

## Meeting Logistics

Hello everyone. Thank you for joining us this evening. I'm Mel Díaz – Executive Assistant to the Director. I wanted to inform you of a few logistics before we start our meeting:

- Everyone has their cameras off, except for our presenters who will soon be on
- If you have any questions, please use the “Questions” box located on your screen
- This meeting is being recorded so that it can be posted on our website afterwards

Many thanks for your patience during our virtual Annual Meeting. And now, our Board of Trustees President, Deborah Moore.



Friday, June 4, 2021 | 5:30 pm  
Virtual Meeting via GoToWebinar

1. Welcome by President Deborah Moore
2. Approval of the minutes of the 74<sup>th</sup> Annual Meeting
3. Report by Assistant Treasurer Paul Holt
4. Sponsor and Business Partner Awards by Development Committee Chair Jeff Cooley
5. Report of the Director
6. Report of the President
7. Vote on the proposed Slate of Officers and Trustees presented by Committee on Trustees Chair Jane Rapport
8. Other Business
9. Adjournment



Friday, June 5, 2020 | 5:30 pm  
Virtual Meeting via GoToWebinar

President David Dangremond welcomed the members of the Florence Griswold Museum to the 74<sup>th</sup> Annual Meeting and called the meeting to order at 5:34 pm.

**Approval of the Minutes of the 2019 Annual Meeting**

A motion to approve the minutes of the 73<sup>rd</sup> Annual Meeting on June 7, 2019 was made, seconded, and approved.

**Report of the Treasurer**

Treasurer Andy Baxter read his report.

**Report of the Investment Committee**

Co-chairs Robert Webster and Paul Holt read their reports.

**Business Partner Awards**

Development Chair Jeff Cooley recognized the businesses that have made Leadership Level gifts which allow for many Museum programs and exhibitions to continue.

**Report of the Director**

Director Becky Beaulieu read her report.

**Report of the President**

President Dangremond read his report.

**Report of the Bylaws Committee**

Counsel James Carey presented the updated Florence Griswold Museum bylaws and read his report.

A motion to approve the suggested revisions to the Florence Griswold Museum Bylaws was made, seconded, and approved.

**Report of the Committee on Trustees**

Committee on Trustees Chair Carolyn Wakeman read her report and presented the slate of officers and trustees proposed for 2020-21. A motion to approve the proposed 2020-21 Slate was made, seconded, and approved.

### **Adjournment**

Newly elected President Deborah Moore read her report and asked if there was any other business to discuss. There being none, a motion to adjourn the 74<sup>th</sup> Annual Meeting at 6:03 pm was made, seconded, and approved.

Enclosed are the reports read at the 74<sup>th</sup> Annual Meeting of the Florence Griswold Museum.

## Opening Remarks

Good evening. Fellow Trustees, members, staff, volunteers, and special guests, it is my pleasure to welcome you to the 74th Annual Meeting of the Florence Griswold Museum, and I hereby call the meeting to order.

I want you to know how much we have missed seeing you at the museum these past three months, and how disappointed we are not to be together this evening under the tent on the Adrian Moore Terrace to celebrate this year's Annual Meeting. Our reports this evening will come to you in a different format, thanks to the miracles of modern technology, and are decidedly different than we would have envisioned at last year's annual meeting, or even a mere three months ago. Although we are navigating unprecedented challenges both in the world and at the museum, thanks to the outstanding leadership of Becky Beaulieu and our wonderful staff, we remain optimistic and filled with hope for our promising future.

We begin by asking for approval of the minutes of our 73rd Annual Meeting held on June 7, 2019 which were distributed electronically in advance of this meeting. [Ask for motion to approve, second, and vote].

Next, it is my pleasure to ask our Treasurer, Andy Baxter, to make his report on the state of our finances.

## Treasurer's Report

Somehow, in light of the events of 2020, the finances of 2019 seem as though they are in the distant past. But it is the prudent management of the past that has prepared our museum to weather these stressful conditions, which will see many cultural institutions suffer financially. Becky Beaulieu and Fred Cote are dealing very effectively with the financial implications of the pandemic. Paul Holt and Bob Webster, as overseers of the endowment, and I meet with Becky and Fred to monitor the financial steps being taken to secure the successful continuity of the Florence Griswold. I am confident that we will weather the storm.

Fiscal 2019 ended with a slight operating deficit of \$17,205. Revenues were almost exactly on budget at \$2,691,096. Total contributions were greater than projected and government support increased as a result of a grant from the Connecticut Office of the Arts Endowment Fund and Federal funding from the National Endowment for the Arts. The Annual Fund and the Annual Benefit and Auction exceeded expectations, while Membership remained even, and Admissions and the Museum Shop were down slightly.

Expenses exceeded budget by a modest 1.4%, resulting in the slight deficit. Administration, Facilities, and Technology were each slightly below budget, but costs associated with the very successful Fragile Earth exhibit and Visitor Services were slightly over budget.

The endowment had a good year with the market value increasing by 22% to over \$20 million as of year-end. The endowment plays an important role in providing an element of financial security for the museum, and the annual draw from the endowment is based on a 3-year rolling average to smooth out the fluctuations in the market from year to year. We all know that the financial markets have been extremely volatile in response to the pandemic, but the endowment will continue to provide a measure of financial security for the Florence Griswold.

The current year is and will continue to be a financial challenge for the staff of the museum. I applaud all members of the team for the diligent commitment to getting us through this difficult period. The financial prudence of the past and the loyal and thoughtful diligence of our team will be what gets us through.

## Investment Committee Report

To state that responsibility for the Museum's investments has been a challenge is a major understatement. Having reached record highs, the equity markets experienced a material loss after the coronavirus hit the country. They have since recovered most of that loss. Our investments followed this path. Having reached an all-time high of slightly over \$20,000,000, our investments retreated significantly, but then recovered to \$17,975,142 as of April 30. To put this in context, at the beginning of 2017 this total was \$16,584,000.

The most important lesson we learned was to re-enforce the importance of the endowment for the continuing operations of the Museum. It was a significant reason that we survived in good shape after the post-2008 recession and will be an important element in our success going forward.

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We have throughout this period of market turbulence maintained a consistent and unchanged asset allocation policy which calls for the portfolio to maintain approximately 70% of assets in equities and 30% in bonds. As a result, we have been able to participate fully in the recovery of the stock market since its low on March 23. To a lesser extent, the portfolio has benefited from the normalization of the fixed income market as a result of substantial Federal Reserve Board intervention.

In terms of liquidity, all of our investments are in publicly-traded securities, with a significant portion being available on one day's notice should the need arise.

We may, at least in the short term, need to place increasing reliance on the endowment, which could involve withdrawing more from our investments than our current draw policy would normally provide. But maintaining the level of the endowment in light of present economic conditions should be a major objective for us.

Respectively submitted,  
Bob Webster  
Paul Holt  
Co-chairmen  
Investment Committee

## Sponsorship Recognition

Good evening, on behalf of the Board of Trustees and the entire staff, I would like to recognize those businesses who continue to contribute in myriad ways to enhance events and programming at the Museum. These generous corporate partners allow us to continue to offer a vibrant program of exhibitions, school programs, and family-oriented activities, that focus on educating and inspiring audiences of all ages through the exploration of Connecticut's rich artistic and cultural heritage.

**All Pro Automotive & the Graybill Family**

**Atlantic Seafood Market**

**Bank of America**

**Benchmark Wealth Management**

**Blum Shapiro**

**Bogaert Construction Company**

**Bouvier Insurance**

**Centerbrook Architects & Planners**

**Charter Oak Federal Credit Union**

**Connecticut Cottages & Gardens**

**The Cooley Gallery**

**Forks & Fingers Catering**

**Gourmet Galley Catering**

**Guilford Savings Bank**

**Hitchcock Printing**

**The Hartford Steam Boiler Inspection and Insurance Company**

**Imagineers, LLC**

**Infiltrator Water Technologies**

**Kebabian's Rugs**

**Mountain View Landscapes & Lawncare**

**Pasta Vita**

**Pfizer**

**Reynolds' Garage & Marine**

**Stephen Stimson Associates Landscape Architects**

**Tower Laboratories**

**Webster Bank**

**Wilber & King Nurseries**

**WSHU Public Radio Group**

**Yankee Tree, LLC**

These companies clearly recognize and support the role this institution plays in Connecticut's quality of life by helping the Museum to maximize service to the public and to improve access to the arts. Thank you!

