

KYL/D

KUN-YANG LIN/DANCERS

Minutes from Regular Board of Directors Meeting: Sept. 10th, 2017 11:00am-1:00pm at Janet and Matt Stern's Home: 243 E. Evergreen Ave. Philadelphia, PA 19118

Present Members: Ken Metzner, Janet Stern, Ellen Gayda, Amanda Lepore, and Jessica Lynch
Members participating by phone: Ellen Schwartz
Absent Members: Shaun Smith, David Harrison, Elizabeth Klapproth, Kun-Yang Lin and Renee Quarterman
Others Present: Katie Moore and Ellen Rosenberg (guest)

Proceedings

Ken called the meeting to order at 11:14am

MAIN AGENDA:

1. Approval of May Minutes
2. Approval of New Policies -- Conflict of Interest; Document Retention; Whistleblower
3. MEET Board Candidate Ellen Rosenberg
4. Update on You Be the Judge Fun-raiser (Oct. 28)
5. Update on the Faith Project
6. Financials through Aug 2017
7. Upcoming Activities

1. Approval of May Minutes

- Ken noted that Kun-Yang, Renee and Liz have already approved the May Minutes via e-mail

Motion is made by Jessica Lynch, Janet seconds

Minutes are approved at 11:15am

2. Approval of New Policies -- Conflict of Interest; Document Retention; Whistleblower

- Ken explains that many funders want policies in place for best practices, even small organizations. One of KYL/D's current funders, The Philadelphia Foundation, is supporting KYL/D's youth education program through their Fund for Children (\$5,000). They noted when they made a site visit that when the company re-applies, it should have the additional policies: Conflict of Interest, Document Retention, and Whistleblower.
- Ken continued to explain the policies are shown on an organization's IRS Form 990- the annual tax return form. In addition to financial information, there are other sections of the form that ask about governance matters. The IRS does not require these policies, but they ask if you do. The reasoning is that if the public wants to know about your policies, they have the information they need to make informed decisions.

- Ken explained his personal philosophy when it comes to policies is that you can spend a lot of time editing and drafting, but at the end of the day you learn if policies are any good when you have lived with them for a while. His advice to the board is to adopt these policies and see if they make sense for us. Then, if the company needs to adapt them, it can be based on experience.
- Janet asked Ken for an example of 1: How the policies would create a burden and 2: A situation in which the policies would protect the board from harm
- Ken responded that each policy is different. The Conflict of Interest policy most directly implicates the board. The model KYL/D used to create the policy is from the Philadelphia Cultural Fund and the Greater Philadelphia Cultural Alliance, which, in turn, drew upon a template from PANO (PA Association of Nonprofit Organizations). Ken drew the Board's attention to page 4 where there is a Questionnaire and Disclosure Statement Section which each board member needs to answer on an annual basis. The questionnaire section is a small burden for the Board that has the potential to elicit information important to the Board's decision-making process.
- Janet responded with a scenario that one of a board member's children applies for a job or to provide services to KYL/D and is highly qualified- would that person be automatically disqualified or not considered?
- Ken responded 'no'- the policy does not automatically disqualify people from anything, rather it provides transparency. He explained that if someone's daughter applied for a job and Ken did not necessarily know that that is a board member's daughter unless the member told him, he would need to know that information so it can be reviewed properly. The policy is about open lines of communication so the organization can make decisions knowing all relationships- and see if certain relationships are within the best interests of KYL/D. Ken gave the example of him and Kun-Yang owning the building KYL/D uses. KYL/D is their tenant and the company pays rent to him and Kun-Yang. For the process explained in the Conflict of Interest policy, Kun-Yang and Ken would not participate in the Board's process of determining whether to continue renting the building from Ken and Kun-Yang and, if so, what amount of rent is appropriate.
- Ken noted there was a recent case described in the Philly Inquirer about a politician's daughter who owned a building- became the Executive Director of an organization located within that building, and, once appointed, she then raised rent for that organization substantially to a rate far in excess of market rent. That is a clear example of a conflict of interest since raising the rent increases her rental income.
- Ken concluded that the only increased burden is that there is a process for talking about these types of situations.
- Jessica added another example of Conflict of Interest is Ken and Kun-Yang being married.
- Ken responded yes, so when he fills out the questionnaire he will acknowledge that information. Then his form will go to Jessica to review since she is the Board President
- Ellen G asked if everyone fills it out once a year
- Ken responded that it should be completed at least once a year, but it could be more often depending on changes in circumstances. Hypothetically, If on Nov. 1st the entire board fills out the form, and then on Nov. 15th a board member marries the accountant KYL/D uses, then that board member will have to fill out the form again to acknowledge that relationship.

