

WEBVTT

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Andy Mountain | GBSM, Inc.: Good morning. Welcome in everybody. We're gonna give a few minutes for folks to get themselves, set up and into the, into the webinar here. Just to give you a sense, so you've got a sense of sort of how many folks we've got, that sort of thing. Currently, we've got, about 120 folks, in on the webinar. Weâ€™ pre-registration had about, 230 or 240 that registered, so great response. Thrilled to, to see that.

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Andy Mountain | GBSM, Inc.: what we'll go ahead and do, it looks like our folks sort of coming in are onboarding in. So we'll go ahead and dive in. Just quickly introduce myself. My name is Andy Mountain, President and CEO of GBSM. We're leading the reauthorization effort.

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Andy Mountain | GBSM, Inc.: on behalf of the SCFD, and we're thrilled to welcome you here. Let me take a minute to introduce, Andrea Albo, the head of the SCFD.

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Andrea Albo: Thank you so much, Andy. Good morning, everyone. Thank you all so much for joining us today. Wanted to spend some time and just give a little opening here before we dive in.

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Andrea Albo: I've had the honor of working alongside our talented team for the last 6 months, and I'm just thrilled to be here with you this morning. Thanks again for tuning in. For those of you who have not had the pleasure of meeting, a little bit about myself.

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Andrea Albo: I am a proud 7th generation Colorado native with deep roots in our regional community. I'm a social worker who has spanned now 5 industries of work, from public health to law enforcement, aviation, and now here, in this beautiful space.

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Andrea Albo: I pride myself in being a systems thinker with a people-centered philosophy, which is a big part of what attracted me into this space.

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Andrea Albo: I grew up in generational poverty and didn't have access to the other-than-free days that came along. And as an adult, in exposure, opportunity came in a powerful way, and yes, that includes awe, joy, wonder, and beautiful experiences that shape our beautiful community.

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Andrea Albo: I have been busy getting out in the district with meeting so many wonderful people, learning and recognizing the work that you do across the wide spectrum.

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Andrea Albo: A couple of months ago, I came across a woman in a gift shop at one of our organizations, and we had an immediate bond over a great piece of art in the shop, which I did politely surrender because I saw how much it meant to her.

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Andrea Albo: I saw so much of myself in her, and I asked her how she enjoyed visiting, and she shared her story with me.

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Andrea Albo: She shared that as a young student, she walked into a small cultural center for the first time, nervous, unsure, and a little bit out of place, which is often how I felt growing up.

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Andrea Albo: She didn't know anyone, and she certainly didn't see herself as someone who belonged in spaces like that. But inside, she found a volunteer who greeted her warmly, an exhibit that reflected her own heritage, and she found a hands-on program that invited her to create something of her own.

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Andrea Albo: And that didn't just change her afternoon that day, it changed her trajectory. She came back again and again, and she went on to tell me how she brought her family. Years later, she became a mentor in that same space, and helps now the yet next young person feel seen.

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Andrea Albo: That is the quiet, powerful ripple of community impact.

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Andrea Albo: It's important to measure attendance, funding, and programs, yes, but the truest form of our impact of our work are the lives in those moments of connection. It is the lives and the spark of curiosity, the sense of belonging, the pride of culture, and the doors that open because someone took the time to welcome.

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00:03:38.088 --> 00:03:40.687

Andrea Albo: That is what SCFD represents.

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Andrea Albo: We are not just funding organizations. Together, we are weaving a region, we are connecting urban and suburban youth and aging populations, long-time residents, and newcomers. We're creating shared experiences that remind us that we are part of something bigger than ourselves.

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Andrea Albo: And in a time right now when division can feel loud, our work is a steady, powerful counterpoint. We build unity, not by asking people to be the same, but by celebrating what makes us each unique, and ensuring that everyone has access to those stories, those spaces, and those opportunities.

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00:04:16.018 --> 00:04:26.687

Andrea Albo: As we look to the future of SCFD, the question before us is not just how we will sustain this work, but how we will expand its reach and deepen our collective impact.

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Andrea Albo: How do we ensure that every person, no matter their background, has that first moment of discovery, like the woman I met? How do we support organizations in evolving while we stay rooted in our community and our values?

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Andrea Albo: How do we lead with intention, innovation, inclusion?

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00:04:43.668 --> 00:04:49.458

Andrea Albo: And how do we make sure that the future of SCFD will be built the same way it has always been?

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Andrea Albo: It's together.

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Andrea Albo: It will be built through collaboration across our organizations, across our district and counties.

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00:04:57.278 --> 00:05:19.948

Andrea Albo: Through the listening sessions, through the shared belief in arts, culture, and science, that these are not luxuries, they are essential to a thriving and connected region. And we've already heard some of the great feedback from many of you that we'll want to continue to talk about today, and we'll need to revisit the formula. Yes, we'll need to look at compression issues felt across the tiers and counties, absolutely.

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Andrea Albo: And beyond that.

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Andrea Albo: How do we build something that will continue to allow that light and that beautiful resiliency shine through?

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Andrea Albo: I also want to acknowledge that change is hard, and with change often comes anxiety, fear, and in some cases, trauma. That is why we have been so intentional about how we have built this road to reauthorization together, leaning into challenges, and celebrating our collective successes.

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Andrea Albo: There will be multiple opportunities to connect in this process, so I urge you to connect and share your wisdom and ideas with us. Each of you plays a role in that future. Every decision, every partnership, every program contributes to the story that we are writing together.

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Andrea Albo: So this morning, I invite you to reflect on your own Ripple story, the moment when you saw this work make a difference. Hold on to it.

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Andrea Albo: Let it guide you, because when we stay grounded in collective impact, committed to unity, and stand bold about the future, we don't just sustain SCFD, we elevate it.

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Andrea Albo: So thank you again for tuning in, and now I will pass it back to Andy.

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Andy Mountain | GBSM, Inc.: The almighty mute button caught me. My apologies, friends. Really powerful story that Andrea shared there, and really speaks to sort of the importance of what we're trying to achieve here. Let me take a minute just to sort of walk you through what the next hour is going to look like, so you've got a sense of flow. Our goal is that we're not talking at you for 60 minutes here. Also, that we've got ample opportunity for questions and answers.

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Andy Mountain | GBSM, Inc.: and gathering some other information. So what we'll do is we're going to break it up into sort of bite-sized chunks. We're actually going to start with a poll, and we've got three polls sort of built in. I'll walk you through those as we get into the flow here. Where we want to start, though, really is going to be sort of some grounding on, sort of history and background on

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00:07:27.618 --> 00:07:52.007

Andy Mountain | GBSM, Inc.: SCFD, a little bit on the 2016 reauthorization process and insights from that, and how that's informing the approach that's being taken this time. What we'll then do, I'll step back in and walk everybody through sort of what the next two years is going to look like. We just got started right at the end of last year, and we've probably had, at this point, 30 or 40 different conversations to date.

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Andy Mountain | GBSM, Inc.: And we're looking forward to continuing a lot of that dialogue, both small and large scale, over the next two years. Then we'll do a quick break for Q&A. We'll keep that focus mostly on process. Do another poll there that is actually gathering broader input on some of the insights that we've already heard. Then I'll ask John Carner, who's leading our financial analysis, to just walk through some basics on the model today.

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Andy Mountain | GBSM, Inc.: To make sure that everybody's working off the same math, quite frankly. So we've got some decent numbers there to sort of level set. We'll then do another poll with folks, and then Mo Graham, part of our team as well, Mo and I will walk through about 11, sort of, of the high-level insights that we've picked up so far in some of the conversations. And our goal is that we'll get through all of that, let's say, by about

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Andy Mountain | GBSM, Inc.: about 35, or about 40 after, and then still reserve another 15-20 minutes for Q&A at the end.