## Director's Report

Good evening everyone, and thank you for making the effort to join us for the 2020 Annual Meeting of the Florence Griswold Museum. Since we last gathered together in June of 2019 to celebrate our Annual Meeting and the opening of *Fragile Earth: The Naturalist Impulse in Contemporary Art* we have faced one of the most memorable periods in the history of the Museum, a time of both incredible achievement and progress, and also one of sacrifice and challenge.

At this time last year, we were completing the Robert F. Schumann Artists' Trail and reinterpretation of our grounds, concluding Phase One of our Master Plan and reimagining our site of 12 acres to host programming focused on our natural heritage and ecological history. Our summer, fall, and early spring months were overflowing with an abundance of innovative programs and new initiatives. We welcomed four contemporary artists for the *Fragile Earth* exhibition, including our first artist-in-residence, Jennifer Angus and her installation in the Florence Griswold House, *Silver Wings and Golden Scales*. The exhibition and the inauguration of the Robert F. Schumann Artists' Trail welcomed a new era for the Museum in which we attend to the full integration of exterior and interior spaces to activate our mission's dedication to art, history, and landscape. In the months since, we have been proud to host *Nothing More American: Immigration, Sanctuary, and Community – An Exhibition by Matthew Leifheit*, a chronicle of and reflection on the religious, artistic, cultural, and sociopolitical significance of the First Congregational Church of Old Lyme. The supplemental community photography exhibition *SANCTUARY*, originally intended to be installed onsite in the Marshfield House, has been mounted on our website and perhaps holds greater meaning and reach than we ever could have imagined.

Behind the scenes, we have made significant progress on our strategic planning process, which formally began on January 1, 2020 with the support of the Winkler Group of Charleston, South Carolina. We have completed review of institutional archives, conducted stakeholder interviews, and hosted an online survey for our membership and general community, which garnered a fantastic response from all of you and for which we are extremely grateful. Your continued participation in our planning process ensures the future of a museum committed to its membership, to welcoming new visitors, and to serving its important educational mission for years to come. We look forward to recommencing our planning initiative with focus groups as soon as we are able.

When that will happen is unknown for, as we all know, we are in a truly and historically trying time. While we had hoped to gather together this evening to enjoy the opening of our summer exhibition, we must conduct our business virtually. Our halls are quiet, our lights are dim, and our offices unpopulated. As many of you know, the necessary closures of Connecticut's cultural institutions in response to the COVID-

19 public health crisis has precipitated a vulnerable situation for our arts economy: according to data disseminated by the Southeastern Connecticut Cultural Coalition, between March 13 and April 30, 2020, the arts sector has lost an estimated \$10 million in revenue, close to 260,000 visitors and program attendees, and the employment of at least 700 of our valued colleagues. On the national scale, Americans for the Arts estimates \$5 billion in lost revenue and 62% of artists and creatives to be fully unemployed. And according to a recent *Hartford Courant* article, the arts field has suffered an 88% loss in weekly revenue to date, worse than even restaurants and hotels.

The reality of our circumstance is indeed sobering and must be acknowledged. Our institution, however, is a strong one, a place that continues to benefit from the support of its community and an enduringly resilient character. I am proud to share with you that because of the wise oversight of our Board of Trustees and the tireless dedication of our team, we have maintained our entire staff, and explored new and innovative ways to keep in touch with you all. Our popular Winter Studies program transitioned online to live webcasts, we have created virtual tours of the Kriebler Gallery and the entirety of the Florence Griswold House, and our team communicates with you all via social media. A Garden Raffle takes the place of our 2020 Garden Luncheon (tickets are available until June 29<sup>th</sup>!), and we continue to plan our 2020 -2021 exhibitions, *Fresh Fields: American Impressionist Landscapes from the Florence Griswold Museum*, *Expanding Horizons: Celebrating 20 Years of the Hartford Steam Boiler Collection*, and *Centennial of the Lyme Art Association Gallery*, which we plan to share with you, albeit on a revised calendar, when we can reopen. Our entire staff, every single one of them, has played an instrumental role in working together to face these operational challenges and support our new and revised activities. I want to give particular attention to two of our colleagues, Fred Cote and Joan Greene, who are celebrating service anniversaries in 2020. My sincere appreciation to Fred for his 10 years of service. Never have we been so attuned to our financial health, and your clear eye and consistent oversight of our financial resources are incomparable. My sincere appreciation to Joan for all you have contributed over the past 15 years her knowledge of visitor services and support of our operations. While I wish we all could raise a glass to your years of service together, I trust you will celebrate following our meeting tonight.

We are navigating our “new normal” assertively and strategically, with all hopes that we will be able to welcome you back soon, while adhering to our commitment to do so safely and following all precautions. Our staff is in the final stages of preparing a business resumption plan which, along with the direction we receive from the Governor’s office, will determine our structure and timeline for reopening. Your sharing your time with us is the greatest joy of being part of the Florence Griswold Museum community, and the relationship we have built with each one of you – to which you all have welcomed me with open arms – is paramount in our minds, motivating us forward. While virtual connections are no match for the conversations, events, and daily interactions we have grown to cherish, I wish to share my deep

appreciation to all of you for your unwavering support, your understanding, and your flexibility as we continue to plot our course ahead.

And so it is equipped with both a pragmatic understanding of our current context but also a command of our resources, well-informed governance and operations models, and the palpably steadfast support of you all that we look to our future. A future that has been built upon decades of sound board leadership, most recently under the adept eye of David Dangremond. With an esteemed and extensive career and a dedication to the arts, in particular the Florence Griswold Museum, we have benefited so much from David's devotion to this Museum for over three decades. It has been an honor to work with, learn from, and collaborate with David over the past two years. I look forward to David's continued service, together we welcome Deborah Moore to the position of President of the Board of Trustees. With a long history of organizational administration, board participation and leadership, and her family's multi-generational passion for the Museum, I trust that Deborah will help us to dream and plan for our next chapter. Please join me in celebrating the accomplishments, the endurance, and the bright future of the Florence Griswold Museum.

## Report of The President

The past year began with enormous enthusiasm and great momentum fueled by a highly-successful and dynamic year of transition, remarkable success in all areas of our operations, and the opening of *Fragile Earth: The Naturalist Impulse in Contemporary Art*, one of the most innovative and highly-acclaimed exhibitions in our history.

In July we cut the ribbon on the ecologically-sensitive and engaging Robert F. Schumann Artists' Trail, the centerpiece of our \$1 million landscape masterplan to fulfill our mission of uniting art, history, and landscape. The fall and winter months saw the successful launch of our strategic planning process exploring the expansive possibilities for our future, and brought another landmark exhibition, *Nothing More American: Immigration, Sanctuary, and Community*. Early spring focused on the promise of new ideas and a new vision for the museum as our comprehensive strategic planning process moved into high gear, inviting active participation from our stakeholders in the future of our museum.

But just as our Trustees were to engage in an intensive retreat to assess our research and progress to date, the international Covid-19 pandemic brought the planning process to an abrupt halt. And yet, with hardly a pause, our decisive Director and dedicated staff and Trustees shifted focus, implementing carefully-considered policies and developing contingency plans. Undaunted, our stalwart staff and Trustees have continued to work and meet remotely. Our staff creatively refocused on a diverse program of on-line exhibitions and an extensive array of imaginative on-line learning opportunities for all ages and interests, and are strategically planning for our phased reopening of the museum. As usual, Becky's adept leadership in responding to the Covid crisis has been a model for the museum profession at both regional and national levels.

Tonight we were eagerly anticipating the opening of an exhibition examining our permanent collection from new and innovative perspectives, *Fresh Fields: American Impressionist Landscapes from the Florence Griswold Museum*. Stay tuned - the exhibition WILL open as soon as it is safe to welcome you to our galleries once again, perhaps with a socially-distanced lunch at Cafe Flo, which will be celebrating its 10th anniversary this summer!

