

OFFICE OF ARTS + CULTURE

Annual Report 2023-2024



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Celestial Falls, by artist Amber Lelli - Donelson Library 2024.

Letter From the Director - Dr. Paulette Coleman

On May 16, 2024, I began my tenure as the Interim Executive Director of Metro Arts Nashville Office of Arts + Culture. It has been a tremendous opportunity because Metro Arts has a dedicated staff of professionals who are passionate about the arts that serve and enrich the lives of the citizens of Metropolitan Nashville and Davidson County.

There were many transitions this year and we are most appreciative of those citizen volunteers who served as Metro Arts Commissioners. With their varied backgrounds and experiences, the Commissioners set the policies which the staff executes and implements around a shared vision for the arts in Nashville.

There were ups and downs for Metro Arts in FY23-24, but despite the numerous challenges, Metro Arts showed itself strong and has proven to be resilient, proactive, and more dedicated than ever to our mission of ensuring that all Nashvillians have access to a creative life through the arts. Metro Arts believes that the arts can create a more vibrant and equitable community that build bridges and transforms lives.

Now, Metro Arts is stepping into a new era, one grounded in justice, equity, and a commitment to community. We invite all who are passionate about creativity and innovation to join us in shaping Nashville's future as a thriving arts epicenter. Together, we're building a city where art isn't just supported—it's celebrated and integrated into the fabric of our daily lives in ways that are not only equitable and impactful but also deeply joyful.

As Interim Executive Director of Metro Arts Nashville, it's been my honor to lead such a committed team, all of whom have dedicated themselves to fostering arts and culture that resonate with and uplift our entire community. At Metro Arts, we believe that the arts are more than just expressions of creativity—they're essential pathways to inclusivity, equity, and community vibrancy.

Joyfully promoting the arts,



Paulette Coleman, Ph.D.
Interim Executive Director



Metro Arts Commission Report: Fiscal Year 2024 (July 2023 to June, 30 2024)
Vivian Fox, Office Support Specialist + Liaison to the Commission

CURRENT MEMBERSHIP

Name	Role	Appointment Date
Leah Dupree Love	Acting Chair	March 2023
Janet Kurtz	Vice Chair	March 2023
Heather Lefkowitz	Secretary	January 2024
Campbell West	Member	May 2019 / March 2022
Hon. Carol McCoy	Member	March 2023
Tré Hardin	Member	March 2024
Timothy Jester	Member	January 2024
Arlene Nicholas-Phillips	Member	January 2024
Dawana Wade	Member	January 2024
Beverly Watts	Member	January 2024

RESIGNATIONS

Metro Arts is grateful for the service of the following commissioners who resigned in 2023: Ellen Angelica, Darek Bell, Sheri Bucy, Marianne Byrd, Clarence Edwards, Paul Polycarpou, Matia Powell, and Jim Schmidt and Diana Perez and Will Cheek, both resigning in March of 2024.

Thank you!

The Metro Arts Commission operates several active committees that focus on key areas essential to the growth and development of the arts in Nashville. These committees play a vital role in advancing the Commission's objectives and ensuring effective governance. The active committees are as follows:

Executive Committee

The Executive Committee is responsible for the overall governance and strategic direction of the Metro Arts Commission. This committee includes the Chair, Vice Chair, and secretary, who work together to set priorities, evaluate organizational performance, and make decisions that align with the Commission's mission.

Members: Leah Dupree Love, Acting Chair, Janet Kurtz, Vice Chair, Heather Lefkowitz, Secretary, Campbell West, Dr. Paulette Coleman, Interim Executive Director, ex-officio (non-voting).

CARE Committee

The CARE (Committee for Anti-Racism and Equity) Committee focuses on ensuring that arts programming is accessible and responsive to the needs of Nashville's diverse communities. By prioritizing equity and collaboration, the CARE Committee seeks to enrich the cultural landscape of the city.

Members: Tré Hardin, Chair, Heather Lefkowitz. Community/Non-Commission Members: Ellen Gilbert, Teree McCormick, Fathiyah Shepard-Suso, Lydia Yousief, Camille Greer

Grants and Funding Committee

The Grants and Funding Committee supports the artistic endeavors of individuals and organizations, helping to stimulate creativity and innovation in the arts sector by way of grants and funding.

Members: Timothy Jester, Chair, Leah Dupree Love, Hon. Carol McCoy, Dawana Wade

Public Art Committee

The Public Art Committee is dedicated to promoting and facilitating public art projects throughout Nashville.

Members: Campbell West, Chair, Arlene Nicholas-Phillips, Beverly Watts

Community/Non-Commission Members: Sara Lee Burd, Shaun Giles, Stacey Irvin, Dr. Cara Robinson, Carlton Wilkinson

Budget and Oversight Committee

The Budget and Oversight Committee is an ad hoc committee, that is responsible for monitoring the financial health of the Metro Arts Commission as requested in the audit of December 2023.

Members: Beverly Watts, Chair, Timothy Jester, Heather Lefkowitz, Campbell West

Nominating Committee

The Nominating Committee is tasked with identifying and recommending a slate of officers for election by the Commission.

Members: Dawana Wade, Chair, Tré Hardin, Timothy Jester

The Commission's leadership is currently maintained by Leah Dupree Love as Acting Chair, ensuring continuity during this transitional period.

Advocacy Committee

The Advocacy Committee is tasked with community engagement and promotion of the arts ensuring Art's advocacy is a part of all the decision of the commission.

Members: Janet Kurtz, Chair

While the chair was named, members were never appointed. The committee functions are currently being evaluated, this aims to streamline operations and enhance collaboration across committees, ensuring that advocacy efforts are effectively integrated into the broader objectives of the Commission.

Contact Information

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Restorative Arts

Josiah Golson, Restorative Arts and Equity Manager

Claudia Lawhon, Restorative Arts and Equity Coordinator

The Restorative Arts Programming for Metro Arts encompasses two major initiatives - 1. Arts Programming for Court-Involved Youth (APCIY) and 2. Community Arts Leaders of Nashville

Arts Programming for Court-Involved Youth (APCIY)

APCIY FY2024 in Numbers

- **4 Providers**
- **25 Artists**
- **543 Program Hours**
- **418 Youth Participants**
- **562 Total Engaged Participants**

Since 2018, the Restorative Arts program has operated as a partnership between Metro Arts, the Metro Nashville Davidson County Juvenile Court, their Juvenile Detention Center contracted provider, and artists and organizations. In its ongoing pursuit of the goal of providing support and opportunities to those impacted by the juvenile justice system, **the Restorative Arts Team has continued to facilitate meaningful arts experiences with youth in detention, probation, and diversion programs through its Arts Programming for Court-Involved Youth (APCIY).**

In the fiscal year 2024, Metro Arts partnered with From the Heart International Educational Foundation, Global Education Center, Nashville Repertory Theatre, and Southern Word to conduct a total of **543 program hours** of arts-based programs for system-impacted youth. Our organizational partners and artists engaged **418 youth** in music production, dance, visual arts, literary arts, theatre, and folk and traditional arts, guiding students through the creation of works of music, poetry, and visual art.

Among the successes reported by partners is the **Studio Experience by Southern Word**. Through its Studio Experience, Southern Word created an additional space to engage young people outside of their previous positive interactions in the Juvenile Detention Center. Engaging youth within a music production studio while incorporating restorative practices (e.g., community circles, conflict resolution, reflective practices), helped participants heal from past harms while building relationships with mentors. Through coordination with parents and probation officers, young participants were able to navigate the complications of transportation, which resulted in nightly attendance with multiple participants.

