



Central MN Arts Board FY24-25 Biennial Plan Summary

I. MISSION STATEMENT will remain the same:

"Investing in the Arts throughout Benton, Sherburne, Stearns & Wright Counties"

II. PAGE 8 – 14 - WORK PLAN FOR GRANTS PROGRAMS & SERVICES

- 1. Project Grants –2 rounds, \$8,000 max award– new - 10% match required. Individual Artists not eligible to apply but can form an arts group and apply using a fiscal agent; Rd 1 Deadline two weeks later in the Fall, Rd 2 deadline two weeks earlier in the winter,**
- 2. Artist in Residence – (AIR) no change, 1 round, \$3,500 max award, no match**
- 3. Community Arts Support (Operating grant) (CAS) no change, 2-year award, \$10,000 annual award, \$3,000 min.**
- 4. Student Artist Scholarship – no change, \$1,500 renewable scholarships up to 4 years.**
- 5. Arts Organization Development – no change, \$10,000 max award**
- 6. Public Art – no change, 20% match required**
- 7. Individual Artist Awards- later deadline date in January**
- 8. Artist Career Development – no change, up to \$4,000**
- 9. Artist Learning Grant – no change, up to \$500**
- 10. Teaching Artist Grant - no change, up to \$2,000 TAG**
- 11. Teaching Artist Roster Training – no change, available during even numbered years**

III. PAGES 15-17 - WORK PLAN PRIORITIES

Work Plan Priority 1 – Diversity, Equity & Inclusion

Actions

- 1) Maintain a Diversity Equity and Inclusion (DEI) budget - trainings and key expenditures.**
- 2) Continue the practice of paying stipends to grant reviewers for CMAB grant programs.**
- 3) Continue to create informational materials in Spanish, Somali and Hmong & other languages as needs are identified.**

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- 4) Continue to host virtual and in-person gatherings to discuss ways in which the arts develop a sense of community.
- 5) Continue to engage board members in the IDI (Intercultural Development Inventory process, discussions, and reflection about equity.

Work Plan Priority 2 – Accountability & Transparency

Actions

- 1) Focus outreach and needs assessment efforts to connect with regional residents who are not currently engaged with CMAB
- 2) Continue to operate under the spirit of the open meeting law
- 3) effectively promote and provide access to regional grant award map-and the CMAB annual report summarizing and highlighting grants awarded

Work Plan Priority 3 – Disability Access

Actions

- 1) Share resources with regional arts providers aimed at improving access to
- 2) the arts in our region
- 3) Ongoing website development to enhance access to CMAB staff and services
- 4) Explore the addition of closed captioning for virtual meetings and video presentations

Work Plan Priority 4 – Increased Outreach & Networking Opportunities

Actions

- 1) Schedule in-person satellite office hours in varying locations throughout the region
- 2) Workshops focused on topics driven by needs assessment responses
- 3) Continue Artist/grantee working sessions scheduled virtually prior to grant deadlines

IV. FY24 CMAB Grant Calendar

Based on feedback from current grantees, we altered the deadlines for our two project grant rounds - Rd 1 – later in Fall and Rd 2 - earlier in the winter. Individual Artist Award later in the month of January, Public Art – one round, and three Teaching Artist Grant deadlines.

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Central MN Arts Board Fiscal Year 2024- 2025 Biennial Plan Draft

Biennial plan components are required in MN Rules 1900.2710. The description of each specific requirement is italicized.

Required: Mission Statement

Subp. 2. The biennial plan must include the regional arts council's mission statement which must describe the overall philosophy and aims of the organization concerning local and regional arts development.

CMAB Mission: "Investing in the Arts throughout Benton, Sherburne, Stearns & Wright Counties"

Region - Background, demographics, other context for the plan

Provide any necessary context about your region (i.e., economic, demographic, geographic, cultural, etc.) or about your organization that has a meaningful impact on your planning or your programs and services.

Region 7W exists on the I-94 corridor north of the Twin Cities. The four counties represented cover 2,968 square miles with a total population of 438,231 according to the 2020 census. The Mississippi River, a small portion of the Northstar Commuter Rail and the Lake Wobegon Trail all run through our region. There are 64 cities and 80 townships: consisting of both traditional and traditionally underrepresented audiences. The rural communities in Region 7W are diverse and sophisticated and hold roughly half the region's population dispersed over a large geographic area. The region is home to a number of diverse cultures, including the largest Somali population in Minnesota outside the Twin Cities.

The City of St. Cloud is at the center of a quickly growing urban hub made up of the adjacent cities of Sauk Rapids, Sartell and Waite Park. St. Cloud is the third largest city in Greater Minnesota. Almost 25% of the region's population resides in and around St. Cloud.

South from St. Cloud, along the Highway 10 corridor is another collection of towns which includes Elk River, the region's second biggest city, and Monticello, which has been enjoying an explosion of arts activities in the way of public art installations, artist residencies and the development of a community arts organization, Montiarts, that has become a home for many local creatives in and around Monticello. These efforts have been spearheaded by talented and ambitious local artists and are driven through the support of the city, grants from CMAB and other local support. Another city in the far northwestern reach of Region 7W, Sauk Centre, is a growing center of arts activity, largely through intentional and numerous public art installations. These efforts are literally changing the face of these cities. Through the extreme stress brought onto artists and arts groups due to the pandemic, we continue to see public art efforts supported by enthusiastic community members and dedicated artists.

7W boasts several small cities with large representations of artists who are active and visible within their communities. Some examples include the cities of Buffalo and Delano, which each

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have their own artist guilds or councils, as well as the city of Avon, home to Avon Area Arts and the emerging and unique Avon Hills Folk School, located in rural Stearns County, on a large parcel of land with rich histories and big ambitions.

