MEETING AGENDA

Committee: 4Culture Board
Date: June 26, 2024
Time: 4:00 PM
Location: Wapato Conference Room, 4Culture (or via Zoom)

If you cannot attend the meeting, or expect to leave early or arrive late, please call Erica Maniez at 206/848-0249. Please register in advance for the Board Meeting if you plan to attend virtually; please let Erica know if you plan to attend in person. To join the Zoom meeting, please first register here with an existing Zoom account; at the meeting time, please use this link on your smart phone or computer; the passcode is BU@8Hs

If you dial in, call (253) 215-8782, then enter passcode 16515. The meeting ID is
859 6056 5699.

1. Call to Order (Eugenia Woo) – 4:00 PM

    a. Welcome and Introduction of guests and staff members
    b. Land Acknowledgement: **Brian J. Carter**
    c. Public Comment
    d. Board Minute: **Angie Hinojos**

2. Consent Agenda – 4:30 PM – **ACTION REQUIRED**

    a. Review and approval of the minutes from the May 29, 2024 Meeting
    b. Review and approval of April 2024 & May 2024 Expenditures
    c. Review and approval of an Arts Emergency & Unforeseen Opportunity grant.

3. Cultural Producer's Recovery Fund Grant Recommendations (Brian J. Carter) – 4:35 PM – **ACTION REQUIRED**

4. Implementation Plan (Brian J. Carter) – 4:45 PM - **ACTION REQUIRED**

5. 2025 Budget (Jonathan Cunningham & Mike Griggs) – 5:00 PM - **ACTION REQUIRED**

6. Executive Director's Report (Brian J. Carter) – 5:15 PM

7. Adjournment – 5:25 PM

This information is available in alternative format for persons with disabilities at 206 296.8574 TTY.

Summer Board Connections:

Saturday, August 10 starting at 9 AM: a train excursion, courtesy of the Northwest Railway Museum, followed by lunch.

Tuesday, July 16 starting at 4 PM: a guided tour of Kubota Garden, a 20-acre Japanese-style garden in Rainier Beach, followed by a picnic dinner.

Thursday, July 25 starting at 6:45 PM: a tour of the SIFF Cinema Downtown, along with a viewing of A Quiet Place: Day One (and, of course, chocolate popcorn).

Upcoming Meetings:

September Board Meeting	**October Board Meeting**
September 25, 2024 | 4:00 – 5:30 PM	October 30, 2024 | 4:00 AM – 5:30 PM
4Culture/Zoom	4Culture/Zoom

CONSENT AGENDA

Date: June 26, 2024

A. Minutes from May 29, 2024 Board Meeting

Proposed Motion 2024-XX: A motion recommending approval of the minutes from the May 29, 2024 meeting. (Minutes included).

B. Expenditures

Proposed Motion 2024-XX: A motion recommending approval of payments as presented in the April 2024 Expenditure Report. (Expenditure Report included).

Proposed Motion 2024-XX: A motion recommending approval of payments as presented in the May 2024 Expenditure Report. (Expenditure Report included).

C. Emergency & Unforeseen Opportunity Grant Recommendations

Proposed Motion 2024-XX: A motion recommending approval of an Arts Emergency and Unforeseen Opportunity grant for the ArtsWest in the amount of $6,000. (Staff Report included).

101 PREFONTAINE PL S
SEATTLE, WA 98104
4CULTURE.ORG

DRAFT - BOARD MEETING MINUTES

Date:	Wednesday, May 29, 2024
Committee:	Board Meeting
Location:	Wapato Conference Room, 4Culture
Attending Board:	A C Petersen, Afua Kouyaté, Angie Hinojos, Bryan Ohno, Eugenia Woo, Frank Martin, Khazm Kogita, Neil Strege, Seth Margolis, Staci Adman, Steven Schindler
Other Board:	Brian J. Carter, Sarah Perry, Sarah Steen, Teresa Mosqueda
Absent Board:	Catherine Nueva Espana, Latha Sambamurti, Leanne Guier, Natasha Rivers.
Staff:	Anadelia Torres, Bart J. Cannon, Bret Fetzer, Calandra Childers, Christina DePaolo, Dalayna Sampton, Dana Phelan, Emily Lawsin, Erica Maniez, Fundisha Tibebe, Jon Graef, Liz Reyes, Melissa Newbill, Nina Yarbrough, Willow Fox
Guests:	Ashley Song, Carmela Ennis, Jake Prendez, Jim Greenfield, Melanie Kray, Michelle Lang-Raymond, Nicole Ballard

1. Call to Order
   The Board meeting was called to order by Eugenia Woo at 4:01 PM. Woo led a round of introductions. Angie Hinojos offered a land acknowledgment, giving gratitude to those who have cared for the land. Artist and board member Bryan Ohno gave an overview of his work with Soos Creek Studios for the Board Minute presentation.

2. BIPOC Artists Panel
   Brian J. Carter thanked Councilmember Mosqueda for suggesting the panel, and for recommending artists to speak to the current needs of BIPOC artists in King County. Panelists included Khazm Kogita (206 Zulu), Michelle Lang-Raymond (Acts on Stage), and Jake Prendez (Nepantla Gallery). The artists described their organizations and the work that they do, as well as their communities, the challenges they all face, and the sources of support they appreciate.

3. Consent Agenda

   MOTION #2024-28: Minutes from the April 24, 2024, board meeting were approved as presented. The motion was passed unanimously. (Vote: 11-0-0. Motion by Staci Adman/A C Petersen).

MOTION #2024-29: The 4Culture Board approved the King County Landmark Nomination Support grant recommendations as presented. (Vote: 11-0-0. Motion by Staci Adman/A C Petersen).

MOTION #2024-30: The 4Culture Board approved the Public Free Access grant recommendations as presented. (Vote: 11-0-0. Motion by Staci Adman/A C Petersen).

MOTION #2024-31: The 4Culture Board approved an Arts Emergency & Unforeseen Opportunity Grant in the amount of $10,000 for the Renton Civic Center. (Vote: 11-0-0. Motion by Staci Adman/A C Petersen).

MOTION #2024-32: The 4Culture Board approved an Arts Emergency and Unforeseen Opportunity grant for Indigenous Creatives Collective (dba yewah) in the amount of $10,000. (Vote: 11-0-0. Motion by Staci Adman/A C Petersen).

4. Doors Open: Year One Program Overview
Calandra Childers gave a short presentation on the Year One programs. This year, the first round of Doors Open funding will be available through Sustained Support (general operating funds) and Capital Facilities Projects. Award letters will go out by December 1. We are building on the work that 4Culture has been doing already. There are $48 million available. Applications will open on August 1, 2024, and will be accompanied by a number of program workshops. The board will review recommendations on December 5, 2024.

5. Executive Director's Report
Brian shared the following updates:
   * Brian attended the Good Eggs Breakfast this morning as a guest of Peter Von Reichbauer, and was seated with a number of mayors from South King County. It was a great opportunity to talk with folks in South King County regarding Doors Open, to set expectations and add clarity as we move toward the completion of the implementation plan.
   * The Implementation Plan continues to move along. There is another Deep Dive tomorrow at 2 PM if anyone would like to join. At the June Board meeting, approval of the Implementation Plan will be on the agenda. If you can't make it to the Deep Dives, please let us know and we can find a time to chat further.
   * Expansion into the new space at Prefontaine is still on track. Staff members will move into the space starting in June. We will do a brief field trip to the new space before or after the June 26 board meeting.
   * Also pleased to announce that Jackie Mixon, our receptionist of 4 years, has recently been promoted to a Support Specialist position with the Communications Department. We'll also be hiring a new receptionist.

6. Breakout for Executive Director Review
Woo announced that the Board will meet in Executive Session, pursuant to the Open Public Meeting Act, RCW 42.30.110(i), to discuss the contract and compensation of the Executive Director. She noted that the Board will be in executive session for approximately 15 minutes, and that the board was not expected to take further action

following the executive session other than to adjourn. The board went into Executive Session at 5:05 PM and reconvened at 5:22 PM.

7. Adjournment
    The meeting was adjourned at 5:23 PM.

4 CULTURE

MONTHLY CLAIMS APPROVAL FORM

At the regular meeting of the 4Culture Board of Directors held on **June 26, 2024**
it is hereby moved that 4Culture staff be authorized and directed to pay the following
outstanding obligations of salaries and claims against 4Culture:

Payments issued during the period of **April 1-30, 2024,** include accounts payable and payroll.

Accounts Payable Checks:	38083-38176	$374,533.67
Voided Checks Total:	37927, 38052	(4,650.00)
Invoice Payments Transmitted by an Automated Clearing House (ACH):		352,679.53
Payroll Related (payroll, FIT, FICA, quarterly taxes, FSA)		373,704.64
Monthly Expenditure Total		$1,096,267.84

The expenditures listed above are within the parameters of the adopted budget and have been
reviewed in detail by the Finance Committee.

Appropriate and effective internal controls are in place to ensure that the above obligations have been
processed in accordance with 4Culture accounting payment policies and delegation of authority.

_____

Executive Director

We, the undersigned Directors, hereby approve payment of the obligations in the amounts therein set
forth. Payment of these claims prior to Council approval was necessary to conduct regular business
operations.

_____

Board Member

_____

Finance Committee Member

MONTHLY CLAIMS APPROVAL FORM

At the regular meeting of the 4Culture Board of Directors held on **June 26, 2024**
it is hereby moved that 4Culture staff be authorized and directed to pay the following
outstanding obligations of salaries and claims against 4Culture:

Payments issued during the period of **May 1-31, 2024,** include accounts payable and payroll.

Accounts Payable Checks:	38177-38283	$598,639.62
Voided Checks Total:	38167,37538, 37579, 37743, 37788, 37801, 37861	(11,589.88)
Invoice Payments Transmitted by an Automated Clearing House (ACH):		654,383.45
Payroll Related (payroll, FIT, FICA, quarterly taxes, FSA)		361,087.84
Monthly Expenditure Total		$1,602,521.03

The expenditures listed above are within the parameters of the adopted budget and have been
reviewed in detail by the Finance Committee.

Appropriate and effective internal controls are in place to ensure that the above obligations have been
processed in accordance with 4Culture accounting payment policies and delegation of authority.

_____

Executive Director

We, the undersigned Directors, hereby approve payment of the obligations in the amounts therein set
forth. Payment of these claims prior to Council approval was necessary to conduct regular business
operations.

_____

Board Member

_____

Finance Committee Member

ADVISORY COMMITEE REPORT

Date: June 20, 2024
To: 4Culture Board of Directors
Prepared by: Bret Fetzer
Re: Arts Cultural Facilities Emergency Request:
                        ArtsWest

<u>MOTION: The Arts Advisory Committee recommends the 4Culture Board approve an award of **$6,000** from the Arts Cultural Facilities Emergency and Unforeseen Opportunity fund to ArtsWest for basement restoration. Vote: 3-0-0. Motion by Jessica Ramirez / seconded by Sudeshna Sen.</u>

PROGRAM BACKGROUND

Each of 4Culture's three funding program areas, Arts, Heritage and Historic Preservation, can support Out-of-Cycle Emergency or Unforeseen Opportunity projects, and can set aside funds specifically for this purpose each year. Requests for more than $30,000, or requests that go beyond available funds remaining as a set-aside, are reviewed through an additional process by the 4Culture Executive Committee**.** Recommendations for support go to the 4Culture Board of Directors for final approval. In the absence of a meeting of the 4Culture Board, proposals are reviewed and approved by the 4Culture Executive Committee.

- **The Arts Program Emergency & Unforeseen Opportunity budget for 2024 is $77,000.**
- The 2024 set-aside (minimum) for Communities of Opportunity/Outside Seattle grants is $15,400 (20%).
    - $20,000 has been granted to COO/OS applicants in 2024.
- **The current balance in the fund is $33,000**

Note: Applicants to this program have previously been interviewed using the *Building for Equity: Cultural Facilities – Equity in Development and Construction* survey; these interviews did not impact the application, but rather served to gather information about the cultural community. However, due to impending changes in Building for Equity, these interviews are currently suspended.

DEFINITIONS

Cultural Facilities:

Cultural facilities are places that encourage active perception, interpretation, and expression of the social realities around us. They may satisfy this definition through their current use, potential use or through their historic or cultural significance. This includes but is not limited to natural sites, manmade sites, historic structures, the temporary and the virtual. Their distinguishing characteristic is that they facilitate ongoing expression of community creativity and history.

Emergency:

- A pressing situation that would cause an organization in the very near term to suffer severe economic consequences due to conditions outside of its control
- A threat to the safety of patrons or staff
- A catastrophic event or natural disaster

Unforeseen Opportunity:

- Present an opportunity to significantly advance an organization's goals and mission
- Be an opportunity that was **not available** at the time of the last application deadline and that **will no longer be available** to the applicant by the next annual application deadline.

PROPOSAL

ArtsWest: $10,000

ArtsWest Basement Restoration

http://www.artswest.org

From their application:

"ArtsWest's basement flooding began on May 10th, 2024, due to the shifting water table in West Seattle's Alaska Junction. Our basement houses important production spaces including the rehearsal hall, green room, and dressing rooms. After consulting with a plumber, a water restoration company, and King County Public Health to determine that this was ground water and not a plumbing issue we hired Wet Basement Services to install an interior waterproofing system. This system of underground pumps, pipes, and sump pumps has successfully prevented additional water from entering our basement. Due to the standing water from the initial flood, we are experiencing significant and unexpected construction to remove water damaged drywall and eliminate harmful mold. We have hired GTA Contractors and Environmental Testing MIT Seattle to remove affected areas and conduct mold testing, respectively. These projects are ongoing as the contractors remove mold affected drywall and laminate flooring. The basement flooding occurred during rehearsals for the last show of ArtsWest's 23-24 season. ArtsWest staff and volunteers converted the unaffected rehearsal hall into a temporary green room and dressing room and created a safe path away from affected areas so the final show of our 23-24 season could run as planned.

We have minimized the effect on our operations by scheduling the emergency water restoration and mold remediation work to occur in the morning before our cast's scheduled rehearsal and performance times. Because of additional mold discovered during the construction, we are conducting a larger construction project than we initially anticipated. Once the production is

completed on June 30th, additional work will be completed in July between our 23-24 and 24-25 seasons. If we do not complete this work, we will be unable to produce our 24-25 season. Our space is currently not in alignment with Actors' Equity Association union requirements. Actors' Equity Association requires us to have two dressing rooms each with a shower and a green room for our cast. Currently, one dressing room and the green room cannot be used due to mold. Our production manager has worked closely with our rep at Actors' Equity Association to get special accommodation for a temporary dressing room and green room so we can run our production as planned. When the flooding began, we were uncertain if we would be able to run the final show of the season, Clyde's. Staff dedicated their efforts to this project to ensure that Clyde's would run as planned. As of June 10th, Clyde's is at 70% capacity for the run of the show, equaling 1,761 patrons attending this production.

ArtsWest is fortunate to have previously raised funds that are dedicated to our capital needs, but that funding is quickly depleting. This has affected our cash flow, but thankfully because we managed to run the final production of our 23-24 season, we have not experienced lost business. Our remaining capital funding was intended to complete additional projects that have been put on hold to finance this emergency work. Those projects include installing a hearing loop, replacing our rehearsal room flooring, and refreshing the exterior of our building. If the basement project was to go over budget, ArtsWest has access to a board reserve fund of $100,000."

Total project budget is $86,095.50

Advisory Committee Report

Date: June 26, 2024
To: 4Culture Board of Directors
Board Liaison: Bryan Ohno
Prepared by: Melissa Newbill, Arts Program Manager
Re: 2024 Cultural Producers Recovery Fund

MOTION: The Arts Advisory Committee recommends that the 4Culture Board approve the 2024 Cultural Producers Recovery Fund award recommendations as presented with $2,732,530 allocated to 693 individuals (Vote: 3-0-0; Motion by Jessica Ramirez / Second by Bryan Ohno).

PROGRAM BACKGROUND

On May 25, 2021, King County Council passed a supplemental budget allocating $9.4 million in American Rescue Plan Act – Coronavirus Local Fiscal Recovery Fund (ARPA or CLFRF) funding to 4Culture, to distribute pandemic recovery funding to the cultural sector. In the same budget, King County's Office of Performance, Strategy, and Budget (PSB) was allocated $20 million dollars in ARPA funding to support arts, culture, heritage, and science organizations; independent live music venues and theaters; and organizations that provide facilities for after-school cultural programs.

4Culture worked with King County PSB staff and King County Creative Economy & Recovery Director Kate Becker to develop complementary programs and coordinated communication. 4Culture and PSB agreed to direct cultural organizations with 2019 revenue over $1 million to apply to PSB's arts, culture, heritage, and science grant program. 4Culture agreed to accept applications from arts, culture, and heritage organizations with 2019 revenue under $1 million, as well as individual cultural producers. $3 million was allocated for the support of individual cultural producers, under the federal classification of Qualified Disaster Assistance. Grants made under this program will be used to assist cultural producers with recovery, adaptation, and advancement of cultural practice and revitalization of King County's cultural sector. In that first round of grants administered by 4Culture, individual cultural producers could apply for grants between $1,000 and $12,000 with grant award amounts determined by proof of lost income in 2020 compared to 2019, as reported in official tax documents provided by the applicants.

In December 2023, King County PSB authorized $2.9 million dollars to be used to implement the second and final round of recovery funding for individual cultural producers in King County. Grants would be awarded using a class-based system to support cultural producers who have experienced COVID-related negative economic impacts since March 2020. All applicants

determined to be eligible members of the "Cultural Producer" class would be provided a base award up to $9,000. Equity investments of $3,000 would be provided to individuals residing in a Community of Opportunity, meeting the definition of "disproportionately impacted" in accordance with U.S. Treasury's Final Rule.

The following 4Culture staff planned and managed the Cultural Producers Recovery Fund:
- Elly Fetter, Arts Support Specialist
- Megumi Nagata, Heritage Program Manager
- Melissa Newbill, Arts Program Manager

Application

The application opened on March 27, 2024, and closed on May 8, 2024, at 5:00pm. 916 applications were submitted by the deadline.

The team developed the grant guidelines and a definition of Cultural Producer. "Cultural Producer" was defined as an individual whose current or primary occupation, paid or unpaid, is within 4Culture's program areas: arts, heritage, historic preservation, and public art. This may include:

- Generative and interpretive artists working in the disciplines of public art, dance, theater, music, media, literature, and the visual arts.
- Sole proprietors of cultural businesses including freelance curators and consultants.
- Individuals working in the fields of heritage and historic preservation whose primary work involves stewardship, documentation, identification, and interpretation of history and historic spaces including, public history, cultural/ethnic heritage, archives, curation, museum (education, interpretation, exhibits), historic restoration, archeology, and research.

Throughout the application period, 4Culture staff checked for general eligibility and the demographic information update and contacted the applicants who were missing required information. The applicants who were missing the demographic information update received a reminder from 4Culture staff and a one-week extension after the deadline.

Incomplete applications and applications from individuals residing outside of King County, under 18 years old, or those having received $9,000 or more in the first round of Recovery Funding for Individuals were marked ineligible and notified. Of the 916 applications received, 880 were deemed eligible for panel review. This was a record number of applications to any opportunity for funding for individuals in 4Culture history.

PROGRAM CRITERIA

Applicants were vetted for the established eligibility requirements. Panelists reviewed and scored the applications based on the following criteria:
- **Cultural practice:** The applicant meets the eligibility requirement of Cultural Producer as defined by 4Culture.
- **Work samples**: The applicant successfully demonstrates they are a Cultural Producer, as defined by 4Culture, as evidenced in work samples.

OUTREACH PROCESS

The program staff worked with the Communications team to ensure wide outreach to applicants. Staff included messaging about Cultural Producers Recovery Fund in 4Culture's all-county communication, including E-Newsletter and social media posts.

4Culture contract with three partner organizations to provided outreach to specific communities in King County. These partners did targeted outreach via social media and through their contact lists and provided applicant support and translation assistance as needed. Each partner also hosted an in-person workshop at their facility, led by 4Culture staff.

Partner Organizations:
- Black River Cultural Arts Center, Renton (5)
- Centro Cultural Mexicano, Redmond (3)
- The Roadhouse/Show Brazil, SeaTac (5)

A total of seven application workshops were held during the application period. Program managers facilitated four in-person workshops, one at 4Culture office and three held at the facilities of the outreach partners. At the in-person workshops program managers gave a short presentation about the program and application and assisted the participants with setting up online accounts and working on their applications. Approximately 50 individuals attended the in-person workshops. Program managers also held three online workshops via Zoom where staff walked through the program and application in detail and answered questions. A total of 104 individuals attended the Zoom workshops.

Workshops:
- Tuesday, April 9, 10:00 AM, Zoom
- Monday, April 15, 2:00 PM, The Roadhouse, SeaTac
- Wednesday, April 17, 5:00 PM, Zoom
- Thursday, April 18, 4:00 PM, 4Culture. Seattle
- Monday, April 22, 12:00 PM, Zoom
- Tuesday, April 23, Centro Cultural Mexicano, Redmond
- Monday, April 29, Black River Cultural Arts Center, Renton

A recorded version of the workshop was shared on the guidelines page and viewed over 300 times during the application period. Jackie Mixon, 4Culture Receptionist, assisted with connecting applicants with appropriate translation services as needed. Staff were available for questions and application review via e-mails and phone leading up to the deadline.

REVIEW PANEL

The panel members met via Zoom on May 22 for orientation on the program guidelines, review instructions, and interrupting bias in grantmaking. The panel members each reviewed and scored the applications on the score criteria independently over a 3-week period.

Panel Members:
- **Dawn Moser** (Auburn, 7)
  Land use planner, Historic Preservation Advisory Committee
- **Sudeshna Sen** (Seattle, 2)
  Filmmaker, Arts Advisory Committee

- **Josh Tuininga** (North Bend, 3)
   Artist/graphic novelist, 4Culture Arts and Heritage grant recipient

All applications that were determined to have met the program criteria by the panel were considered eligible to receive funding. Applications not recommended for funding did not show sufficient evidence of eligibility as a cultural producer.

Compliance Process

Staff vetted each application for general eligibility as well as previously received COVID-related cash assistance, including 4Culture Cultural Relief Fund and Recovery Fund for Individuals to prevent the duplication of benefits. If an applicant listed assistance that did not have the same purpose as the Cultural Producer Recovery funding, staff excluded that amount from the calculation of eligible award amount.

Staff also conducted and saved searches for all individuals under consideration for funding on sam.gov (Federal System for Award Management), to ensure that no individual receiving funds from this program is recorded as an "excluded party" that is debarred from receiving federal funds.

Allocation Process

All eligible applicants are recommended for funding at the maximum allowable grant amount based on the factors below.
- Applicants based in a Community of Opportunity are eligible for an Equity Investment of $3,000.
- If an applicant had received other COVID-related cash assistance, this amount was subtracted from their total eligible amount. 11 applications that were determined to be eligible by the panel are not recommended for funding due to receiving more COVID-related cash assistance than their potential grant amount.
- Due to the volume of eligible applicants and available funds, all grants were reduced by 76% to allow all applicants to receive funding. This reduction was not applied to Equity Investments.
- Grant amounts range from $1,040 to $6,120.

A total of $2,732,530 is recommended in grants allocated to 693 applicants.

Funding Summary
- 880 applications were submitted for panel review
- 693 applicants are recommended for funding.
- 233 (34%) of the recommended applicants reside in a Community of Opportunity.
- $699,000 (26%) of the recommended funds are Equity Investments.
- Individuals from 25 cities in all 9 King County Council districts are recommended for awards.

THE FOLLOWING APPLICANTS ARE RECOMMENDED FOR FUNDING:

Applicant Name	KCC District	COO - Equity Eligible	Award
Abbott, Gabrielle	4	NO	$2,250
Abrigo, Ronnel	7	YES	$6,120
Abubakari, Sheimawu	1	YES	$6,120
Acuna, Heidi Grace	4	NO	$3,120
Adiaman , Arivozhi	2	NO	$3,120
Agosin, Esteban	2	NO	$2,080
Aguilar, Kendra	2	NO	$3,120
Aguirre, Alejandra	4	NO	$3,120
Aidoo, Annmarie	4	NO	$1,730
Akinboro, Akinbobola	2	YES	$6,120
Al Zuwayed, Zahra	2	NO	$3,120
Alam, Jordan	8	YES	$6,120
Albertson, Janelle	2	NO	$3,120
Alderson, Nichelle	2	NO	$3,120
Alessandrini, Iole	8	NO	$2,420
Alexander, Alethea	2	YES	$6,120
Alexander, Kathya	2	YES	$3,690
Ambachew, Rahel	7	YES	$6,120
Andrews, Benjamin	9	NO	$3,120
Andrews, Fred	5	YES	$6,120
Angeles, Brysen	2	NO	$3,120
Anthony, Evelyn	2	YES	$5,910
Antley Haydn-Jones, Elizabeth	3	NO	$3,120
Antony, LaMothe	2	NO	$3,120
Anunson, Stephen	8	NO	$3,120
Apostolova, Mariya	4	NO	$3,120
AROKIASAMY, CHRISTINA	5	YES	$4,730
Arrojo, Syd (dba La Espiritista)	2	YES	$4,040
Arsalan, Ibrahim	4	NO	$3,120
Arthur, Daniel	4	NO	$3,120
Asfaw, Ezra	2	NO	$3,120
ASSI, JOSEPH	8	NO	$3,120
Atkins, Rachel	4	NO	$2,420
Awalom, Abraham	4	YES	$6,120
Ayele, Nacala	2	YES	$6,120
Babenko, Anastasiia	4	NO	$3,120
Bacon, Keith	8	NO	$3,120
Bailey, Caela	2	YES	$6,120
Baker, Lucie	2	NO	$3,120
Bakke, Corina	5	YES	$6,120
Baluran, John Harry	2	NO	$3,120
Barber, Nikole	4	NO	$2,080
Barnes, Avery	8	NO	$3,120
Bartley , Lindsey	4	NO	$3,120
Barton, Ebo	8	NO	$2,040