- Jessica stated that board members should raise concern anytime they think there is a potential conflict of interest
- Ken responded yes, the policy just demonstrates that we have a procedure and practice in place. At any time if a board member has a concern he/she should raise it. What the board needs to determine is the deadline to complete the forms.
- Jessica responded the forms should be completed before the next board meeting.
- It was agreed that board members have committed to completing the last three pages of the Conflict of Interest Policy.

Janet moved to approve the Conflict of Interest Policy

Ellen Gayda seconded.

Ken noted that Kun-Yang, Renee, David, and Liz have already voted to approve via e-mail.

The Conflict of Interest Policy is approved at 11:26pm

- Discussion ensued concerning the Document Retention and Destruction Policy, which does not impose any work on any board member except if a board member might receive legal correspondence- or any of the documents listed on this policy. Ken cannot think of a practical instance where the organization wouldn't also have a copy of that legal correspondence or document so it really does not create a burden for board, but it does create a burden for the staff. Again, Ken believes the company should enact the policy, live with it, and see what happens.
- Janet asked if most of our documents are in a cloud-based software
- Ken responded that most financial documents are, such as KYL/D's QuickBooks accounting records
- Jessica asked if KYL/D's financial documents are accessible via the board portal.
- Ken responded that the most recent monthly and annual financial reports are in the board portal.
- Janet asked how much paper documentation KYL/D is storing
- Ken responded that the company has two file cabinets that hold 95% of the documents. In the future the company may need additional storage.
- Ellen Rosenberg discussed her husband's medical practice. He did not put things online and the majority of his files were on paper. They had to work very hard scanning all of the documents into online files. It was ridiculously expensive.
- Ken responded that moving all paper documents into electronic files is something the company can consider. KYL/D would need a better scanner
- Janet added that scanning and filing documents would be a great job for volunteers. She would be willing to spend a few hours scanning if KYL/D provided some snacks
- Ken responded that Katie and he will think about how to move more of our stuff to electronic files and organize the company better
- Janet responded that she would hate to have staff use their time and talent with tasks that a volunteer could do.
- Ken agreed, but added that a staff member would have to determine how to organize the materials. When the company has more interns and less activities going on, Ken and Katie will determine the best way to go about it.

Amanda motions to approve the Document Retention and Destruction Policy

Jessica seconded

Ken again noted that Renee, Kun-Yang, David, and Liz have already voted their approval via e-mail.

The Document Retention and Destruction Policy is Approved at 11:35am.

- Discussion moved on to the final policy: Whistleblower Policy. Ken explains that the policy basically says if someone brings an issue to KYL/D's attention, whether it is actual or alleged misconduct occurring in relation to our organization- staff, board, etc. KYL/D will not retaliate against the person who, in good faith, brought the matter to the organization.

Ellen Schwartz moves to approve the Whistleblower Policy

Ellen Gayda seconded

Ken again noted that Renee, Kun-Yang, David, and Liz have already voted via e-mail.

The Whistleblower Policy is Approved at 11:36am.

