

Funding Guidelines Feedback #3

A. Cultural Specific

1. There should be a cap on Cultural Specific Organizations;
2. Mission cannot be changed to qualify for this category, there must be a 3-year history of practicing and implementing with mission;
3. This is good;
4. Why in mission statement versus proven existing programs that serve culturally specific audiences, like Say Si – are students/artists a culture?

B. Cultural Preservation

1. Preservation should be “Historic;”
2. What about investing in the long-term growth in addition to honoring the past;
3. Change Category to Equitable programming;
4. Program Specific Cultural Programming vs. Cultural Preservation
5. What is difference with Cultural Specific?
6. This is good and more of an impact on cultural specific activities;
7. Need better definitions of Preservation, social values, cultural participation, genuine experiences;
8. Be clear about intent;
9. What does San Antonio culture mean?????
10. Preservation to arcane change to programming;
11. Access and Equity, are you giving access or appropriating?
12. Everyone will qualify, how will this advance equity?
13. Should be programmatic and cap at \$4M
14. Where’s the outside perspectives to the community?

C. Capacity Building

1. Please pay for infrastructure surrounding agency properties;
2. Large organizations need capacity support, especially with new marketing plans, Board Development especially to diversify, improving technology/infrastructure as organizations age;
3. Add in Capacity, Development of fundraising, add an “Other” category, keep Cap at \$3M, 3 years might be inefficient, maybe year to year on capacity funding;
4. Add program drivers into the description;
5. Keep the cap at \$3M;
6. The best way to empower an organization is to support their development; support their hiring, development of staff, give flexibility;
7. Fundraisers and Grant Writers at fair rates, let us hire professional fundraisers with Capacity;
8. Use DHS as a model to allow organizations to purchase computers or other hardware;
9. Remove the cap;
10. Let us provide benefit to employees, insurance, good wages, vision, retirement . . . ;
11. Building repair;

12. Should be to replace technical assistance and be better funded;
13. Should help support formal audit;
14. Do funding awards need to be directly applied to capacity building expenses?
15. Three-years may not be good;
16. Provide resources as Capacity Building to put a Strategic Plan in place and adequate resources hired;
17. Will there be an opportunity for revision?
18. Include fundraising;
19. Could be 3-month, could be equipment, could be multi-year, \$50K per year?
20. Mimic Area Foundations guidelines, orgs. Must take an assessment to identify needs. Fundraising and/or pilot programming support, equitable salaries to support qualified staff or to get them qualified;
21. Add Cap

D. Base Operational Support & Equity Support Funding

1. Even with this new funding system, some smaller organizations could get less funding, example: We now get 33% and we could end up getting 23% and eligible for \$50K but not guaranteed;
2. Concern of 3-year funding, what if money is low and City Arts/HOT money continues to go up;
3. DA&C cannot guarantee percentages which is problematic and 2017 990's are not even in yet;
4. Is there a cash match?
- 5.

E. Diversity

1. Boards for culturally specific organizations should not have a diversity requirement;
2. DA&C needs to clearly define diversity;

F. General Comments

1. The plan as written does not stress the full definition of equity as adopted by the Arts Commission;
2. Pay Culturally specific and Cultural Preservation agencies what we are worth;
3. 3 years might be too much;
4. Panelists need to get trained, especially on all these new terms;
5. Cap at \$4M for any equity funding;
6. Organizations over \$4M should not be eligible for any HOT Tax funding;
7. What about Start-up organizations?