Applicant Name	KCC District	COO - Equity Eligible	Award
Barton, Yolanda	2	YES	$6,120
Bassingthwaighte, Sarah	2	NO	$2,950
Batty, Theresa	8	NO	$3,120
Bauer, Felicia	2	YES	$6,120
Bautista, Arabella	8	YES	$6,120
Becker-Motyka, Christy	8	NO	$2,420
Bell, Christa	2	YES	$4,730
Belyea, Shawn	2	YES	$6,120
Bennett, Malika	6	NO	$3,120
Bennett, Sydney	2	YES	$6,120
Benson, Aaron	2	NO	$3,120
Benson, Amy	8	NO	$3,120
Benson, Teo (aka Theodore Benson)	4	NO	$2,420
Bentley, Heather	1	NO	$3,120
Beres, Ben	8	NO	$3,120
Bestock, David	8	YES	$6,120
Bickers, Robert	1	NO	$3,120
Bjork, Kelly	2	NO	$3,120
Black, Brady	4	NO	$3,120
Blackwell, Sheila	8	YES	$5,670
Blake, Earlene	2	YES	$6,120
Blanchard, Kelly	4	NO	$2,420
Bloch, Kurt	4	NO	$3,120
Bojia, Yadesa	1	NO	$2,420
Bolla, Marie	4	NO	$3,120
Bontatibus, James	6	NO	$3,120
Boshnack, Samantha	8	YES	$6,120
Bourget, Aaron	4	NO	$3,120
Boustedt, Kristofor	3	NO	$3,120
Boyle, Isaac	2	YES	$6,120
Bradford, Gabriel	8	YES	$6,120
Breznau, Sari	8	YES	$6,120
Brickman, Sara	2	NO	$2,810
Briggs, Destany	9	NO	$3,120
Briskman, Julie	8	NO	$3,120
Brown, Georgio	4	NO	$2,420
Brown, Matthew	4	NO	$3,120
Bryan, Mollie	2	NO	$2,420
Builes, Jean-Paul	2	YES	$5,250
Bula, Kathleen	2	YES	$6,120
Burleigh, Jake	4	NO	$3,120
burres, japera	2	NO	$3,120
Burton, Ryan	2	NO	$3,120
bush, jordan	2	NO	$3,120
Bustillo, Romson	1	NO	$3,120
Byrd, Dave	2	YES	$5,420
Cakpo-Gbokou, Codjo Etienne	1	NO	$2,250
Cal, Anita	9	YES	$6,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Camara, Kim	8	YES	$3,690
Camara, Naby	8	YES	$4,900
Campbell, Anomie	2	NO	$3,120
Campoy, Ana Maria	8	NO	$2,860
Candelaria , Kristian	9	YES	$6,120
Canfield, Julia	2	YES	$6,120
Cano, Rose	2	NO	$3,120
Capulong, Dayana	2	NO	$2,420
Carey, Genna	8	NO	$3,120
Carlile-Kovacs, Flora	8	NO	$2,770
Carlson, Spencer	4	NO	$3,120
Carpio, Antonieta	1	NO	$3,120
Carter, Greg	8	NO	$2,080
Carter, Melissa	2	NO	$3,120
Case, Margaret	2	NO	$3,120
Castillo, Andrea	2	YES	$6,120
Castro, Kassey	5	YES	$6,120
Cavalcanti, Maria	9	NO	$3,120
Celestia, Cameron	2	NO	$3,120
Cepress, Michael	2	NO	$3,120
Cerenzia, Bradley	8	YES	$6,120
Cerny, Brooke	2	YES	$6,120
Chalita-White, Paulina	3	NO	$1,730
Chambers, Alesha	5	YES	$6,120
Chan, Celeste	2	YES	$6,120
Chandelier, Jack	4	NO	$2,600
Chen, Della	4	NO	$3,120
Chen, Jessie (DBA Jess X Snow)	6	NO	$3,120
Cheng, Yintong	2	NO	$3,120
Chenovick, Mark	6	NO	$3,120
Choi, Eunsun	2	NO	$3,120
Christomos, Pia	8	NO	$3,120
Clark, Nathan	8	NO	$3,120
Clausen, Courtney	2	YES	$6,120
Clavesilla, Daniel	7	YES	$5,420
Clay, Abraham	8	YES	$6,120
Clemons, Konika	7	NO	$3,120
Clingman, Harter	8	YES	$6,120
Coe, Andrew	8	YES	$6,120
Coffman, Gina	8	NO	$3,120
Cohn, Lisaann	8	NO	$3,120
Coleman, Christopher	8	NO	$3,120
Colvos, Joel	8	NO	$3,120
connelly, patrick	8	YES	$6,120
Constans, Brian	1	NO	$3,120
Cooning, Celeste	8	YES	$3,690
Cooper, Naomi	2	YES	$6,120
Corbin, Lee	8	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Cosme, Jo	2	YES	$6,120
COSTA, STEPHANIE	1	YES	$6,120
Craun, Dustin	2	YES	$6,120
Crawford, Aaron	9	YES	$6,120
Crowell, Webster	4	NO	$3,120
Crutcher, Sadiqua Iman	2	NO	$3,120
Cubbage, Kennett	2	NO	$3,120
Cummins, Gavin	1	NO	$3,120
Cumpston, David	8	NO	$3,120
Cunningham, Sondra (aka Sondra Segundo)	2	NO	$3,120
Curry, Myron	2	NO	$3,120
Curry, Ulysses	8	NO	$3,120
Cusak, Clayton	1	NO	$3,120
Czoski, Anna	1	NO	$3,120
Daniel, Peter	2	NO	$3,120
Darev, Bogdan	4	NO	$3,120
Darling, Will	2	YES	$4,210
Davis, Rose	9	NO	$2,420
Davis, Suzanna	2	YES	$6,120
Dawson, Monica	2	YES	$6,120
del Rosario, Carina	2	YES	$6,120
DeMartin, Renee	8	NO	$3,120
Demmert, Jacinthe	1	NO	$2,010
DeMonnin, Charles	8	YES	$6,120
Deriana, Kimberly	2	YES	$6,120
DETTMER, MELANIE	8	YES	$6,120
Deutsch, Elizabeth	8	NO	$3,120
DEVONIE, NOVA	2	YES	$6,120
DeVore, Stephen	2	NO	$3,120
Diamond, Jonathan	1	NO	$3,120
Diaz, Dennis	8	YES	$6,120
Dietz, Christina (dba Briar Fox LLC)	9	NO	$2,930
Disston, Galen	3	NO	$3,120
Dolan, Riley	4	NO	$3,120
Dorsey, Stephon	8	YES	$5,950
Douglas, Melissa	8	NO	$3,120
Dovi, Mia	2	YES	$6,120
Driscoll, Brent	6	NO	$2,420
Du Graf, Lauren	4	NO	$3,120
Du Pree, Lauren	2	YES	$4,210
Durfee, Maia	2	NO	$3,120
Dutra, Geisa	4	NO	$2,390
Eke, Amara	2	YES	$6,120
Ekenezar, Abie	5	YES	$6,120
Ellis, Logan	5	NO	$1,380
Ellison, Katie Lee	2	YES	$6,120
Emerson, Denise	8	YES	$4,040
Enson, Martha	8	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
EVANS, BRACE	2	NO	$2,250
Evans, Roger	2	YES	$6,120
Ewald, Mary	8	NO	$3,120
Ezell, Winfield	7	YES	$6,120
Fabrikant, Samantha	4	NO	$3,120
Fair, Dez'Mon Omega	9	NO	$3,120
Fallat, Tom	2	YES	$4,730
Farmer, Le'Ecia	2	YES	$6,120
Fernandez, Adriana	2	NO	$3,120
Fernandez, Lauren	5	YES	$6,120
Fey, Chaska Hexe	8	NO	$3,120
Fielder, Jeff	2	YES	$5,420
Finneyfrock, Karen	8	YES	$6,120
Fisher, Eric	2	NO	$3,120
Fitzpatrick, Luke	4	NO	$3,120
Flagg, Sabella	2	YES	$6,120
Fleming, Christopher	2	NO	$1,380
Fleming, Pete	2	YES	$5,080
Flink, Kristina	9	NO	$3,120
Floes, Miz	2	NO	$3,120
Flory-Barnes, Evan	4	YES	$5,250
Foster, Jerome	9	YES	$6,120
Foster, Rowen	8	YES	$5,240
Francis, Kayline	1	NO	$3,120
Frank, Gabriela	8	NO	$2,700
Frank, Nathaniel	1	YES	$6,120
Franklin, Lisabeth	8	NO	$3,120
Franklin, Monique	2	YES	$4,730
Franzella, Sophia	4	NO	$3,120
Freedom, Istara	9	NO	$3,120
Frelot, Hannah Hong	2	NO	$3,120
French, Christian	2	YES	$5,080
Froh, Kelly	2	NO	$3,120
Fryberg, Alison	9	NO	$3,120
Fu, Connie	4	NO	$3,120
Fuentes, Savannah	2	NO	$1,900
Fugate, Barbara	8	NO	$3,120
Fulle, Alan	8	YES	$5,420
Fulton, Chloe	4	NO	$3,120
Gahan, Elizabeth R	8	NO	$3,120
Gall, Jeffrey	4	NO	$3,120
Galvan, Graciela Sarahi	6	NO	$3,120
Garcia, Alicia Aurora	2	NO	$3,120
Garcia, Laura	9	YES	$6,120
Garcia, Rebecca	5	YES	$6,120
Garland, Joshua Alexander	2	YES	$5,160
Garrick , Heather	2	NO	$3,120
Gassiot, Emily Brooke	8	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Gehrels, Aleida	8	YES	$6,120
Gibbons, Nathan	2	NO	$3,120
Gilbert, Elise	8	NO	$3,120
Glass, Ari	2	NO	$2,080
Glogovac-Smith, Chariell	2	NO	$3,120
Goldstein, Paul	8	NO	$3,120
Gonzalez Pacheco, Jorge Enrique	1	NO	$3,120
Gonzalez, Antonio	8	YES	$6,120
Gonzalez, Dante Alberto	5	YES	$6,120
Gonzalez, Grace	4	NO	$3,120
Gonzalez, Patrick	7	YES	$6,120
Gore, James	2	NO	$3,120
Gormally, Malayka	8	NO	$3,120
Gormally, Tom	8	NO	$3,120
Gosho, Sheri	9	NO	$3,120
Gosti, Alice	2	NO	$3,120
Grad, Aaron	2	NO	$2,420
Graham, Timothy	4	NO	$3,120
Graney-Saucke, Elliat	4	NO	$2,950
Granger, Amber	4	NO	$2,200
Grant, Natalie	2	NO	$3,120
Gray, Lily	2	YES	$6,120
Gray, Rebecca	4	NO	$3,120
Griggs, Stephen	2	NO	$3,120
Grisez, Catherine	8	YES	$6,120
Gromadzka, Joanna	8	YES	$6,120
Grunig, Rachel	1	YES	$6,120
Guessese, Admassu	2	YES	$6,120
Gurrola, Anais	6	NO	$3,120
Ha, haeryung	9	YES	$6,120
habtu, luwam	4	NO	$3,120
Hackett, William	4	YES	$6,120
Haddix, Sophia	2	NO	$3,120
Hall, Jennifer	5	YES	$6,120
Hall, Jeppa	8	YES	$6,120
Hammon, Gary	2	NO	$3,120
Hammond, Gin	6	NO	$3,120
Hanson, Dayna	2	NO	$2,420
Hare, Nathan	4	NO	$3,120
Harjak, Erica	8	NO	$3,120
Harris, Akoiya	2	NO	$3,120
Harris, Eliza	2	NO	$3,120
Harris, Judy	3	NO	$3,120
Hartunian, James	2	NO	$3,120
Hass, Susan	3	NO	$2,600
Hautala, Elke	4	NO	$3,120
Haven, Victoria	8	NO	$2,560
Hawke, Jennifer	8	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Hazen, Karen	5	YES	$6,120
Helde, John	4	NO	$3,120
Helmstetter, AshaAung	2	NO	$3,120
Henneman, Simon	4	NO	$3,120
Hernandez , Joseph	2	NO	$3,120
Hernandez-Cruz, Jessica	2	YES	$6,120
Hiatt, Bailee	8	YES	$6,120
Hoadley, Fred	8	NO	$1,730
Hobson, Cyra Jane	8	NO	$2,420
Holcomb, Robin	2	YES	$6,120
Holman, Sphie	1	NO	$3,120
Hopper, Christopher	1	NO	$3,120
Horvitz, Wayne	2	YES	$6,120
Howard, Peter	2	NO	$3,120
Howard, Sarah	8	NO	$2,420
Hua, Vivian (aka Vee Hua)	8	NO	$3,120
Hubbard, Anthony	1	YES	$5,910
Hug, Rachel	2	NO	$3,120
Huggins, Melissa	2	NO	$3,120
Hughes, Dylan	2	YES	$6,120
Hulse, Adam	4	NO	$2,420
Irons, Stasia	2	YES	$6,120
Ivers, June	1	NO	$2,950
Iwata, Michito	2	NO	$3,120
Jackson, Marcel	8	YES	$6,120
Jackson, Ryan	2	YES	$6,120
Jackson-Harper, Kriss	5	NO	$3,120
Jacobson, Jessica (aka Jessica Mercy)	4	NO	$2,950
Jaeger, Lucas	8	NO	$2,420
James, Dana	4	NO	$3,120
James, Scott	4	NO	$3,120
Janssen, Murphy	8	NO	$3,120
Janusz, Victor	2	YES	$5,770
Jefferson, Samuel	2	YES	$6,120
Jia, Jia	4	NO	$3,120
Johns, Barbara	8	NO	$3,120
Johns, Benjamin	4	NO	$3,120
Johnson, Clare	2	NO	$2,250
Johnson, Derek	2	YES	$6,120
Johnson, Olisa-Mequella	8	NO	$3,120
Johnson, Orville	8	NO	$3,120
Johnston, Charlotte Marie	6	NO	$3,120
Jones , Antonio	2	YES	$6,120
Jones, Margo	2	NO	$2,600
Juergens, Dinah	4	NO	$3,010
Kahlon, Satpreet	2	NO	$1,040
Kang, Imani	2	NO	$3,120
Katz, Kristopher	1	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Kavage, Sarah	2	NO	$3,120
Kawakami, Tesla	2	YES	$6,120
Kazanjian, John	8	NO	$3,120
Keenan, David	2	NO	$2,420
Keenan, Niki	2	NO	$3,010
Keil, Kerri	4	NO	$3,120
Keita, Aishe	2	NO	$1,730
Keith, Leanna	4	NO	$2,740
Kelley, Krystal	1	NO	$3,120
Kennedy, Timothy	8	YES	$5,770
Kern, Adam	2	NO	$2,910
Kessler, Rachel	2	NO	$2,420
Khan, Rohena	8	YES	$6,120
Khan, Saira	3	YES	$6,120
Khepra-Bey, Ali	1	YES	$5,810
Kidder-Mostrom, Christopher	4	NO	$3,120
Kim, Kyung-jin	2	NO	$3,120
Kisic Aguirre, Nicolas Manuel	2	YES	$6,120
Knappen, Jackson	3	NO	$3,120
Komada, Paul	8	YES	$5,770
Kools-McKee, Hezza	1	NO	$3,120
Kragt, Victoria	4	NO	$3,120
Krantz, Megan	1	NO	$3,120
Krauss, Taylor	2	YES	$5,420
Kravas, Heather	4	NO	$3,120
Kremenovic, Vladimir	4	NO	$2,600
KRISHNAN, SMITHA	6	NO	$3,120
Kubota, Dean	8	YES	$6,120
Kuehner, Jody	8	NO	$3,120
Kunz, Robert	4	NO	$3,120
kurtz, aviyah	8	NO	$3,120
Lachow, Gregg	2	NO	$3,120
Lachow, Samuel	2	NO	$3,120
Lake, Crystal	3	NO	$3,120
Lambert, Amy	2	NO	$3,120
Lambert, Joseph	2	NO	$3,120
Lammers, Daniel	2	NO	$3,120
Langston, Mason	4	NO	$3,120
Laws, George	2	YES	$6,120
Lawson, Ryana	2	YES	$6,120
Lay, Darren	8	NO	$3,010
Lazo, Fulgencio	2	NO	$2,770
Leca, Michelle	2	NO	$3,120
Leisten, Mallory (AKA Mal Bea)	8	NO	$3,050
Lewis, D'Vonne	2	YES	$5,770
Lieu, Susan	8	NO	$2,420
Lion, Mikhail	1	NO	$3,120
littlefield, chris	2	YES	$6,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Lohse, Rachel	6	NO	$3,120
Look, Renee	5	YES	$6,120
Loopstra, Esther	2	NO	$3,120
Loud, Felicia	4	YES	$6,120
Luna, Juan Fernando	8	YES	$5,420
Lutes, Theron	5	NO	$3,120
Lyons, Jeramick	2	NO	$3,120
MacQuarrie, Rachael	1	NO	$3,120
Madison, Morgan	4	NO	$3,120
Manley, Joshua	2	NO	$3,120
Mann, Leah	8	NO	$3,120
Margell, Holli	8	NO	$2,250
Marias, Marcell	8	NO	$3,120
Marin, Claudia	2	NO	$2,080
Marion, Lee	4	NO	$3,120
Martin, Essex	8	NO	$3,120
Martin, Michelle	8	NO	$3,120
MARTINI, SUNITA	2	NO	$3,120
Marx, Benjamin	2	NO	$3,120
Masangkay, Allison	2	NO	$2,950
Massey, Julia	4	NO	$3,120
Mathews, Anne	2	NO	$3,120
Mathur, Rohini	1	NO	$3,120
Matsui, Rayann	5	YES	$5,770
Maynard , Russell	8	YES	$6,120
McCants, Taurean	2	YES	$6,120
Mccarty, Micah	8	YES	$6,120
McGregor, Dawn Celeste	2	NO	$3,120
McKee, Paul D	2	NO	$3,120
McMichael, Leslie	8	NO	$3,120
McVeigh, Emma	1	NO	$3,120
McVicker, Emily	4	YES	$6,120
Medawar, Christina	1	YES	$6,120
Melendez Daigre, Kyle	2	YES	$6,120
Mendonca, Eduardo J De	5	YES	$4,730
Mendoza, Kaylee	2	NO	$3,120
Merino, Maiah A	8	NO	$1,520
Mhandagani, kulindwa	2	YES	$5,420
michael, yegizaw	1	YES	$6,120
Mielke, David	8	NO	$3,120
Miller Markham, Valerie	2	NO	$3,120
Miller, David	8	NO	$3,120
Miller, Katie	4	NO	$3,120
Miller, Rashida	8	NO	$3,120
Miller, Steven	8	YES	$5,420
Mills, Tabasco	2	YES	$6,120
Milov, Stanko	9	YES	$6,120
Moberg, Jonah	2	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Moberg, Sander	8	YES	$6,120
Mohr, Adam	4	NO	$3,120
Montano, Francisco	5	YES	$6,120
Moore, Jennifer	8	YES	$5,110
Moore, Robert	8	YES	$5,390
Morita, Emi	2	YES	$6,120
Mottaghinejad, Sarah	8	YES	$6,120
Mroczkowski, Raymond	4	NO	$3,120
Muhumed, Khalid	8	YES	$6,120
Mullikin, Daniel	4	NO	$3,120
Mullins, Mike	8	NO	$3,120
Murdoch, Susan	8	NO	$3,120
Murphy, Megan	2	NO	$3,120
Nakamura, Emiko	4	NO	$3,120
Narayan, Shankar	8	YES	$5,420
Nation, Margaret	9	YES	$6,120
Nava Madrigal, Paula	4	NO	$2,420
Neare, Lucia	2	NO	$1,380
Neff, Richard	8	YES	$6,120
Nelson, Sandy	4	NO	$3,120
NeVille, Martonne	2	YES	$6,120
NEWBY, Angelica	8	NO	$2,250
Nguyen, Giao	1	NO	$3,120
Nishimura, Haruko Crow	4	NO	$3,120
Noble , Shari	4	NO	$3,120
Nucci, Joshua	2	NO	$3,120
Nunn, Paul	7	NO	$3,120
O'Connell, Sequoia Day (aka Cameron Day O'Connell)	2	YES	$4,560
Obenza, Markdavin	8	NO	$3,120
Offenbacher, Matthew	8	NO	$3,120
O'Leary, Hanako (dba Hanako Art Co)	2	YES	$5,250
O'Leary, Nicholas	1	NO	$3,120
Olivo, Clara	8	YES	$6,120
Olson, Grant	1	NO	$3,120
Olson, Gregory J	6	NO	$3,120
Ordonez, Isaac	1	YES	$6,120
Orion, Soren	5	YES	$6,120
Orr, Samuel	4	NO	$3,120
Ortiz, Sara Marie	5	NO	$3,120
Osborn, Sean	1	NO	$2,950
Ougendal, Kristin	8	NO	$3,120
Ouk, Monique	5	YES	$6,120
Paanakker, Femke	2	NO	$3,120
Page-Echols, Ian	8	NO	$3,120
Pai, Shin Yu	4	NO	$2,080
Palatini, Maria	5	YES	$6,120
Palm, Rebecca	9	NO	$3,120
Pang, Andrew	2	NO	$2,420

Applicant Name	KCC District	COO - Equity Eligible	Award
Pantin, Maria Luisa	6	NO	$3,120
Pedrano, Devyn	2	YES	$6,120
Penchant, Catlin	2	NO	$2,850
Penney, Sandra	3	NO	$3,120
Peoples, Malia	2	NO	$2,080
Peters, Brittany	8	NO	$3,120
PEYTON, GARIN	4	YES	$6,120
Pickard, Hannah	3	NO	$3,120
Pierce, Harry	4	NO	$3,120
Piñon, Amy	5	YES	$6,120
Pittard, Mai Li	4	NO	$2,420
Pittman, Darin	1	YES	$6,120
Ponder, Loren	4	NO	$3,120
Pressley, Marcus	2	NO	$3,120
Pressley, Sandra	1	NO	$2,080
Profitt, Myla	4	NO	$3,120
Pruiksma, Thomas	8	NO	$3,120
Pruitt-Hamm, Kaeley	2	NO	$3,120
Pulkrabek, Colin	2	YES	$6,120
Putnam, Alyssa	2	NO	$3,120
Quibuyen, George	2	NO	$2,950
Rafailedes, Elisabeth	9	NO	$3,120
Rakhilkina, Elizaveta	4	NO	$3,120
Ramirez Ramos, Julio	2	NO	$3,120
Ramos, Vitoria	5	YES	$6,120
Ramseur, Rachel	2	YES	$6,120
Rao, Mengxi	4	NO	$3,120
Ray, Kay	8	NO	$3,120
Reid, Aiyana	4	NO	$3,120
Reissiger, Andrew	8	NO	$3,120
Reyes, Claudia	2	YES	$6,120
Reyna, Luna	8	YES	$6,120
Reynolds, Kyle	4	NO	$3,120
Rhodes, Jennifer (DBA J.R. Rhodes)	4	NO	$3,120
RHODES, Lamont	8	NO	$3,120
Rhodes, Richard	2	NO	$3,120
Richardson, Chelsey	5	NO	$3,120
Richlovsky, Jane	8	NO	$3,120
Rivera Vazquez, Celina	3	NO	$3,120
Rocha, Fernando	1	NO	$3,120
Rodriguez Lentini, Sayen	8	NO	$3,120
Rogers, Tyler	2	NO	$3,120
Rojhantalab, Ayda	2	NO	$3,120
Roth, Christine	2	NO	$3,120
Rowland, Steve	2	NO	$3,120
Royer, Emma	1	YES	$6,020
Ruiz, C. M.	4	YES	$6,120
Russo, Charles	8	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Ryan, Brandon	2	NO	$3,120
Sage, William	2	NO	$2,770
Salcedo, Vasant	9	NO	$3,120
Sampson, Colton	6	NO	$3,120
Samudre, Sarah	9	NO	$2,420
San, Rana	4	NO	$3,010
Sang, Patty	8	YES	$5,660
Santos Neto, Jovino	2	NO	$1,240
Schiffgens-Milnes, Carter	2	YES	$6,120
Scholes, Shay	5	YES	$6,120
Schwab, Spencer	9	NO	$3,120
Scofield, Chris	2	YES	$6,120
Scott, Fin'es	2	NO	$3,120
Seamons, Joseph	9	NO	$3,120
Sebastian, Sean	2	NO	$3,120
Seck, Yirim	2	NO	$2,420
Sedlachek, Susan	2	YES	$6,120
Sehyun, Che	8	NO	$1,040
Seitz, Julie	7	YES	$6,120
Sepulveda, Martín	5	YES	$5,420
Sereda, Dorota	6	NO	$3,120
Seuferling, John	8	NO	$3,120
Shadel, Nicholas	5	YES	$6,120
Shantz, Michael	2	NO	$3,120
Shantz, Teo	2	NO	$3,120
Shaskus, Jeremy	1	NO	$2,420
Shaw, Jeff	4	NO	$3,120
Sherman, Charlotte	2	YES	$4,730
Shi, Xiang	1	NO	$3,120
Sigward, Mary	2	NO	$3,120
Silverman, Giannina	1	NO	$3,120
Simek, Kati	4	NO	$3,120
Simmons, Hannah	4	NO	$3,120
Simson, Cari	1	NO	$3,120
SINISCALCHI, ALEXANDER	2	NO	$3,120
Skuba, Nicole (dba Nicole Pouchet)	3	NO	$2,420
Skura, Stephanie	7	YES	$4,900
Sky, Maggie	2	NO	$3,120
Smale, Brian	2	YES	$6,120
Smiley, Maya	2	YES	$6,120
Smith, Cheryl	3	NO	$3,120
Smith, David	4	NO	$3,120
Smith, Gregory	8	NO	$3,120
Smith, Marina	2	YES	$6,120
Sol, Katana	8	YES	$6,120
Soldi, Rafael	2	YES	$4,560
Spadoni, Coco	2	NO	$3,120
Spellman, TiQuida	5	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
spencer, debora	8	NO	$3,120
SPERRAZZA, SAMUEL	4	NO	$3,120
Spillios, Seven	5	NO	$2,770
Squire, Scott	8	NO	$3,120
Srey, Victoria	2	YES	$6,120
Stelter, Eleanor	4	NO	$3,120
Stelzer, Lily	4	NO	$3,120
Stern, Hayden	1	NO	$3,120
Stoebe, Courtney	8	YES	$6,120
Strickland, Dedra	1	YES	$6,120
Strickwerda, Francine	8	NO	$3,120
SUE, LEE	2	YES	$6,120
Suleman, Jamil E	2	NO	$3,120
Summa Russo, Jessie	8	NO	$3,120
Summa, Pam	8	NO	$3,120
Summers, Micah	1	YES	$6,120
Sumstad, Celestial	1	NO	$3,120
Sun, Moses	4	NO	$3,120
Suwanchote, Khemarintr	5	YES	$6,120
Suwanchote, Khoumsup	5	YES	$5,770
Swacker, Christian	2	NO	$3,120
Swanson, Sharon	8	NO	$3,120
Swenson, Kathryn	9	YES	$6,120
Swenson, Nicholas	2	NO	$3,120
Swift, Sarah	4	NO	$3,120
Tackett, Anthony	7	YES	$6,120
Tacon, Maya	4	NO	$3,120
Taggart Harris, Rachel	3	NO	$3,120
Tai, Kari	6	NO	$3,120
Tamura, Miya	8	NO	$3,120
Taqi, Syed	2	YES	$5,600
Tarafa, David	8	YES	$6,120
Tatelman, Anna	8	NO	$3,120
Taylor, Ric'kisha	4	NO	$3,120
Taylor, Trevor	8	YES	$6,120
Taylor, Zorn B	8	YES	$6,010
Tennison, Ronald	4	YES	$6,120
Tesfaye, Mariam	8	NO	$3,120
Tewolde, Yohanna	2	NO	$3,120
Thomas, Artie	2	NO	$3,120
Thomas, Shann	2	NO	$3,120
Thomas–Matson, Valda	5	YES	$6,120
Thompson, Daniel	2	YES	$6,120
Thomson, Rachel	8	NO	$3,120
Thornton, Michael	2	YES	$6,120
Thornton, Simon	2	YES	$6,120
Tinsley, Taylor	2	YES	$6,120
Tippawang, Phichapa	2	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
Tjirongo, Netsanet	2	YES	$6,120
Toledo, David	8	YES	$5,080
Tom, Bruce	2	NO	$3,120
Tomb, Nathifa	6	NO	$3,120
Totusek, Leif	2	NO	$1,900
Tourino Collinsworth, Rebecca	2	NO	$3,120
Trahan, Anthony	8	YES	$6,120
Trainor, Meghan	2	NO	$2,880
Tranquilino, Autumn	8	NO	$2,770
Trimble, William Scott	4	NO	$3,120
Trowbridge, Charles	2	NO	$3,120
True, Joshua	2	NO	$3,120
Trundle, Allison	8	NO	$1,040
Trusty, Shay	4	YES	$6,120
Tsegai, Futsum	2	NO	$3,120
Tsegai, Rezene	2	NO	$2,420
Tur, Sylwia	8	NO	$3,120
Turpin, Harry	5	YES	$6,120
Valente, Giancana	2	NO	$1,290
Van Dusseldorp, Schona	4	NO	$3,120
Van Dyke, Gretchen	8	NO	$3,120
Vandenburg, Maria	4	YES	$6,120
Vaughn, Alexa	4	NO	$3,120
Vilchiz, Jorge	2	NO	$3,120
Vitz-Wong, Kevin	2	NO	$1,040
Vivas, Sergio	8	YES	$6,120
Wagner, Rosemary	8	NO	$3,120
Walker, Arami	4	NO	$2,080
Walker, Dale (aka D.J. Walker)	1	YES	$5,420
Walker, Kiel	8	YES	$6,120
Walker, Suscha (aka William Lau)	2	YES	$6,120
Walker-Loud, Aaron	2	YES	$5,420
Wallace, Erin	2	NO	$3,120
Wang, JoEllen	8	NO	$3,120
Ward, Rachael	8	YES	$6,120
Warren, Suzanne	2	NO	$3,120
Wasserman, Judd	2	NO	$2,420
Watanabe, Abigail	1	NO	$3,120
Waterfield, Tekla	2	YES	$5,600
Watson, Karl	2	YES	$6,120
Weaver, Julene Tripp	2	NO	$3,120
Webber, Storme	4	NO	$3,120
Weddell, Wesley	1	NO	$3,120
Wegmuller, Lukas	8	NO	$3,120
Wells, Patheresa	5	YES	$6,120
Wend, Daniel	5	YES	$6,120
Wescott, Lisa	4	NO	$3,120
Wheeler, Alice	8	NO	$3,120

Applicant Name	KCC District	COO - Equity Eligible	Award
White Hawk, Ixtlixochitl (aka Ixtli White Hawk)	2	NO	$2,420
Whitney, Fox	2	NO	$2,560
Wiedemann, Sylvia	5	YES	$6,120
Wild, David	4	NO	$3,120
Wild, Michiko	4	NO	$3,120
Williams, Charles	5	NO	$3,120
Williams, Yasmin	8	YES	$6,120
Winnick, Kenneth	1	NO	$3,120
Wong, Torley	8	NO	$3,120
Wong, Tracey	2	YES	$6,120
Wong-Whitebear, Laura	2	YES	$6,120
Wood, Allyce	2	YES	$5,770
Wood, Bonscott	2	YES	$6,120
Wood, Wesley	1	NO	$2,080
Wright, Cynthia	5	YES	$6,120
Wroblewski, Kayla	2	NO	$3,120
Yocum, LeMing	2	YES	$6,120
Yusuf, Zahid	3	NO	$3,120
Zeng, Zhen	1	NO	$3,120
Zhang, Jessie	6	YES	$6,120
Zhao, Yuanyuan	2	NO	$3,120
Zharkova, Olga (dba O)	1	NO	$3,120
Ziebart, Jesse	2	NO	$3,120
Zolyniak, Ted	4	NO	$3,120

THE FOLLOWING APPLICANTS ARE NOT RECOMMENDED FOR FUNDING:

Applicant Name	City	KCC District	COO - Equity Eligible
Aarons, Beverly	Seattle	8	YES
Abshir, Kowsar	Kent	5	YES
Alhassan, Awal	Seattle	1	YES
Ali, Omar	Auburn	7	YES
Allen, Gregory	Des Moines	5	NO
Amos, Gavin	Seattle	2	NO
Anderson, Chase	Seattle	8	NO
Anglin, Brittani	Seattle	8	YES
ansart, tom	Seattle	1	NO
Arredondo, Natalia	Bellevue	9	NO
Bagan, Rizza	Seattle	4	NO
BAILEY, RONNIE	Seattle	8	NO
bajinya, Sophia	Seattle	8	NO
Baker, Quenton	Seattle	2	NO
Banks, Eric	Seattle	2	NO
Barlin, Hananeel	Tukwila	5	YES
Bentson, Esther	Seattle	4	NO
Bezezekoff, Leigh	Seattle	4	NO
Blauvelt, William	Seattle	2	YES
Bloom, Anders	Seattle	4	NO

