



HAMILTON ARTISTS INC.

**ANNUAL REPORT 2018–2019**



*UNSTUCK* pop-up collage exhibition. August 9, 2019. Photo: Kayla Ann Le Franc

## BOARD CO-CHAIRS

MARY PORTER and SALLY MCKAY

Hamilton Artists Inc. has been a busy hub of activity this year. Objectives outlined in our Strategic Plan—to engage with our communities; to foster and facilitate artists’ participation in national and international art discourses, and to increase organizational capacity and improve operations to ensure future sustainability—have guided our many exhibitions, programs, and events.

As the year winds down, it’s rewarding to reflect on the growth of the organization and acknowledge the contributions of the community that supports the Inc.

It has been a whirlwind of diverse art activity, all of it stimulating, thought-provoking and conversation-starting. Abedar Kamgari, our Programming Director, is brilliant and unbelievably hard-working, infusing all of her efforts with critical analysis and integrity. As the financial report indicates, we are ending the year on a strong note, and we are looking forward to 2019-2020 with confidence. Our Executive Director Julie Dring has been steering operations and building organizational capacity with unflappable good-humour, acute attention to detail and a clear-eyed focus on the financial health of the organization.

The Inc. strives to engage with diverse communities and we feel lucky to have had the opportunity to work with Communications and Outreach Coordinator, Mashal Khan. She has brought an unprecedented warmth and generosity of spirit, helping to forge new partnerships, engage volunteers and make the Inc. a space where many feel welcome. We are sad to say goodbye, as Mashal is leaving this position, and we wish her

all the best in her new endeavours.

We are thrilled to welcome Jasmine Mander, who has just stepped into the role of Communications and Outreach Coordinator. Jasmine did an amazing job as the coordinator for the Inc.’s Incoming! Project earlier this year and is familiar with the organization and our outreach mandate. She is an arts administrator and visual artist born in Hamilton, Ontario. Jasmine is a graduate from the University of Waterloo where she studied Fine Arts & Business, and has worked for various art organizations such as the University of Waterloo Art Gallery, the McMaster Museum of Art, and most recently as the Program Coordinator, Community Outreach for the Living Arts Centre.

As a board, we’ve had many discussions about how our community has to do better when it comes to creating healthy and fair work conditions for arts workers. While there is still a way to go, we have prioritised improving salaries, offering benefits, implementing new performance review approaches, reevaluating our policies and procedures, and encouraging staff to seek out more professional development and mentorship opportunities. By investing in our dedicated and talented staff, we benefit through greater organizational stability.

In November of 2018, the federal government passed a motion to clearly allow charities to engage in non-partisan political activities without jeopardizing their charitable status. This reassuring news allows us to better engage with our communities through advocacy and public acts of solidarity in addition to our programming. In April we hosted Pressure

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**BOARD CHAIRS** continued  
MARY PORTER and SALLY MCKAY

Points, a 2-day public symposium about gentrification and the arts in Hamilton. The event was a success and a working-group was formed. They are continuing the conversation and building community connections of solidarity among those whom gentrification is impacting the most.

In June we published an open letter to the major, joining in solidarity with many arts organizations across the city to demand an end to the tolerance of hate groups in Hamilton.

A capacity grant from the City of Hamilton allowed us to provide Anti-Oppression and Anti-Racism training for the board and staff. This grant funded a researcher, Mashal Khan, to investigate best practices for outreach and conduct widespread (paid) consultation with artists and arts workers who have expertise in dismantling systemic barriers.

These are just some examples of new ways that the Inc. can engage communities in addition to our vast breadth of exhibitions, performances, public artworks, screenings, professional development workshops and other public events.

Each AGM is an opportunity to acknowledge the work of our board whose commitment, expertise, and contributions help make this space a truly collective endeavour. The tenure of Kaylyn Roloson, Mark Prier, and Clay McCann ended this year and we are very grateful for their contributions! We're also happy to welcome the incoming new directors: Adrienne Crossman, Danica Evering, Sarah Sproule, Shauna Taylor, and Tara Westerman.

We are so grateful to all our wonderful staff, our dedicated board-members, our generous volunteers, our committed membership, the audiences and event participants who come through our doors and the many incredible artists who share their work with us.







*Winter Garden, Mere Phantoms.* March 30 – May 11, 2019. Photo: Abedar Kamgari

## EXECUTIVE DIRECTOR

JULIE DRING

After serving a full year as Executive Director and I am so honored to continue to be part of this growing, energetic organization. The Inc. has achieved many successes in 2018/2019; financial stability has allowed for us to receive our first credit card, introduce employee health benefits for permanent staff, and increase staff hours. Our efforts to expand capacity were successful — as memberships increased by 25%; community donations, new sponsorship objectives, and fundraising initiatives all exceeded revenue targets; and our facilities rental program brought in a steady amount of income throughout the year. I am confident that the year to come will achieve similar successes of this scale.

In 2019 Hamilton Artists Inc. was awarded a Capacity Grant through the City of Hamilton for a research project to build on our commitment to anti-oppression, anti-racism, equity, diversity and accessibility, as well as increase our outreach and communications initiatives to the community at large. As this project comes to an end in 2019, I am enthusiastic to see what initiatives are derived from the research, and how it will shape the future of Hamilton Artists Inc.

Looking forward into the year to come, I am proud to over-see an archives project to inventory, re-house and digitize our in-house archives consisting over more than 50 boxes of archival materials. As we celebrate our 45th anniversary in 2020, this project arises at opportune time for our organization. This project aims to increase access to the Inc.'s invaluable

institutional history, as our archives hold a rich knowledge of the local arts scene from the past half century.

Furthermore, I am so thrilled to report that Hamilton Artists Inc.'s past few years of hard work and initiatives have now been recognized at the national level, as we are the proud recipient of the 2019 Lacey Prize awarded by the National Gallery of Canada. This newly established Lacey Prize recognizes and celebrates the activities and impact of small arts organizations and artist-run spaces in Canada — in particular their contributions to emerging and experimental practices, and the role they play within their local communities. The prize comes with a cash award of \$50,000 and funds will be used to continue to provide quality, risk-taking, and free programming to the Hamilton community. We excitedly await a visit from the National Gallery of Canada's Curator of Contemporary Art in 2020 to formally present the award.

I can say with confidence that my first year at Hamilton Artists Inc. has been incredibly busy, but none-the-less rewarding. I look forward to both expanding our existing efforts and taking on new initiatives in the year to come. Thank you so much to the staff, board and volunteers for their tireless efforts and endless care for this organization. Our team is small, but our accomplishments are large.