St. Cloud is home to the Great River Educational Arts Theater, one of, if not the largest outstate theater organization in Minnesota. 7W is home to two symphony orchestras (St. Cloud and Buffalo), a municipal band that boasts a history of more than 125 years, and a growing collection of public art. Through the work and championing of local culture bearers and advocates, we have seen groups establish an African Arts Day and an annual Juneteenth celebration in the city of St. Cloud. These events have become an important opportunity for celebration and kinship for our region's (and our state's) African communities.

Region 7W has a total population of 438,231 and 2,968 Square Miles

*Regional Data According to US Census Bureau 2020 estimates

Stearns – population 158,292

1,390 Square Miles

White 86%

Black/African American 9%

American Indian/Alaska Native .5%

Asian 2.3%

Hispanic/Latino 3.9%

Two or more races 2.1%

9.9% speak languages other than English at home

7.3% of those under 65 are estimated to be living with a disability

10.6% of the population live in poverty

Benton – population 41,379

413 Square Miles

White 90%

Black/African American 5.6%

American Indian/Alaska Native .6%

Asian 1.2%

Hispanic/Latino 3.2%

Two or more Races 2.5%

5.1% speak languages other than English at home

11% of those under 65 are estimated to be living with a disability

9.3% of the population live in poverty

Sherburne – population 97,183

451 Square Miles

White 91.4%

Black/African American 4%

American Indian/Alaska Native .6%

Asian 1.6%

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Hispanic/Latino 3.1%

Two or more Races 2.3%

4.7% speak languages other than English at home

6.3% of those under 65 are estimated to be living with a disability

4.4% of the population live in poverty

Wright – population 141,377

714 Square Miles

White- 93.6%

Black/African American 2.3%

American Indian/Alaska Native .5%

Asian 1.6%

Hispanic/Latino 3.4%

Two or more Races 2.0%

4.2% speak languages other than English at home

6.3% of those under 65 are estimated to be living with a disability

4.6% of the population live in poverty

St. Cloud – population 68,881

White- 73.3%

Black/African American 16.8%

American Indian/Alaska Native .5%

Asian 3.3%

Hispanic/Latino 3.5%

Two or more Races 4.9%

People in poverty- 21.9%

Elk River – population 25,835

White- 89.6%

Black/African American 2.9%

American Indian/Alaska Native .2%

Asian 1.2%

Hispanic/Latino 4.3%

Two or more Races 2.7%

People in poverty – 3.9%

Required: Needs assessment

Rules Subp. 3 The biennial plan must be based on a needs assessment carried out in a manner, which ensured input from the arts community and the arts involved public. The components of the needs assessment shall be determined by the regional arts council and may consist of any combination of constituent meetings, focus groups, program evaluations, mail, e-mail, online, or telephone surveys, individual interviews, or other evaluative tools. The assessment shall be conducted to assess and prioritize constituent needs, to evaluate appropriate community and

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regional resources to meet those needs, and to determine the practicality of continuing existing programming activities, service and grants assistance programs, or the feasibility of developing new programs, services, or grants by the regional arts council. The needs assessment shall be updated at intervals determined and announced by the regional arts council, but no less frequently than once every four years. The results shall be included in the biennial plan.

In this section, describe:

1. When the needs assessment was completed.
2. The process used to generate input from the arts community and the arts involved public.
3. The methods and/or tools used to gather input.
4. The key findings identified through the needs assessment.

Attachment (optional)

- Two electronic needs assessment surveys – one focused on the General population & the other on the arts involved community. October thru December 2022; advertised and distributed through electronic communications, print media and individual outreach.
- CMAB staff conducted ongoing Race & the Arts virtual gatherings throughout 2021 - October 2022 to connect with regional arts administrators, artists, and the arts-focused community-at-large.
- CMAB Staff attended several events focused on community engagement where they distributed information on how to get involved in CMAB outreach activities. (Juneteenth Celebration; Conversation on Race; Sherburne County United Way outreach, Sauk Centre Chamber of Commerce, as examples of key outreach)
- Final Report feedback from FY22-23 was queried and reviewed.
- Regional phone interviews were conducted.

While we are seeing the arts sector begin to recover, it has been slow, and most arts organizations and artists have experienced a lasting impact due to the pandemic. The new tools and strategies we have discovered as we navigate through unprecedented challenges have assisted the CMAB in reaching new audiences over the past two years.

FY22-23 Needs Assessment Activities

Arts Huddles and Race & the Arts conversations- Beginning in June of 2020 and continuing until October 2022. CMAB has hosted monthly online sessions for artists and arts organization staff and supporters to meet, share ideas, discuss challenges, and find ways to connect through the pandemic (One monthly meeting focused on artists, one monthly meeting focused on arts orgs, both meetings open to anyone interested)

⇒ Average attendance at individual sessions ranged from 4-12 people, with roughly 70 individuals reached through these sessions since June of 2020.

How the CMAB Responded to past identified needs:

Quotes:

- *“Grant funded programs in small communities may increase the access and patronage to the arts. Specifically, I am thinking of providing small grants (of \$5000 or less) to small*

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organizations that may enhance the arts experience. As the Executive Director of a small, cultural institution, we organize a week-long art show for adult artists, giving them an opportunity to show and sell their artwork. In my experience, a \$2000 grant would allow my group to double our advertising budget and possibly double our visitation during that week long show. We do not have the resources to properly administer a \$10,000 grant. I need access to smaller grants. Keeping in mind the expectation that a smaller grant would have fewer demands on administering the final report.”

CMAB Response: Project grants can be any size up to \$8,000.

- *“More training and tools for successful virtual presentations of different art forms - oral/visual/performance”*

CMAB Response: Additional training was provided for on-line presence through Open Voices; and business of the arts for artists.

- *“Given Delano's location in the extreme southeast corner of Wright County, one idea that would be beneficial to us is flexibility with regard to boundaries. We have worked collaboratively with Orono Community Education over the years and partnered with them for 4 Community Theatre productions. Orono is MRAC; Delano is CMAB. Both of our communities are invested in providing arts programming. Programs like community theatre typically benefit from having a larger area to draw participants and audience members from. The Delano school district extends well into western Hennepin County. The city boundary on the east is the county line.*

CMAB Response: Rules were changed to allow organizations outside of the region that have a record of serving 7W residents to apply for funding.

