

Executive Director's Report

January 22, 2018-01-15

The first week at the GACAG was exciting and somewhat overwhelming. A lot of information to absorb as is always the case with a new endeavour. I pleased to be working with you all as we move forward to reintroduce the gallery to the community and beyond.

It became obvious very quickly that there is a definite lack of trust of management/BOD by the staff. They feel that they have often been left in the dark in terms of change. There is still some "chatter" specific to the staff change that has allowed for the position of Executive Director to exist. I can say that I have not experienced a deliberate push back, but without question there is much work to be done to rebuild trust. In my observation some are more open to change than others. We cannot negate the value of the hard work done by the staff to keep the doors open while one BOD ended and the new one began. That being said, that is now history. We need to build on that good work and move forward to rebuild the organization and a more cohesive team with the Executive Director in the lead. This is now not a staff led organization.

Bill shared with me the Primary Focus in terms of objectives for the new ED. While everything at this juncture is a priority my first objective is to begin rebuilding the relationship with the staff and begin to raise the profile of the Gallery in the community. I will be meeting with each staff member individually to understand how they are feeling, understand their job responsibilities using their job descriptions as a metric and get their "vision" for the gallery as we move forward. |As one of the hosts on Georgina Life; I am beginning to increase community awareness and visibility. I have worked in the region since 2004 and in Georgina since 2011 and will be leveraging where I can, my established relationships and connections.

Programming/Fundraising will go hand and hand. I have reviewed the documents created by Phil and will be meeting with him later this week to have a more in depth discussion around what it means. We will look at how we can work together to properly assess our needs in terms of both community and fee for service programming. What does the gallery need to flourish and grow?

It is imperative that we begin to demonstrate to both the community, current and potential partners that the gallery is an integral part of the arts and cultural community in the region. We bring amazing local artists and their work to Georgina and provide programming that inspires, educates and engages. While, it is important to not lose sight of the need for fiscal responsibility, we need to be careful that we are not seen to be operating as a “church basement” charity.