1. What is your job title within your organization?

|  |  | Response Count |
| :---: | :---: | :---: |
|  |  | 7 |
|  | answered question | 7 |
|  | skipped question | 1 |
| 2. In what year was your organization founded? |  |  |
|  |  | Response Count |
|  |  | 7 |
|  | answered question | 7 |
|  | skipped question | 1 |

## 3. In what region is your organization located?

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Northeast (Pennsylvania, New Jersey, New York, Rhode Island, Connecticut, Massachusetts, Vermont, New Hampshire, Maine) |  | 12.5\% | 1 |
| Midwest (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, lowa, Missouri, Wisconsin, lllinois, Indiana, Michigan, Ohio) |  | 0.0\% | 0 |
| South (Texas, Oklahoma, <br> Arkansas, Louisiana, Mississippi, Tennessee, Kentucky, Alabama, Georgia, Florida, South Carolina, North Carolina, Virginia, West Virginia, DC, Maryland, Delaware) | $\longrightarrow$ | 25.0\% | 2 |
| West (Washington, Oregon, California, Idaho, Montana, Wyoming, Nevada, Utah, Colorado, Arizona, New Mexico, Hawaii, Alaska) | $\longrightarrow$ | 62.5\% | 5 |
| U.S. Territory (American Samoa, Guam, Northern Marianas, Puerto Rico, U.S. Virgin Islands) |  | 0.0\% | 0 |
| More than one region |  | 0.0\% | 0 |
| answered question 8 |  |  |  |

4. How many paid employees does your organization currently have? Include full-time and part-time employees.

5. What percentage of your paid employees is currently employed full-time?

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| No paid employees |  | 50.0\% | 4 |
| Less than 25\% |  | 37.5\% | 3 |
| 25-50\% | $\square$ | 12.5\% | 1 |
| 51-75\% |  | 0.0\% | 0 |
| More than 75\% |  | 0.0\% | 0 |
|  |  | answered question | 8 |
|  |  | skipped question | 0 |

6. How many volunteers does your organization currently have? Include interns.

|  | Response Percent | Response Count |
| :---: | :---: | :---: |
| $0-5$ | 12.5\% | 1 |
| 6-10 | 0.0\% | 0 |
| 11-20 $\square$ | 50.0\% | 4 |
| 21-50 $\square$ | 25.0\% | 2 |
| 51-100 $\square$ | 12.5\% | 1 |
| More than 100 | 0.0\% | 0 |
|  | answered question | 8 |
|  | skipped question | 0 |

7. In U.S. dollars, what was the amount of your organization's annual operating budget for its most recent completed fiscal year?

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Less than 10k | $\square$ | 12.5\% | 1 |
| 10k to under 25 k |  | 25.0\% | 2 |
| 25 k to under 50 k |  | 0.0\% | 0 |
| 50 k to under 100k | $\square$ | 12.5\% | 1 |
| 100k to under 250k | $\longrightarrow$ | 50.0\% | 4 |
| 250k to under 500k |  | 0.0\% | 0 |
| 500k to under 1,000,000 |  | 0.0\% | 0 |
| 1,000,000 to 5,000,000 |  | 0.0\% | 0 |
| 5,000,000 and more |  | 0.0\% | 0 |
|  |  | answered question | 8 |
| skipped question |  |  | 0 |

8. Approximately what percentage of your organization's total (gross) revenue during its most recent completed fiscal year came from the below income sources? Do not include in-kind contributions.