Applicant Name	City	KCC District	COO - Equity Eligible
Brewton, Billy Ray	Seattle	2	NO
Briden-John, Alisa	Seattle	2	NO
Brosch, Elby	Seattle	2	NO
Bruk, Julia	Seattle	1	NO
Buckingham, Jesse	Seattle	4	NO
Buckler, Smitty	Seattle	8	NO
Butler, Jordan	Seattle	2	NO
Butler, Stuart	Woodinville	6	NO
Carr, Aaron	Seattle	2	NO
Cayton, Michael	Seattle	8	YES
Cervantes, Tessa	Seattle	2	NO
Chao, Emily	Bellevue	9	NO
Chen, Sangyeub	Seattle	4	NO
Chenovick, Jennifer	Redmond	6	NO
Chibuogwu, Chisom	Seattle	2	NO
Choi, Gyoung Soon	Seattle	1	NO
Clark, Kate	Seattle	2	NO
CLARK, NEFRATITI	Bellevue	9	NO
Clemens, Mark	Issaquah	3	YES
Compton, Jordan	Seattle	4	NO
Compton, Michael	Seattle	1	NO
Conley, Todd	Bellevue	6	NO
Consolata, Nansare	Renton	9	NO
Copeland, Carl	Seattle	2	YES
Cote, Jeffrey	Seattle	8	YES
Crabbe, Christiana	Seattle	4	NO
Crooks, Nathan	Seattle	2	NO
Crow, Jeff	Seattle	8	YES
Cuccio, Claire	Seattle	1	NO
De Alva, Lisa	Seattle	8	YES
Diaz, Claudia	Seattle	2	NO
Diaz, Marita	Seattle	2	NO
Diaz, Maytrelli	Renton	9	NO
Diop, Sumayya	Seattle	2	NO
Donohue, Shane	Seattle	4	NO
Dwyer, Heather	Vashon	8	NO
Ellis, Aisha	Seattle	2	YES
Falzone, Giordana	Seattle	2	YES
Farr, Jamal	Seattle	3	YES
Fatooh, Stefanie	Seattle	8	YES
Fernandez, Zeiva	Seattle	4	NO
Flowers, Greta	Seattle	4	NO
Francis, Alanna	Kenmore	1	NO
Fruge, Wesley	Seattle	8	YES
Garcia-Galicia, Edgardo	Bellevue	6	NO
Garrett, Marissa	Seattle	2	YES
Gavigan, Kathryn Marie (aka Kate Gavigan	Seattle	8	NO
Geller, Cathia	Sammamish	3	NO
Gex, Margaux	Seattle	8	NO

Applicant Name	City	KCC District	COO - Equity Eligible
Ghyvoronsky, Jessica	Seattle	4	NO
Gomez, Marilyn	Redmond	3	NO
Gorman, Marcus	Seattle	1	NO
Gould, Eric	Seattle	8	NO
Graham, Angelica	Seattle	2	YES
Graudins, Kerstin	Seattle	2	NO
Hardy, Tara	Seattle	2	NO
Hart, Stacie	Seattle	8	NO
hayes, bakari	Seattle	2	NO
Haynes, Sibyl	Seattle	2	NO
Haywood, Tim	Seattle	1	NO
Henneman-Luglio, Andrea	Seattle	4	NO
Herivel, Rebecca	Seattle	2	NO
Hernandez Loy, Shirley	Bellevue	9	NO
House, Rochelle	Seattle	2	NO
Husain, Naghma	Seattle	2	YES
Jackson-Nefertiti, Gloria	Seattle	4	NO
Jaynes, Pamela	Seattle	4	NO
Jin, Aaron	Sammamish	3	NO
Johnson, Keelan	Seattle	4	NO
Jones, Angel	Seattle	8	NO
Jones, Cierra	Seattle	8	NO
Jones, Sierra	Seattle	2	YES
Jordan, Lisa	Seattle	2	NO
Jordon McKind, Kevyn	Seattle	4	NO
Joslin, Jonathan	Seattle	8	YES
Karim, Amirah	Seattle	8	YES
Kassamali, Abdulrasul	Seattle	2	YES
Keltner, Harold	Seattle	4	NO
Kihara, Mark	Seattle	2	NO
Kim, Eunice	Ravensdale	9	NO
Kinsey, Kyle	Seattle	1	NO
Klotz, Tessa	Mercer Island	6	NO
Kohl, Joshua	Seattle	4	NO
Kollar, Erin	Seattle	1	YES
Kovacs, Scott	Shoreline	1	YES
Kraft, Mira	Seattle	2	NO
Kuniholm, Paul	Seattle	4	NO
Langeslay, Kelly	Seattle	2	NO
Lanza, Morgan	Seattle	2	NO
Lawes, Emma	Mercer Island	6	NO
Lee, Ramona	Seattle	7	YES
Levine, Elisa	Seattle	4	NO
lin, ellen	Seattle	4	NO
Luo, Junheng	Redmond	6	NO
M Davis, Nicole	Seattle	8	NO
Maldonado Romero, Julio Cesar	Federal Way	7	YES
Maldonado Romero, Royer	Seattle	2	NO
Maronga, Denis	Shoreline	1	YES

Applicant Name	City	KCC District	COO - Equity Eligible
McCully, Caseyann	Seattle	2	NO
Mendez, Billy	Kirkland	1	NO
Mendonca, Ana Paula	Kent	5	YES
Mercado, Felipe	Kent	5	YES
Miles, Sierra	Seattle	4	NO
Mlasowsky, Anna	Seattle	4	NO
Moe, Mikaila	Seattle	2	YES
Moon, Min	Newcastle	9	NO
Morales, Emilio	Renton	5	YES
Morales, Stephanie	Seattle	4	NO
Mugisha, Michel	Seattle	8	NO
Neal, Olivia	Seattle	2	YES
Noah, Barbara	Seattle	4	NO
Noriega, Anisha	Tukwila	8	YES
Nucci, Alex	Seattle	2	NO
Nunez, Azana	Seattle	4	NO
O'Keeffe, Makenna	Seattle	4	NO
Okelo, Simon	Mercer Island	6	NO
Okrent, Joshua	Seattle	2	NO
O'Neal, Michael	Seattle	2	NO
Overall, Kassa	Seattle	4	NO
Owsley, Michael	Seattle	1	NO
Parker, Sarah	Seattle	2	YES
Pellegrin, Lucien	Seattle	8	YES
Pellum, Elizabeth	Seattle	2	NO
Peoples, Hana	Seattle	2	YES
Poodle, Trixxxy	Seattle	4	YES
Powell, Chevon	Seattle	2	NO
Prairie, Adam	Seattle	2	NO
Press, Kasey	Seattle	4	YES
Price, Nancy	Seattle	8	YES
Reynolds, Garrett	Seattle	2	YES
Romano, Tricia	Seattle	8	NO
Roth, Jesse	Seattle	2	NO
Ruff, Jessinia	Seattle	4	NO
Sanford, Katrina	Seattle	2	NO
Sareen, Kayako	Seattle	4	NO
Schanen, David	Seattle	2	NO
Schulman, Julie	Bellevue	2	NO
Shuey, Juniper	Seattle	4	NO
Silverman, Steve	Seattle	8	NO
Skogstad-Kurk, Estelle	Seattle	4	NO
Smith , Dufon	Seattle	8	YES
Smith, Jac	Seattle	4	NO
Smith, Zachary	Seattle	8	YES
Springer, Corey	Renton	5	NO
Stephens, Ashley	Seattle	1	NO
stevens, michael	Federal Way	7	YES
Sung, Jonathan	Seattle	2	NO

Applicant Name	City	KCC District	COO - Equity Eligible
Suzuki, Andrea	Seattle	4	NO
Swanson, Laura	Seattle	4	NO
Swider, Jordan	Seattle	8	YES
Taylor, Holly	Burton	8	NO
Thomas, Christa	Seattle	2	YES
Tibbs, Anthony	Seattle	2	YES
Tyabji, Farhad	Seattle	4	NO
Tyler, Tina Marie	Renton	5	YES
Velasco, Alexis-Tuesday	Seattle	2	NO
Verellen, Benjamin	Seattle	4	NO
Vicuna Lescano, Maria Isabel	Kenmore	1	NO
Villalobos, Claudia	Tukwila	8	YES
Virgen-Vazquez, Erika	Seattle	1	NO
Wang, Kai Ping	Auburn	7	NO
Ward, Takiyah	Seattle	2	NO
Whitehorn, Julie J.	Seattle	4	NO
Wiltshire, Keegan	Seattle	8	YES
Yasutake, Pamela	Seattle	2	NO
Zmiewski-Angelova, Miriam	Seattle	2	NO
Zurbano, Maritess	Seattle	8	NO

Applicant Pool Demographics

The charts below illustrate the demographic makeup of the applicant pool as self-identified by applicant. Program Managers and panelists do not have access to individual demographic information and funding decisions are not made based on the information collected in applicant demographic profiles such as race/ethnicity, age, gender, sexual orientation, education, income, disability, or employment.

- Applications were received from applicants in 31 cities and unincorporated areas.
- Applications were received from applicants in all 9 King County Council Districts.
- 23% of the eligible applicants reside outside Seattle.
- 31% of the applicants reside in a Community of Opportunity.
- 53% of the applicants have never applied to 4Culture before.
- 67% of the applicants have never received a 4Culture grant before.
- 94% marked art as their primary area of cultural work, while 4% marked Heritage and 2% marked Historic Preservation.

2024 Cultural Producers Recovery Fund Applicant Race/Ethnicity

American Indian And Alaska Native
22 (2.5%)

Asian 80 (9.09%)

Black Or African American
150 (17.05%)

White 368 (41.82%)

Decline to answer
42 (4.77%)

Hispanic Or Latina/o Any Race
74 (8.41%)

Native Ha... 6 (0.68%)

See my descri... 64 (7.27%)

Two Or More Races
73 (8.3%)
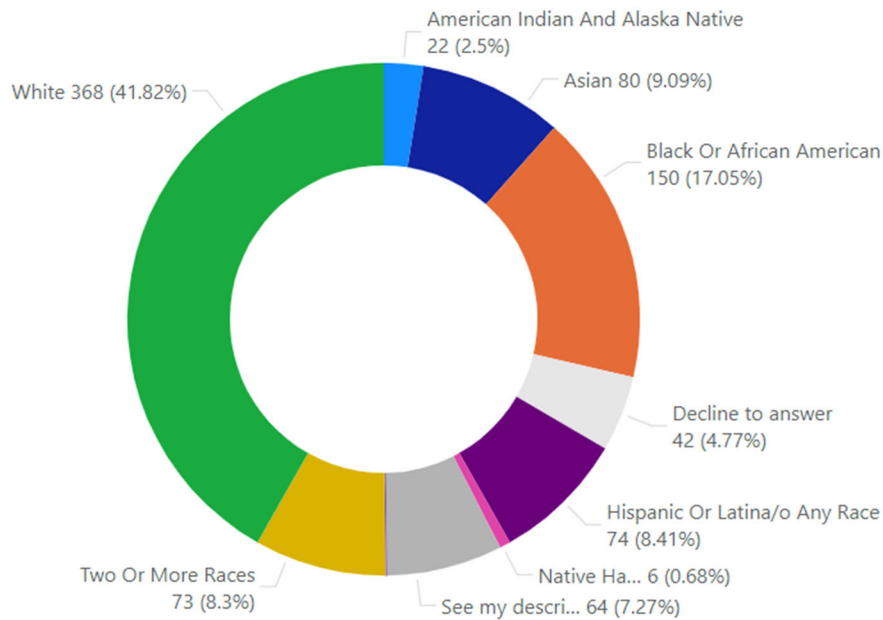
2022 King County Race/Ethnicity *(most current data from U.S. Census Bureau)*

American Indian & Native Alasaka
0.44%

Asian 19.31%

Black Or African Am...
6.4%

White 55.91%

Hispanic Or Latina/o Any...
10.15%

Native Hawai... 0.73%

Two Or More Races 6.53%
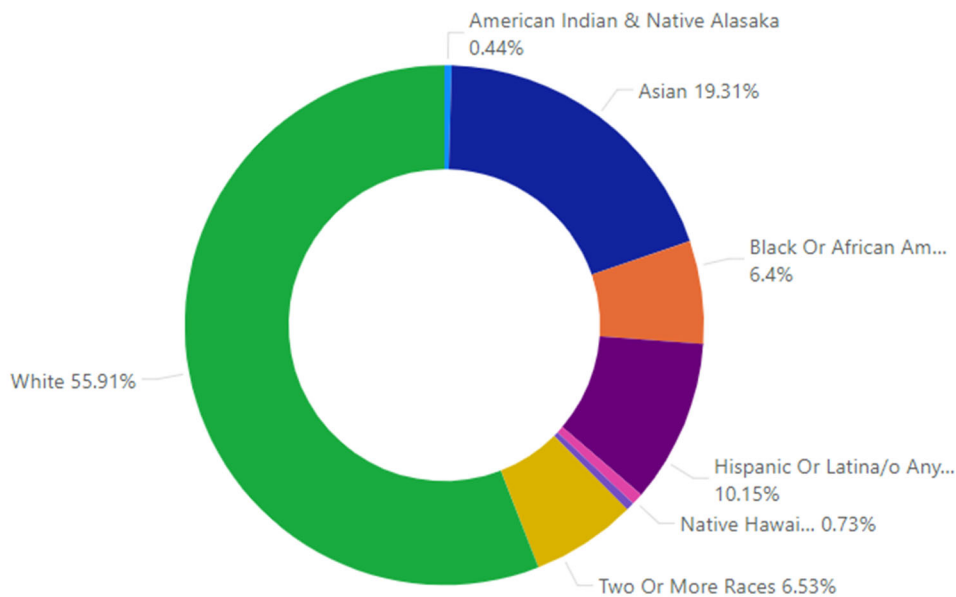
2024 Applicant Demographic Data Compared to 2022 King County Data

Age:

Applicant Age Category

- Decline 47 (5.34%)
- Age 19 And Under 2 (0.23%)
- Age 60 And Over 93 (10.57%)
- Age 45-59 225 (25.57%)
- Age 20-44 513 (58.3%)

King Co. - Age Category

- Age 19 And Under 21.99%
- Age 60 And Over 19.15%
- Age 45-59 19.07%
- Age 20-44 39.79%
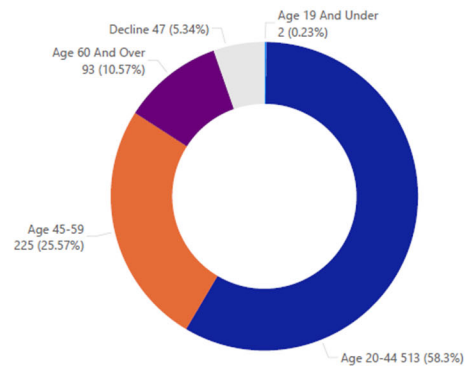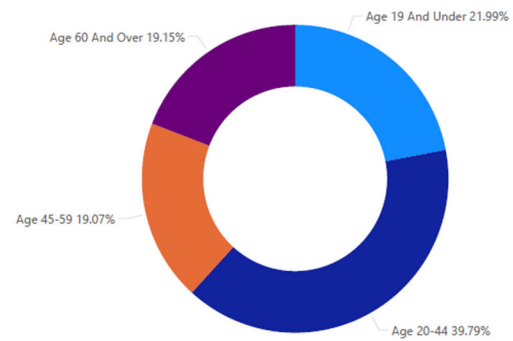
Living with Disability:

Applicant Living With Disability

- Decline to answer 70 (7.95%)
- Yes 224 (25.45%)
- No 586 (66.59%)
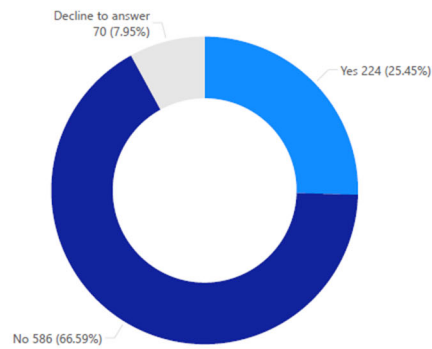
King Co. - Living With Disability

- Yes Disability 10%
- No Disability 90%
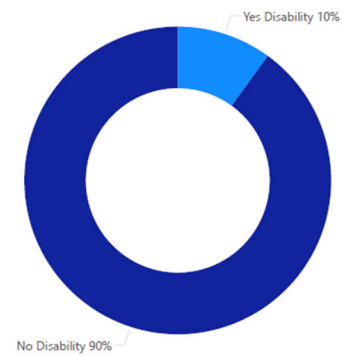
Education:

Applicant Education

- No High School Diploma/GED 10 (1.14%)
- Some College Or Associate 208 (23.64%)
- Bachelor Or Higher 602 (68.41%)

King Co. - Education

- No High School Diploma 6.21%
- High School Graduate 14.69%
- Bachelor Or Higher 54.84%
- Some College Or Associate 24.26%
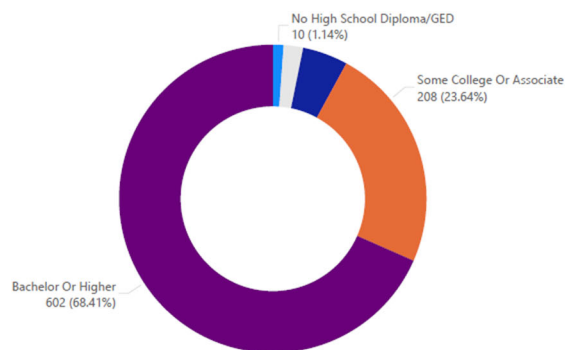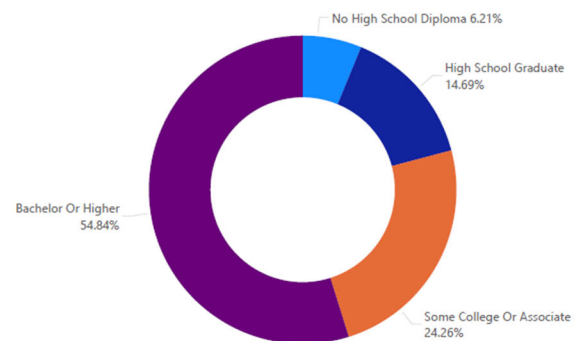
Household Income:

Applicant Household Income

- $9,999 or less 35 (3.98%)
- $10,000 to ... 42 (4.77%)
- $15,000 to $24,999 89 (10.11%)
- Decline to answer 314 (35.68%)
- $25,000 to $34,999 100 (11.36%)
- $35,000 to $49,999 110 (12.5%)
- $50,000 to $74,999 100 (11.36%)
- $75,000 to $99,999 45 (5.11%)
- $150,000 to $199,999 11 (1.25%)
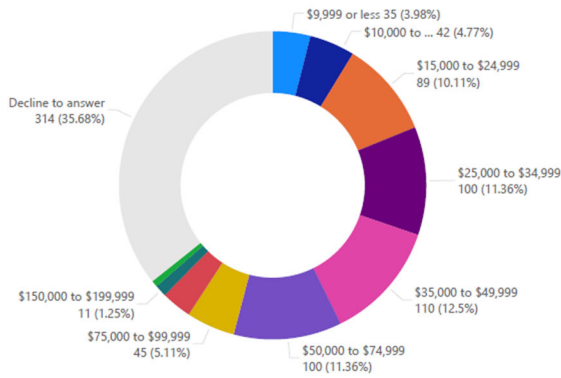
King Co. - Household Income

- $200,000 Or More 25.79%
- $9,999 Or Less 3.42%
- $15,000 to $24,999 3.93%
- $25,000 to $34,999 4.35%
- $35,000 to $49,999 6.62%
- $50,000 to $74,999 12.09%
- $75,000 to $99,999 10.73%
- $100,000 to $149,999 18.14%
- $150,000 to $199,999 12.52%
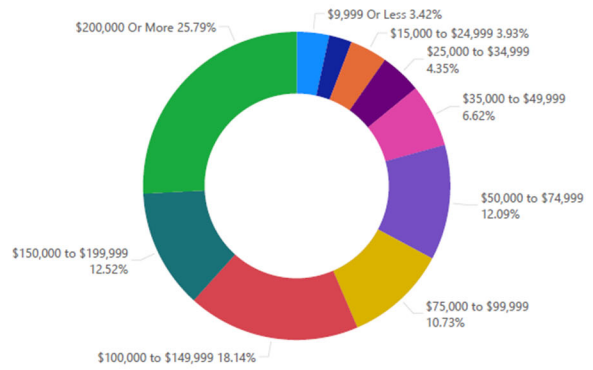
Gender (no King County comparison data available):

Applicant Gender

- Decline to answer 40 (4.55%)
- See my description... 40 (4.55%)
- Nonbinary 116 (13.18%)
- Female 386 (43.86%)
- Male 298 (33.86%)
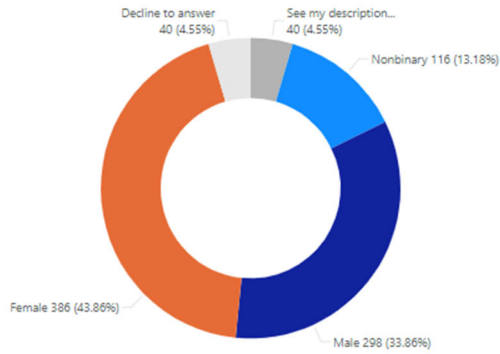
Applicant Transgender Identified

- Decline to answer 55 (6.25%)
- Yes 72 (8.18%)
- No 753 (85.57%)
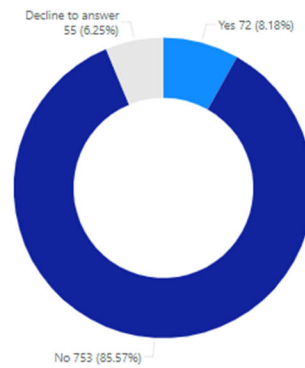
Sexual Orientation (no King County comparison data available):

Applicant Sexual Orientation

- Bisexual 132 (15%)
- Decline to answer 108 (12.27%)
- Gay 49 (5.57%)
- Lesbian 29 (3.3%)
- See my description... 127 (14.43%)
- Straight/Heterosexual 435 (49.43%)
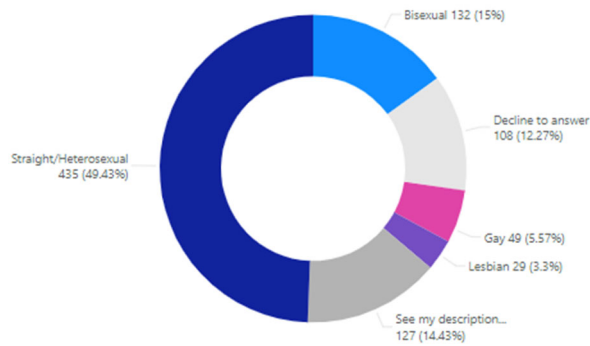
2024 Applicant by King County Council District

Applicants By Council District
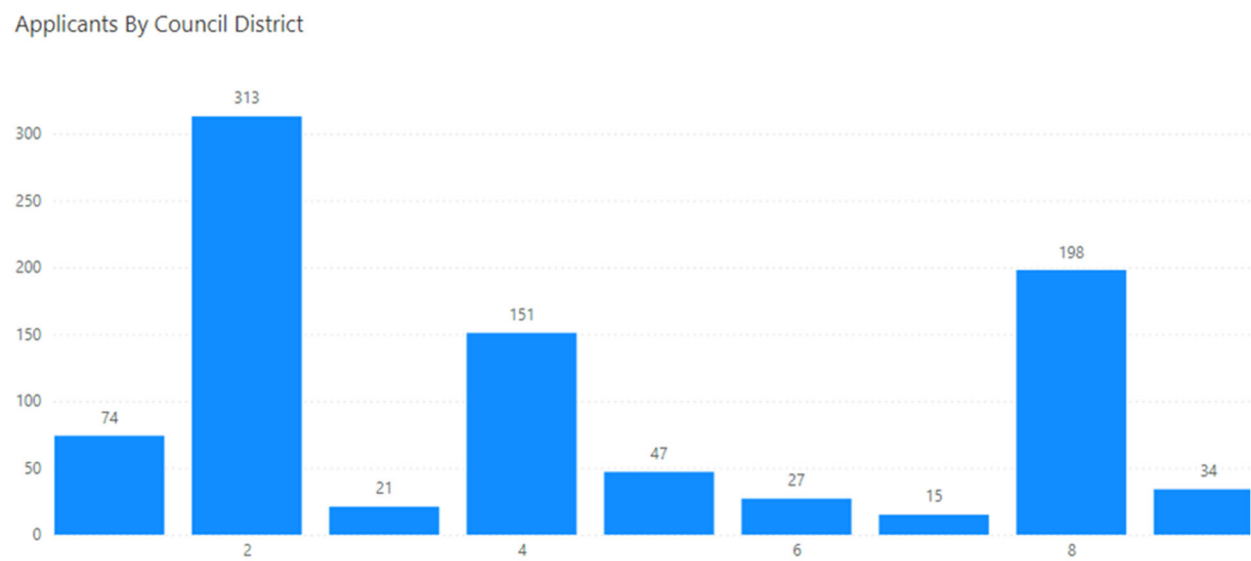
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Doors Open Implementation Plan

Table of Contents

1. Executive Summary

In December 2023, King County passed Ordinance 19710, creating the King County Doors Open cultural access program. This legislation imposes an additional 0.1 percent sales tax in King County to fund the program. The program provides grant funding to arts, heritage, science, and historical preservation non-profit organizations to increase the public benefits that cultural organizations provide throughout King County.

Ordinance 19710 requires transmittal of an implementation plan to further detail the program priorities and processes for administering funding, and an assessment framework for how the program will measurably increase access to cultural offerings for King County residents and visitors, especially those living in underserved areas.

Doors Open maintains and builds upon 4Culture's core programs that address the critical needs of cultural organizations located in and serving King County. Doors Open allows 4Culture to:

- Enhance and extend the reach and offerings of cultural organizations
- Ensure continued and expanded access to cultural facilities and the programs of cultural organizations by underserved populations
- Provide financial support for cultural organizations to continue and extend the numerous public benefits they provide

Doors Open meets these ordinance-defined goals through six Program Areas: Sustained Support, Public School Cultural Access, Public Free Access, Building for Equity, Countywide Initiatives, and Launch; and two investment areas: Outside of Seattle and Communities of Opportunity. The Implementation Plan allocates projected Doors Open revenue in accordance with Section 8 of Ordinance 19710, as follows:

2024	2025 – 2031
2 percent for repayment of start-up funding; **3 percent for administrative costs**; **67 percent for one-time capital and one-time operating support programs**; 10 percent for cultural organizations by underserved populations and/or organizations located in Communities of Opportunity, and cultural organizations providing mentoring services 25 percent supports organizations outside of Seattle **Remaining funding to 2025 programs**	**3 percent for administrative costs**; **72 percent for Doors Open programs**, of which, 10 percent for cultural organizations by underserved populations and/or organizations located in Communities of Opportunity, and cultural organizations providing mentoring services; 15 percent Public school access program 3 percent Launch funding 10 percent Building for Equity 15 percent Public Free Access 7 percent Countywide initiatives and projects 50 percent Sustained Support **25 percent for Outside of Seattle**, of which, 10 percent for cultural organizations by underserved populations and/or organizations located in Communities of Opportunity

Doors Open Implementation Plan-on-a-Page

	2024 Doors Open Programs[1]		2025–2031: Doors Open[2]					
	Capital Facilities	Operating and Program Support	Sustained Support	Public School Cultural Access	Public Free Access	Building for Equity	Countywide Initiatives	Launch
Estimated Annual Funding	$24M [Ord. 8.A.3.a]	$24M [Ord. 8.A.3.a]	$36M [Ord. 8.B.2.f]	$10.8M [Ord. 8.B.2.a]	$10.8M [Ord. 8.B.2.e]	$7.2M [Ord. 8.B.2.d]	$5.04M [Ord. 8.B.2.c]	$2.16M [Ord. 8.B.2.b]
Outside of Seattle (OS) Program[3]	Min $6M to projects OS	Min $6M to orgs OS	Min of $12.5M	Min of $3.75M	Min of $3.75M	Min of $2.5M	Min of $1.75M	Min of $0.75M
Communities of Opportunity (COO) Program[4]	Min $2.4M to projects in COO	Min $2.4M to orgs in COO	Min of $3.6M	Min of $1.08M	Min of $1.08M	Min of $0.72M	Min of $0.5M	Min of $0.26M
Grant Cycle/Timeline	One Time	One Time	Biennial	Annual	Annual	Annual	Annual	Annual
Estimated Number of applicants	175 to 225 projects	• Heritage: 90 • Preservation: 30 • Arts: 500 • Science and Tech: 80	• Heritage: 90 • Preservation: 30 • Arts: 500 • Science and Tech: 80	350 orgs across four disciplines	300 orgs across four disciplines	200 orgs across four disciplines	50 orgs across four disciplines	25–50 orgs across four disciplines
Primary Program Objective	Funding for building, remodeling, and buying specialized space that houses and facilitates cultural work	Funding to help organizations amplify their programming and support delivery of their mission	Help meet the ongoing needs of cultural organizations	Increase public school student access to cultural educational experiences	Increase access to cultural offerings	Support cultural building projects and create a pathway to equitable facilities funding	Support regional initiatives for cultural workforce development	Ensure that all areas and communities in the county have access to cultural experiences
Key Program Features	• Project size categories; goal to fund the top 25% in each category • Prioritizes projects that can begin within two years • Prioritizes greater % of project funding for projects under $1M • Cultural space contribution requirements for projects greater than $10M	• Low barrier application • Panels by discipline	• Provides multi-year funding for operations or programming • Low barrier application • Panels by discipline	• Establishes central database • Provides funding for cultural education offerings through programs at schools and cultural facilities • Provides transportation funding for eligible school districts • Helps schools and cultural organizations develop shared learning goals and a program plan	• Low barrier application • Reimbursement to orgs for the cost of free and reduced programming	• Builds on Facilities and Capacity Building programs • Adds equitable funding strategies to Equipment, Landmarks Capital, Emergency Capital programs • Cultural space contribution requirements for eligible orgs	• Multi-year project-based funding for orgs providing services for cultural practitioners • Support for workforce and career development	• Start-up cost funding • Multi-year operating support to new + emerging orgs • Funding paired with capacity building + technical assistance
Outreach and Engagement Highlights	• Community Connectors (1:1 pre-submittal application support) • Application workshops • 4Culture engagement and comms channels	• Application workshops • Strategic advertising • 4Culture engagement and comms channels	• Application workshops • Strategic advertising • 4Culture engagement and comms channels	• Leverage 2024 stakeholder outreach • PSESD touchpoints • District and school outreach • 4Culture engagement and comms channels	• Strategic advertising • 4Culture engagement and comms channels	• Community Connectors • Application workshops • 4Culture engagement and comms channels	• Application workshops • Strategic advertising • 4Culture engagement and comms channels	• Community Connectors • Strategic advertising • 4Culture engagement and comms channels

[1] For the purposes of the Implementation Plan, 2024 Doors Open funding amounts assume a $72M in revenue. Actual revenues may be higher or lower. Not included in the 2024 Programs list is startup and administrative funding (2% and 3% of revenue, respectively).

