

**VES Board Meeting Minutes**  
**January 10, 2024 - 6:00pm**  
**Via Zoom Conference**

**Board members present:**

Neishaw Ali; Andrew Bly (*alternate*); Alan Boucek; Kathryn Brillhart; Rita Cahill; Colin Campbell; Nicolas Casanova; Mike Chambers, *VES*; Fred Chapman (*alternate*); Emma Clifton Perry; Kim Davidson; John Decker (*alternate*); Rose Duignan, Gavin Graham; Dennis Hoffman; Brooke Lyndon-Stanford; Quentin Martin; Janet Muswell Hamilton, *VES*; Maggie Oh; Jeff Okun, *VES*; Susan O'Neal; Ariele Podreider Lenzi (*alternate*); Robin Prybil; Daniel Rosen (*alternate*); Jim Rygiel; Suhit Saha; Lopsie Schwartz; Lisa Sepp-Wilson; David Tanaka, *VES*; David Valentin; Bill Villarreal; Philipp Wolf

**Board members absent:**

Tim McLaughlin (*alternate*); Rebecca West; Sam Winkler; Susan Zwerman, *VES*

**Section Members present:** Zach Bell, *Chair, Georgia*; Stefan Bernscherer, *Chair, Montreal*; Lance Lones, *Co-Chair, New Zealand*; Jose Marin, *Chair, New York*; Charlotte Nelson, *Co-Chair, Los Angeles*; Rutul Patel, *Co-Chair, India*; Mark Spatny, *Co-Chair, Los Angeles*; Harry Teasley, *Washington*; Eric Wachtman, *Co-Chair, Oregon*

**VES Staff present:** Ross Auerbach, Shannon Cassidy, Naomi Goldman, Brynn Hinnant, Colleen Kelly, Ben Schneider, Jim Sullivan, Nancy Ward

**Minutes:** Lori Bowman

**Call to Order – Nancy Ward**

- Nancy called the meeting to order and confirmed that there was a quorum. Thanked the Board for volunteering their time and talent to shape the future of the Society. Welcomed outgoing Section leadership and thanked them for their service. She reminded the attendees that all Board meeting discussions are confidential. Announced that the November 2023 Board meeting minutes were approved online.

**Election of Officers – Nancy Ward**

- Nancy announced that the Board Officers make up the Executive Committee, whose role is to make determinations as to which items may need full Board attention, approval and clarification. Only individuals who are full Board members are eligible to run for the EC. Alternate Board members and Section Chairs are not eligible.
- Process for the EC election: Targeting 30 voting members which is made up of 2024 Board members (30) and Alternates (when the full 30 BOD members are not present). The Alternates with the highest votes are selected first with priority given to Alternates who have already served one year on the Board. The winner for each seat on the Executive Committee will be chosen by 50% of the voting members plus one. Example: if there are 30 voting members, then the win goes to the candidate with 16 votes. If no one wins the majority, the lowest vote is removed and there will be a runoff election with the remaining nominees until someone gets the majority vote. If there is a tie between the last two nominees, they will be asked to speak again and a final vote will be made. If there is still a tie, the winner will be chosen by a random coin flip.

• ***Election of Chair***

- Description of Duties:
  - Leads the VES and presides over the Board, Executive Committee and Membership meetings
  - Chair duties and experience were summed up by previous Chairs as follows:
    - Rewarding and humbling experience
    - Runs Board meetings according to Robert's Rules
    - Does regular check-ins with Executive Director
    - Attends monthly Executive Committee meetings, bi-monthly Board meetings and bi-monthly all Section meetings
    - Hosts many events and must be comfortable with public speaking
    - Some travel involved to attends numerous events and conferences
    - Always represents the best interests of the Society
    - Chair and Board should have no personal agenda
    - Talking to all the Sections is essential
    - VES is vastly diverse so it can be challenging to keep everyone satisfied