|  | 0\% | $\begin{aligned} & 1 \text { to } \\ & 10 \% \end{aligned}$ | 11 to 20\% | $\begin{gathered} 21 \text { to } \\ 30 \% \end{gathered}$ | $\begin{gathered} 31 \text { to } \\ 40 \% \end{gathered}$ | $\begin{gathered} 41 \text { to } \\ 50 \% \end{gathered}$ | 51 to 60\% | $\begin{aligned} & 61 \text { to } \\ & 70 \% \end{aligned}$ | $\begin{aligned} & 71 \text { to } \\ & 80 \% \end{aligned}$ | $\begin{aligned} & 81 \text { to } \\ & 90 \% \end{aligned}$ | $\begin{aligned} & 91 \text { to } \\ & 100 \% \end{aligned}$ | Percentage unknown | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Federal | 85.7\% <br> (6) | $14.3 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 0.0\% (0) | 7 |
| State | 42.9\% <br> (3) | 42.9\% <br> (3) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $14.3 \%$ <br> (1) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 0.0\% (0) | 7 |
| Local (city/town) | 40.0\% <br> (2) | $60.0 \%$ (3) | $0.0 \%$ <br> (0) | 0.0\% <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 0.0\% (0) | 5 |
| Foundation | $14.3 \%$ <br> (1) | $14.3 \%$ <br> (1) | $14.3 \%$ <br> (1) | $14.3 \%$ <br> (1) | 28.6\% <br> (2) | $0.0 \%$ <br> (0) | $14.3 \%$ <br> (1) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 0.0\% (0) | 7 |
| Corporate | 33.3\% <br> (2) | $33.3 \%$ (2) | $16.7 \%$ <br> (1) | 0.0\% <br> (0) | $16.7 \%$ <br> (1) | 0.0\% <br> (0) | 0.0\% <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | 0.0\% <br> (0) | 0.0\% (0) | 6 |
| Individual | $12.5 \%$ <br> (1) | 37.5\% <br> (3) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 0.0\% (0) | 8 |
| Earned income | 12.5\% <br> (1) | 12.5\% <br> (1) | 12.5\% <br> (1) | 12.5\% <br> (1) | 12.5\% <br> (1) | 12.5\% <br> (1) | 12.5\% <br> (1) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 12.5\% <br> (1) | 0.0\% (0) | 8 |
| Other sources | 40.0\% <br> (2) | $20.0 \%$ <br> (1) | $0.0 \%$ <br> (0) | $20.0 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 20.0\% (1) | 5 |
|  |  |  |  |  |  |  |  |  |  | answered question |  |  | 8 |
|  |  |  |  |  |  |  |  |  |  | skipped question |  |  | 0 |

9. How does the amount of total (gross) revenue during your organization's most recent completed fiscal year compare with total revenue over the preceding 5 years?
$\left.\begin{array}{rrrr}\text { Response } \\ \text { Percent }\end{array} \begin{array}{c}\text { Response } \\ \text { Count }\end{array}\right)$
10. What do you estimate is the monetary value of the annual in-kind contributions your organization receives?

11. Which of the following most closely describes the primary racial/ethnic composition of your organization's current audience?

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| American Indian/Alaska Native |  | 0.0\% | 0 |
| Asian |  | 0.0\% | 0 |
| Black/African American |  | 0.0\% | 0 |
| Hispanic/Latino |  | 37.5\% | 3 |
| Native Hawaiian/Other Pacific Islander |  | 0.0\% | 0 |
| White |  | 12.5\% | 1 |
| Some other racial/ethnic group |  | 12.5\% | 1 |
| Audience is evenly divided among 2 or more racial/ethnic groups |  | 25.0\% | 2 |
| Racial/ethnic distribution of audience is unknown |  | 12.5\% | 1 |
|  |  | answered question | 8 |
| skipped question |  |  | 0 |

12. How does your organization obtain information about its audience? Check all that apply.

13. How does your organization communicate with its audience? Check all that apply.
$\left.\begin{array}{rrrr}\hline \text { Rn-person communication at } \\ \text { organization }\end{array}\right)$
14. Do you feel that your organization is well-regarded by its local (in geographic terms) community, which may or may not include your current audience?

|  | Response Percent | Response Count |
| :---: | :---: | :---: |
| Yes | 87.5\% | 7 |
| No | 12.5\% | 1 |
|  | answered question | 8 |
|  | skipped question | 0 |

15. Do you believe that your organization's local (in geographic terms) community, which may or may not include your current audience, feels that it is valued by your organization?

|  | Response <br> Percent | Response <br> Count |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Yes |  |  | $87.5 \%$ | 7 |
|  |  |  | $12.5 \%$ | 1 |

16. With 1 = strongest, please rank your organization's strengths. If an item listed below is not an organizational strength, check N/A for that item.