[2] For the purposes of the Implementation Plan, 2025-2031 Doors Open funding is an estimated $100M annual funding. This was the estimation presented and used during the ordinance process and the ordinance allocation percentages are applied. Annual fund projections may be lower or higher. Not included in the 2025-2031 programs list is administrative funding which is up to 3% of revenue, annually).

[3] The 2024 Doors Open estimated annual funding is inclusive of the OS program. For 2025-2031 Doors Open programs, OS funding is an additive and a separate 25% from the estimated annual funding for each of the six program areas.

[4] COO funding amounts are included in both the 2024 Doors Open program estimated annual funding and the 2025-2031 Doors Open programs estimated annual funding.

2. Implementation Plan Background

A. Introduction to Cultural Access Programs

In 2015, the Washington State Legislature passed ESHB 2263 which provides for the creation of local cultural access programs.[5] The law allows Washington counties to create cultural access programs that provide funding for public school access to arts, science, and heritage organizations and for cultural organizations to provide increased public benefits.

Washington's cultural access law was modeled after the Denver Scientific and Cultural Facilities District (DSCF), which was created in 1989 and is funded through a 0.1 percent sales tax collected in the seven-county Denver, Colorado metropolitan area.[6]

In King County, the program can be funded by up to 0.1 percent of sales tax for seven years, after which it may be renewed. The funds must be used for public benefits and may not supplant county and state funds customarily provided to cultural organizations.

In April 2023, the state passed HB1575 which changed state law[7] to allow for county legislative authorities to impose a cultural access program sales tax of up to 0.1 percent by ordinance. Additionally, if a county has not imposed a cultural access program sales tax by December 31, 2024, a city within that county may do so. The statute does not allow a county and city within that county to concurrently impose a cultural access program sales tax.

B. Overview of 4Culture

The King County Council created 4Culture, King County's Cultural Public Development Authority (PDA), in 2002 in order "to support, advocate for and preserve the cultural resources of the region in a manner that fosters excellence, vitality and diversity."[8] 4Culture replaced the functions of King County's former Office of Cultural Resources in order to exercise the powers vested in PDAs under state law and realize operating efficiencies through operating independently of county government.[9]

4Culture's name was derived from the agency's four, original cultural programs. With Doors Open, 4Culture will include Science in its cultural funding program list.

- **Arts.** 4Culture provides capital and operating grant funding for individual artists, groups, and community organizations.
- **Heritage.** 4Culture provides capital and operating grant funding for organizations focused on building the historical record, preserving, and enhancing the character of the region, and sharing local heritage resources.

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[5] RCW 36.160

[6] http://scfd.org/

[7] RCW 82.14.525

[8] King County Ordinance 14482

[9] King County - File #: 2002-0365

- **Preservation.** 4Culture provides project, capital, and operating support to aid in the historic preservation of buildings, neighborhoods, and landscapes. The organization also provides support for heritage tourism for King County communities.
- **Public Art.** 4Culture manages the County's 1% for Art program and manages public art installations and the King County Public Art Collection on behalf of King County government.

These cultural programs are established in the King County Code (K.C.C.) Chapter 2.48, which also states that 4Culture is responsible for administering grants to cultural organizations, groups, public agencies, and individuals in King County. Those grant programs are categorized into the areas of support for projects, buildings and equipment, and operations and are to be administered according to code provisions and guidelines and procedures adopted by 4Culture

4Culture Governance and Accountability

4Culture is governed by a fifteen-member Board of Directors. Directors are to have a demonstrated commitment to and knowledge of cultural resources, be active and experienced in community and civic issues and concerns and can evaluate the needs of cultural constituencies in the region. Directors must be residents of King County and are to be chosen to reflect the geographic and cultural diversity of the County.[10] Directors are appointed by King County Councilmembers and the Executive and confirmed by the Council.[11]

C. Foundational Policies and Plans

The following policies and plans are central to 4Culture's existing programming and operations and are a reference point for the history of cultural development policy in King County.

- Charter and Bylaws of the Cultural Development of King County (last updated October 9, 2019, through Ordinance 19036)
- 2019 King County 4Culture Task Force Briefing Book and Report
  - The Briefing Book supported the 27-member King County 4Culture Task Force, charged with assessing and evaluating 4Culture's governance structure, processes, and practices through an equity and social justice lens.
  - The Report, authored by Janet Brown, former President of Grantmakers in the Arts and a nationally facilitator and consultant, included detail on the community meetings and listening sessions conducted by the Task Force, an overview of 4Culture operations, and recommendations for 4Culture moving forward. The document also includes a comparison of 4Culture with organizations across the United States focused on People of Color/Native organizations, small-midsized organizations, and communities outside urban centers.
- 2019 Building for Equity Agreement for Implementation (Ordinance 18939): legislation enabling 4Culture to partner with King County in using an advance on future lodging tax proceeds to fund Building for Equity, a $20 million equity-based cultural facilities program.
- 2020 King County Cultural Health Study

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[10] Ordinance 19036, Attachment A, Section 5.2.B
[11] Ordinance 19036, Attachment A, Section 5.2.D and 5.2.E

- In 2018, 4Culture embarked on a two-year endeavor to research and analyze the cultural health of the county. Staff conducted a listening session tour, compiled award information from cultural funders, synthesized city-level cultural planning, and documented existing cultural infrastructure.
  - The findings are the basis for the Doors Open Recommended Spending Plan, as presented to the Executive and Council beginning in 2022 and leading up to the Doors Open ordinance process in late 2023.
- 2020 4Culture Strategic Plan/King County's Cultural Plan (extended through December 2024 by the 4Culture Board of Directors)
- 2020 King County Cultural Education Study: A Countywide Analysis of K-12 Students Access to Cultural Education and Community Assets
- 2021 4Culture COVID-19 Recovery Framework: 4Culture convened a diverse group of cultural sector leaders to share their concerns and ideas for the future, and to develop a roadmap for rebuilding the sector during and after the pandemic.
- 2023 King County Doors Open Ordinance (Ordinance 19710): Legislation, decades in the making, that created the King County Doors Open cultural access program and imposed a 0.1 percent sales tax increase in King County to fund the program.

D. Ordinance Requirements Crosswalk

The Doors Open Implementation Plan is in accordance with the requirements laid out in Ordinance 19710.

Overarching Requirement	Program Area	Ordinance location	Implementation Plan location
Itemization of start-up costs	Administration	Section 8. A.1	Appendix A
Program descriptions	2024 Capital Grant	Section 4. A.2 a-h	Section 4. A
	2024 Operating Grant	Section 4. A.2 a-h	Section 4. B
	Sustained Support	Section 4. A.1 f	Section 5. A
	Public School Cultural Access	Section 4. A.1 a	Section 5. B
	Public Free Access	Section 4. A.1 e	Section 5. C
	Building for Equity	Section 4. A.1 d	Section 5. D
	Countywide Initiatives	Section 4. A.1 c	Section 5. E
	Launch	Section 4. A.1 b	Section 5. F
	Increasing capacity outside of Seattle	Section 8.B.3	Section 5.G
Assessment Report	Administration	Section 9 D.2 a-g	Section 6

E. Doors Open Framework Overview

Doors Open builds upon 4Culture's core programs that address the critical needs of cultural organizations located in and serving King County. Doors Open allows 4Culture to:

- Enhance and extend the reach and offerings of cultural organizations
- Ensure continued and expanded access to cultural facilities and the programs of cultural organizations by underserved populations

- Provide financial support for cultural organizations to continue and extend the numerous public benefits they provide

Doors Open meets these goals through six Program Areas: Sustained Support, Public School Cultural Access, Public Free Access, Building for Equity, Countywide Initiatives, and Launch; and two investment areas: Outside of Seattle and Communities of Opportunity.

The sales tax is expected to generate approximately $783,332,551 million in revenue between 2024 and 2031, according to the King County Office of Economic and Financial Analysis's March 2024 forecast.[12] For the purposes of the Implementation Plan, 4Culture is using an annual estimated funding of $72 million for 2024 and $100 million for years 2025 and beyond. Annual projections may be lower or higher but all percentages for allocations will be applied as 8proscribed in the ordinance.

The following plan allocates projected Doors Open revenue in accordance with Section 8 of Ordinance 2023-0343, as follows:

2024

- 2 percent for repayment of start-up funding;
- 3 percent for administrative costs;
- 67 percent for one-time capital and one-time operating support programs;
    - 10 percent for cultural organizations by underserved populations and/or organizations located in Communities of Opportunity, and/or cultural organizations providing mentoring
    - 25 percent supports organizations outside of Seattle

2025 - 2031

- 3 percent for administrative costs;
- 72 percent for Doors Open programs, of which 10 percent must go to cultural organizations by underserved populations and/or organizations located in Communities of Opportunity, and/or cultural organizations providing mentoring (percentage breakdown in sub-bullets);
    - 15 percent Public school access program
    - 3 percent Launch funding
    - 10 percent Building for Equity
    - 15 percent Public Free Access
    - 7 percent Countywide initiatives and projects
    - 50 percent Sustained Support
- 25 percent for Outside of Seattle program; of which 10 percent for cultural organizations by underserved populations and/or organizations located in Communities of Opportunity; and /or cultural organizations providing mentoring services

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[12] Office of Financial and Economic Analysis

Ordinance Objective and Program/Investment Area Crosswalk

Doors Open Primary Objectives per Ordinance	Program and Investment Areas							
	Sustained Support	Public School Cultural Access	Public Free Access	Building for Equity	Countywide Initiatives	Launch	Outside of Seattle	Communities of Opportunity
Enhance and extend the reach and offerings of cultural organizations				X	X	X		
Ensure continued and expanded access to cultural facilities and the programs of cultural organizations by underserved populations		X		X			X	X
Provide financial support for cultural organizations to continue and extend the numerous public benefits they provide	X		X	X				
Estimated annual funding (based on Ordinance allocations at $100m in revenue)	$36 million	$10.8 million	$10.8 million	$7.2 million	$5.04 million	$2.16 million	Minimum of $25 million	Minimum of $7.2 million

The Doors Open Ordinance (Ordinance 19710) eligibility excludes municipalities, individual cultural practitioners, radio stations, newspapers, and magazines. 4Culture will reorient its Lodging Tax to better support these ineligible entities.

The Doors Open Ordinance (Ordinance 19710) provides, among other things, for a 2024 One-Time Operating Support grant program with a one-time annual application process, and from 2025 onward, a biennial application process. KCC 2.48.108 and KCC 2.48.109 direct 4Culture to administer the Lodging Tax funded Sustained Support Programs through a biennial application process. To bring these two programs into application and contract period alignment, the 2024 Lodging Tax funded Sustained Support Program will be a one-time annual application process, and from 2025 onward, a standard biennial application process.

F. Doors Open Public Benefit Reporting Framework

For decades, 4Culture has defined Public Benefit as the opportunity for King County residents and visitors to access and engage in arts and other cultural activities, events, communities of practice, historic and cultural spaces, and works of public art related to our program areas. Public Benefit is a service requirement for all recipients of Lodging Tax supported programs at 4Culture. Put simply, public benefit makes it easier to experience culture.

As stated in the ordinance, all Doors Open grant recipients must meet at least one General Public Benefit requirement and one Equity or Geographic Inclusion Benefit requirement.

General Public Benefits

1. Providing low-barrier opportunities for everyone in the county to take part in the region's cultural life and participate in cultural programs;
2. Providing performances and programs throughout the county, directly in and for local communities, or through partnerships between and among cultural organizations;
3. Providing cultural educational programs and experiences at a cultural organization's own facilities or in schools or other cultural facilities or venues;
4. Bringing cultural facilities and programming into compliance with access requirements of the Americans with Disabilities Act;
5. Supporting cultural organizations that strive to engage traditional cultures and crafts;
6. Presenting free cultural festivals;
7. Providing free events, programing, and educational materials, which enhance a cultural
8. experience either before or after, or both, attending an exhibit, performance, or event;
9. Providing arts, science, and heritage career building opportunities for youth through internships and apprenticeships or other means;
10. Establishing partnerships between cultural organizations or other cultural institutions to present new multidisciplinary cultural experiences;
11. Implementing organizational capacity-building projects or activities that a cultural organization can demonstrate will enhance the ability of that cultural organization to execute community outreach, communications, and marketing strategies to attract and engage county residents with opportunities for access to cultural experiences and with emphasis on underserved communities; and
12. Implementing organizational capacity-building projects or activities that a community-based cultural organization can demonstrate will enhance the ability of that cultural

organization to provide or continue to provide meaningful public benefits not otherwise achievable.

Equity Inclusion Benefits

1. Providing free or low-cost attendance to cultural organizations and cultural facilities for county residents who have economic, geographic, and other barriers to access;
2. Providing free access to curriculum-related arts, science, and heritage programs for public school students throughout the county at school and at cultural sites with emphasis on underserved students;
3. Increasing the diversity of staff and governing boards of cultural organizations;
4. Increasing opportunities for access to cultural facilities, programs, and services for diverse and underserved populations and communities;
5. Broadening cultural programs and provide programming that appeals to diverse populations within the county;
6. Increasing investment in programs and organizations that represent and reflect the diversity of the county; and
7. Planning and implementing cultural programs or collaborating with other cultural organizations to extend the reach and impact of cultural programs to diverse and underserved populations and communities.

Geographic Inclusion Benefits

1. Planning and implementing cultural programs and activities outside established cultural centers;
2. Partnering with other cultural organizations on cultural programs and activities outside established cultural centers, through direct investment or in-kind support, on priority projects and initiatives;
3. Providing cultural programming to communities outside the city in which a cultural organization is primarily located, either directly or in partnership with other cultural organizations, or public schools, or through other means.

Reporting Standards for Funded Organizations

As part of 4Culture's established contracting process, all grant recipients provide Program Staff with a Scope of Service and a Public Benefit agreement. The Scope of Service and the Public Benefit agreement are included in 4Culture's contract template and signed by both the grant recipient and 4Culture. To receive reimbursement, the grant recipient must report on the contracted Public Benefit agreement.

G. Leveraging 4Culture's Strengths

4Culture's long history as public cultural funder means that it has developed relationships with cultural groups and communities throughout the County. For Doors Open, 4Culture will leverage its existing infrastructure – administrative, financial, and social – and strengthen it with the incredible opportunities that this new source of funding will provide.

Established Engagement and Communications Channels

For every grant and public art program, 4Culture's Communications department works with grant managers to identify the audiences to reach to increase applications and recipients. The strategies employed are often specific to each program, and include targeted outreach to underserved communities, language communities, and communities specific to the discipline of the grant.

Equity Priorities for Outreach, Engagement and Communications

In 2020, the 4Culture's communications team set a goal to reach Black and Indigenous communities for every grant program to align the communications work with 4Culture's racial equity goals. Since this time, with the addition of geographic inclusion and equity investments, and other efforts to lead with racial equity in our programming, 4Culture has seen increases in funding totals to these communities. Since 2021, 4Culture's demographic data shows that the percentage of applications and recipients in King County Spanish-speaking and AAPI communities is lower than the population rate in King County's census data. Because of this, we have increased outreach to these communities and plan to continue to focus on these areas.

In 2020, with the shutdown of in-person outreach due to the pandemic, 4Culture instituted a language access policy and a communications campaign to explain to the public that anyone with language-access needs can contact hello@4Culture.org and our main phone line to request translation services. This messaging was translated into King County's five most spoken languages. Staff handle these requests to make sure the person's needs are met and tracked through the entire process. This has resulted in mainly ASL, Spanish, and Chinese translations services for grant workshops, information sessions, and print translation.

4Culture's Outreach Engagement Strategies

The following sections outline several of the outreach and engagement strategies 4Culture uses in its engagement work.

Content Focused Strategies

- Listening Sessions
- Grant Workshops
- General Information Sessions
- Website, email, and social media

Visibility Focused Strategies

- Hello 4Culture outreach events
- Tabling at community events
- Print and online advertising and promotional materials

Example Outreach Partnerships

- Se Habla Media
- Wa Na Wari Walk the Block
- Rainier Valley Creative District Artist Resource Fair
- Artist of Color Expo and Symposium
- Nepantla Cultural Arts Gallery
- El Rey 1360 AM
- Local Services, Unincorporated King County
- Cinco de Mayo, Redmond
- Federal Way Community Festival
- Kenmore Town Square

Language Focused Strategies

- Partner with community organizations and ambassadors for outreach events and workshops
- Community-based advertising
- Translated materials and subtitled online workshops

Geographic Access Focused Strategies

- Partner with organizations and individuals to increase visibility.
- Advertise grants in community news outlets and blogs.

BIPOC Community Focused Strategies

- Partner with organizations and individuals to increase visibility.
- Advertise grants in BIPOC community media serving King County.

Strategies in Action

Hello 4Culture

In 2025, 4Culture will re-launch its monthly community outreach series, Hello 4Culture to focus on Doors Open. Pre-COVID, our Hello 4Culture program took us to cities and towns across King County to hear the community's ideas, questions, and concerns. Communities with the least access to 4Culture's resources and the lowest number of applicants and recipients were prioritized by analyzing 4Culture and King County census data.

 In 2020, 4Culture moved the outreach series online and partnered with cultural organizations across King County and Washington State to provide monthly info sessions on topics ranging from COVID relief funding applications to mutual aid for artists.

For Doors Open, Hello 4Culture will focus ordinance objectives to reach economically and geographically underserved communities and locations. To do this, 4Culture will leverage the Communities of Opportunity Composite Index Map and will continue to develop multilingual materials and language access practices.

Tabling and Outreach Events

4Culture regularly tables at community events where the cultural sector is the main audience and is expanding to science and technology education events. We also table at community events focused on serving BIPOC and rural communities located in King County.

Email and Social Media

- Email announcement to past applicants
- Announcements in enews (usually twice during lifecycle of grant)
- Posted to social media (x, Facebook, Instagram)

- Announced in community news outlets and blogs to reach all geographic areas of King County, examples include Bellevue Reporter (and all Sound Publishing online and print outlets), Shoreline Area News, I Love Kent, and related South King County affiliate blogs.

Technical Assistance

4Culture uses a variety of methods to make sure that each program's potential applicants have ample opportunities to get their questions answered.

- Online and in-person grant application workshops (free, drop-in, events held throughout the County)
- Manage Your Grant resource page, a dedicated spot for applicants to track their application and make sure they have everything they need for a successful grant process.

4Culture's website is accessible for the vision-impaired, including all linked PDF documents. ASL translation services are available on request.

Established Contract and Payment Processes

As part of 4Culture's contracting process, all grant recipients provide Program Staff with a Scope of Service and a Public Benefit agreement. The Scope of Service and the Public Benefit agreement are included in 4Culture's contract template and then signed by both the grant recipient and 4Culture.

While the full contract details all obligations and responsibilities held by both parties, for the purposes of practical contract management, the Scope of Service and the Public Benefit agreement are what staff reference when managing relationships with individual grantees. Both items are recorded in 4Culture's CRM with the contract.

3 months after the grant deadline

- Program staff draft Scopes of Service and forward to awardees for review and editing. Once this editing/review process is complete, the Scope of Service is entered into 4Culture's CRM.
- 4Culture's Finance Team prepares the final contract document and sends it out for electronic signature. Contracts are signed by the recipient, initialed by 4Culture's Controller (after checking all required documents are on file) and signed by the Executive Director.

4-18 months after the grant deadline

- Awardees submit invoices through 4Culture's online portal (either partial or final), and staff review invoices for accuracy and required supporting materials (e.g. report on project activities, invoices/receipts, proof of 4Culture recognition, and photo documentation).
- Once final invoices are submitted, the contract is closed out in the CRM and in the accounting department's system.
- If awardees don't request reimbursement for the full amount, the program staff will confirm with the awardee that all funds will not be used and notify Accounting that the funds will not be distributed.

H. Special Focus on Science and Technology Outreach

4Culture has a long history of supporting organizations advancing science and technology through our existing funding programs. This includes organizations whose missions reflect the technological history of our region, such as MOHAI and the Museum of Flight, both of which 4Culture has funded for many years via Projects, Sustained Support, Collections Care, and Cultural Equipment funding programs. In addition, 4Culture has supported numerous projects that have explored the intersection of arts and technology through Tech-Specific (a site-specific funding program) and Special Projects funding programs. These established relationships have proven invaluable in informing our work for Doors Open.

With the possibility of new King County funding for science focused organizations, 4Culture staff launched a research project in the fall of 2019 to interview local science organizations regarding their needs, funding priorities, programming, anticipated capital projects, and the health of the field in general. Unfortunately, this work was cut short due to the pandemic.

But the foundation laid by that plan was continued in the formation in January 2024 of a Science & Technology Group consisting of representatives of local science organizations from various disciplines, different size budgets, and regions of the county.

This group has met monthly since January 2024, providing insights into the field, and discussing important questions regarding the development of a new set of science and technology focused funding programs.

Topics of discussion for the group have included questions that affect the field:

- What would your organization prioritize with additional funding: kinds of programming, capacity building, facilities, equipment, or other?
- What strategies does your organization employ to expand outreach to underserved communities?
- What are the key issues in the regional science and technology field?
- What organizations and communities should be participating in this group that are not currently represented?
- What are the professional development needs of individuals working in regional science and technology cultural organizations?
- How can 4Culture protect against funding pseudoscience?
- How do you encourage the development of an understanding of scientific inquiry as a lifetime pursuit rather than a "requirement" to be set aside upon graduation from high school?
- What metrics have you found most useful in communicating the success of your programming?

To date, some initial observations from these discussions in the group, in individual interviews, and other stakeholder conversations revealed following strengths and challenges:

- Science organizations have made significant investments in programming for K-12, many with a focus on Title 1 public schools.
- Science and technology focused organizations in the region share similar needs to other cultural organizations: investing in capital facilities, offering competitive salaries for staff, engaging underserved communities, delivering programming at additional venues in communities, and other items.

- Recent misinformation campaigns and conspiracy theories have damaged the public's understanding of science. Rebuilding the public's trust in and understanding of science is a challenge.
- There is an ongoing shortage of qualified educators in science and technology. The increase in the cost of living in King County has made staffing science and technology focused organizations more difficult.
- Transportation costs associated with travel to organizations' venues can be a barrier to participation in programming.

Science and Technology Grants

Science and technology grants will fund cultural organizations whose mission statement includes an explicit focus on science or technology. Organizations with a primary purpose of advancing and preserving zoology (such as a zoo or an aquarium) must be accredited by the Association of Zoos and Aquariums or supporting an organization accredited by the Association of Zoos and Aquariums.

Science and technology grants do not support the following activities:
- The conduct of primary research not directly providing experiences to the general public
- Medical and public health practice, including but not limited to medical treatment, medical or nutritional advice, or medical instruction.
- Pseudoscience, defined for this purpose as any system of beliefs or concepts that exhibits characteristics including but not limited to the inability in principle to be falsified by observable facts, lacking a research framework that tests and revises ideas based on observable facts, and/or has been demonstrated to be false by observable facts.

Doors Open is a new opportunity for 4Culture to fund cultural organizations in direct support of their science and technology programming. To ensure adequate resources are dedicated to this task, 4Culture established a Science and Technology Department, beginning with hiring a Science and Technology Director. The director will recruit a Science and Technology Program Manager as well as a Science and Technology Support Specialist. The department director is also charged with helping lead outreach to potential applicants. That outreach and engagement will include:
- Continued meetings of the Science & Technology Group through the early summer of 2024
- Recruiting and developing a formal advisory committee by the fall of 2024
- Convening a gathering of science and technology groups in the second half of 2024
- Conducting a landscape survey and analysis of the field in the winter/spring of 2024.

3. Doors Open and Implementation Plan Community Engagement

4Culture aims to maintain our trust, confidence, and credibility with the cultural community in distributing Doors Open revenue, as we have done over several decades with Lodging Tax and 1% for the Art supported programs. We are a public funder with community-focused goals and outcomes.

Because the cultural sector has a history of underinvestment and many organizations are in challenging economic circumstances, 4Culture provides regular and consistent proactive updates to all stakeholder groups and will do so throughout implementation and roll out of

programs. 4Culture also provides a strong set of resources and information available online to make it easy for stakeholders to find the information they need.

To know more about the depth and breadth of 4Culture's regular slate of communications, outreach, and engagement strategies, please see Established Engagement and Communications Channels.

The following list is a summary of Implementation Plan–specific outreach taking place from January 2024 to June 2024 – the point of plan submittal.

- In person gatherings with cultural community groups: 22
- Online general info sessions (with ASL interpretation and translated into Spanish): 3
- In person gatherings with language/ethnic/racial community groups: 8
- In person gatherings with municipal groups: 5
- Gatherings with cultural leader groups: 14

4. Doors Open 2024: One Time Capital and Operating Support

A. One–Time Capital Grant Program: Doors Open Facilities

Program Summary

Doors Open Facilities grants will provide funding for building, remodeling, and buying specialized space that houses and facilitates cultural work in King County. The fund prioritizes projects that can begin construction or acquisition within two years of being awarded funds (by December 31, 2026). A total of $24M is available in the funding pool for a variety of project size categories.

This grant builds from 4Culture and King County's **Building for Equity initiative** to support cultural building projects and create a pathway to racial equity in cultural facilities funding. To help us achieve this goal, applicants must show an ongoing commitment to racial equity and equitable development, and applicants with project budgets over $10M will be required to meet a Cultural Space Contribution Requirement, where they provide space or technical assistance as part of their public benefit.

Facility project requests may be made in proportion to the Facility Project size, as indicated below. Applications and Contracts will have commensurate sets of reporting agreements and partner contribution agreements to the project size.

- Projects under $250,000: Applicants may request up to 75% of total project costs.
- Projects between $250,000 and $1,000,000: Applicants may request up to 33% of project costs.
- Projects between $1,000,001 and $10,000,000: Applicants may request up to 15% of project costs, up to a $1,000,000 maximum request.
- Projects greater than $10,000,000: Applicants may request up to 4% of total project cost., up to a maximum request of $1,000,000.

In addition to the Base Awards, which are determined based on the panel score as applied to the requested amount, applications are eligible for an Advancing Equity and Geographic Inclusion bonus. Each application may have an additional percentage of funding added to their allocation if they are either outside the City of Seattle, or if the facility is in a 2020 US Census tract area with a Community of Opportunity index percentile of 60% or greater.

Additionally, if an organization does not score high enough to receive a Base Award, it may still be eligible for a Geographic Inclusion bonus, and thus the application may still be funded in part.

Program Allocations

An estimated total of $24M will be available for the Doors Open Facilities Grant, to be awarded to organizations applying within different project sizes. Based on previous facility grant cycles, 4Culture anticipates between 175 to 225 total applications for facility funding and will aim to fund the top scoring 25% in each category. The below allocations for each category may be adjusted based on the actual applications that are received.

Application Process

Applications will be available for a minimum of five weeks, allowing applicants as long as possible to gather the information required. The application will be available on 4Culture's application portal. 4Culture anticipates that most applicants will already have a profile created on the profile, thus streamlining this process.

Doors Open Facilities criteria includes Quality and Qualifications; Feasibility; Project Impact and Public Benefit; and Advancing Equity.

4Culture staff will do their best to answer questions and help Doors Open Facilities applicants in advance. We anticipate hundreds of applications for this program and encourage applicants to prepare early to meet the deadline and take advantage of the support staff can provide.

In addition to staff support, 4Culture has hired several Community Connectors, who will help applicants prepare for their application, including how to go about getting proposals required for application such as architectural and design estimates; how to frame a project for the review panel; advice on choosing the right scale of project (potentially consolidating several smaller projects into "Accessibility Needs," for example, or picking only the "HVAC Improvements" part of a larger project to propose); and aiming applicants towards best practices and commonly accepted structures for capital budgeting. These Connectors will work proactively to reach out to potential applicants as well as providing an open calendar where applicants can make appointments for consultation.

