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City of Saint Paul
Planning and Economic Development
2019 Round 1 Cultural STAR Program
Deadline: 2/22/2019

Mizna Mizna: Prose, Poetry, and Art Exploring Arab America

Jump to: [Application Questions](#) [Project Budget](#) [Required Application Documents](#)

\$ 15,000.00 Requested

Submitted: 2/22/2019 11:44:34 AM (Pacific)

Project Contact

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Additional Contacts

none entered

Mizna

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Executive and Artistic Director

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Web <http://mizna.org>

EIN 41-1913423

Application Questions [top](#)

Some answers will not be presented because they are not part of the selected group of questions based on the answer to #1.

Project Summary

1. Please indicate the type of Cultural STAR application you are submitting.

Questions 5-8 relate only to Capital Projects. Special Projects and Organizational Development projects will not see those questions on their application form.

- Special Projects
- Organizational Development
- Capital

2. Using 150 words or less (limit 750 characters), please describe the concept and design of your project (what, where, when), highlighting those areas expected to be funded by Cultural STAR.

Mizna is seeking Cultural STAR support for the publication of two upcoming issues of our literary journal, "Mizna: Prose, Poetry, and Art Exploring Arab America," one of which will accompany our major visual art exhibition, "History Is not Here: Art and the Arab Imaginary." The other will be a special issue featuring queer Arab and Muslim writers. Each issue will be marked by a Journal Release Reading in St. Paul, one at the Minnesota Museum of American Art where the visual art exhibition will be held and the other at Amsterdam Bar and Hall.

3. What type of entity is your organization?

Select one

- Unincorporated Art Group or Individual Artist - use of a fiscal sponsor will be required (see question 4)
- For Profit
- Nonprofit

4. If you are applying as an Unincorporated Art Group or Individual Artist, please provide the name of the fiscal sponsor you plan to use, and their contact information.

If you are not using a fiscal sponsor, please enter N/A in the answer space. For profit and non-profit organizations are not allowed to utilize fiscal sponsors for this program.

N/A

Capital Project Questions

5. Please indicate what type of site control you have on the property where the proposed capital project will take place.

-answer not presented because of the answer to #1-

6. If you are leasing space where the proposed capital project will occur, what are the terms of your lease? If you currently do not have site control, when will you?

-answer not presented because of the answer to #1-

7. Please check all applicable boxes which describe your project.

-answer not presented because of the answer to #1-

8. Please state the size of your current facility and the size of your new or expanded facility and the uses of the space.

-answer not presented because of the answer to #1-

Detailed Project Information

9. Project Schedule -- What are the project's proposed start and end dates? If you are proposing a performance, exhibit, etc., on what dates will it be presented to the public?

Eligible project dates for 2019 Round 1 are July 1, 2019 - June 30, 2020. This program cannot fund events/performances/exhibits, or capital improvements, that take place before July 1, 2019, or that extend beyond June 30, 2020.

July 1, 2019–June 30, 2020

10. Describe the size and type of audience you hope to attract with your project.

1400 journal readers, 260 audience members at two readings

11. What is the estimated number of artists engaged for the project.

40

12. At what Saint Paul venue(s)/location(s) will your project be performed/built/implemented?

Include facility name(s) and street address(es)

The Minnesota Museum of American Art and The Amsterdam

13. Please check the Council Ward(s) in which your office and your project are located. You can check more than one box.

Please consult the Ward map on the Guidelines webpage or at the back of the complete application guidelines.

Ward 1

Ward 2

Ward 3

Ward 4

Ward 5

Ward 6

Ward 7

14. Is your project located in the Cultural District?

Please consult the map of the Cultural District on the Guidelines webpage or at the back of the complete application guidelines.

Yes

No

Narrative Questions

15. Please provide a narrative of your proposed project in approximately 300 words. (limit of 2000 characters; approx. one page) Address the following four Cultural STAR criteria, as listed in the guidelines: Impact, Quality, Ability, and Diversity

There are helpful questions to use to formulate your responses to the STAR Criteria of Impact, Quality, Ability, and Diversity in the "Application Process" section in the program guidelines at www.stpaul.gov/CulturalSTAR

IMPACT Mizna gives voice to Arabs through film, literature, and art. For the Arab American community—routinely written about and portrayed by others in stereotyped and vilified ways—Mizna is a place for our community, by our community. As the only journal in the country focused on Arab lit, Mizna holds an important space on bookshelves and works to redefine the American canon.

STAR funding will allow Mizna to publish two issues of the journal, one of which will be a companion publication for our major visual art exhibition “History Is Not Here: Art and the Arab Imaginary” organized with the Minnesota Museum of American Art (the M), and will feature writing inspired by the themes of the exhibition. This is an ambitious and impactful group show with a dozen acclaimed visual artists and artworks traveling from around the world. The M has received generous STAR funding for their part of the exhibition, and Mizna is seeking support for our journal which will serve as the show’s catalog. Documenting this monumental exhibition which has already been receiving national attention will be an important part of the project.

The other will be a special issue featuring queer Arab and Muslim authors, continuing the work we have done for 20 years to be a space for the diversity of our community, including regarding gender and sexuality.

QUALITY/ABILITY Over its 37 issues, Mizna has developed the know-how to publish an artistically excellent journal that holds an important place in the publishing landscape nationally. We publish, on average 50% Minnesota authors in each issue, and authors receive an honorarium, a rarity in the lit mag world. Mizna will hold Journal Release Readings in Dec 2019 and June 2020 at the M and the Amsterdam, respectively. Held at venues including Studio Z and Open Book, Mizna’s readings have become literary events, often with national authors joining the local lineup.

We will address the DIVERSITY of our project in the Racial Equity section

16. Please list and briefly describe the qualifications and contributions of the key people/artists/personnel/groups involved in your project. (limit of 3000 characters)

Sonia Ali, Editor & Literary Programs Manager

Sonia manages all aspects of the publication and dissemination of Mizna: Prose, Poetry, and Art Exploring Arab America. She oversees the journal production including the selection committee, layout, editing, correspondence with authors, proofreading, and working closely with the printer. She has a degree in English and creative writing, with a special emphasis in publishing. Her interest in Arab American literature, and her history of organizing literary events and festivals brought her to St. Paul from Portland, OR to work Mizna in 2016, where she has since worked on a wide spectrum of literary, arts, and cultural projects.