- *“I am a resident of Sherburne County and an arts administrator in Stearns County. What would be most helpful to my organization would be funding that is flexible and will allow us to modify plans as the environment around Covid-19 changes. General operating funds would be most useful, as artistic projects can often change depending on Covid case rates, the un/availability of artists, and unknown needs that may arise as we build out of the pandemic. I would also like to show support for more funding for individual artists, for artistic projects, but also living costs. They are among those who often do not have full-time jobs that would allow unemployment benefits or health care insurance. Thank you for your support of our artistic community during this incredibly challenging time.”-*

CMAB Response: flexible rules were applied to assist artists and arts organizations in navigating the challenges brought about due to the pandemic.

- *“As an employee of a nonprofit, the thing we would appreciate the most would be general operating support. Though it is slowly becoming more available, general operating support is still rare and hard to acquire but is essential to being able to provide critical arts programming, something that is crucial to healthy communities and well being.*

CMAB Response: The CMAB increased the Organizational Development budget and the award maximum to \$10,000. This award was open to all arts organizations and supported the infrastructure needs in the region. CMAB continued to support a 2-year operating support grant open to regional arts nonprofits with a minimum/maximum \$3,000/\$10,000

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In our response to the impact of the Pandemic, the CMAB shifted resources to develop two temporary programs called Pandemic Recovery. One for Arts Organizations in FY21 providing up to \$10,000 grants to regional arts nonprofits. The budget for this program was \$80,000. In FY22 a Pandemic Recovery for Artists program was implemented that provided up to \$8,000 grants to working artists in the region with a budget of \$50,000.

Reflection on Virtual conversations, meetings with community member and review of Final Report feedback- We consider applicant feedback all year long, and when possible and reasonable, make adjustments to policies and practices that can change in real time (i.e- eligibility policy for regional residents with nontraditional housing was created in fall of 2020). Addition Themes of need were identified based on these activities.

FY24 – 25 Needs Assessment

The needs assessment process consisted of surveys, notes from one-on-one meetings, final report feedback and conversations between CMAB staff and members of the community. Electronic surveys were promoted on social media October through December of 2022. Two surveys were available, one for the arts community and one for the general-public. Surveys were advertised through Facebook, Twitter, Instagram, targeted emails, on the CMAB website and E-news, as well as all regional media through a press release. **Paid boosts increased the visibility of the surveys to a wider demographic than those who currently follow the CMAB Facebook page.** Current Needs Assessment activities reaffirm that the following four themes continue to be relevant issues in our region:

- Continuing grant funding for local arts organizations, artists and others
- Networking and continuing education opportunities
- Marketing support
- Reaching new and diverse demographics

In addition, more recent assessments have surfaced the following needs:

- **Opportunities for Artists to share, display and sell their work-** An overwhelming number of comments in the most recent needs assessment survey speak to a lack of opportunities for artists to find places to display or sell work, as well as the challenges of driving traffic to a gallery or retail space.
- **Share resources and skills with other groups/artists-** Individuals are interested in ways to connect. Some would like to find artists with complimentary skills to collaborate with, some are looking for professional, social and moral support from others in their field.
- **Support for creating digital content- work samples, web presence, online classes, online gallery-** This need was present prior to the shifts to social distancing and avoiding gatherings but has only increased as more artists see a need and opportunity to present their work in online platforms.

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Required: Description of the planning process

Subp. 4 - The biennial plan must include a description of the biennial planning process used by the council including a list of the steps included in the development of the biennial plan and the participants involved in the biennial planning process.

Prior to the January 25th Board retreat, CMAB Directors were presented with a summary of the results from needs assessment activities (surveys, final report feedback and one-on-ones) and suggested priorities and program changes per current needs assessment data.

During the meeting directors discussed and arrived at a consensus regarding specific adjustments to programs and services and provided input on work-plan priorities to guide and focus CMAB's work in the following biennium. This meeting was recorded, and the proceedings were used to complete the final draft of the plan.

CMAB planning timeline:

- **Needs Assessment** –Electronic surveys, October 2022 – December 2022 needs assessment process,
- **Reflection and Assessment of Programs and Services** - staff reflection on individual meetings and communications, final report feedback review and outreach activities ongoing-January 2023
- **Board and Staff Virtual Planning** – January 25
- **Draft of the FY24-25 Biennial Plan**, Posted online February 6 - 24
- **Public Meeting** – March 7th via live video meeting- noon – 1pm & 5 – 6pm.
- **Adjustments based on feedback**– March 7 - 9th
- **Board Final Approval of the Plan**– March 9th
- **Submit Biennial Plan to the MN State Arts Board** – April 1st
- **Biennial Plan Review by Advisory Committee** – Date TBD

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Required: Work plan for grants, programs, and services – Overview

Subp. 5 - The biennial plan must include a work plan, which contains a description of services, programs, and grants available from the council, and the goals and objectives of these activities as related to the needs assessment, and the 25-year arts legacy outcomes.

The following 11 grant programs have been developed in response to the identified needs consistently communicated by regional residents through final reports, survey feedback, individual meetings and conversations, and other partner events. As we look forward to a full recovery that is beginning to emerge for our artists and arts organizations, we are also focusing on ways to support the work of rebuilding audience trust and comfort as well as looking to harness the new tools and strategies we have discovered as we navigated and persisted through the unprecedented challenges over the past few years.