Panel Process

Each Project size category will have a panel, consisting of five members, two of which are appointed by the Council and Exec, to review those applications. The panel consists of working professionals in the fields we fund, and who represent all parts of King County, sizes of organizations, and different points of view.

Panelists will review the contents of the applications and utilize a scoring sheet to score each application assigned to them. Panelists will have approximately three weeks to conduct their reviews.

The panel will be held over a 1-to-3-day period, depending on the quantity of applications received. During this period, the panel will talk about the proposals and recommend funding for selected proposals to 4Culture's Advisory Committees and Board based on the criteria outlined above. The 4Culture Board then approves the final list of awards.

Applicants are notified of their awards after the Board gives final approval for funding.

Award and Approval Process

In the Panel process, panelists will review and rate project proposals. Panelists are not required to come to consensus, but to provide their own unique perspectives. These scores will be aggregated to create a final score for each application. Panels will recommend a final slate of projects and funding to progress to the Advisory Committee.

For one-time programs in 2024, 4Culture will bring together representatives of each of the standing Advisory Committees (Arts, Heritage, and Preservation) to review the process and funding recommendations. They will receive a presentation of the application process, applicant pool, panel process and final award slate recommendations. The Advisory Committee will have a chance to review the recommendations, ask questions and approve the slate.

Once the Advisory Committee approves the funding slate, the recommendations progress to 4Culture's Board of Directors December Board Meeting, where the slate will be reviewed and approved for funding.

Contract and Payment Process

Once the 4Culture Board provides final approval for funding recommendations, 4Culture Program Managers work with each applicant to develop a Scope of Services and Public Benefit for their contract. Once a grant contract has been signed by both parties, invoices may be made to request reimbursement for qualifying expenses.

The following information is shared directly with grant recipients:

1. You will be notified via email about your award once the 4Culture Board of Directors votes to approve funding.
2. To receive grant funds, you must sign a contract with 4Culture, which will spell out a Scope of Services that you described in your application.
   a. When you develop your contract's scope of services, remember to plan a payment schedule that reflects your eligible expenses (those incurred on or after the award date) and organizational timeline for providing your public benefit
   b. Drafting and signing your contract may take several months to complete, due to the high number of anticipated grantees across discipline areas. If the timeline of the funding poses a concern for your organization, please reach out to your Program Manager.

3. For all programs, you need to submit a <u>W-9 Form</u> before we can issue payment. If you have previously completed this step for past grants, you do not need to do so again.
4. For capital funding (excluding equipment) a Certificate of Liability insurance (COLI) is required with 4Culture additionally insured for every contract before it can be executed. A current COLI must also be on file before payments are issued.
5. 4Culture provides funding on a reimbursement basis, which means we provide funding for completed work, and not future work. The value of your invoice must be equal to, or more than, the expenses related to providing your public benefit.
    a. You may submit a partial payment or a final payment invoice.
    b. If you are submitting your final payment invoice, you will be asked to ensure your profile is up to date with the latest financial information from your 990s.
6. You will be required to submit a set of documents along with your invoice:
    a. A report that demonstrates your public benefit. If you request incremental payments, you will need to submit a report on the provided public benefit for each invoice.
    b. Examples of 4Culture acknowledgement via marketing or publicity materials
    c. Digital images documenting the project activities, digital images documenting your activities, including photo credits, permission to publish, and captions.
7. Invoice payments may be made via check or via Electronic Funds Transfer (EFT). Payment normally happens within 3-5 weeks.

B. One-time Operating Support Program

Program Summary

The one-time operating program provides operating and programmatic dollars to meet the day-to-day needs of cultural, science and technology organizations. Funding is intended to provide programs and services for public benefit. Awards are provided as unrestricted operating funds, allowing organizations the ability to deploy resources where they will be most impactful for the delivery of the organization's mission.

Program Allocations

There are four funding disciplines, between which an estimated $24 million will be awarded. The anticipated number of applicants per discipline, based on historical data and field scans are as follows:

- Heritage – approximately 90 applicants
- Historic Preservation – approximately 30 applicants
- Arts - approximately 500 applicants
- Science and technology - approximately 80 applicants

Award amounts will be determined using a combination of:

- Budget size
- Average score, as determined by the panel
- an Advancing Equity Bonus, for those organizations who are focusing on marginalized communities, especially those that are disproportionately impacted by structural racism

- Eligibility for Geographic Inclusion Bonus (inclusive of both Outside Seattle and COO status)

A minimum of 25% of this Operating Support program will be allocated to organizations whose primary location is outside the City of Seattle or whose primary location is within a 2020 US Census tract area with a Community of Opportunity index percentile of 60% or greater.

Application Process

Applications will be available for a minimum of five weeks, allowing applicants as long as possible to gather the information required. The application will be available on 4Culture's application portal. 4Culture anticipates that most applicants will already have a profile created on the profile, thus streamlining this process.

Program Criteria

Applicants will be asked to respond to prompts on the following program criteria:

- **Resilience:** Your organization has clearly stated plans to remain in operation through 2025. You have demonstrated organizational adaptability to changes in your community, and responsiveness to your community's needs.
- **Public Benefit:** Your organization offers substantial public benefit through your programs, activities, and services. Public benefit may include – but is not limited to – any free or reduced cost admission, events, or programs that increase access to in King County.
- **Advancing Equity:** Your organization has a focus on marginalized communities, especially communities that are disproportionately impacted by structural racism. This is not a requirement for funding.
- **Discipline-specific priorities:** These are specific contributions related to Historic Preservation, Heritage, Arts, or Science and Technology fields.

4Culture staff will do their best to help with applicants. We anticipate applications in the hundreds for this program and encourage applicants to prepare early to meet the deadline and take advantage of the support staff can provide.

Application Prompts

The application has been developed with an eye toward balancing the need to provide enough information to the panel to make an informed recommendation about funding, while keeping barriers low and access accessible for organizations who may not have a professionalized grant writing team.

Applicants will be asked to provide the following information:
- Organization description
- Description of community served
- Programming description
- Description of organization governance or decision-making practices
- Description of public benefit

Panel Process

Each of the discipline areas will have at least one panel and up to four panels, depending on the number of applications received. Each panel will have five members, two of which are appointed by the King County Council and King County Executive. The panel consists of working professionals in the fields, who represent all parts of King County, sizes of organizations, and different points of view.

Panelists will review the contents of the applications and utilize an online score form to score each application assigned to them. Panelists will have three to five weeks to conduct their reviews.

The panel will be held over a 1-to-3-day period, depending on the quantity of applications received. During this period, the panel will talk about the proposals and recommend funding for selected proposals to 4Culture's Advisory Committees and Board based on the criteria outlined above. The 4Culture Board then approves the final list of awards.

Applicants are notified of their awards after the Board gives final approval for funding.

Award and Approval Process

In the Panel process, panelists will review and rate applications. Panelists are not required to come to consensus, but to provide their own unique perspectives. These scores will be aggregated to create a final score for each application. Panels will recommend a final slate of organizations to progress to the Advisory Committee.

For one-time programs in 2024, 4Culture will bring together representatives of each of the standing Advisory Committees (Arts, Heritage, and Preservation) to review the process and funding recommendations. They will receive a presentation of the application process, applicant pool, panel process and final award slate recommendations. The Advisory Committee will have a chance to review the recommendations, ask questions and approve the slate.

Once the Advisory Committee approves the funding slate, the recommendations progress to 4Culture's Board of Directors December Board Meeting, where the slate will be reviewed and approved for funding.

Contract and Payment Process

Once an organization has been awarded funding for Sustained Support, the next step is contracting. Contracting involves defining the scope of work for the project that has been selected.

The following information is shared directly with grant recipients:

1. You will be notified via email about your award once the 4Culture Board of Directors votes to approve funding.
2. To receive grant funds, you must sign a contract with 4Culture, which will spell out a Scope of Services that you described in your application.

a. When you develop your contract's scope of services, remember to plan a payment schedule that reflects your expenses and organizational timeline for providing your public benefit

b. Drafting and signing your contract may take several months to complete, due to the high number of anticipated grantees across discipline areas. If the timeline of the funding poses a concern for your organization, please reach out to your Program Manager.

3. For all programs, you need to submit a [W-9 Form](#) before we can issue payment. If you have previously completed this step for past grants, you do not need to do so again.

4. 4Culture provides funding on a reimbursement basis, which means we provide funding for completed work, and not future work. The value of your invoice must be equal to, or more than, the expenses related to providing your public benefit.

a. You may submit a partial payment or a final payment invoice.

b. If you are submitting your final payment invoice, you will be asked to ensure your profile is up to date with the latest financial information from your 990s.

5. You will be required to submit a set of documents along with your invoice:

a. A report that demonstrates your public benefit. If you request incremental payments, you will need to submit a report on the provided public benefit for each invoice.

b. Examples of 4Culture acknowledgement via marketing or publicity materials

c. Digital images documenting the project activities, digital images documenting your activities, including photo credits, permission to publish, and captions.

6. Invoice payments may be made via check or via Electronic Funds Transfer (EFT). Payment normally happens within 3-5 weeks.

C. Engagement and Communications Strategy for 2024 Doors Open Programs

Outreach is targeted to underrepresented communities based on prior award and applicant pool demographics. Guided by 4Culture's Communications priorities, these efforts include targeted outreach and engagement including communications in multiple languages to broad-based community networks and media outlets within 4Culture's network.

Most of 4Culture's capital grant programs are long-standing, and our existing communication strategies employ a racial equity lens to target outreach to underserved communities to encourage them to apply for funding. For more detail on how we'll leverage existing communication channels, see [Established Engagement and Communications Channels.](#) A special focus will be on reaching and engaging Science and Technology organizations that are newly eligible for Cultural Facilities programs. For more detail on these outreach strategies, see [Special Focus on Science and Technology Outreach.](#)

Technical Assistance Workshops

4Culture will offer a series of virtual workshops open to all potential applicants, to provide information on program guidelines, the application process and answer questions, discuss project details, and review draft applications.

All workshops will be held remotely. For those who are unable to attend, a workshop recording will be available. Workshop recordings are translated into Spanish and Chinese subtitles.

5. Doors Open 2025-2031

A. Sustained Support

Program and Allocation Summary

Sustained Support provides multi-year grants for operating funds to cultural organizations. These awards provide unrestricted funds to organizations that have a track record of delivering programs and services for the benefit of the public.

4Culture offers Sustained Support in each of our four funding program areas. Applicants must choose one of the four areas which best fits their mission and programs. Applicants must have a minimum two-year operating history for Heritage and Preservation Sustained Support; they must have a minimum three-year operating history for Arts Sustained Support.

> ## Sustained Support
>
> **Estimated annual funding:** $36 million
>
> **Objective:** Meet the ongoing needs of cultural organizations
>
> **Strategy:** Provide predictable, multi-year funding assistance for operations, including assistance with rent, utilities, payroll, and other basic annual expenses
>
> **Key Reporting Metrics:** Number of awards and total funding over time by organization; Number of awardees and total funding over time by geography and discipline

Program Criteria

Heritage

These awards provide unrestricted support to cultural organizations that have a track record of delivering heritage programs and services, for the benefit of the public. Reviewers use the following criteria: Resilience; Public Benefit, Equity, and Heritage Priorities.

Historic Preservation

These awards provide unrestricted support to cultural organizations that have a track record of delivering historic preservation programs and services, for the benefit of the public. Reviewers use the following criteria: Resilience; Public Benefit, Equity, and Preservation Priorities.

Arts

These awards provide unrestricted support to cultural organizations that have a track record of delivering artistic cultural programs and services for the benefit of the public. Reviewers use the following criteria: Resilience; Public Benefit, Equity, and Artistic Substance.

Science and Technology

Operating funds for science and technology cultural organizations provide unrestricted support to organizations to deliver programs and services for the benefit of the general public, King County residents as well as visitors. For these grants, reviewers will look to the following criteria: Resilience, Public Benefit, Equity, and Science and Technology Priorities.

Application, Panel, and Award Process

Heritage

In a typical, biennial award cycle, 4Culture Program Managers first review all applications to ensure eligibility. Program Managers facilitate panels of peer reviewers, which change for each Sustained Support cycle, to evaluate all eligible applications.

Award amounts have three components:

- A base award determined by the recipient organization's budget size.
- A possible additional award based on overall panel score.
- A possible Geographic Investment based on geographic location and/or an Equity investment based on organization's score on the Equity criterion.

The panel's award recommendations are sent to the Heritage Advisory Committee for review, and then onto 4Culture's Board for final approval.

If an organization is selected for funding, the Program Manager will work with the organization to create a grant contract outlining a Scope of Services and Public Benefit for each consecutive year. Organizations that receive Sustained Support funding are typically paid annually upon completion of one or more of the Public Benefit activities described in their grant contract.

Historic Preservation

In a typical, biennial award cycle, 4Culture Program Managers first review all applications to ensure eligibility. Program Managers facilitate panels of peer reviewers, which change for each Sustained Support cycle, to evaluate all eligible applications.

Award amounts have three components:

- A base award determined by the recipient organization's budget size.
- A possible additional award based on overall panel score.
- A possible Geographic Investment based on geographic location and/or an Equity investment based on organization's score on the Equity criterion.
- (see Equity Investments section under "What Sustained Support Funds," above).

The panel's award recommendations are sent to the Historic Preservation Advisory Committee for review, and then onto 4Culture's Board for final approval.

If an organization is selected for funding, the Program Manager will work with the organization to create a grant contract outlining a Scope of Services and Public Benefit for each consecutive year. Organizations that receive Sustained Support funding are typically paid annually upon completion of one or more of the Public Benefit activities described in their grant contract.

Arts

In a typical, biennial award cycle, 4Culture Program Managers first review all applications to ensure eligibility. Program Managers facilitate panels of peer reviewers, which change for each Sustained Support cycle, to evaluate all eligible applications.

Award amounts have three components:

- A base award determined by the recipient organization's budget size.
- A possible additional award based on overall panel score.
- A possible Geographic Investment based on geographic location and/or an Equity investment based on organization's score on the Equity criterion.

The panel's award recommendations are sent to the Arts Advisory Committee for review, and then onto 4Culture's Board for final approval.

If an organization is selected for funding, the Program Manager will work with the organization to create a grant contract outlining a Scope of Service and Public Benefit for each consecutive year. Organizations that receive Sustained Support funding are typically paid annually upon completion of one or more of the Public Benefit activities described in their grant contract.

Science and technology

Operating grants for science and technology cultural organizations are competitive and reviewed by community panels. Applications are scored according to the criteria of resilience, public benefit, equity, and science and technology priorities. Applicants must receive a minimum score to receive a grant.

Science and technology grant awards are scaled relative to the applicant's annual program expenses. In addition, applicants located outside Seattle, located in, and primarily serving a King County Community of Opportunity, with the smallest operating budgets, and/or exhibiting other indicators generally correlated with a limited access to funding receive an equity investment increasing the grant amount over and above what would have been awarded otherwise.

The panel's award recommendations will be sent to the Science and Technology Advisory Committee for review and subsequently to 4Culture's Board for final approval.

Engagement and communications plan

4Culture's operating grant programs are long-standing, and our existing communication strategies employ a racial equity lens to target outreach to underserved communities to encourage them to apply for funding. For more detail on how we'll leverage existing communication channels, see Established Engagement and Communications Channels.

A special focus will be on reaching and engaging Science and Technology organizations that are newly eligible for operating grant programs. For more detail on these outreach strategies, see Special Focus on Science and Technology Outreach.

Like our other programs, 4Culture will offer digital and non-digital engagement to assist potential applicants with understanding the program and technical assistance throughout the application process. This will also include opportunities to receive one-on-one support from 4Culture staff. Typically, this comes in the form of feedback on individual applications, technical assistance, and offering general guidance on understanding and interpreting program criteria and eligibility requirements.

Outreach is focused on underrepresented communities based on prior award and applicant pool demographics. Guided by 4Culture's Communications priorities, these efforts include open application periods of 6-8 weeks; at least three workshops sharing guidelines, criteria, and the application process; and engagement including communication in multiple languages to broad-based community networks and media outlets within 4Culture's network.

Public Benefit Reporting

Public benefit reporting is directly tied to 4Culture's contract and payment process. The grant contract is where the public benefit requirements are first documented, and cultural organizations report on their public facing activities in their payment request. Payment requests are submitted through the 4Culture grant portal and allow grantees to list attendance and participation numbers, provide a narrative evaluation of their activities, attach any necessary documents including photos, budgets, and proof of acknowledgment of 4Culture's support.

As an agency it is a value that we ease the reporting burden for grantees. We collect only needed information so that we can determine overall impact and learn how best to leverage resources for deeper investment in the arts, culture, and science fields.

B. Public School Cultural Access

Program Summary

The Doors Open Public School Cultural Access Program will provide King County public school students with greater and more equitable access to science, arts and heritage learning from our county's rich array of cultural organizations.

Beginning in 2025, all public schools and tribal schools in King County's 19 school districts will have access to an online roster of science, arts, heritage, and historic preservation cultural organizations that provide on-site and off-site cultural education programs in and out of the school day. Funding for programs will be provided directly to cultural organizations, and free field trip transportation will be provided to schools in districts with a 40% or higher free and reduced lunch rate.

Increased student access to cultural learning and experiences correlates with higher levels of academic achievement in high school and college and higher levels of civic engagement such as voting and volunteering. [13] A 2019 study found that elementary students who received increased access to education programs from cultural organizations and teaching artists had

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[13] James Catterall, 2012.

decreased disciplinary rates, improved their writing achievement, and that students' compassion for others increased. [14]

Cultural learning experiences can lead to better outcomes for students in King County, and this is why 4Culture is committed to implementing the Doors Open Public School Cultural Access Program with the following goals and values:

- All King County public school students can access engaging and enriching experiences that positively impact their wellbeing, performance in school, and overall growth and development.
- We will prioritize increased access to cultural experiences and activities for students from communities that have been disproportionately impacted by racism and other systems of oppression.
- We will prioritize increased access to students in schools that are located outside of established cultural centers.
- We will prioritize community cultural organizations that are led by and staffed by people from communities that have been disproportionately impacted by racism and other systems of oppression.
- We will prioritize cultural organizations that are located outside of established cultural centers.
- We will work to build and improve relationships between public schools and cultural organizations throughout King County.
- We will collect data to improve both the quantity and quality of cultural education programs provided by cultural organizations to schools.

> ## Public School Cultural Access
>
> **Estimated annual funding**: $10.8 million
>
> **Objective:** Increase public school student access to cultural educational experiences
>
> **Strategies:**
> - Develop database of appropriate onsite and offsite cultural experiences for public schools
> - Provide funding to sustain and extend the offerings of cultural organizations through programs provided at schools and at cultural facilities and venues of the cultural organizations
> - Provide funding for transportation to cultural facilities and venues for eligible school districts
>
> **Key Reporting Metric:** Number of schools, classes participating in Public School Cultural Access funded programs by county council district, zip code, school district

Goals and Priorities for the Cultural Education Programs Roster

Establishing a central database for public school educators to find no-cost onsite and offsite cultural learning opportunities for their students is central to 4Culture's Public School Cultural Access Program.

Roster Goals:

- Enable teachers and other school staff to find science, arts, and heritage education programs that align with their classroom and school learning goals.
- Enable teachers and other school staff to find science, arts, and heritage education programs from organizations that reflect their school communities.

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[14] Daniel H. Bowen, 2019.

- Provide information and support to teachers and other school staff that reduces their barriers to initiating, planning, and implementing cultural field trips and partnerships.
- Provide information and support to cultural organizations that reduce their barriers to engaging with public schools.
- Provide a basis for establishing sustained relationships between schools and cultural partners for the benefit of students.

Roster Priorities:

- Educators will be able to search and filter to find science, arts, and heritage programs that meet their specific learning goals and time parameters.
- Educators will be able to clearly know if their school is eligible for free transportation funding to offsite cultural experiences. They will also know what the process is for requesting free transportation through their district.
- Cultural organizations will be able to provide descriptive program information for the roster so that educators have a clear sense of the value and requirements of each program.
- Cultural organizations will be able to update their program information on the roster at least annually.
- New cultural organizations will be able to add programs to the roster at least annually.

Process for Data Collection and Delivery to Public Schools and Cultural Organizations

The process for data collection to populate the roster will include the following steps:

1. Outreach to cultural organizations to submit entries for the Partner roster
   a. 4Culture will put out a call for submissions using their cultural orgs list and lists of current partners provided by schools and districts during school stakeholder engagement
   b. Cultural organizations will fill out an automated form to establish eligibility. If they are found eligible, they will proceed to a submission form where they input data to populate the roster. (see #3)
2. Cultural Partner eligibility
   a. Meet all organizational structural requirements for Doors Open
   b. Align with at least one of the Discipline Definitions
   c. Provide a minimum of one Public Benefit
   d. Provide a minimum of one Equity Inclusion Public Benefit and/or a minimum of one Geographic Inclusion Public Benefit
   e. Must agree to meet all the partnership requirements of the district with which the program is occurring. Examples of district requirements may include staff background checks and required liability insurance.
3. Roster Data Collection
   a. Eligible cultural partners will provide organization and program information through an online portal on the 4Culture website.
   b. Prior to the initial launch of the roster organizations will have a minimum of five weeks to complete their data to allow sufficient time to gather required information. During this time, technical assistance will be available on the website, through on-line webinars, and through email and phone support from 4Culture staff.

    c. Organization and program information for the roster will include [Note that additional fields may be added based on continuing stakeholder engagement with teachers and district staff.]:

        i. Organization name,

        ii. Discipline: Science, Arts, and/or Heritage

        iii. Sub-discipline, e.g. Historic Preservation, Biology, Engineering, Dance, Music, History,

        iv. List of school districts and tribal schools that they serve,

        v. Grade levels they serve,

        vi. Program name (organizations will be able to list multiple programs as needed),

        vii. Program type (field trip, in-school single performance/event, in-school residency),

        viii. Program description,

        ix. Alignment to state curriculum standards, if applicable,

        x. Student time needed for program,

        xi. Educator planning time needed for program,

        xii. Number of students program can accommodate,

        xiii. Languages available for learning experiences,

        xiv. Experience with special education students,

        xv. Accessibility features available for program, e.g. ASL interpretation, wheelchair accessibility, assistive technology,

        xvi. Race/ethnicity/accessibility information about program staff,

        xvii. Estimated cost of program (for 4Culture, not visible to schools)

        xviii. Organization contact information

        xix. Link to program registration

        xx. Downloaded program information, e.g. photos, videos, case studies, lesson plan.

4. Cultural Organizations also need information about schools in King County.

    a. Some information about schools can be uploaded annually from the Office of the Superintendent for Public Instruction and other information will have to be obtained from schools via survey.

    b. Survey information is marked with an asterisk. Cultural organizations will be able to search and filter for specific types of schools.

        i. School name

        ii. District

        iii. Principal

        iv. Address, phone number

        v. Grades in school

        vi. Size of school

        vii. If school is eligible for free transportation for off-site cultural programs.

        viii. Students' percentages for race/ethnicity, languages spoken, free and reduced lunch status, students experiencing homelessness, special education

        ix. If there is a partnership liaison, their name and contact information*

        x. Link to school website*

Goals and Priorities for Funding for Cultural Education Programs

The cultural education programs funding structure is designed with a goal of sustaining, deepening, and extending cultural education partnerships between cultural organizations and schools. Many King County cultural organizations already provide engaging and rigorous education programs. Doors Open funds will ensure that existing partnerships with schools can be sustained through the budget reductions that many schools are currently facing. Doors Open funds will expand access to additional schools to bring existing cultural programs to their students, and over time will enable cultural organizations to build out new education programs to provide more access to King County public school students.

Priorities

The cultural education programs funding structure is designed to ensure that:
- Schools and cultural organizations clearly communicate and develop shared learning goals and a program plan to ensure that students' learning needs are met.
- 4Culture gathers relevant data to improve processes for schools and cultural organizations over time and to study the impact of increasing cultural education access on students and communities.

Process

1. Once a teacher or other school staff contacts a cultural organization to initiate a partnership, the organization and the teacher will complete a brief on-line memorandum of understanding (MOU). The MOU form will be accessible from the 4Culture website. The MOU will gather data that will be used in the grant application such as the type of learning experience, the school, and how many students will be served. The MOU must be signed by a representative from the cultural education organization, the public-school educator, and a school administrator (principal or assistant principal), or school district representative.
2. After an MOU is signed, the cultural organization will apply via an online portal to 4Culture for a grant.
3. To be responsive to school scheduling needs, 4Culture will design a panel review process with timing that ensures responsiveness and flexibility. Feedback from cultural partners and school stakeholders will inform the design.
4. Upon completion of the partnership, a brief survey will automatically be sent to the teacher and the partner to confirm that the partnership occurred and gather feedback for partnership and process improvements.
5. The cultural organization will submit an invoice for reimbursement of the cost of the program.

Goals and Priorities for Funding Public School Transportation

Per Washington state legislation RCW 82.14.525, school districts with at least 40% of the student population eligible for federal free and reduced-price school meals (FRL) will have access to transportation funding to attend programs and activities. Because transportation costs have been identified as a barrier for schools to student access to field trips, 4Culture's priority is that all schools with 40% FRL or higher are eligible for transportation funds, regardless of their district, receive free transportation for cultural education field trips.

- All schools with 40%+ FRL rates have access to transportation funds. This applies to 189 schools in 8 districts (Auburn, Federal Way, Highline, Kent, Muckleshoot Tribal School, Renton, Skykomish, Tukwila)
- If there are sufficient funds, we will include all schools with 40%+ FRL rates to have access to transportation funds. This applies to 68 schools in 8 additional districts – Bellevue (6), Enumclaw (1), Issaquah (2), Lake Washington (1), Northshore (2), Seattle (46), Shoreline (4), Vashon (1).
- If there are sufficient funds, we will include all schools in all districts that face significantly higher transportation costs due to distance from cultural centers.
- Process for reserving bus transportation is clear and streamlined for teachers.
- Process for receiving payment for transportation by district or bus company is clear and reliable.

Process for Delivery of Transportation Funds

The 19 King County school districts use a variety of transportation models. Some districts own and operate their own fleet of busses, while others contract with a bussing company. Through stakeholder engagement with district transportation leaders, 4Culture will design a system so that teachers in each district can request bus transportation in the method that is appropriate for their district and the district or bus company can invoice 4Culture for the cost. 4Culture's Finance and Legal teams will also be engaged in the design of the delivery process.

Tentative Program Timeline, 2024–2025

May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb
School stakeholder engagement; refine roster + transportation design									
	Cultural education partners stakeholder engagement								
		Website + roster design requirements complete	Website + roster built						
					– Beta test website w/ school staff + partners – Hire Public Schools Cultural Access Program Manager	Cultural education organizations submit roster info		– Soft launch website, roster to schools – Monthly panel review begins	Launch event for district and school staff in person at a cultural partner space

Engagement and Communications Plan

4Culture's communication strategy includes a stakeholder engagement component for the 2024 planning year and a communications plan component for the 2025 launch of the Doors Open Public Schools Cultural Access Program.

2024 Stakeholder Engagement for Public Schools Cultural Access Program Design

The goals of Public Schools Program stakeholder engagement approach are to:

- Understand the current barriers across the districts to school and district partnerships with science, arts, and heritage organizations.
- Identify what has worked well to inform required functions for the roster and the funding partnership mechanism.
- Identify the information schools need in a roster to serve their curricular needs as well as the needs of their specific populations of students, including information about races/ethnicities of staff, languages spoken, accessibility, experience with special education students, and geographies served.
- Identify the barriers that cultural organizations have in forming and maintaining partnerships with schools and how Doors Open's design could help mitigate those barriers to strengthen public education partnerships.
- Identify the information that science, arts and heritage organizations need about schools and what tools they may need to access that information.

Stakeholders and engagement methods:

- District Superintendents
  - Goals: To build their understanding of Doors Open and 4Culture and to obtain their support in engaging with other district staff
  - Methods: Utilize Puget Sound Educational Services District as an existing touchpoint.
- District Curriculum Managers and Teachers on Assignment for science, visual and performing arts, social studies (including ethnic studies and Native American studies) language arts, Career and Technical Education.
  - Goal: Understand what information school staff needs related to content and curriculum to make a partnership choice.
  - Methods: Online focus groups, by content area or geography
- School and Community Partnerships and Engagement Managers
  - Goals: Identify barriers to partnership and what schools and educators need to encourage partnership at a systems level. Identify existing partnerships with science, arts, and heritage organizations.
  - Methods: 1-1 conversations, on-line focus group
- Teachers and other school staff who make partnership decisions
  - Goals: Identify barriers and needs. Identify existing successful partnership models. Beta testing for website and on-line roster.
  - Methods: On-line focus groups with stipends provided for work outside of the school day. May be grouped elementary/secondary, geography, content areas.
- Transportation Managers
  - Goals: Understand the cost and process for funding school transportation to cultural partner facilities.
  - Methods: 1-1 interviews
- Science, Arts, and Heritage Education Community Organizations:
  - Goals: Gather functionality needed for roster and funding mechanism from a partner perspective.

   ○ Method: Focus groups with a variety of types, organization sizes, and locations.

2025 Public Schools Cultural Access Launch

There will be three main strands of communication: district and school staff, cultural education partners and the King County general public.

Communications with Districts and Schools

Goal: Inform district and school staff about the program and give them a consistent easy way to access the roster

Message: Partnering with King County science, arts, and heritage community organizations will increase student engagement, expand the breadth and depth of student learning, and bridge cultural gaps. Through Doors Open, there are hundreds of no-cost programs with King County science, arts, and heritage community organizations and free field trip transportation is available to many schools.