Lisa Adwan, Copy Editor

Lisa serves on the journal selection committee, copy-edits accepted work, conducts any necessary correspondence with the authors, and proofreads each iteration of the journal until its final proof. Adwan has been editing Mizna since 1999. Her experience includes editing several web sites for the College of Veterinary Medicine at the University of Minnesota, proofreading for Merrill Corporation and the Park Bugle, and she is currently employed as a Quality Assurance Editor for BestMark, Inc. Adwan earned a B.A. in French, with a minor in Spanish, from the University of Illinois at Urbana-Champaign. She has taken numerous courses in editing, proofreading, and grammar at the University of Minnesota.

Lana Salah Barkawi, PhD, Executive Editor/Executive Director.

Lana Barkawi has served as Mizna’s Executive and Artistic Director since 2011. She had previously been a long-time Mizna board member and editor of the literary journal, Mizna: Prose, Poetry, and Art Exploring Arab America. She has a doctorate in biochemistry and has overseen many grant-funded projects, both in the arts and the sciences. Her interest in fostering a local, national, and international space for Arab arts has brought Mizna in partnership with many artists and organizations to present creative work that creates change. Lana currently serves on the board of St. Paul’s Cultural STAR Grant and has served on grant panels for the Knight Foundation and the National Endowment for the Arts.

Heba Amin, MFA, Visual Arts Curator, Mizna

Heba Y. Amin is an Egyptian visual artist, researcher and, currently, visiting assistant professor at the American University in Cairo. She received her MFA at the University of Minnesota and is a DAAD grant recipient, a Rhizome Commissions grant winner and a short-listed artist for the Artraker prize. She is Mizna’s curator of visual art, curator for the biennial residency program DEFAULT with Random Association (IT) and co-founder of the Black Athena Collective. Amin’s projects are research-based investigations addressing the convergence of politics, technology, urbanism, and media and have been shown worldwide with recent exhibitions at the Museum of Modern Art in Warsaw and the Kunstverein in Hamburg.

17. Please describe how this project furthers the city's racial equity goals. (limit of 1000 characters, or about 200 words)

The City of Saint Paul's racial equity goals are as follows: Saint Paul will be a city where race does not predetermine opportunities in education, employment, housing, health and safety.

Mizna's proposed project furthers the city's racial equity goals by offering a quality literary space for Arab, Muslim, and allied writing. By looking in toward our community, we provide an important opportunity for Arab and Muslim readers to see an aspect of their story reflected on the page--a powerful experience for marginalized people. By looking outward to the broader community, we value the cultural connections that art and literature can make--the important opportunities for seeing the humanity in another person's story and feeling a spark of recognition and empathy. Through Mizna's journal, writers who don't have similar opportunities in mainstream literary spaces have the opportunity to hone their voice, and emerging writers have the opportunity to be published alongside major authors like Naomi Shihab Nye and Marilyn Hacker

Organization Information

18. What is your organization's mission or purpose?

Mizna is forum for Arab film, literature, and art. Based in the Twin Cities, Mizna centers artistically excellent, contemporary expressions of Arab American culture. We publish the literary journal Mizna: Prose, Poetry and Art Exploring Arab America, produce the Twin Cities Arab Film Festival, and offer varied other readings, art projects, and community events involving a diverse range of Arab and Muslim artists. Mizna is a space to write back and claim our own narratives.

19. What is the amount of your CURRENT YEAR Operating Budget?

\$303,535

20. Employees

Please indicate total number of FTE's, and the number of full and part time employees.

2.7 FTE, 6 Part-time Employees

21. Patrons/Audience

Please indicate total annual number of patrons and/or audience members of your organization.

1600--Journal, 1500--Film Fest, ~5000--public sculpture ("Alien Technology II" by Monira Al Qadiri)

22. Please list the past City financial support you've received during the past five years? (Cultural STAR, Neighborhood STAR, CDBG, etc)

For each project supported with City funds, list the project name, the year, source/program and amount received and any remaining balances. (e.g. Culture Fest, 2010 Cultural STAR Grant - \$10,000; remaining \$2,500)

2014 Cultural STAR Grant=\$6,000; \$0 Remaining

2016 Cultural STAR Grant=\$12,000; \$0 Remaining

2017 Cultural STAR Grant=\$10,000; \$0 Remaining

23. Are you or have you ever been in an adverse lending relationship between your entity, including principals, and the City?

Examples: default, delinquent payments, litigation

No

24. If you received Cultural STAR support last year, please briefly describe the project, focusing on the value and learning you gained from implementing the project, and how it will impact the implementation of future projects.

Include project name; amount of STAR funding and total project budget amount; audience size; results of the project, major successes, and lessons learned

N/A

25. How did you hear about the Cultural STAR program?

- City of Saint Paul elected official or employee
- City of Saint Paul website
- Cultural STAR Board Member
- Friend/Colleague
- Previous applicant/grantee
- Social Media
- Other:

Project Budget [top](#)

PROJECT INCOME

Individuals

Secured

Pending

Prospective

TOTAL

\$ 0.00

Foundations and Corporations			\$ 10,000.00	\$ 10,000.00
Cultural STAR request		\$ 15,000.00		\$ 15,000.00
Other government funds	\$ 5,000.00	\$ 5,000.00		\$ 10,000.00
Organizational funds				\$ 0.00
In-kind services/supplies	\$ 500.00			\$ 500.00
Sweat Equity (Capital Projects)				\$ 0.00
Subscriptions and Journal Sales			\$ 7,500.00	\$ 7,500.00
Other (provide details)				\$ 0.00
Other (provide details)				\$ 0.00
Total		\$ 5,500.00	\$ 20,000.00	\$ 17,500.00 \$ 43,000.00

PROJECT EXPENSES	Cultural STAR Funds	Other Funds	TOTAL
Artistic Personnel-Employees/Contractors	\$ 4,000.00	\$ 3,000.00	\$ 7,000.00
Administrative-Employees/Contractors		\$ 15,000.00	\$ 15,000.00
Supplies	\$ 0.00	\$ 0.00	\$ 0.00
Printing and Postage	\$ 10,000.00	\$ 4,500.00	\$ 14,500.00
Marketing/Promotions		\$ 2,000.00	\$ 2,000.00
Facilities/Equipment (Venue rental)	\$ 500.00	\$ 500.00	\$ 1,000.00
Transportation		\$ 2,000.00	\$ 2,000.00
ADA-related costs (e.g. sign language interpreters, signage, printing)		\$ 500.00	\$ 500.00
Fiscal Sponsor Fee			\$ 0.00
Audio and Photo Documentation	\$ 500.00	\$ 500.00	\$ 1,000.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Total	\$ 15,000.00	\$ 28,000.00	\$ 43,000.00

Project Budget Narrative

PROJECT INCOME

>Foundations & Corporations: National Network of Arab American Communities \$5000

(Prospective); Center for Arab American Philanthropy \$5000 (Prospective).