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Andy Mountain | GBSM, Inc.: So again, our goal here truly is, is to make sure that we're dialoguing with you.

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Andy Mountain | GBSM, Inc.: So, before we dive in, we want to know where everybody's from. We actually just, as I look up, hit the magic 200 of you in the room right now. So if we want to launch the first poll, we want to get a sense of sort of where everybody's coming from. So, if you can use the poll on your screen on which county your organization, considers your headquarters,

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Andy Mountain | GBSM, Inc.: Love to sort of get a feel for how that's going to shake itself out.

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Andy Mountain | GBSM, Inc.: And as you guys are doing that, I can tell you, you're mirroring sort of what the preregistration looked like. About 50%| 51%, that's exactly what the pre-registration on, on was for Denver. That is, just so we're all clear, that is over-representative of what Denver represents in the SCFD from the number of organizations. 30% of the SCFD orgs are based in Denver.

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Andy Mountain | GBSM, Inc.: So do recognize when we think about who's in the room, we do have some sort of over-representation there. We've got, Arapaho is about equally, represented with where, where they are, sort of, organization-wise, as is Adams County. Jefferson County, a little underrepresented, Douglas, equally represented, and then, Boulder, is, is coming in

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Andy Mountain | GBSM, Inc.: just slightly under, about half, actually, of sort of where you guys fit organization-wise. So I just want to make sure that we are thinking both about who is in the room and who's not in the room, as we sort of continue our dialogue.

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Andy Mountain | GBSM, Inc.: So, let's take a step back and look a little bit on, sort of, the grounding formations of SCFD, as well as the 2016 process. To do that, let me invite Jessica Cato, COO of the SCFD, in.

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Jessica Kato: Thank you, Andy. Good morning, everybody. Thank you for taking the time to be with us this morning. We know how busy everyone is, so we very much appreciate it.

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00:10:56.048 --> 00:11:11.908

Jessica Kato: So what I really want to do very quickly is go over just really high-level, historical how SCFD was created, as well as some, highlights, lessons learned from the, 2016 reauthorization.

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Jessica Kato: So many of you may already know this information, but, the SCFD was created in, the late 1980s.

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Jessica Kato: During, one of the worst recessions in Colorado's history. I do want to point out that, in 1988, the residents of this region during a recession voted

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Jessica Kato: In a brand new tax.

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Jessica Kato: That's very, very powerful to how much arts, culture, and science are valued by the residents of this district, that they said during a downturn that, yes, we want, we want to be taxed so that we have the access to this amazing programming. We don't want to see it go away.

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Jessica Kato: So, the district has been reauthorized 3 times since its initial inception in 1988, most recently in 2016.

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Jessica Kato: And the current statute sunsets in June of 2030, so we will be back on the ballot in November of 2028.

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Jessica Kato: So with that, during the 2016 reauthorization, there were some, some interesting lessons learned, that we went back and found from, from, people who were involved in that.

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Jessica Kato: with best intentions, obviously, from SCFD, the Board of Directors, as well as all the organizations that, participated in that.

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Jessica Kato: What we heard afterwards were the following, the following highlights. People did not feel the process was, as transparent as they would have liked it to be. It was also not as inclusive.

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Jessica Kato: And that we didn't think big enough. There was a lot of conversations about incremental change, and the overarching, takeaway we heard from people was, that incremental change,

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Jessica Kato: from the gate, rather hamstrung the process, that we weren't thinking big enough.

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Jessica Kato: And that it took too long. For those of you who participated in 2016, it spanned 4 years of meetings.

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Jessica Kato: polls, surveys, work groups, task force, so it made it very difficult for people to stay engaged. So we've

definitely heard

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Jessica Kato: All of these, all of these,

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Jessica Kato: Insights from, from our, our funded partners, and with those, lessons learned, we attempted to craft, a better process for, for the 2028 reauthorization.

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Jessica Kato: So, we crafted, SCFD crafted, the process that, GBSM is going to walk you through today, with the following goals in mind. To, to create an inclusive, transparent process for SCFD stakeholders to facilitate equitable decision-making and outcomes.

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Jessica Kato: and to establish the foundation and structure for the next era of SCFD that recognizes the profound evolution of society and the arts. The Metro District looks very different today than it did in the late 1980s, and we want to make sure that SCFD reflects those changes.

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Jessica Kato: And that we're building an SCFD, not just for today, but for the future.

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Jessica Kato: The SCFD Board of Directors approved in August of 2024, the, the process.

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Jessica Kato: For which,

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Jessica Kato: The stakeholders are going to, the stakeholder process that we're, kicking off this year, that was in August of 24. If anybody's interested in reading that document, it is on our website on Road to Reauthorization, and, with that, we crafted a request for proposal.

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Jessica Kato: in 25, and the board of directors, hired GBSM to lead us through, through this process and, the phases that Andy is going to walk you through now. So, thank you very much.

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Andy Mountain | GBSM, Inc.: Fantastic. Thanks, Jessica, appreciate that. So, let me take a few minutes to walk you through both the team as well as sort of what the process is going to be. One of the reasons we wanted to add this webinar in was what we found is the more we talk about

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Andy Mountain | GBSM, Inc.: clarifying the process, I think the temperature comes down, the confidence in the process goes up, that sort of piece. So, first, let me just sort of quickly run through who we sort of brought on board to comprise the team.

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Andy Mountain | GBSM, Inc.: And so what we've got is a group of 9 individuals that are part of our consultant team.

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Andy Mountain | GBSM, Inc.: And being led, obviously, by GBSM, as sort of our lead here. So you've got a sense on our background, we do a significant amount of, public affairs work, strategic communications work, management consulting work, organizational structure, process, strategic planning, those sorts of pieces. So we're sort of uniquely qualified both to lead sort of on the engagement side, as well

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Andy Mountain | GBSM, Inc.: as sort of the organizational structure and process piece that's coming through. You see the smiling faces of the team that we've got rounded out. John Carner on the bottom left, he's going to be part of the session today, leading our finance team. Mo Graham on the bottom right, also part of our presentation today. Mo's leading our creative and cultural outreach, ensuring that all of our engagement has sort of a creative component.

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Andy Mountain | GBSM, Inc.: component to it. Mo's a professional working artist. John is the furthest thing from a professional working artist, unless you consider Excel an art, and John does. So that's where he gets his creativity. Rounding out our team there, sort of from the GDSM end, Gabby's sitting next to me on the couch. Virginia Garcia Pivic, she is leading our Latinx outreach. Kaylee Cornell.

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Andy Mountain | GBSM, Inc.: is a partner in crime here on a lot of our public policy and, and general outreach. Neil Wally is leading our AAPI outreach, JC Futrell is leading our African American outreach, and Alana Plaz on the upper left, or upper right, I should say, currently is leading, the parenting of her newborn son, and will be returning back to the team in a couple months here.

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Andy Mountain | GBSM, Inc.: And really helping out, again, on a lot of the sort of legislative side of things, and thinking about, sort of, how this looks from the statute side.

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Andy Mountain | GBSM, Inc.: So, how's the team gonna function?

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Andy Mountain | GBSM, Inc.: We're organized into 5 separate phases. The phases will overlap a tad, and what you see is really starting in listening mode, for the firstâ€¦ that math equals out to, I think, about 8 months. There is not a model right now that we have.

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Andy Mountain | GBSM, Inc.: As I noted, we've been doing a significant amount of qualitative listening through a

series of focus groups, a series of one-on-one meetings. We've deployed our cultural liaisons out to, sort of, community leaders in hard-to-engage communities to engage one-on-one.

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Andy Mountain | GBSM, Inc.: And we're sort of just sitting in that information right now, beginning to sort of pull some insights out. The closest to quantitative that we've gotten at this point really is framing up the existing model, and John will speak to that in a little bit here.