In the upcoming biennium, there are no grant programs being created or eliminated. Adjustments are planned to broaden or adapt programs to better meet needs indicated as high priorities and to improve accessibility to CMAB funds and applicant experience. Efforts are currently underway to reach individuals who do not have an established relationship with CMAB in order to ensure we are not missing needs present for those who don't currently seek CMAB funding. A survey for individuals who are less familiar or are not familiar with CMAB, or perhaps even the arts community was conducted. We asked our board members and regional partner organizations to help us distribute this survey to people within Region 7W who we do not regularly communicate or engage with through our current programs and services.

The 25-year arts legacy outcomes are broad in scope and it is our belief that most quality arts programming feeds into these aspirations in a variety of ways. The program outcomes listed beneath each individual grant program represent more specific and measurable steps on the path to achieving the larger vision of all five of the 25-year outcomes:

- The arts are interwoven into every facet of community life
- Minnesotans believe the arts are vital to who we are
- People of all ages, ethnicities, and abilities participate in the arts
- The arts thrive in Minnesota
- People trust Minnesota's stewardship of public arts funding

1. Project Grants- 2 rounds per fiscal year

Funds to increase access to arts focused events throughout the region; Maximum grant of \$8,000, a 10% match requirement

Program Outcomes

1. Regional residents experience increased access to the arts via a reduction in geographic, cultural and/or physical barriers.
2. Regional residents experience a change in knowledge, attitude, behavior or condition due to public art, arts festivals or arts events

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3. Regional residents build connections to their own and others' cultural heritage through regional arts and cultural events and/or activities.

Evaluated on Artistic Merit and Quality, Community Need, Ability, Outcomes & Evaluation, and Diversity, Equity & Inclusion.

Funded by: General Fund, Arts Access, Arts Ed, Arts and Cultural Heritage

2. Artist in Residence Grants- 1 round per fiscal year - Funds in support of a unique arts experience that ties into a lesson plan or curriculum. The intention of any residency proposal must be to increase interaction between students, community members and professional artists. Maximum grant \$3,500 with no match required.

Program Outcomes

1. Regional residents learn new arts skills & techniques.
2. Regional residents gain awareness and appreciation for a variety of artistic disciplines and mediums.
3. Regional artists build their capacity through professional development.

Evaluated on Artistic Merit and Quality, Community Need, Ability, Outcomes and Evaluation

Funded by: Arts Access, Arts Ed, Arts and Cultural Heritage

3. Community Art Support Grants

Two-year general operating support for Nonprofit Arts Organizations located within Region 7W with a minimum of two years of service to the community. Funds of up to \$10,000 or 20% of the last fiscal year's annual operating expense will be awarded per fiscal year in a two-year granting cycle. A minimum request amount of \$3,000 is available to all applicants regardless of annual operating expenses. These funds may be used for administrative, operating and other expenditures that advance the mission of the organization. Program is available in even-numbered fiscal years. Due to impacts from the global pandemic, applicants in FY24 will be allowed to submit financial documents from the fiscal year with the highest total operating expenses dating back to FY18.

Program Outcomes

1. The capacity of those providing arts experiences is increased or strengthened by changing, expanding, or enriching the ways in which they connect to their communities through the arts.
2. Regional residents experience increased access to the arts via a reduction in geographic, cultural and/or physical barriers.
3. The infrastructure of arts organizations is strengthened through access to operating funds, professional development and best practices sharing.
4. Minnesota's Arts Sector grows in reach and impact through programs and strategies that improve the health and operations of regional arts organizations.

Evaluated on Artistic Merit and Quality, Community Need and Org. Ability. Funded by: Arts Access

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4. Student Arts Scholarships

Funding for students pursuing an arts-related major in college; \$1,500 maximum; Students must be seeking their 1st undergraduate degree and may be awarded a maximum of 4 Student Arts Scholarships in a lifetime.

Program Outcomes

1. Regional artists expand and improve their work and the way in which they create it.
2. Regional residents learn new arts skills & techniques.
3. Regional artists build their capacity through professional development.

Evaluated on Artistic Merit and Quality and applicant Ability.

Funded by: General Fund and Education Legacy Fund

5. Arts Organization Development Grants

Funds to support a broad range of activities and purchases that contribute to organizational sustainability, growth and improvement. Proposals may include, but are not limited to staff and board development, workshops and conferences, resource development, financial planning, volunteer management, equipment purchases and to fund a portion of a new staff position. Emerging arts organizations may apply for funds to support the process of obtaining 501c-3 status. Applicants may receive up to \$10,000 in Organizational Development funds within a CMAB fiscal year. One Round.

Program Outcomes

1. The capacity of those providing arts experiences is increased or strengthened by changing, expanding, or enriching the ways in which they connect to their communities through the arts.
2. Minnesota's Arts Sector grows in reach and impact through programs and strategies that improve the health and operations of regional arts organizations.
3. The infrastructure of arts organizations is strengthened through access to operating funds, professional development and best practices sharing.

Evaluated on Artistic Merit and Quality, Need and Ability, Diversity, Equity & Inclusion.

Funded by: General Fund and Arts Access

6. Public Art Grants

Funds for the creation and installation/implementation of temporary and permanent art works that are free and open to the public. There is no maximum grant amount for this program.

Grants are based on project needs and available resources. Requests must include 20% matching funds from non-CMAB sources. One Round.

Program Outcomes

1. Regional residents experience a change in knowledge, attitude, behavior or condition due to public art, arts festivals or arts events
2. Regional artists connect to new audiences and/or build relationships that provide artistic growth.
3. MN Folk and traditional artists/arts' audiences are expanded.

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Evaluated on Artistic Merit and Quality, Need, Ability and Outcomes and Evaluation.

Funded by: Arts Access, Arts Ed, and Arts and Cultural Heritage

7. Flex Funds – Once the CMAB has the exact appropriation numbers from the MN Legislature, additional funds beyond those currently budgeted will be used to allow flexibility in grantmaking over the course of the year. These funds will be available to add value to any program or proposal that is determined meritorious and/or serves one of the CMAB priority goals in the FY24-25 plan.