Despite the dire state of our nation and the world beyond, the Florence Griswold Museum remains an oasis of inspiration and reassurance. We are indeed poised for continued success as we chart our course into the next chapter of our history through rigorous strategic planning leading to prudent and practical strategies to achieve our ambitious goals. We will thoughtfully assess our current strengths, define the range of future possibilities, and determine our capacity to expand both our facilities and our programs as we create a compelling vision for institutional development in the years ahead. The uniting of the best of the old with the best of the

new offers countless opportunities as we reclaim and reinterpret our historic landscape, add to our superb permanent collection, and provide programs to make our museum one of America's most innovative and engaging museums of art and history.

It has been a huge honor to serve as a Trustee and President of the Florence Griswold Museum, and I want to express my great thanks to our dedicated Board of Trustees, to our highly-esteemed staff, and to the entire Florence Griswold family for entrusting me with this richly rewarding responsibility.

Over the span of my 33 years as a Trustee of this remarkable museum, it has been a privilege to actively participate in the museum's growth - from a single historic house on half an acre offering scholarly but modest exhibitions of Old Lyme art and history in upstairs bedchambers, to our present 12 acre campus of nine buildings - restored, transported, converted, recreated, and newly-built - all surrounded by a landscape of wondrous natural beauty with lovingly-tended gardens and riverfront access. The landscape that attracted artists to Old Lyme 100 years ago still attracts and inspires us all today.

23 years ago the Trustees adopted the Centennial Masterplan and began to "buy back the farm" with the transformative acquisition of Marshfield and commitment to build a new-state-of- the art exhibition gallery. As we look to the future I am reminded of words I quoted at the opening ceremony for the Krieble Gallery in 2002. They resonate just as appropriately today as they did 18 years ago. Daniel Burnham, one of the foremost American architects of the 19th-century wrote:

*"Make no little plans; they have no magic to stir men's blood and probably themselves will not be realized. Make big plans; aim high in hope and work, remembering that a noble, logical diagram once recorded will never die, but long after we are gone be a living thing, asserting itself with ever-growing insistency. Remember that our sons and our grandsons are going to do things that would stagger us. Let your watchword be order and your beacon beauty. Think big."*

Under the leadership of Becky Beaulieu, our dynamic Director, in partnership with Deborah Moore, our talented and energetic new Trustee President, I know that we will indeed "Think big". I am confident that we will not only survive this current crisis, but certain that we will emerge stronger and more emboldened to take the Florence Griswold Museum into the next chapter of its extraordinary history of preserving the past, inspiring the present, and leading the museum field into the future. And I am certain that we will sustain our momentum, attain our goals, and maintain the highest standards of the museum profession in all we do to preserve and protect the exquisite landscape, historic buildings, and superb collections entrusted to our care, always striving to share them with an ever-expanding audience of visitors from around the corner and throughout the world.

Thank you.

## Bylaws Committee Report

Good afternoon-

You should have all have had the opportunity to see the proposed changes/amendments to the existing Florence Griswold Museum By-laws.

These proposed changes were first work through a subcommittee of several board members, then presented to the executive committee.

Those amendments deemed acceptable were then presented to, voted on, and approved by the full Board of Trustees.

The final draft has been presented for you in the materials, and is now presented to you, the membership, to approve today.

-Do I have a motion to accept the amendments as presented (pause who?)

-Do I have a second to accept the amendments as presented (pause who?)

-Is there any discussion? (open the mics)

-(hearing none or no more) All in favor?

Thank you.

## Proposed Bylaws Changes

Recommended by the Board of Trustees on Saturday, March 21

1- Article IV, Counsel to Museum:

Suggested change of **Counsel to the Museum** to remain an officer, but not be a voting member of the Board of Trustees, due to inherent conflicts.

Para 3. **To be removed**

Para 1. sub (g). Counsel to the Museum. (added as a last sentence):

**Counsel to the Museum shall be a non-voting officer.**

Para 2. To read:

**APPOINTED OFFICERS. In addition to the eight elected officers, the Board of Trustees may, at its discretion, appoint annually such other officers as it considers appropriate and necessary. Appointed officers are not entitled to vote unless they are also elected trustees.**

2- Article IV para. 1: Add clarification that officers are trustees and add Assistant Secretary.

Para 1. Elected Officers. add before the last sentence of the opening paragraph the following sentence:

**All elected officers, except Counsel to the Museum, shall be trustees.**

Assistant Secretary. to be added as a new officer position.

Add after (d) (thus moving all other officers down on letter) the following:

**(e) Assistant Secretary. The Assistant Secretary shall aid the Secretary in the performance of his or her duties. In case of the absence or incapacity of the Secretary, the Assistant Secretary shall serve in his or her place.**

3- Article V, Trustees: Suggested to create a greater number of positions to both Trustees and Charter Trustees. From 18 Trustees to 21 and from 9 Charter Trustees to 12.

Para 1. Sub (b) & sub (c) to read:

**(b) not more than twenty-one Term Trustees; and**

**(c) not more than twelve Charter Trustees**

Para 5. Change "trusteeships" to "Board of Trustees" (see explanation in #5 below).

To read:

**5. By vote of two-thirds or more of the Board of Trustees, the Board may request the resignation of, or may dismiss for cause, any officer or trustee of the Museum.**

4- Article VIII, Committees:

Suggested to allow Officers, other than President and 1<sup>st</sup> Vice President, to serve on the Committee on Trustees. Currently no officers may serve on the Committee on Trustees.

Para 1. Sub (a) Third sentence to read:

**Any officer, except the President and the 1<sup>st</sup> Vice President, may be a member of the Committee on Trustees.**

5- Article X, Quorum:

Suggested to remove "ships" from Board of Trustees(ships) meetings, to avoid having empty trustee seats (if there are any at any given time) count toward a quorum and encompass the officers that may not also be specifically names as trustees. Thus, the count for a quorum would be based on actual Trustees (Charter and Term) that are **filled** at any given time. Also, to add voting Officers to this, as they are counted votes and tend to always be in attendance at the Board of Trustees meetings.

Para 2. to read:

**One-third or more of the number of trustees and officers at the time shall constitute a quorum for the transaction of business at any meeting of the Board.**

6- Other housekeeping matters due to changes above:

- Art. V - throughout all of the Article – add **Term** in front of any references to Trustees to reflect adding Term to the title above. (Ex. opening paragraph 2x, sub (a) title Term Trustees., para 4. list.)
- At V (7) (b): insert *Approval of* before *Purchase*

BYLAWS  
OF THE  
FLORENCE GRISWOLD MUSEUM

ARTICLE I  
NAME

As provided in the Certificate of Incorporation, the name of the organization shall be the Florence Griswold Museum, Inc. (hereinafter referred to as the "Museum").

ARTICLE II  
PURPOSE

The purposes of the Museum are set forth in the Certificate of Incorporation. In furtherance of those objectives and with the aim of collecting, preserving, exhibiting and interpreting evidence of the area's past in all its forms, the Museum will:

1. Maintain the Florence Griswold House, the Kriebel Gallery, Marshfield, the Chadwick Studio, the Fehrer House, the Hartman Education Center, the Huntley-Brown House, and other properties acquired through purchase, gift, or bequest.
2. Provide exhibitions of art and artifacts related to any aspect of Connecticut, but with special emphasis on the Lyme Art Colony.
3. Maintain its collections in accordance with standards and principles established by the American Association of Museums.
4. Maintain archives and seek ways to ensure their preservation and to increase their usefulness.
5. Produce and promote publications dealing with the art, history and culture of the area.
6. Sponsor lectures, classes, conferences, and workshops on appropriate subjects.
7. Join with other groups and organizations in the pursuit of common goals.
8. Seek financial support to further its objectives.

ARTICLE III  
MEMBERSHIP

1. Membership is available to anyone interested in promoting the aims and objectives of the Museum.
2. There shall be one class of members. The Board of Trustees may establish categories of member contributions, including (i) minimum contributions required for memberships of specified duration and (ii) dates when contributions are payable.
3. Failure of any member to pay his or her contribution within such period of time as specified by the Board of Trustees shall, upon notice in writing to such member, be considered a withdrawal by such member from the Museum unless the Board of Trustees determines otherwise.

ARTICLE IV  
OFFICERS

Officers of the Museum shall be of two kinds: (1) Elected and (2) Appointed.