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Andy Mountain | GBSM, Inc.: Where we are going to go is, sort of the first big milestone will happen in Phase 2, and what you're going to see there is, both a listening tour that includes a in-person workshop in each of the seven counties, as well as, two virtual workshops that will be district-wide. From those and the input gathered, what

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Andy Mountain | GBSM, Inc.: What we're calling is conceptual models, which really are going to be thematic in nature.

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Andy Mountain | GBSM, Inc.: that would be, you know, thinking in terms of one example of a theme might be maintain three tiers and adjust percentages. That's sort of at the level that we're talking about on that side. And then, actually, Gabby, if you don't mind going back one slide, sorry about that.

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Andy Mountain | GBSM, Inc.: that piece, we're gonna test in a quantitative survey. We're going to send a survey out to all funded organizations, gathering a significant amount of input, not just on, sort of, models and ideas, but what's working well, what's not. As well as feedback on what is the composition and sort of role of an advisory group. Obviously, our hope is that we touch

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Andy Mountain | GBSM, Inc.: all 304 organizations at some point in this process, directly. It is very difficult to have 304 individuals reach consensus and sort of navigate through all of the inner workings, so we're going to build sort of an advisory group to be representative of sort of the various constituencies of the SCFD, and we want your input on how that group should be comprised and what it should be tasked with

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Andy Mountain | GBSM, Inc.: with so that group will sort of exist and work throughout the course of the project.

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Andy Mountain | GBSM, Inc.: getting into this summer, into the fall, that is where we're really going to begin to sort of work through, and those sort of conceptual models that I was talking about, I'm envisioning we'll have, like, 6 or 8 thematic conceptual models. By late summer, early fall, the plan is that we will have

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Andy Mountain | GBSM, Inc.: probably 6 to 8 very specific financial models and structures. That would have exact percentage splits, that sort of thing, that would have sort of the details on the formulas and those sorts of elements. John's team will get to work doing financial analysis of those at a tier level, as well as a representative level

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Andy Mountain | GBSM, Inc.: Where we'll pull, sort of, sample organizations that, that will be anonymous, obviously, but so that you've got a sense of, if I'm a

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Andy Mountain | GBSM, Inc.: fundraising-heavy, attendee-light, or paid attendance light Tier 2, this is what it looks like. If I am a, you know, a smaller, fundraising, smaller attendance, but, but I've got very targeted impact in specific communities, here's what that looks like. We'll use that to begin to narrow down, and then as we move into Phase 4,

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00:21:49.998 --> 00:22:09.207

Andy Mountain | GBSM, Inc.: The plan will be that we then get in on 3 very targeted models. We will model those down to the individual organizational level. So every single one of the 304 SCFD organizations will see what their funding would look like in a future scenario if that model were selected.

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00:22:09.238 --> 00:22:28.088

Andy Mountain | GBSM, Inc.: The other note on the modeling that we are integrating in, we have already heard loud and clear a significant amount of concern about what is the impact of the Sundance Film Festival coming to Boulder going to have on the SCFD. We're going to integrate that into the best of our ability in terms of forecasting out

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Andy Mountain | GBSM, Inc.: pre- and post-Sundance eligibility. Sundance will have to go through the exact same eligibility process as every other nonprofit that becomes SCFD eligible. And so, that obviously will not happen on day one. And what we don't want to do is build a model that works great, and then suddenly, if there's a big impact from an entity like a Sundance coming in, that we suddenly break the model.

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00:22:53.798 --> 00:23:18.637

Andy Mountain | GBSM, Inc.: Where that's gonna get us is, next summer, aim to be at a point where we've got a recommended option. We'll begin to work with folks in the state legislature and elsewhere to get that turned into bill language that would be introduced in the 2028 legislative session. The bill would work its way through the session between January and May of 2028.

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Andy Mountain | GBSM, Inc.: then presuming it passes out of that, would be up to a vote of the seven county voters, in November of 2028.

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Andy Mountain | GBSM, Inc.: Key thing to note, just again on the timeline side here, the existing model stays in place through, through the end of 2030, so this would kick in in 2031.

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Andy Mountain | GBSM, Inc.: And, given the fiscal years and how they shake themselves out, it would be a mid-year transition when the new model would go into place. So that's, I think, another piece. Andrea noted, change is hard. There will be ample time to sort of prep for the transition that'll happen, and even the first calendar year when that happens, you'll have sort of the first 6 months on the existing model, second six months on the new model

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Andy Mountain | GBSM, Inc.: So, let's, dive into another quick poll here, and I think the piece, really, what I want to get is what's working well. So, what you're going to see pop up on your screen are 10 different things that we have heard, from the interviews and focus groups that we've done to date are working well with the SCFD.

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00:24:28.268 --> 00:24:30.768

Andy Mountain | GBSM, Inc.: I'd like you to pick your top 3.

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00:24:31.098 --> 00:24:48.298

Andy Mountain | GBSM, Inc.: The three, sort of, this is sort of the working well, the best, the most impactful piece, this is why SCFD is good. If you begin to think in terms of, you know, don't throw the baby out with the bathwater as you're thinking about model adjustments.

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00:24:48.298 --> 00:24:58.897

Andy Mountain | GBSM, Inc.: this kind of input is what's going to begin to inform the kinds of models that we build. So, again, what I'm hoping you can do is, sort of pick your top three.

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00:24:58.898 --> 00:25:09.958

Andy Mountain | GBSM, Inc.: And as you build those out, we'll share these results in a little bit here. Right now, there's about 20% participated, so I'm going to give you guys a few more seconds to do that.

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00:25:09.988 --> 00:25:34.498

Andy Mountain | GBSM, Inc.: while you're doing that, I also do want to call your attention to the Q&A feature on the bottom of your Zoom screen. In our next Q&A session, which we'll have after John goes through some of the financials, what we'll do is pull some questions from there, and then we'll also keep those for the Q&A session that we'll do at the end of the meeting here.

106

00:25:34.688 --> 00:25:57.728

Andy Mountain | GBSM, Inc.: So we're now at, about 70% participation. You guys are way outperforming the voters of the metro area. Congratulations. And so I'll go ahead and just, I think, Kayla, if you guys want to maybe screen share the, the top results here, this is fairly consistent, I will tell you, with what we've been hearing.

107

00:25:57.728 --> 00:26:17.047

Andy Mountain | GBSM, Inc.: One is that the consistency and predictability, without fail, from Tier 1 to Tier 3, from community organizations, stakeholders, just knowing that the funding is there, and the predictability of it, has come up in nearly every conversation that we've had.

108

00:26:17.258 --> 00:26:42.108

Andy Mountain | GBSM, Inc.: You can begin to see, sort of, that second one coming in about collaboration, existing among other arts and culture organizations. I'll just add to that, some of the insights that we've heard in our conversations so far is, yes, collaboration within existing SCFD-funded organizations, but also, you know, with others that perhaps aren't eligible yet, or other organizations that are doing great work, but maybe they

109

00:26:42.108 --> 00:26:50.278

Andy Mountain | GBSM, Inc.: aren't a nonprofit or those sorts of things. And really sort of elevating the ecosystem is sort of the big theme that we've heard on that front.

110

00:26:50.758 --> 00:27:05.517

Andy Mountain | GBSM, Inc.: So again, before John comes in, let me just sort of re-point you to that Q&A button on the bottom of your screen, and then, what I'll do is have John step in here and level set everybody on where we sit on the financial side.

111

00:27:07.268 --> 00:27:18.817

John Karner: Thanks, Andy. Yeah, my name is John Karner. As Andy mentioned, we're with the firm I'm with a firm called Summit Street Group. We work in the capital planning and really public finance space, but have worked, quite a bit with special districts, specifically

112

00:27:19.098 --> 00:27:27.348

John Karner: a variety of art districts that are partnered with special districts across Colorado, so we were really excited and super excited to be part of this great team and this really important work.