*All in One Place*, **Jordi Alfaro, Bassem Alshamali, Cesar Correa Cordoba, and Salwa Issa.** Curated by **Jenna Shamoon**  
August 31 - October 28, 2017. Photo: Mashal Khan.



IGNITION 7, **Deeshani Fernando, Katherine A. Laird, Audrey Pearson.** February 2 – March 9, 2019. Photo: Mashal Khan



## PROGRAMMING DIRECTOR

ABEDAR KAMGARI

I cannot believe that twelve months have passed since our last AGM. The past year has been a particularly busy one here at the Inc. I am proud that we have supported and engaged so many artists. We hosted an exceptionally high number of events, saw a significant rise in submissions to our open calls, a spike in new memberships, and increased attendance at all programs.

Our programming is split across two main tiers: our exhibitions and public programs. In the following paragraphs, I will describe some of the ongoing and new initiatives that made 2019 such a memorable year.

In our Cannon Gallery, we kicked off the year with the annual *Ignition* award exhibition in partnership with McMaster University, which provides a launching pad for the careers of Hamilton's next generation of emerging artists. We recognized three amazing graduating Studio Art students, Deeshani Fernando, Katherine A. Laird, and Audrey Pearson, who have remained involved at The Inc. and the local art community.

In the spring, we presented a never-before-exhibited body of work by the Montreal-based, internationally-exhibited artist duo Mere Phantoms (Maya Ersan and Jaimie Robson) whose intricate paper cutouts enticed and mesmerized visitors of all ages. A partnership with the Art Gallery of Hamilton allowed us to share the magic of Mere Phantoms' *Winter Garden* with new audiences through a hands-on talk and tour event called Paper Trails.

We mounted an ambitious solo exhibition by Cole Swanson titled *Devil's Colony* in the summer, which included photography, performance, sound, video and installation. Swanson's project, developed over 3 years in conversation with the Inc., unpacked his recent research into Toronto's infamous cormorant colony and the birds' relationship with their human neighbours. We activated Devil's Colony further through an afternoon talk between Swanson and Dr. James S. Quinn, in partnership with Environment Hamilton.

Our fall exhibition, *To see and see again*, explored the desire in artists who have experienced displacement to want to visit or revisit a lost place of origin – in physical, psychological or even metaphorical ways. Curated by me, the exhibition included photographs, video and performance by artists Jana Omar Elkhatib, Alex Jacobs-Blum, Rajee Paña Jeji Shergill, Felix Kalmenson, Jinyoung Kim, and Zinnia Naqvi. Auxiliary programming accompanying *To see and see again* included two live performances by Elkhatib, a panel discussion with Jacobs-Blum and Kim, and a performance-reading by Kalmenson.

In conjunction with the exhibition, we also invited Elkhatib to be our performer-in-residence. We gave her complete freedom to use our space as her studio to research, write and develop performances. An article written by Razan Samara for Canadian Art expands on Elkhatib's residency at the Inc. and the connection between her writing and performance practices. In 2019, our Cannon Gallery exhibitions have continued to

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**PROGRAMMING DIRECTOR** continued  
ABEDAR KAMGARI

support sustained artistic exploration, research, and risk-taking, and provided our audiences with critical, cutting-edge art from regional and nationally-based artists.

In 2019, we programmed four exhibitions in the James Gallery, our dedicated members gallery. The first exhibition of the year, *All in One Place*, showcased work by Jordi Alfaro, Bassem Alshamali, Cesar Correa Cordoba and Salwa Issa. Curated by Jenna Shamoon as part of our Incoming! project for refugee, newcomer and immigrant artists, the exhibition allowed us to forge new connections and provide opportunities for artists new to Canada, for whom access to professional art spaces can be challenging due to language, culture and other visible and invisible barriers.

Next, we presented multimedia sculptures, textiles, bookworks, and drawings by artists Zahra Baseri, Yasmeen Nematt Alla, and Arshia Salesi. Their exhibition titled *What we know to be true*, revealed, questioned, and criticized dominant power structures and the status quo. Joshua MacDonald and Maria Simmons' multimedia sound installation, *Cadence*, straddled the line between machine and sensory being. Created using organ pipes salvaged from a historical building in Hamilton, the artists re-configured the main components of an organ — the air supply, bellows, and pipes — to activate electronically in response to sound. *Minding the Archive*, our fall exhibition in the James Gallery, featured works by Derek Jenkins, Alex Murphy and Tyler Matheson, who each draw on personal archives to question the politics of remembrance, heteronormativity,

authority and the passage of time. As always, all of our exhibitions were accompanied by critical texts written by regional writers. All publications are available in print at the gallery and as digital downloads on our website.

Our exterior platforms, such as the Cannon Project Wall, provide yet another venue for artistic activity. We mounted Vanessa Maltese's site-specific installation *Same corner, same juys, same line of work* (Curated by Caitlin Sutherland) in September 2018. Vanessa's work looked at the history of The Inc.'s current location — a site that previously housed the longstanding, family-operated Jerry's Man Shop — to probe the complex and entangled effects of urban development, and what these changes can mean to and for the people of a city. This spring, we partnered with AKA artist-run and PAVED Arts for a three-way National Billboard Exchange. AKA and PAVED selected artist Catherine Blackburn to exhibit on our Cannon Project Wall for a year starting in June 2019. Our programming committee chose Meghan Price and Janet Wang to mount two projects on their billboard in downtown Saskatoon in summer 2019 and summer 2020 respectively. Blackburn's installation, *Narhi Wasagabiich*, honours Indigenous matriarchs by celebrating traditional garment-making and adorning: practices that express women's care for their families and communities. Another exciting exterior update is our new sandwich board designed by local illustrator and artist Mariel Rutherford!

Last November, we mounted an additional banner on our exterior James Street Wall. This new platform, named the James Wall Banner, is dedicated

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**PROGRAMMING DIRECTOR** continued  
ABEDAR KAMGARI

to new committee initiatives that prioritize artists from equity-seeking groups and unique community engagement projects. A collaborative drawing by immigrant youth developed in a workshop with Richard Rivera and Melissa Charles as part of Centre[3]'s [Nu]Links program, was the inaugural project mounted on the banner in partnership between our two organizations. In June 2019, we worked with Hamilton Public Library to host a spray painting workshop for youth in our ArcerlorMittal Dofasco Courtyard led by Clear Eyes Collective. The colourful banner produced by the workshop participants is the second banner installation on our James Street wall.