Strategies: Work with school district communications departments to add persistent links on district and school staff web pages. District staff eNews, emails via curriculum managers. In-person launch event at a cultural partner space.

Communications with Cultural Education Partners

Goal: Inform science, arts, and heritage cultural organizations about the funding and roster opportunities.

Message: More than $10M is available annually to provide free science, arts and heritage education programs to King County public school and tribal school students. This is an opportunity to sustain, deepen and extend cultural education to students across the county.

Strategy: Email outreach through 4Culture's existing cultural organizations list augmented by organizations that schools report already partnering with. Webinars and technical assistance by 4Culture staff to provide information and answer questions.

Communications with Public

Goal: Raise awareness of Doors Open Public Schools Cultural Access Program in the general public, especially those connected to public education (students, families, school staff)

Message: Partnering with King County science, arts, and heritage community organizations will increase student engagement, expand the breadth and depth of student learning, and bridge cultural gaps. Through Doors Open, there are hundreds of no-cost programs with King County science, arts, and heritage community organizations and free field trip transportation is available to many schools.

Strategy: Media campaign that includes an in-person event for school leaders, educators, students, families, cultural education organizations and media to raise public and educator awareness of the program.

Table of role descriptions: school districts, cultural orgs, 4Culture

School Districts	• Inform program design [transportation managers, curriculum managers] • Support communication about program to school staff [communication managers]
School Teachers	• Inform program design through focus groups and beta testing, pre- and post-launch • Utilize cultural education partners roster to arrange programs for students • Collaborate with cultural education partners to plan programs and complete no-cost partnership agreement (or MOU) • Implement cultural learning programs with partner • Complete brief post-partnership survey
Cultural Organization Education Programs	• Inform program design through focus groups and beta testing, pre- and post-launch • Provide data to populate roster with organizational and education program details • Assign staff to monitor school program requests • Collaborate with requesting school staff to plan programs and complete no-cost partnership agreement (or MOU) • Implement cultural learning programs with school staff • Complete brief post-partnership survey • Receive funds
4Culture	• Conduct stakeholder engagement with staff from schools and cultural education partners to inform program design. • Design, implement and maintain website, roster, funding mechanisms for transportation and cultural education organizations. • Create conditions to foster positive, long-term relationships between schools and cultural organizations.

Public Benefit Reporting for Public Schools Cultural Access Program

Doors Open Public School Cultural Access Program grant recipients are required to meet at least one general Public Benefit requirement and one Equity or Geographic Inclusion Benefit requirement. Of these, the most relevant to the Public Schools program are:

- Providing cultural educational programs and experiences at a cultural organization's own facilities or in schools or other cultural facilities or venues; (GENERAL PUBLIC BENEFIT)
- Providing arts, science, and heritage career building opportunities for youth through internships and apprenticeships or other means; (GENERAL PUBLIC BENEFIT)

- Providing free access to curriculum-related arts, science, and heritage programs for public school students throughout the county at school and at cultural sites with emphasis on underserved students; (EQUITY INCLUSION BENEFIT)
- Providing cultural programming to communities outside the city in which a cultural organization is primarily located, either directly or in partnership with other cultural organizations, or public schools, or through other means. (GEOGRAPHIC INCLUSION BENEFIT)

Data on Public Benefits will be collected through the Memorandum of Understanding that the cultural organizations and schools complete to receive funding. Public Benefits data will include data that illustrates the immediate benefits of programs to King County public school students and staff as well as benefits for the cultural organizations. 4Culture will also gather data to show the longer-term benefits of engaging in learning through community partnerships with cultural organizations to King County students and communities.

Metrics related to benefits to public school students include:

- Number of students participating in programs by program type, category, discipline
- Number of students participating in programs by school FRL rate (EQUITY INCLUSION BENEFIT)
- Number of students participating in programs by county council district, zip code, school district (GEOGRAPHIC INCLUSION BENEFIT)
- Application and award levels to organizations for education programs by school, school district, schools where at least 40% of students are eligible for the Free and Reduced Lunch program (FRL)

Metrics related to benefits to public schools and staff include:

- Number of schools, classes participating in programs by program type, category, discipline
- Number of schools, classes participating in programs by school FRL rate (EQUITY INCLUSION BENEFIT)
- Number of schools, classes participating in programs by county council district, zip code, school district (GEOGRAPHIC INCLUSION BENEFIT)
- Number of busses and amounts paid to school districts for transportation by district, school, county council district
- Number of professional development programs by school, district, cultural category, discipline
- Number of teachers participating in professional development by school, district, cultural category, discipline

Metrics related to benefits to cultural organizations include:

- Application and award levels to organizations by program type, category, discipline
- Application and award levels to organizations by organization size, demographics of leaders, staff (EQUITY INCLUSION BENEFIT)
- Application and award levels to organizations by county council district, zip code, school district, school (GEOGRAPHIC INCLUSION BENEFIT)

Metrics to understand Doors Open's impact and to inform improvements to the Doors Open the Public School Cultural Access Program include:

- Number of cultural organizations that are listed on the roster by category (science, arts, heritage) and discipline (e.g. zoology, computer science, music, theatre)
- Number of educational programs listed by type (field trip, in school), category, discipline,
- Traffic to roster

Additional metrics to grow understanding of the impact of programs on students will be added after consulting with evaluation staff.

C. Public Free Access

Program and Allocation Summary

The Public Free Access program aims to reduce the significant barrier that admission fees pose to many King County residents and visitors, particularly underserved communities, in accessing quality, relevant cultural and science experiences. Reimbursements are provided to cultural organizations to help cover the costs of providing free and reduced cost programming throughout the year.

> **Public Free Access**
>
> **Estimated annual funding:** $10.8 million
>
> **Objective:** Increase access to cultural offerings
>
> **Strategy:** Reimburse cultural organizations for free and reduced-cost access experiences
>
> **Key Reporting Metric:** Number of free and/or reduced cost attendants

Program Criteria

Grants may be used to support free and reduced cost attendance at arts, heritage, preservation, or science experiences that meet the following criteria:

- Mission-based and meaningfully engages the attendee in the mission.
- Provides an identical experience to attendees paying a standard fee.
- Produced by the applicant organization.
- Open and advertised to the general public without restriction or limitation by invitation, such that anyone who wishes to visit/attend/participate/purchase a ticket may do so.
- In-person at venues in King County whereat head counts are taken and recorded.

Application, panel, and award process

Maintaining a focus on equitable access to funding, the Public Free Access program minimizes the burden of applying by automatically pre-qualifying current Doors Open operating support grant recipients, if they meet all other program eligibility requirements. The operating support panel process effectively serves as the panel process for Public Free Access grants, meaning that being awarded an operating support grant for the current year provides eligibility to apply for a Public Free Access program grant for the same year if the applicant provides cultural experiences consistent with the program criteria and guidelines.

Applicants are required to complete a short application providing necessary information, including but not necessarily limited to the following items:

- Number of free and reduced cost attendance and total other paid attendance provided by the applicant during the previous calendar year.
- How attendance was counted.
- What documentation of the attendance is preserved.
- List of the cultural experiences in the current calendar year the applicant plans to offer free or reduced cost participation.
- How the applicant will prioritize providing free or reduced cost access to cultural experiences for members of underserved communities.

Public Free Access grants for the current year are based on the free and reduced cost attendance provided in the previous calendar year that meets the program criteria and guidelines.

In addition, applicants located outside Seattle, located in, and primarily serving a King County Community of Opportunity, with the smallest operating budgets, and/or other indicators correlated with a limited access to funding receive an equity investment increasing the grant amount over and above what would have been awarded otherwise.

Public Benefit Reporting

To receive reimbursement, all Public Free Access recipients provide documentation on the number of free and/or reduced cost attendance provided. This reporting metric is collected by 4Culture for annual reporting and is evidence of the General Public Benefit and Equity Inclusion Benefit requirements.

D. Building for Equity

Program and Allocation Summary

The Doors Open allocation for Building for Equity encompasses 4Culture's facilities, facility-focused capacity building, and other capital grant programs. 4Culture's current Building for Equity initiative was built to center communities that have historically faced barriers to purchasing and stewarding cultural space, and provides a combination of funding, tailored support, and strategic partnerships.

Doors Open will enable 4Culture's existing Building for Equity funding programs, including Capacity Building and Facilities, to grow. A new program will be initiated, focusing on facilities that serve Native communities and share Native cultures.

Building for Equity

Estimated annual funding: $7.2 million

Objective: To support cultural building projects and create a pathway to equitable facilities funding.

Strategies:
- Provide funding for cultural and science organizations to acquire, build, and renovate buildings, to purchase equipment
- support organizational capacity building for meeting facility goals

Key Reporting Metric: Number and type of projects funded over time by district and zip code

The Doors Open Building for Equity allocation will also bring additional resources and a renewed focus on equitable funding strategies in 4Culture's Equipment, Landmarks Capital, and Emergency/Unforeseen Capital programs.

Program Criteria

Building for Equity: Facilities criteria include Quality and Qualifications; Feasibility; Project Impact and Public Benefit; and Advancing Equity. (An additional eligibility requirement for projects with budgets larger than $10 million is a demonstrated commitment to Equity in Development and Construction Practices.)

Building for Equity: Capacity Building criteria include Quality and Qualifications, Feasibility, Impact, and Advancing Equity. (An additional eligibility requirement for Capacity Building applicants is being located in a Community of Opportunity or outside of Seattle; or the organization's primary mission or programs must support historically marginalized communities.)

Equipment criteria include Quality, Feasibility, Project Impact, and Advancing Equity.

Native Cultural Facilities funding criteria are currently under development. A Native Advisory Council is working with 4Culture staff to refine funding criteria.

Landmarks Capital criteria include Quality; Feasibility; Public Benefit; Advancing Equity; and Program Priorities. (The Program Priorities criterion allows the Landmarks Capital program to adapt to time-sensitive needs and specific gaps in funding for historic preservation. Additionally, the project must focus on the rehabilitation of a designated landmark property.)

Emergency/Unforeseen criteria include Quality, Feasibility, and Project Impact and Public Benefit. Additionally, projects must meet eligibility criteria as follows:

Emergency:
- A pressing situation that would cause a facility or landmark to be threatened, or to suffer severe economic consequences due to conditions outside of the applicant's control
- A threat to the safety of patrons or staff
- A catastrophic event or natural disaster

Unforeseen Opportunity:
- An opportunity that was not available at the time of the last application deadline and that will no longer be available to the applicant by the next application deadline.
- Will allow an organization an unexpected opportunity to significantly advance its goals and mission

Application, panel, and award process

Each grant program and cycle has a different pool of applicants and projects. Grant recommendations for Building for Equity Facilities, Building for Equity Capacity Building, Equipment, and Landmarks Capital funding are made by separate panels consisting of working professionals in the fields we fund, and who represent all parts of King County, sizes of organizations, and different points of view. Each panel, the composition of which changes every year, comes together to talk about the proposals and recommends funding for selected

proposals to 4Culture's Advisory Committees and Board based on the criteria outlined above. The 4Culture Board then approves the final list of awards.

Applicants are notified of their awards after the Board gives final approval for funding. Program managers work with each applicant to develop a Scope of Services and Public Benefit requirements for their grant contract. Grant payments are made upon request for reimbursement for qualifying expenses; the applicant must submit copies of their invoices to 4Culture to document the expenses.

The application and review process for Native Cultural Facilities funding is currently under development under the guidance of a Native Advisory Council.

4Culture sets aside a limited amount of capital grant funding for Emergencies and Unforeseen Opportunities, outside of the regular grant cycle. Applications for Emergency/Unforeseen Opportunity funding are reviewed by the relevant 4Culture Advisory Committee in advance of their regular meeting, and typically the applicant joins the committee for an interview. Advisory Committee members evaluate whether the project meets 4Culture's definition of an Emergency or Unforeseen Opportunity, and they consider the project's merits using the criteria of Quality, Feasibility, Equity, and Public Benefit.

Advisory Committee recommendations for out-of-cycle funding go to the 4Culture Board of Directors for final approval. In the absence of a meeting of the 4Culture Board, recommendations are reviewed and approved by the 4Culture Executive Committee.

Engagement and communications plan

Most of 4Culture's capital grant programs are well-established, and our networks and communication strategies employ a racial equity lens to target outreach to underserved communities and encourage them to apply for funding.

Outreach is focused on underrepresented communities based on prior award and applicant pool demographics. Guided by 4Culture's Communications priorities, these efforts include open application periods of 6-8 weeks; at least three workshops sharing guidelines, criteria, and the application process; and engagement including communication in multiple languages to broad-based community networks and media outlets within 4Culture's network.

A special focus will be on reaching and engaging Science and Technology organizations that are newly eligible for Building for Equity Facilities, Building for Equity Capacity Building, Equipment, and Emergency/Unforeseen programs.

In addition, 4Culture's Native Advisory Council will advise on outreach and engagement strategies for the Native Cultural Facilities program.

Public Benefit Reporting

Building for Equity Facilities grants require organizations provide arts, culture, science and/or heritage programs, services, or opportunities as a public benefit for a period of at least 10-years as specified in the agreement governing the award.

During that time, as public health regulations permit, the public will regularly have access to the organization's facility or primary location and will benefit from participation in specific arts, culture, science and/or heritage opportunities provided by the organization.

The organization must widely publicize its public benefit performances, events and programs throughout King County and track the number of public benefit events and audiences served by such programs.

In addition, as part of the public benefit to be provided by this grant, this organization agrees to provide 6-hours to the Building for Equity Program. These hours may include participation in a focus group, interviews with 4Culture staff and/or to present at a 4Culture workshop. The intent of this participation is to evaluate the efficacy of the Building for Equity Program through its participants and to create a community of practice around planning, developing, and building facility projects.

For organizations with project budgets of $10m or more, a unique public benefit is required. These grantees agree to participate in a quantifiable Space Contribution program facilitated by 4Culture. The intent of this program is to encourage resource-sharing and partnership between Building for Equity constituents. The Grantee will offer free access to technical assistance, use of facility space or other equivalent benefits over a designated period with a Building for Equity Capacity Building or Launch grantee.

Building for Equity Capacity Building grants require organizations provide the following potential cultural opportunities as public health regulations permit:

- Regularly scheduled cultural programs produced by the organization offered to King County residents and visitors, either live or through virtual means
- Access to special events or educational programs offered by this organization
- Participation/engagement of this organization's staff, board and/or volunteers in training that prepares them to better serve their community and increase their skills in planning for and managing capital projects.

The organization must widely share its public benefit performances, events, and programs throughout King County and track the number of public benefit events and audiences served by such programs.

Equipment grants require organizations to provide the following types of potential opportunities to the public, with the equipment over a period of at least 10 years:
- Regularly scheduled free or pay-what-you-can access to rehearsals, previews and/or performances; or historic space, exhibits, and/or programs enabled by the equipment supported by this grant.
- Regularly scheduled free or reduced-price admission to displays or collections enabled by using the equipment supported by this grant.
- Regularly scheduled public programs produced by the grantee and offered to King County residents and visitors at other sites.
- Access to educational programs produced by the grantee that are targeted to under-served King County populations such as students, senior citizens, or other specific audiences.

The **Landmarks Capital** program's public benefit centers on the rehabilitation and long-term stewardship of designated landmarks. Landmarks Capital recipients must agree to maintain the property as landmark in perpetuity, and to maintain the property in good condition for a minimum of 10 years. The recipient must abide by local historic preservation regulations, which typically include a requirement for design review of any proposed changes, and adherence to the Secretary of the Interior's Standards for the Treatment of Historic Properties.

Emergency/Unforeseen public benefit varies slightly by program area but parallels the public benefit requirements of Building for Equity Facilities and Landmarks Capital programs.

E. Countywide Initiatives

Countywide Initiatives funding will support 'field services' organizations that improve career opportunities for King County's cultural practitioners. Field services are investments in people, without whom the cultural sector would not exist. A healthy workforce will strengthen the arts and culture ecosystem and, in turn, improve the cultural experience available to the residents and visitors of King County.

Countywide initiatives will use the framework of field services to support cultural practitioners. Field services refers to the constellation of programs, resources, and networks that support capacity building for cultural organizations and cultural practitioners in King County.

> ### Countywide Initiatives
>
> **Estimated annual funding:** $5.04 million
>
> **Objective:** Support regional initiatives for cultural workforce development
>
> **Strategies:**
> - Multi-year project-based funding for organizations providing field services for cultural practitioners
> - Support for cultural workforce and career development
>
> **Key Reporting Metric:** Number and location of field service providing programs; Number of participants completing the programming and/or service

- **Capacity building** is the generation of resources or support intended to help an organization, group, or individual enhance their ability to fulfill their mission or purpose (i.e., any activity or support that is focused on the health and sustainability of an organization or the practitioner rather than specific programs.)
- **Cultural practitioners** are the collection of artists; administrators, professionals, and volunteers of cultural institutions and culture-focused public agencies; owners or stewards of historic structures and landscapes; culture bearers; technical specialists; and creative professionals and workers with specialized skills needed in the cultural ecosystem.

4Culture has historically played a supporting role in field services, though it may not have considered this an explicit function of the organization. Studies by ArtsFund, 4Culture, and others between 2018 and 2022 highlight a need for more systemic and sustained approach to

field services to enable the cultural sector to thrive during the regional affordability crisis.[15] In 2020, understanding and providing a systemic approach to field services for individual practitioners was included as one of King County's Cultural Plan Goals: "Foster racial equity, agency, and collaboration for cultural practitioners to build a stronger cultural sector." The Covid-19 pandemic exacerbated the need greatly, shuttering many venues, pushing cultural practitioners out of the region, and creating social and creative isolation.

Field Services, Post-Pandemic

A landscape scan of Field Services conducted by BERK Consulting in 2023 found that field services offerings are most challenged by funding and staffing constraints among field services providers. Field services are most robust in Seattle where providers are concentrated, and where funding and programming is augmented by the City of Seattle. Field services opportunities are often found through social media or through word-of-mouth, and there is no accepted countywide hub for communication of opportunities.

Field service offerings 4Culture is best equipped to support include:

Pathways. Training and skill-building opportunities are not consistently available and accessible across career stages, disciplines, and regions.

Community-building. Cultural practitioners want community building and mentorship, such as cooperatives or communities of practice to connect with other cultural practitioners.

Examples of Field Service Providers in King County

- Artist Trust
- Shunpike
- Arte Noir
- Maple Valley Creative Arts Council
- African American Writer's Alliance
- Centro Cultural Mexicano
- Washington Trust for Historic Preservation
- Historic Seattle
- yəhaẃ Indigenous Creatives Collective
- Ethnic Heritage Council
- Museum Educators of Puget Sound
- TeenTix

Professional services. Individual cultural practitioners need professional services such as legal counsel, professional photography and marketing, trademarking, and tax advice. These services, when available, may not be tailored to the unique needs of cultural workers or affordable.

Program and Allocation Summary

Countywide Initiatives will help 4Culture provide transformative funding to field services providers who support cultural workforce development for cultural practitioners in all disciplines and throughout the county. Countywide Initiatives funds will provide multiyear project-based grants to increase capacity for field services providers to support individual practitioners of all cultural disciplines.

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[15] ArtsFund Social Impact Study, 2018; King County 4Culture Task Force Report, 2018; 4Culture Cultural Health Study, 2021; and Puget Sound Regional Council's Arts and Culture Economic Recovery Strategy, 2022.

Program Criteria

This program will be open to:

- Cultural organizations with a primary purpose to provide programs, resources, and networks that support capacity building for cultural organizations and cultural practitioners in King County.
- Cultural organizations who provide or would like to provide field services, but do not include it as their primary mission focus. For projects proposed by these cultural organizations (that are not primarily field service providers), the proposed project must benefit more than the staff, membership, or audience of the applicant organization.

Countywide initiatives will prioritize support for organizations that are based and projects that will take place outside of Seattle, in a Community of Opportunity, or meeting other equity criteria, for funding and support.

Application, Panel, and Award Process

Field service project grants will be evaluated by panels of professionals in the fields we fund, who represent all parts of King County, sizes of organizations, and different points of view. Each panel will come together to talk about the proposals and recommend funding for selected proposals to 4Culture's Advisory Committees and Board based on the criteria outlined above. The 4Culture Board will approve the final list of awards.

Applicants will be notified of their awards after the Board gives final approval for funding. Program managers will work with each applicant to develop a Scope of Services and Public Benefit requirements for their grant contract. Grant contract terms will be at least 3 years, to allow for appropriate length of planning before implementation and help sustain projects for one or two interactions.

Engagement and communications plan

4Culture conducted extensive outreach in the development of Countywide Initiatives. In addition to working across all advisory committees, 4Culture partnered with eight organizations throughout the county to gain insight from the cultural practitioners they serve. In April 2024, 4Culture hosted a community convening for all field services partners involved in the development of the Field Services landscape scan to provide additional review and feedback.

Partner organizations for the early development of Countywide Initiatives includes:

- African American Writer's Alliance
- Centro Cultural Mexicano
- Festal
- King County Historic Preservation Program
- Maple Valley Arts Council
- Powerful Voices
- Wing Luke Museum YouthCAN
- yəhaw̓ Indigenous Creatives Collective

In 2025, 4Culture will run an open roster call to ensure we connect with as many field service providers in the county as possible. We will target grant outreach to known field service providers from the 2024 landscape scan and new providers, with an emphasis on communities often underfunded by 4Culture. Like our other programs, 4Culture will offer digital and non-digital engagement to assist potential applicants with understanding the program and technical assistance throughout the application process.

Public Benefit Reporting

Recipients of Countywide Initiatives funding will report on how funding helped with implementation of capacity-building projects or activities to support cultural practitioners. Data collected will include:

- Number of programs and/or services provided
- Number/attendance for practitioners that participated in their organization's programming and/or services
- Location of programming and/or services
- Number of partnerships between cultural organizations facilitated

F. Launch

Program and Allocation Summary

The Launch program is focused on new and emerging, Doors Open-eligible cultural or science organizations in King County, with a goal to ensure that all geographic areas of the county and all communities in the county have access to cultural experiences.

Launch will provide grants for start-up costs and multi-year operating support to new and emerging organizations, paired with capacity building and technical assistance. New organizations will have a pathway to receiving Sustained Support, which is only available to organizations with a minimum 2-year operating history for heritage and preservation and 3-year operating history for arts. Organizations that have previously received Sustained Support but have had 501c3 status for less than 3 years and are hiring paid staff for the first time, can apply for a limited-time boost in operating support, along with capacity building services to enable their growth and stability.

An additional priority of this program is increasing access to cultural space, especially for organizations that have historically faced barriers to purchasing and stewarding cultural space. The Launch program will explore leveraging 4Culture's existing capital programs, including Building for Equity Facilities and the Preservation Action Fund, to increase access to cultural space for new and emerging organizations.

> ## Launch
>
> **Estimated annual funding:** $2.16 million
>
> **Objective:** Ensure that all geographic areas of the county and all communities in the county have access to cultural experiences
>
> **Strategies:** Grants for start-up costs and multi-year operating support to new and emerging organizations, paired with capacity building and technical assistance
>
> **Key Reporting Metric:** Number of awards and total funding over time to new organizations by geography and discipline; Number of new organizations that gain eligibility to Sustained Support

Program Criteria

The Doors Open Ordinance states:

> "New or emerging cultural organization" means a cultural organization formed, and operating exclusively for exempt purposes, as a 501(c) (3) nonprofit no more than three years prior to seeking funding under the Door Open Program."

For the purposes of the Launch program, 4Culture further defines "**new organizations**" as Doors Open-eligible cultural or science organizations that are less than three years old and have not previously been awarded Sustained Support funding. New organizations that do not have 501c3 status may be fiscally sponsored, if the sponsor is a Doors Open-eligible 501c3 organization.

New collaborative ventures among existing organizations are also eligible for funding as new organizations, but they must have a decision-making body and structure that is independent of the participating organizations.

For the purposes of the Launch program, 4Culture further defines "**emerging organizations**" as Doors Open-eligible cultural or science organizations that do not yet have 501c3 status or have had 501c3 status for less than three years, and are hiring paid, regular staff for the first time. Emerging organizations may have received Sustained Support previously.

The Launch Program will prioritize organizations based outside of Seattle, or in a Community of Opportunity (COO), or meeting other equity criteria, for funding and support.

Program criteria for selecting new and emerging organizations to be funded will be refined based on outreach and engagement taking place in 2024 and 2025 and are anticipated to include Quality and Qualifications; Impact and Public Benefit, Feasibility, and Advancing Equity.

Application, Panel, and Award process

New Organization and Emerging Organization grant applications for start-up and operating support will be evaluated by panels of professionals in cultural sector fields, who represent all parts of King County, sizes of organizations, and different points of view. Each panel will come together to talk about the proposals and recommend funding for selected proposals to 4Culture's Advisory Committees and Board based on the criteria outlined above. The 4Culture Board will approve the final list of awards.

Applicants will be notified of their awards after the Board gives final approval for funding. Program managers will work with each applicant to develop a Scope of Services and Public Benefit requirements for their grant contract. Grant contract terms will be 2-3 years, to help sustain new and emerging organizations until the next Sustained Support application round that they will be eligible for.

Engagement and Communications Plan

4Culture will conduct an extensive outreach and engagement process beginning in 2024 and continuing into 2025. Priorities for this engagement include:

- Outreach will include opportunities for both digital and non-digital engagement

- Geographic reach of engagement will be countywide, with an emphasis on rural and underserved communities
- Language access will be prioritized based on 4Culture analysis of demographic data indicating communities that are underserved with cultural funding

Outreach and engagement for the Launch program will include technical support for the formation of new organizations, to help build a pipeline of applicants that will be competitive for New Organization grants.

Public Benefit Reporting

Like Sustained Support recipients, New and Emerging organizations will report on the public benefit of their activities over the course of each year that they receive funding. This may include metrics such as visitation numbers, volunteer hours, or audiences served. The public benefit reported by Launch-funded organizations can include capacity-building work that leads to growth in reach and impact. Public benefit can also include free and reduced cost programs and services that increase access to culture and science, especially for underserved communities.

G. Outside of Seattle Program and Communities of Opportunity Program

Ensuring continued and expanded access to cultural facilities and cultural programming located in and serving economically and geographically underserved populations is a key objective of the Doors Open program and is long held value at 4Culture. Built into each of the six Doors Open programs is the requirement that the recipient organization provide Equity and/or Geographic Inclusion Benefits, in addition to the General Public Benefit requirement.

In addition, the ordinance sets aside funds to ensure that 25% of Doors Open program funding supports organizations outside of established cultural centers and that of all Doors Open funding, a minimum of 10% goes towards organizations in Communities of Opportunity.

Per the ordinance, the goals for this funding are:

> ## Communities of Opportunity Composite Index Map
>
> To identify the locations for equity investments, 4Culture leverages the Communities of Opportunity Composite Index. This index is a publicly available research tool with data compiled by Public Health – Seattle & King County. This work stems from a partnership funded by Best Starts for Kids, King County, and the Seattle Foundation.
>
> The COO Composite Index was first developed in 2012 and includes a set of indicators for different health and socioeconomic domains to examine their combined impact on community health and well-being.
>
> 4Culture has been using this Composite Index Map to help practice its equity investments since 2020.

1. Overcoming economic and geographic inequities that limit access to the arts, science, and heritage experiences by expanding access to programs and activities at cultural organizations in the county, such that audiences represent the diversity of the county;
2. Stronger relationships between local communities and cultural organizations that result in the creation of programs and activities that are mutually beneficial;

3. Making the boards, staff, and programming of cultural organizations more representative of the diversity existing within the county; and
4. Ensuring that the Doors Open Program distributes a total of at least one million dollars to cultural organizations in each county council district each year.

Investments in Geographic Inclusion and Equity

4Culture recognizes that where an organization is based or provides its services, as well as the communities it serves, can affect access to funding and other resources. To take a step towards balancing these disparities, 4Culture will award additional funding to organizations that are based in parts of King County that are less served by other funding sources, and to organizations that specifically serve marginalized communities.

Outside of the City of Seattle

Cultural organizations with a primary location outside of Seattle City limits will receive additional geographic equity funds. 25% of all Doors Open funding will be distributed to organizations outside the City of Seattle.

Communities of Opportunity

Organizations that are located in a Community of Opportunity are eligible for additional funds. The Communities of Opportunity (COO) index includes a set of health and socioeconomic indicators to gauge community health and well-being. 4Culture aligns our equity investments with the COO index to identify the areas of King County in greatest need of support. 10% of all Doors Open funding will be distributed to organizations located in a Community of Opportunity.

6. Measuring and Evaluating Doors Open Outcomes

Doors Open gives 4Culture the opportunity to hire its first full-time Evaluator. This position was posted publicly in March 2024 and the new hire is expected to join by early summer 2024. The Evaluator will help 4Culture to improve its data collection, reporting, and reflection processes and will help ensure that Doors Open programs are accountable to the public.

Key reporting metrics listed for each program may be revised upon review by the Evaluator.

Timeline for Assessment Report

The following calendar is 4Culture's plan for assessment reporting. Where possible, 4Culture hopes to integrate Doors Open reporting with its regular cycle of reporting on budget and funding activities to the Executive's Office and King County Council.