>Other Government Funds: National Endowment of the Arts (\$5000 secured and \$5000 prospective for Jan-Jun 2020)

>The M's space will be free of charge. Value = \$500.

>Based on recent data, we project our journal sales and subscriptions to be \$7500

PROJECT EXPENSES

Artistic Personnel:

>\$7000 in honoraria for 40 authors and artists published over two journals (\$100 each), for an honorarium for the guest editor of the Queer issue (\$1600)

>\$1400 for 7 authors reading over 2 events (\$200 each)

Administrative Personnel

>\$10,000 Editor (0.3 FTE)

>\$2000 Copyeditor (Independent Contractor)

>\$1000 Visual Art Curator (Independent Contractor)

>\$2000 Mizna Director (0.04 FTE)

Printing and Postage

>Journal printing \$11,800

>Subscription card and Postcard printing \$500

>\$2200 Shipping

Marketing and Promotions

>Journal ads in Poets & Writers Magazine, Third Rail Quarterly, and other print and online platforms

- >Facebook sponsored ads for release readings
- >Postcard mailings to promote readings

Venue Rental

- >Amsterdam Bar & Hall Rental. 4 hours x \$125/h
- >The M's Contemporary Gallery. 4 hours x \$125/h

Required Application Documents [top](#)

Documents Requested *	Required?	Attached Documents *
Applicant Description Please attach a one page description of your entity - mission, structure, current audiences served, membership, staff, etc.	✓	Applicant Description
Board of Directors/Advisory Committee Attach a one page list of current officers, principles or board/advisory committee members	✓	Board of Directors
Last three years Organizational Income and Expense Statements One-page statements for each year are preferred. Do not include the current year's statement. These statements should reflect the organization's actual revenues and expenditures.	✓	Mizna Income and Expense Three Years
Tax Status Documentation Attach a copy of your organization's IRS tax exempt status determination letter; OR Articles of incorporation for a for-profit entity; OR A copy of your fiscal sponsor's IRS tax-exempt status determination letter.	✓	IRS Letter
Audited Financial Statements (or Form 990) for most recent fiscal year	✓	990 2017 Mizna
Letter of Intent from Fiscal Sponsor, if applicable		
Documents to support your proposal, such as letters of support, photos, press clippings and other marketing materials from your organization, organizational or annual reports, etc (Optional)		
For Capital Projects, photos and/or drawings of your capital improvement (Optional)		

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Application ID: 137461

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City of Saint Paul
Planning and Economic Development
2019 Round 2 Cultural STAR Program
Deadline: 8/23/2019

Katha Dance Theatre World Premiere of “Shaamya – Of Equality” in St. Paul

Jump to: [Application Questions](#) [Project Budget](#) [Required Application Documents](#)

\$ 25,000.00 Requested

Submitted: 8/23/2019 11:53:16 AM (Pacific)

Project Contact

Rita Mustaphi
info@kathadance.org
Tel: 612-709-0138

Additional Contacts

none entered

Katha Dance Theatre

5444 Orchard Avenue, North
Crystal, MN 55429-3246

Executive Director

Kalyan Mustaphi
Kalyan.kathadancetheatre@gmail.com

Telephone 763-533-0756

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Web www.kathadance.org

EIN 36-3557119

Application Questions [top](#)

Some answers will not be presented because they are not part of the selected group of questions based on the answer to #1.

Project Summary

1. Please indicate the type of Cultural STAR application you are submitting.

Questions 5-8 relate only to Capital Projects. Special Projects and Organizational Development projects will not see those questions on their application form.

- Special Projects
- Organizational Development
- Capital

2. Using 75 words or less (limit 400 characters), briefly describe your project (what, where, when), touching on the goal or intent of your project, and noting those areas expected to be funded by Cultural STAR.

KDT seeks \$25,000 to support the artists & advertising of our world premiere: Shaamya – Of Equality. This unique work combines the traditional Kathak choreography of India with an original gospel/blues/R&B score. EQUALITY will use spoken word, songs & dance to explore inequalities faced by communities of color, & premieres in the proscenium auditorium at Park Square Theatre from Oct.28-Nov.1, 2020

3. What type of entity is your organization?

Select one

- Unincorporated Art Group or Individual Artist - use of a fiscal sponsor will be required (see question 4)
- For Profit
- Nonprofit

4. If you are applying as an Unincorporated Art Group or Individual Artist, please provide the name of the fiscal

sponsor you plan to use, and their contact information. 100% of projects using a fiscal sponsor must take place in the Cultural District.

If you are not using a fiscal sponsor, please enter N/A in the answer space. For profit and non-profit organizations are not allowed to utilize fiscal sponsors for this program.

N/A

Capital Project Questions

5. Please indicate what type of site control you have on the property where the proposed capital project will take place.

-answer not presented because of the answer to #1-

6. If you are leasing space where the proposed capital project will occur, what are the terms of your lease? If you currently do not have site control, when will you?

-answer not presented because of the answer to #1-

7. Please check all applicable boxes which describe your project.

-answer not presented because of the answer to #1-

8. Please state the size of your current facility and the size of your new or expanded facility and the uses of the space.

-answer not presented because of the answer to #1-

Detailed Project Information

9. Project Schedule -- What are the project's proposed start and end dates? If you are proposing a performance, exhibit, etc., on what dates will it be presented to the public?

Eligible project dates for 2019 Round 2 are January 1, 2020 - December 31, 2020. This program cannot fund events/performances/exhibits, or capital improvements, that take place before January 1, 2020, or that extend beyond December 31, 2020.

Starting date: February 1, 2020; Ending date: December 1, 2020. Performance dates: October 28 - November 1, 2020.

10. Describe the size and type of audience you hope to attract with your project.

Park Square proscenium auditorium in the Historic Hamm Building seats 350. KDT anticipates drawing a culturally diverse audience of approximately 1000 (mainly Asian Indian, African American & Caucasians) to its four performances for students & adults.

11. What is the estimated number of artists engaged for the project.

Approximately 20 artists will be involved in this world premiere (e.g. 8-10 dancers, 4-5 musicians, poet, production designers (scenic artists, costume designer, lighting designer, board ops, etc.).