In late Fall 2023, the Restorative Arts Team added staff members Josiah Golson, Restorative Arts and Equity Manager, and Claudia Lawhon, Restorative Arts and Equity Coordinator with the top priority of redesigning the program to best serve Nashville's system-impacted youth and their communities while enhancing the restorative justice resources for the program. Since their arrival, the Restorative Arts Team has worked with Metro Arts leadership, Metro Finance, and Metro Legal to properly closeout payments and processes for APCIY FY2024 and help identify departmental and agency needs for grants processes and procedures that best align with Metro policies and best serve future grantees and impacted communities. Considering the closeout process and release of the FY2025 budget, Restorative Arts was informed that the reverification process that past grantees used to continue existing programs will no longer continue and the budget currently provides no direct funding for APCIY programming for FY2025. As most of our grantee's report, one of the greatest challenges in their work

is maintaining the resources to make consistent contact and build relationships with system-impacted youth. The loss of funding and structure for the next fiscal year creates a significant gap in potential programming, engagement, and restoration for young people and their communities.

In concurrence with our internal work, the Restorative Arts Team has worked to build relationships with Judge Sheila Calloway and the Juvenile Court, past grantees, local community members, and arts experts to inform our redesign of the Restorative Arts grants program. This work has included developing strategies with the Juvenile Court and Metro Arts Community Engagement Manager Chuck Beard for potential engagements in public spaces and detention spaces that will provide meaningful activities while gathering data to inform our proposed redesign to be implemented for FY2026. Restorative Arts is also supporting the Juvenile Court department in the design and engagement process for the forthcoming Youth Campus for Empowerment.

Community Arts Leaders of Nashville (CALN)

CALN FY2024 in Numbers

- **7 Interns**, Host Organizations and Mentors.
- **Over 700 Hours contributed** toward local arts organizations and arts programs.

The Community Arts Leaders of Nashville internship program had a successful summer. After a robust, strategic outreach plan, **we received 45 student applications, 19 mentor applications, and 12 host site applications.** After reviewing the applications and interviewing the students, **7 host sites, students, and mentors were selected and matched.** The internship period ran from June 5, 2023, to August 11, 2023.

Each organization received \$10,450 to fund the following:

- \$7,500 per intern for 10 weeks of on-site work, including a \$500 transportation grant given before the internship began.
- \$450 paid to mentors matched to each intern by Metro Arts staff.
- \$2,500 administration support for the host sites.

An additional \$1,464.79 was spent on Lunch and Learns. Feedback was gathered and compiled to inform the upcoming programming. Overall, feedback received from host sites and students was positive. Two interns said the experience taught them that they did not want to work in arts administration and had thought of this as backup for their performing arts careers. Both are now more focused and driven on how to pursue a career in performance. Several interns said that they can see paths forward for themselves in the arts after this experience, that the mentors were helpful in introducing them to arts contacts in Nashville, and that the experience helped them feel more connected to the Nashville community outside of their campuses.

We had hoped to transition to fall and spring semester internships but due to internal transitions and budget restrictions a fall internship was not feasible. Host site applications have gone out for spring, and we have received 15 applicants. We are looking forward to opening the other applications and hoping for another successful semester in Spring 2025.



(Students and Mentors participating in CALN Summer 2023, Photographer: Metro Art Staff)

Committee for Anti-Racism and Equity

The Metro Arts Board of Commissioners established the Committee for Anti-Racism and Equity (CARE) as a standing committee to support Metro Arts in keeping the promise of its mission to drive an equitable and vibrant community through the arts. Though the CARE has been impacted by the turnover in leadership and the Commission, this year has been a time to refresh and realign the committee with its goals, purpose, and ultimately the mission of Metro Arts. At the end of November, the application for community members opened and new members were recruited. Of the seven applications received, the committee approved two new members in January. Since after February, the committee was unable to meet due to leadership transitions and lack of a committee Chair, but Metro Arts staff met individually with committee members to continue engagement. Commissioner Hardin was confirmed as Chair in May and the committee was able to meet again in May. Since then, committee members and staff been working diligently to reconvene and recenter. With the support of staff and a new Chair, Commissioner Hardin, the committee has done good work assessing their needs and goals for FY24-25, worked through gaining consensus on a definition for equity, looking ahead to updating the guidelines and supporting the Grants department as it navigates upcoming changes.

The Restorative Arts Team is not immune to the funding limitations, staff transitions, and changes that have impacted the agency at large. While this has significantly delayed and complicated operations and goals for the team and staff who have been here less than a year, the team has worked with resourcefulness and resilience in collaboration with Community Engagement to address the needs of APCIY, CARE, and CALN, and maintains communication with our community partners in the effort to sustain relationships through the changes. Through adapting our program timelines to set future grantees up for success and coalescing the support and advocacy of a filled Arts Commission for future funding and support for an FY2026 program, we are working to realize robust arts programming and restorative justice for Nashville's young people.



(Commissioner Hardin, Chair of the CARE Committee, calling the meeting to order.)

Communications

Daryn Jackson, Communications Manager + PIO*

Asia Pyron, Social Media Specialist*

Mollie Berliss, former Communications Manager*

This report begins when previous manager, Daryn Jackson, arrived on October 30, 2023

The Communications Team focused on reputation management for the agency through crisis communications and securing positive media around the Public Art program. Early team goals included increased clarity, consistency, and empathy in communications with constituents about funding mechanisms to rebuild lost trust. With consistent and frequent posting/engagement, we oversaw steady growth across our digital footprint, seeing marked increases in social media engagement, followers, and reach and growth in our Arts Alert newsletter audience. We added valuable content to the Metro Arts media library for promotional and archival purposes. We collaborated across Metro Arts and externally, with our Metro partners, to create exciting new media that creatively engaged the team members on the projects, added value to the agency, and supported the city's Public Art Collection. We co-produced a mayoral ribbon cutting with Nashville Public Library and a successful catered reception for the expansion of the Lending Library, which earned nearly a dozen positive media placements in print and TV.

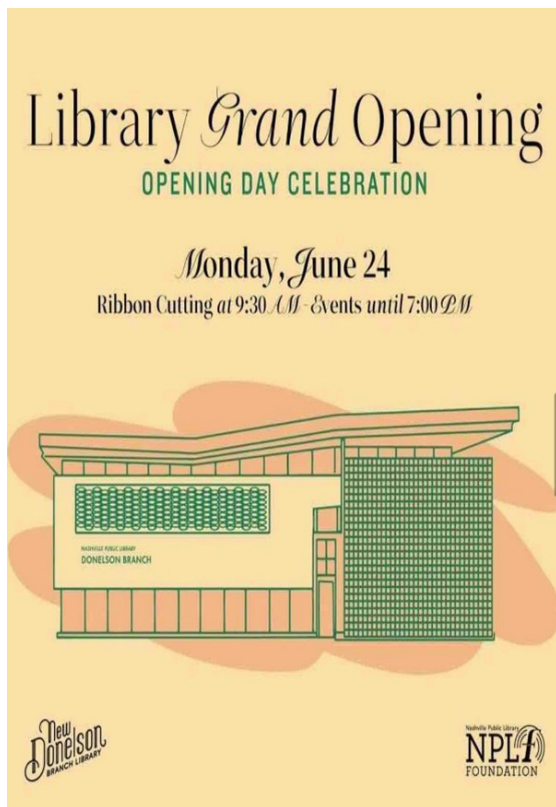
With a budget of zero, we found ways to utilize existing resources at Metro to produce (writing, storyboarding, interviewing, filming, editing) with Metro Nashville Network:

- A robust, ongoing portfolio of professional photography from Metro Arts events to be used to promotional and archival purposes.
- Four short (2-5 minute) professional promotional film packages about the 28' long suspended sculpture, Celestial Falls, by local artist Amber Lelli. Themes of the films include community engagement for Public Art in Nashville, how the local setting in Donelson inspired the work, the artist's personal connection to the work, and education about the technical/ artistic creation of the work.
- Four promotional film pieces about Loqui by Blessing Hancock at The Fairgrounds Nashville discussing: community engagement for Public Art in Nashville, the artist's connection to the work, the engineering and construction of the work, and why this work is uniquely meaningful in Nashville.

