Minutes
Metro Arts Commission
Executive Committee
June 10, 2026
2:00 P.M. - 3:00 P.M.
Metro Southeast Building
1417 Murfreesboro Pike
Nashville, TN 37217

METRO ARTS MISSION:
Drive an Equitable and Vibrant Community through the Arts

Committee Members: Campbell West (Chair), Tre Hardin, Heather Lefkowitz, Shawn Knight & Ashley Bachelder (Interim Executive Director, ex-officio)

Metro Arts Staff: Vivian Foxx, Capri Harston

A. Welcome and Call to Order

The meeting was called to order by the Chair at 2:05 p.m. Vivian Foxx called roll and confirmed quorum.

B. Public Comments

No public comments were submitted in person or online.

C. Approval of Minutes: May 20, 2026

A motion was made to approve May 20, 2026 meeting minutes by Commissioner Lefkowitz and seconded by Commissioner Hardin. Motion passed.

D. Financial Report

Capri Harston presented the monthly financial report, documenting that Metro Arts remains in good financial standing. The department is currently operating with a surplus, largely due to salary savings driven by vacant positions that were filled throughout the year. The budget is structured to not allocate salary savings to other operational costs. As the department nears full staffing, the salary/fringe line is expected to be noticeably smaller next fiscal year. Unspent funds at the end of the fiscal year will be returned to the general fund.

E. Discussion Items

1) Recommendation to Remove and Temporarily Store *Soundboard Slider*s Bike Rack

With no objections, Chair West stated the committee would adjust the order of the listed agenda items to take up the bike rack recommendation first, followed by the Executive Director evaluation.

Public Art Collections Manager Anne-Leslie Owens presented a recommendation regarding *Soundboard Sliders,* an artist-designed bike rack created by artist Duncan McDaniel, located in the public right-of-way on 12th Avenue South in front of the former 12 South Taproom. The property is being redeveloped, and the new construction will extend to the sidewalk; substantially changing the site making it no longer compatible as a location for the bike rack. The site is currently an active construction site. This creates an urgency to remove the bike rack to avoid risk of damage. The Executive Committee is being asked to approve the removal of the bike rack, in lieu of full Commission approval, given the time-sensitive need to protect the artwork.

Anne-Leslie explained that staff would facilitate the removal and temporary storage until a new placement location is confirmed. The property owner will be required to donate to the Percent for Public Art Fund an amount equal to the cost of removal, storage, and reinstallation, and not to exceed $10,000. Staff will coordinate details with all required stakeholders, including the artist, property owner, NDOT, WeGo, Parks, Metro Council, Finance, and others.

> ***A motion was made to approve removal and temporary storage of the* **Soundboard Sliders** *bike rack, contingent upon the property representative's commitment to make a donation to the Percent for Public Art Fund equal to the cost of removal, storage, and reinstallation, and not to exceed $10,000 by Commissioner Knight and seconded by Commissioner Lefkowitz. Motion approved.***

2) Executive Director annual evaluation

Chair West stated that the bylaws instruct the Executive Committee to conduct the annual evaluation of Executive Director each year. Chair West stated that the evaluation is based on Director Bachelder's self-evaluation, individual feedback submitted by each committee member, and input from Metro Arts team leads.

Chair West summarized Director Bachelder's strengths as:

- Strong grant management and public/community outreach, including consistently positive feedback from artists and members of the public about her responsiveness and accessibility.
- A high degree of transparency, communication, and an open-door policy with staff, commissioners, and external partners.
- Steady, stabilizing leadership that has been adaptive and relational through an extended period of heavy workload and organizational transition, including an intention to bring joy to the work.
- Successfully onboarding of several new staff, including an approach of walking together and helping people understand the what and the why and a commitment to providing hands-on support.

Growth areas included:

- Finding ways to delegate operational work so she can focus more time on big-picture executive-level responsibilities. It was emphasized that Director Bachelder is often still "putting out fires" much of her time and still holding a heavy workload as staffing is still not at full capacity.
- Prioritizing self-care and guarding against burnout.
- Time management given the volume of competing demands on her role.

Committee members discussed and offered additional comments, including:

- Ashley's composure, clear decision-making, and communication in high-pressure settings has been an asset to help guide Commissioners to where the work needs to go.
- Ashley's high level of initiative, dependability, and commitment have helped articulate, set, and advance the Commission's priorities.
- There is measurable improvement in working relationships with other Metro departments, Metro Council, and Commission.
- The Commission and staff are still living in the wake of years-long challenges. Work should continue to tackle big conversations about the environment and restorative work that is needed. This is not the sole responsibility of the director alone.
- Overall, the committee emphasized the value of the work that Director Bachelder has carried and moved forward in the last year as foundational for the success that the Commission has had in the last year.

Interim Director Bachelder stated that she is not requesting a merit salary increase. The Chair will consolidate committee members' feedback with the self-evaluation and this discussion, share the summary with the full Commission, and submit it to Metro Human Resources.

A motion was made to empower the Chair to consolidate the self-evaluation, committee feedback, and this meeting's discussion into a summary evaluation, share it with the full Commission, and submit it to Metro HR by Commissioner Knight and seconded by Commissioner Lefkowitz. Motion passed.

F. Chair's Report

Chair West reported on a recent meeting with Metro Human Resources and Metro Legal regarding the timeline for the Executive Director search and interim employment decisions about current Interim Director Bachelder's role. She emphasized that the reasons for not starting a director search so far have been based on benchmarks driven by the department's work, not by Human Resources. Chair West stated that the recent discussion confirmed that the Commission, as the appointing body for the Executive Director, has full discretion over next steps. Options that were discussed include continuing as-is, initiating the director search, or extending the interim appointment for a defined period. Metro Human Resource Director Hall is expected to attend the next Executive Committee meeting to answer questions. The committee would then bring a recommendation to the full Commission.

G. New Business

Vivian will be reaching out to commissioners about upcoming availability, due to concerns about quorum in upcoming meetings.

H. Adjourn

Meeting adjourned at 3:00 p.m.

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