2024	2025	2026	2027	2028	2029	2030
Incorporate assessment report findings for Year One programs	Incorporate available assessment report findings into 2025	Doors Open Assessment Report #1	Incorporate available assessment report findings into 2027	Doors Open Assessment Report #2	Incorporate available assessment report findings into 2029	Doors Open Assessment Report #3

into 2024 4Culture Annual Report	4Culture Annual Report		4Culture Annual Report		4Culture Annual Report	

Assessment Report Requirements

As required in the ordinance, 4Culture will develop an Assessment Report and reporting process that addresses the effectiveness of program funding. In developing this Report and reporting process, it will work with following groups:

- Qualified evaluation personnel
- Staff from cultural organizations
- King County cultural consumers
- School districts
- 4Culture staff
- 4Culture Board of Directors

Per the Ordinance, the Assessment Report will include:

- An overview of evaluation personnel, methodology, and practices
- Funding distribution data by council district and zip code
- Planned vs actuals for program allocations, year past and year ahead
- Data and findings on public benefit outcomes for King County residents
- Data and findings on Public School Cultural Access Program, broken down by council district and zip code, and by percentage of schools eligible for Doors Open transportation funding
- Data and findings on organizations located in and serving Communities of Opportunity
- Data and findings on capacity building and growth for organizations located and serving communities outside of Seattle
- Recommendations for future improvements or changes to Doors Open program processes, criteria, and reporting requirements

7. Appendices

A. Itemization of Doors Open Start-Up Costs

Table reflects Doors Open expenditures incurred by 4Culture between December 5, 2023, and March 31, 2024.

Item	Cost	Note
Existing Staff – Doors Open time allocation	$531,050	Employee allocation % range: 0% - 80%. Average time allocation 31%.
Indirect Costs – Occupancy/IT	$134,705	Indirect costs parallel salary allocations; thus 31% of total allocable indirect costs

New staff	$29,471	2024 Doors Open Project Director through 3/31
Consulting expenses	$24,950	
Legal and accounting	$17,817	
Other	$7,753	Includes professional fees for design, outreach and marketing, and office equipment and supplies
Total	$745,746	

B. 2024 Board Directors

Staci Adman: Kenmore (District 1)

Staci is an artist who lives and creates in Kenmore, WA. She graduated from the University of Washington with a BFA in painting and now works in a wide variety of media. She has enjoyed sharing her love of art with children and youth for a couple of decades. She currently teaches adult glass and fiber classes at The Schack Art Center in Everett and her work is found in several local galleries. Staci had the honor of being a co-creator of the Kenmore Mural Project in Kenmore, WA in 2016 and has created several public art projects around Woodinville sponsored by the Woodinville Rotary's Peace Pole project.

Catherine Nueva España, Vice President: Seattle (District 4)

Catherine Nueva España is a consultant with experience in arts, design, and creative practices. She helps leaders recognize personal values and create a practice of sustaining collaborations. She has been interim executive director at On the Boards and EarthCorps, executive director at Velocity Dance Center, and a board member at Khambatta Dance Company. She serves as a board commissioner for ArtsWA and serves on a variety of grant panels. España received her BA from Wellesley College, and her MA in Dance Studies from the Trinity Laban Conservatoire in London.

Leanne Guier: Pacific (District 7)

Leanne Guier is the retired mayor of Pacific, Washington, where she served from July 2013 until December 2023. Leanne has also worked as the Political Coordinator for the UA Plumbers and Pipefitters Local. She has served on a variety of King County Regional Committees, including Water Control, Transportation, Growth Management, and Flood Control. In 2019, she was elected President of the Sound Cities Association (SCA). Leanne also spearheaded construction of 3 War Memorial sites along the Interurban Trail.

Angie Hinojos: Redmond (District 3)

Angie Hinojos is the Executive Director and co-founder of Centro Cultural Mexicano in Redmond. Angie is a Trustee for Cascadia College, and Chair of the Washington State Commission on Hispanic Affairs. She is a Public Artist and a passionate advocate for social and racial justice. She received a degree in Architecture from UC Berkeley and utilizes her experience with art and culture to strengthen community bonds. As a community organizer,

Angie has focused on equity in education to increase access to higher education for underserved communities.

Khazm Kogita, Member-at-Large: Seattle (District 8)

Khazm "King Khazm" Kogita is a multidisciplinary artist, music producer, and community organizer who's a prominent figure in the Hip-Hop community in Seattle and internationally. His work to unify and empower the communities is demonstrated through over 25 years of art and service. Khazm is Executive Director of 206 Zulu, a Seattle Disability Commissioner, a Here & Now Project Board Member, and Manager of Washington Hall.

Afua Kouyaté: Seattle (District 2)

Afua Kouyaté is a teaching and performing artist specializing in cultural arts leadership, emphasizing therapeutic engagement. As the Executive Director of Adefua Cultural Education Workshop, she is viewed as one of Seattle's treasures, a leader in the cultural arts sector, and dedicated to the community. Afua is renowned for building educational pathways for youth and families for African cultural experiences. Afua presents a full year of programming in the of study of arts, history, and culture.

Seth Margolis: Seattle (District 8)

Seth Margolis is the Director of Education Operations for the Boeing Academy for STEM Learning at The Museum of Flight in Seattle and has worked at heritage organizations in the United States and Canada. He teaches museum education for the UW Graduate Program in Museology, serves on the advisory board for the Museum Studies Certificate Program, and is a member of the 4Culture Heritage Advisory Committee.

Frank Martin: Skykomish (District 3)

Frank Martin is the managing principal of the Chain Companies and has been a recipient of a 4Culture Preservation grant to restore the Skykomish Theater into what is now known as Onemish Lodge, an extended stay basecamp in the heart of the Great Northern Corridor. Prior to Chain, Frank was a Senior Program Manager at Microsoft, Senior Project Manager for Investco Financial Corporation, and Construction Manager for a general contractor in Seattle.

Bryan Ohno: Kent (District 5)

Bryan Ohno is the Director of Soos Creek Studio, a contemporary ceramic studio that creates sustainable use pottery, and trains the next generation of youth potters. Bryan's career has led him to direct two art galleries in Tokyo and Seattle. He was also the founding director of MadArt. Bryan previously served on 4Culture's Art Advisory Committee. Bryan received his Bachelor of Arts degree in Fine Arts from the University of Puget Sound. Bryan also serves on the Kent Arts Commission.

AC Petersen: Kirkland (District 6)

AC Petersen has been choreographing and producing dance/theatre works since 1983. She is a volunteer book narrator at the Washington Talking Book and Braille Library and worked in communications and media relations with the UW Libraries. While at the Northwest Asian American Theatre, she worked with individual artists from Asia and Pacific Island regions in creating new interdisciplinary works. She was a founding co-editor of DanceNet, a publication for the region's dance community, from 1990-2000, and has a BA in Architecture from the University of Washington.

Natasha Rivers, Secretary: Renton (District 5)

Natasha Rivers is the Senior Sustainability & Measurement Manager at BECU where she is developing a strategic framework around their social impact and commitment to philanthropy, diversity, equity, and inclusion. Natasha has served on the boards of the Seattle Children's Theatre, Seattle Urban League Young Professionals, and Treehouse for Kids. In 2022, Rivers was named one of Seattle's 40 Under 40 by the Puget Sound Business Journal. She is a Leadership Tomorrow alum and Partner with Social Venture Partners (SVP). Natasha earned her PhD in Geography from UCLA with a focus on contemporary sub-Sharan African migration.

Latha Sambamurti: Redmond (District 6)

Latha Sambamurti is the producer and Artistic, Outreach and Development Director of several large-scale arts and culture festivals in Washington. She is an educator, trained musician, band leader, and winner of Kirkland Performance Center's You Rock award for community service. Sambamurti has been a Washington State Arts Commissioner and a Redmond Arts & Culture Commissioner/Chair. She serves as a board director for several state and regional cultural organizations. Sambamurti holds a master's degree in English Literature.

Steven Schindler, Treasurer: Issaquah (District 3)

Steven Schindler is a partner with Perkins Coie, where he represents individuals and families in personal and estate planning strategies. His practice also includes working with individuals and groups to form charitable organizations and advising existing charitable organizations on a variety of legal and tax matters. He serves on several boards, including the Atlantic Street Center, End of Life Washington, and Powerful Schools, Inc, and is a member of the 2018 cohort of Leadership Tomorrow. Steven joined the 4Culture Finance Committee in 2020.

Neil Strege: Renton (District 9)

Neil Strege is Vice President of the Washington Roundtable, a public policy research and advocacy group comprised of senior executives of major Washington state employers. Before joining the Roundtable, Neil worked at the King County Council and as a Member of Congress. He is a graduate of Washington State University and a lifelong resident of Washington State. Neil serves on the board of the YMCA Youth and Government program and is the Vice Chair of the Washington Research Council.

Eugenia Woo, President: Seattle (District 2)

Eugenia parlayed a lifelong interest in architecture, history, cities, and communities into a career in historic preservation, serving as Historic Seattle's Director of Preservation Services since 2009. She develops and implements preservation policies and initiatives; provides technical assistance; engages in community outreach; and coordinates broad advocacy efforts. In 2022, Eugenia was honored with an Advocacy Award of Excellence from US Docomomo. Eugenia was a 4Culture Historic Preservation Advisory Committee member from 2015-2020, serves on the Governor's Advisory Council on Historic Preservation, and is a co-founder and current Treasurer of Docomomo US/WEWA.

Ex Officio Members

- Councilmember Claudia Balducci, District 6
- Councilmember Teresa Mosqueda, District 8
- Councilmember Sarah Perry, District 3
- Brian J. Carter, 4Culture

C. 2024 Advisory Committee Members

Arts

Amy Dukes, Issaquah (District 3)

Amy Dukes is the Arts Program Administrator for the City of Issaquah. In this role, she oversees the community arts granting program, manages the public art program, contributes to policy development, participates in the Local Arts Agency Network, and serves as the liaison to the mayor-appointed Arts Commission. She has worked in the arts and philanthropic sectors since 1995 in the Seattle area, Southern CA, and NYC.

Sudeshna Sen: Seattle (District 3)

An Indian American filmmaker, Sudeshna grew up in India and Japan before moving to the United States for graduate school. Her films have premiered at SIFF, Outfest Los Angeles, New York Indian Film Festival, and Vancouver South Asian Film Festival. Sudeshna is a member of Alliance of Women Directors, Women in Film and serves on the board of Seattle International Film Festival.

Lauren Superville: Seattle (District 7)

Born and raised in New Jersey, Lauren Superville is an Individual Giving Officer at Seattle Opera. Her background is in project coordination and creating and managing successful community events. She is leveraging her passion for relationship building by bringing together a wide range of stakeholders including staff, donors, and board members for the Opera's mid-level giving program.

Bryan Ohno: Kent (District 5)

Bryan Ohno is the Director of Soos Creek Studio, a contemporary ceramic studio that creates sustainable use pottery, and trains the next generation of youth potters. Bryan's career has led him to direct two art galleries in Tokyo and Seattle. He was also the founding director of MadArt. Bryan previously served on 4Culture's Art Advisory Committee. Bryan received his Bachelor of Arts degree in Fine Arts from the University of Puget Sound. Bryan also serves on the Kent Arts Commission.

Jessica Ramirez: SeaTac (District 7)

Jessica Ramirez is the Special Events and Volunteer Coordinator for the City of SeaTac, and participates in their Arts, Culture and Library Advisory Committee, which is the citizen advisory committee charged to advise the City Council on topics related to art and culture. In addition, Jessica represents City of SeaTac in the quarterly Local Arts Agency Network meetings.

Heritage

Christina Arokiasamy: Kent (District 5)

Born and raised in Kuala Lumpur, Malaysia, Christina Arokiasamy is renowned for her culinary skills, as a spice expert and as an award-winning cookbook author. She was Malaysia's first-ever official Food Ambassador to the United States and brings with her over 25 years of world class culinary expertise as a former chef of various Four Seasons Resorts throughout Southeast Asia. Christina is a passionate advocate for cultural heritage practitioners in King County.

Teofila "Teya" Cruz-Uribe: Burien (District 8)

Teya is the Director of the Sea Mar Museum of Chicano/a/Latino/a Culture and the Health Center Administrator of the Sea Mar Adolescent Medical Clinic. Teya has an M.A. in Museology from the University of Washington's (UW) Museology Program, and an M.A.I.S. in Russian, Eastern European & Central Asian Studies from the Jackson School of International Studies at University of Washington.

Suzanne Greathouse: Kenmore (District 1)

Suzanne Greathouse is the President of Kenmore Heritage Society and brings over 30 years of experience working with a broad spectrum of individuals, businesses, corporations, and universities. A Kenmore resident since 2014, Suzanne serves as a Bothell/Kenmore Chamber of Commerce Ambassador, Kenmore Planning Commissioner and is on the boards of the Northshore Senior Center and EvergreenHealth Foundation. Suzanne is focused on evolving the Heritage Society into a vibrant, inclusive, and fun organization.

Rachael McAlister: Auburn (District 7)

Rachael McAlister is the Director of the White River Valley Museum in Auburn, WA. Before taking on the role of director in 2018 she served as the Museum's Curator of Education for seven years. She holds a Bachelor of Arts in Fine Art from Belmont University and a Master of Arts in

Museum Studies from Johns Hopkins University. McAlister's work includes extensive arts and heritage programing, municipal leadership, strong cultural partnerships, energized and engaged staff, and a commitment to racial justice and equity.

Seth Margolis, Board Representative: Seattle (District 8)

Seth Margolis is the Director of Education Operations for the Boeing Academy for STEM Learning at The Museum of Flight in Seattle and has worked at heritage organizations in the United States and Canada. He teaches museum education for the UW Graduate Program in Museology and serves on the advisory board for the Museum Studies Certificate Program.

Temi Odumosu: Seattle (District 2)

Temi Odumosu is an interdisciplinary scholar and curator at the UW iSchool. Her research and curatorial work are engaged with the visual and affective politics of slavery and colonialism, race, and visual coding in popular culture, postmemorial art and performance, image ethics, and politics of cultural heritage digitization. Odumosu holds a Ph.D. and Master of Philosophy in art history from the University of Cambridge and contributes to a variety of international research networks and initiatives.

Historic Preservation

Stefanie Barrera: Seattle (District 2)

Stefanie Barrera is an architectural designer at SMR Architects focusing on affordable housing projects. While working on her Master of Architecture at the University of Washington, Stefanie interned for 4Culture's Beyond Integrity Group. Her interest in historic preservation emanates from a curiosity to learn about other cultures, and the connection between cultural significance and place.

Justin Ivy: Seattle (District 2)

Justin Ivy is the owner of Heritage Art Glass, a Seattle-based stained and leaded glass studio specializing in repair, restoration, and new historic reproduction windows. Working with a wide array of clientele, from homeowner to developer to church board, he has been involved with projects in many of the Puget Sound region's historic structures.

Robyn Mah: Shoreline (District 1)

Robyn Mah is a principal at I.L. Gross Structural Engineers and has made historic building rehabilitation a cornerstone of her career. Robyn's recent renovation and adaptive reuse projects include Mercy Magnuson Place (Building 9) at Magnuson Park and YWCA's 5th and Seneca Building in Seattle.

Frank Martin, Board Representative: Skykomish (District 3)

Frank Martin is the managing principal of the Chain Companies and has been a recipient of a 4Culture Preservation grant to restore the Skykomish Theater into what is now known as Onemish Lodge, an extended stay basecamp in the heart of the Great Northern Corridor.

Dawn Moser: Auburn (District 7)

Dawn Moser lives in south King County and is a gallery guide at the Washington State History Museum and a land use planner. Dawn has worked in land use planning and community development in Oregon, Washington, and Utah, engaging and informing community members about historic preservation.

Huy Pham: Seattle (District 8)

As the Executive Director of APIAHiP: Asian & Pacific Islander Americans in Historic Preservation, Huy leads the national nonprofit organization in its mission to protect historic places and cultural resources significant to Asian and Pacific Islander Americans through historic preservation and heritage conservation. Huy is eager to continue his work collaborating with government agencies, nonprofit organizations, community members and groups, developers, stakeholders, and policymakers to apply a progressive preservation ethic to their work at the local, state, and national levels.

Public Art

Sonia-Lynn Abenojar: Seattle (District 2)

Sonia-Lynn Abenojar is co-founder of La Union Studio, an architectural and interior design studio based out of Seattle, Washington. Her interdisciplinary experience in urban planning and design, community engagement, and project management led her to a career in cultural placemaking and inclusive design. Abenojar is passionate about the built environment; she holds a BA in Architecture + Community Design from the University of San Francisco and a Master of City Planning degree from UC Berkeley.

Leo Saul Berk: Seattle (District 2)

Leo Saul Berk is an artist who examines the transformative potential of exceptional architecture to positively shape our lives. He is a recipient of the Artist Trust Arts Innovator Award, Betty Bowen Award, and Distinguished Alumni Award, University of Washington. Berk has held solo exhibitions at the Frye Art Museum, Henry Art Gallery, Institute of Visual Arts at University of Wisconsin-Milwaukee, and Seattle Art Museum.

Kamari Bright: Seattle (District 4)

With the goal of creating something that starts the process of healing, Kamari Bright is a multidisciplinary artist with works that have been received across the US, Greece, France, Mexico, Germany, & Canada. The 2022 Artist Trust Fellowship Award for Black Artists recipient is currently working on a manuscript connecting the influence of Christian folklore on present-day

misogyny, and a videopoem extrapolating collective trauma and its connection to land stewardship.

Catherine Nueva España, Board Representative: Seattle (District 4)

Catherine Nueva España is a consultant with experience in arts, design, and creative practices. She helps leaders recognize personal values and create a practice of sustaining collaborations. She has been interim executive director at On the Boards and EarthCorps, executive director at Velocity Dance Center, and a board member at Khambatta Dance Company. She serves as a board commissioner for ArtsWA and serves on a variety of grant panels. España received her BA from Wellesley College, and her MA in Dance Studies from the Trinity Laban Conservatoire in London.

Kate Fernandez: Seattle (District 2)

Kate Fernandez is an artist, cultural producer, and educator. She currently works as the Director of Interpretation & Visitor Experience at the University of Washington's Burke Museum.

Tommy Gregory: SeaTac (District 5)

Tommy Gregory is a practicing artist and the Sr. Manager and Curator for the Port of Seattle, where he oversees conservation, commissions, and acquisitions as well as temporary exhibitions at Seattle-Tacoma International Airport.

Philippe Hyojung Kim: Seattle (District 2)

Philippe Hyojung Kim (he/him/they) is a Seattle-based artist, curator, and educator. He is a member of SOIL, a co-founder/curator of Specialist, a Fine Arts faculty member at Seattle Central College, and a curator for Washington State Arts Commission. Philippe grew up in a small town outside of Nashville, TN, and moved to Pacific Northwest in 2013. He currently lives and works in Seattle's North Beacon Hill neighborhood with his husband, Drew, and their dog, Jack.

Keith McPeters: Seattle (District 8)

Keith McPeters is a Principal at GGN, a landscape architecture studio based in Seattle. A diverse design background allows Keith to merge architecture and landscape architecture with his interests in art, music, and history. His design advisor role at GGN involves him in the concept and design phases of many projects across the studio. He received his BS in Architecture and Master of Landscape Architecture degrees from the University of Virginia.

Science and Technology Working Group Participants

- Derek Baker, Seattle Aquarium
- Jeff Bauknecht, Museum of Flight
- Stephanie Bohr, Woodland Park Zoo
- Kent Chapple, Oxbow Farm & Conservation Center
- Paul Chiocco, Pacific Science Center

- Gladis Clemente, Villa Comunitaria
- Jennifer Dumlao, Seattle Aquarium
- Kim Kotovic, Seattle Universal Math Museum
- Paul Meijer, Birds Connect Seattle
- Bianca Perla, Vashon Nature Center
- Grace Reamer, Friends of the Issaquah Salmon Hatchery
- Dana Riley Black, Museum of Flight
- Arthur Ross, Technology Access Foundation
- Kate Sorensen, Bellevue Botanical Garden Society
- Chloe Wightman, Girl Scouts of Western Washington
- Amy Zarlengo, Pacific Science Center

The Advisory Committee and Board Director Representative are in development.

2025 Comprehensive Financial Plan
4Culture

DRAFT DATE: 6/20/24

Category	2023-2024 Projected (Original)	2023-2024 Projected (Amended) *	2025 Projected	2026-2027 Projected	2028-2029 Projected
Beginning Fund Balance	**32,752,633**	**36,721,258**	**65,378,753**	**37,953,775**	**27,785,561**
Revenues					
Doors Open Sales Tax	$ -	$ 72,879,178	$ 99,960,421	$ 216,170,014	$ 236,073,948
Lodging Tax / Transient Rental	27,707,383	29,870,104	16,435,275	35,680,689	39,100,189
1% for Art	2,286,194	5,623,749	3,000,000	3,000,000	3,000,000
King County Collection Stewardship	578,200	598,000	307,970	625,179	643,934
King County Cultural Relief ARPA	2,200,000	2,500,000	-	-	-
Investment Income	120,016	3,667,741	2,615,150	2,721,209	2,076,785
Other	300,000	176,770	150,000	300,000	300,000
Contingency					
Total Revenues	**33,191,793**	**115,315,542**	**122,468,816**	**258,497,091**	**281,194,855**
Expenditures					
Doors Open Program					
One-Time Operating Support Program	$ -	$ 24,414,525	$ -	$ -	$ -
One-Time Capital Support Program	-	24,414,525	-	-	-
Public School Cultural Access	-	-	13,962,788	23,346,362	25,495,986
Launch	-	-	2,792,558	4,669,272	5,099,197
Building for Equity	-	-	9,308,526	15,564,241	16,997,324
Public Free Access	-	-	13,962,788	23,346,362	25,495,986
Countywide Initiatives	-	-	6,515,968	10,894,969	11,898,127
Sustained Support	-	-	46,542,628	77,821,205	84,986,621
Expanding Capacity Outside Established Cultural Centers	-	-	24,990,105	54,042,503	59,018,487
Administration	-	2,186,375	2,998,813	6,485,100	7,082,219
Start-up costs	-	750,000	-	-	-
Subtotal - Doors Open program	-	51,765,424	121,074,175	216,170,013	236,073,948
Lodging Tax Program					
Sustained Support for Arts	6,741,647	6,839,350	5,388,938	11,316,347	12,415,025
Sustained Support for Heritage & Preservation	2,553,158	2,627,658	1,410,179	2,962,645	3,237,813
Special Projects & Initiatives	8,301,541	4,360,004	7,223,577	11,687,585	12,169,482
Cultural Facilities	9,295,976	5,502,351	6,065,645	10,755,651	8,552,842
Cultural Education	442,109	250,000	500,000	1,000,000	1,000,000
Subtotal - Lodging Tax	27,334,432	19,579,363	20,588,339	37,722,229	37,375,161
Other expenditures					
Public Art	8,620,609	7,985,757	5,653,951	9,590,088	8,988,997
Cultural Relief ARPA	2,200,000	2,500,000	-	-	-
Preservation Action Fund (PAF)	1,959,119	1,959,119	-	-	-
Administration and Overhead (excluding Doors Open)	2,141,852	1,317,578	277,330	582,974	622,884
Capital Expenditures	250,000	350,000	-	-	-
Contingency	-	-	-	-	-
Total Expenditures	**42,506,012**	**85,457,241**	**147,593,795**	**264,065,305**	**283,060,990**
Estimated Under expenditures					
Other Fund Transactions	-	-	-	-	-
Building For Equity Advances from KC	5,602,250	3,399,195	-	-	-
B4C Debt Service	(600,000)	(600,000)	(300,000)	(600,000)	(600,000)
B4 Equity advances repayment to KC	(4,000,000)	(4,000,000)	(2,000,000)	(4,000,000)	(1,174,392)
Original bonds debt service	-	-	-	-	-
Total Other Fund Transactions	**1,002,250**	**(1,200,805)**	**(2,300,000)**	**(4,600,000)**	**(1,774,392)**
Ending Fund Balance	**24,440,664**	**65,378,753**	**37,953,775**	**27,785,561**	**24,145,034**
Reserves/Fund Balance Components					
Cultural Special Account & other uncommitted reserves	8,346,316	18,545,476	14,870,146	9,864,321	9,421,617
Doors Open Fund - Uncommitted Reserves	-	21,113,754	-	-	-
Doors Open Fund - Contract/Award Commitments	-	TBD	TBD	TBD	TBD
1% for Art special revenue fund	9,826,581	17,528,678	16,445,878	12,836,585	9,638,762
Lodging Tax Program - Contract/Award Commitments	5,378,500	7,365,078	5,811,983	4,258,888	4,258,888
B4E commitments in excess of advances	-	-	-	-	-
Preservation Action Fund	-	-	-	-	-
Other program and accounting commitments	889,267	825,767	825,767	825,767	825,767
Total Reserves/Fund Balance	**24,440,664**	**65,378,753**	**37,953,775**	**27,785,561**	**24,145,034**
Reserve Shortfall	-	-	-	-	-
Ending Undesignated Fund Balance	**0**	**-**	**-**	**0**	**(0)**

4Culture 2025 Expenditure and Staffing Plan

The following table shows total program expenditures and allocations of full-time staff employees (FTE's) for each program area.

Programs and Services	2023-2024 Projected (Amended)		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE's	$	FTE's	$	FTE's	$	FTE's	$
Doors Open Program								
One-time operating support program	*	24,414,525		-		-		-
One-time capital support program	*	24,414,525		-		-		-
Public school cultural access	0.0	-	3.3	13,962,788	3.3	23,346,362	3.3	25,495,986
Launch funding - new/emerging orgs	0.0	-	0.7	2,792,558	0.7	4,669,272	0.7	5,099,197
Building for Equity grants	0.0	-	2.2	9,308,526	2.2	15,564,241	2.2	16,997,324
Public access - orgs reimbursement, reducing travel-relate cos	0.0	-	3.3	13,962,788	3.3	23,346,362	3.3	25,495,986
County-wide initiatives	0.0	-	1.5	6,515,968	1.5	10,894,969	1.5	11,898,127
Ongoing needs operating support	0.0	-	11.0	46,542,628	11.0	77,821,205	11.0	84,986,621
Geographic diversity programming and capital support	0.0	-	7.3	24,990,105	7.3	54,042,503	7.3	59,018,487
Administration	12.7	2,186,375	5.6	2,998,813	5.6	6,485,100	5.6	7,082,219
Start-up costs	3.5	750,000		-		-		-
Subtotal - Doors Open program	16.2	51,765,424	35.0	121,074,175	35.0	216,170,013	35.0	236,073,948
Lodging Tax Program								
Sustained Support for Arts	4.3	6,839,350	3.0	5,388,938	3.0	11,316,347	3.0	12,415,025
Sustained Support for Heritage & Preservation	4.1	2,627,658	2.0	1,410,179	2.0	2,962,645	2.0	3,237,813
Special Projects & Initiatives	1.5	4,360,004	1.9	7,723,577	1.9	12,437,585	1.9	12,669,482
Cultural Facilities	2.7	5,502,351	1.8	6,065,645	1.8	10,755,651	1.8	8,552,842
Subtotal - Lodging Tax	12.6	19,329,363	8.8	20,588,339	8.8	37,472,229	8.8	36,875,161
Other expenditures								
Public Art	8.4	7,985,757	8.4	5,653,951	8.4	9,590,088	8.4	8,988,997
Cultural Relief ARPA	0.0	2,500,000	0.0	-	0.0	-	0.0	-
Preservation Action Fund (PAF)	0.0	1,959,119	0.0	-	0.0	-	0.0	-
Administration and Overhead (excluding Doors Open)	4.0	1,317,578	1.4	277,330	1.4	582,974	1.4	622,884
Capital Expenditures	0.0	350,000	0.0	-	0.0	-	0.0	-
Contingency		-		-		-		-
TOTALS - ALL PROGRAM AREAS	41.2	85,207,241	53.6	147,593,795	53.6	263,815,305	53.6	282,560,990

4Culture 2025–2029 PROGRAM OF WORK

Introduction

The 2025–2029 4Culture Program of Work includes all Doors Open programming as approved by the King County Council. It also maintains all core Lodging Tax and 1% for Art programs and showcases the evolution of 4Culture's ability to continue offering funding initiatives and strategic engagement that will help our cultural sector flourish countywide.

Program and Services

The 2025–2029 Program of Work includes programs and services in the following areas broken out by funding source:

- ➢ **DOORS OPEN**
  - One-Time Cultural Facilities
  - One-Time Sustained Support
  - Public School Cultural Access
  - Launch
  - Building For Equity
  - Countywide Initiatives
  - Public Free Access
  - Operating and Programmatic Support

- ➢ **LODGING TAX**
  - Sustained Support for Arts
  - Sustained Support for Heritage and Historic Preservation
  - Special Projects
  - Cultural Facilities
  - Cultural Education

- ➢ **1% FOR ART**
  - Public Art

Expansion

Since the passage of Doors Open, 4Culture has needed to expand strategically. We've entered an era of growth, agency-wide, which will allow 4Culture to lean into our mission, vision and values and serve more King County residents than ever before. Guided by a vision of a vibrant county where culture is essential and accessible to all of a King County in which every person has what they need to explore, build and thrive, we've integrated Doors Open into 4Culture as a whole so that, in alignment with our mission, we are able to fund, support and advocate for culture to enhance the life of King County residents.

Since the passage of Doors Open, 4Culture—whose name is tied to our four main discipline areas of Arts, Heritage, Historic Preservation and Public Art—has now gained a new department: Science. Our agency name will not change but the program areas and disciplines which we can fund are expanding. Strategic hires are joining our team which better position 4Culture to administer all Doors Open programming at the high level it deserves. We're expanding our outreach and engagement efforts, re-launching Hello 4Culture, our monthly community outreach series, increasing our technical assistance offerings to grantseekers and expanding our ability to translate 4Culture material into different languages. With the addition of science and technology, we're expanding into new funding areas, growing our audiences, and building in-roads within that sector.