In FY2024, Metro Arts Communications Team achieved several key successes, including but not limited to:

- Documented and refined the processes and procedures for promoting Metro Arts programming and events with attention to media, Councilmembers, Metro partners, artist collaborators, and external stakeholders.
- Secured positive press coverage of Metro Arts and its programs – 15 positive pieces in 10 months with zero paid ads, zero marketing budget.
- Created 815 social media posts with accompanying graphics, videos, animations.
- Co-produced June mayoral ribbon cutting ceremony at new Donelson Branch Library with Andrea Fanta of Nashville Public Library- featuring two Public Art commissions and a new chapter of the Lending Library.
- Co-produced Lending Library opening reception with Jessica Ingram*, Public Art Manager, with over 300 attendees including featured artists, multiple VIP attendees including Mayor Freddie O'Connell, Metro Councilmembers, Tennessee State Representative Aftyn Behn, and arts institutional leaders from across Nashville/Davidson County

- Developed and nurtured relationships with Nashville news media including WPLN, News2, News Channel 5, The Tennessee Tribune, The Nashville Banner, others.
- Responded to media requests, media prepped Executive Director for appearances.
- Additionally, the Communications Team supported basic communications needs of the agency by providing written copy for agency emails, newsletters, blogs, marketing materials, social media.



*(Donelson library Grand Opening
Instagram Post: @MetroArtsNash)*

Social Media Growth: 10/30/2023- 7/1/2024

- Posting rate: increased by 33.2%
- Average post engagement rate: increased by 33.7%
- Post impressions: increased by 105%
- Post reach: increased by 98.8%
- Total new followers: increased by 21.4%
- Facebook page reach: increased by 172%
- Facebook post engagement: increased by 329%
- Instagram page reach: increased by 23.6%
- Instagram new followers: increased by 76.7%

Email Newsletter (Arts Alert) Growth: 10/30/2023- 6/30/2024

- 72.2% increase in campaigns sent
- 100% increase in total emails sent
- 340 new subscribers
- 7.83% growth rate

***These individuals are no longer employed by Metro Nashville's Office of Arts + Culture.**

Grants + Strategic Initiatives

Sydney Davis, Grants and Strategic Initiatives Manager

Vacant, Grants and Strategic Coordinator

- There was a total of **106 Thrive awards**, with a total amount of **\$1,772,710** granted. See Appendix I on page 23 for awardee details.
- There was a total of **75 Operating awards**, with a total of **\$4,250,724.32** granted. **23** of the awardees **were 1st time recipients**. See Appendix II on page 27 for grant details.
- The Title VI Conciliation Agreement included payments to 26 community public art projects (i.e., murals, sculptures, etc) and 13 organizations, totaling \$564,828.48. See Appendix III on page 30 for details.
- Successfully closed out (2) Tennessee Arts Commission grants:
 - o **Arts Build Community – \$72,510** supporting **24** local Middle Tennessee arts organizations with pass-through funding.
 - o **Multi-Cultural Institutions – 1:1 Match for \$101,300**
- Successfully closed out the **Arts Programing for Court-Involved Youth Program, or APCIY grants program** with 4 recipients – totaling **\$53,641.00**.

Artists and arts organizations play a pivotal role in shaping the cultural landscape of cities, and their influence extends far beyond the canvas or stage. In many ways, they serve as the backbone of grants and strategic initiatives, driving the creative vision and community impact that these teams seek to amplify. In Nashville, this dynamic is particularly evident when we examine the historical distribution of funding by the Metro Arts Commission.

A report from the Metro Human Relations Commission highlights a concerning trend: since 1987, the Arts Commission has awarded approximately \$61,572,329 to arts organizations in Nashville, with 71 percent of that funding going to organizations with annual budgets of \$1 million or more. This distribution has led to a concentration of resources in larger, more established organizations, often leaving smaller and more grassroots initiatives struggling for support.

However, a shift is occurring. There are now several arts organizations in Nashville that are challenging this trend and helping Metro Arts break out of this pattern. These organizations are proving that impactful art can come from all corners of the community, regardless of budget size. Their work demonstrates that diversity in funding is crucial for fostering a more inclusive and representative arts scene.

- Organizations like **Turnip Green Creative Reuse**, received **\$94,500 in Operating Grant funding**, focuses on sustainability and creativity by re-purposing materials for art. Their work not only fosters environmental awareness but also provides access to art supplies and opportunities for those who may not otherwise have them. This grassroots approach broadens the scope of who can participate in the arts and how the arts can be used to address larger societal issues.



(Turnip Green Creative Reuse – Photographer: Ajda Çelebi)

- Similarly, Girls Write Nashville, received \$20,500 in Operating Grant funding, focuses on empowering teen girls through a research-driven curriculum that fosters resilience and confidence, creating an inclusive and supportive music scene. The program is free and open to all students, including trans, non-binary, and gender-expansive individuals, focusing on the lived experiences of female-identifying and non-binary participants.
- On the smaller end of awards is Portara Ensemble, this organization received \$3,000 in Operating Grant funding, is a 32-voice chamber choir renowned for its creative impact on the Middle Tennessee music scene. The choir is known for innovative programming and collaborations that blend visual and performing arts. Their thematic choral programs explore global music and contribute significantly to Nashville's non-profit community through impactful partnerships.

These organizations, among others, are essential to the future of Nashville's arts scene. They prove that innovation and impact are not solely tied to the size of a budget, but rather to the creativity and dedication of the artists and communities involved. By supporting a broader range of arts organizations, Metro Arts can ensure that its funding reaches more diverse and dynamic corners of the city, fostering a richer and more equitable cultural landscape. In this context, artists are not just beneficiaries of grants—they are the driving force behind them. Their work and vision shape the very goals that the grants and strategic initiatives Teams aim to achieve.



(Girls Write Nashville – Photographer: Laura Rockett)

Nashville's Metro Arts Commission is navigating a path forward after a challenging year. An interim director, Dr. Paulette Coleman, is now leading efforts to stabilize the organization and rebuild trust within the arts community. A new grant funding mechanism is in development, targeting implementation by January 2025. This comes after a conciliation agreement, which aims to address previous issues and create a more equitable system for distributing Thrive funding. These efforts are supported with the creation of a conciliation work-group meant to work collaboratively to create a new procedure to fund individual artists within compliance.