1. Elected Officers. The elected officers of the Museum shall consist of a President, a First Vice-President, a Second Vice-President, a Secretary, an Assistant Secretary, a Treasurer, an Assistant Treasurer, and a Counsel to the Museum. These officers shall be elected by the membership at the Annual Meeting of the Museum and shall hold office for a term of one year and until their successors are elected. The terms of office of all officers elected at any Annual Meeting shall begin at the conclusion of the meeting. All elected officers, except Counsel to the Museum, shall be trustees. The duties of the elected officers shall be as follows:

- (a) President. The President shall be the presiding officer of the Board. He or she shall be Chairman of the Board of Trustees and of its Executive Committee; shall be an ex officio and voting member of all committees, except the Committee on Trustees; and shall preside at all meetings of the Board, the Executive Committee, and the general membership. The President shall make all appointments to standing and special committees. In the event of the President's absence, resignation, or death, the duties of the office shall devolve successively upon (1) the First Vice-President, (2) the Second Vice-President, (3) the Secretary, (4) the Treasurer.

- (b) First Vice-President. The First Vice-President shall assist the President and shall assume such responsibilities as he or she may delegate.

(c) Second Vice-President. The Second Vice-President shall assist the President and the First Vice-President and shall perform such duties as they may delegate.

~~(d)~~ Secretary. The Secretary shall have the responsibility for the Seal of the Museum. He or she shall attend all sessions of the Executive Committee and of the Board of Trustees and all meetings of the members of the Museum; shall assume responsibility of the minutes; and shall perform such other duties as the Board of Trustees may assign.

~~(d)~~~~(e)~~ Assistant Secretary. The Assistant Secretary shall aid the Secretary in the performance of his or her duties. In case of the absence or incapacity of the Secretary, the Assistant Secretary shall serve in his or her place.

~~(e)~~~~(f)~~ Treasurer. The Treasurer shall have care and custody of, and be accountable to the Board of Trustees for all funds and securities of the Museum and shall oversee the deposit of such funds and securities in the name of the Museum in such banks or other depositories as may be approved by the Board of Trustees. He or she shall have general supervision of the collection and disbursement of funds of the Museum under the direction of the Board of Trustees; shall be responsible for keeping full and accurate accounts of receipts and disbursements; shall approve annually a proposed budget prepared by the Director for final approval by the Board of Trustees. The Treasurer shall render to the Museum at its Annual Meeting and at other times as requested by the Board of Trustees a full report of the financial position of the Museum. If required by the Board of Trustees, the Treasurer shall be bonded.

~~(f)~~~~(g)~~ Assistant Treasurer. The Assistant Treasurer shall aid the Treasurer in the performance of his or her duties. In case of the absence or incapacity of the Treasurer, the Assistant Treasurer shall serve in his or her place.

~~(g)~~~~(h)~~ Counsel to the Museum. Counsel to the Museum shall serve as legal advisor to the Board of Trustees and to the Officers of the Museum in all matters affecting their duties and powers. Acceptance of this post shall not imply a willingness to undertake extended services without fees. Counsel to the Museum shall be a non-voting officer.

2. Appointed Officers. In addition to the ~~seven~~eight elected officers, the Board of Trustees may, at its discretion, appoint annually such other officers as it considers appropriate and necessary. Appointed officers are not entitled to vote unless they are also elected trustees.

~~All elected officers shall be voting members of the Board of Trustees. Because they are not elected by the membership, appointed officers are not entitled to vote unless they are also elected trustees.~~

## ARTICLE V TRUSTEES

1. The establishment of policies for the Museum and the management of its funds, properties and affairs shall be the responsibility of a Board of Trustees (hereinafter sometimes called the "Board") consisting of:
  - (a) the elected officers listed in Article IV above;
  - (b) not more than ~~eighteen (18)~~twenty-one Term Trustees; and
  - (c) not more than ~~nine (9)~~twelve Charter Trustees.
2. The number of Term Trustees and Charter Trustees within the foregoing limits shall be fixed by resolution of the Board. The following provisions shall apply to the nomination, election and responsibilities of Term Trustees and Charter Trustees.
  - (a) Term Trustees. Election to such office shall be for a term of three (3) years. Except while serving as an elected officer no Trustee shall serve for more than two (2) consecutive terms. Service of one (1) year by a Term Trustee who is filling an unexpired term shall not be taken into account in determining eligibility for re-election. A former Term Trustee who has not held such office for one year or longer shall be eligible for re-election.
  - (b) Charter Trustee. Election to such office shall be for a term of three (3) years. Charter Trustees shall be eligible for re-election without limitation. Nomination for this office shall be made with the objective of ensuring that the Board will have some continuity in its membership and the benefit of advice from experienced persons who, through long association with the Museum, have demonstrated concern for its welfare.
3. On the recommendation of the Committee on Trustees, the Board of Trustees may also elect Honorary Trustees. Election to this position shall be from among persons who have demonstrated continuing interest and concern for the objectives of the Museum, but who are prevented by health, place of residence or other reasons from taking an active part in its affairs. Honorary Trustees shall receive notice of, and shall be invited to attend, all regular meetings of the Board of Trustees and may participate in the discussion at such meetings, but shall not be entitled to vote.

4. Officers, Term Trustees, and Charter Trustees shall be elected at the Annual Meeting of the Museum by a majority of the members present and voting from a slate presented by the Committee on Trustees.
5. By vote of two-thirds or more of the ~~number of voting trustees~~ Board of Trustees, the Board may request the resignation of, or may dismiss for cause, any officer or trustee of the Museum.
6. On the recommendation of the Committee on Trustees, the Board of Trustees may fill any vacancy of any officer or of any trustee by appointing another to serve until the next Annual Meeting of the Museum.
7. Specific responsibilities of the Board of Trustees shall include the following:
  - (a) Approval of the annual budget as formulated by the Director in consultation with the President and the Treasurer.
  - (b) Approval of purchase of items for the collections that may be recommended by the Director and the Collections Committee.
  - (c) Action on gifts offered the Museum that carry special restrictions or conditions.
  - (d) Approval of the gift, exchange, or sale of collections or property belonging to the Museum.
  - (e) On the recommendation of the President, approval of the appointment or the termination of the appointment of the Director.
  - (f) Appointment of the firm or person who shall make an annual audit of the financial reports of the Museum, and review and approval of the audit.
8. The full Board of Trustees shall meet at the call of the President but not less frequently than four (4) times a year. Written or oral notice of any meeting of the Board shall be given to each member of the Board at least two (2) days before the meeting. In addition to the officers and trustees that comprise the Board, the President shall have the privilege of inviting to Board meetings members of the staff or of committees who have a special interest in the topics under discussion.

ARTICLE VI  
DIRECTOR

1. The Director shall be appointed by the Board of Trustees on mutually agreeable terms. He or she shall be the chief executive officer of the Museum and shall have the responsibility for implementing the policies established by the Board, for managing the staff, and for directing the Museum's operations.
2. The Director shall be a non-voting ex officio member of all standing committees and shall be present at all meetings of the Board of Trustees, except when his her own tenure, performance, or salary is under discussion.
3. If required by the Board, the Director shall be bonded.

ARTICLE VII  
EXECUTIVE COMMITTEE

The Executive Committee shall consist of the elected officers of the Museum. During the interval between meetings of the Board of Trustees, the Executive Committee shall have and may exercise all authority of the Board in the management of the affairs of the Museum except as its right to do so may be limited by resolution of the Board. Unless the Board has delegated to it specific power and authority, all actions taken by the Executive Committee shall be reported to and reviewed by the full Board at its next regular meeting. The President may invite other members of the Museum to be present at Executive Committee meetings when matters falling within their spheres of interest are to be discussed.

ARTICLE VIII  
COMMITTEES

All committees shall be appointed by the President and shall report to him/her. Except where noted, all committees shall consist of at least six (6) members, at least two of whom shall be Trustees. The President shall be an ex officio and voting member of all committees, except the Committee on Trustees. All committee Chairs shall be trustees, and shall be appointed annually by the President. In addition to such ad hoc committees as the President may from time to time appoint, the standing committees of the Museum shall be as follows:

- (a) Committee on Trustees. The Committee on Trustees shall consist of not less than three (3) persons. All members shall be trustees, and one member shall have been a member of the previous committee. ~~No officer~~ Any officer, except the President and the First Vice President, may be a member of the Committee on

Trustees. Persons who are proposed by the Committee are Officers, Term, and Charter Trustees . Trustees must be approved by two-thirds of the members of the Board of Trustees prior to their election by the membership at the Annual Meeting. This Committee shall also have the responsibility of arranging for the orientation of all new members of the Board. Nothing herein contained shall prevent any member of the Museum from making nominations for officers and trustees in addition to those made by the Committee on Trustees, provided the same are made in writing and signed by at least two percent (2%) of the membership of the Museum and filed with the Secretary of the Museum at least thirty (30) days in advance of the Annual Meeting at which the election is to be held.