113

00:27:27.478 --> 00:27:45.237

John Karner: I did mention I saw one chat that said Excel is an art, so I'm excited to see that we do have some support from the group, so I appreciate that. So, let me just jump in. We're going to give a little bit of highlights of some of the early analysis. As Andy mentioned, we really see our work as kind of two phases across the five-phase effort that the team's got.

114

00:27:46.628 --> 00:27:54.898

John Karner: In that first phase, we are really looking at, right, what's an important analysis or data insight that can be, helpful?

115

00:27:55.438 --> 00:28:07.187

John Karner: So, for the team during those kind of working sessions and stakeholder gaming sessions that'll take place over the next taking place now will take place in the coming months. So we're looking, in the existing world today, with some really good data insights, which we'll talk about as well.

116

00:28:07.188 --> 00:28:19.337

John Karner: On this on this on this webinar. And then, in the future, once Andy and the team have got some input, we will, again, support the effort to look through potential models and alternative structures of how the funding distribution could work.

117

00:28:19.338 --> 00:28:35.188

John Karner: In the future SCFD. So, today, we do have both really good data set from the SCFD team, so I want to thank them for sharing. They've shared us with really full 10-year granular data that allows us to look really at the macro and the micro level, so

118

00:28:35.188 --> 00:28:47.858

John Karner: How does this impact distributions across the tiers, all the way down to each individual that's been funded

from SCFD over the last 10 years? We're not going to get into the weeds today on that at that level, but we are sharing that with the full team, and so they're incorporating that

119

00:28:47.868 --> 00:28:57.728

John Karner: feedback and insight to make sure they understand how SAFD's funding really can change and impact across an organization based on how that organization operates, so

120

00:28:57.728 --> 00:29:11.358

John Karner: Today, focusing on the macro level, what you have in front of you is really just a snapshot of how the funding has changed over time since SDF started in 89, and through 24, which is our last financial audited statements from SCFD.

121

00:29:11.668 --> 00:29:17.047

John Karner: No surprise, everyone knows, dramatic growths from a nominal level, right? We've seen

122

00:29:17.538 --> 00:29:32.447

John Karner: from \$14 million straight to \$85 million is tremendous growth, and from again, just looking at the numbers directly, you see growth across all three tiers. The percentages have changed slightly, and so you'll see the percentages dropped from Tier 1,

123

00:29:32.448 --> 00:29:38.297

John Karner: They've gone up slightly from, Tier 3, and seen a slight drop in, in,

124

00:29:38.518 --> 00:29:56.918

John Karner: In Tier 2, and so it's important to see, right, where not only have the dollars changed, but the percentages changed, and a lot of that impacts, basically, how the, the tranching works, right? So you have a locked tranche of dollars in the Tier 1 that's committed for the first 38, and as the

125

00:29:57.298 --> 00:30:07.357

John Karner: pie, essentially, as a whole grows, the funding will essentially fall toward a distribution closer to that second tranche, which you see at the bottom of the footnotes there.

126

00:30:07.478 --> 00:30:16.327

John Karner: Yep, no surprises here, I think, from a whole, level. Everyone has seen tremendous growth. Positive as those dollars have been going greater across the organization. Now.

127

00:30:16.518 --> 00:30:24.547

John Karner: As with any data and financial site, and we want to make sure we're really transparent, we show this with every team, there's other ways to look at this data, and so we can go to the next slide.

128

00:30:24.758 --> 00:30:26.158

John Karner: If you

129

00:30:26.228 --> 00:30:39.548

John Karner: inflate these dollars, you still see a similar story, but it does change a little bit. So, 1989 was a while ago for folks who were still around them. Some evenâ€¦ some on these calls may not have been around at that point.

130

00:30:39.578 --> 00:30:52.027

John Karner: dollars were different in 89, and so if you inflateâ€¦ if you adjust these dollars for inflation, the picture stays relatively same for Tier 1 and Tier 3, where you still have growth. That growth is not as great, because the dollars and 23â€¦

131

00:30:52.038 --> 00:31:04.448

John Karner: were worth less than they were today. And so, what you are seeing for Tier 2 is that the narrative does change. In other words, if you inflate the dollars from 20â€¦ from 1989,

132

00:31:04.528 --> 00:31:14.167

John Karner: While you saw a nominal increase of \$100,000, your purchasing power has actually dropped for Tier 2. This is where they were actually on net, and inflation adjusted, were receiving more dollars.

133

00:31:14.358 --> 00:31:29.008

John Karner: in 1989. And so, I think this is just an example where we are really doing our best effort to show as much information in different forms and formats so that the team can kind of really analyze and see how this is growing across

134

00:31:29.128 --> 00:31:47.747

John Karner: both the tier levels and the funding entities, so that we really have a good understanding and the team is well-informed when they're doing that stakeholder engagement over the next couple months. So, I will pause there and hand it back to Andy, and again, we have a handful of data on the back end, so happy to answer questions if they come up later.

135

00:31:48.278 --> 00:32:09.338

Andy Mountain | GBSM, Inc.: Great. Thanks, John. So why don't we dive in? We'll take a couple of questions before we get into some of the additional insights. I think the first person that was in is Rita. Rita, I don't have your last name, but we're going to pull you up on screen here in a second. And I believe your question sort of revolves around the County Cultural Councils.

136

00:32:09.338 --> 00:32:13.138

Andy Mountain | GBSM, Inc.: kaylee, Gabby, you guys want to pull Rita in?

137

00:32:13.838 --> 00:32:21.698

GBSM Inc.: Rita, if you're able to raise your hand on Zoom to come on camera, that'll beâ€¦ There we go.

138

00:32:33.898 --> 00:32:41.527

Andy Mountain | GBSM, Inc.: Awesome. Rita, if you want to, turn your, your, mute off and camera on, we'd love to see your, your smiling face.

139

00:32:43.128 --> 00:32:43.918

Rita Valente-Quinn: Hmm.

140

00:32:47.778 --> 00:32:52.548

Rita Valente-Quinn: Hello. I don't see a control for the camera, I only have access to a control for the.

141

00:32:52.548 --> 00:32:56.597

Andy Mountain | GBSM, Inc.: Oh, alright, then we'll see your beautiful name, how about that?

142

00:32:57.138 --> 00:33:05.678

Rita Valente-Quinn: Yeah, most people know what I look like. Hi, I'm Rita Valentquin. I am the Producing Executive Director of Modus theater, based in Boulder County.

143

00:33:05.678 --> 00:33:06.207

Andy Mountain | GBSM, Inc.: Yep.

144

00:33:07.558 --> 00:33:26.098

Rita Valente-Quinn: And, yeah, so my question was about the role of the cultural councils in the process, and is that a way also that organizations that, for example, might not be pulled in to be these anonymous case studies can also have a voice in the process?

145

00:33:26.687 --> 00:33:50.467

Andy Mountain | GBSM, Inc.: Sure. I'll go ahead and take that one, Rita, and I appreciate you raising it. So, one, we actually had the heads of each of the cultural councils come together for one of the six focus groups that we've done already. So we've had one conversation with them, sort of, at that level, at this point. We're also envisioning, obviously, pending sort of feedback from the community in the survey.

146

00:33:50.467 --> 00:34:15.267

Andy Mountain | GBSM, Inc.: that the county cultural councils would have some sort of representation within the advisory group, that'll be formed. And just even to share some of the insights so far, you know, we've heard sort of, you know, a variety of pieces of feedback on those county cultural councils in terms of both sort of the importance of local control of the funds and sort of that local direction.