As Nashville continues to evolve, it is essential that the support for artists and arts organizations reflects the diversity and creativity that make the city's cultural scene so vibrant. By breaking out of the mold and embracing a more inclusive approach to funding, Metro Arts can help ensure that all voices are heard, and that the arts continue to thrive in every corner of the city.

Finance + Operations

Christiana Afotey, Finance + Operations Director*

Skylar Peterson, Finance + Operations Coordinator - Part Time

For FY2024, the Metro Arts Finance + Operations Team experienced an increase in spending for several line items. Among leave pay, catering, and software subscriptions, temporary services increased by 29% from FY23 to FY2024. Management consultant expenditures also increased by 43% from FY23 to FY2024. During FY2024, we stayed within budget despite spending 80% of budgeted funds for these line items by December 2023. This is due to the participation from the staff in recognizing the importance of spending within the parameters of the mayor's budget. From January to June 2024, expenses were dramatically curbed. Although there will be more financial updates to FY2024's totals, as of August 23, 2024, FY2024 shows a surplus of approximately \$4,135. This wouldn't have been possible without the staff's support.

FY2024 Expenditures:

Thrive Awards: \$1,772,710

Operating Grants: \$4,250,724.32

Temporary Services: \$446,530

Consultants: \$459,298

Staff Salaries + Fringes: \$1,517,962

Operational Expenses: \$167,693

Public Art: \$868,085

Restorative Arts + Equity: \$55,802

The Finance and Operations Team of Metro Arts plans to develop and implement comprehensive policies and procedures for critical areas, including but not limited to:

- Ensure staff are informed and can easily access team guidelines, which should be periodically reviewed and updated. Collaborate with other Metro Nashville departments to ensure compliance with relevant policies.
- Coordinate with the Department of Law to standardize on-boarding for new commissioners, including orientation on the mission, bylaws, responsibilities, and meeting procedures. Collect feedback from the Metropolitan Arts Commission on the information provided at meetings and document their annual review and approval of bylaws.
- Create and maintain on-boarding and standard operating procedure (SOP) guides, recording any bylaw changes and ensuring meeting minutes and board packets are retained in line with Nashville's retention requirements.
- Discontinue using the City Heart Payroll contract and work with HR to transition temporary staff, if needed, to Metro positions, following Civil Service Rules. Ensure payroll and hiring processes comply with Metro procedures, and properly document employee hours, leave, and eligibility for compensatory time.
- Utilize temporary staffing contracts as needed and ensure compliance with contract terms.
- Implement processes to align Metro Arts with the Metro Procurement Code, ensuring grant applications are properly tracked, scored, and communicated. Retain supporting documentation and ensure all funding decisions are well-documented, especially for those denied funding.
- Establish monitoring processes for grant and funding payments, maintain payment documentation, and conduct a cost-benefit analysis for a grant management system and work with Metro stakeholders to align Thrive grant categorization with the Metro Code and legislative intent.

With these changes, we aim to enhance the team's productivity by creating a more structured and transparent operational framework. By implementing clear policies and procedures for grant management, financial transactions, and staff on-boarding, we can ensure that resources are allocated efficiently and that both internal and external stakeholders have confidence in our processes. For the community, particularly artists and grant applicants, this will mean more timely communication, transparent decision-making, and equitable access to funding opportunities. The streamlined processes will help ensure that funding decisions are made based on clear criteria, with proper documentation, leading to greater trust in the team's ability to support the creative sector. For internal relationships with other Metro teams, such as Human Resources, the Team of Law, and Finance, these improvements foster better collaboration and alignment.



(Global Education Center, Indigenous Voices – Photographer: Shawna Yazzie)

By ensuring compliance with Metropolitan Nashville Government policies and involving these teams early in the process, we can reduce administrative bottlenecks, enhance accountability, and facilitate smoother inter-departmental operations. Ultimately, these changes will not only make the department more efficient but will also strengthen its relationships with the artists, community members, and other government entities we serve, fostering a more vibrant and well-supported arts ecosystem.

***This individual is no longer employed by Metro Nashville's Office of Arts + Culture.**

Community Engagement

Chuck Beard, Community Engagement Manager

Alexander J. Dykens-Hodapp, AmeriCorps Intern

During FY2024, the Metro Arts team focused on fostering community engagement amidst facing challenges such as the Title VI complaint and related processes, which limited the number of public events specifically related to grants. However, much of the community outreach and engagement that we successfully promoted as a team, along with our key accomplishments, were highlighted during the Public Art Project completion celebrations.

It is important to note that most of the direct community engagement initiatives that will be celebrated in FY2025 were initiated towards the end of FY2024. This coincided with the official establishment of the role as Community Engagement Manager. Many of these initiatives are built upon the foundational work established during our pilot program in collaboration with AmeriCorps.

FY2025 Outlook: Expanding Community Engagement

As we reflect on the meetings, initiatives, and relationships that were developed in FY2024, we are optimistic about several upcoming highlights for FY2025. Our team is planning a variety of projects aimed at deepening our engagement with the local creative ecosystem, including:

- **Metro Arts Monthly Series:** This initiative will feature live events with artists in conversation, recorded for radio and podcast platforms.
- **Quarterly Artist Collaborations:** We are collaborating with artists engaged at the Parthenon and other Metro programs to create opportunities for artistic exchange and public participation.
- **In-Person Community Events:** Recognizing the need for more direct interaction, we will host a variety of events, responding to feedback from the creative community. These in-person engagements will build stronger connections between Metro Arts and the broader Nashville community.
- **Proactive Event Attendance:** Our team will increase its presence at events and festivals, especially those produced by artists and organizations not yet connected with Metro Arts. This approach will allow us to build relationships with emerging and diverse creative voices across Nashville.

FY2024 Highlights: Community Series and Public Engagement Initiatives

In FY23, Metro Arts launched two monthly community engagement series, which continued into FY2024:

- **“Virtual Lunch with Daniel Singh”:** A virtual Zoom meeting hosted monthly by the Executive Director to discuss arts-related topics in Nashville.
- **“Coffee and Tea Break with Daniel Singh”:** An in-person monthly event designed to create a casual environment for artists, community members, and Metro Arts staff to interact and discuss relevant arts and culture topics.

At the start of FY2024, both initiatives continued, but following the absence of our Executive Director, we collectively re-evaluated our approach. As a result, the virtual lunch option was discontinued, and we shifted our focus to enhancing in-person events.

We launched “**Coffee Talks with Metro Arts**”, which has since gained a regular following. These events spotlight various creative venues and cafes across the city, with a focus on highlighting timely events, programs, and people contributing to Nashville’s creative landscape. The inclusive nature of these events allows for rich conversations involving Metro Arts staff, Metro Council Members, and other key stakeholders.



*(Humphrey’s Street Coffee Talk 5/18/2024 –
Photographer: Metro Staff)*

FY2024 Coffee Talks: Locations and Attendance The “Coffee Talks with Metro Arts” initiative has successfully averaged around 30 attendees per event, with participation from Metro Council Members, Metro Arts staff, artists, and community members. The events have provided a valuable platform for discussions about the Nashville creative ecosystem and strengthened relationships across the city.