- (b) Investment Committee. The President shall serve as chairman of the Investment Committee unless he or she wishes to appoint another member of the Committee to serve as chairman. The Investment Committee shall have responsibility for the Museum's investments. The Committee shall review the status of the Endowment Fund at least twice annually and shall report its findings to the Board of Trustees at least once during each calendar year.
- (c) Planning Committee. The Planning Committee shall assist the officers and trustees in developing long range goals for the Museum and in devising means whereby they may be achieved. It shall evaluate progress toward these objectives, and shall review plans for extension into the future.
- (d) Collections Committee. The Collections Committee shall be responsible for implementing the collections management policies enacted by the Board of Trustees.
- (e) Buildings and Grounds Committee Except for the collections, all the physical properties of the Museum shall come under the purview of this committee, which is authorized to establish any subcommittees its members consider appropriate.
- (f) Membership Committee. The Membership Committee shall advise the trustees in matters directly affecting the members of the Museum and shall explore and implement ways to increase the number of members of the Museum and their participation in its activities.
- (g) Committee on Volunteers. The Committee on Volunteers shall be composed of representatives of volunteer programs and activities. Its responsibilities shall include the recruitment, training, and recognition of volunteers. The Committee shall maintain a strong volunteer program in support of the Museum and serve as a communications link between volunteers and staff.

(h) Development Committee. The Development Committee shall devise methods of achieving increased financial support and recognition for the Museum. The Committee shall prepare plans in response to the Museum's long range goals and shall monitor the effectiveness of those plans.

## ARTICLE IX MEETINGS OF THE MUSEUM

The Annual Meeting of the Museum shall be held during the month of June at a time and place determined by the Board of Trustees. The President may call a Special Meeting of the Museum at any time, and he/she must call such a meeting upon the written request of ten (10) or more members of the Museum or three (3) or more members of the Board of Trustees. Notices stating the purposes of the Annual Meeting and of any Special Meeting must be mailed to the membership at least fourteen (14) days before the date set for the meeting.

## ARTICLE X QUORUM

1. Provided the required notice shall have been duly given, those members present at any Annual or Special Meeting of the Museum shall constitute a quorum.
2. One-third or more of the number of ~~voting trusteeship~~trustees and officers at the time shall constitute a quorum for the transaction of business at any meeting of the Board.
3. A majority of the members of any committee, other than ex officio members, shall constitute a quorum for any meeting of its members.
4. VOTING (OUTSIDE OF MEETINGS)  
Any action required or permitted to be taken at a meeting of the Board, Executive Board, or any Committee, standing or ad hoc, may be taken without a meeting if a majority of Trustees of their respective Boards or Committees consent thereto. The action must be evidenced by one or more written consents describing the issue presented, action taken, and response signed by each Trustee in one form or counterparts. A consent reached in this manner has the same force and effect of a meeting vote, may be described as such in any document and shall be filed with the minutes of proceedings of the Board.

ARTICLE XI  
CODE OF ETHICS

All trustees, staff and volunteers shall agree to adhere to the Code of Ethics of the Florence Griswold Museum, and to carry out their primary duties of Obedience, Loyalty and Care, as outlined in said Code.

ARTICLE XII  
INDEMNIFICATION OF DIRECTORS, OFFICERS, AND EMPLOYEES

The Museum shall indemnify and advance expenses to any person who was or is a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than one by the Museum) by reason of the fact that such person is or was a director, officer or employee of the Museum to the fullest extent permitted by applicable law.

ARTICLE XIII  
FISCAL YEAR

The Fiscal Year of the Museum shall correspond with the calendar year.

ARTICLE XIV  
PARLIAMENTARY AUTHORITY

The rules contained in Robert's Rules of Order (Revised) shall govern meetings of the Museum in all cases in which they are consistent with these Bylaws.

ARTICLE XV  
AMENDMENTS

These Bylaws may be amended by a majority vote of the members present and voting, at any Annual Meeting or at any Special Meeting, provided written notice of the proposed action shall be given to the membership not less than fourteen (14) days in advance.

The Board of Trustees will normally take the initiative in proposing changes in the Bylaws, but any member of the Museum may offer a resolution to amend the Bylaws, provided (1) that the full text of the resolution is submitted to the Secretary in writing not less than sixty (60) days prior to the Annual Meeting at which the resolution is to be

voted on, and (2) that the resolution is accompanied by the signatures of not less than ten other members in good standing.

The full text of any resolution submitted by a member shall be included with the call to the meeting at which it is to be voted upon and shall also be accompanied by a recommendation, approved by a majority of the Board, that the resolution be either accepted or rejected by the full membership of the Museum. If the Board recommends a vote against the resolution, it may include a short statement of not more than one hundred (100) words giving the reasons for its action, and in that case those favoring the resolution shall have the privilege of including a similar statement in support of their position.

#### ARTICLE XVI ADOPTION

These Bylaws shall supercede all previous Bylaws of the Museum and shall become effective immediately upon their adoption by a majority of those voting in person at an Annual Meeting or at a Special Meeting called for the purpose.

\* \* \*

Adopted May 17, 1980  
Revised June 12, 1983  
Revised October 27, 1987  
Revised June 11, 1989  
Revised June 5, 1992  
Revised June 5, 1993  
Revised June 7, 2002  
Revised June 3, 2005  
Revised June 1, 2007  
Revised June 7, 2013  
Revised June 7, 2019

## Committee on Trustees Report

Good evening, everyone. I had hoped that we could congratulate together our new President and museum Officers, express our gratitude for the six-year service of Paul Holt, Deborah Moore, and Clinton Standart, welcome in person our distinguished new trustees, and applaud David Dangremond for his many contributions. That will happen when once again we meet in person, but today please join me in a virtual welcome and a distanced but heartfelt thank-you.

I now present to you the slate of officers, term trustees, and charter trustees for the year 2020-2021:

-Officers:

Deborah Moore, President; John Noyes, 1<sup>st</sup> Vice President; Jane Rapport, 2<sup>nd</sup> Vice President; Deborah Butler, Secretary; Lee Pritchard, Assistant Secretary; Andy Baxter, Treasurer; Paul Holt, Assistant Treasurer; and James W. Carey, Counsel

-New Term Trustees, for three-year terms:

Kay Clarke, Dianne Embree, Monique Foster, Jac Lahav, Diane Mallory, and Timothy McLaughlin

-Continuing term trustees, for three-year terms:

Jonathan Cohen, Richard Millard, and Barbara Smith

-New Charter Trustee, for a three-year term: David Dangremond

-Continuing Charter Trustees, also for three-year terms: Mary Ann Besier, Charles Clark, Carolyn Wakeman, and George Willauer

Two of the trustees we are nominating are well known to us. Dianne Embree and Monique Foster return to board service after completing previous six-year terms in 2019. I would now like to provide brief summaries of the exceptional qualifications of the other four prospective board members:

After a distinguished corporate career in New York, Boston, and Hartford, Kay Clarke, who lives in Old Lyme, received a BFA in painting from the Lyme Academy of Art and an MFA from the Massachusetts College of Art. She has exhibited widely in local

galleries in CT and MA, has extensive non-profit board experience, and is a donor to the Museum's collection

Jac Lahav exhibited the remarkable portrait series *Great Americans* at the Museum to widespread acclaim in spring 2019. Highly respected in the New York art world, Jac lives in Lyme with his young family and brings wide connections and creative ideas to the Museum board.

Diane Mallory moved to Old Lyme from Greenwich a decade ago and has served on the Executive Committee of the Lyman-Allyn Museum, as President of SeCoast during its fight to block the FRA's proposed bypass through Old Lyme, and as a board member of Lyme Youth Services Bureau. She remains actively involved in the community as a member of Old Lyme's Historic District Commission and an Executive Committee member of Musical Masterworks.