|  | 1 | 2 | 3 | 4 | 5 | 6 | N/A | Rating <br> Average | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Mission | 12.5\% (1) | 12.5\% (1) | 25.0\% (2) | 50.0\% (4) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 3.13 | 8 |
| Staff | 12.5\% (1) | 37.5\% (3) | 25.0\% (2) | 12.5\% (1) | 0.0\% (0) | 0.0\% (0) | 12.5\% (1) | 2.43 | 8 |
| Board | 0.0\% (0) | 12.5\% (1) | 12.5\% (1) | 25.0\% (2) | 37.5\% (3) | 0.0\% (0) | 12.5\% (1) | 4.00 | 8 |
| Programming | 50.0\% (4) | 25.0\% (2) | 0.0\% (0) | 0.0\% (0) | 12.5\% (1) | 12.5\% (1) | 0.0\% (0) | 2.38 | 8 |
| Relationship with community | 12.5\% (1) | 12.5\% (1) | 37.5\% (3) | 0.0\% (0) | 25.0\% (2) | 12.5\% (1) | 0.0\% (0) | 3.50 | 8 |
| Other | 12.5\% (1) | 0.0\% (0) | 0.0\% (0) | 12.5\% (1) | 12.5\% (1) | 62.5\% (5) | 0.0\% (0) | 5.00 | 8 |
|  |  |  |  |  |  |  | answered question |  | 8 |
|  |  |  |  |  |  |  | skipped question |  | 0 |

17. If your organization has a program or is engaged in an activity that you are particularly proud of, please tell us about it below.

|  | Response <br> Count |
| :---: | :---: |
|  | answered question |
|  | skipped question |

18. With 1 = most critical challenge or need, please rank your organization's challenges and needs. If an item listed below is not a challenge or need, check N/A for that item.

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | N/A | Rating <br> Average | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Financial resources | 75.0\% (6) | $0.0 \%$ <br> (0) | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 1.50 | 8 |
| Organizational capacity building (e.g. staff, board development) | $12.5 \%$ <br> (1) | 50.0\% <br> (4) | 37.5\% <br> (3) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 2.25 | 8 |
| Administrative/performance/exhibition space | $12.5 \%$ <br> (1) | 50.0\% <br> (4) | $12.5 \%$ <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $12.5 \%$ <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $12.5 \%$ <br> (1) | 2.43 | 8 |
| Audience development | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | 75.0\% <br> (6) | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 4.25 | 8 |
| Collaboration and networking | 0.0\% <br> (0) | 0.0\% <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | 12.5\% <br> (1) | $12.5 \%$ <br> (1) | $25.0 \%$ <br> (2) | 12.5\% <br> (1) | 12.5\% <br> (1) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $25.0 \%$ <br> (2) | 6.00 | 8 |
| Competition from other culturally specific arts organizations | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | 12.5\% <br> (1) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $37.5 \%$ <br> (3) | 7.00 | 8 |
| Competition from non-culturally specific arts organizations (e.g., "mainstream" arts organizations) | 0.0\% <br> (0) | 0.0\% <br> (0) | 0.0\% <br> (0) | 0.0\% <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $12.5 \%$ <br> (1) | $25.0 \%$ <br> (2) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $37.5 \%$ <br> (3) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $25.0 \%$ <br> (2) | 7.83 | 8 |
| Obtaining media coverage | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | $0.0 \%$ <br> (0) | $50.0 \%$ <br> (4) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | 12.5\% <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 5.00 | 8 |
| Media's lack of familiarity/understanding of art form | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 37.5\% <br> (3) | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $25.0 \%$ (2) | 6.83 | 8 |
| Other | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 37.5\% <br> (3) | $0.0 \%$ <br> (0) | 37.5\% <br> (3) | $12.5 \%$ <br> (1) | 8.71 | 8 |

19. Please rank your organization's capacity building needs, with $1=$ most critical need. If an item listed below is not a need, check N/A for that item.

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | N/A | Rating <br> Average | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Maintaining and/or increasing the number of paid staff | 50.0\% <br> (4) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 1.86 | 8 |
| Obtaining appropriately skilled staff | $0.0 \%$ <br> (0) | 37.5\% <br> (3) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ (0) | $12.5 \%$ <br> (1) | 4.71 | 8 |
| Professional development of existing staff | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | 25.0\% <br> (2) | 25.0\% <br> (2) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 5.00 | 8 |
| Leadership transition/succession planning | $25.0 \%$ | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $37.5 \%$ <br> (3) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gather*} 0.0 \% \\ (0) \tag{2} \end{gather*}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 3.00 | 8 |
| Clarifying and/or refocusing organizational mission and identity | $0.0 \%$ <br> (0) | 12.5\% <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | $0.0 \%$ <br> (0) | $25.0 \%$ <br> (2) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $37.5 \%$ <br> (3) | 5.20 | 8 |
| Board development | $12.5 \%$ <br> (1) | $\begin{gather*} 0.0 \% \\ (0) \tag{0} \end{gather*}$ | $25.0 \%$ <br> (2) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $12.5 \%$ <br> (1) | $37.5 \%$ <br> (3) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 5.00 | 8 |
| Financial management assistance (e.g., assistance with budgeting) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | 5.17 | 8 |
| Program development and evaluation assistance | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | 25.0\% <br> (2) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | 25.0\% <br> (2) | 6.00 | 8 |
| Marketing/promotional assistance | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | 12.5\% <br> (1) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $25.0 \%$ <br> (2) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 6.38 | 8 |


