

VES Board Meeting Minutes
March 16, 2022– 6:00pm
Via Zoom Conference

Board members present:

Laurie Blavin, Rita Cahill, Colin Campbell (*alternate*), Nicholas Casanova, Emma Clifton Perry, Bob Coleman, Lisa Cooke, Michael Fink, Gavin Graham, Johnny Han (*alternate*), Dennis Hoffman, Adam Howard (*alternate*), Thomas Knop, Kim Lavery, Brooke Lyndon-Stanford, Arnon Manor, Andres Martinez, Tim McGovern, Janet Muswell Hamilton, Maggie Oh, Susan O'Neal, Jim Rygiel, Dane Smith (*alternate*), Bill Villarreal, Philipp Wolf (*alternate*), Susan Zwerman

Board members absent:

Jan Adamczyk, Neishaw Ali, Mike Chambers, Dayne Cowan, Himanshu Gandhi (*alternate*), Josselin Mahot, Karen Murphy, Robin Prybil (*alternate*), David Valentin (*alternate*), Joe Weidenbach, Richard Winn Taylor II

Guests: Section Members present: Roy Anthony, *Co-Chair, Toronto*; Alan Boucek, *Chair, Bay Area* Rachel Copp, *Co-Chair, New Zealand*; Tara Jacobson, *Co-Chair, New York*; Mat Krentz, *Co-Chair, Vancouver*; Jose Marin, *Co-Chair, New York*; Charlotte Nelson, *Co-Chair, Los Angeles*; James Ogle, *Chair, New Zealand*; Jeff Okun, *LA Section*; Mark Spatny, *Co-Chair, Los Angeles*

VES Staff present: Jeff Casper, Naomi Goldman, Eric Roth, Ben Schneider, Jim Sullivan, Nancy Ward

Minutes: Lori Bowman

Call to Order – Lisa Cooke

- Lisa called the meeting to order and confirmed that there was a quorum.
- The January 2022 Board meeting minutes were approved online.

Executive Director's Report – Eric Roth

- Eric noted that the VES Awards Show was a successful in-person event with some challenges due to Covid and staff changes and last minute talent cancellations.
 - Eric thanked all the volunteers, Jeff Okun and the entire production crew for an incredible job.
- Eric announced that VES donated \$10,000 to four different charities for Ukraine aid. The donation is reflected in the budget.
- The VES domain name is changing to **vesglobal.org** in approximately three weeks to reflect and represent the global nature of the Society.
- Need to start the process of coming up with names of honorees at the October Honors event. There will be an online link to submit names and the office will send out the info to Board members in several weeks. The votes will be taken online as well.

Treasurer's Report – Laurie Blavin

- The bills for the awards show have not all been paid yet but the VES is in good financial shape. Eric will review the 2022 budget later in the meeting.

Statement from the Chair - Lisa Cooke

- Lisa acknowledged the success of the VES Awards Show and how proud she is to be a part of an organization that honors the amazing work and talent of its visual effects artists.
- Lisa noted that she has an open door policy and encouraged Board members to contact her if they have great ideas and/or recommendations for projects or programs that will benefit members.

Update on Health and Wellbeing Committee Activities – Emma Clifton Perry

- Moving ahead with season two of the webinar series, which is being fully funded by BCTQ. Dr. Dreyka will be host this year.
- Emma encouraged the Board to get the word out to members about the benefits of MAP (member assistance program). MAP is a free resource for VES members and provides free counseling for a wide range of issues such as finance, relationships and work/career. All the MAP services are fully funded by the VES. There is a portal on the VES website for different regional areas throughout the world that provides information about discounts and benefits in each region.
- The committee is also looking at other discounts and other benefits for the membership this year. They are still pursuing an ex-pat health coverage discount for members who are working out of their

usual place of residence. There were negotiations with an organization last year to set this up so the committee will follow up with them or find another organization to work with.