3. MEET Board Candidate Ellen Rosenberg

- Ken moves on to the third agenda item, introducing potential board candidate, Ellen Rosenberg. He explains he has had a meeting her and so has Jessica Lynch. Ellen Rosenberg has been a longtime fan and supporter of the company. She first met KYL/D when the company was at the Painted Bride in 2009.
- Ellen Rosenberg added that half of the dancers she met in 2009 aren't in the company anymore. She saw the show in 2009 one night and then immediately bought a ticket for the next day. She is a member of the Painted Bride which is how she learned about the company. She sat in the front row with a friend and cried. Later, she had the blessing of meeting Ken and Kun-Yang and realized they are on the same spiritual path. She is a photographer and her preference is in photographing dancers at the studio- she finds the energy of dancers taking class, rehearsing or performing a very palpable feeling with a unique energy.
- Ken added that Ellen Rosenberg not only attends all performances and the company's You Be the Judge event, Ellen has also spent a lot of time at CHI MAC participating in workshops, photographing CHI MAC events, and attending the InHale Performance Series. She is a professional photographer and an occupational therapist. She has provided many images free of charge to the company over the years. She also very prominent on social media and is consistently promoting all of the company's programs.
- Jessica added that from their personal conversation she could tell that the way Ellen lives her life is very in tune with KYL/D's values
- Janet responded that it is great to meet someone else who understands how beautiful the company is and wants to support it
- Ken explained that we are not taking a formal vote today on approving Ellen Rosenberg onto the board, we are just getting to know her and have her get to know us. After the board meeting, the board will have further discussion about Ellen's candidacy
- Janet mentioned that the next board meeting is Dec. 17th and she thinks that is a long time to wait before approving her to be on the board.
- Ken remarked that the company has the capacity to approve via e-mail and he will make sure there is a conversation about it before the next board meeting.

- Janet added that she is on a board where most people are out of state and therefore most board meetings are over the phone. When there is a potential board candidate, they read about the person online through a personal bio statement or something similar and they make a decision via a phone meeting.
- Ken agreed that he is perfectly happy to do that
- Jessica added that she will assist with creating a bio with a photo and send it to the board.
- Ken added that he does not want to put anyone on the spot, but he thinks it would be helpful to have Ellen Rosenberg hear from other board members what they think is the most important service or role as a KYL/D board member
- Ellen Gayda responded that she has been involved since 2009. She thinks the biggest role is to rally the troops and bring new people to experience KYL/D. She believes it is most important to educate potential audiences and build the company's base of new supporters and funders. Everything else dealing with board membership is easy in comparison. She added that the company has experienced highs and lows in terms of outside participation. KYL/D has had fundraisers that were too quiet. Being on the board requires everyone's serious participation in getting KYL/D more exposure. Only 6 board members are living actively in the Philadelphia area so that makes a big difference in how many people you can introduce to KYL/D.
- Amanda Lepore added that it is very important to stay positive. When the company is preparing for programs like the fundraiser, it is important that everyone stays on the positive path.
- Janet added that the board are ambassadors for the company and therefore we need to learn how to constantly be promoting the company's activities to new people. For some people their contributions are primarily financial, for some people their contribution is bringing people, and for some other people on the board their contribution is contributing their own talents. Janet concluded that you have to find a way to introduce your friends and colleagues to participate in KYL/D's programs. Janet buys tickets and gifts them to friends and she feels comfortable with that. Some other board members have different approaches to soliciting new audiences.
- Ellen Rosenberg responded that Ken and herself have had a very honest conversation that what she brings to the table is not a large amount of financial contributions, but in getting people to participate. She was on the board at Rubye's Kids and she had to match a certain amount of funds so she is familiar with getting people involved and asking for contributions from her network and outside networks. She is in a similar boat as Janet and Matt Stern in that as part of the medical community she is restricted by ethics rules in terms of soliciting from suppliers.
- Ellen Schwartz responded that many board members echoed her points. In her situation, she has been more than happy to establish a financial goal for people to meet so her and her husband can match the funds. That is her biggest strength. She mentioned that it is difficult to keep the energy going when we have fundraising events that are hard to get people to. KYL/D events are not always well-attended by her network but her friends do donate. Everyone has a different strength.
- Jessica echoed Ellen Schwartz and the other board member's responses that everyone on KYL/D's board brings forward different gifts- some may overlap, some have rich social networks, some can write a check, some have skills like marketing and fundraising. Everyone offers something different, which Jessica wants everyone to be respectful of. Jessica sees as one of her roles as Board President is managing burnout. KYL/D wants to

manage increasing the board strategically. Jessica highlighted the beautiful work Amanda Lepore has done with the company's annual fundraiser. As President, Jessica does not want certain board members to feel like they are carrying responsibilities that are too heavy. She wants to be respectful of everyone's contribution and recognize that they are all valuable and different.