Below is a summary of locations and dates for FY2024’s community engagement events:

Coffee and Tea Break with Daniel Singh:

- 9/13/23: 37208 Community Building
- 10/11/23: Farm City Coffee
- 11/8/23: Grams
- 1/10/24: The Horn
- 2/7/24: No Free Coffee
- 3/20/24: Red Bicycle

Coffee Talk with Metro Arts:

- 4/10/24: The Forge Nashville
- 5/18/24: Humphrey’s Street Coffee
- 6/12/24: Downtown Farmer’s Market
(Farm City Coffee)



*(Humphrey’s Street Coffee Talk 5/18/2024 –
Photographer: Metro Staff)*

Building on the momentum from FY2024, Metro Arts is set to continue its community engagement efforts in FY2025 with an expanded range of initiatives. By increasing our direct interaction with Nashville’s creative community and strengthening partnerships with other Metro teams, we aim to further integrate the arts into the social and cultural fabric of the city. These efforts will not only benefit local artists but also create more opportunities for public participation and collaboration across Metro Nashville’s government entities.

We are excited about the future and the ongoing growth of our community engagement programs, which are vital to sustaining a vibrant and inclusive arts ecosystem in Nashville.

Public Art

Jessica Ingram, Manager *

Anne-Leslie Owens, Collections Manager

Atilio Murga, Jesse Ross, Masonya Osei, Project Coordinators

The Public Art Team continues to work intentionally with the local artist community, providing platforms for creative expression and engagement. By fostering an inclusive and supportive environment, Metro Arts ensures that public art remains at the heart of the city's cultural landscape, encouraging artists to contribute to projects that enhance the beauty and vibrancy of Nashville's urban spaces.

The Public Art Team remains committed to creating opportunities for local artists through commissions, public art dedications, and collaborative projects that reflect the diverse stories of the community. Public art not only enriches the physical environment but also acts as a catalyst for dialogue, connection, and growth within the artist community, reinforcing Nashville's reputation as a creative hub.



(Reverie by artist team Wowhaus at the Donelson Library)

List of projects completed and in progress in FY2024

- **Arthur Avenue:** A National Endowment for the Arts (NEA) grant served as the catalyst for a public art lighting project at Arthur Avenue underpass, one the few roads connecting parts of North Nashville divided by the interstate. Metro Arts and Nashville Department of Transportation (NDOT) provided additional funding to expand the scope of the lighting project. A community panel selected artist Alexander Braden and his proposal *Be As Water*.
- **Bordeaux Gateway:** The 2022 Mayor's Participatory Budget identified the large triangular green space at Clarksville Highway and Rosa L. Parks as a site for public art. A community panel selected local artist semi-finalists--James Threalkill, Omari Booker and Stephen Hutchins, Prado Studio, and Shabazz Larkin--who will design artwork proposals for public display and community comment.
- **Donelson Library Exterior:** *Reverie* by artist team Wowhaus is a series of five sculptural benches created in Tennessee Marble. These artworks are located on the front lawn of the new Donelson Library. marble sculptures designed by the artist duo Wowhaus. Evoking the early modernist architectural history of Donelson's Lebanon Pike corridor, these benches create a unique space for reading, recreation, and rest on the front lawn of the library.
- **Donelson Library Interior:** Local artist Amber Lelli's *Celestial Falls* is a suspended sculpture bringing the natural beauty of Donelson inside the library. An oversized chromed landscape features native animals and plants. Individual waves of water come together to make a formation representing the Cumberland River, an iconic landmark and historic pathway.

- **Fairgrounds:** Created by artist Blessing Hancock, Loqui is a 32-foot stainless steel illuminated artwork. Meaning “to speak” in Latin, the artwork holds 415 phrases, 4,417 words, and 22,020 characters. Local artist Miriam Speyer worked with the artist to capture community responses to the prompts, “What makes Nashville your home?” and “What is your hope for the future?”
- **Lending Library:** Metro Arts purchased 53 wall-hung artworks from local artists for the expansion of the Metro Arts Lending Library, a partnership with the Nashville Public Library first launched at Madison and Southeast branches. The works will be installed in late 2024 at new branches—Donelson, East, Green Hills, Hermitage, and Old Hickory—and will be available to check out for 3 months with a library card.
- **Old Hickory Community Center:** For the new regional community center in Old Hickory, a community panel selected artist Gordon Huether to create a suspended artwork. The artist held several community meetings which informed his design for Wings of Time, life-size acrylic herons made from dichroic film and suspended at varying heights from the ceiling.
- **Strobel House/ Permanent Supportive Housing:** The Office of Homeless Services with the support of General Services Metro Nashville opened Nashville’s the city’s first permanent supportive housing (PSH) facility in June 2024. Local artist Omari Booker was selected by a community panel to create public art for locations along the front of the building and on the wall along 1st and Jo Johnston.
- **Z. Alexander Looby Community Center:** The 2022 Mayor’s Participatory Budget identified the 95-foot side wall of the Looby Community Center as the site for a public art mural honoring the life and legacy of Civil Rights attorney Z. Alexander Looby. A community panel reviewed the local artist applicants and selected Creative Girls Rock to create the design.

In FY2024, Metro Arts Public Art Team achieved several key successes, including but not limited to:

- Staff received consistent training in best practices for public art commissions, ensuring effective monitoring and accountability for Metro Arts’ scope and liability on public art projects.
- Masonya Osei joined the staff, bringing valuable experience from her time at Tennessee Department of Transportation (TDOT). Additionally, Daryn Jackson, Communications Manager*, worked in collaboration with the public art staff to develop best practices for public art dedications, resulting in two successful, well-attended dedications at Donelson Library and the Nashville Public Library.
- An audit of contracts with Metro Legal and Metro Procurement, which led to a decision for Metro Procurement to oversee public art contracts moving forward, aligning our processes with other Metro departments.
- Staff reviewed and revised the public art procurement process with staff for additional input and proposed changes to the Public Art Guidelines to expand the Public Art Committee (PAC), which were approved by both PAC and Metro Nashville Arts Commission.



*(Nashville Public Library, Leading Library
Photographer: Metro Staff)*

Collections Management

The city's first public artwork was installed in 2007 and has grown into a major civic collection of 237 permanent artworks. Artworks of various materials and in a wide variety of public settings require routine and as-needed maintenance, management of multiple vendors to document and care for this collection, and detailed records management.

In FY2024, the Public Art Team initiated and completed collections management goals:

- Developed a Metro-wide, five-year art handling contract with Art Up Nashville, utilized by departments including the Nashville Public Library, General Services, and Parks.
- Planned for future maintenance and conservation work for significant artworks at the Lentz Public Health Center, Goodlettsville Library, and Nashville Farmers' Market.
- Coordinated artwork installations and re-installations across various Metro offices, including Finance, Historic Metro Courthouse, and Metro Office Building.
- Directed collection inspections, guiding cleaning, and maintenance on pieces like *Light Meander* at Riverfront Park and *Emerge* at the Nashville Public Library.
- Executed repairs on damaged artworks, including Lending Library pieces at Madison and Southeast branches.
- Expanded the permanent collection with 59 new artworks, including installations at Mill Ridge Park, Nolensville Pike transit shelters, and five new branches of the Metro Arts Lending Library.
- Conducted conditional reviews for new installations like *Reverie* and *Celestial Falls* at Donelson Library.
- Oversaw photographic documentation of the Lending Library collection.
- Expanded the Public Art Services Directory, assisting Metro departments in sourcing vendors for public art needs.
- Provided maintenance and conservation updates to the Arts Commission, highlighting Art Up Nashville's services and contributions to local artist training.