Dr. Timothy McLaughlin, who lives in Farmington, is a retired orthopedic surgeon and a distinguished collector of American art. He is a former trustee of the Wadsworth Atheneum and a former president of the New Britain Museum, which published a catalog of his art collection, titled *American Reflections*, in 2010.

May I have a motion to approve the proposed slate.

May I have a second.

All in favor.

All opposed.

The 2020 slate for the Florence Griswold Museum is approved.

I now have the pleasure of honoring our outgoing President, David Dangremond. You will remember that two years ago when Jeff Andersen completed his service as director, the board voted to give him the honorary title *Director Emeritus* in grateful recognition of his long and distinguished service to the Museum. In that same spirit, the Committee on Trustees recommended, and the Board of Trustees approved, by a unanimous vote, that the board give the honorary title of *President Emeritus* to David Dangremond, in grateful recognition of his own long and distinguished service to the Museum over 33 years.

David has brought a wealth of knowledge and experience to his service here. He is a retired professor of Art History at Trinity College; former director of the Webb-Deane-Stevens Museum in Wethersfield and the Bennington Museum in Vermont; and past president of the Wadsworth Atheneum, where he oversaw a \$40 million renovation of America's oldest public museum and was awarded the prestigious Goodwin Medal for extraordinary service. At the Flo Gris, David has served most recently as President and before that as vice-president from 1992-2018. He has been a trustee since 1987, and during that period chaired the Collections Committee for 25 years and served on the Planning Committee for 30 years. He also chaired our previous Master-Planning Task Force and co-chaired our last, very successful Capital Campaign, which raised \$18.5 million for land acquisition, gallery construction, and restoration of the Griswold House, and which substantially increased the Museum's endowment. We are extraordinarily grateful for the Dangremonds' generosity to the Museum over three decades. We are reminded of that spirit of giving when we gather in the David & Mary Dangremond room and when we acquire a new work of art for our collection thanks to the endowment fund that David created. We look forward to his continuing contributions to the Museum in the years ahead.

And now it is my great pleasure to welcome the new President of the Florence Griswold Museum, Deborah Moore, to offer some concluding remarks.

## Report of the Committee on Trustees

The following is the proposed slate of Officers and Trustees of the Florence Griswold Museum for election at the Annual Meeting on June 5, 2020.

### Officers (for one-year terms)

Deborah Moore, President  
John Noyes, 1<sup>st</sup> Vice President  
Jane Rapport, 2<sup>nd</sup> Vice President  
Deborah Butler, Secretary  
Lee Pritchard, Assistant Secretary  
Andy Baxter, Treasurer  
Paul Holt, Assistant Treasurer  
James W. Carey, Counsel

### Term Trustees (for three-year terms from 2020-2023)

#### First term:

Kay Clarke  
Dianne Embree  
Monique Foster  
Jac Lahav  
Diane Mallory  
Timothy McLaughlin

#### Second term:

Jonathan Cohen  
Richard Millard  
Barbara Smith

### New Charter Trustee: (for three-year term from 2020-2023)

David W. Dangremond

### Continuing Charter Trustees: (for three-year terms from 2020-2023)

Mary Ann Besier  
Charles Clark  
Carolyn Wakeman  
George Willauer

Respectfully submitted,  
Carolyn Wakeman, Chair  
Mary Ann Besier  
Deborah Butler  
Jeffrey Cooley  
Paul Holt  
Barbara Smith  
Robert Webster  
George Willauer

## Annual Meeting Closing

Thank you, David. Thank you for your thirty years of service to the Museum. I look forward to working with you in the future and know that you will continue to be an ardent supporter of the Museum.

Good evening everyone. Thank you all for making the effort to attend this year's annual meeting. I know that we all have become accustomed to technology to reach out to friends, to stay informed, and to attend meetings, but it is not ideal. One cannot take a stroll through the gardens, be the first to view an exhibit, or greet friends on the terrace on a warm summer evening, but we are here together. Tonight, we have heard about the Museum's successes in the past 12 months all the while understanding the challenges that lie in front of us.

So, I too would like to commend the staff at the Museum for all that they have done since the Museum closed. There was no doubt that each member of the staff would find a way to do their job in this new environment. There was no doubt that the collective body of such a creative team would find ways to bring the Museum into people's living rooms. Faced with the loss of fundraising events the Development Department has become inventive and adaptive. Curatorial has been preparing for upcoming exhibits. The gift shop has continuously posted revenue. [I recommend sending care packages to friends.] The Museum and its artwork are secure. Under a cloud of uncertainty, everyone has forged ahead all while worrying about their health, their families, and their economic wellbeing. To all of you, thank you. We appreciate all that you have done. It is your creativity, spirit, and loyalty that will lead the Museum through this period. Thank you, Becky for navigating us through this storm. We are fortunate to have you at the helm and we appreciate everything that you do.

Just about a year ago we began the process of developing our next Strategic Plan. The plan would have built on the 2016-2020 Strategic Plan and established the direction for the museum for the next four years and the groundwork for the future. Everyone was energized with the prospect of fulfilling the Master Plan. With the hiring of the Winkler Group we conducted interviews and surveys, many of which included you. We were preparing for a board retreat to establish our strategic priorities when the Museum closed. Shortly thereafter the Governor shut down most of the State to prevent the spread of COVID-19. Strategic planning paused. Nearly everything around us paused. And when the pause lasted more than two weeks, life as we knew it started to change. A pandemic changes the world.

How does the pandemic alter the future of the Florence Griswold Museum? We do not exactly know the answer to this question. However, with careful stewardship of our resources, both human and capital, we will survive the temporary museum closure. But

what is next in the post COVID world? How has the landscape of the world changed? How has the landscape of museums changed? Our mission to foster the understanding of American art, with emphasis on the art, history, and landscape of Connecticut will not change; how we achieve our mission may change. Sustainability and the visitor experience have always been priorities for museums and will continue to dominate the conversation in the post-COVID world, but the conversation will be different considering the challenges that face us. Tonight, Becky alluded to the preparations underway to reopen under new safety guidelines. The situation is fluid and will require flexibility and adaptability on everyone's part, but we will adapt.

I choose to be optimistic about the future of the Museum. We are led by an Executive Director who rises to a challenge and is already charting a course forward. The staff is loyal, talented, and tireless. We are a board of trustees who is committed to the success of the Museum. We will create and implement a strategic plan that rises to the challenges and secures our future. I see a museum that will once again be full of people, both young and old enjoying the permanent collection and engaging new exhibits. I see artists painting alongside the Lieutenant River and people on the porch enjoying lunch. I see the completion of the Master Plan. It just may take more time to get there.

Tonight, I ask all of you who love the Museum and recognize how important it is for us today and in the future to continue to be supportive. The museum needs all of you—trustees, staff, volunteers, and members. There is much to be done.

Thank you and I look forward to working with all of you.

Is there any other new business?

At this point I would ask for a motion to adjourn the 2020 Annual Meeting.

Is there a second?

Motion carried.

Thank you again for being here this evening. Be safe. We will all see each other soon.

## Treasurer & Investment Committee Report

Given the extraordinary nature of 2020 and the worldwide dislocation caused by the Covid-19 pandemic, it would be natural for members to be more than normally curious about the museum's finances. Well, I am pleased to report that the museum came through the first year of the pandemic unscathed and in strong financial condition. In fact, our unaudited financials showed a tiny surplus for 2020. (Our audited financials are expected from accountants, BlumShapiro, very shortly.)

How did we manage to end up on an even keel? This highly satisfactory result was due to a combination of factors, not least of which was the creativity and ingenuity of the museum's leadership and staff, the generosity of members and sponsors who really stepped up to the plate with additional support, the planned annual contribution of \$863,000 from the endowment, and assistance from the government in the form of a \$263,000 PPP loan, repayment of which is expected to be waived. This loan was to compensate the museum for retaining a full complement of staff.

As would be expected, with the museum being shut for a period, subsequent visitations being restricted and the main annual gatherings needing to be cancelled, revenue sources such as admissions, shop sales, educational programs and special events suffered most, although the creativity of the Auction and Benefit Committees raised heroic sums from virtual substitutions of the Garden Lunch and the Benefit. Membership subscriptions held up well and the museum continued to benefit from the loyal and generous support of its members and business sponsors.