- A list of potential health and well-being discount providers was created last year and the committee will be reaching out to these providers to see if they can obtain benefits for the global membership. Some examples of these benefits include yoga, gym and mental health services.
- Some of the new initiatives that the committee is working on this year include:
 - Discounted or free first aid training.
 - Self-training in mental health first aid.
 - Access to discounted office ergonomics training and equipment.
 - Working on a live Webcast webisode to get the word out to the visual effects community about the committee's work and to provide more information about MAP and the other benefit programs that the VES is providing for its membership. Members gain much more than just screeners.
 - Continuing work on the Sub-Committee to create an industry best practices initiative. Will be organizing a Studio round table in the coming months.
- Emma encouraged people to join the committee because they need more members. Those who are interested can reach out to her or Philipp Wolf.
- A summary report came in that gave a brief overview of how frequent the MAP portal is being accessed. The report indicates that the MAP usage has been underwhelming so far, so the committee would like to encourage members to use the program and let others know about it. She added that the MAP link can be found in the membership portal under VES members assistance program. There's a drop menu of all the regions within the VES and the benefits available in those regions. (It was suggested that the link be under Resources, too, and that has happened since the meeting.)
- Lisa Cooke thanked the committee for all their work.

Discussion of VES Yearly Budget – Eric Roth

- Lisa thanked Eric for all the hard work he has done to keep the VES financially healthy particularly with the financial challenges brought on by the pandemic.
- The Net Funds Gain on the budget show that VES is expected to end the year with \$29,456 in the black. The goal is always to be as fiscally conservative as possible.
- The VES would not be a successful organization without the committed and talented people who volunteer their time. Eric thanked the Board for their contributions and commitment.
- Each Section's budget is determined by a formula based on the number of Section members. The total allocation for Sections is close to \$160,000.
- ***Motion: Emma Clifton Perry made a motion to adopt the 2022 VES Budget. Susan Zwerman seconded.***
- Bob Coleman asked if there is any change to the staffing budget this year. Eric noted that the staff budget is similar to prior years as we have kept the same number of staff members for the past few years.
- Bob also asked if the revenue generated from the live stream of the Awards Show will continue every year. Eric noted that the stream will likely continue each year even though the VES will probably just break even as it did this year.
- Bob asked if the newly announced Tech Award is expected to be a revenue producer in the future. Eric noted that the priority at this point in time is to establish the rules, procedures, and logistics required to make this a successful effort. It is hoped that the Award will be a revenue producer in the future if all goes as planned.
- ***Vote taken. Motion to adopt the 2022 Budget passed.***

New Business

- Emma Clifton Perry noted that she appreciated the live stream of the Awards Show but she received some feedback from other VES members that the \$50 fee to watch the live stream was too high. Eric responded that members are given an opportunity to watch the show for free but her point is noted and well taken.
- The Work from Home Committee was approved to move from an Ad-Hoc committee to a Standing Committee by the Board at the last Board meeting. The committee consists of the following members:
 - Co –Chairs Gavin Graham and Colin Campbell
 - Additional members include David Bitton, Ray Feeney, Warren Franklin, Dennis Hoffman, Thomas Knop, Neil Lim Sang, Steve May, Emma Clifton Perry, Anthony Tan, David Tanaka, Philipp Wolf and Rob Wright
- Susan Zwerman would like to set up field trips for VES members to attend open houses to tour new stages on scheduled dates in May. Phillip added that the PGA is doing such now. Eric recommended that Susan contact Ben Schneider to help set up the field trips.
- ***Motion: Susan Thurman O'Neal made motion to add Keri Young (Vancouver Section Board member) to the Membership Committee. Vote taken and motion passed.***

- Andres Martinez had the opportunity to host virtual happy hour conversations with visual effects artists in South America to talk about VES benefits. This was a successful global outreach effort and he recommended that other Sections do similar events with neighboring cities and countries. Lisa said she would make herself available to join in such endeavors.
- Arnon Manor gave a brief update on the Education Committee activities:
 - The second round of the peer-to-peer mentorship has started. Have aligned 14 mentees with mentors and have another 12 mentees to assign. Anyone interested in being a mentor can reach out to Arnon or Neishaw Ali.
 - VES for Vets Program led by Arnon and Bryan Grill is progressing. They are creating a partnership with the JVS organization in Southern California. Will start local and then expand to more regions.
 - The CTE (California Certificate of Technology) is progressing. The Department of Labor just gave its approval for the program and there is a 30-day waiting period. Will initiate the program in the next few months.
 - Created the Entertainment Equity Alliance which consists of different LA- and California-based foundations and organizations. The Alliance will work to create new opportunities specifically aimed at diversity and inclusion in high schools and community colleges.

Lisa adjourned the meeting at 7:00pm

Next BOD meeting: May 11, 2022

Submitted by Lori Bowman

*Submitted by Rita Cahill
Secretary, VES Board of Directors*