We'll spend 2025 administering Lodging Tax and 1% for Art-funded programs throughout the county while simultaneously overseeing new, large-scale Doors Open initiatives with a goal of distributing roughly $100 million dollars into the cultural eco-system. We'll do this while maintaining our commitment to racial equity and providing equitable investments to historically underinvested in communities by using key

indicators such as geographic location, income, operating budget, audiences served, and project focus.

This is a moment that 4Culture is well prepared for and we're excited to move into this next chapter of growth, not only for our institution, but for residents of King County as a whole. We're entrusted with public dollars, and we'll always maintain our commitment to distributing funding where it's needed most so that King County's cultural sector can continue relying upon us for the foreseeable future. Accountability is key. We deeply value our ongoing relationships with the King County Executive's Office and King County Council. You'll hear from us consistently on the progress of this work through our regular report–outs to Council, the Doors Open Assessment Report, ongoing briefings and our annual report.

Doors Open: One-Time Operating Support

Per the Doors Open ordinance, in 2024, 4Culture will administer two, large scale, one-time funding initiatives utilizing Doors Open tax revenue to drive investment in the specific areas of **Operating Support and Capital Facilities.** As a result, we've developed a new Year-One team to administer both programs. In alignment with Section 8 of the Doors Open Ordinance, 67% of Year One funding is set aside for the one-time Operating Support and Capital Facilities programs. 25% is set aside to support organizations outside of Seattle and 10% is allocated for cultural organizations supporting underserved populations and/or organizations located within Communities of Opportunity.

The one-time Operating Support program is designed to provide designated operating and programmatic dollars to meet the day-to-day needs of cultural, science and technology organizations. Grants are provided as unrestricted operating funds, allowing organizations the ability to deploy resources where they will be most impactful for the delivery of the organization's mission. There are four funding disciplines: Heritage, Historic Preservation, Arts, and Science. Funding decisions will be determined by the end of 2024 and contracting with organizations will begin in January of 2025.

Doors Open: One-Time Operating Support Program	2023--2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.0	24,414,525	0.0	0	0.0	0	0.0	0
Inflation Rate		N/A		N/A		N/A		N/A

Doors Open: One-Time Capital Facilities Program

Doors Open Facilities grants will provide funding for building, remodeling, and buying specialized space that houses and facilitates cultural work in King County. The fund prioritizes projects that can begin construction or acquisition within two years of being awarded funds (by December 31, 2026) for a variety of project size categories.

This grant builds from 4Culture and King County's Building for Equity Initiative to support cultural building projects and create a pathway to racial equity in cultural facilities funding. To help us achieve this goal, applicants must show an ongoing commitment to racial equity and equitable development, and applicants with project budgets over $10M will be required to meet a Cultural Space Contribution Requirement, where they provide space or technical assistance as part of their public benefit.

The $24M available in the one-time Cultural Facilities Grant will be awarded to organizations who are applying on a tiered basis based on different project sizes. Based on previous facility grant cycles, 4Culture anticipates between 175 to 225 total applications for the 2024 Cultural Facility funding and will aim to fund the top scoring 25% in each category.

One-Time Capital Facilities Program	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.0	24,414,525	0.0	0	0.0	0	0.0	0
Inflation Rate		N/A		N/A		N/A		N/A

Doors Open: Public School Cultural Access Program

The Doors Open Public School Cultural Access Program will provide King County public school students with greater and more equitable access to science, arts and heritage learning from our county's rich array of cultural organizations.

Beginning in 2025, all public schools and tribal schools in King County's 19 school districts will have access to an online roster of science, arts heritage and historic preservation cultural organizations that provide on-site and off-site cultural education programs in and out of the school day. Funding for programs will be provided directly to cultural organizations, and free field trip transportation will be provided to schools in districts with a 40% or higher free and reduced lunch rate. 4Culture is committed to implementing the Doors Open Public School Cultural Access Program with a goal of improving outcomes for public school students in the county.

4Culture is rigorously planning toward the launch of this program including working with consultants, doing landscape analysis and building off our years of preparation for this moment.

Additionally, the 2025 launch of this program will include the development of a central database for educators to find no cost onsite opportunities to provide cultural education experiences to their students.

Doors Open Public School Cultural Access Program	2023--2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.0	0	3.3	13,962,788	3.3	23,346,362	3.3	25,495,986
Inflation Rate		N/A		N/A		67.2%		9.2%

Doors Open: Launch

The Launch program is focused on new and emerging, Doors Open-eligible cultural or science organizations in King County, with a goal to ensure that all geographic areas of the county and all communities in the county have access to cultural experiences. Launch will provide grants for start-up costs and multi-year operating support to new and emerging organizations, paired with capacity building and technical assistance. New organizations will have a pathway to receiving Sustained Support, which is only available to organizations with a minimum two-year operating history for heritage and preservation and three-year operating history for arts. Organizations that have previously received Sustained Support but have had 501c3 status for less than three years and are hiring paid staff for the first time, can apply for a limited-time boost in operating support, along with capacity building services to enable their growth and stability.

An additional priority of this program is increasing access to cultural space, especially for organizations that have historically faced barriers. The Launch program will explore leveraging 4Culture's existing capital programs, including Building for Equity Facilities and the Preservation Action Fund, to increase access to cultural space for new and emerging organizations. Launch will prioritize organizations based outside of Seattle, or in a Community of Opportunity (COO), or meeting other equity criteria, distributing funding as a much-needed launch pad for emerging organizations.

Launch	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.0	0	0.7	2,792,558	0.7	4,669,272	0.7	5,099,197
Inflation Rate		N/A		N/A		67.2%		9.2%

Doors Open: Building for Equity

The Doors Open allocation for Building for Equity encompasses 4Culture's facilities, facility–focused capacity building, and other capital grant programs. 4Culture's current Building for Equity initiative was built to center communities that have historically faced barriers to purchasing and stewarding cultural space, and provides a combination of funding, tailored support, and strategic partnerships. Doors Open will enable 4Culture's existing Building for Equity programs, including Capacity Building and Facilities, to grow and deliver more impact. A new program will be initiated, focusing on facilities that serve Native communities with assistance from 4Culture's Native Advisory Council which will advise on outreach and program design.

The Doors Open Building for Equity allocation will also bring additional resources and a renewed focus on equitable funding strategies in 4Culture's Equipment, Landmarks Capital, and Emergency/Unforeseen Capital programs. It's clear that the needs organizations have to acquire and steward cultural space remains high in this region given long–standing challenges around affordability. Utilizing Doors Open funding to address this specific need on a larger scale is an exciting opportunity as we aim to distribute resources throughout King County with an eye towards equity, geography and Communities of Opportunity. As this occurs, 4Culture will keep our commitment to our Lodging Tax version of this program for Doors Open ineligible organizations.

Doors Open Building For Equity	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.0	0	2.2	9,308,526	2.2	15,564,241	2.2	16,997,324
Inflation Rate		N/A		N/A		67.2%		6.2%

4Culture 2025-2029 Program of Work

Doors Open: Public Free Access

The Public Free Access program aims to reduce the significant barrier that admission fees pose to many King County residents and visitors, particularly underserved communities, in accessing quality, relevant cultural and science experiences. Reimbursements are provided to cultural organizations to help cover the costs of providing free and reduced cost programming throughout the year. Grants may be used to support free and reduced cost attendance at arts, heritage, preservation, or science experience in King County.

This program comes together as we incorporate numerous learnings from running a smaller scale pilot program using Lodging Tax dollars. Through testing out this program in 2023 and 2024, 4Culture gained strong insight on the needs of the field and is well positioned to operate a Doors Open version of this with a goal of distributing funding to a wide variety of organizations, venues, festivals and cultural producers throughout the county. In addition, applicants located outside of Seattle, that are located within and primarily serving a King County Community of Opportunity, with the smallest operating budgets, and/or other indicators correlated with a limited access to funding will receive an equity investment increasing the grant amount over and above what would have been awarded otherwise.

Public Free Access	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0	0	3.3	13,962,788	3.3	23,346,362	3.3	25,495,986
Inflation Rate		N/A		N/A		67.2%		9.2%

Doors Open: Countywide Initiatives

Countywide Initiatives funding will support 'field services' organizations that improve career opportunities for King County's cultural practitioners. Field services are investments in people, without whom the cultural sector would not exist. A healthy workforce will strengthen the arts and culture ecosystem and, in turn, improve the cultural experience available to the residents and visitors of King County. Countywide initiatives will use the framework of field services to support cultural practitioners. The term "field services" refers to the constellation of programs, resources, and networks that support capacity building for cultural organizations and cultural practitioners in King County. Like other Doors Open programming, Countywide Initiatives is a program that 4Culture has been exploring, testing and learning from in anticipation of this moment.

Through Doors Open, Countywide Initiatives will help 4Culture provide consistent funding to field services providers who support cultural workforce development for cultural practitioners in all disciplines throughout the county.

Countywide Initiatives	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.09	0	1.5	6,515,968	1.5	10,894,969	1.5	11,898,127
Inflation Rate		N/A		N/A		67.2%		9.2%

Doors Open: Sustained Support

Sustained Support provides multi-year grants for operating funds to cultural organizations throughout King County. These awards provide unrestricted funds to organizations that have a track record of delivering programs and services for the benefit of the public. Through a competitive grantmaking process, 4Culture will provide Sustained Support grants to Doors Open-eligible organizations working in the discipline areas of Arts, Heritage, Historic Preservation and Science and Technology.

As the largest ongoing Doors Open program offering, Sustained Support is modeled after our longstanding Lodging Tax version. The program's main objective is providing reliable, multi-year funding assistance for operations, assistance with rent, utilities, payroll and other basic annual expenses. Given the deep experience 4Culture has in administering Sustained Support, we're excited to expand this effort on a much larger scale utilizing Doors Open tax revenue to truly meet the needs of cultural organizations. The Lodging Tax version of this program, which has historically been 4Culture's marquis funding initiative, will remain in existence, and maintain a focus on supporting non-Doors Open eligible organizations in this region. Operating with a budget that's smaller by comparison, but still sizeable enough to deliver strong impact.

Sustained Support	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.0	0	11.0	46,542,628	11.0	77,821,205	11.0	84,986,621
Inflation Rate		N/A		N/A		67.2%		6.2%

4Culture 2025-2029 Program of Work

LODGING TAX--Sustained Support for Arts

In recognition of a need to more deeply and equitably fund a growing arts applicant pool, 4Culture will increase Lodging Tax support to certain arts organizations deemed ineligible for funding through the Doors Open sales tax. Organizations that meet requirements for funding through Doors Open will see their Sustained Support awards increased significantly as well. This overall increase in funds to all recipients of Sustained Support from 4Culture is in alignment with continued efforts to sustain the arts sector and see it flourish. 4Culture awards "annual grants for two consecutive years to local arts agencies and nonprofit organizations that provide or facilitate quality arts experiences for residents of and visitors to King County." These monies support "financial stability, artistic excellence, and encourages a commitment to provide ongoing cultural programs or events for the benefit of King County residents and visitors," especially those who face barriers in accessing cultural experiences or have been historically underserved. Over 400 organizations participate in the program and reflect a countywide geographic distribution, including organizations of all sizes and in all artistic disciplines.

Sustained Support	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	4.3	6,839,350	3.0	5,388,938	3.0	11,316,347	3.0	12,415,025
Inflation Rate		28.4%		(21.2%)		110.0%		9.7%

Sustained Support for Heritage and Historic Preservation

4Culture will increase general operating support to stabilize and bolster Heritage and Historic Preservation organizations and entities, with a focus on those not eligible to receive Doors Open funding. 4Culture provides "annual grants for two consecutive years to historical museums and heritage organizations that make exceptional contributions to the preservation, collection, exhibition, interpretation or protection of resources related to the history of the people and places of King County." These monies support "financial stability, excellence, and encourages a commitment to provide ongoing cultural programs or events for the benefit of King County residents and visitors, especially those who face barriers in accessing cultural experiences or have been historically underserved." Roughly 100 organizations participate in the program annually and reflect a countywide geographic distribution, including organizations of all sizes and in all heritage disciplines and historic preservation.

Sustained Support	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	4.1	2,627,658	2.0	1,410,179	2.0	2,962,645	2.0	3,237,813
Inflation Rate		20.3%		(46.3%)		110.0%		9.3%

Special Projects

Expanding the role of local arts and heritage organizations and individuals as artistic and cultural educational resources that develop King County through arts and historic events and features is at the heart of 4Culture's project-based funding programs. We will continue addressing the needs of either mid- and smaller-sized organizations or individual artists and heritage professionals with this dedicated funding. 4Culture will continue to partner with community-based organizations, cultural funders, other local arts agencies, and local and national cultural service organizations on innovative arts projects, heritage endeavors and collaborative programs that reflect the cultural and geographic diversity of King County and are not funded by other county programs.

Special Projects	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	1.2	4,360,004	1.6	7,223,577	1.6	11,687,585	1.6	12,169,482
Inflation Rate		(10.4%)		65.7%		61.8%		4.1%

Cultural Facilities

4Culture will continue to "build the cultural infrastructure throughout the region" by addressing one of the cultural sector's most pressing issues which is the availability and affordability of appropriate space that meets the needs of King County's diverse cultural organizations and practitioners. Utilizing Lodging Tax, 4Culture will continue addressing these needs through **Building for Equity,** a program that offers a unique combination of funding, technical support, and strategic partnerships, with priority given to communities that have historically faced barriers to purchasing and stewarding cultural space. 4Culture will also continue to "support the purchase of fixed assets that will benefit art, heritage and cultural organizations" through the **Cultural Equipment Program. "**Support for the preservation and restoration of historic properties" increases through the **Landmarks Capital Program.**

Building for Equity, as a program, will be funded by both Doors Open and Lodging Tax Funding with a goal of providing larger awards and more awards annually through **Facilities grants**, **Project Development and Capacity Building grants**, and **Native Cultural Facilities grants**. With slightly different eligibility requirements, Lodging Tax funding will support applicants that are not eligible for Doors Open funding, including Landmark owners that are not cultural organizations, municipalities, and organizations that provide space for cultural programs and services as part of a broader mission.

Cultural Facilities	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	2.7	5,502,351	1.8	6,065,645	1.8	10,755,651	1.8	8,552,842
Inflation Rate		21.6%		10.2%		77.3%		(20.5%)

4Culture 2025-2029 Program of Work

Cultural Education

4Culture strongly believes that the passage of Doors Open provides the perfect opportunity for us to go deeper with our cultural education work, providing an array of support to public school students, administrators and teaching artists. in alignment with the Doors Open ordinance.

Some of our past work has included producing and learning from the King County Cultural Education Study and developing the King County Arts Education data dashboard and internal working groups helping determine what scaling this work upwards entails to meet the needs of students and cultural educators countywide. As we continue to do a landscape analysis of Doors Open ineligible groups in the cultural education space, 4Culture will use Lodging Tax funding to support those organizations. For the most thorough understanding of our approach, reference the Doors Open Public School Cultural Access Program section in the Program of Work.

Cultural Education	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	0.3	250,000	0.3	500,000	0.3	1,000,000	0.3	1,000,000
Inflation Rate		N/A		100.0%		100.0%		0.0%

1% FOR ART--Public Art

Public Art manages existing and new public art commissions funded by the **King County 1% for Art Ordinance** and maintains the **King County Public Art Collection** with collection stewardship funds. The goal of 4Culture public art is to "integrate the work and thinking of artists into the planning, design and construction" of county facilities, buildings, infrastructure and public spaces for our King County partners. 4Culture will continue to care for the King County Public Art Collection of over 1,805 portable artworks and over 365 permanent, integrated and temporary artworks available in publicly accessible sites, throughout King County. Currently there are 10 conservation and collections projects underway. Additionally, Gallery 4Culture and Storefront Media are 4Culture initiatives funded by lodging tax and managed by Public Art that provides ongoing opportunities for King County artists to exhibit their work with free access to King County's diverse artist population. Storefront Media has rotating videos while Gallery 4Culture currently produces 10 exhibitions per year.

Public Art	2023-2024 Projected		2025 Projected		2026-2027 Projected		2028-2029 Projected	
	FTE	$	FTE	$	FTE	$	FTE	$
Program Expenses	8.4	7,985,757	8.4	5,653,951	8.4	9,590,088	8.4	8,988,997
Inflation Rate		210.3%		(29.2%)		69.6%		(6.3%)

Fund Sources

4Culture is primarily supported by **Doors Open tax revenue**, 37.5 percent of the proceeds from **King County Lodging Tax, and** the **1% for Art Program,** a portion of King County new capital construction projects. 4Culture also utilizes grants and other revenue sources to fund the programs.

Total Program		2023-2024 Projected (Amended)	2025 Projected	2026-2027 Projected	2028-2029 Projected
Lodging Tax Proceeds		$29,870,104	$16,435,275	$ 35,680,689	$ 39,100,189
Doors Open Sales Tax		72,879,178	99,960,421	216,170,014	236,073,948
1% for Art		5,623,749	3,000,000	3,000,000	3,000,000
King County Art Collection		598,000	307,970	625,179	643,934
Building For Equity Interfund Loan		3,399,195	0	0	0
Interest Income		3,667,741	2,623,150	2,758,198	2,164,290
Grants and Other		176,770	150,000	300,000	300,000
King County Relief ARPA		2,500,000	0	0	0

ADVISORY COMMITTEE REPORT

JUNE 2024

ARTS ADVISORY COMMITTEE

Prepared by: Elly Fetter

The Arts Advisory Committee (AAC) held a regular meeting via Zoom May 24, 2024

Nina Yarbrough presented on behalf of Bret Fetzer (out due to illness) the Arts Cultural Facilities Emergency Application from Renton Civic Theatre and their request for $10,000 to fund a boiler condensate skid tank and pump replacement. Artistic Director Bill Huls joined the meeting, provided information about the need for replacement, and answered questions from the committee. Sudeshna Sen motioned to fund the full $10,000 for the repair. Jessica Ramirez seconded the motion.

MOTION: The Arts Advisory Committee recommends the 4Culture Board approve an award of $10,000 from the Arts Cultural Facilities Emergency and Unforeseen Opportunity fund to Renton Civic Theatre for boiler condensate skid tank and pump. Vote: 4-0-0. Motion by Sudeshna Sen / seconded by Jessica Ramirez.

Nina Yarbrough presented on behalf of Bret Fetzer the Arts Cultural Facilities Unforeseen Opportunity Application from Indigenous Creatives (dba yehaw) and their request for $15,000 to fund site safety and stabilization at their recently acquired house. Executive Director, Asia Tail joined the meeting, provided background information, and answered questions from the AAC. Jessica Ramirez motioned to grant $10,000 for site safety and stabilization. Amy Dukes seconded the motion.

MOTION: The Arts Advisory Committee recommends the 4Culture Board approve an award of $10,000 from the Arts Cultural Facilities Emergency and Unforeseen Opportunity fund to Indigenous Creatives Collective (dba yehaw) for site safety and stabilization at the newly acquired building next door to their existing parcel. Vote: 4-0-0. Motion by Jessica Ramirez / seconded by Amy Dukes.

The next scheduled AAC meeting will occur on Tuesday, June 18, 2024.

For more information, contact Elly Fetter at ellyfetter@4culture.org or (206) 848-0068

HERITAGE ADVISORY COMMITTEE

Prepared by: Lauren Miles
Board Representative: Seth Margolis

The Heritage Advisory Committee (HAC) held a regular meeting via Zoom on May 16, 2024. The committee approved the March minutes.

Chieko Phillips introduced the Greater Kent Historical Society's application to the Heritage Emergency and Unforeseen Opportunity program. The HAC met with Dylan High, Executive Director at Greater Kent Historical Society, to discuss the proposal.

MOTION: The Heritage Advisory Committee recommends that the 4Culture Board accept the Greater Kent Historical Society's request for out of cycle funding in the amount of $1,750. Motion was approved. (Vote: 4-0-0; Motion by Seth Margolis / seconded by Suzanne Greathouse).

Bart J. Cannon delivered an overview of the 2024 Public Free Access funding recommendations.

MOTION: The Heritage Advisory Committee recommends that the 4Culture Board accept the 2024 Public Free Access award recommendations as presented to 41 organizations, for a total program allocation of $300,000. Motion was approved. (Vote: 4-0-0; Motion by Seth Margolis / seconded by Teya Cruz-Uribe).

Chieko Phillips shared several updates on Doors Open and presented on the continued development of the Countywide Initiatives program.

The next HAC meeting is scheduled for 12PM Thursday, July 18, 2024, on Zoom.

For more information, contact Lauren Miles, at lauren.miles@4Culture.org or 206 263-3210.

HISTORIC PRESERVATION ADVISORY COMMITTEE

Prepared by: Emily P. Lawsin
Board Representative: Frank Martin

Barring any Emergency and Unforeseen applications, the Historic Preservation Advisory Committee (HPAC) regularly scheduled meeting for July 11, 2024, is cancelled. The next HPAC Meeting will be held remotely on Teams at 3PM on Thursday, September 12, 2024.

For more information, contact Emily P. Lawsin, at emily.lawsin@4Culture.org or 206 477-3110.

PUBLIC ART ADVISORY COMMITTEE

Prepared by: Fiona Dang
Board Representative: Catherine Nueva España

The Public Art Advisory Committee (PAAC) held a regular meeting on Teams on May 16, 2024.

PAAC approved the project budget, scope and selection methodology as well as the proposed management approach in support of the expansion of art opportunities at the South Renton Transit Center.

PAAC approved the scopes, budgets, and selection methodologies for three opportunities Haddad|Drugan have developed for other artists at the South Annex Base.

For more information, contact Fiona Dang, at fiona.dang@4culture.org or 206-848-0215.

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SEATTLE, WA 98104

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MEETING MINUTES

Committee: Executive Committee
Date: Wednesday, May 22, 2024
Time: 10:00 – 10:50 AM
Location: Teams
Present: Catherine Nueva Espana, Eugenia Woo, Khazm Kogita, Natasha Rivers, Steven Schindler
Staff: Brian J. Carter, Erica Maniez, Jonathan Cunningham

1. Call to Order (Eugenia/2 minutes)
   The meeting was called to order at 10:04 AM.

2. General Business (5 minutes) - **ACTION REQUIRED**

   MOTION #2024-27: Minutes from the Executive Committee's April 17, 2024, meeting were approved as presented. The motion was passed unanimously. (Vote: 5-0-0. Motion by Natasha Rivers/Steven Schindler).

3. Doors Open Update (Brian/10 minutes)

   Brian noted that development of the Implementation Plan continues. The first working draft has gone out to the Executive's office, and they have given us feedback. We also held a deep dive with the Board this week; we want folks to understand the plan and its contents. There will be another deep dive next week. Do you think this is enough for the board to feel comfortable passing the plan in June? Erica will be sending out a recording of the deep dive. Catherine suggested that the board needs to understand how the plan aligns or doesn't align with our strategic plan? Looking at the big picture rather than the details. We can frame the next deep dive within the context of the strategic plan. Eugenia noted that there are folks, like her, who want to get into the details. Brian feels like we are on track; folks are approaching Doors Open from a variety of perspectives. Steven asked how we think about the success of the program, in terms of evaluating not just the organizations we fund, but in terms of metrics on our own work. Are the metrics for us, to evaluate ourselves, or to evaluate grantees? At this moment, Brian says, we are pushing into evaluation more than in the past. We're trying to encourage more qualitative data collection. We're trying to answer three questions: How are we doing internally? Are the applicants having a positive experience, and what impacts are they making? Finally, what are the downstream benefits that residents and community members receive? This is the

hardest one to measure, and the one that we may need the most. We are currently hiring an evaluator to help us assess the practices and stated impacts that our grantees are using. We've talked about some pulse surveys among King County residents that would help define arts and culture experiences as well. We don't want to make data collection extremely onerous for our grantees.

4. Draft May 29, 2024 Board Agenda (All/5 minutes)
   The committee reviewed the drafted board agenda for May 29 meeting.

5. Closed Session-Executive Director Performance Evaluation
   At 10:22 AM, the Executive Committee went into a closed session to talk about the Executive Director's performance evaluation. The closed session ended at 10:38 AM.

6. Adjourn
   The meeting was adjourned at 10:39 AM.

This information is available in alternative format for persons with disabilities at 206 296.8574 TTY.

MEETING MINUTES

Date: April 17, 2024
Committee: Finance Committee
Location: Teams
Committee Present: Leanne Guier, M. M. Purnell-Hepburn, Steven Schindler
Staff: Anadelia Torres, Brian J. Carter, Erica Maniez, Jonathan Cunningham,
                       Mike Griggs, Riza Almanza

1. Call to Order
   Steven Schindler called the meeting to order at 11:01 AM. There was no public comment.

2. New Committee Member
   Jonathan noted that it would be great to have three members on the committee for quorum purposes. Leanne Guier is a recent board member with a long background in financial oversight. She served as a City Council member and a Mayor of the City of Pacific. A summary of her experience was in the Finance packet that went out. Steven nominated Leanne to the Finance Committee and Michelle seconded. Steven welcomed Leanne to the meeting, and to the Finance Committee. Steven suggested that staff and committee members introduce themselves.

3. General Business
   a. Review and approval of February 21, 2024 Finance Meeting minutes.
   b. Review and approval of February 2024 and March 2024 expenditures.
   c. Review current Financials.
      Mike shared the March Financials. The total Budget Amount is based on the budget approved by the Board already; does not yet include Doors Open expenditures. Most of our revenues are from King County, largely Lodging Taxes. Other revenue is from 1% for Art; we've already received $1,000,000, which is on track. Things are on track regarding revenue. On the expense side, direct expenses are the largest category. The bulk of our total budget has been committed; a lot of this work has been postponed into 2025, so those totals won't change much. We have positive variances in most of these areas. We are a little over budget for Personnel due to early hiring for Doors Open. There are some additional new expenses for Doors Open, as we rent additional space at the Prefontaine Building. Brian noted that the Preservation Action Fund represents investments made to a fund that will be used to purchase historically significant properties outside of the City of Seattle where the owner is looking to sell; the

fund purchases the property and then sells it to an owner who will maintain the historic significance and provide some public benefit.

Michelle noted that we are under target for several areas; Mike said that we budget aggressively and that generally, these items are just running late and they remain in the appropriate fund until it's time to pay for them. Each year, we do our best guess regarding what will move forward and at what pace. As a result, we are generally over budget in these areas. Brian noted that Public Art will always operate a little differently; other departments have much shorter, more regular grants, compared with Public Art. Brian suggested that Kelly join a future Finance meeting to talk more about the Public Art process.

Mike went over the Balance Sheet, where four funds are represented. A fifth fund for Doors Open will also be established.

4. 2025 Financial Plan for King County
This will be our first look at the 2025 budget, which we will submit to King County for approval later this summer. We generally do this on a biennial basis, but for this year, King County is doing a one-year plan, so we will be submitting a 2025 Budget, along with an amended 2024 Budget that shows Doors Open funding and impact. We have not factored interest income on Doors Open into the 2025 plan yet. The overall expense breakdown has already been vetted by Chris McGowan at the King County Budget office. We will also submit a Program of Work that corresponds to the budget and includes FTE estimates for each area. Regarding reserves, we have an uncommitted reserve budget of $13 million. We are currently debating what an appropriate level of reserves would be for the Doors Open program. We don't have to have reserves set aside for the program, because it's a temporary program and because specific spending levels have been laid out in the ordinance. Our minimum reserve right now is $13 million; we know we want to spend some of this down. As Doors Open funding comes in, many folks will benefit from the expanded revenue pool but some people and organizations will be left out. We are looking at a one-time fund increase in 2025 that will mitigate folks that are being left out. More thoughts on this in June. Ineligible organizations are local governments, arts agencies, small organizations that aren't 501 C 3. We plan to use lodging tax to bolster the amounts of grant awards available to these left out organizations.

Jonathan will give a process update at the upcoming board meeting. In June, we'll be farther along in the process and will have more answers.

The meeting was adjourned at 12:01 PM.

2024 BOARD MEETING ATTENDANCE

First	Last	January 31		February 28		March 27		April 24		May 29		June 6		September 25		October 30		December 4		Attendance		
		present	phone	present	phone	present	phone	present	phone	present	phone	present	phone	present	phone	present	phone	present	phone	present	phone	total
Staci	Adman		X	X		X			X		X										2	3	**5/5**
Catherine Nueva	Espana		X	X		X		X													3	1	**4/5**
Leanne	Guier	X		X			X	X													3	1	**4/5**
Angie	Hinojos		X		X				X		X											4	**4/5**
Khazm	Kogita				X		X		X		X											4	**4/5**
Afua	Kouyate		X		X		X		X		X											5	**5/5**
Seth	Margolis		X		X		X		X		X											5	**5/5**
Frank	Martin				X		X		X		X											4	**4/5**
Patricia	Moss		X		X																	2	**2/2**
Bryan	Ohno	X		X				X			X										3	1	**4/5**
AC	Petersen		X	X		X			X		X										2	3	**5/5**
Natasha	Rivers		X	X					X		X											5	**5/5**
Latha	Sambamurti		X						X		X											3	**3/5**
Steven	Schindler	X		X				X	X		X										3	2	**5/5**
Neil	Strege						X				X											2	**2/3**
Eugenia	Woo	X			X		X		X		X										1	4	**5/5**

Ex Officio																							
Claudia	Balducci	X		X																	2		**2/5**
Teresa	Mosqueda		X		X		X		X		X											5	**5/5**
Sarah	Perry		X		X						X											3	**3/5**
Sarah	Steen		X		X		X		X		X											5	**5/5**

4Culture - 2024 Board Attendance

6/20/2024