147

00:34:15.267 --> 00:34:36.767

Andy Mountain | GBSM, Inc.: and that sort of thing. We've also heard a little bit of sort of some questioning on, is there sort of any amount of bias that actually occurs when you get down to that level of sort of decision-making, and how do you ensure accountability there? But we definitely recognize the importance of the county cultural councils as we go through, so appreciate that.

148

00:34:36.867 --> 00:34:50.997

Andy Mountain | GBSM, Inc.: Our second, question, let me go back through here, is, Gabriel Rodriguez. Gabriel, do you want to raise your hand, and, we can get youâ€¦ there you go.

149

00:34:56.467 --> 00:34:57.517

Andy Mountain | GBSM, Inc.: Go for it.

150

00:34:58.128 --> 00:35:11.737

GABRIEL RODRIGUEZ: Hey, good morning, Andy and team. Hey, the question I have from Adams County, just on my perspective, is are you planning on meeting with the Board of County Commissioners of all seven districts in person in a meeting? Because they, as you know, they're different down in Douglas.

151

00:35:11.908 --> 00:35:20.358

GABRIEL RODRIGUEZ: you know, in Arapaho, Adams, Denver, Boulder, so I just want to make sure you're aware of that. You plan on meeting with each individual county as well.

152

00:35:21.798 --> 00:35:23.108

Andy Mountain | GBSM, Inc.: Andrea, you want to grab that one?

153

00:35:23.108 --> 00:35:34.577

Andrea Albo: Absolutely. Well, thank you so much for the question, Gabriel. It's an important one, and so the answer is a very profound yes. Actually, I've already had a study session with the Adams County Commissioners.

154

00:35:34.578 --> 00:35:50.868

Andrea Albo: Here recently, and am planning to make my way through all of the counties in the district, in addition to also meeting with local government. So, whether it's mayors, city managers, arts and cultural institutions that are connected to local city government.

155

00:35:50.868 --> 00:36:06.077

Andrea Albo: I've had touchpoints with a variety of those already. I'm happy to come and talk to anyone who will listen to me, because this is really important and we want to make sure we get it right. So if you have thoughts or additional audiences that would be good for me to, connect with.

156

00:36:06.078 --> 00:36:11.657

Andrea Albo: please reach out, to any one of us, and gladly plug that in. I hope that's helpful.

157

00:36:11.938 --> 00:36:12.578

Andy Mountain | GBSM, Inc.: Awesome.

158

00:36:13.038 --> 00:36:37.137

Andy Mountain | GBSM, Inc.: So let'sâ€¦ what we're going to do, we're going to launch our third poll, and then Mo and I will run through, sort of, some of the other insights that we've heard, and then we'll sort of close out with a good 15 minutes of Q&A here, in addition. The third one is sort of the yang to the end, if you will, of what's working well, sort of on the SCFD structure and process.

159

00:36:37.378 --> 00:37:00.608

Andy Mountain | GBSM, Inc.: And really, this is about sort of the biggest challenges or opportunities, that we ought to be considering with the SCFD. As we think about new approaches to, to funding models, as we think about, even just operational challenges, those sorts of things. And so, you'll see there, the 10 that we flagged, again, these are things that have been identified

160

00:37:00.608 --> 00:37:11.627

Andy Mountain | GBSM, Inc.: From the, you know, 30 or so conversations that we've had with, arguably, probably at this point, probably 80 to 100 people, at this stage.

161

00:37:11.628 --> 00:37:23.217

Andy Mountain | GBSM, Inc.: And again, the way we're going to use these as we think about, sort of, looking at both the model and the operational structure is, how do we either, one, capitalize on the opportunity.

162

00:37:23.218 --> 00:37:47.058

Andy Mountain | GBSM, Inc.: Or two, is there a way where that challenge can be sort of very easily addressed? One of the big things that we're certainly consciously aware of is, you know, this has been reauthorized three times. You know, we'll be approaching the 40th year of SCFD funding when this goes through the state legislature. Obviously, we want to ensure that whatever

163

00:37:47.058 --> 00:38:11.968

Andy Mountain | GBSM, Inc.: we build will be voted positively by the people. Change creates risk. At the same time, I don't think anybody could look at the numbers distribution that John just shared and not see that some change needs to happen. And so our real goal here is to make sure that we're adjusting the model in a way that helps set the SAFD up for who the Denver region is today, and the scientific and cultural ecosystem that

164

00:38:11.968 --> 00:38:12.668

Andy Mountain | GBSM, Inc.: we've got.

165

00:38:14.688 --> 00:38:21.477

Andy Mountain | GBSM, Inc.: These, I think, take a little bit more thought, so I'm going to give you guys a few more minutes, or a few more seconds here to get your responses in.

166

00:38:39.778 --> 00:39:04.298

Andy Mountain | GBSM, Inc.: All right, we are at about two-thirds of you in, so why don't we go ahead and close that out and share. What you're gonna see here is the issue of quantifying attendance. This is one we've heard loud and clear, and I think what I would just add to that from a nuanced standpoint. Yes, paid versus free, and sort of all that goes with that.

167

00:39:04.298 --> 00:39:29.177

Andy Mountain | GBSM, Inc.: are the ratios right? But secondarily, as you think about what is virtual attendance, and especially in a post-COVID era, as more entities are doing virtual engagement, nailing sort of how do we quantify virtual participation, you know, we would probably contend that simply having something on a website perhaps is not as engaging as an actual virtual engagement

168

00:39:29.178 --> 00:39:53.587

Andy Mountain | GBSM, Inc.: sort of in person. At the same time, asynchronous engagement can be an amazing and powerful thing, so that folks don't have to worry about, you know, getting the kids to bed in time to get online for an 8 p.m. experience or that sort of thing, or if they've got evening jobs and that sort of stuff. So, that attendance one is definitely heard loud and clear. On the, sort of, the unity across tiers, I will just,

169

00:39:53.588 --> 00:40:17.398

Andy Mountain | GBSM, Inc.: If I could channel my friend Tony Garcia from Sue Tero in our focus group we did, when I noted something about tiers and what do they feel, his response was, can we stop talking about tiers? That sort of, you're putting us in groups, that sort of element, and really, we ought to be thinking as a regional ecosystem.

170

00:40:17.398 --> 00:40:41.287

Andy Mountain | GBSM, Inc.: And that piece, I think, from both an equity standpoint, as well as when you begin to think about, I mean, what we've heard loud and clear on Tier 2s is, you know, you almost don't want your brothers and sisters in Tier 2 to succeed, because you will get less money if they do, because of the way the splits are set up, and some of those challenges there.

171

00:40:41.288 --> 00:40:43.727

Andy Mountain | GBSM, Inc.: And then similarly on the tiering.

172

00:40:43.728 --> 00:40:57.567

Andy Mountain | GBSM, Inc.: We've got some Tier 3s that get more money than Tier 2s, and they intentionally stay in Tier 3 in order to have access to those funds. So, those are some of the issues that we're certainly going to be looking to address.

173

00:40:57.638 --> 00:41:19.608

Andy Mountain | GBSM, Inc.: And then, your third one, I noted earlier, you know, we sort of worded here as the, you know, additional organizations, whether it's too many, going from 304 to, you know, call it 400 or something like that, or whether it's just of significant size, like, like, like, you know, the Sundance example that we shared.

174

00:41:19.958 --> 00:41:38.968

Andy Mountain | GBSM, Inc.: So, let's go and, and sort of give you our top, our top 10, if I could channel my old David Letterman stuff here. A few of these early insights, and we'll hit these pretty quick. The first one really is this idea that, sort of trust in the process.

175

00:41:38.968 --> 00:42:03.368

Andy Mountain | GBSM, Inc.: we have heard loud and clear, is this going to be a legitimate process? Is this going to be transparent? All of that. What I will tell you, we've been pleased to see, the more of these conversations we've had, we are hearing from folks that they are willing to sort of engage and trust. My goal throughout this process is that we never lose that. The minute that people begin to feel any sort of

176

00:42:03.368 --> 00:42:11.787

Andy Mountain | GBSM, Inc.: hesitation, we're not going to end up with the right folks at the table to make the smart decisions. Mo, do you want to jump in here?