Aside from the new banner, our NEW Committee implemented other key initiatives to engage and serve groups of people who are currently underrepresented at The Inc. The Incoming! program for refugee, newcomer, and immigrants greatly surpassed our goals in terms of attendance and participation. Stylo Starr's three-part workshop series, *UNSTUCK*, encouraged participants to come together to make collages while process creative, social, and emotional blocks through artmaking. Starr's workshops were extremely popular, with more than 40 participants diligently attending every session! We showcased the final collages in a pop-up exhibition in our entrance foyer during the August Art Crawl. Other special projects included a Comedy Night hosted by Master Race Debaiters, who unpacked race and politics from the perspective of Black Canadian comedians. I will let you read more about these in the NEW Committee report.

We continued to present contemporary video and film through our Outdoor Screening Series and *Photophobia: Contemporary Moving Image Festival* this summer, and witnessed a significant increase not only in the number of people who attended but also in the number of artists who apply for them. We have been receiving Photophobia submissions from around the world, including from China, Norway, Germany, United States, Japan, and England. Our free Professional Development Workshops for local artists continue to garner interest and demand, and we're excited to be able to offer them again next year. These programs allow us to expand our reach into the community through key partnerships, including ongoing relationships with imagineNATIVE Film and Media Arts Festival, SAVAC (South Asian Visual Arts Centre), Art Gallery of Hamilton, and many others.

I am also pleased to report on our *Pressure Points: Gentrification and the Arts in Hamilton* program which took place in April. Pressure Points was a two-day event exploring how gentrification has been unfolding in Hamilton and the complex role of the arts community in that process. Through performances, talks, discussions, and youth-led initiatives, *Pressure Points* examined the systemic roots of urban injustices and economic disparity, and aimed to forge points of solidarity between affected populations and their allies. *The Hanging*, an immersive and interactive play written by Radha S. Menon based on verbatim text collected from the Hamilton Rent Strike interviews and recordings at Landlord Tenant Board hearings in Hamilton, kicked off the event on Art Crawl night with four performances in courtyard by Red Betty Theatre and

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**PROGRAMMING DIRECTOR** continued  
ABEDAR KAMGARI

Hamilton Aerial Group. Other highlights included a zine titled *Survival Guide to Gentrification* created by youth in the RE-create Outreach Art Studio, the participatory *Recipe Cards* activity designed and led by the Workers' Arts and Heritage Centre's youth council members, and an incredible *Tiny Town* project created by kids over two days at the Inc. with facilitator Annie Webber. Throughout the evening, we also invited visitors to attend exhibition tours of *Winter Garden*, *What we know to be true*, and *Same corner, same juys, same line of work* led by our staff. We also partnered with the organizers of GAGED (the Gathering on Art, Gentrification and Economic Development) to develop a gentrification glossary with collaboratively-sourced definitions from many contributors. This publication serves as a powerful educational tool which can be used in classrooms and workshops. Copies are available at the gallery free of charge.

Our full day of *Pressure Points* programming took place on Saturday April 13. The day started with two panel discussions: *The Nuts and Bolts* and *Stakes and Strategies*, and finished with creative reflections led by local artists through our *Collective Power* session. Also as part of *Pressure Points*, we invited Danielle Boissoneau to be our writer-in-residence. Boissoneau has developed an incredible suite of poems and creative writing responding to gentrification in Hamilton, which will be published in print and online next year. A working group has been developed following the event, to allow interested individuals to continue researching and finding creative ways of addressing gentrification and the housing crisis in our city.

Lastly, I must mention that our annual call for submissions is currently open. I want to encourage all artists, curators and writers to take a look at the opportunities and consider applying. We will accept submissions in a variety of formats to hopefully make it easier for everyone to access these opportunities. Two drop-in sessions have been scheduled for December 14 from 2:00-4:00pm and January 8 from 6:00-8:00 pm where applicants can receive one-on-one help on their in-progress submissions from our staff. Please do not hesitate to chat with me if you have any questions about the submissions process.

I would be remiss not to mention *SWARM*, our annual members' exhibition, which has been a longstanding tradition at the Inc.! This exhibition is one of the biggest highlights of the year. It is always a thrill to see all the new works created by our members, and a fun challenge to figure out how to fit them all in our space! As I look back on this year, I am grateful for the people who have helped make it all happen: our staff and board, our interns, co-op students, volunteers, our committee members and members at large, our community partners and donors, and of course, our artists. Thank you to you all for your contributions, your dedication, and your trust!





*What we know to be true*, **JZahra Baseri, Yasmeen Nematt Alla, Arshia Salesi**. March 30 – May 11, 2019. Photo: Abedar Kamgari





*Photophobia: Contemporary Moving Image Festival, August 10, 2019, 8:30 – 11:00. Photo: Kayla Anne Le Franc*





*Devil's Colony*, **Cole Swanson**. June 8 – August 10, 2019. Photo: Abedar Kamgari

## PROGRAMMING COMMITTEE

BOJANA VIDEKANIC

Current Programming Committee Members are: Laura Marotta, Teresa Carlesimo, Carmela Laganse, Kiera Boulton, Nedda Baba, Nicole Clouston, Abedar Kamgari as PD and Bojana Videkanic as Chair.

This is my second year on the programming committee, and we have seen exciting new exhibitions and moves towards accessibility and inclusion. The programming committee has met several times during the year for various projects and juries, and has successfully juried exhibitions for our upcoming programming season. We've had three jury meetings for Cannon and James in the first half of the year, have met in the Fall, and are planning for the next jury meeting in January 2020. The committee has done both jury work and policy work on the documents that are used in programming activities.

In response to the work with the New Committee and conversations internal to the Board, and between myself and Abedar Kamgari, the programming director, we have worked on the wording of the Call for Submissions to make the language of the call more clear, simplified, and as barrier-free as possible. This work also involved adding a digital application so that those who wish to apply can do so with a help of an online form. This way there will be multiple options for submitting applications which will, we hope, increase the number of artists and curators applying. Work on the Call for Submissions will continue in the next year.

We have also worked on the Programming Policies document to make it more transparent, clear, accessible, and equitable. As with the Call for

Submissions the Policy document is a work in progress.

An important part of the work that the Committee has done was to think about the ways in which the Inc. can work more proactively on creating ties with Indigenous artists, organizations, and communities in our area. As a result of those conversations the committee is working on a proposal to have a designated slot for indigenous exhibition at specific times in the programming schedule. This proposal is in the works and will be discussed further in our next programming meeting.

Finally, the committee, with Abedar's leadership, will also consider simplifying and clarifying an artist exit survey to make it easier to navigate, and provide responses from artists that can be useful for our functioning in the future.

The committee has also helped with the Gentrification Symposium organized in April of this year which was an excellent opportunity for collaboration and support for work of other organizations in the city. Abedar has spearheaded that initiative and has worked very hard on the symposium. Committee members have also helped with mentoring and development of young artists and curators. In conclusion, of this entire year, we were able to support the work of the Programming Director, and were able to help out with the functioning of the gallery.