- Ken thanked everyone for their contributions and asked if there was anything else someone wanted to add
- Janet reiterated that if the company is really going to exceed, we need to build our attendance. Her personal goal for this year is getting all event dates on the calendar and setting personal goals and how many people she wants to bring to each event.
- Ellen Gayda asked Jessica if she is feeling personally burnt out
- Jessica responded that she does not feel that way. She worries at different points in the season that there are people who step up too much so Ken and she keep in touch with that. Jessica concluded that she is very grateful for the commitment of each board member and wants to make everyone feel fulfilled as a board member.
- Janet responded that she sees all relationships she makes as having potential to connect with KYL/D. For example, she buys fresh pressed juice from someone who she thinks really connects with the spiritual aspect of KYL/D's work and she was able to get her to place a program ad. She knows that it is not in the company's best interest to have a performance at her juice bar, but she is constantly thinking of ways she can continue to involve her.
- Ken responded that sometimes he senses that some board members feel disappointment in the perceived performances of other board members- in particular those who cannot attend board meetings and are therefore less visible. As Executive Director, Ken thinks there is no one on the board who isn't performing and he appreciates everyone's contributions. He added that very often in between board meetings and the formal activities of the company- he has had many conversations with people who are not sitting at the table. Everyone is providing their time, talent and treasure and he thinks it is important to have different sets of skills since those are people who we are engaging with the community.

4. Update on You Be the Judge Fun-raiser (Oct. 28)

- Katie started to give an overview of KYL/D's upcoming fundraiser, You Be the Judge. First she started out with an overview of last year: There were two ticket tiers: \$30 and \$60. The \$60 ticket included a \$30 tax-deductible amount within the ticket. There was also a staff/artist competition to sell tickets which included a discount code that created \$25 and \$55 ticket tiers.
- Katie continued that in total KYL/D sold 41 \$60 tickets, 22 \$30 tickets, 20 \$25 tickets, and 4 \$55 tickets totaling 87 tickets sold. There were 18 complimentary tickets given out and approximately 16 staff, interns, and artists for a combined expected total attendance of 121. Around 110 attended.
- Katie added that according to the pledge totals KYL/D should have raised \$10,585. When KYL/D subtracted the mistakes for misunderstanding the pledge money = \$9,885. Then when the company subtracted all expenses for the event, there was a net income of approximately \$7,000.
- Katie explained the expenses included: two food trucks, Beth the bartender, sound system and sound operator, insurance, artist pay, staff pay, decorations, additional alcohol, ice and mixers for the bar, etc.