12. At what Saint Paul venue(s)/location(s) will your project be performed/built/implemented?

Include facility name(s) and street address(es)

Park Square Theatre's proscenium auditorium in the Historic Hamm Building, 20 West 7th Place, Saint Paul, MN 55102

13. Please check the Council Ward(s) in which your office and your project are located. You can check more than one box.

Please consult the Ward map on the Guidelines webpage or at the back of the guidelines packet, or look up the address(es) using the City's lookup map here

Ward 1

Ward 2

Ward 3

Ward 4

Ward 5

Ward 6

Ward 7

14. Is your project located in the Cultural District?

Please consult the map of the Cultural District on the Guidelines webpage or at the back of the complete application guidelines.

Yes

Narrative Questions

15. Please provide a narrative of your proposed project in approximately 300 words. (limit of 2000 characters; approx. one page) Address the following four Cultural STAR criteria, as listed in the guidelines: Impact, Quality, Ability, and Diversity

There are helpful questions to use to formulate your responses to the STAR Criteria of Impact, Quality, Ability, and Diversity in the "Application Process" section in the program guidelines at www.stpaul.gov/culturalSTAR.

IMPACT

Shaamya – Of Equality will draw KDT's loyal audiences & J.D. Steele's fans to downtown St. Paul. KDT's audience comes from the Asian Indian community comprising more than 40,000 in the metro area. Mr. Steele is a renowned composer/performer from a famous family of African American musicians. We anticipate that our unique yet authentic combination of Asian Indian choreography to African American music will draw 1,000+ audience members.

QUALITY

Founded in 1987, KDT is MN's only Kathak company & has an active repertory of 50+ works. Artistic Director, Rita Mustaphi, is internationally known for her innovative work that preserves Kathak traditions while creating multi-cultural, multi-disciplinary shows with a mission to create, perform & educate through dance, music, poetry & storytelling. J.D. Steele is a respected composer/singer who has performed/recorded with the top names in the music industry.

ABILITY

The staff & board of Park Square Theatre & KDT are committed to this project. Financial support includes operating funds, ticket sales & project specific grants. They will create marketing materials & outreach programming to promote the performance to its existing constituents & J.D. Steele's audiences, as well as to the wider Twin Cities communities via the Internet, social media & print media.

Jan 2020 Work-in-progress showing (NOT part of this project)

Feb Revisions & completion of score/choreography

May Production design & marketing begins

June/Sept Rehearsals begin. Production completed

Oct EQUALITY performances

Dec 2020 Evaluation

DIVERSITY

The team includes an Asian Indian choreographer & African American composer. The show is designed to foster discussion on issues of equal treatment of people. Performances will feature post-show discussions with panelists from various communities. KDT audiences are highly diverse: 7% Asian, 28% Indians, 15% African, 43% Caucasian, 5% Hispanic & 2% Native American.

16. Please list and briefly describe the qualifications and contributions of the key people/artists/personnel/groups involved in your project. (limit of 3000 characters)

Rita Mustaphi, Choreographer/Dancer

Rita Mustaphi is the Founder and Artistic Director of KDT. As a choreographer, dancer & educator, she is known internationally for her innovative work that preserves Kathak traditions while creating multi-cultural, multi-disciplinary shows that incorporate spoken word, live and commissioned music and multiple production elements. Under her vision & leadership, KDT is renowned for its dynamic productions, distinctive movement style and technical virtuosity. Ms. Mustaphi's carefully crafted storytelling is recognized as profoundly moving and effortlessly intimate. Her work has been supported by the NEA, Minnesota State Arts Board, The McKnight Foundation, the Jerome Foundation and many others. She is a recipient of three McKnight Fellowships for choreography, a Leadership award from the Council of Asian Pacific Minnesotans, a Lifetime Achievement award from the India Association of MN and an Education award from the Ordway Center for the Performing Arts in the Excellence in Vision category.

J.D. Steele, Composer/Performer

J.D. Steele exploded onto the Minnesota music scene in the mid 1980's along with Prince, Jimmy Jam, Terry Lewis, Soul Asylum and The Steeles, putting Minnesota on the National music map. He began his career singing and arranging jingles for local and national spots including Kodak, Target, and other national brands. Mr. Steele has been commissioned for ten original musicals and collaborated on another six. His work for the stage includes evening length works for: Katha Dance Theatre, History Theatre, Zorongo Flamenco Dance, Mixed Blood Theatre in the Twin Cities, and The Center For Cultural Exchange in Portland, ME. JD's many credits also include a cameo in the Prince produced movie "Graffiti Bridge", and songwriting and arranging credits for the movies "Corrina, Corrina" (Whoopi Goldberg), "Blankman" (Damon Wayans), and the award-winning documentary "Hoop Dreams." He was also nominated for an Emmy for the P.B.S. version of "Gospel at Colonus."

Park Square Theatre

Located in downtown St. Paul, Park Square is a professional theatre with an Actor's Equity Association agreement. Its mission is to enrich individuals & the community by producing & presenting exceptional live theatre that touches the heart, engages the mind & delights the spirit. Its mission is well-aligned with KDT's mission, & with its long history of presenting theater that explores issues of diversity, equity & inclusion, the theatre is an excellent presenting partner for 'Shaamya - Of Equality'.

India Association of Minnesota (IAM)

IAM was founded in 1973 as a non-profit organization seeking to advance cultural understanding between cultural communities, & giving a sense of identity & community to people who are of Asian Indian heritage or who have an interest in India. IAM will help in marketing KDT's production of Shaamya - Of Equality in the Asian Indian community & provide panelists for post-show discussion.

17. Please describe how this project furthers the city's racial equity goals. (limit of 1000 characters, or about 200 words)

The City of Saint Paul's racial equity goals are as follows: Saint Paul will be a city where race does not predetermine opportunities in education, employment, housing, health and safety.

Shaamya – Of Equality will further St. Paul's racial equity goals because it focuses on questions of how people can be treated more equality regardless of their cultural or racial heritage. Using "Of Equality" by poet Kazi Nazrul Islam (1899 – 1976) as inspiration, Mr. Steele & KDT's Rita Mustaphi will create a new work that clearly echoes the poet's words "Let us transcend all barriers, let us forsake all smallness and accept our differences to embrace each other!" Following the insightful songs, text & dancing of the production, KDT will provide post-show discussions for students & adults with panelists from diverse communities to explore issues common to racial minorities.

Audiences who attend EQUALITY will:

Gain greater understanding of the difficulties faced by people from minority communities

Have a platform for expressing their concerns & hopes around equal treatment in society

Practice engaging in thoughtful conversations about we can make our community more inclusive.