*The Hanging*, **Red Betty Theatre and Hamilton Aerial Group**. April 12, 2019. Photo: Abedar Kamgari

## SPECIAL EVENTS & FUNDRAISING

MARK PRIER and SHAUNA TAYLOR

2019 was a very busy year for the Special Events & Fundraising Committee. Our committee continues to put on a whole slate of events for our members and community, all the while raising much needed funds for the Inc. 2019's events included:

Inc. Squared kicked things off, exhibiting the work of our talented membership and friends, and inviting the community in for a party. With this edition, we moved the date to June, and we involved high school art students from Ancaster High. We plan to continue this partnership going forward. The works were sold for \$100. Our multiple this year was by local Laura Marotta, which were also priced at \$100. Democracy catered the event, while our bar brought affordable beer from Together We're Bitter and gin from Willibald Distillery into Hamilton. In addition to the artwork, there was a silent auction again this year, and DJ Osito provided excellent music for the event.

CraftMart\* has been replaced by our new art fair with a different approach and focus: Quirky AF | Art Fair. This new event happened November 8-9. This event brings in funds for the Inc. through table sales, a raffle basket, and selling Inc. wares. Quirky AF | Art Fair has been designed to bring all sorts of peculiar and unconventional wares into the Inc., and to also help encourage crafters and designers across Hamilton and the surrounding area who are making whimsical, experimental, political or all-around bizarre work. There was a new reduced fee structure for tables, vendors could apply for full or half tables (bringing down fees for emerging vendors), and financial aid

was offered for the first time, helping offset the financial costs for a few vendors for whom the fees are a financial burden, allowing the event to be accessible for as many community members as possible. A carefully-curated group of artisans were selected by our jury to sell their wares during Art Crawl and the following day.

Last, but certainly not least, was SWARM, our annual unjuried group show for members. SWARM helps bring our membership into the gallery spaces to show off their work alongside their peers. Not to mention, it's an awesome celebration that has included karaoke and dancing in the past. It's how the Inc. makes sure that our members feel appreciated!

The committee has welcomed new co-chair Shauna Taylor, who shares duties with Mark Prier as Committee Co-Chair. Committee co-chair Kaylyn Roloson left the committee earlier this year, having worked hard for us for many years. We wish her the best and thank her for all her enthusiasm, drive, and help. Also, Mark Prier will be stepping down as co-chair after SWARM, but will remain on the committee. As always, we want to thank our volunteers, membership, and community for continuing to support the events at the Inc. We couldn't do any of this without you!







*Pressure Points: Gentrification and the Arts in Hamilton. April 12-13, 2019. Photo: Mashal Khan*



## DEVELOPMENT COMMITTEE

CHRISTOPHER MCLEOD

Looking back at last year, we have had success at achieving the goals we set out for ourselves in developing a new sponsorship package and advertising opportunities, updating our donation forms, reviewing corporate memberships, and hitting our target for new sponsorships of \$2000. We actually exceeded the target thanks to Astrodog Media (\$500), BLR LLP (\$1500) and Next Steps Planning (\$1500). Julie Dring should be especially thanked for bringing in these new sponsors. Thank you, Julie! For the current fiscal year our target for new sponsorships will be raised to \$2500.

We also created a Sponsor Appreciation document that has been distributed to sponsors for our gratitude of their gifts. We renewed sponsorships with Mohawk College and McMaster University. Held a donor's appreciation event, "Cheers to the Years" on October 5th when we launched the Annual Giving Campaign (Oct 5- Dec 7), and we brought in several new in-kind sponsors (see the sponsors/donors part of the report). Additionally, we are now a member of the Hamilton Chamber of Commerce, a great networking opportunity.

We have started using new software called DonorPerfect to assist us in keeping track of our campaigns for support. The software is subscription based and very affordable. What's more important is that this software lets us track all of our campaigns in an organized fashion so the Hamilton Artist Inc. has a detailed record that future board members can access and review.

### Sponsorship Focus 2020

We are excited this year to have a strong subject to focus on in developing new sponsor relationships. Our focus this year is on the archives! The Hamilton Artist Inc.'s archives are a Hamilton treasure. So many stories about the people, places, struggles, and successes that has brought us to this point today. And those '80s clothes! Who knew.

There are so many ways that we can work to develop the archives to ensure that they are safe and shared with future generations. Simple items like better shelving, archival quality storage and photo boxes, and digitizing analog documentation cango a very long way in preserving these materials. We have also partnered with the Building Cultural Legacies (BCL) project to publicly publish digitized materials for free. The [buildingculturallegacies.ca](http://buildingculturallegacies.ca) website is an existing digital storytelling archive that covers the visual arts in Hamilton between 1950-2000. These are great years for the Inc., and the BCL project already has a page telling origin stories that are the Hamilton Artist Inc.

Please have a look at [www.theinc.ca/our-sponsors/](http://www.theinc.ca/our-sponsors/) to see if there are any specific areas you would like to support. From shelving, archival photo books, to the publishing of a sponsored page on the BCL website, there are lots of ways to get involved.

We are looking forward to expanding our development committee, continuing relationships with our current sponsors, and bringing in new sponsors in the year to come. For those interested in discussing the committee, please contact Christopher McLeod at [mail@christophermcleod.ca](mailto:mail@christophermcleod.ca).





*Cadence*, **Joshua MacDonald and Maria Simmons**. June 8 – August 10, 2019. Photo: Abedar Kamgari





*Comedy Night at The Inc. with Master Race Debaiters, **Gavin Stephens, B Black, Tim Blair, Surer Qaly Deria** (Surer Qaly Deria pictured). September 27. Photo: Abedar Kamgari*

## **FACILITIES COMMITTEE**

DAVID PERRETT

Facilities at Hamilton Artists Inc. are generally in good repair with some exceptions. The primary area of concern this past year was the condition of the roof, specifically above the entrance to the building on James St. N. After our Executive Director Julie Dring took our concerns to the architect the original contractor was convinced to warranty the work and the roof was repaired free of charge.

Internally, there is some damage caused by the leaking roof to the drywall and paint. Julie has been investigating funding.

We also executed an alteration to the door of the south bathroom, though we still need to make some modifications to the latching mechanism to achieve a better closure.

Our facility is vital to our ability to present quality programming and host community events. A huge thank you to our staff for all their efforts to keep the place safe, clean, and well maintained!