***These individuals are no longer employed by Metro Nashville's Office of Arts + Culture.**



(Seasons from a Bird's Eye View by artists Paige Easter and Dan Goostree at the Goodlettsville Library)

Conclusion Report: Metro Arts Department Highlights and Future Outlook

The Metro Arts Department has experienced a year of significant change, growth, and adaptation, setting the stage for a more focused and collaborative future. Despite recent challenges, including multiple resignations and structural transitions, the department has maintained its commitment to advancing the arts in Nashville through key initiatives, leadership changes, and committee reorganizations.

KEY HIGHLIGHTS

Leadership Transitions:

The Metro Arts Commission experienced significant leadership transitions with several resignations between August 2023 and June 2024. This new Metro Arts team, under Dr. Coleman's experienced guidance, brings fresh, as well as historical perspectives while ensuring continuity in the department's mission to set new standards. An emphasis has been placed on strong leadership committed to consistently following established guidelines—many of which have not been adhered to over the past 10 years. This renewed focus on governance and accountability will help ensure that Metro Arts operates with greater transparency and effectiveness moving forward and that we will better serve the local creative sector.

Committee Enhancements:

The department's active committees, such as CARE, Grants and Funding, Public Art, Executive, Nominating, and Budget and Oversight, continue to play a vital role in the strategic development of arts programming and governance. These committees have made significant progress in their respective areas, working towards enhancing community engagement, facilitating public art projects, and ensuring equitable grant funding.

Public Art as a Pillar of the Community:

Public Art remains a critical backbone to the cultural and aesthetic landscape of Nashville. The department continues to support public art projects that enrich public spaces and foster community identity. With dedicated staff and revised Public Art Guidelines, the Commission is ensuring that public art remains a beacon for the creative community and a source of pride for Nashville's residents.

Staff Development and Collaborative Efforts:

The department has placed a strong emphasis on staff development and collaboration, particularly through initiatives in public art and grant management. Efforts to streamline processes, such as transitioning the administration of Public Art contracts to Metro Procurement, as recommended by the Metro Internal Audit department, demonstrates the Commission's commitment to operational efficiency. Moreover, increased staff training in best practices ensures the department remains adaptable and innovative.

Response to Tennessee Arts Commission and Internal Audit:

We thank the Tennessee Arts Commission for clarifying the expectations set in the June 25, 2024. Metro Arts has been diligently working to address the findings of the June 2024 Internal Audit. We have partnered with various

Metro Nashville departments, including Metro Legal, Metro Finance, and Metro HR, to implement policies that comply fully with Metro regulations. Additionally, Metro Arts has collaborated with the Metro Office of Internal Audit to create an implementation plan that will span the next 12 to 18 months to ensure comprehensive compliance in all operations.

Status of the MHRC Conciliation Agreement:

Metro Arts is pleased to report that the MHRC Conciliation Working Group has been fully established and is actively engaging in the necessary deliberations to ensure compliance with the Title VI Conciliation and Compliance Agreement. The Working Group consists of a diverse array of representatives, including Metro Human Relations Commission (MHRC), Metro Finance, Metro Legal Metro Arts, and a Community Member.

The Working Group has made significant progress, and by January 5, 2025, it is expected to finalize a robust framework for a Thrive-like program. This framework will incorporate the necessary guidelines and structures to conform to Metro Codes, resolutions, and the original intent of lawmakers. The goal is to ensure that the program will provide equitable opportunities for artists and organizations, particularly those from historically marginalized communities, while maintaining fiscal and operational compliance.

Once the framework is completed and approved, Metro Arts is committed to implementing the new program before the end of FY25 (June 30, 2025). This timeline will allow for proper planning, community outreach, and the necessary adjustments to ensure the program operates effectively and fairly.

Metro Arts remains fully committed to addressing all audit findings in a timely and thorough manner. We are focused on complying with Metro regulations and working collaboratively with all involved stakeholders, including Metro Finance, Metro Legal, and the arts community. Regular updates will be provided as we move through the various stages of the implementation plan, ensuring transparency and accountability throughout the process.

We look forward to continuing our progress and delivering a program that aligns with the needs of the arts community and the standards set by Metro.

A Hopeful Outlook:

Looking ahead, the Metro Arts Department is poised for continued success and growth. With a new leadership structure in place and enhanced committee functions, the department is well-positioned to address the evolving needs of Nashville's creative community. The integration of advocacy efforts across committees will foster a more cohesive and unified approach to supporting the arts. Upcoming initiatives, such as live events, collaborative projects with Metro departments, and increased community engagement, signal a bright future for Metro Arts. As the department continues to prioritize accessibility, inclusivity, and collaboration, it is well-equipped to navigate future challenges and capitalize on opportunities to further elevate the role of the arts in Nashville's cultural and economic landscape. Through these concerted efforts, the Metro Arts Department remains a pillar of artistic support, championing the creativity and innovation that define the vibrant Nashville arts scene. The future holds great promise, and the department looks forward to building on its successes while fostering new opportunities for artists, communities, and stakeholders.

Over the past year, the Metro Arts Commission has undergone several leadership transitions, with several valued members stepping down. However, this change presents an opportunity for renewal.

In November, Metro Arts will be electing new officers and will welcome new commissioners that will bring our total to 15. We believe this leadership Team brings the experience and vision necessary to continue driving forward our mission of supporting the vibrant creative community in Nashville.

Additionally, we are pleased to welcome **Dr. Paulette Coleman** as Interim Director. Dr. Coleman brings a wealth of knowledge and passion for the arts, and her leadership will be instrumental in ensuring a smooth transition during this period. Together, we are committed to upholding the Commission’s mission to set new standards in supporting the arts, increasing transparency, and fostering deeper community engagement. As part of this transition, we are placing renewed emphasis on adhering to established guidelines. This focus on governance, accountability, and clear processes is essential for building a stronger, more effective Metro Arts Commission—one that better serves our artists, stakeholders, and the broader Nashville community.

We are excited about the opportunities ahead and remain dedicated to working closely with our community members, artists, and partners. Your continued support and engagement are invaluable to the success of Metro Arts, and we look forward to growing together as we celebrate Nashville’s artists.



