal is to get all, again, those common and disparate threads together. So we will do our best, we being the many people that are involved in this call and the wonderful folks who posted the call and been fielding questions and and sending them along. So those will be sent on. And so people who weren't able to be at this call can share them, share that call with your colleagues or re-listen to what was said, because a lot of really great information was shared tonight. And we'll also be kept as a historical document. I don't know if there's anything else to say. I want to let the provisional board members, if you have more to say, before we adjourn.

Stephanie Silverman [01:16:15] Just thank you, everybody. This has been a really strange time, I think, for all of us with an institution that we care about. So I appreciate all the good thinking and an energy that's gone into the last several days.

Dylan Skolnick [01:16:34] Yeah, I'd just second, second that and, you know, it's just been really wonderful that, you know, there was just, that people cared so much, that people stepped forward like Stephanie, and several others at the beginning. But I'm going to second that too, you know, that people just pushed forward and demanded that things had to change. It's really great. I'll just say, in terms of myself and what I think about the provisional board is that we have no interest in like some sort of power grab or any sort of thing. We just want to create, essentially put ourselves out of business. We want to create this new, you know, runway so that there can be a democratic election and there can be a new board that really is a right and proper elected board by the people. So thank you, everyone, you know, who's helping with this and is involved in this call and has written to me and it's been a great, it's been a great community and really, I'm really, really appreciative.

Ronnie Ycong [01:17:37] Yes, I'll add that to that, too, in terms of what Stephanie and Dylan have said and just say that again, our process is to be able to help be able to get back to the resources that Makenzie and Alison have done well over the past few months, during Covid. And it's really recognized that everyone needs the resources back and for the community. So our goal is to really help with that transition, to get that back into place and to redirect kind of like what's steps, sort of urgency, get back these resources back in line so that everyone can continue to have the support needed during this time and then have a new board and new future and new vision for this organization.

Chris Collier [01:18:29] I echo what's been said, thank you all for your feedback. I look forward to hearing and reading further comments and working with you all for the future of this organization, which means so much for all of us.

Rebecca Fons [01:18:40] Thank you, everybody. And also, there'll be more calls, so just please keep your eye on the Google Group, and be able to share also with your colleagues who may not be on the Google Group. And I'll just close in saying, Anna Federer said, 'I'm excited for our future' and I think that is a really good way to close. This has been a sort of an intense time on top of an intense time. But I think evidenced in all the people on this call and all the positive work and all the challenges that we have coming up means that we will be doing and making something together. So that is exciting. And I look forward to hearing more from the provisional board and from all of our colleagues across the country and internationally. So thank you so much. I will leave it to our hosts to end this meeting. Thank you all. And please look for your email and the Google Group for more information.