| Technical support (e.g., website development, use of social media) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $12.5 \%$ <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | 12.5\% <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | 12.5\% <br> (1) | 12.5\% <br> (1) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $0.0 \%$ (0) | 25.0\% <br> (2) | 6.83 | 8 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Other | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 37.5\% <br> (3) | 37.5\% <br> (3) | 10.20 | 8 |
|  |  |  |  |  |  |  |  |  |  |  | answered question |  |  | 8 |
|  |  |  |  |  |  |  |  |  |  |  | skipped question |  |  | 0 |
| 20. Please rank your organization's financial resource needs, with $1=$ most critical need. If an item listed below is not a need, check N/A for that item. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | 1 |  | 2 |  | 3 |  | 4 |  | 5 |  | N/A |  | Rating Average | Rating Count |
| Increase contributed revenue | 37.5 | (3) | 25.0\% (2) |  | 37.5\% (3) |  | 0.0\% (0) |  | 0.0\% (0) |  | 0.0\% (0) |  | 2.00 | 8 |
| Increase earned income | 25.0 | (2) | 25.0\% (2) |  | 25.0\% (2) |  | 25.0\% (2) |  | 0.0\% (0) |  | 0.0\% (0) |  | 2.50 | 8 |
| Identify new funding sources | 37.5 | (3) | 25.0\% (2) |  | 37.5\% (3) |  | 0.0\% (0) |  | 0.0\% (0) |  | 0.0\% (0) |  | 2.00 | 8 |
| Assistance with the grant application process |  | (0) | 25.0\% (2) |  | 0.0\% (0) |  | 25.0\% (2) |  | 12.5\% (1) |  | 37.5\% (3) |  | 3.40 | 8 |
| Other |  | (0) | 0.0\% (0) |  | 0.0\% (0) |  | 37.5\% (3) |  | 25.0\% (2) |  | 37.5\% (3) |  | 4.40 | 8 |
|  |  |  |  |  |  |  |  |  |  |  | answered question |  |  | 8 |
|  |  |  |  |  |  |  |  |  |  |  | skipped question |  |  | 0 |

21. If you marked 'Other' in the previous question, please explain:

| 1 |
| :---: |
| 7 |

22. If you have any suggestions as to tools or services that would help you address the organizational challenges and needs that you have identified within this section, please discuss:

Response
Count
23. During the past 2 years, has your organization accessed any of the following services provided by arts service organizations? Check all services that apply.

$\left.\begin{array}{rrrrl}\hline \text { Accessed other arts-related } \\ \text { services }\end{array}\right)$
25. Is your organization a member of one or more arts alliance(s), association(s), or otherwise part of a formal network of arts organizations?

26. Is your organization a member of any other (i.e. non-arts) association(s) or other formal network of organizations?
$\left.\begin{array}{cccc} & & & \begin{array}{c}\text { Response } \\ \text { Response } \\ \text { Percent }\end{array} \\ \text { Count }\end{array}\right]$

If yes, which one(s)?
27. If you and/or other employees of your organization have attended work-related conferences or workshops within the past 2 years, what are the topics of these conferences and workshops? Check all that apply.

28. In their order of importance with 1 = most important, please rank the reasons for attending these conferences and workshops. If an item is not a reason, check N/A for that item.

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | N/A | Rating <br> Average | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Professional development: artistic | 28.6\% (2) | 14.3\% (1) | 14.3\% (1) | 28.6\% (2) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 14.3\% (1) | 2.50 | 7 |
| Professional development: administrative | 42.9\% (3) | 28.6\% (2) | 0.0\% (0) | 14.3\% (1) | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 2.29 | 7 |
| Organization capacity building | 14.3\% (1) | 14.3\% (1) | 28.6\% (2) | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 28.6\% (2) | 2.60 | 7 |
| Audience development | 0.0\% (0) | 28.6\% (2) | 14.3\% (1) | 28.6\% (2) | 28.6\% (2) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 3.57 | 7 |
| Networking | 0.0\% (0) | 14.3\% (1) | 42.9\% (3) | 14.3\% (1) | 28.6\% (2) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 3.57 | 7 |
| Other | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 14.3\% (1) | 42.9\% (3) | 0.0\% (0) | 42.9\% (3) | 5.75 | 7 |
| Do not attend conferences or workshops | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 42.9\% (3) | 42.9\% (3) | 5.50 | 7 |
|  |  |  |  |  |  |  |  | answered question |  | 7 |
|  |  |  |  |  |  |  |  | skipped question |  | 1 |

29. Are there any topics that are not currently offered by existing conferences and workshops that you would like to see offered?