METRO ARTS

NASHVILLE OFFICE OF ARTS + CULTURE

Appendix I: FY23-24 Thrive Awards

Artist Name	Organization (if applicable)	Project Name	Amount
Alayna Renae Anderson		Nashville Women in Jazz Jam	\$20,000.00
Allison Jimenez Brazzel		Songs for Today: Songs in Response to the Covenant School Shooting	\$12,000.00
Angel Adams		The Intangibles	\$10,000.00
Anna Skates		The Kid3 Conference	\$20,000.00
Annabella Gelmetti		Sonder: A Street Opera	\$3,000.00
Ashley Mintz		Hands On: Mixed Media Book Art	\$20,000.00
Beizar Aradini		Working Title ---"The Stories We Carry"	\$14,000.00
Brandon Corlew		The Ebony Project	\$12,000.00
Cameron Mitchell		Regicide	\$20,000.00
Caymen Brown		Healing the City with Pretty	\$20,000.00
Chelsea Harris	Standard of Style	The Art of Naturally Being	\$20,000.00
Christina Barclay		From a Survivor to a Survivor	\$20,000.00
CHRISTOPHER LATOUCHE		Seed Money	\$20,000.00
Crystal Moise		Touched by Sun Fest	\$20,000.00
Cynthia Harris		Community Engaged Choreopoem	\$20,000.00
Daniel Arite		A Frabic of Sound	\$18,975.00
Dave Ragland		Be Well/Diaspora Orchestra	\$4,000.00
Dave Ragland		One Vote Won/Inversion Vocal Ensemble	\$3,500.00
Delaine Dobbs		Dance Films	\$3,000.00
Demerrius "Shawn" Whitsell		Escape Poverty: A Maze in Grace	\$20,000.00
Elisheba Mrozik		2nd Annual Ink Link	\$10,000.00
North Nashville Arts Coalition		North Nashville Culture Crawl	\$20,000.00
Kasumi Bledsoe			\$0.00
Fathiyah Shepard-Suso		AfriCultural Meet'N Greet	\$20,000.00
Grace Adele Wade		The Farmer & Adele Pilot Show	\$20,000.00
Irvin Cannon		Grupo Balanca Capoeira Nashville	\$20,000.00
Jarrel Pierson		Nashville Music Boost	\$20,000.00
Jazzmin D. Mitchell		Rhythm & Roots	\$20,000.00
Jen Starsinic		Ambient Parks Project	\$19,000.00
John Wiggins		The Black Heritage Walk	\$15,800.00
Jon Terzini		Leave a Message After the Beep	\$9,500.00
Jose Gutierrez		API Heritage Month Narrative Project	\$15,000.00
Joshua Lewis		Creative Woodz's Class in Session Community Woodworking Project	\$20,000.00
Karimah Taylor		Spoken Graffiti	\$20,000.00
Kayley Walker		Children's Book Project	\$20,000.00
Kenieha Boren		Pain into Poetry Workshop	\$20,000.00
Kevin Page		We Made a Museum	\$20,000.00

Kyristin Young		Kreat You Summer Program	\$20,000.00
Laura Amaral		Madison Coffee Table Photography Book	\$20,000.00
Lauren Turner		Twin Lead Lines: Poems by Lou Turner	\$5,000.00
LeAndra Crystal		Vibe & Release	\$20,000.00
Leslie Townsend		Leslie Townsend: It Ain't Over	\$20,000.00
LEXANDER BRYANT		We Are the Archives	\$17,300.00
Linda Parrot		Random Sample	\$20,000.00
Marlos E'van		Playing Field	\$20,000.00
Mary McCallum		Shades of Black Theater Festival	\$11,500.00
Matthew McCoy		Hadley Park Summer Nights Concert Series	\$10,000.00
Michael Mallicote		Semester of Dance at Knowles Home Assisted Living	\$14,300.00
Nichole Robinson		Stories and Drumming	\$20,000.00
Olugbola Gubasavi		WEUSI	\$20,000.00
Princella Smith		Walk in the Light	\$20,000.00
Rebecca Hoback		Enactor Productions Community Collaborations & Showcase	\$20,000.00
Samual Buchanan		Easy - Jazz & More Since 1987	\$20,000.00
Sangeetha Ekambaram		Imagining Sheherazade; Collaborative Concerts/Visionary Vocal Collaborative	\$20,000.00
Saran Thompson		ECLTC Conversations	\$20,000.00
Sedona Feretto		Treatment	\$20,000.00
Shabazz Larkin	Larkin Art & Company	The Portrait Project	\$20,000.00
SHAKIRA BALY		Fantasea: Over and Under the Sea	\$20,000.00
Stephcynie Curry		The Community Choir	\$20,000.00
Tatia Rose		North Nashville Children's Choir	\$17,200.00
Tetra Cierpke		International Bouquet Art Exhibit	\$18,600.00
The Equity Alliance TEA		2024 Black on Buchanan Juneteenth Block Party	\$20,000.00
Timbre Cierpke		Silver Songs	\$16,000.00
Venus Parham		Community Garden and Beautification Project	\$20,000.00
Wendy Marie Dando		Inner Freedom Dance Nashville	\$12,000.00
Alexandrea Kouame	Nashville Public Radio	Music Citizens	\$20,000.00
Angel Adams	TRINITY COMMUNITY COMMONS	Live Performance of N2020 Sequel	\$20,000.00
ANGEL ADAMS	LIBERATED GROUNDS	Mission Accomplished	\$20,000.00
Ashley Wroten	Creative Artists of Tennessee	Creative Artists Directory	\$18,900.00
Audra Almond-Harvey			\$20,000.00
Ceccily Bednash			\$20,000.00
	ABRASIVE INK LLC	In Leiu of Dying I Wrote a Book, and Then I Made Some Art About It	\$10,000.00
	CREATIVE WELLNESS INSTITUTE	Art Heals - Art and Wellness Workshop Series	\$10,000.00

Becca Morris		Nashville Tree Project	\$20,000.00
Beth Reitmeyer	THE COOP GALLERY	Microcinema	\$16,250.00
Bradley Henderson	OLD SCHOOL FARM INC	Old School Farm Pottery	\$20,000.00
Bruce Ayers	Nashville African American Wind Symphony, Inc.	The Sound of Freedom Concert Series	\$20,000.00
Christiana Afotey			\$9,055.00
Courtney Jordan		Shower the People Bus Beautification	\$6,000.00
Crystal Pennic		The R&R Renaissance and Renewed	\$20,000.00
Gina Tek	PRESERVE LINDSLEY AVE NOW INC	An Art Review on Rutledge Hill	\$20,000.00
Hazel Joyner Smith	International Black Film Festival	INTERNATIONAL BLACK FILM FESTIVAL	\$20,000.00
James Lauderdale	THE 37208	Invest in Success	\$20,000.00
Jason Garriott	Music Neighbors Inc.	Play It Forward Sessions	\$20,000.00
Joseph Morgan	MUSIC CITY REVIEW	Music City Review	\$18,480.00
Justin Harvey	abrasiveMedia, Inc	Project Awake	\$20,000.00
Kaasaundra Rae	OKAAY PRODUCTIONS	Rest and Restor	\$20,000.00
Kayla Murrell	GILDAS CLUB MIDDLE TENNESSEE	Gilda's Club Middle Tennessee Expressive Arts Program	\$20,000.00
Kelly O'Connor	PROGRESS INC	Progress and Randy Purcell - What Makes Me Happy	\$12,400.00
Kenneth Dozier	KENNIE PLAYHOUSE THEATRE	Authentically August	\$20,000.00
Lauren Zook	Friends Life Community	We Are Community	\$20,000.00
LeAndra Crystal	TENNESSEE ART LEAGUE INC	Art Workshops	\$20,000.00
Lindsay Cunningham	OPERA ON TAP NASHVILLE CHAPTER	Opera on Tap Nashville 2023-24 Season	\$10,000.00
Loraine Segovia-Paz	NASHVILLE AREA HISPANIC CHAMBER OF COMMERCE	Hispanic Heritage Month Program Celebrates	\$20,000.00
Lydia Yousief	ELMAHABA CENTER	Funding Arab Artists in Nashville	\$20,000.00
Mark Schlicher	FRIENDS OF THE EDMONDSON HOMESITE PARK AND GARDENS	William Edmondson Arts & Cultural Fest	\$20,000.00
Mary Latch	CORNER TO CORNER	Script to Screen	\$20,000.00
Matthew Robinson	ROBINSON MATTHEW	NDC Split Bill Show	\$12,930.00
Molly Breen	TN PLAYWRIGHTS STUDIO	Tennessee Playwrights Studio Theatre Production	\$20,000.00
Rasheedat Fetuga	GIDEON'S ARMY	Black Out: Peace, Love, Culture	\$20,000.00
Rebekah Barger	FALL	Thrive Project (Bending for Veterans Possibly)	\$19,875.00
Richard Ripani	NASHVILLE YOUTH JAZZ ENSEMBLE	Community Concert Series	\$18,700.00
Richard Todd	MIDDLE TENNESSEE GUITAR ALLIANCE	Virtuoso Classical Guitar Series	\$8,000.00