- Must have ability to listen to all ideas and do what's best for the organization with a thoughtful perspective to be aware of unintended consequences
  - Ability to be a team player and willing to compromise
  - Helpful to have thick skin to handle criticism
  - Good sense of humor
  - Be willing to help the VES grow and improve
  - Be aware that every initiative or idea cannot be acted on right away. New initiatives will require resources, staffing and planning.
- **Chair Nominees:** Each candidate gave statements before the vote.
  - **Neishaw Ali**
  - **Kim Davidson**
  - **Philipp Wolf**
  - David Tanaka (declined nomination)
  - Voting: 30 members will be voting and the following Alternate members have been called upon to participate in the vote: Andrew Bly, Dan Rosen, John Decker and Ariele Podreider Lenzi.
  - All voting members were sent email from [vote@vesglobal.org](mailto:vote@vesglobal.org) with subject line "Chair" and asked to reply to the email with their vote. Vote taken. 16 votes are needed to elect the Chair.
  - Lopsie Schwartz asked if all the candidates have been vetted for proper attendance at previous Board meetings to indicate their commitment to the Board and the VES. Nancy Ward confirmed that all Chair candidates have consistently attended Board meetings.
  - Announced that voting resulted in a tie between **Philipp Wolf and Kim Davidson**. Both candidates gave brief statements again. Email sent to members to cast votes for runoff election.
  - Votes tallied and **Kim Davidson is announced as the new Board Chair**.
- **Election of First Vice Chair**
  - Description of Duties: In the absence or disability of the Chair, the First Vice Chair shall perform the duties and exercise the powers of the Chair. Other duties shall be imposed by the Officers, Bylaws and Board of Directors.
  - **First Vice Chair Nominees:** Each candidate gave statements before the vote.
    - **Emma Clifton Perry**
    - **Rose Duignan**
    - **Janet Muswell Hamilton, VES**
    - **Susan O'Neal**
    - **Philipp Wolf**
  - Voting: 30 members will be voting and need a majority of 16 votes. Full member Jim Rygiel joined the meeting so only need three Alternate members to cast a vote: Andrew Bly, Dan Rosen, and John Decker.
  - All voting members were sent email from [vote@vesglobal.org](mailto:vote@vesglobal.org) with subject line "First Vice Chair" and asked to reply to the email with their vote. 16 votes are needed to elect the First Vice Chair.
  - Vote tallied and announced that a runoff election is needed for candidates **Emma Clifton Perry; Janet Muswell Hamilton, VES; Susan O'Neal; and Philipp Wolf**.
  - Votes tallied and another runoff election is needed for candidates **Janet Muswell Hamilton, VES; Susan O'Neal; and Philipp Wolf**.
  - Votes tallied and another runoff election is needed for candidates **Susan O'Neal and Philipp Wolf**. Email sent to submit votes.
  - Nancy announced that **Susan O'Neal is elected as the new First Vice Chair**.
- **Election of Second Vice Chair**
  - Description of Duties: In the absence or disability of the Chair, or First Vice Chair, the Second Vice Chair shall perform the duties and exercise the powers of the Chair. Other duties shall be imposed by the Officers, Bylaws and Board of Directors.
  - **Second Vice Chair Nominees:** Each candidate gave statements before the vote.
    - **Kathryn Brillhart**
    - **Emma Clifton Perry**
    - **Rose Duignan**
    - **Janet Muswell Hamilton, VES**
    - **Dennis Hoffman**
    - **David Tanaka**
    - **Philipp Wolf**
    - Lisa Sepp-Wilson (withdrew nomination)
  - Voting: 30 members will be voting and the following three Alternate members have been called upon to participate in the vote: Andrew Bly, Dan Rosen, and John Decker.