177

00:42:11.848 --> 00:42:36.718

Moe Gram: Yeah, absolutely. Hi, everyone. I think just along those lines, the other thing that we're hearing is there's just some pockets of conversing and collaborating among other organizations and brainstorming about what some of these new SCFD models could look like. And I think, so to Andy's point, encouraging everybody to really engage in this process that we've created, to support what we think will be a really lovely outcome.

178

00:42:37.348 --> 00:43:01.777

Andy Mountain | GBSM, Inc.: Awesome. We sort ofâ€¦ I think we've sort of beaten this one to death a little bit as far as the struggles with the current model. And obviously, I again want to balance that, because, I mean, the other piece that we have heard from some folks is too much change could inject risk of this even being renewed. And so making sure that we are striking the right balance of putting appropriate levels of change in.

179

00:43:02.158 --> 00:43:05.128

Andy Mountain | GBSM, Inc.: On, on that one.

180

00:43:06.068 --> 00:43:27.257

Moe Gram: And I think something that we all are aware of as well is that the brand awareness of SCFD is low if we don't see the bear. The bear is kind of the token that lets everybody know, but then if you just simply say the words, or the letters SCFD in a casual conversation, sometimes people are lacking awareness about what that is, and so a priority of making sure we can create a shift there.

181

00:43:27.828 --> 00:43:47.957

Andy Mountain | GBSM, Inc.: The impact on Tier 2s, again, when you look at those inflated numbers, when you take the \$89 and make them present-day value, when that is half of what the 89 value was, that really is sort of compressing, from the Tier 2 standpoint, the amount of funding available there.

182

00:43:48.758 --> 00:43:53.158

Moe Gram: Yeah, and there's also just, you know, someâ€¦

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00:43:53.158 --> 00:44:09.028

Moe Gram: some differences and variables, variability around the county cultural councils and how each of them operate. And what we also have heard quite a bit is that that creates some challenges for Tier 3s in how to navigate and how to access funding.

184

00:44:09.898 --> 00:44:18.698

Andy Mountain | GBSM, Inc.: And Mo, I'm going to skip the first one on the next slide, because we hit it on the first poll about the predictability and security of the funding, if you want to talk about the grants.

185

00:44:19.858 --> 00:44:39.488

Moe Gram: Yeah, and so another thing that I think we all hear, and I think that this will really hit a lot of your hearts as you're listening to this, is that the application process can be really challenging for smaller organizations, and that when you have a lower administrative capacity, trying to work through that can be difficult and can be a strong barrier to entry.

186

00:44:40.688 --> 00:45:05.648

Andy Mountain | GBSM, Inc.: The quantification of metrics is a big one, and this piece, I think the way it's been phrased by a couple of folks is the rich get richer, is too much emphasis put on the size of an organization's budget in quantifying the amount of SCFD funding they get. The other side of that coin is ensuring that there is sufficient

187

00:45:05.648 --> 00:45:22.557

Andy Mountain | GBSM, Inc.: organizational budget and sophistication, to, to enable, a solid operation and that the public tax dollars are going to be effectively used. So that, that piece, and then we noted sort of the audience, segmentation and, and sort of how that value comes in.

188

00:45:23.898 --> 00:45:33.677

Moe Gram: And I think this next one really just talks and speaks to the value that our Tier 3s are doing in community, and sometimes

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00:45:33.678 --> 00:45:53.268

Moe Gram: the tiering structure can create, sort of a value judgment based on their budgets and, and what they're able to contribute. And so, wanting to make sure that we're considering the ways that the tiering structure might impact public perception, or even the way that funding happens.

190

00:45:53.788 --> 00:46:17.688

Andy Mountain | GBSM, Inc.: Awesome. And then the last piece here, and this, the more we've talked, the more we've sort of heard some examples. One is the importance and value of particularly the program officers, to the local organizations, particularly among the Tier 3s. And there is, what we've heard, some interest in exploring, additional, whether that's technical support.

191

00:46:17.808 --> 00:46:42.078

Andy Mountain | GBSM, Inc.: leadership development, one of the things that we were hearing sort of more recently, as you think about the brand awareness of the SCFD, is if the SCFD were more visible in the community, at different events, perhaps even putting on various events where you're sort of creating some of those connections and that sort of thing, so that

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00:46:42.078 --> 00:46:48.667

Andy Mountain | GBSM, Inc.: It becomes a more sort of consumer-oriented brand, that, that is out there.

193

00:46:48.748 --> 00:47:06.398

Andy Mountain | GBSM, Inc.: So here, let's, open it back up to our Q&A piece here. Let me get on my list. I think our next person we had is, Sophia Hilu. Sophia, do you want to raise your hand and, and we'll get you in here.

194

00:47:08.458 --> 00:47:21.857

Sofia Hailu: Hi, so my question was, is there anything that organizations can do to, in their communications to, during the reauthorization process for their communications and marketing?

195

00:47:22.988 --> 00:47:25.078

Andy Mountain | GBSM, Inc.: Yeah, Andrea, you wanna chat on that?

196

00:47:25.078 --> 00:47:40.217

Andrea Albo: I'd love to thank you so much for your question, Sophia. I cannot, emphasize enough how important it is to continue for all of us to share widely, what SCFDA is, the impact, and incredibly important to engage in this process.

197

00:47:40.268 --> 00:47:59.848

Andrea Albo: If you go to our website, scFD.org, on the homepage, there's a Road to Reauthorization tab. In that tab, you'll find a wide range of resources to include things like a fact sheet, an FAQ document that we will update from this webinar, based on all the great questions and feedback we're getting here.

198

00:47:59.848 --> 00:48:16.157

Andrea Albo: As well as other things that you can use to insert into newsletters, share with your boards. If you're interested in me coming out to talk with your board, I'm also willing to do that. So hopefully you'll find everything you need there, and yes, please share it as often as you can. Make sure your team is well-versed.

199

00:48:16.168 --> 00:48:31.657

Andrea Albo: I think that's incredibly important. And then, if you don't find what you need there, other ways that you can plug in, feel free to reach out to M&I, is we actually have a communications committee, that is made up of our funded org partners and communicators.

200

00:48:31.658 --> 00:48:48.228

Andrea Albo: That have those great skills that we lean on heavily, and so you're welcome to join us. Send MRI a note, and we'd love to plug you in. We also have a lot of really exciting things coming up that we're hoping to activate more of that brand awareness and some of those points that.

201

00:48:48.228 --> 00:48:56.448

Andrea Albo: Andy and Mo Raise. So, please connect in, reach out if you don't find what you need, and thank you in advance for helping us spread the good word.

202

00:48:56.978 --> 00:49:11.197

Andy Mountain | GBSM, Inc.: And then let me ask my team, if you guys can drop someâ€¦ Emma Mantuth is the head of communications for SCFD that Andrea was mentioning. We'll drop her email and Andrea's email in the chat, so you guys have easy access to get in touch with them.

203

00:49:11.258 --> 00:49:22.048

Andy Mountain | GBSM, Inc.: Our next question, is gonna be coming from, Evan Weisman. Evan, do you want to raise your hand so we can find you and bring you on?

204

00:49:23.328 --> 00:49:26.548

Andy Mountain | GBSM, Inc.: Thank you, sir. Go ahead and come off mute, and let's hear what you got.

205

00:49:27.438 --> 00:49:46.167

Evan Weissman: Okay, thank you. Yeah, appreciate y'all doing this. My question is just, you alluded to it in the capacity bit about the application as well, like, recognizing that for smaller organizations, it's just tough. And so, I'm wondering, in this process that y'all are leading.