GRANTS TO INDIVIDUALS

Grants & Services Supported with funding from the McKnight Foundation

8. Individual Artist Awards

Provides awards of \$3,500 each to outstanding individual artists living in region 7W. The CMAB will promote the artists' work through media, various events and on the CMAB website. Artists may receive up to \$5,000 in Individual Artist Awards in a lifetime.

9. Artist Career Development Program

Provides grants up to \$4,000 for the purpose of career development and artistic achievement. Successful proposals will communicate a clearly defined set of activities that respond to a compelling challenge or opportunity for the individual applicant.

10. Artist Learning Grant

Provide funding of up to \$500 for artists to attend a class, training or workshop and/or purchase equipment and supplies in support of professional development.

11. Teaching Artist Grant

Provides up to \$2,000 for individuals on the CMAB Teaching Artist Roster to conduct arts learning activities in community settings including but not limited to K-12 schools. Grantees may receive up to \$2,000 in Teaching Artist Grant funds in a fiscal year.

Trainings

Grant Writing and opportunities workshops - Held virtually until further notice, and then in various locations throughout the region to inform current and potential applicants about CMAB grant opportunities and how to apply. In an effort to encourage new applicants and increase the accessibility of CMAB programs, we offer multi-session workshops to guide applicants through the process of applying to a CMAB program. Funded by State, Legacy & McKnight funds.

Various webinars and workshops are recorded and archived online for applicants to view on demand.

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Teaching Artist Roster Program –Held in even-numbered fiscal years, this program provides a cohort of 5-7 regional artists with an opportunity to reflect on their relationship to art making and connect with opportunities to provide arts education by sharing their work and their process. Artists apply to this program through a format very similar to other CMAB applications. Selected applicants are interviewed before being invited to participate in the program. Facilitators of the program are contracted out. Funded by the McKnight Foundation

Individual Artist Workshops –focused on a variety of topics driven by artist input, available presenters and community needs, open to the public and typically free of charge, participants can register to guarantee a seat. In FY24-25 CMAB will continue contracting local artists to organize and facilitate workshops with topics determined by needs assessment feedback. Portions of this effort is a partnership with the Regional Public Library. This is funded by the McKnight Foundation.

Organizational and Community Development workshops - Based on the most recent needs assessment feedback the topics for organizational workshops/networking events in the coming biennium will be: Marketing and How to build accessible and inclusive events. Some of these learning events will take the form of a networking/best practices events held in partnership with regional organizations.

Artist Showcases

Teaching Artist and Individual Artist networking opportunities and professional development support will be our focus in-person and virtually.

Teaching Artist Showcase - *Teaching Artists are invited to demonstrate, display their work, lesson plan examples, examples of student work and present any promotional materials they may have in an art-fair type setting. The showcase is promoted specifically to teachers and organizations, which may host an artist in residency, but also to the general public. Teaching Artist Showcases have been produced and promoted in partnership with the Paramount Center for the Arts and Resource Training & Solutions. Artists on the CMAB Teaching Artist Roster are invited in advance of other teaching artists to provide them with priority to claim the 6 - 8 first-come first-served table spots. Funded by the McKnight Foundation.*

Individual Artist Showcase - *Each year at the June art crawl in St. Cloud, CMAB features artists who have received individual awards and grants from the CMAB funded by The McKnight Foundation. Artists are provided an 8-foot table and surrounding space, signage with their name and artist statement and printed postcards advertising the event. Artists can sell and promote their work with no commission fee. Funded by the McKnight Foundation.*

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Arts Promotion

Artist Registry – artists may create a profile and be listed on an artist registry on the CMAB web site

Aroundthecloud.org – an interactive community arts and culture calendar where artists and organizations may post event listings for free. CMAB administers this website and ensures that all events are arts focused and those funded by CMAB are identified as such on the calendar.

Media Releases – sent promptly to various media outlets to announce upcoming opportunities and grant award decisions.

Panel Stipends & Gifts – The CMAB recognizes the time and effort volunteer panel members contribute to the granting process by providing each with a stipend for their services in the amount of \$100 - \$150. CMAB staff purchase small items from regional artists, which are provided as gifts for grant panel reviewers. Items purchased must remain under a maximum price point of \$30-\$40 and a limited amount of work is purchased from any single artist. We love this practice because it serves local artists by supporting and promoting their work, gives the CMAB a way to thank panel volunteers who leave with a memorable piece of art and the opportunity to learn about an artist in our region.

CMAB website – Our homepage features photos of work samples from CMAB Individual Artist Award winners and art focused projects from around the region.

Facebook/Instagram/Twitter/YouTube – Events, grant opportunities, trainings and accomplishments are shared daily on the CMAB Facebook page. We also have panel trainings and grant writing information available via YouTube.

How our programs and services relate to the needs assessment findings:

As noted earlier, the following seven needs were identified through the assessment process.

1. Continuing grant funding for local arts organizations, artists and others:

As the arts community continues to recover from the impact of the pandemic, CMAB works closely with grantees and potential applicants to provide flexibility and stability through our 11 grant programs. Through individual conversations and workshops, we help grantees select the appropriate program to apply to when seeking funding, as well as guidance in how to write their application.

2. Networking and continuing education opportunities:

Addressed through targeted workshop and networking opportunities offered virtually and in

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person. We will keep virtual options for programming indefinitely to improve and widen access across the region.

3. Marketing support:

Can be requested as part of a Project Grant, Artist Career Development and Organizational Development. CMAB also supports regional arts marketing through the Around the Cloud website and by promoting funded events on our website and e-communications.

4. Reaching new and diverse demographics:

CMAB organized sessions focused on Race and the Arts enable regional discussions regarding diversity and how to authentically and respectfully approach new audiences, new communities for hiring, recruiting leadership, etc. Reaching a broader audience is incentivized through program review criteria. A focus on helping organizations rebuild audiences

5. Opportunities for Artists to share, display and sell their work:

CMAB supports this need through media platforms and promoting lists of local display/exhibit opportunities and connecting individuals with this information. Grant programs provide funding support for organizations to host artist residencies and exhibitions.