- All voting members were sent email from [vote@vesglobal.org](mailto:vote@vesglobal.org) with subject line “Second Vice Chair” and asked to reply to the email with their vote. 16 votes are needed to elect the Second Vice Chair.
  - Vote tallied and voting resulted in the need for a runoff election for candidates **Emma Clifton Perry, Dennis Hoffman, Janet Muswell Hamilton, VES, David Tanaka and Philipp Wolf.**
  - Vote tallied and voting resulted in the need for another runoff election for candidates **Emma Clifton Perry, Janet Muswell Hamilton VES, David Tanaka and Philipp Wolf.**
  - Vote tallied and voting resulted in the need for another runoff election for candidates **Emma Clifton Perry, Janet Muswell Hamilton VES, and Philipp Wolf.**
  - Vote tallied and voting resulted in the need for another runoff election for candidates **Janet Hamilton and Philipp Wolf.**
  - Vote tallied and announced that **Janet Muswell Hamilton, VES, is elected as the new Second Vice Chair.**
- **Election of Secretary**
    - Description of Duties: Keeps and maintains the minutes of the meetings and proceedings and gives notice for upcoming meetings.
      - **Secretary Nominees:** Each candidate gave statements before the vote.
        - **Rita Cahill**
        - **Gavin Graham**
      - All voting members were sent email from [vote@vesglobal.org](mailto:vote@vesglobal.org) with subject line “Secretary” and asked to reply to the email with their vote. 16 votes are needed to elect the Secretary.
      - Vote tallied and announced that **Rita Cahill is elected as the new Secretary.**
- **Election of Treasurer**
    - Description of Duties: Manages the financial health of the organization, including presenting the financial reports at Board meetings.
      - **Treasurer Nominees:** Each candidate gave statements before the vote.
        - **Jeff Okun, VES**
        - **Brooke Lyndon Stanford**
        - Dennis Hoffman (withdrew his name from election)
      - All voting members were sent email from [vote@vesglobal.org](mailto:vote@vesglobal.org) with subject line “Treasurer” and asked to reply to the email with their vote. 16 votes are needed to elect the Treasurer.
      - Vote tallied and announced that **Jeff Okun, VES, is elected as the new Treasurer.**
- **Nancy Ward announced the new 2024 Executive Committee**
    - **Kim Davidson ~ Chair**
    - **Susan O’Neal ~ First Vice Chair**
    - **Janet Muswell Hamilton, VES ~ Second Vice Chair**
    - **Rita Cahill ~ Secretary**
    - **Jeff Okun, VES ~ Treasurer**
    - Nancy asked the new Executive Committee to stay on zoom at the end of the Board meeting for a quick check-in and briefing.

### **Executive Director’s Report – Nancy Ward**

- **VES Awards Nomination event is this Saturday, January 13.** Thanks to the efforts of our amazing Awards Committee this is our members’ opportunity to see the best visual effects of 2023 and select the nominees for the VES Awards. This is a 36-hour event, starting in New Zealand and going around the world. There are 38 panels (in person and Virtual) with 600+ judges registered. All are welcome to participate. If not already signed up, please contact [Cassidy@vesglobal.org](mailto:Cassidy@vesglobal.org) by January 11 at 12 noon Pacific and Shannon Cassidy will assist with getting members into either a virtual or local in-person event.
- **Awards View and Vote** – This is the opportunity for ALL VES members to review the nominated work and cast their vote for the VES Award winners. The online View and Vote runs from January 22 – February 4. This period covers the two weeks when all the nominated work is posted for VES members to review and cast their votes for the VES Awards. Please be sure you participate and encourage your fellow members to cast their votes.
- **VES Awards show is scheduled for February 21, 2024 at The Beverly Hilton.**
- It was publicly announced today that Joyce Cox, VES, will receive the VES Lifetime Achievement Award. We have various asks out to other potential honorees and will confirm as soon as we can. Press releases will go out when additional honorees are confirmed.
- Global Board members receive one complimentary ticket to the VES Awards show, **but you must secure your ticket by emailing [VES@MTAEvents.com](mailto:VES@MTAEvents.com) by February 7.** The outgoing 2023 Section chairs will also receive an invitation to this year’s awards show. Shannon Cassidy will coordinate that

outreach. Accordingly, the 2024 Section Chairs will be invited to the 2025 awards as a thank-you for their service.