Organization Information

18. What is your organization's mission or purpose?

Katha Dance Theatre (KDT) creates, performs and educates through the arts of dance, music, poetry and storytelling. Rooted in Kathak, the classical dance style of North India, Katha Dance Theatre is dedicated to making Kathak dance accessible, inclusive and relevant. It enhances the community by bridging diverse cultures and audiences to contribute to life's infinite artistic expressions. Our goal is to: Dance. Discover. Transform.

19. What is the amount of your CURRENT YEAR Operating Budget?

\$280,000

20. Employees

Please indicate total number of FTE's, and the number of full and part time employees.

Katha Dance Theatre has 1 full-time staff member, our Artistic Director, and 4 part-time staff including our Executive Director, PR/Marketing Director, Tour/School/Outreach Manager & Grant Writer. We also have a paid professional company of 8 dancers.

21. Patrons/Audience

Please indicate total annual number of patrons and/or audience members of your organization.

Each year, Katha Dance Theatre regularly engages between 5,000 and 8,000 thousand patrons each year (depending on our touring schedule). Typically, approximately 2,500 of these individuals are students.

22. Please list the past City financial support you've received during the past five years? (Cultural STAR, Neighborhood STAR, CDBG, etc)

For each project supported with City funds, list the project name, the year, source/program and amount received and any remaining balances. (e.g. Culture Fest, 2010 Cultural STAR Grant - \$10,000; remaining \$2,500)

2015 Cultural STAR grant for PAURUSH – The Masculine -- \$9,000, and no remaining balance.

2016 Cultural STAR Grant for RITU – The Seasons – \$7,500, and no remaining balance.

2018 Cultural STAR Grant for PARAMPARA – The Tradition -- \$10,000, and no remaining balance.

23. Are you or have you ever been in an adverse lending relationship between your entity, including principals, and the City?

Examples: default, delinquent payments, litigation

No

24. If you received Cultural STAR support last year, please briefly describe the project, focusing on the value and learning you gained from implementing the project, and how it will impact the implementation of future projects.

Include project name; amount of STAR funding and total project budget amount; audience size; results of the project, major successes, and lessons learned

During the Summer of 2018, Katha Dance Theatre (KDT) presented PARAMPARA – The Tradition at The O’Shaughnessy in St. Paul for a culturally diverse audience of nearly 1,000 youth, adults and seniors. This was an extraordinary evening of Kathak dance and music featuring the celebrated traditions of India’s finest artists. This was a highly successful program that engaged the skills of 10 local, national and international artists – 13 dancers, 4 musicians and 3 designers – of the highest quality.

The evening featured two living legends of Kathak dance and music, Pandit Pirju Maharaj (internationally recognized as the greatest living exponent of the North Indian classical style of Kathak dance) and Ustad Zakir Hussain (the pre-eminent classical table virtuoso of our time), respectively. The evening also feature Kathak dances by Maharaj’s company, Kalashram, along with his family of children & grandchildren and by KDT’s company of professional dancers under the direction of Rita Mustaphi. This was also a great opportunity for our local professional Kathak dancers and students in our Kathak School of Dance to meet, and in some cases perform, with the Kalashram company of dancers and their guru.

Special master classes conducted by Birju Maharaj & Company were attended by 108 dancers from the community who learned this unique dance form Kathak which incorporates rhythmic virtuosity, compelling storytelling, poetry recitation, song, swift and subtle movement, and a rich philosophy whose roots extend thousands of years.

One of the key lessons learned from this program is that the local Twin Cities community – people of all cultural backgrounds – have a tremendous appetite for engaging with renowned international artists. We had an extremely diverse audience composed of Asian Indians, Caucasians, African Americans, Asian Americans and Hispanics (in that order of descending percentages). At the same time, only a few of our audience members were well-acquainted with these wonderful international artists and even fewer had ever had the chance to see them in person. However, the majority of our audience was drawn to the program by our marketing of the program and relished the opportunity for a completely new experience.

25. How did you hear about the Cultural STAR program?

- City of Saint Paul elected official or employee
- City of Saint Paul website
- Cultural STAR Board Member
- Friend/Colleague
- We have applied for/received Cultural STAR funding in the past
- Social Media
- Other:

Project Budget [top](#)

PROJECT INCOME	Secured	Pending	Prospective	TOTAL TOTAL
Individuals	\$ 1,000.00			\$ 1,000.00
Foundations and Corporations	\$ 10,000.00			\$ 10,000.00
Cultural STAR request			\$ 25,000.00	\$ 25,000.00
Other government funds	\$ 10,000.00		\$ 10,000.00	\$ 20,000.00
Organizational funds	\$ 4,040.00			\$ 4,040.00
In-kind services/supplies				\$ 0.00
Sweat Equity (Capital Projects)				\$ 0.00
Other (provide details)			\$ 12,000.00	\$ 12,000.00
Other (provide details)				\$ 0.00
Other (provide details)				\$ 0.00
Total	\$ 25,040.00	\$ 0.00	\$ 47,000.00	\$ \$ 0.00
				72,040.00

PROJECT EXPENSES	Cultural STAR Funds	Other Funds	TOTAL	TOTAL
Artistic Personnel-Employees/Contractors	\$ 15,000.00	\$ 29,680.00	\$ 44,680.00	
Administrative-Employees/Contractors	\$ 1,500.00	\$ 2,360.00	\$ 3,860.00	
Supplies	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00	
Printing and Postage	\$ 1,000.00	\$ 1,150.00	\$ 2,150.00	

Marketing/Promotions	\$ 2,500.00	\$ 3,700.00	\$ 6,200.00	
Facilities/Equipment	\$ 3,000.00	\$ 3,500.00	\$ 6,500.00	
Transportation	\$ 200.00	\$ 900.00	\$ 1,100.00	
ADA-related costs (e.g. sign language interpreters, signage, printing)	\$ 100.00	\$ 200.00	\$ 300.00	
Fiscal Sponsor Fee			\$ 0.00	
Other - Video recording & editing	\$ 200.00	\$ 1,300.00	\$ 1,500.00	
Other - Audio recording & editing	\$ 500.00	\$ 2,250.00	\$ 2,750.00	
Other - Misc.		\$ 1,000.00	\$ 1,000.00	
Other (provide details)			\$ 0.00	
Other (provide details)			\$ 0.00	
Other (provide details)			\$ 0.00	
Other (provide details)			\$ 0.00	
Other (provide details)			\$ 0.00	
Total	\$ 25,000.00	\$ 72,040.00	\$ 0.00	\$ 0.00
		47,040.00		

Project Budget Narrative

Income

- For the creation of music, collaborator JD Steele has secured \$10,000 from a National funder, New Music USA
- KDT has secured \$10,000 from the National Endowment For the Arts
- Organizational fund of \$4,040 has been secured from General Operating Support Funds of Minnesota State Arts Board and the McKnight Foundation

For the prospective sections:

- We will apply to Metropolitan Regional Arts Council for \$10,000
- Ticket sale will bring approximately \$12,000

Expenses

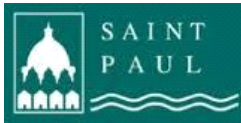
- Artistic Personnel expenses include professional fees for musicians (5), dancers(10-14) & poet for all the creation, rehearsals and performances.