*Minding the Archive*, **Derek Jenkins, Tyler Matheson, Alex Murphy**. September 4 – November 2, 2019. Photo: Grant Alan Holt



## NEW COMMITTEE

SALLY MCKAY

The NEW Committee was founded in 2017 to guide The Inc. toward better practices of equity and inclusion. Current members include Carmela Laganse, Sally McKay, Taien Ng-Chan and Charlie Starr. We consulted on The Inc.'s Strategic Plan, and had input into the formation of the position of Communications and Outreach Coordinator to better help us serve all of our communities.

### New Committee Initiatives in 2018-2019:

**Incoming!** A program for Immigrant, Newcomer and Refugee Artists: The NEW Committee secured a Multicultural Community Capacity grant from the Ontario Ministry of Citizenship and Immigration to fund this special program for immigrant, new comer and refugee artists. Jasmine Mander and Jenna Shamoon were hired to organize professional development workshops, curate an exhibition for the James Gallery, organize a meet-and-greet connecting new comer artists with art professionals in the region, and establish an ongoing mentorship program. This programming took place in the winter and early spring. In the fall we hosted an informal gathering to check in with Incoming participants and mentors. We realize that truly effective support of marginalized artists requires a sustained investment and ongoing engagement. We are very happy that the Inc. is applying for funds to keep Incoming going and grow the program.

**Comedy Night at the Inc. with Master Race Debaters:** In the fall of 2019 we partnered with Master Race Debaters — a comedy podcast about race, politics & pop culture, from the perspective of Black Canadian comedians — to host an evening of stand-up by black comedians at the Inc. This light-hearted event raised our spirits and introduced a comedy audience to the Inc. The comedy was followed by a screening of Cinema Politica's shorts program, *The Next 150: Documentary Futurism* ... a wonderful pairing.

**The Reception: The Reception** was a two-day symposium intended to provide opportunities for shared learning and networking in the arts, specifically focused on BIPOC (Black Indigenous People of Colour) artists and cultural producers. We partnered with COBRA (Coalition of Black and Racialized Artists), Centre 3, and The Socrates Project at McMaster University, and NEW Committee members served on the steering committee and collaborated in the organization of this ambitious event. Funds were administered through Centre 3. The symposium launched on the evening of Nov. 29 with a performance by Paul D. Miller (aka DJ Spooky) at McMaster University. Nov. 30 was an action packed day at the Spice Factory including a workshop on TRC recommendations; workshops to provide mobilizing and allyship strategies for BIPOC artists and arts workers, tools for self-assessment for arts organizations; a catered dinner



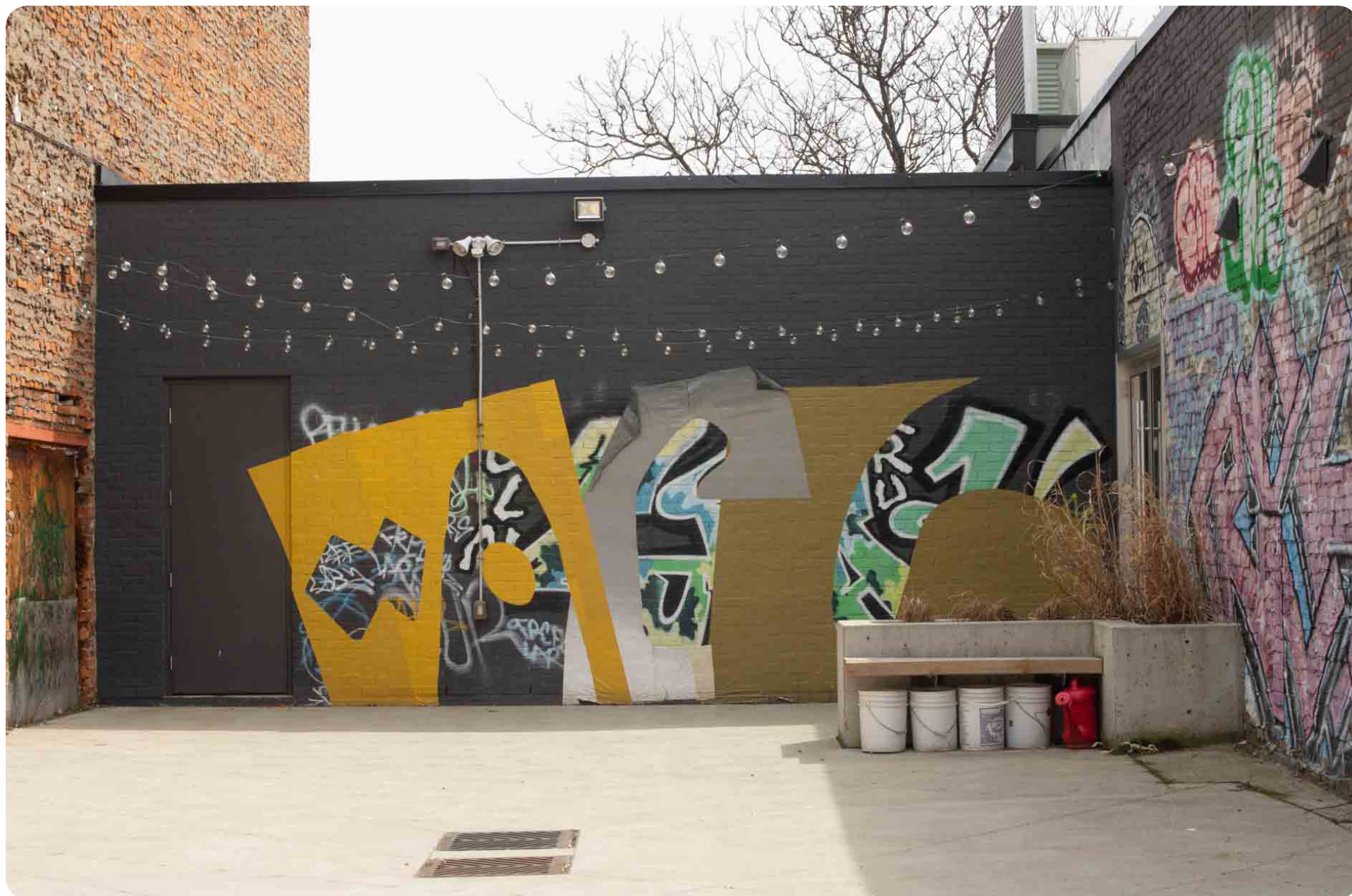
## **NEW COMMITTEE** continued

created by Karonhya Katste, a mixed Haudenosaunee Mohawk woman of White Pines Catering and experiential knowledge teacher and storyteller, performances by Red Betty Theatre and artist Kiera Boulton; and an evening dance party featuring Shanika Maria, Mother Tareka, an additional performance from DJ Spooky, and DJ Shub. Sponsors and collaborations include The Canada Council for the Arts, McMaster University (SOTA), The Socrates Project, York University's Cinema and Media Department, The Spice Factory, The Hamilton Philharmonic Orchestra, and McMaster University Choir McMaster University (SOTA), The Socrates Project, York University's Cinema and Media Department, The Spice Factory, The Hamilton Philharmonic Orchestra, and McMaster University Choir.