- **Reminder to new Board members** to get involved, volunteer, join committees and take an active role. Board responsibilities include:
  - **Attend meetings**
  - **Participate in fundraising.** We would appreciate an introduction to decision makers at companies who would benefit from an alliance with the top creative and technical experts in entertainment today. Just need an introduction and VES HQ will handle all fundraising outreach.
  - **Sharing your industry connections** – we would appreciate introductions to leadership at other industry organizations.
  - **Participate on one or more Committees**
  - **If you can't attend a Board meeting,** all meetings are recorded and the recordings are available until the minutes are published
- VES Board meetings are governed by **Roberts Rules of Order.** If you want to bring something up, it will have to be on the agenda and/or presented under New Business. Everyone speaks once before anyone speaks twice on the same topic. We observe the VES Code of Conduct, conducting our discussion with respect for each other and knowing everyone has the best interests of VES at heart.
- Board meetings usually have **Committee Reports** to keep everyone updated, but because this meeting agenda is full, we'll save those until the March meeting. There is an array of Committee reports from November posted on the website, in the Board of Directors Group Post, under November 2023. Please take some time to peruse them.
- **Health of VES** – despite the industry work stoppage last year, VES remains vibrantly healthy and strong. The member retention rate in 2023 was the highest ever and the VES just had the highest number of new applicants during the September 2023 cycle with close to **400** new members.
- **The 2024 VES organizational budget will be adopted at the March Board meeting,** as it is every year, after the VES Awards show. The budget is presented and adopted every year in March to allow time to do the calculations of revenue and expenses from the Awards Show. All Committee Chairs need to provide their budget requests **by Wednesday, January 31.** Nancy will reach out to each of the Chairs individually.
- **New job opportunities!** – We welcome updates to the job Board to promote to our members. If you know of any job opportunities, please share them with HQ so that we can update the job board. There is no fee to post at this point in time. Available job opportunities can be sent to [info@vesglobal.org](mailto:info@vesglobal.org) for posting.
- The **VES Handbook of Virtual Production** was published in October. It is the must-read for every production professional and features real-world insights and contributions from 82 industry experts. It is edited by Jeffrey A. Okun, VES and Susan Zwerman, VES. It is available to all VES members at a 20% discount. All are encouraged to order a copy. Digital copies can be ordered directly from the publisher Focal Press (Routledge). Details are on the VES website home page. VES will be hosting a panel based on the book at FMX in April.
- **New Leadership to our Section Board of Managers.** Each of our Sections will elect their 2024 officers this month – for Chair, Secretary and Treasurer. Will have those updates by the end of January.
- **Updated Bylaws** –working on streamlined bylaws and have engaged an attorney to ensure they are in compliance. More to come soon on that topic.
- **Technology Committee** is working on some presentations on **Artificial Intelligence** that will be available to the worldwide VFX community.
- **VES Website – A new VES website is in development for launch this year.**
  - We aware that our current site has a lot of issues and this new site will be built in a new platform that will enable enhancements and plug-ins to make the site work well for both VES headquarters and Sections. The home page will be welcoming to members, the industry and general public.
  - Working through different milestones between now and April. Anticipate private testing and review by April followed by a live launch of the new site when all kinks are worked out. Old links from the former website will convert to the new website.
- **2023 Strategic Plan was adopted as a guide moving forward** at the November meeting. There is copy of the Strategic Plan in the Board meeting packet of materials. This plan has many elements and is intended as a 3-5 year plan. Some of the key recommendations include;
  - **Communications Audit** – as part of our Strategic Plan, we've embarked on an evaluation of our Communications – both internal and external – with a goal to streamline communications to our members and to raise visibility for VES as an industry thought-leader, enhancing our respect and prestige. This will be a long-term initiative and we will keep you posted as it evolves.