- In 2016, KYL/D had 26 bottles of wine for the wall of wine which was contributed from KYL/D's inventory and board member's contributions. All bottles of wine were sold mid-way through the night.
- Katie moved on to explain what is changing from the fundraiser last year and what is not: The venue location is the same- Sculpture Courtyard space donated generously by John Carr. The main fundraising activities are the same: the Wall of Wine/Alcohol, the Raffle, and the Dance Contest. Katie noted the dance contest always brings in the most pledges overall. Katie continued that what is changing is that there will only be one food truck: Foolish Waffles from last year. Moreover, the event is longer (4 hours instead of 3 in response to feedback from prior participants who wanted to get to know the dance artists and have some unrestrained dance time). Also, tickets are \$5 more this year (\$35 and \$65 tiers instead of \$30 and \$60). There will still be discount codes for \$5 off. Katie encouraged the board to tell their respective networks to use the code KYLD5 (all caps no spaces or forward slash) to get \$5 off each ticket. Katie also noted that KYL/D is mailing out invitations to the event- approximately 400 will be sent by the end of next week. (see notes further down about the event being costumes optional)
- Katie moved on to the goals for the 2017 fundraiser. KYL/D is hoping for an outside attendance of 150 people and hopes to have 40 bottles of donated wine.
- Ellen Gayda asked if the venue has the capacity to increase the attendance
- Ken answered yes it has fit up to 200 people in that space
- Next, Katie mentioned Jessica's e-mail in June regarding how the board can contribute to the fundraiser and invited Jessica to reiterate those items.
- Jessica mentioned what is most important is wine. She encouraged the board to donate a minimum of 2 bottles of fine wine for the event. There is still a \$25 and a \$50 tier. Decorations are mostly taken care of. Board members can also donate booze for the open bar. Jessica explained in years past the company has had a reserve of liquor for this event, but that reserve is now depleted so Vodka, Gin, Rum, Red and White wine, mixers, etc. are all helpful in creating the best bar possible.
- Ken added that Katie and himself can create a spreadsheet of exactly what is needed which can include limes, cherry's, etc.
- Jessica continued that the company could continue to have a few more auction items, but it is not top priority. Popular items have included: Gift cards, Dinners with the Executive Director and Artistic Director, and services donated by dance artists but other items are welcome if they are relatively easy to get
- Ken added that KYL/D likes to have personal experiences offered for the raffle. Barbara Klock went to the fundraiser for the first time last year and put all of her raffle tickets in for the home cooked meal by Ken and Kun-Yang. The company likes the personal connection because it is another opportunity we are giving to people to get to know the artists. Ken gave an example of when he moved to Philly 10-12 years ago that he had a meal with the Chairman of BalletX. He asked him how he became chairman and he responded that he went to PA Ballet fundraiser and there was an opportunity to see the Phillies with a company member and he won and went with Christine Cox. It was a personal experience he never forgot so when Christine decided to start BalletX a few years later, he reached back out to her.
- Janet added that there are a lot of new local merchants in the Fishtown area. Someone could walk around and introduce themselves and explain that KYL/D would love to feature local people that could provide food/an item at a modest price instead of regular price or donate something.

- Ken responded that one of KYL/D's volunteers could go into Fishtown with printed invitations and try to solicit some contributions from the local area. He will also talk to John Carr about some highly networked people that John thinks KYL/D should invite.
- Jessica concluded that last but not least is getting people interested and signed up.
- Katie added that KYL/D only has 5 tickets sold to date so everyone should start talking the event up with your friends and family.
- Ellen Rosenberg asked if there was an event invite on social media that she could share with her network and explained if you put the event on FB, then she can send it out to her social network
- Ken responded that there will be different ways the information is received: a printed mail-able invite, an event page on the company's website, FB invite, and an electronic PDF of the invitation that goes to the event page. There will also be e-mails sent through the company's newsletter
- Janet asked if the link to invitation PDF will go straight to the ticket info so you don't have to scroll through other information
- Ken responded that we can do that
- Ellen Schwartz leaves the conference call (12:11 pm)
- Janet continues to discuss her ideas about the fundraiser. She wants to spend more time thinking about how to raise awareness for the event and build community through it. She wants the event to not just focus on how much money we raise, but also think about why the company is doing this. The fundraiser is a unique way to bring people together around a dance company. We need to emphasize that aspect of it.
- Jessica added that her past experience with a company has included analyzing soft metrics after an event. For example, you ask yourself how many friends did you raise? How many people did you talk to? How many meetings did you take? There are many other metrics that are valuable and it would be worth recording those metrics.
- Ken added that there are different factors we can look at to determine if we have exceeded, but those measures mean different things to different people. For Janet, getting 4-5 more people there that wasn't there before could equal success, but not to someone else. Building community, loyalty, and awareness are all very valuable and we need to keep those factors in mind. Ken continued that this year will be slightly different because we always refer to it as a "fun-raiser" but this year will be costumes optional for Halloween. Ken concluded that he will be in costume and so will many others so it'll be a fun time being silly and dancing together
- Ellen Gayda started to discuss her approach in getting people to the event. She mentioned how Janet option buys tickets for friends and she was curious if Janet's friends follow-through with ticket purchases and/or donations. From Ellen's perspective, she does not view a relationship as successful for the company if she pays every time and her friend(s) never cut a check or purchase a bottle of wine.
- Janet answered that from her value proposition, she thinks the relationship is still successful even if her attendees do not end up being donors. She believes that the positive energy comes back sometimes more indirectly. She feels comfortable doing her approach which is why she is doing it.
- Ken added that some people do step up and bring other people to events in the future. All participants at KYL/D events interact with the company in different ways. You never truly know what will come out of the relationship until after they experience an event.