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Yes |  | 28.6\% | 2 |
| No |  | 71.4\% | 5 |

If yes, please list: 3
answered question 7
skipped question
30. During the past 5 years, what is the average number of conferences and workshops your organization's employees have collectively attended per year? If your organization has been in existence less than 5 years, provide the average during the period since your organization's founding.

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| 1-2 | $\square$ | 28.6\% | 2 |
| 3-5 |  | 0.0\% | 0 |
| 5-10 | $\square$ | 28.6\% | 2 |
| 10-20 | $\square$ | 14.3\% | 1 |
| More than 20 |  | 0.0\% | 0 |
| Employees do not attend conferences/workshops | ] | 28.6\% | 2 |
|  |  | answered question | 7 |
|  |  | skipped question | 1 |

31. With 1 = most important, please rank constraints your organization currently faces in accessing the services of arts service organizations. If an item is not a constraint, check N/A for that item.

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | N/A | Rating <br> Average | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Financial: insufficient organizational resources to support attendance or membership | 42.9\% (3) | 57.1\% (4) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 1.57 | 7 |
| Time: insufficient time to attend or participate in services | 28.6\% (2) | 28.6\% (2) | 28.6\% (2) | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 2.29 | 7 |
| Knowledge: lack of knowledge of the existence of arts service organizations | 0.0\% (0) | 14.3\% (1) | 28.6\% (2) | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 42.9\% (3) | 3.00 | 7 |
| Relevancy: services currently provided by arts service organizations are not relevant to your organizational challenges, needs or interests | 14.3\% (1) | 0.0\% (0) | 42.9\% (3) | 28.6\% (2) | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 3.29 | 7 |
| Language: services currently provided are not offered in a language used by organization staff | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 14.3\% (1) | 14.3\% (1) | 14.3\% (1) | 0.0\% (0) | 57.1\% (4) | 5.00 | 7 |
| Other | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 14.3\% (1) | 14.3\% (1) | 71.4\% (5) | 6.50 | 7 |
| No constraints to accessing the services of arts service organizations | 14.3\% (1) | 0.0\% (0) | 0.0\% (0) | 0.0\% (0) | 14.3\% (1) | 0.0\% (0) | 14.3\% (1) | 57.1\% (4) | 4.33 | 7 |
|  |  |  |  |  |  |  |  | answered question |  | 7 |
|  |  |  |  |  |  |  |  | skipped question |  | 1 |

32. In your opinion, what should be the most important activity of arts service organizations to support culturally specific arts organizations in general?
33. Please check all of the following funding sources that have supported your organization during the past $\mathbf{2}$ years.
$\left.\begin{array}{rlrl} \\ \text { National Endowment for the } \\ \text { Arts/National Endowment for the } \\ \text { Humanities }\end{array}\right)$
34. When your organization applies for funding, approximately what percentage of the grant applications that you submit are to funding programs that have an explicit mandate to support specific cultural or ethnic communities?

35. How familiar are you with other organizations, whether located locally, regionally, nationally or internationally, that share your organization's artistic and cultural/ethnic focus?

36. Please describe your current relationship with other arts organizations that share your organization's cultural/ethnic focus, whether or not such organizations share your artistic focus.

|  | Frequent interaction, good relationship | Frequent interaction, poor relationship | Infrequent interaction, good relationship | Infrequent interaction, poor relationship | No relationship | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Local | 87.5\% (7) | 0.0\% (0) | 0.0\% (0) | 12.5\% (1) | 0.0\% (0) | 8 |
| Regional | 37.5\% (3) | 0.0\% (0) | 50.0\% (4) | 12.5\% (1) | 0.0\% (0) | 8 |
| National | 14.3\% (1) | 0.0\% (0) | 57.1\% (4) | 14.3\% (1) | 14.3\% (1) | 7 |
| International | 14.3\% (1) | 0.0\% (0) | 28.6\% (2) | 14.3\% (1) | 42.9\% (3) | 7 |
|  |  |  |  |  | answered question | 8 |
|  |  |  |  |  | skipped question | 0 |