- **Investigation into a global banking resource** – to better support the Section leadership with access to funding, minimize multi-banking relationships and currency exchanges, and streamline expense reconciliation for VES HQ and our tax and audit requirements.
- **The VES Archive** is deep in production to capture the talent and treasures of the visual effects industry for generations to come in a virtual online museum. The Archives Committee has completed 49 Luminary videos. We have uploaded more than 20,000 photographs, 170 physical assets, event videos and 15 years of VES news. We are building a searchable database of members and industry leaders, along with VES Award nominees and winners and we're in the process of creating rotating exhibits to engage members on an ongoing basis. The online platform is still being fleshed out, content is being meta-tagged and we'll begin user-experience testing later this year.
- **Who VES is and who VES is not**
  - VES is a professional honorary Society with members in 45+ countries who represent the full breadth of professionals in the global visual effects. We're founded as a US-based nonprofit educational entity, with nearly 5,000 members and 15 Sections around the world.
  - We are aware that IATSE is making efforts to create a visual effects union in US and Canada and we need everyone to understand that as a professional honorary society with members in over 45 countries that represent the breadth of VFX professionals – from studio executives to on the box artists – **VES does not advise or play a role in issues around labor negotiations or unionization.**
  - Although we are a 501c3 nonprofit organization, **VES is not a Charity.** We received very thoughtful and well-intentioned requests for VES to create activities or funding to support struggling members over the past year. Page 8 of VES Policies details our position (paraphrased here): "VES is incorporated as a not-for-profit PROFESSIONAL HONORARY SOCIETY, not a charitable nonprofit organization. As such we cannot accept or act as a collector of funds for charitable actions. With appropriate approvals by VES leadership, the Society may choose to spread the word about a charitable endeavor that could benefit members."
  - We know that last year had significant challenges. The work stoppage caused by the strikes dramatically affected our members and the entire entertainment industry worldwide. We are aware that many members are struggling through the recent production shut down. As we come together today, with this vibrant new Board, we hope that 2024 will be a fruitful year of rebound and recovery because we are a resilient industry.
  - **To support our members during this recovery,** we are continuing to share our Member Assistance Program, which offers free counseling round the clock in every country. We've also offered educational programs and we continue to update our Job Board with new opportunities.

#### **Treasurer's Report – Nancy Ward**

- VES is in very good financial standing. The financial statement is in the Board package. As approved by the board last November, we are holding one-year's operating expenses plus 25% in restricted reserves for emergencies. The 2024 annual budget will be presented for approval at the next Board meeting in March.

#### **Opening Statement from New Chair – Kim Davidson**

- Will be in Los Angeles at least 4 times this year, Singapore, and the UK. These trips will provide a good opportunity to represent and promote VES.
- Kim can be contacted at [kim@SideFX.com](mailto:kim@SideFX.com). Email is the best way to reach out to him.
- Looks forward to working with the Executive Committee to determine priorities for the VES going forward.

#### **Petition to form a new VES Section in the U.S. State of Texas – Kim Davidson**

- Petition states that, "We, the under signed members of the VES in the region of the State of Texas, seek recognition from the Executive Director and the Executive Committee and the Board of Directors as an official Section. The name for the Section would preferably be: 1) The Lone Star Section or 2) The Texas Section".
- **Motion: "Kim made motion to form a new VES Section titled "the Texas Section". Seconded.**
- It was noted that 58 names are on the petition and there are 64 VES members in Texas.
- Mike Chambers noted that at this point in time the state of Texas should be allowed to form a Section according to the current rules. If there are changes made to the Section system in future per the Strategic Plan, all existing Sections and this new Section will be affected by those changes. At this time, it's appropriate to grant the state of Texas their petition.

- Dennis Hoffman noted that due to diversity within a Section, sometimes members in those Sections may not receive all VES member benefits so need to strategize the structure of Sections in future.
- Colin Campbell noted that there are two main hubs in Texas – Dallas-Ft Worth and Austin – but need to make sure the new Section is all-inclusive for all VES members in Texas. May consider splitting into two Sections later on if more members are recruited.
- **Vote taken on Motion. Majority in favor. Motion passed to approve the Texas Section which will be the 16<sup>th</sup> VES Section.**