6. Share resources and skills with other groups/artists:

Currently, virtual gatherings to share resources and skills include Community Arts Huddles, Race and the Arts and peer network conversations. In the coming biennium, in person opportunities like Teaching Artist socials and panels will resume.

7. Support for creating digital content:

Two programs for artists support these needs: Artist Learning Grant and Artist Career Development. Organizations may fund activities like these through the Project Grant Program, Organizational Development and Community Arts Support.

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WORK PLAN PRIORITY 1 - DIVERSITY, EQUITY AND INCLUSION

Actions

- 1) Maintain a Diversity Equity and Inclusion (DEI) budget - trainings and key expenditures.
- 2) Continue the practice of paying stipends to grant reviewers for CMAB grant programs.
- 3) Continue to create informational materials in Spanish, Somali and Hmong & other languages as needs are identified.
- 4) Continue to host virtual and in-person gatherings to discuss ways in which the arts develop a sense of community.
- 5) Continue to engage board members in the IDI (Intercultural Development Inventory process, discussions, and reflection about equity.

*** 25-year arts legacy outcomes addressed**

- The arts are interwoven into every facet of community life
- Minnesotans believe the arts are vital to who we are
- People of all ages, ethnicities, and abilities participate in the arts
- The arts thrive in Minnesota

Measurable Outcome

- As a result of targeted outreach, compensation for grant review work and other inclusive practices, the makeup of CMAB board, panels, volunteer committees, and applicant pool will continue to diversify to reflect the demographics of the region.
- Individuals and Organizations in Region 7W from historically underrepresented demographics, and geographic areas will continue to see an increase in access to CMAB resources and opportunities.
- Regional Artists, Arts Organizations and engaged community members see an increased awareness around issues of race and equity as it relates to their work.

Plan for measuring results

- DEI spending will be tracked through the monthly financial reports to CMAB directors.
- Annual review of demographics for CMAB applicants (funded and not), grant panel members and directors will continue to be collected, enabling the CMAB to track annual progress on DEI per this specific measure at the end of each biennium.

WORK PLAN PRIORITY 2 - ACCOUNTABILITY AND TRANSPARENCY

Actions

- 1) Focus outreach and needs assessment efforts to connect with regional residents who are not currently engaged with CMAB
- 2) Continue to operate under the spirit of the open meeting law
- 3) effectively promote and provide access to regional grant award map-and the CMAB annual report summarizing and highlighting grants awarded

*** 25-year arts legacy outcomes addressed**

- People trust Minnesota's stewardship of public arts funding

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Measurable Outcomes

- Grantees and applicants have increased access to CMAB rules and policies
- Grantees and applicants gain access to model statements that support the creation of more meaningful and impactful outcomes
- Reported CMAB program outcomes align with recent outcomes adopted by all RACs
- Grantees report more specifically how CMAB grant dollars have been spent

Plan for measuring results

- Reports will be created showing the total number of proposals that have achieved specific outcomes named in CMAB applications (and MN RACs) AND how CMAB dollars were specifically spent in funded proposals.
- Board members and regional residents will observe new program outcomes published in CMAB guidelines and integrated into application forms.

WORK PLAN PRIORITY 3 - DISABILITY ACCESS

Actions

- 1) Share resources with regional arts providers aimed at improving access to
- 2) the arts in our region
- 3) Ongoing website development to enhance access to CMAB staff and services
- 4) Explore the addition of closed captioning for virtual meetings and video presentations

*** 25-year arts legacy outcomes addressed**

- The arts are interwoven into every facet of community life
- People of all ages, ethnicities, and abilities participate in the arts
- People trust Minnesota's stewardship of public arts funding

Measurable Outcome

- Residents of Region 7W who live with disabilities see an increase in opportunities to engage with and create art.
- Region 7W organizations make physical, programmatic and policy changes designed to increase access to the arts.

Plan for measuring results

- Members of a Disability access committee will provide recommendations and feedback re: regional access to the arts
- Region 7W organizations will be surveyed to determine current accessibility practices needs, and priorities
- Create summary of reflection and actions resulting from regional disability consultant meetings

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WORK PLAN PRIORITY 4 - INCREASED OUTREACH & NETWORKING OPPORTUNITIES

Actions

- 1) Schedule in-person satellite office hours in varying locations throughout the region
- 2) Workshops focused on topics driven by needs assessment responses
- 3) Continue Artist/grantee working sessions scheduled virtually prior to grant deadlines

*** 25-year arts legacy outcomes addressed**

- The arts are interwoven into every facet of community life
- People of all ages, ethnicities, and abilities participate in the arts
- Minnesotans believe the arts are vital to who we are

Measurable Outcome

- Regional residents find opportunities and support from CMAB to connect in person and virtually to share best-practices and networking on common themes. .
- CMAB staff is more geographically accessible to potential applicants through virtual accessibility as well as through future gatherings and meeting opportunities.

Plan for measuring results

- Attendees at remote outreach opportunities will be documented and asked for feedback (at group meetings and workshops).
- Feedback from individual meetings re: accessibility and professional development needs will be recorded and used in ongoing needs assessments and planning.

Required- Program Information

Subp. 6 – The biennial plan must include program information which describes grants and other forms of assistance available, the review criteria for evaluating grant requests, and eligibility requirements.

Project Grants

Funds to increase access to arts focused events throughout the region; Maximum grant of \$8,000 with a 10% match required.

Evaluated on Artistic Merit and Quality, Community Need, Ability, Outcomes & Evaluation, and Diversity, Equity & Inclusion.

