



OFFICE OF ARTS & CULTURE

SEATTLE

<b>Langston Hughes Performing Arts Institute (LHPAI) TIMEFRAME</b>	<b>Office of Arts (OAC) and Culture LHPAI Transition Plan ACTIVITIES</b>
<b>January – June 2014</b>	<ul style="list-style-type: none"> <li>• Staff and Seattle Arts Commission charter Transition Team</li> <li>• Select Transition consultant</li> <li>• Engage Personnel Department and Office for Civil Rights for guidance and support</li> <li>• Secure fiscal sponsorship for the duration of the transition period</li> <li>• Implement an uninterrupted year of programming and operations</li> <li>• Check for transition plan viability and course correct as needed.</li> </ul>
<b>July – December 2014</b>	<ul style="list-style-type: none"> <li>• Stakeholder engagement is started under the Transition consultant’s leadership</li> <li>• Program season is audited for future implementation</li> <li>• LHPAI Board development process begins</li> <li>• Check for transition plan viability and course correct as needed.</li> </ul>
<b>January – June 2015</b>	<ul style="list-style-type: none"> <li>• Continue focused community engagement work</li> <li>• Continue LHPAI Board Development Process</li> <li>• Develop and submit 1023 application to the IRS for LHPAI 501 c3 status</li> <li>• Check for transition plan viability and course correct as needed.</li> </ul>
<b>July – December 2015</b>	<ul style="list-style-type: none"> <li>• Complete LHPAI board development process</li> <li>• Complete community engagement process</li> <li>• Develop MOA between new 501 c3 board and OAC</li> <li>• Check for transition plan viability and course correct as needed.</li> </ul>
<b>2016</b>	<ul style="list-style-type: none"> <li>• Executive Director, Artistic Director and Education Manager positions move to LHPAI 501 c3 organization</li> <li>• OAC continues to manage building and rental</li> </ul>

Randy Engstrom, Director | Michael McGinn, Mayor



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	<p>operations in concert with LHPAI mission and vision.</p> <ul style="list-style-type: none"><li>• OAC funds LHPAI 501 c3 at 100%</li><li>• Check for transition plan viability and course correct as needed.</li></ul>
<b>2017</b>	<ul style="list-style-type: none"><li>• OAC continues to manage building and rental operations in concert with LHPAI mission and vision.</li><li>• OAC funds LHPAI 501 c3 at 75%</li><li>• Check for transition plan viability and course correct as needed.</li></ul>
<b>2018</b>	<ul style="list-style-type: none"><li>• OAC continues to manage building and rental operations in concert with LHPAI mission and vision.</li><li>• OAC funds LHPAI 501 c3 at 50%</li><li>• Check for transition plan viability and course correct as needed.</li></ul>
<b>2019</b>	<ul style="list-style-type: none"><li>• OAC determines if it should continue rental and building operations; other options would be to transfer management to the LHPAI 501 c3, or do a public RFI to identify a facility operator Add here</li><li>• Check for transition plan viability and course correct as needed.</li></ul>

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