### **Introduction to VES HQ – Nancy Ward**

- **Staff Introductions – Nancy reviewed staff responsibilities and office operations with a power point presentation.**
  - **Colleen Kelly, Office Manager**
    - Responsibilities: provide ongoing administrative support including member inquiries, booking and accounting, payment processing, office and database management, equipment, event production and volunteer coordination.
  - **Brynn Hinnant, Administrative Assistant** – assists Colleen with office activities and assists other staff on special projects.
  - **Shannon Cassidy, Global Manager**
    - Responsibilities: Primary contact for Section leadership regarding policies, procedures, elections, events and general inquiries; works with Controller to assist Sections with their financial documentation; oversees the Education committee and assist with Archives committee; assist with Awards and produces the VES nomination events.
  - **Ben Schneider, Director of Membership Services**
    - Responsibilities: Membership management, screenings, committees and calendar/e-blasts.
  - **Charles Mesa, Media and Content Manager**
    - Responsibilities: VES Video Production, VES Archives Committee – Producer, VES Luminary Series; VES YouTube Channel curator; Graphic Design support and ad creation; Video conferencing and webcasts.
  - **Ross Auerbach, Program Manager**
    - Responsibilities: Programming and Projects; Fundraising; *VFX Voice*; the new VES Archive.
  - **Jim Sullivan, Director of Operations**
    - Responsibilities: Manage VES office systems, VES Awards, VES website, Special Projects such as VES Honors Celebration; Digital Archive.
  - **P. J. Schumacher, Controller**
    - Responsibilities: Account tracking and reconciling all financial aspects of the Society.
  - **Naomi Goldman, Strategy Communications/PR Consultant**
    - Responsibilities: Provide strategic communications and public and media relations counsel to staff and Board leadership.
  - **Nancy Ward, Executive Director**
    - Responsibilities: Directs the daily functions of VES including fiscal oversight, operations, planning, human resources, communications, programs and development; work with Board to implement its priorities that guide the activities of the organization; negotiate agreements and contracts affecting the work of the organization.
- **VES Headquarters - What Does VES Do?**
  - VES is volunteer society and has been in existence for 26 years. Couldn't do the work without tireless volunteers, committees, Board and Section leadership.
  - 2024 is another with year of transition with new Board Chair, new Executive Committee and new Strategic Plan.
  - VES has 8 Full-time and 2 freelance employees and a variety of consultants.
  - Objective is to realign and add staff to support the Strategic Plan and the new initiatives.
- **VES Flagship Events**
  - **Awards Nomination Events:** recruiting 5 regional leads and panel teams; Call for judges (600+); Create/manage 38 panels (virtual and in person); Training and documentation for all judges and leads; 30 hours of global support on Saturday, 1/13/24.
  - **VES Awards Show:** venue scout and contract, hire producer and events team, finalize and publish R&Ps, submissions open and close, submission vetting, view and vote. set/testing/results, Autodesk student award management, nominee outreach, table and ticket sales, pitch and book sponsors/sponsoring fulfillment, trophy fulfillment for winners and red carpet management and photos/videos.
  - **VES Honors Celebration:** venue & vendors, honoree elections, sponsorship outreach and fulfillment, create event program/presentation (graphics, videos, signage), invitations to VIPs and members and onsite event production/management.
- **VES Headquarters also handles these areas:**

- Membership Management
- Management of Member Benefits
- Communications
- Financials
- Media and Graphics
- Operations
- Board of Directors
- Section Membership
- *VFX Voice* Quarterly Magazine
- VES Committee Support
- Industry Conferences
- Key 2023-24 Programs
  - VES Archive: Roth Virtual Museum of Visual Effects
  - New VES Website
  - VES Awards Technical Enhancements
  - Promotion of the *VES Handbook of Virtual Production*
  - VES Strategic Plan Implementation
  - Additional projects in the Queue, including new global Job Board, Educational partnership with AMPAS, Women who Lead VFX, Accounting systems update, Membership Management Platform
- VES Success
  - What's Next? Prioritize high-impact projects; staffing to support key initiatives; continued/increased action and contributions from Board of Directors, Committees and Work Groups
  - Decision Matrix to prioritize programs and activities

#### **Committee to Review the Global Section Structure – Kim Davidson**

- A committee was approved at the last Board meeting to address and review the current Section structure and financing in order to prepare for streamlined growth.
- Kim asked for volunteers to join the committee. The following people volunteered to be on the committee: **Mike Chambers, Neishaw Ali, Dennis Hoffman, Kathryn Brillhart, Brooke Lyndon-Stanford, Emma Clifton Perry, Lopsie Schwartz, Nicolas Casanova, Suhit Saha, Andrew Bly, Lisa Sepp-Wilson, Colin Campbell, Philipp Wolf and Alan Boucek**. For those who want to volunteer at a later date, please contact Nancy at [ward@vesglobal.org](mailto:ward@vesglobal.org) by January 22. Philipp noted that it's important to actively recruit representatives from the Sections and the membership at large to join the committee.