Required Application Documents [top](#)

Documents Requested *	Required?	Attached Documents *
Applicant Description Please attach a one page description of your entity - mission, structure, current audiences served, membership, staff, etc.	✓	KDT Description 2019
Board of Directors/Advisory Committee Attach a one page list of current officers, principles or board/advisory committee members	✓	2018 - 2020 KDT Board of Directors
Last three years Organizational Income and Expense Statements One-page statements for each year are preferred. Do not include the current year's statement. These statements should reflect the organization's actual revenues and expenditures.	✓	KDT Financial Statement 2015-16 KDT Financial Statement 2016-17 KDT Financial Statement 2017-18
Audited Financial Statements (or Form 990) for most recent fiscal year	✓	KDT 990 2017-18
Letter of Intent from Fiscal Sponsor, if applicable		
Documents to support your proposal, such as letters of support, photos, press clippings and other marketing materials from your organization, organizational or annual reports, etc (Optional)		Support Letter KDT General Information Brochure Review KDT's Pourush - The Masculine
For Capital Projects, photos and/or drawings of your capital improvement (Optional)		

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City of Saint Paul
Planning and Economic Development
2019 Round 1 Cultural STAR Program
Deadline: 2/22/2019

FilmNorth
Data Study Of the Filmmaking Landscape

Jump to: Application Questions Project Budget Required Application Documents

\$ 10,000.00 Requested

Submitted: 2/22/2019 9:51:57 AM (Pacific)

Project Contact

Nancy Paul
npaul@myfilmnorth.org
Tel: 6516441912

Additional Contacts

none entered

FilmNorth

550 Vandalia St Ste 120
Saint Paul, MN 55114-1943

Executive Director

Andrew Peterson
apeterson@myfilmnorth.org

Telephone 6516441912

Fax
Web www.myfilmnorth.org
EIN 41-1594894

Application Questions top

Some answers will not be presented because they are not part of the selected group of questions based on the answer to #1.

Project Summary

1. Please indicate the type of Cultural STAR application you are submitting.

Questions 5-8 relate only to Capital Projects. Special Projects and Organizational Development projects will not see those questions on their application form.

- Special Projects
Organizational Development
Capital

2. Using 150 words or less (limit 750 characters), please describe the concept and design of your project (what, where, when), highlighting those areas expected to be funded by Cultural STAR.

FilmNorth will conduct a deep study into the filmmaking and media arts landscape in Saint Paul to identify potential threats, new opportunities, and unmet needs. We will hire an independent consultant to interview our members, students, partner organizations, funders, alumni, and audiences, with administrative support from the FilmNorth staff and Board of Directors. The data collected will point to new areas of opportunities and growth, the elimination of redundant programming and services, and identify new partnerships. We will publish our findings to share with other arts organizations that conduct programming in Saint Paul. This robust, in-depth study begins in July 2019 and concludes in June 2020.

3. What type of entity is your organization?

Select one

- Unincorporated Art Group or Individual Artist - use of a fiscal sponsor will be required (see question 4)
For Profit
Nonprofit

4. If you are applying as an Unincorporated Art Group or Individual Artist, please provide the name of the fiscal sponsor you plan to use, and their contact information.

If you are not using a fiscal sponsor, please enter N/A in the answer space. For profit and non-profit organizations are not allowed to utilize fiscal sponsors for this program.

N/A

Capital Project Questions

5. Please indicate what type of site control you have on the property where the proposed capital project will take place.

-answer not presented because of the answer to #1-

6. If you are leasing space where the proposed capital project will occur, what are the terms of your lease? If you currently do not have site control, when will you?

-answer not presented because of the answer to #1-

7. Please check all applicable boxes which describe your project.

-answer not presented because of the answer to #1-

8. Please state the size of your current facility and the size of your new or expanded facility and the uses of the space.

-answer not presented because of the answer to #1-

Detailed Project Information

9. Project Schedule -- What are the project's proposed start and end dates? If you are proposing a performance, exhibit, etc., on what dates will it be presented to the public?

Eligible project dates for 2019 Round 1 are July 1, 2019 - June 30, 2020. This program cannot fund events/performances/exhibits, or capital improvements, that take place before July 1, 2019, or that extend beyond June 30, 2020.

July 1, 2019 - June 30, 2020

10. Describe the size and type of audience you hope to attract with your project.

We are seeking an Organizational Development grant to help better understand our constituency and the needs of the community. In the end, we will strengthen our organization to better serve 2,000 filmmakers and media artists in Saint Paul.

11. What is the estimated number of artists engaged for the project.

As we conduct our study, we will gather input from 500 artists.

12. At what Saint Paul venue(s)/location(s) will your project be performed/built/implemented?

Include facility name(s) and street address(es)

FilmNorth, 550 Vandalia St Ste 120, Saint Paul, MN 55114-1943

13. Please check the Council Ward(s) in which your office and your project are located. You can check more than one box.

Please consult the Ward map on the Guidelines webpage or at the back of the complete application guidelines.

- Ward 1
- Ward 2
- Ward 3
- Ward 4
- Ward 5
- Ward 6
- Ward 7

14. Is your project located in the Cultural District?

Please consult the map of the Cultural District on the Guidelines webpage or at the back of the complete application guidelines.

- Yes
- No

Narrative Questions

15. Please provide a narrative of your proposed project in approximately 300 words. (limit of 2000 characters; approx. one page) Address the following four Cultural STAR criteria, as listed in the guidelines: Impact, Quality, Ability, and Diversity

There are helpful questions to use to formulate your responses to the STAR Criteria of Impact, Quality, Ability, and Diversity in the "Application Process" section in the program guidelines at www.stpaul.gov/CulturalSTAR

Due to recent changes in programming, realignment of funding guidelines, and expansion of venues for independent film, the landscape for independent filmmakers and media artists has shifted. With these changes, there are services and funding once offered that are no longer available, duplication of services, and opportunities to engage new audiences. However, we don't have strong data that paints the full picture. This study will help us better understand where there are unmet needs and where there are opportunities for growth.