37. Do you believe that you share common challenges and needs with other culturally specific arts organizations?

|  | Response Percent | Response Count |
| :---: | :---: | :---: |
| Yes | 100.0\% | 7 |
| No | 0.0\% | 0 |
|  | answered question | 7 |
|  | skipped question | 1 |

38. Would you be interested in collaborating with other culturally specific arts organizations to address your challenges and needs?

|  | Response Percent | Response Count |
| :---: | :---: | :---: |
| Yes | 100.0\% | 8 |
| No | 0.0\% | 0 |
|  | answered question | 8 |
|  | skipped question | 0 |

39. During the past year, with which of the following types of organizations have you collaborated? Check all that apply.

|  |  | Response Percent | Response Count |
| :---: | :---: | :---: | :---: |
| Culturally specific arts organizations sharing the same cultural/ethnic focus | $\square$ | 71.4\% | 5 |
| Culturally specific arts organizations with a different cultural/ethnic focus | $\qquad$ | 71.4\% | 5 |
| Arts organizations with no cultural/ethnic focus |  | 57.1\% | 4 |
| Community based non profit organizations without an arts focus | $\square$ | 57.1\% | 4 |
| Educational organizations |  | 100.0\% | 7 |
| Private, for profit organizations (e.g., local businesses) | $\square$ | 42.9\% | 3 |
| Governmental agencies | $\square$ | 57.1\% | 4 |
| Not currently collaborating with any organizations |  | 0.0\% | 0 |
| Other (please specify) |  | 0.0\% | 0 |
|  |  | answered question | 7 |
|  |  | skipped question | 1 |

40. With 1 = most important, please rank the constraints your organization experiences with respect to collaboration. If an item listed below is not a constraint, check N/A for that item.

|  | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | N/A | Rating <br> Average | Rating Count |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Financial: insufficient organizational resources to support collaboration | 62.5\% <br> (5) | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 1.43 | 8 |
| Risk: collaboration is perceived as too risky | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $75.0 \%$ <br> (6) | 3.50 | 8 |
| Competition: other organizations are perceived as competitors | $0.0 \%$ <br> (0) | $25.0 \%$ <br> (2) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ (0) | 50.0\% <br> (4) | 3.25 | 8 |
| Support: lack of board support for collaboration | 0.0\% <br> (0) | $0.0 \%$ <br> (0) | 12.5\% <br> (1) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | 0.0\% <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | 0.0\% <br> (0) | 62.5\% <br> (5) | 4.67 | 8 |
| Time: insufficient time to organize and engage in collaboration | $12.5 \%$ <br> (1) | 37.5\% <br> (3) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $12.5 \%$ <br> (1) | $12.5 \%$ <br> (1) | $0.0 \%$ | $0.0 \%$ | $0.0 \%$ <br> (0) | $0.0 \%$ | 25.0\% <br> (2) | 2.67 | 8 |
| Knowledge: lack of knowledge of potential collaborators | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | 37.5\% <br> (3) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 0.0\% <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | 4.00 | 8 |
| Interest: collaboration is not of interest | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $25.0 \%$ <br> (2) | $\begin{gathered} 0.0 \% \\ (0) \end{gathered}$ | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 62.5\% <br> (5) | 4.33 | 8 |
| Other | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | $0.0 \%$ <br> (0) | 62.5\% <br> (5) | 7.00 | 8 |
| No constraints to collaboration | $25.0 \%$ <br> (2) | 0.0\% <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $0.0 \%$ <br> (0) | $12.5 \%$ <br> (1) | 0.0\% <br> (0) | $0.0 \%$ <br> (0) | 25.0\% <br> (2) | $37.5 \%$ <br> (3) | 5.20 | 8 |
|  |  |  |  |  |  |  |  |  | answered question |  |  | 8 |
|  |  |  |  |  |  |  |  |  | skipped question |  |  | 0 |

41. This survey is part of a larger research project on culturally specific arts organizations. Are you willing to participate in a follow-up interview for this project? We estimate that an interview will take approximately $\mathbf{1}$ hour.

| Response <br> Percent | Response <br> Count |
| :---: | :---: |
| Yes, I am willing to be contacted |  |
| No, I do not wish to participate in a |  |
| follow-up interview |  |

42. If you answered yes to the previous question, please list your organization's name. Note that your answers to this survey will remain confidential; identification of your organization permits the Project Leads to ask follow-up questions to the answers you provided in this survey.
43. Do you have any general comments about this survey or the research project?
