

23.09.2010

Dear Adri and Karin,

As it was briefly discussed in the last managing board meeting, 2009 was a breakthrough for SKOR, a new beginning without divorcing from its heritage. The implementation of the shifted perspective necessitated a series of changes and revisions in the structure as well as in the culture of SKOR. Toward this aim, a process of change was planned and started in the second half of 2009, which we are now aiming to implement in 2010.

In order to achieve a sustainable transformation of SKOR, whose culture and structure has been formed throughout years, almost 26 years (!), we need to develop the strategies step by step.

Our new business director Tati Freeke Suwarganda has been a real asset for the organization and facilitating the change both in terms of vision, culture and structure of SKOR. With her support, I became able to implement the ideas into structural changes. Likewise, in order to consume the OCW subsidy¹, especially in these difficult times of economic crisis, in a competent way, which means initiating new activities like annual SKOR Prize in Public Art or Urban Public Art Exhibitions (like a Biennial) as well as developing new collaborations and partnerships nationally and internationally, I need support, a right hand, who has the local knowledge with an understanding of international context in terms of artistic issues.

As the adjunct director and senior curator, Tom van Gestel was supposed to support me on the artistic issues to foster changes and application of artistic criteria to the existing project structures (commissions) and advising on the 120 ongoing/suspended projects as well as developing new lines of activities to open up new horizons for SKOR.

However, Tom van Gestel doesn't have the vision and background to perform this position, neither he is willing to do so. My experience during the last two years proved that he is not only reluctant to take part in the process of change but also creates a negative aura that impedes it. His old habit of working individually (like an independent curator using SKOR's power and resources) and not sharing the knowledge with the other team members distracts the creation of the new spirit that promotes sharing, debating and creating a collective platform among the team. He is closed to dialogue and even suppressive for the other members of the team. As his habit of solving the problems with extraordinary convoluted manipulations and communication style persists, even has been strengthened throughout the last two years, it is clear for me that we need to reactivate this position with another SKOR curator who can fulfil this function as a team member and stimulate and foster the change that we desire.

At this stage, I am seeking your approval for the appointment of a new adjunct director from the existing curatorial team. However in order to get there, it is important that the managing board informs Tom van Gestel officially on his position as "curator" and abolishes his mandate and other related rights, responsibilities and procedures, and starts the

¹ There are 120 ongoing/suspended projects, 3.000.000 Euro reservation from the past years and an average of 175.000 Euro yearly under-expenditure.

dialogue with him on his future plans. My proposal for the new structure (re-arranging the responsibilities of the existing curatorial team members) and the steps are:

1st Step: Upcoming Board Meeting on the October 1st, 2010

Tom van Gestel is officially informed that he is neither the adjunct director, nor the senior curator by the 1st of October 2010.

The Board starts the dialogue on his future plans. He can continue to finalize his existing projects that add up to 35. Certainly, we can discuss further the several different possibilities on his repositioning.

Tati Freeke Suwarganda is granted the official mandates by the 1st of October 2010 (that previously TvG was granted).

Second step: The following Board meeting on the November 29th, 2010

Theo Tegelars (SKOR curator) is appointed as the Adjunct Director (on artistic issues) by the 1st of January 2011. His background, artistic criteria, curation (almost all of the projects that I mentioned in the Annual Report Introduction 2009 belong to him) and his management of projects as well as his vision on art and society convinced me that he is the right person for this position (Please find attached his CV).

His appointment would also provide a base/preparation for the future hand over of the responsibility of directorship.

Nils van Beek (SKOR curator) is appointed as the Head of the Public Programme by the 1st of January 2011. His contributions to the brainstorm sessions and Think Tanks have proved his capacity for such a position.

Certainly, both curators will continue to create and lead projects in addition to their new positions with the assistance of the young curators from de Appel, who are working in SKOR with affordable salaries as a part of our Institutional Alliance with De Appel Curatorial Programme (2009-2012) and through sharing certain projects with external curators who will be hired on project-base (their fee will be included to the project budgets).

I don't want to create the impression that we are increasing our staff expenditures with internal promotions. We may need to inform them that we are thinking of credit appointments ("krediet benoeming"), meaning that they can be appointed as such, but will only be rewarded in terms of salary increase after their appointment has proved successful for SKOR and SKOR is able to afford such payment. Certainly, the exact terms need to be agreed upon in more detail with the respective curators.

Let me emphasise that I am very happy with the achievements up to this date and very excited about the changes to come as the second phase of restructuring SKOR.

I am looking forward to our meeting with you on the 27th of September 2010.

With my best regards,

Fulya Erdemci,

Director

SKOR, Stichting Kunst en Openbare Ruimte