Andrew Peterson, FilmNorth Executive Director, will oversee the project. Andrew is a dynamic leader with deep connections in the filmmaking community. Deacon Warner, Youth Education Director, will make introductions in his network of youth arts learning leaders, as well as to participants and alumni of our youth programs. A committee made up of members of our Board of Directors and FilmNorth staff will issue an RFP, review proposals, and hire a consultant who has the skills and ability to conduct a long-term study.

The consultant will create a survey and conduct in-person and online interviews with constituents, students, alumni, funders, and leaders of film and arts organizations. Results will be used to create a five-year strategic plan, and a report will be published. We will issue an RFP in July, a consultant will be selected in August, and interviews will begin in September. The consultant will conduct interviews and compile data between September and April. In June, results will be shared with FilmNorth, and a report will be published.

FilmNorth strives to create an environment that is diverse, inclusive, and equitable. This study will help us better understand the barriers to participation for communities of color, women, people from low-income households, and the LGBTQA+ communities. The study will then guide us in creating a strategic plan that increases the diversity in participants and audiences.

16. Please list and briefly describe the qualifications and contributions of the key people/artists/personnel/groups involved in your project. (limit of 3000 characters)

Andrew Peterson, Executive Director

FilmNorth is led by Andrew Peterson, and he will oversee the administration of the study. Andrew holds an MFA from New York University Graduate Film School and has written and directed several acclaimed short films, which have screened at numerous film festivals, museums, and on US and British television. Andrew also serves as Director of Programming for the Provincetown International Film Festival, a position he's held since 2006. From 2008-2012 Andrew served as Vice President of Production for Werc Werk Works, an independent film production and finance company based in Minneapolis, Minnesota. He has also worked for the Sundance Institute and Walker Art Center and was a Contributing Editor for City Pages.

Deacon Warner, Youth Education Director

Deacon Warner will coordinate interviews between the consultant and participants and alumni of FilmNorth's extensive youth programs, as well as with leaders at other arts organizations providing arts learning experiences for youth. Deacon has over 20 years of experience in the Saint Paul and Minneapolis schools, 12 of which were teaching in the classroom. He is also an accomplished filmmaker.

FilmNorth will issue an RFP to hire an outside, independent consultant for the project. A committee made up of members of the Board of Directors and FilmNorth staff will select the consultant from the pool of applicants. Highest consideration will be given to the quality of studies conducted in the past, diversity, and the experience level of the consultant. Preference will be given to applicants with experience in the arts.

17. Please describe how this project furthers the city's racial equity goals. (limit of 1000 characters, or about 200 words)

The City of Saint Paul's racial equity goals are as follows: Saint Paul will be a city where race does not predetermine opportunities in education, employment, housing, health and safety.

A study of the filmmaking landscape in Saint Paul will include questions about diversity, equity and inclusion and will help FilmNorth better understand the barriers to participation for communities of color, with the goal of eliminating those barriers. FilmNorth provides access to film and media arts for all Minnesotans, and the core of our mission is to ensure that the filmmaking community is diverse – that people of color have the same access and inclusion in the field. We have established a Diversity, Inclusion, and Equity Task Force, made up of FilmNorth board members and community volunteers to evaluate FilmNorth programming to ensure that we are diverse, inclusive, and equitable to all participants.

Organization Information

18. What is your organization's mission or purpose?

FilmNorth's mission is to empower artists to tell their stories, launch and sustain successful careers, and advance The North as a leader in the national network of independent filmmakers. We achieve our mission by nurturing a vibrant, diverse community of film and media artists; providing education and resources at every stage of their careers; and celebrating their achievements.

19. What is the amount of your CURRENT YEAR Operating Budget?

\$691,751

20. Employees

Please indicate total number of FTE's, and the number of full and part time employees.

4 full time employees; 4 part time employees

21. Patrons/Audience

Please indicate total annual number of patrons and/or audience members of your organization.

4,000

22. Please list the past City financial support you've received during the past five years? (Cultural STAR, Neighborhood STAR, CDBG, etc)

For each project supported with City funds, list the project name, the year, source/program and amount received and any remaining balances. (e.g. Culture Fest, 2010 Cultural STAR Grant - \$10,000; remaining \$2,500)

Tia-Simone Gardner Exhibition, 2017 Cultural STAR Grant - \$8,000; remaining \$0

Acoustic Tile Installation, 2016 Neighborhood STAR Grant - \$5,000; remaining \$0

23. Are you or have you ever been in an adverse lending relationship between your entity, including principals, and the City?

Examples: default, delinquent payments, litigation

No

24. If you received Cultural STAR support last year, please briefly describe the project, focusing on the value and learning you gained from implementing the project, and how it will impact the implementation of future projects.

Include project name; amount of STAR funding and total project budget amount; audience size; results of the project, major successes, and lessons learned

N/A

25. How did you hear about the Cultural STAR program?

- City of Saint Paul elected official or employee
- City of Saint Paul website
- Cultural STAR Board Member
- Friend/Colleague
- Previous applicant/grantee
- Social Media
- Other:

Project Budget [top](#)

PROJECT INCOME	Secured	Pending	Prospective	TOTAL
Individuals				\$ 0.00
Foundations and Corporations		\$ 20,000.00	\$ 0.00	\$ 20,000.00
Cultural STAR request		\$ 10,000.00		\$ 10,000.00
Other government funds				\$ 0.00
Organizational funds				\$ 0.00
In-kind services/supplies				\$ 0.00
Sweat Equity (Capital Projects)				\$ 0.00
Other (provide details)				\$ 0.00
Other (provide details)				\$ 0.00
Other (provide details)				\$ 0.00
Total	\$ 0.00	\$ 30,000.00	\$ 0.00	\$ 30,000.00

PROJECT EXPENSES	Cultural STAR Funds	Other Funds	TOTAL
Artistic Personnel-Employees/Contractors			\$ 0.00
Administrative-Employees/Contractors	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00
Supplies		\$ 500.00	\$ 500.00
Printing and Postage	\$ 0.00	\$ 1,000.00	\$ 1,000.00
Marketing/Promotions		\$ 3,500.00	\$ 3,500.00
Facilities/Equipment		\$ 1,000.00	\$ 1,000.00
Transportation			\$ 0.00
ADA-related costs (e.g. sign language interpreters, signage, printing)		\$ 500.00	\$ 500.00
Fiscal Sponsor Fee			\$ 0.00
Board Training Sessions for Strategic Planning		\$ 3,500.00	\$ 3,500.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Other (provide details)			\$ 0.00
Total	\$ 10,000.00	\$ 20,000.00	\$ 30,000.00

Project Budget Narrative

Funds from Cultural STAR will be used to hire a consultant to conduct the study, which we estimate will cost a total of \$15,000. Matching funds will be used for the remaining \$5,000 and to pay the Executive Director and Youth Education Director 5% of salary for oversight, including fringe.