- Jessica responded that Ellen Gayda and Janet Stern's ideas of success is a good example of how our board members brings different perspectives to the table. Ellen Gayda wants a shorter return on investment, whereas Janet considers a long-term approach.
- Jessica continued to explain that many of the people in her network are artists who do not have the money to support other artists. Jessica's personal goal is raise awareness of the company more generally. If she can make a group of rock musicians be aware of the company, experience them, and be able to talk about them with other members of the artistic community and their family and friends then she considers that a success since the company's exposure is growing. Again, Jessica reiterated that each of the board members have their own goals and how we measure success and that is okay.
- Janet responded that one thing she struggles with is that she is involved with many different organizations and she feels like she is constantly communicating with the same people to get them to all of her different events. There is only so many times you can hit the same people.
- Ken agreed that that is an issue he understands. How he would approach his network is by emphasizing that the event is \$35 for all you can eat and drink. It is hard to find a restaurant or another event that offers that. It is not only a fundraiser, but also a good deal and a fun time you can't get anywhere else.

5. Update on the Faith Project

- Ken moved on to the next item, the Faith Project. He urged board members to read the project blog which is written by dance artist Jessica Warchal-King. She is a highly qualified writer and because of her c-section she hasn't been able to dance with the company, but KYL/D still wanted to keep her engaged. He asked board members to go to kyl.org/faithproject where there is an overview of the project and then a link to the blog.
- Ken explained the Faith Project will culminate with a new work that will be performed at KYL/D's Home Season at the Prince Theater in March. The project has 4 great collaborators: Cory Neale- KYL/D's almost resident sound designer, Jared Mezzocchi- a young and hot projectionist/visual media designer who will be adding visual design elements the company has never worked with before and Kimerer LaMothe- a scholar, philosopher, dance artist, farmer, and author of five books. Kimerer is the primary facilitator of our story circles engagement activities. Ken explained that she has been an incredible facilitator- she has a monthly blog on Psychology Today and she has already written about the first story circle.
- Ken continued that the story circles are with members of the faith community- not specific to labeled religions, but any spiritual persuasion. In regard to story circles, KYL/D is working with the Interfaith Center of Greater Philadelphia to recruit participants.
- Janet asked if Rev. Judy Sullivan was involved
- Ken replied that she is not directly, but Janet could share the blog info with her to keep her informed.
- Ken further explained that the story circles have been interesting: there has been a Hindu, a Buddhist, a Jew, etc. all in the same room. Each of them brings an impulse of their choice: a mantra, a song, a piece of scripture, a story, etc. that is shared and then the dance artists respond to those sharings with movement.
- Janet asked if the story circles are open to the public.