Funded by: General Fund, Arts Access, Arts Ed, Arts and Cultural Heritage

Eligibility:

- Nonprofit 501© (3) arts organizations
- Arts groups without nonprofit designation that have the arts as a primary focus and use a fiscal agent
- Nonprofit organizations that do not have arts as a primary focus, such as schools, senior centers, community education, cultural groups and colleges
- Local governments (city, township and county)

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- Out of Region nonprofit 501(C)(3), Schools or local government
- *Eligibility for groups located outside Region 7W is determined by contacting CMAB staff after completing the demonstrated service section of the application. Artist in

Arts in Residence Grants

Funds in support of a unique arts experience that ties into a lesson plan or curriculum. The intention of any residency proposal must be to increase interaction between students, community members and professional artists. Maximum grant \$3,500 with no match required.

Evaluated on Artistic Merit and Quality, Community Need, Ability, Outcomes and Evaluation

Funded by: Arts Access, Arts Ed, Arts and Cultural Heritage

Eligibility:

- Nonprofit 501© (3) arts organizations
- Arts groups without nonprofit designation that have the arts as a primary focus and use a fiscal agent
- Nonprofit organizations that do not have arts as a primary focus, such as schools, senior centers, community education, cultural groups and colleges

Community Art Support Grants

General operating support for Nonprofit Arts Organizations with a minimum of two years of service to the community. Funds of up to \$10,000 or 20% of the last fiscal year's annual operating expense will be awarded per fiscal year in a two-year granting cycle. A minimum request amount of \$3,000 is available to all applicants regardless of annual operating expenses. These funds may be used for administrative, operating and other expenditures that advance the mission of the organization. Program is available in even-numbered fiscal years.

Evaluated on Artistic Merit and Quality, Community Need and Org. Ability. Funded

by: Arts Access

Eligibility:

- Nonprofit 501© (3) arts organizations that do not receive general operating support from the Minnesota State Arts Board.
- Applicants must have annual operating expenses below \$250,000

Student Arts Scholarships

Funding for students pursuing an arts-related major in college; \$1,500 maximum; Students must be seeking their 1st undergraduate degree and may be awarded a maximum of 4 Student Arts Scholarships in a lifetime.

Evaluated on Artistic Merit and Quality and applicant Ability. Funded

by: Arts Education

Eligibility:

- Recipients must enroll full-time at an accredited institution with a major in an arts related field.

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Arts Organization Development Grants

Funds to support a broad range of activities and purchases that contribute to organizational sustainability, growth and improvement. Proposals may include, but are not limited to staff and board development, workshops and conferences, resource development, financial planning, volunteer management, equipment purchases and to fund a portion of a new staff position. Emerging arts organizations may apply for funds to support the process of obtaining 501c-3 status. Applicants may receive up to \$10,000 in grant funds during a CMAB fiscal year.

Evaluated on Artistic Merit and Quality, Need and Ability, Diversity, Equity & Inclusion.

Funded by: General Fund and Arts Access

Eligibility:

- Nonprofit 501© (3) arts organizations
- Arts groups without nonprofit designation that have the arts as a primary focus and use a fiscal agent.
- Arts groups without 501c-3 status may only apply to this program to support costs associated with establishing 501c-3 status.

Public Art Grants

Funds for the creation and installation/implementation of temporary and permanent art works that are free and open to the public. There is no maximum grant amount for this program. Grants are based on project needs and available resources. Requests must include 20% matching funds from non-CMAB sources.

Evaluated on Artistic Merit and Quality, Need, Ability and Outcomes and Evaluation. Funded by: Arts Access, Arts Ed, and Arts and Cultural Heritage

Eligibility:

- Nonprofit 501© (3) arts organizations
- Arts groups without nonprofit designation that have the arts as a primary focus and use a fiscal agent
- Nonprofit organizations that do not have arts as a primary focus, such as schools, senior centers, community education, cultural groups and colleges
- Public schools

Required - Grant making and monitoring process

Subp. 10 - Provide a detailed description of the council's grant making process including the review process, the terms of the grant contract with grant recipients, the time needed and process followed in paying grant recipients, the responsibilities of grantees, and the grant monitoring process.

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APPLICATION PROCESS

Applications are submitted primarily through CMAB's online grants system. However, staff will make accommodations when this mode presents a barrier. Applications and program guidelines are available online a minimum of 30 days prior to a program's deadline.

CMAB Opportunity and Grant Writing Workshops focus on informing regional residents of available programs and assist in understanding the application process. They are held in a variety of locations each year, and virtually until further notice. A four-installment webinar series is available on the CMAB website to guide applicants through the process of developing projects and applying for CMAB grants.

Applicants are encouraged to contact the CMAB office for one-on-one assistance if needed. Artist working sessions are scheduled at the CMAB office, by phone or virtually prior to major grant deadlines to encourage applicants to seek additional support when needed. The CMAB website lists all draft review deadlines, application deadlines, and board review dates.

APPLICATION DRAFT REVIEW

Before an application is submitted, a draft review can be requested. Requests must be submitted via email (media@centralmnartsboard.org) or fax (320-968-4291) on or before the posted draft review deadline for a program. A review of the application does not guarantee that the request will be funded. Draft reviews are optional.

REVIEW PROCESS

Once the CMAB receives the application, staff will verify eligibility. Applications will be electronically assigned to the CMAB Board of Directors or volunteer Panel Reviewers at least two weeks prior to the panel meeting date. Review of eligible applications typically takes place within one month of the deadline. All applicants will be notified of the Board's decision.

During the review process a scoring system is used. **Each application will receive a score from each reviewer on a scale from 0 (low) to 30 (high). An applicant must attain an average score of at least 15 to be considered for funding.**

In final review (for Project Grant and Community Arts Support applications) final average scores may be adjusted down 10% based on an applicant's grant history and compliance with their contract. Applicants that have not previously been awarded funds from the CMAB receive a 10% increase in their final average score.

*Grant history considerations include contract violations, and serious grant audit findings. Directors will consider grant history up to two fiscal years prior to the year of the application.