Susan Isel	NASHVILLE GLASSWORKS	Nashville Glassworks w/our Place Nashville	\$20,000.00
Xavier Harris		National Black Poetry Day Fes	\$20,000.00

Appendix II: FY23-24 General Operating Support Grants

Organization	FY23-24
Belcourt Theatre	\$187,900.00
National Museum of African American Music	\$181,300.00
OZ Arts	\$164,900.00
Frist Art Museum	\$155,200.00
NASHVILLE OPERA	\$145,100.00
Country Music Hall of Fame and Museum	\$140,100.00
Cheekwood Botanical Garden and Museum of Art	\$132,700.00
Humanities Tennessee	\$124,600.00
Tennessee Performing Arts Center	\$124,000.00
Nashville Symphony Association	\$121,500.00
Nashville Shakespeare Festival	\$117,600.00
Nashville Ballet	\$109,100.00
Nashville Children's Theatre	\$109,100.00
Nashville Repertory Theatre, Inc	\$107,900.00
Southern Word, Inc.	\$94,500.00
Turnip Green Creative Reuse	\$92,000.00
W.O. Smith/Nashville Community Music School	\$90,800.00
Operation Song	\$87,894.38
The Forge Nashville	\$86,965.31
Nashville Jazz Workshop	\$86,600.00
Global Education Center	\$84,392.63
Arts & Business Council of Greater Nashville	\$82,217.06
Tennessee Arts Academy Foundation	\$81,014.06
Musicians On Call	\$66,500.00
The Porch Writers' Collective	\$65,782.31
Nashville Film Festival	\$65,100.00
Moves & Grooves, INC.	\$63,500.00
Tennessee Association of Craft Artists (dba Tennessee Craft)	\$60,000.00
The Theater Bug	\$58,726.88
Music for Seniors	\$57,673.00
MOVE Inclusive Dance	\$57,111.18
CreatiVets	\$57,100.00

Music City Youth in the Arts	\$50,400.00
Native American Indian Association of Tennessee	\$45,750.00
Dancing Through the Curriculum	\$45,383.81
Rejoice School of Ballet	\$41,946.56
Healing Arts Project Inc - HAPI	\$41,903.81
Daybreak Arts	\$40,897.31
Love Learning Music	\$38,880.00
Intersection	\$36,832.40
DancEast Collective	\$36,085.27
Actors Bridge Ensemble	\$34,343.63
Nashville in Harmony	\$31,232.80
chatterbird	\$28,976.80
Creative Girls Rock®	\$28,322.81
The Larry Keeton Theatre	\$28,125.00
Circle Players, Inc.	\$28,018.40
Girls Write Nashville	\$27,978.94
New Dialect	\$27,710.81
Chinese Arts Alliance of Nashville	\$26,929.60
Street Theatre Company	\$26,830.00
Art and Soul Nashville, Inc.	\$26,483.76
Kindling Arts	\$24,610.40
Youth Empowerment through Arts and Humanities (YEAH!)	\$23,200.00
Nashville Philharmonic Orchestra	\$22,027.20
ALIAS Chamber Ensemble	\$20,706.94
Tennessee Youth Symphony	\$19,751.60
Buchanan Arts	\$19,163.13
Vox Grata	\$18,484.80
Unscripted	\$18,032.40
The Arts at Center Street	\$16,400.00
Make Music Nashville	\$14,061.81
Nashville Women in Film & Television	\$13,675.80
Choral Arts Link	\$13,543.25
Nashville Filmmakers Guild	\$12,511.24
Defy Film Festival	\$11,339.60
Fashion Is For Every Body	\$11,120.00
Numinous Flux Dance Company	\$7,200.00

Shine Photography	\$6,063.60
Verge Theater	\$5,302.20
Number: INC	\$5,055.29
Music City Baroque	\$4,913.21
Arts Bellevue	\$4,352.40
Helping Music Foundation	\$4,300.92
Portara Ensemble	\$3,000.00

Appendix III: Title VI Conciliation Payments

For grants and awards associated with the FY23-24 grant cycle. Payments authorized by the Department of

Organization Name	Purpose	Amount
Kennie Playhouse Theater	Operating support	\$12,800.00
Nashville Youth Jazz Ensemble	Operating support	\$12,149.60
abrasiveMedia	Operating support	\$12,348.60
COOP	Operating support	\$5,636.45
FALL	Operating support	\$14,005.78
Middle TN Guitar Alliance	Operating support	\$6,499.20
Music City Review	Operating support	\$1,854.00
Music Neighbors	Operating support	\$1,890.65
Nashville African American Wind Symphony	Operating support	\$6,000.00
North Nashville Arts Coalition	Operating support	\$8,287.80
Tennessee Arts League Incorporated	Operating support	\$1,276.80
William Edmondson Homesite	Operating support	\$11,079.60
International Black Film Festival	Operating support	\$12,600.00

First Name	Last Name	Purpose	Award Amount
Kelly	Bonadies	Community Public Art Project	\$20,000.00
Mary	Breen	Community Public Art Project	\$20,000.00
Andres	Bustamante	Community Public Art Project	\$20,000.00
David	Conners	Community Public Art Project	\$20,000.00
Mary	Frank	Community Public Art Project	\$20,000.00
Lucero	Gomez	Community Public Art Project	\$2,000.00
Clemmie	Greenlee	Community Public Art Project	\$20,000.00
Darrell	Hawks	Community Public Art Project	\$8,950.00
Jamal	Jenkins	Community Public Art Project	\$20,000.00

Olivia	Jimenez	Community Public Art Project	\$20,000.00
robert	jones	Community Public Art Project	\$18,000.00
Amanda	Key	Community Public Art Project	\$20,000.00
Sarah	Lingo	Community Public Art Project	\$12,200.00
Jaime	Miller	Community Public Art Project	\$19,250.00
Elisheba	Mrozik	Community Public Art Project	\$20,000.00
Xavier	Payne	Community Public Art Project	\$20,000.00
Mike	Rose	Community Public Art Project	\$20,000.00
Leah	Samuelson	Community Public Art Project	\$8,000.00
Alyssa	Sanderson	Community Public Art Project	\$20,000.00
Shadale	Smith	Community Public Art Project	\$20,000.00
Douglas	Stevenson	Community Public Art Project	\$10,000.00
Elizabeth	Sutphin	Community Public Art Project	\$20,000.00
Jackie	Tingle	Community Public Art Project	\$20,000.00
Brian	Tull	Community Public Art Project	\$20,000.00
Antoine	Weir	Community Public Art Project	\$20,000.00
Kenneth	White	Community Public Art Project	\$20,000.00