The NEW Committee is encouraged to see that strategies for anti-oppression, anti-racism, equity and inclusion are increasingly being embedded in a levels of the Inc.'s programming and operations. Some initiatives taken by Hamilton Artists Inc. this year include an anti-oppression workshop for board and staff conducted by Rania El Mugammar, and an extensive research project by Mashal Khan (funded by a the City of Hamilton Capacity Grant) to formulate effective outreach strategies for better engaging our communities moving forward. We still have a long way to go, but we are making progress.







*What we know to be true*, **Zahra Baseri, Yasmeen Nematt Alla, Arshia Salesi** (Arshia Salesi pictured). March 30 – May 11, 2019. Photo: Abedar Kamgari

## **PRESSURE POINTS**

DANICA EVERING

The Pressure Points Working Group grows out of the Hamilton Artist Inc.'s event on April 12-13, 2019 spearheaded by Programming Director Abedar Kamgari, Executive Director Julie Dring, and several members of the Inc.'s board of directors. The event addressed the entwined concerns of art and gentrification in the city of Hamilton. During the event, many present expressed a desire for action to follow the reflection and discussion of the event. In the months following, a working group has grown, evolving from the planning committee to include members of the arts, music, literary, and activist communities in Hamilton.

Our first large meeting in July 2019 gathered a group of 30-40 community members to discuss what brought us to the room, what our top concerns are, what we can bring to the table/contribute, and what we can collectively contribute. It is our hope that this larger group will initiate and strengthen collective connections between the Hamilton artists, musicians, writers, arts workers, and other creators. We are stronger and more protected as a group which can have a real power as a unified arts community.

From this meeting, a smaller working group formed, who researches, develops policy, and plans actions. This group is engaging a larger supporting group that provides feedback and lends support.

### **Call to Action**

The smaller working group has been meeting monthly to develop a call to action to the City of Hamilton. After building a first draft of a letter in September, we invited the larger arts community to provide feedback in October. We met on November 19 to finalize the feedback we received from the larger community consultation, and pending a few research confirmations, the document is nearly ready to circulate.

### **Strength in Numbers: All or None**

The next step of the call to action will be to gather support. Our idea was to leverage the collective social capital of the Hamilton Arts Scene (which has been used intentionally by the city to build interest) to pressure the city to finally develop a robust affordable housing and public spaces plan moving forward. However, like other forms of direct action, the signatories will be vulnerable to attention and possible penalties to resources unless all sign on. Institutional signatures would lend a great amount of support to the letter, but will require more legwork because of the vulnerability. Once the letter is ready, we will begin to circulate it. Please keep an eye out if you are interested in signing!





## TREASURER'S REPORT

ALEJANDRO TAMAYO

The following pages contain our pre-audited financial statements of Profit and Loss for 2018-2019. The final audit will be ready soon, and the board will be accountable for the final audit.

In the general picture our total revenue was lower than what was budgeted. The main difference is because we were budgeting a grant to repair the roof, for \$40,000, that we did not receive. However, the contractor fixed the roof at no cost. The decrease in revenue is offset by an equal decrease in expenses, therefore having no net effect.

Line 4003 Local Government Grants, actuals are lower than budget by ~\$10,000. We received \$1,860 less than we asked for from the City Enrichment Fund, and adjusted our expenses accordingly. We also received a \$12,000 Capacity Grant from the city of Hamilton for community outreach. \$7,754 of these funds have been deferred to 2019/2020. Overall, our local grants are higher than they were last year.

Line 4028 Income from Rentals was lower than budgeted. We have rented the space for weddings but this year we did not get as much income from film productions as we were hoping.

You can see in Line 4006, that our Sponsor Donations are up slightly.

Our revenue line 4014 Foundation and Trust Grants includes \$500 in deferred revenue to accommodate for a Professional Development workshop that was originally scheduled for late September, but got postponed until early October. Additionally, \$8,400 in Canada Council revenue has been deferred for programming taking place in 2019/2020. Both of these deferrals have been accounted for in our audit.

If you move down to expenses (Line 5431) you can see that we were able to spend more on Community Programming fees because of the Capacity Grant.

In Line 5160, you can see that we spent more on Office Supplies, to purchase new computers.

In Line 5265 you can see that Staff Wages are up a bit. This is because we have increased the Programming Director's wages to be on par with the Executive Director's wages and created a non-hierarchical structure between the two positions. We have also slightly increased the number of hours for each position in order to bring down overtime hours and better reflect the demands of the jobs.

Line 5295 shows Casual Labour being lower than budgeted. Our Financial Consultant, Heather Kanabe, was not required for as long as we expected, but will be returning to finish her contract in our current fiscal year.

If you look to the bottom lines you can see that we budgeted for a deficit in order to bring our surplus down. Our expenses overall are less than we budgeted for, and our deficit is somewhat lower than we had planned for as well.

All in all, we are in good shape. We are still working to bring down our surplus in a responsible and careful way. In 2018/2019 we decreased our surplus by 8.5%. Our surplus is now \$63,934.



Hamilton Artists Inc.  
**Profit & Loss Budget vs. Actual**  
**October 2018 through September 2019\***

\*UNAUDITED FINANCIAL STATEMENTS.