206

00:49:46.188 --> 00:49:49.748

Evan Weissman: Are there ways that you can weigh

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00:49:49.788 --> 00:49:57.647

Evan Weissman: what you're hearing from smaller organizations, when it happens. And I guess what I mean by that is it's hard

208

00:49:57.798 --> 00:50:09.657

Evan Weissman: to continually go to these types of things, and whereas a large organization have staff members who, you know, who they can dedicate to do this. And so, and I also think

209

00:50:09.868 --> 00:50:13.228

Evan Weissman: A lot of people, myself, I'll speak for myself, I know

210

00:50:13.488 --> 00:50:31.758

Evan Weissman: I know what Iâ€™ I know my opinions, and I can give them to you probably right now. And then, so, yeah, I don't know the answer to this, but it's a suggestion. If you can figure out a way to do that, it would be really helpful, in, equity, in terms of size of organization.

211

00:50:32.298 --> 00:50:39.258

Andy Mountain | GBSM, Inc.: Sure. Andrea, maybe you want to take it from sort of, like, how we evaluate, and I can sort of speak from an engagement side to make sure that we're balancing that.

212

00:50:39.258 --> 00:50:47.508

Andrea Albo: Yeah, absolutely. Well, thank you, Evan, for the question. We will certainly take this back and look at how we might be able to recalibrate some of our strategies here.

213

00:50:47.508 --> 00:51:00.248

Andrea Albo: I'll say, you know, part of the intentionality in building this process is to try to meet people where they are, recognizing, to your point, for smaller organizations, it's tough to make time to get away, because that's time away from your work, and

214

00:51:00.248 --> 00:51:16.188

Andrea Albo: and whatnot. And so, the questionnaire hopefully will be something that, you know, you can do in your own time when that works, and give us feedback there. But if there are other ways to connect in, would love to hear those ideas beyond what we've already shared.

215

00:51:16.188 --> 00:51:23.578

Andrea Albo: Because again, we'reâ€™ the beauty of this is we're cultivating this together, and the feedback that we're hearing is helping to shape

216

00:51:23.578 --> 00:51:42.348

Andrea Albo: some of those subsequent phases in our process. And so, really put a lot of weight to that. I'm notâ€™ to your point, I'm not sure how well we could weigh that, but, I'm sure there's some brilliant ideas in this fantastic project team to help us account for that in some meaningful way. I appreciate the question.

217

00:51:42.348 --> 00:51:44.127

Andy Mountain | GBSM, Inc.: Yeah, and what Iâ€™

218

00:51:44.198 --> 00:52:08.528

Andy Mountain | GBSM, Inc.: Yeah, I'll just add in, one of the pieces that Emma's done an amazing job leading out on from the SCFD side is that scFD.org slash reauthorization webpage. So, I mean, even this video will be on that webpage no later than the end of this week, hopefully as soon as tomorrow, as long as the download goes well and all that sort of thing.

219

00:52:08.528 --> 00:52:33.168

Andy Mountain | GBSM, Inc.: We've also got, sort of the outbound information, so that's going to be the hub for that. And I think to your point, Evan, thinking about sort of those asynchronous opportunities where, you know, more questions can come in in this way, that aren't dependent on someone's ability to be available from 9 to 10 a.m. on a Wednesday morning, and that sort of thing, especially when you think about, sort of, some of the smaller Tier 3s.

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00:52:33.168 --> 00:52:34.098

Andy Mountain | GBSM, Inc.: Appreciate that.

221

00:52:35.848 --> 00:53:00.537

Andy Mountain | GBSM, Inc.: I did, I do want to flagâ€™ a couple questions have come in just through the chat on, availability of the presentation and that. So, yes, we'll have sort of this video up there. We will also go ahead and put the PDF of the slide deck up there as well, so that you're not dependent on sort of scrolling through a 60-minute video to get your hands on the slides.

222

00:53:00.538 --> 00:53:17.458

Andy Mountain | GBSM, Inc.: I will tell you the, sort of the data in John's slide on the financial side of things. That's in the fact sheet that's currently, on that scfd.org slash reauthorization. I guess maybe the team can throw that link in the chat as well, so that folks have that there.

223

00:53:17.878 --> 00:53:24.117

Andy Mountain | GBSM, Inc.: I don't know that we have anyone else in queue. Alright, somebody's coming.

224

00:53:24.708 --> 00:53:29.277

Andy Mountain | GBSM, Inc.: Go ahead and raise your hand. Somebody just went into the Q&A with something.

225

00:53:29.848 --> 00:53:33.107

Andy Mountain | GBSM, Inc.: Gabriel, do you wannaâ€™ do you wanna raise your hand? We'll pull you back on here again.

226

00:53:56.858 --> 00:53:59.097

Andy Mountain | GBSM, Inc.: Gabe, it looks like you're off mute. If you want toâ€™

227

00:53:59.918 --> 00:54:22.928

GABRIEL RODRIGUEZ: Hey, thanks for taking my next question, Andy. So, as a local government administrator, it

takes funding, it takes money to run these grant programs, and if CFD is collecting \$85 million to disperse to the community, that's amazing, but if we want SCFD to be able to support SCFD organizations, if we want to do better at marketing, they need better funding. And I think their percentage is 1% or 1.5%,

228

00:54:22.928 --> 00:54:32.888

GABRIEL RODRIGUEZ: of the total SCFD. Are there plans on addressing that and letting people know, SCFD staff, they do need more funding to be able to do these things. They can't just

229

00:54:32.888 --> 00:54:39.948

GABRIEL RODRIGUEZ: keep operating this way, they probably do need more staff to help out. If organizations go that slide earlier from

230

00:54:39.958 --> 00:54:43.527

GABRIEL RODRIGUEZ: What was it, like, 50 organizations in Tier

231

00:54:43.578 --> 00:54:50.917

GABRIEL RODRIGUEZ: 3, and now what it is now, I mean, they need more funding to be able to do that, and it does need to be addressed, so

232

00:54:51.208 --> 00:54:58.907

Andy Mountain | GBSM, Inc.: Yeah. Thank you. Andrea, you want to take that, and Donna, I'm going to pull you on next. I apologize, I skipped over you when I saw Gabriel pop up there. Andrea?

233

00:54:59.058 --> 00:55:07.467

Andrea Albo: Gabriel, I think our entire SCFD staff is beaming with appreciation for your question and for acknowledging

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00:55:07.468 --> 00:55:32.057

Andrea Albo: the incredible lift that has to go on day-to-day to keep things moving. We absolutely need to look at the 1.5%. While we're grateful that it grew from the last reauthorization, to your point, it is a very different time now, and only continues to grow. And in order to sustain the pace and the workload, we need to make sure we're investing in the organization in the right way from that standpoint as well.

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00:55:32.058 --> 00:55:42.887

Andrea Albo: Yes, under review, and TBD, based on all the number crunching and art that John is doing to, help us figure out how we can account for that.

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00:55:43.398 --> 00:55:43.948

Andy Mountain | GBSM, Inc.: Awesome.

237

00:55:44.118 --> 00:55:49.308

Andy Mountain | GBSM, Inc.: Thanks. Donna, again, my apologies for skipping over you, but we've got you on now.

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00:55:49.308 --> 00:55:50.238

Donna Smith: Murray's?

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00:55:51.918 --> 00:56:00.928

Donna Smith: No worries. We talk a lot about community and unity, and I think that those are very important to our overall community.

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00:56:01.028 --> 00:56:14.498

Donna Smith: But we, out of COVID, we developed, Zooms, and we developed, cultural council meetings that happen, without any in-person.

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00:56:14.638 --> 00:56:27.277

Donna Smith: engagement, and while I am all for efficiency, the sense of community that we used to have years ago, before we were in this Zoom world.