GRANT CONTRACT AND DISTRIBUTION OF GRANT FUNDS

Awarded grantees must sign a contractual agreement within 30 days of notification. Failure to provide any required documents can result in the cancellation of a grant commitment.

Note: If funds are refused within 45 days of receipt of grant notification, they will be offered to the next applicant in rank order. Returned funds or funds refused after 45 days will be applied to future grant rounds.

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Note: If an application is approved, the funds must be expended within 12 months of the approval date.

All grant contracts contain the following content modified to fit the appropriate program:

A. Authorized Use of Grant Funds

The proposal indicated above was recommended and approved for funding by the CMAB directors based on the information and description contained in the grant application. Grantee is authorized to use the grant funds only to carry out the proposal in accordance with the specification contained in the grant application. Any changes to the content of the proposal or the proposed budget must be requested in writing and approved in advance by CMAB staff.

Such changes not reviewed and approved in advance may constitute a violation of the grant contract. This fiscal year all awarded project grants will need to complete all activities and expenditures by June 30, 202X.

B. Unauthorized Use of Grant Funds

Upon a finding by the CMAB that the Grantee has made an unauthorized use of grant funds or that the Grantee received grant funds but failed to submit required reports, and upon demand by the CMAB for repayment, the Grantee agrees to promptly repay such amounts to the CMAB.

Additional contract provisions require applicants to use the required funding acknowledgement statements in all funded activities and promotions. Specific acknowledgments are included based on the funding source for a given grant award.

H. Acknowledgement

Grantees are required to acknowledge Central Minnesota Arts Board support by using the appropriate credit line and logo(s) in all printed materials, news releases, films, videos, electronic transmissions, permanent installations and Web sites. When written credit is not applicable, grantees must give verbal acknowledgement before each event or performance and in media interviews. Evidence the acknowledgement was provided is required in all final reports.

Required - Public meeting

Subp. 11. Each council must hold at least one public meeting to solicit reaction to its preliminary biennial plan before it is approved and submitted to the Arts Board...The plan must be available for review...on its website a minimum of three days before the meeting.

CMAB Public Meeting was held March 7th, 12 – 1pm and 5-6pm, virtually via Zoom, recorded and posted on CMAB website following the meeting

FISCAL YEAR 2024 GRANT CALENDAR - beginning June 30, 2023

Artist Learning Grant

ROLLING DEADLINE: Applications are reviewed and approved within 30 days of submission until the deadline or when funds are depleted
Applications are accepted July 11, 2023 through May 24, 2024 of the Fiscal Year.

Artist Career Development

*DRAFT Review Deadlines: Thurs., July 27, 2023	Application DEADLINE: Thurs., August 10, 2023	PANEL Review: Thurs., Sept 7 or Fri., 8, 2023	BOARD Review: Thurs., September 14, 2023
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Artist In Residence

*DRAFT Review Deadlines: Wed., July 26, 2023	Application DEADLINE: Wed., August 9, 2023	BOARD Review: Thurs., September 14, 2023
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CMAB Teaching Artist Grant

*DRAFT Review Deadlines: Rnd 1: Thurs., October 5, 2023 Rnd 2: Thurs., February 1, 2024 Rnd 3: Thurs., May 2, 2024	Application DEADLINES: Rnd 1: Thurs., October 19, 2023 Rnd 2: Thurs., February 15, 2024 Rnd 3: Thurs., May 16, 2024	BOARD Review: Rnd 1: Thurs., November 9, 2023 Rnd 2: Thurs., March 14, 2024 Rnd 3: Thurs., June 13, 2024
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Individual Artist Award

Application DEADLINE: Thurs., January 18, 2024	PANEL Review: Thurs., Feb. 22 or Fri., Feb 23, 2024	BOARD Review: Thurs., March 14, 2024
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Student Arts Scholarship

Application DEADLINE: Wed., February 7, 2024	PANEL Review: Tuesday, March 19, 2024	BOARD Review: Thurs., April 11, 2024
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Project Grant

*DRAFT Review Deadlines: Rnd 1: Wed., August 16, 2023 Rnd 2: Wed., February 14, 2024	Application DEADLINES: Rnd 1: Wed., September 6, 2023 Rnd 2: Wed., February 28, 2024	PANEL Review: Rnd 1: Thurs/Fri, Oct 5-6, 2023 Rnd 2: Thurs/Fri, April 4-5, 2024	BOARD Review: Rnd 1: Thurs., October 12, 2023 Rnd 2: Thurs., April 11, 2024
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Organizational Development Grant

*DRAFT Review Deadlines: Wed., October 4, 2023	Application DEADLINES: Wed., October 25, 2023	preferably, a board panel prior to December 14 meeting	BOARD Review: Thurs., December 14, 2023
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Public Art Grant

*DRAFT Review Deadlines: Wed., March 13, 2024	Application DEADLINES: Wed., April 3, 2024	BOARD Review: Thurs., May 9, 2024
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Community Arts Support - Biennial Grant

Application DEADLINE: Wed., January 24, 2024	Board panel scheduled prior to March 14, 2024	BOARD Review: Thurs., March 14, 2024
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Teaching Artist Roster Training

Application DEADLINE: Thurs., January 25, 2024	BOARD Review: Thurs., March 14, 2024
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Board of Directors Meetings

Meeting Dates: held at 2:30 pm

Board Action:

Thursday, September 14, 2023	Artist Career Development, Artist In Residence;
Thursday, October 12, 2023	Project Grant Rnd 1
Thursday, November 9, 2023	Teaching Artist Grant Rnd 1
Thursday, December 14, 2023	Organizational Development
Thursday, March 14, 2024	Individual Artist Awards; Teaching Artist Grant Rnd 2, Teaching Artist Roster Training, Community Arts Support
Thursday, April 11, 2024	Student Arts Scholarship, Project Grant Rnd 2
Thursday, May 9, 2024	Public Art Grant
Thursday, June 13, 2024	Teaching Artist Grant Rnd 3