Marketing and promotion will include outreach in the community to connect the consultant with key groups, updates to the FilmNorth website, and distribution of the final report. Marketing consultant: \$50/hour @ 70 hours.

Facilities and equipment is the pro-rated rent for FilmNorth to provide office space for the consultant.

Printing and postage is to print the final report and send via mail to interested organizations, as well as to mail surveys to those who would prefer not to meet in person or online.

We are also including a line item for board training that will be held during the year to help prepare them for strategic planning and to respond to results of the study. Six trainings @ \$500 each conducted by Propel Nonprofits.

Required Application Documents [top](#)

Documents Requested *	Required?	Attached Documents *
Applicant Description Please attach a one page description of your entity - mission, structure, current audiences served, membership, staff, etc.	✓	Organization Description
Board of Directors/Advisory Committee Attach a one page list of current officers, principles or board/advisory committee members	✓	Board of Directors
Last three years Organizational Income and Expense Statements One-page statements for each year are preferred. Do not include the current year's statement. These statements should reflect the organization's actual revenues and expenditures.	✓	Financials Financials Financials
Tax Status Documentation Attach a copy of your organization's IRS tax exempt status determination letter; OR Articles of incorporation for a for-profit entity; OR A copy of your fiscal sponsor's IRS tax-exempt status determination letter.	✓	IRS Letter
Audited Financial Statements (or Form 990) for most recent fiscal year	✓	Audited Financial Statements

Letter of Intent from Fiscal Sponsor, if applicable

Documents to support your proposal, such as letters of support, photos, press clippings and other marketing materials from your organization, organizational or annual reports, etc (Optional)

For Capital Projects, photos and/or drawings of your capital improvement (Optional)

Final Project Report 1 due 6/30/2021 (submitted 11/18/2020) [top](#)

1. Describe the size and type of the audience that was reached by this project. For Capital Projects, describe how the project has impacted your organization's ability to build and diversify your audience/patronage.

Discuss such audience-related outcomes as: expected audience size vs. actual audience size; factors that impacted your audience reach; demographics, subscribers, free tickets, etc; other observations about building and diversifying your audience.

FilmNorth conducted a thorough survey of the filmmaking landscape to ascertain where there are threats, opportunities, and unmet needs. The outcome of this survey helped FilmNorth better understand how it can better serve independent filmmakers. Participants included filmmakers, FilmNorth members, film enthusiasts with no filmmaking affiliations, film instructors, film organizations, film festivals, FilmNorth donors and funders, film and media arts administrators, and FilmNorth board and staff members. 54% were female, 38% were male, 2% were non-binary or non-conforming, 1% did not list gender identity, 6% preferred not to answer. 2% were Indigenous, 4% Asian, 5% Black/African American, 4% Latinx, 3% race or ethnicity not listed, 10% prefer not to answer, and 76% White.

Key takeaways from the survey include:

- * The internet has democratized access to audiences on a global scale for content creators
- * There is more accessible technology to create film than ever before
- * There is a long way to go to improve racial and cultural diversity among filmmakers
- * There is a shift in production toward short film and media production
- * There is great interest in creating apprenticeships, internships and mentorships for emerging artists
- * There is a need to facilitate more collaboration and to also offer more casual opportunities for filmmakers to gather together and share insights
- * There is a need to connect employers/funders with filmmakers
- * There is a need for affinity groups and programming for underrepresented filmmakers
- * There is great support for FilmNorth bringing an equity lens to programming and resources

2. Project Budget Report - Please list the sources and amounts of other project income/funding that supported this project, such as foundations and corporations, individual donations, other government funds, organizational funds, ticket revenue, etc

Please include such details as the name and description of the income/funding source and the amount. The Cultural STAR program requires a 1:1 funding match, and this question provides an opportunity to show that this requirement was achieved.

Mardag Foundation \$10,000

F. R. Bigelow Foundation \$10,000

3. Describe this project's outcomes, addressing the four Cultural STAR criteria, as listed in the guidelines: Impact, Quality, Ability, and Diversity.

Discuss successes and learning from the project, such as impact on building audiences in St. Paul, quality of the project, this project's impact on your organization's ability to conduct future projects, how diversity was represented in this project. The impact of the film landscape survey is that it allowed FilmNorth to better understand the needs of artists living and working in Saint Paul and to then create a Theory of Change that helps guide FilmNorth in creating programming and gathering resources to meet those needs. This strengthens the film industry and keeps people living and working here.

FilmNorth is very fortunate to have contracted with Michael Forstein (a filmmaker in his own right) to conduct this study. Michael has a passion for data collection and a true skill in seeing patterns. His work on this survey was invaluable.

The Theory of Change created after learning from the results of this survey will be a guiding force as FilmNorth assesses its programming and resources. We are better able to prioritize where we place our resources, strengthening the organization as a whole and placing FilmNorth as a leading arts organization in the region. As a result of FilmNorth's actions, filmmakers and media artists will benefit through advanced skills, feelings of inspiration, equitable inclusion, connection, expanded exhibition opportunities, financial resources, and greater access to resources and best practices.

FilmNorth strives to create an environment that is diverse, inclusive, and equitable. This study helped us better understand the barriers to participation for communities of color, women, people from low-income households, and the LGBTQA+ communities. The study guided us in this regard when creating our Theory of Change. One of our guiding principles is that

FilmNorth acts with an equity lens. Our programs and resources focus on inclusion of people who have excluded from the industry, while meeting the needs of all filmmakers and media artists. We prioritize resources and programming based on equity; deepen opportunities to welcome Black, Indigenous and people of color, LGBTQIA and women; increase accessibility, reduce costs; further develop staff capacity to support diversity, equity and inclusion efforts.

4. How can the City of Saint Paul improve our processes to make the Cultural STAR program easier to work with?

FilmNorth is proud to partner with the City of Saint Paul! Thank you for the opportunity! One area that could be improved is communication between Cultural STAR and grantees. We have at times been confused about processes and sometimes it takes us longer than necessary to receive our reimbursement funds.

5. Please list links to videos, media coverage, photos of final product, and any other relevant materials that capture your project and its outcomes.

Please only share materials that can be shared publicly. We may use materials to promote the Cultural STAR program (we will credit these materials as appropriate and needed).

<https://vimeo.com/480385724/84aa4e3815>

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