242

00:56:27.418 --> 00:56:40.267

Donna Smith: was so much stronger with how we as organizations could put our thinking caps on to help fill, slots when there were openings on councils, etc. And now we have

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00:56:40.268 --> 00:56:49.348

Donna Smith: And it's really the staff does a wonderful job, and I have been there. The staff does a wonderful job transferring the questions that come up.

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00:56:49.408 --> 00:56:52.038

Donna Smith: During those meetings, But

245

00:56:52.438 --> 00:57:08.837

Donna Smith: it feels to some of us, because we've had some internal discussions back in our world, it feels that it's a lost opportunity that there is so much only Zoom when it comes to the cultural councils, and listening in on their conversations.

246

00:57:08.838 --> 00:57:28.127

Donna Smith: and not being able to have eye contact, not being able to, engage. We do want it to be efficient, we do respect their volunteerism and the exceptional amount of work that council members give, but I hope when we talk about the process, that's a point that doesn't completely get lost. Thank you so much.

247

00:57:28.538 --> 00:57:40.328

Andy Mountain | GBSM, Inc.: Really appreciate that, Donna. And I'll just flag, that has come up in a number of the conversations that we've had. I will tell you, if I can sort of juxtapose two things here.

248

00:57:40.468 --> 00:58:05.087

Andy Mountain | GBSM, Inc.: near unanimously what we've heard from the Tier 3s is they miss that personal connection. And or sort of the simplicity of answering a question, that, you know, the attempt is done to answer it as much as possible, but the Tier 3 knows the answer in those situations. On the flip side, when we did do the focus group

with the Cultural Council leaders, we heard sort of two things.

249

00:58:05.088 --> 00:58:29.778

Andy Mountain | GBSM, Inc.: we heard a few of them saying they miss it too. That lack of connection, that lack of sort of touch feel is sort of missing there. And then, to your point, there was some concern about just capacity. And could a cultural council that, you know, struggles to fit everything into a current agenda, would in-person sort of inhibit that ability to do that?

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00:58:29.778 --> 00:58:53.458

Andy Mountain | GBSM, Inc.: and begin to place too heavy of an onus on those individuals. So, that is definitely something that we'll be looking at, and figuring out, sort of, where is their guidance and or requirement from SCFD, and where is their simple, just sort of local control and decision making as it relates to how they handle it. Because I don't believeâ€¦ Jessica, Andrea, you guys may know.

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00:58:53.458 --> 00:58:56.667

Andy Mountain | GBSM, Inc.: Iâ€¦ we don't require them to be on Zoom currently, do we?

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00:59:00.518 --> 00:59:01.488

Andrea Albo: No.

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00:59:01.488 --> 00:59:02.728

Jessica Kato: Go ahead, Andrea.

254

00:59:03.108 --> 00:59:19.377

Andrea Albo: We do have, you know, hybrid opportunities to connect in, and so the feedback really helps us identify the way that we show up for these, so this is incredibly helpful to hear. So please keep doing that, but yeah, we try to keep it flexible. Anything you'd add there, Jessica?

255

00:59:20.968 --> 00:59:23.707

Jessica Kato: No, I think you got that.

256

00:59:24.888 --> 00:59:46.037

Andy Mountain | GBSM, Inc.: Alright, as we are pushing up on 10 o'clock, one of our big beliefs is to be respectful of everyone's time. The last question that did come up, will we include the poll results in the presentation? Absolutely, we'll create a new slide for each of the poll questions with the full results there, so you guys can see that. And then, Andrea, why don't I flip it to you?

257

00:59:46.038 --> 00:59:47.327

Andy Mountain | GBSM, Inc.: To, close us out.

258

00:59:47.328 --> 01:00:01.308

Andrea Albo: Yeah, thank you so much, Andy. Well, if we were in person, we'd all pause and give a big round of applause, so let's give that recognition to this fantastic group. I hope this was helpful to everyone, and as we come to a close.

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01:00:01.308 --> 01:00:09.058

Andrea Albo: I also want to recognize our incredible staff, and once again, the project team for their relentless pursuit of building something transformative with all of us.

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01:00:09.058 --> 01:00:14.507

Andrea Albo: So, incredibly helpful. Not the end, it's the first of many touchpoints with us.

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01:00:14.508 --> 01:00:20.668

Andrea Albo: And I really, as we're winding down here, one is to return to that idea of the ripple effect.

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01:00:20.668 --> 01:00:42.608

Andrea Albo: Because the truth is that ripples don't just move outward, they also bring us back to the center. And right now, in this moment, we are being called to the center of ourselves and what matters most, our shared purpose, our responsibility, and our shared humanity. And undoubtedly, there will be challenges ahead, there will be moments of tension, uncertainty, because change is hard.

263

01:00:42.608 --> 01:00:48.147

Andrea Albo: And that's the reality of any system change that is alive, growing, and striving to do better, like we all are.

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01:00:48.208 --> 01:01:03.038

Andrea Albo: What defines us, though, is not the absence of those challenges, it's how we move through them. And I just want to emphasize the with unity part of that. And unity doesn't mean uniformity, this is not a one-size-fits-all, because that doesn't work. We already know that.

265

01:01:03.038 --> 01:01:20.248

Andrea Albo: And it doesn't mean that we'll always agree. What it means is that we will remain committed to one another, even when the path is difficult, especially when it's difficult. It means that we'll listen with intention, and that we'll lead with empathy, and we'll stay rooted in the belief that we are all stronger together than we are apart.

266

01:01:20.438 --> 01:01:44.568

Andrea Albo: And alongside unity, we must carry fortitude, and the kind of fortitude that sharpens us and allows us to stay steady in our mission, especially when the road gets uneven. The kind that pushes us to keep going, keep showing up for our communities, for our organizations, for each other. It's the kind that reminds us that this work has always required the courage, and that we are more than capable of meeting in this moment.

267

01:01:45.108 --> 01:02:02.827

Andrea Albo: And just as important as fortitude is, healing is also another sentiment I want to leave with you, because communities can't thrive if they're not whole, and systems can't evolve if they don't make space for reflection, repair, and renewal. Healing asks us to acknowledge where we've been, to learn from it.

268

01:02:02.828 --> 01:02:05.088

Andrea Albo: And to move forward with greater care.

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01:02:05.088 --> 01:02:24.418

Andrea Albo: It asks us to create spaces where all voices are heard, all stories are valued, and where all people feel that they belong. This is our path forward, a path where we stand in that unity, where we move with fortitude and intention, and where we can commit to the ongoing work of healing within our communities and within ourselves.

270

01:02:24.438 --> 01:02:34.078

Andrea Albo: If we do that, if we truly lean into those values, then the future of SCFD will not just be sustained, it will be strengthened, it will thrive, it will elevate.

271

01:02:34.358 --> 01:02:50.128

Andrea Albo: It will be more inclusive, more resilient, and more reflective of the vibrant region we serve. So, as you heard today, Phase 2 is going to introduce nine workshop opportunities in addition to questionnaires, and we're available as well. Feel free to reach out to join us.

272

01:02:50.128 --> 01:02:56.778

Andrea Albo: along that feedback journey, give us your unfiltered feedback. It's important, and it's how we'll shape the future.

273

01:02:57.228 --> 01:03:08.438

Andrea Albo: And so, those ripples that we talked about, they will continue to grow wider, they will reach further when we do that work, and they will carry forward a legacy of impact that none of us could create alone.

274

01:03:08.438 --> 01:03:20.517

Andrea Albo: But are responsible, all of us, for shaping. So with that, thank you for the work that you do, thank you for the commitment that you bring each and every day, and thank you for being part of this shared journey as we move forward.

275

01:03:20.668 --> 01:03:21.757

Andrea Albo: Have a great week.