- Ken responded that the story circles are an intimate gathering that are not open to the public. But there will be several open dialogue/work-in-progress showings in February and March to learn more about the project. Ken concluded that Ellen Gayda participated in one of the story circles and asked if she would like to share her experience
- Ellen Gayda explained that there were five community participants that shared a spiritual impulse- a Buddhist, a Hindu, a Jew, a Christian and herself. The experience created a powerful energy in the room of raising the spiritual consciousness. The contribution of each person built the energy in the room. Kimerer created a really short movement exercise to stay within ourselves and connect with one another. The dancers responded specifically to certain community members. Two dancers responded to what Ellen had said. As a participant, she saw what they received from her story on a very intimate level. Ellen reflected that she had done similar events and she finds that it is always such a success when you can live in the moment and that is how she felt in the story circle.
- Janet and Jessica asked Ken how the company found Kimerer
- Ken explained that he had a book sitting on his shelf called “Why We Dance” for many months before Kun-Yang even had the idea of this work. When Kun-Yang decided he wanted to investigate faith in relation to dance Ken thought about the book and that’s what led them to Kimerer
- Janet added that her adopted son, Nasim, is getting a degree in religious studies in Georgia and is exploring all kinds of religion. She thinks someone talking to him about the project would be an amazing experience.
- Ken asked Janet to connect us with him and his blog

6. Financials through Aug 2017

- Ken reviewed the financials as reflected in the previously supplied monthly report. The most important elements are on page 3 of 9 which lists net ordinary income. The company had budgeted to be \$90,000 in the hole, but we are currently at a positive \$120,000. Ken explained this significant difference is because the company did not plan on getting the Pew grant or the NEA grant, but KYL/D got both which is very exciting news.
- Ken continued to explain that the other reason for the difference in net ordinary income is reduced expenses. One page 1 at the bottom, Line 6270.1, for example, is Travel. The company had planned to spend \$12,000 on travel because we anticipated touring, but we did not have any major touring.
- Ellen Gayda added that she knows it is good to have an international reputation, but by staying local in the last two years she has felt we have built momentum such as with our youth outreach program which is also important since the company is investing in the City of Philadelphia.
- Ken responded that he thinks Ellen made a valuable comment. He added that it is the company’s intention per the Strategic Plan that KYL/D has more engagement in the community and increase the amount of time with the dancers, as we move to “full-time”. On the contrary, Ken added that touring for some people based locally is very important. He recalled a meeting with Dr. Bob Wallner who is a significant funder in the arts. He stated that he values his investment in a company when the company is being coveted elsewhere outside of Philadelphia. Dr. Wallner thinks we KYL/D should tour more often like BalletX and Ken reiterated that the board should keep that perspective in mind.
- Ken made an additional point that it is important to remember artistically that touring has many benefits. Without touring, the dance artists work for months on a piece and then only perform it a few times. Touring is a practice- it gives the dance artists more opportunity to

hone their craft. Touring is also a bonding experience- which is not only fun, but also helps the cohesion of the group.

- Janet added that she would travel to see the company and wants to know when KYL/D has scheduled touring.
- Ken mentioned that there is a small dance program at Indiana University of PA in Western PA (IUP) that KYL/D is doing a residency with in October. He will send Janet more info.
- Ken explained that the IUP opportunity proves why the Annual APAP Presenting Conference in New York is so important. Immediately after the last APAP showcase KYL/D performed, Hank from IUP came up to Ken and expressed interest in having the company at his school. Ken further explained that the company is thinking of a new model where the dance artists work with the dance students to learn a piece of repertory and at the end of the residency the company performs an evening length concert, but also the repertory piece they taught the dance students the dance students perform alongside the company.
- Ellen Gayda responded that Ken should consider talking to Barbara Klock and the Salem Shuchman about doing a similar experience at the school they just helped create
- Ken agreed and added KYL/D is testing it out and seeing how it goes. There are many young and in-experienced dancers at IUP so it may present a challenge.

The official board meeting ended at 1:15pm

ADDITIONAL NOTES

The present members continued to discuss other items outside of the agenda, mainly how the company is excited to be paying the dance artists more due to Pew's support, but it will be hard to determine how to keep them paid at the same level for next year.

Ellen Gayda suggested an "adopt a dancer" format, where it spells out to individuals how much it costs to pay a dance artist year-round.

Ken mentioned that the sponsorship idea would have to be anonymous because you don't want some dance artists getting several sponsorships and others not getting any.

Ellen Rosenberg added that once the dance artist is revealed you can include a little description of how they got to where they are. There are certain people in the company who have amazing stories to tell.

Amanda added that we could send the donor the dance artist's photo and a personal note.