#### **Status of other New VES Sections – Kim Davidson**

- ***Motion: Kim made motion that “the VES refrain from forming any new Sections until the Global Section Structure Committee has finalized its recommendations”. Seconded.***
- There was a robust discussion around this motion and many Board members were against this recommendation to put a moratorium on forming Sections.
- ***Motion: Jeff Okun moved to “table this motion until the March meeting when the Board can be more prepared to make a decision on this issue”. Seconded. Vote taken and motion passed to table the motion.***

#### **Committee to provide career-enhancing member education – Kim Davidson**

- In the November 2023 Board meeting, the Board approved the creation of an Ad Hoc Committee to review the current member educational programs to evaluate what can be done to improve them and determine what kind of committee structure will be needed for this purpose. The Committee will look at ways of teaching new technology so members can be successful, providing career advice and coaching, helping members understand the role of the VFX and production pipeline, and help identify thought leadership topics that VES can share with the rest of the industry. This Committee is separate from the current Education Committee which has been focusing largely on educational outreach efforts.
- Kim asked for volunteers for this committee. **John Decker, Philipp Wolf, Neishaw Ali, Fred Chapman and Susan O’Neal** volunteered for the Ad Hoc Education committee. If anyone else decides they'd like to join this committee, they can email Nancy Ward by 1/22/24.

#### **Section Handbook updates – Kim Davidson**

- VES Headquarters is proposing updates to the 6<sup>th</sup> edition of the Section Handbook to include:
  - Identify one main Board of Manager Chair who can serve with a Vice Chair. This matches the global board nomenclature and will standardize the structure for all global Sections.

- Break up the role of Secretary/Treasurer into two separate roles – one Secretary and one Treasurer – to minimize the burden on volunteers.
- **Motion: Kim made motion “that the Board adopt the 6<sup>th</sup> edition of the VES Section Handbook to include each Section having one main Board of Managers Chair with an optional Vice Chair and breaking the Secretary/Treasurer role into two separate roles: one Secretary and one Treasurer”. Seconded.**
- Emma Clifton Perry noted that the Australia and New Zealand are examples of Sections that represent a country. Due to the size of these regions, they have Co-Chairs in more than one area of the country. There is a Chair covering Wellington and a Chair covering Auckland to split the representation across the country. The Australia Section has a similar structure. Having Co-Chairs has been beneficial for these large regions.
- Andrew Bly asked if the Sections were aware of these proposed changes because they may consider them problematic.
- Mike Chambers recommended that the Board wait on making these changes due to the pending evaluation of the Section structure. Every Section is different and unique and these proposed changes may not be beneficial to some of the Sections. He suggested this be tabled until the Section structure is reviewed and evaluated.
- Shannon Cassidy noted that the Sections are voting on their officers this month so if these recommendations are not approved at this meeting then they cannot be enacted until 2025.
- **Vote taken and motion failed with two abstentions: Jeff Okun and Suhit Saha.**

#### **New Business– Kim Davidson**

- Mike Chambers requested that Ben Schneider send out a reminder email right before the Board meeting with the zoom details so the link is easy to locate.
- Mike Chambers noted that the Executive Committee election process needs to be re-evaluated and streamlined. There should be an election system where nominees can declare that they are running and submit statements in advance so the Board can be more prepared for voting in the January Board meeting.
- Brooke Lyndon-Stanford asked if Ben can send calendar invites for the Board meetings so the details are populated on everyone’s calendars. Brooke also agreed with Mike Chambers about finding ways to streamline the voting process in the future to expedite the Executive Committee elections.

**Kim adjourned the meeting at 9:05pm and asked the new Executive Committee members to remain on the zoom call.**

***Next BOD meeting: March 13, 2024 at 6pm PDT***

#### **2024 Board of Directors Meeting Dates:**

January 10, March 13, May 8, July 10 (TBD), September 11, November 13

*Submitted by Lori Bowman*

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