				*Unaudited Financial Statements			
				Accrual Basis			
				Oct '18 - Sep 19	Budget	\$ vs Budget	% of Budget
CADAC	Ordinary Income/Expense						
	Income						
4205	4029 · AEF (Arts Endowment Fund)			650.00	650.00	0.00	0%
	4000 · Subsidies & Grants						
4455		4001 · Provincial Grants	OAC	30,870.00	30,870.00	0.00	100%
4480			Multicultural Grant	8,000.00	8,000.00	0.00	100%
4490			Summer Employment Program	0.00	3,658.00	(3,658.00)	0%
4415, 4430	4002 · Federal Grants		Canada Council / YCW	53,408.35	48,781.40	4,626.95	109%
4525, 4530		4003 · Local Government Grants	City of Hamilton	62,386.00	72,000.00	(9,614.00)	87%
4325		4014 · Foundation and Trust Grants	Incite Foundation / Hamilton Community Foundation	18,310.00	58,310.00	(40,000.00)	31%
	Total 4000 · Subsidies & Grants			172,974.35	221,619.40	(48,645.05)	78%
	4005 · Donations						
4315		4006 · Sponsor Donations		8,000.00	6,500.00	1,500.00	123%
4305		4005 · Donations - Other		4,099.55	4,500.00	(400.45)	91%
	Total 4005 · Donations			11,781.05	11,000.00	781.05	107%
4155	4007 · Memberships			7,465.44	7,000.00	465.44	107%
	4015 · Fundraising Income						
		4008 · Bingo Fundraising		23,906.83	23,000.00	906.83	104%
		4017 · Special Events Fundraising		6,588.87	7,500.00	(911.13)	88%
		4015 · Fundraising Income - Other/ Merch		912.00	300.00	612.00	304%
4330	Total 4015 · Fundraising Income			31,407.70	30,800.00	607.70	102%
	4280 · Other Types of Income						
4170		4460 · Miscellaneous Revenue		124.42	0.00	124.42	
	Total 4280 · Other Types of Income			127.18	0.00	127.18	
4165	4028 · Rentals			6,225.00	12,000.00	(5,775.00)	52%
	Total Income			230,630.72	283,069.40	(52,438.68)	81%



Hamilton Artists Inc.  
**Profit & Loss Budget vs. Actual**  
**October 2018 through September 2019\***

\*UNAUDITED FINANCIAL STATEMENTS.

	Expense						
	Reconciliation Discrepancies						
	5400 · Exhibition Expenses						
5140		5460 · Installation		6,672.94	7,380.00	(707.06)	90%
		5550 · Publicity					
5190			5520 · Receptions	3,818.89	2,610.00	1,208.89	146%
5165			5416 · Catalogues	3,364.31	2,810.00	554.31	120%
5320			5500 · Advertising	1,808.47	1,667.00	141.47	108%
			5550 · Publicity - Other	0.00	0.00		
5105		5415 · Artist Fees					
			5420 · Artist Talk Fees	2,020.00	3,440.00	(1,420.00)	59%
			5431 · Community Programming Fees	18,132.55	15,660.00	2,472.55	116%
			5410 · Curatorial Fees	1,000.00	1,000.00	0.00	100%
			5430 · Writing Fees	2,000.00	1,300.00	700.00	154%
			5418 · Artist Exhibition Fees	16,024.07	18,988.00	(2,963.93)	84%
			5415 · Artist Fees - Other	1,308.00	4,600.00	(3,292.00)	28%
			5400 · Exhibition Expenses - Other	0.00	0.00		
5190		5570 · Shipping		1,442.95	1,210.00	232.95	119%
5190		5560 · Travel & Accomodations		2,187.47	1,800.00	387.47	122%
	Total 5400 · Exhibition Expenses			59,779.65	62,465.00	(2,685.35)	96%

Hamilton Artists Inc.  
**Profit & Loss Budget vs. Actual**  
**October 2018 through September 2019\***

\*UNAUDITED FINANCIAL STATEMENTS.

	5000 · Operations/Admin						
5215		5130 · Building Improvements		311.48	5,000.00	(4,688.52)	6%
5510		5032 · Bookkeeping		-	1,000.00	(1,000.00)	0%
5520		5347 · Volunteer Expense		187.54	1,400.00	(1,212.46)	13%
		5030 · Bank & Interest Charges					
5520		5011 · Paypal Fees		278.30	300.00	(21.70)	93%
5520		5030 · Bank & Interest Charges - Other		17.70	250.00	(232.30)	7%
5215		5045 · Rentals Expense		1,435.82	6,000.00	(4,564.18)	24%
5415		5050 · Fundraising Expense		2,207.25	3,500.00	(1,292.75)	63%
5415		5060 · Fundraising Fees (Bingo)		3,225.00	3,600.00	(375.00)	90%
5215		5100 · Insurance		6,054.23	6,225.00	(170.77)	97%
5215		5110 · Repairs & Maintenance		2,458.87	42,500.00	(40,041.13)	6%
5215		5120 · Cleaning & Janitorial Services		1,134.64	1,400.00	(265.36)	81%
5520		5150 · Postage, Mailing Service		963.96	700.00	263.96	138%
5520		5160 · Office & General		8,134.16	2,500.00	5,634.16	325%
5320		5222 · Marketing & Advertising		953.05	700.00	253.05	136%
5510		5230 · Professional & Accounting Fees		6,218.13	5,600.64	617.49	111%
		5260 · Salaries & Wages					
5305, 5510		5295 · Casual Labour		8,007.05	14,750.00	(6,742.95)	54%
5110, 5305, 5405, 5505		5270 · CPP Expense		5,158.65	5,168.54	(9.89)	100%
5110, 5305, 5405, 5505		5280 · EI Expense		2,682.56	2,748.20	(65.64)	98%
5110, 5305, 5405, 5505		5290 · WSIB Expense		446.22	386.34	59.88	116%
5110, 5305, 5405, 5505		5265 · Staff Wages		113,104.20	104,414.87	8,689.33	108%
5110, 5305, 5405, 5505		5260 · Salaries & Wages - Other		3,973.38	5,750.00	(1,776.62)	69%
5190		5310 · Security		601.19	766.00	(164.81)	78%
5520		5315 · Board/Staff Development		752.71	2,000.00	(1,247.29)	38%
5187		5320 · Subscriptions & Dues		505.04	624.00	(118.96)	81%
5520		5330 · Telephone & Internet		1,074.81	1,050.00	24.81	102%
5215		5335 · Gas & Hydro		4,215.04	5,800.00	(1,584.96)	73%
5215		5337 · Property Tax		8,824.52	9,980.00	(1,155.48)	88%
	Total 5000 · Operations/Admin			182,925.50	234,113.58	(51,188.07)	78%
	Total Expense		US\$	242,705.15	US\$	296,578.58	(53,873.42) 82%
	Net Ordinary Income		US\$	(12,074.43)	US\$	(13,509.18)	US\$ 1,434.74



*I see the sea in the sea*, **Jana Omar Elkhatib**. September 14, 2019. Photos: Grant Alan Holt