Most significantly, in 2020, the museum did not require any additional support from the endowment over and above its regular draw. This is quite unusual in the museum world these days and an accomplishment for which all the staff deserve credit.

2021 is likely to be a bridge year between the COVID environment and, hopefully, a more complete resumption of activities. The museum has already received a second waivable PPP loan from the government and has been tracking very close to budget so far this year.

Now, a few words about the endowment...

Buoyed by record high US equity markets, the museum's endowment totaled [\$22.5] million as of [April 30] of this year. I am happy to report that this is an all-time peak and compares with a balance of \$18 million at the same time last year.

It is worthwhile recalling that last year was a roller coaster for equity markets, with the S&P 500 Index declining by 35% at the outset of the pandemic in March, only to recover all of that ground and more by year end as the effects of government stimulus packages kicked in and progress was made to design and test efficacious vaccines. Ultimately,

our portfolio returned 10% during that topsy-turvy year, with all of this return coming in the last quarter. This year has, so far, produced a further progression in equity returns.

While government stimulus plans and the Federal Reserve's accommodative monetary policies encourage the potential for further investment gains this year, we are sensitive to the fact that stock price multiples are elevated by historical standards and that a market pullback could occur at any time in the next 24 months. Consequently, the equity portfolio has been positioned with some additional defensive characteristics.

## **Sponsor and Business Partner Report**

Good evening, on behalf of the Board of Trustees and the entire staff, I would like to recognize those businesses who continue to contribute in myriad ways to enhance events and programming at the Museum. These generous corporate partners allow us to continue to offer a vibrant program of exhibitions, school programs, and family-oriented activities, that focus on educating and inspiring audiences of all ages through the exploration of Connecticut's rich artistic and cultural heritage.

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**All Pro Automotive & the Graybill Family**

**Atlantic Seafood Market**

**Benchmark Wealth Management**

**Bogaert Construction Company**

**Bouvier Insurance**

**Centerbrook Architects & Planners**

**The Cooley Gallery**

**Essex Savings Bank**

**Guilford Savings Bank**

**Guy's Oil Service**

**Harney & Sons Fine Teas**

**Hitchcock Printing**

**The Hartford Steam Boiler Inspection and Insurance Company**

**iCRV Radio**

**Imagineers, LLC**

**Infiltrator Water Technologies**

**Mountain View Landscapes & Lawncare**

**Norman Needleman & Jacqueline Hubbard**

**Pasta Vita**

**Pfizer**

**Reynolds' Garage & Marine**

**Stephen Stimson Associates Landscape Architects**

**WSHU Public Radio Group**

**Yankee Tree, LLC**

These companies clearly recognize and support the role this institution plays in Connecticut's quality of life by helping the Museum to maximize service to the public and to improve access to the arts. Thank you!

It is now my pleasure to introduce the Director of the Florence Griswold Museum, Becky Beaulieu.

## Director's Report

Good evening everyone, and welcome to this 75<sup>th</sup> annual meeting of the membership of the Florence Griswold Museum. Since its earliest days, the Florence Griswold Museum has prized American art and history in its interpretation of the Lyme Art Colony, as well as the artistic development of the State of Connecticut. For many years, this mission and its work fell solely to volunteers, including those who were elected to serve as Trustees. To all of the past and current trustees and volunteers of this institution, we share our appreciation and gratitude for helping to grow the Florence Griswold Museum to its current prominence. I hope you all take a moment this evening to toast 75 years of achievement, a story in which all of you play a major role.

The diligence that has served as a bedrock of the collective oversight of this museum by board and staff has perhaps never been so tested as it has been over the past year. At our annual meeting in 2020, I spoke about the resilience of the Florence Griswold Museum, and how the strong support of our community has served an invaluable role in helping us weather the pandemic. Many of our peer institutions have suffered from extended closures, from which some have not yet reopened, devastating financial and personnel losses, and an uncertain future. While the museum field will never be the same and our vision for arts institutions forever impacted by what we have learned during the past sixteen months, strong guidance from our board and tireless commitment from our staff has ensured that we are in a position of strength and stability.

When we reflect on the past year, it is a challenging time that we will surely never forget. Yet for as many difficulties as we had to face, we realized success through innovation, communication, and collaboration. We created online content for audiences of all ages, and welcomed thousands of participants, including viewers from five countries to the 2020 Samuel Thorne Lecture featuring Randall Griffey of the Metropolitan Museum of Art. Since our reopening of the Museum on July 1 of 2020, we rallied to create a space that offered our visitors comfort, ease, and security while continuing to serve our mission of the interpretation of art, history, and landscape. Never before have we so prioritized these elements of the visitor experience, and I believe these objectives will remain indefinitely. While we embraced online content and the ability to share our story with multitudes, we never lost sight of our home base, if you will, and continued to mount thought-provoking and illuminating exhibitions including *Fresh Fields: American Impressionist Landscapes from the Florence Griswold Museum*, *Expanding Horizons: Celebrating 20 Years of the Hartford Steam Boiler Collection*, and *Centennial of the Lyme Art Association Gallery*, all of which showcase the strength of our permanent and archival collections. And of course, our Robert F. Schumann Artists' Trail continues to attract people and to highlight the natural elements of our site, and is a beacon of tranquility to our community.

Whether externally facing, as in the visitor protocols enacted over the past year and the rich and abundant programming we continue to offer both online and in person, or internally focused, such as in our comprehensive systems transitions, the staff of this institution has committed itself to our work. Just as we hear stories of many of our museum colleagues struggling with job loss and institutional closures, we also learn of those beleaguered with inadequate support, ineffective communication, and overall unhealthy work climates. This team is vibrant, positive, knowledgeable, and always willing to face our challenges as a collective body in support of our mission and our community. As I have done in the past, I wish to take this opportunity to thank our staff for all that they have done and continue to do to make our museum a site of learning and a site of fun. I remain honored to work alongside you all.

On that note, I would like to mention a few of our colleagues who are celebrating work anniversaries this year. Jenny Parson, associate curator, has been with us for five years this May, and has brought us such exciting projects as the *Fragile Earth: The Naturalist Impulse in Contemporary Art* exhibition and our artist-in-residences. It has been ten years in March since Nathaniel Greene, manager of membership and individual giving, joined the Museum and in the years since he has built our membership program to new heights and built an annual benefit auction that is second to none. 2021 marks the fifteenth anniversary of the arrival of Amy Kurtz Lansing, our curator, who breathes new interpretive life into our collections and site at every turn. And in September of this year, we celebrate forty (yes, forty!) years of service by our intrepid business manager Therese Kus, whose hand is in virtually every single element of this Museum. We thank these colleagues, these friends, for their ongoing commitment to the Florence Griswold Museum.

We must also take this opportunity to express gratitude to Ted Gaffney, our facilities manager, who retires this year after sixteen years of service to the Museum. Not many of us can grasp the immense job it is to care for the property of the Museum, and Ted has done a truly masterful job of serving as steward of our land, buildings, and systems. Ted, we will miss your consistent and knowledgeable oversight of our spaces, as well as your contributions of freshly baked cookies prepared in the Huntley Brown office kitchen and clippings (sometimes of your own submissions!) of the *Financial Times* editorial pages.

It is through the efforts of these individuals, our entire staff, and the volunteers who serve on our committees, our Garden Gang and Docents, and our Board of Trustees, that we are able to herald a new chapter, both in our beloved Florence Griswold Museum and in the world at large. As of Tuesday, June 1, we are now able to open our doors to you in a way we have not done in more than a year. We are thrilled to be able to lift many of our guidelines regarding mask-wearing for those considered fully vaccinated both indoors and outdoors, social distancing, contact tracing, and in holding onsite gatherings. This is, in every way, your Museum, and we thank you for allowing

us the chance to rise to the crisis over the past year, and to be able to share fully this magnificent space again with you.

We look ahead with renewed vision, informed by what we have learned and experienced over the past year as well as the time allowed to reflect on the fortitude of this institution, as we enthusiastically welcome a future forged via ongoing planning conversations and in embrace of the voices of our community. A cultural institution that thrives during crisis is an emblem of the generosity, support, and participation of its family. With that in mind, we thank you for joining us tonight, we eagerly await gathering in person next year, and we look forward to continuing to forge the future of the Florence Griswold Museum.

## President's Report

Good evening everyone! I extend my apologies for making you all attend ONE more virtual meeting, but as we were creating the spring and summer calendar, we were not anticipating that the rollout of the vaccine would be so quick nor the lifting of State restrictions so soon. I chided Becky in January that all the Trustees would be vaccinated long before the youngest of the Museum staff and we would be gathering without them! We both agreed that as a team we would not move forward without everyone. So, endure this virtual meeting one last time and I promise to be brief. I look forward to seeing you all in person very soon.

I am also going to extend a second apology if my remarks highlight the same topics as Becky's report. We wrote our remarks independently of each other, but we have discovered over the last 12 months of working together that we have the same thoughts, often simultaneously.

I sat in my kitchen, alternately staring at my computer screen and gardens trying to gather my thoughts about the remarks that I would make today. I do not believe there is a word in the English language that describes the last 12 months. At the onset of the pandemic when the cases rose and the restrictions rolled out, we 'pivoted'. When the second wave came in the fall, we talked about 'resilience'. But what is the word that captures the essence that one has stayed the course, sailed through a storm, and emerged, with an appreciation for things once taken for granted, perhaps transformed, perhaps stronger, but certainly the understanding that adversity and change can be an ally?

How did we stay the course?

Becky set a course for the Museum that allowed visitors to safely enjoy the Museum: visiting the house, enjoying our exhibitions and gardens, and lunching at Café Flo. A flexible schedule of working remotely kept staff members safe. We agonized over virtual meetings, but we were able to operate the museum and not one staff person or volunteer got sick.

Fearing the worse financially, a Finance Working Group, a subset of the Investment Committee, met monthly with Becky and Fred to review cashflow and discuss the possibility of having to take a supplemental draw from the endowment. We successfully applied for a PPP loan. There were budget revisions. The Development Office went into overdrive. The Garden Luncheon was replaced with a raffle that netted nearly as much as the luncheon and this year's raffle will net more than any of our previous Garden Luncheons. The Benefit was replaced with Benefit in a Box and the Auction went virtual. The Annual Fund exceeded its original goal set prior to the pandemic! At the end of the fiscal year, not one person was laid off nor had their hours

reduced, there was no supplemental draw from the endowment and the museum ended its fiscal year with a minor surplus. Shout of praise to everyone who made that happen!!

The Museum did not just hunker down for 15 months. The pandemic was a time to prepare, not pause. It was a time to strengthen our foundation. We took advantage of the winter and reduced visitor capacity to install Altru, a software system that will integrate the different departments to Blackbaud Edge, our financial hub. The new system will increase efficiency, provide better reporting, and allow us to make informed business decisions.

The strategic planning process, which paused with the closure of the Museum resumed in August under the leadership of Barbara Smith. Goals were approved at the December Board meeting. The staff went to work developing strategies and tactics over the winter and the plan was completed in May. It reflects the input of the staff, membership, and the board. It is our roadmap to the future and how far we go will be determined by an upcoming Feasibility Study.

We could not have weathered this period without the support of all of you. The staff kept the Museum open and safe. They continued to tell our story, bring art into our lives, educate us, and inspire us. For many, coming to the Museum to have lunch at Café Flo and wander through the gardens or the galleries was a sanctuary, a bit of normalcy in a surreal time. This collective group deeply cherishes this Museum and whenever we asked for assistance, you were there for the Museum. Thank you, for all you have done to sustain us.

There are two Trustees who are stepping away this year and they will be missed. Helen Kriebel's term ends this year. We do not have to look to far to see how Helen and her family have supported the Museum. During her term, Helen chaired the Collections Committee. In my short time as President, I have looked to Helen for support. Her knowledge of art collecting is immense. In front of everyone today, Helen, I am going to promise you that there will be more sculpture at the Museum. George Willauer has been a member of the board since 1979. He told me his first visit to the Museum was in 1962. I was five. He served as President of the Board of Trustees from 1983-1988 and most recently served on the Planning Committee. I am delighted that the Committee of has voted to make him an Honorary Trustee. George is our cheerleader and always has been.

It is with sadness and excitement that we say 'farewell' to Ted who is retiring. Ted, retirement is for volunteering, and volunteering means you will be busier than when you were working. Have fun and please answer our texts, especially if they begin with the word 'Help!'

Last year in my remarks at the Annual Meeting I posed “How does the pandemic alter the future of the Florence Griswold Museum? I said, “With careful stewardship of our resources, both human and capital, we will survive the temporary museum closure.” We did. I said, “Sustainability and the visitor experience have always been priorities for museums and will continue to dominate the conversation in the post-COVID world,” and they are reflected in two of our goals in the Strategic Plan and they incorporate what we have learned in the past year.

What awaits is a future that interprets our mission of ‘Fostering the understanding of Art, Landscape, and History’ and shares it with a wider audience. What awaits us is collaboration with other institutions to leverage our collection. What awaits us is the continued excellence in Educational Programs. What awaits us is the OPPORTUNITY to create a larger footprint in the world-perhaps one that includes additional gallery space to permanently display the Hartford Steam Boiler Collection or larger exhibitions, one that has expanded lecture space, an accessible archival library, and a year-round Café Flo. We have endured 15 months where our steps were small. If there ever was a time to think bigger, be bolder, and march onward it is now.

Thank you all, for all you have done for the Museum. Thank you in advance for what you will continue to do. It has been a pleasure to serve you.

Onward.

## Committee on Trustees Report

Good evening, everyone. I'm sorry that we couldn't meet in person today, to congratulate our new Officers and Trustees, express our enormous gratitude to Helen Kriebel for her six-year service on the Board and as Chair of the Collections Committee, and to applaud George Willauer for his extraordinary contributions to the museum over the past 40 plus years. George is the epitome of an Honorary Trustee, a position the Board unanimously approved. Happily, we will continue to benefit from George's sagacity, experience, wit, warmth and wise counsel in the years to come.

This last year has made identifying and cultivating potential trustees a bit of a challenge, with opportunities for in person meetings few and far between. In spite of this, we are delighted to be proposing two outstanding people to join our Board. I am grateful to my fellow members of the Committee on Trustees for all of their thoughtful, while socially distant, efforts in putting together this slate of Officers and Trustees.

I look forward to our July Board meeting, the first one to be held in person since March of 2020. It will be a wonderful opportunity to celebrate not only this year's new slate, but also the four trustees who joined our Board last year.

I now present to you the slate of Officers and Trustees for the year 2021-2022:

Officers:

Deborah Moore, President; Lee Pritchard, 1st Vice President; Jane Rapport, 2nd Vice President; John Noyes, Secretary; Deborah Butler, Assistant Secretary; Andy Baxter, Treasurer; Paul Holt, Assistant Treasurer; Kevin McGlinchey, Counsel

Term Trustees, for three-year terms:

First term: Carla D'Arista

Second term: Sally Lawrence and Katie Tuttle

Continuing Charter Trustee, for three-year term:

Frank W. (Ted) Hamilton, III

Honorary Trustee

George Willauer

I would like to share with you brief summaries of the exceptional qualifications of Kevin McGlinchey and Carla D'Arista.

Kevin earned a BA in History from Yale University and his JD from Catholic University of America. He has lived in Old Lyme for many years with his wife and three

children. He is licensed and admitted to the Connecticut Bar, but has spent the past 20 years in the field of information technology. He is currently working at Accenture, where he is involved in leading service definition and contract process for complex outsourcing agreements. Kevin's practical legal mind will be of great value to the Executive Committee.

Carla and her husband recently purchased a home in Old Lyme, where her mother has lived for the past 30 years. Carla earned a BA from Barnard College in Comparative Literature and Philosophy. After a 17 year career in investment banking, Carla embarked on what turned out to be 13 years of graduate studies, earning a Masters Degree in European Studies and then her doctorate in Art History and Architecture. She is the author of The Pucci of Florence: Patronage and Politics in Renaissance Italy.

May I have a motion to approve the proposed slate.

May I have a second.

All in favor.

All opposed.

The 2021 slate for the Florence Griswold Museum is approved.

And now it is my great pleasure to turn the stage back to Deborah Moore for some concluding remarks.