## STAFF AND VOLUNTEERS

### CORE STAFF

**Abedar Kamgari** - Programming Director

**Julie Dring** - Executive Director

**Jasmine Mander** – Communications and Outreach Coordinator

### CONTRACT STAFF

**Heather Kanabe** - Operations Consultant

**Julia Huynh** - Project Archivist

**Kristina Durka** – Programming Assistant/ Rental Coordinator

**Mashal Khan** – Research Coordinator

**Olamide Ilori** - Summer Gallery Assistant

**Sarah Sproule** – Rental Assistant

**Sean Morello** - Summer Gallery Assistant

### Co-Op Students and Interns

**Matty Flader** – Intern

**Sarah Sproule** – Intern

**Kaya Similski** – Co-op Student

**Lucas Carmichael** – Co-op Student

**Megan Toye** – Archives Intern

### MANY THANKS TO OUR OUTGOING STAFF

**Mashal Khan** - Communication and Outreach Coordinator

### AS ALWAYS WE ARE GRATEFUL FOR OUR MANY VOLUNTEERS

Adrienne Crossman, Ailish Corbett, Aisha Barrow, Alicia Mooers, Angela Snieder, Antonio Melacini, Ariane Bedard-Provencher, Cait Gautron, Caitlin Walsh, Carol Ashurst, Eli Moser, Holly McWilliams, Jay Blackwood, Jessica Rodriguez, Joyce Silvia Desmond, Julia Van Der Laan de Vries, Leah Sikkema, Lewis MacFarlane, Liana Shaw, Liang Li, Lisa Spinelli, Maria Basso-Jimenez, Mariana Quinn, Meighan Monforton, Michelle Le, Salwa Issa, Sarah Sproule, Selena Schaefer, Shveta Sharma, Taylor Hansen, Teba Faisal, Eric Duck, Valetin Brown, Eryn Penner, Evan Flecknell and many others!



## BOARD OF DIRECTORS

### CONTINUING

**Christopher McLeod** Development Chair (joined July 19, 2018, elected at 2018 AGM)

**Sally McKay** Board Member (former Co-Chair) joined December 21, 2017, elected at 2018 AGM)

**David Perrett** Facilities Chair (joined December 21, 2017, elected at 2018 AGM)

**Mary Porter** Board Member (former Co-Chair) (joined May 17, 2017, elected at 2017 AGM)

**Alejandro Tamayo** Treasurer (joined November 15, 2018, elected at 2018 AGM)

### INCOMING

**Adrienne Crossman** Co-Chair (joined June 20, 2019)

**Danica Evering** Board Member (joined August 22, 2019)

**Setareh Masoumbeiki** Board Member (joined November 21, 2019)

**Sarah Sproule** Board Member (joined October 17, 2019)

**Shauna Taylor** Special Events and Fundraising Co-Chair (joined January 17, 2019)

**Ashley Watson** Secretary (joined November 21, 2019)

**Tara Westerman** Secretary (joined February 22, 2019)

### MANY THANKS TO OUR OUTGOING BOARD MEMBERS!

**Kaylyn Roloson** (joined April 19, 2017, elected at 2017 AGM)

**Mark Prier** (joined August 16, 2017 elected at 2017 AGM)

**C.J.S. McCann** (joined November 15, 2018, elected at 2018 AGM)

**Bojana Videkanic** (joined December 21, 2017, elected at 2018 AGM)





Collaborative mural project with **Clear Eyes Collective** and **Hamilton Public Library**. June 22, 2019. Photo: Abedar Kamgari



## **PARTNERS, SPONSORS, DONORS and FUNDING AGENCIES**

### **Funders**

Canada Council for the Arts  
Canada Summer Jobs  
City of Hamilton  
Incite Foundation for the Arts  
Ontario Arts Council  
Young Canada Works - Canadian Museums Association

### **Corporate Sponsors**

ArcelorMittal Dofasco  
Astrodog Media  
BLR LLP Chartered Professional Accountants  
McMaster University  
Mohawk College  
Next Steps Planning

### **Supporters**

Bill Wehrens  
Judi Burgess  
Mary Porter  
Stephen Altena  
Sylvia Nickerson  
Tor Lukasik Foss

### **Friends**

Carol Ashurst  
Heather Kanabe  
Kieran Dickson  
Michael Adkins & Julia van der Laan de Vries  
Scott Jensen  
Svava Juliusson & Mark Bernstein  
Timothy deVries

### **In-Kind Sponsors**

Cake & Loaf Bakery, Christopher McLeod, Democracy, Jensen Cheese  
Nellie James, Purity Life Health Products LP, Red Church Café & Gallery,  
Together We're Bitter Co-operative Brewing, Willibald Gin

### **List of Community Partners**

Art Gallery of Hamilton, Workers Arts Heritage Centre, Centre[3]  
for Creative and Social Practice, SAVAC, imagineNATIVE Film and  
Media Arts Festival, Cinema Politica, Environment Hamilton, SAGE  
at Strathcona Elementary School, Factory Media Centre, McMaster  
University School of the Arts, Mohawk College, RE-create Outreach Art  
Studio, GAGED Hamilton, Winterfest, Hamilton Conservatory for the  
Arts, HWDSB, The Reception, AKA artist-run, PAVED Arts

CONTINUED





## ANNUAL GIVING CAMPAIGN 2019

### SUPPORT OUR ARCHIVES

In celebration of our 45th year, the Inc. is working to restore its archives. Please consider giving in support of this project.

## GIVING CATEGORIES & BENEFITS

Your support will allow us to build on the history of the arts in Hamilton. Donors will be prominently acknowledged according to their contribution level in an upcoming Inc. publication or verbally at an event.

Donors will receive a charitable tax receipt for donations over \$25.00.

Donations can be made in the gallery or online at [www.theinc.ca/our-sponsors](http://www.theinc.ca/our-sponsors).

	SUPPORTER				FRIEND							PATRON		
	Gloves and Loop for Reading Room	Acid-free, Archival Safe Folders	Archival Safe Boxes	Accessible Trolley Cart	Catalogue Recent Inc. Publications	Inventory Archival Materials	Finding Aid for Artist Files	New Shelving Units	Climate Control Techniques Implemented	Catalogue Reading Room Library	Re-house Media Collection	Accessible Database for Inc. Archives	Table and Chairs for Reading Room	Digitized Photographs for BCL Website
Contribution	\$50	\$75	\$100	\$100	\$150	\$150	\$200	\$250	\$250	\$300	\$350	\$400	\$500	\$1,000
Tax Receipt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition Online	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition at Event								<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition in Print			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Behind-the-Scenes Tours										<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inc. Merchandise Gift							<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Champagne Reception														<input type="radio"/>
SELECT YOUR DONATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





*UNSTUCK: Collaging to Awaken the Mind*, facilitated by **Stylo Starr**. July 17, 24, and 31, 2019. Photo: Mashal Khan





*To see and see again*, **Jana Omar Elkhatab, Alex Jacobs-Blum, Rajee Paña Jeji Shergill, Felix Kalmenson, Jinyoung Kim, Zinnia Naqvi.**  
Curated by **Abedar Kamgari.** September 4 – November 2, 2019. Photo: Grant Alan Holt



Thank You!