

# 4Culture 2023–2028 PROGRAM OF WORK

## Introduction

The 2023–2028 4Culture Program of Work implements the adopted King County Cultural Strategic Plan. It maintains core programs and services at 2022 levels and implements several new programs and initiatives that were postponed due to the COVID 19 pandemic. These include funding programs and initiatives that will help the cultural sector improve equity to cultural resources and ensure access to culture for all.

## Program and Services

The 2023–2028 Program of Work includes programs and services in the following areas:

- Sustained Support for Arts
- Sustained Support for Heritage and Historic Preservation
- Special Projects
- Cultural Facilities
- Public Art
- Cultural Education
- COVID–19 Response

# Equity

Guided by a vision of a King County in which every person has what they need to explore and create culture, 4Culture is working to become an actively anti-racist organization through programs and practices that center racial equity. The goal is to build a cultural sector in King County that better reflects the communities it serves.

4Culture's equity practices are designed to integrate equity outcomes into program design. For example, **Equity Investments** put indicators of racial inequity at the center of core grant program selection and allocations processes. This includes geographic location, income, operating budget, audiences served, and project focus. Also, **4Culture Public Art** works with our county partners to develop public art projects and artist opportunities throughout King County that advance equity and social justice goals.

Some programs provide direct funding for equity goals including **Building for Equity** which supports cultural building projects and creates a pathway to racial equity in our facilities funding. Other programs focus on process improvements like **Beyond Integrity**, a diverse working group of advocates, organizers, and preservation professionals who identify inequity in current preservation processes, engaging local decision-makers in embracing new standards, and fostering stronger voices for advocates throughout the region. Capacity building programs such as **Artists Up** improve and expand capacity, networks, and opportunities for artists of color, artists with disabilities, and artists who are new to Washington State, including immigrant artists.

Every grant application is evaluated through a peer-panel review process and 4Culture maintains a **Panel Roster** of individuals that reflect the tremendous artistic, racial, geographic, and cultural diversity of King County by maintaining a roster. 4Culture asks all interested volunteers about the communities they belong to, work with, or represent personally or professionally. Also, 4Culture has developed a **Racial Equity Toolkit** to help staff understand racial equity and potential racial inequities of program decisions in a planning period, document learnings and define actions taken to advance racial equity in workplans, and document changes and results that might assist other staff with advancing racial equity in their work.

## Sustained Support for Arts

In the wake of the COVID 19 pandemic, 4Culture will increase general operating support by 20 percent to stabilize arts organizations. 4Culture awards “annual grants for two consecutive years to local governments 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	2021-2022 Estimated Actuals		2023-2024 Proposed Budget		2025-2026 Projected		2027-2028 Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	3.2	5,328,894	3.2	6,741,647	3.2	7,350,725	3.2	8,018,082
Inflation Rate		8.1%		26.5%		9.0%		9.1%

## Sustained Support for Heritage and Historic Preservation

In the wake of the COVID 19 pandemic, 4Culture will increase general operating support by 20 percent to stabilize heritage museums and historic preservation organizations. 4Culture awards “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.” Over 100 organizations participate in the program and reflect a countywide geographic distribution, including organizations of all sizes and in all heritage disciplines and historic preservation.

Sustained Support	2021-2022 Estimated Actuals		2023-2024 Proposed Budget		2025-2026 Projected		2027-2028 Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	3.2	2,185,479	3.2	2,553,158	3.2	2,748,954	3.2	2,961,925
Inflation Rate		9.9%		16.8%		7.7%		7.7%

## 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 address “the needs of either mid- and smaller-sized organizations or individual artists and heritage professionals” through capacity building and technical assistance programs in each of our program areas. 4Culture will continue to partner with community-based organizations, cultural funders, other government 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.” 4Culture will also implement new funding programs and county-wide initiatives to increase equity and impact.

Special Projects	2021-2022 Estimated Actuals		2023-2024 Proposed Budget		2025-2026 Projected		2027-2028 Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	7.9	5,883,154	7.9	8,301,541	7.9	10,012,816	7.9	10,634,841
Inflation Rate		3.9%		41.1%		20.6%		6.2%

## Cultural Facilities

4Culture will continue to “build the cultural infrastructure throughout the region” and address one of the cultural sector’s most pressing issue, space security, which is the availability and affordability of appropriate space that meets the needs of King County’s diverse cultural organizations and practitioners. 4Culture will focus its efforts on **Building for Equity**, a program that encourages the first-time ownership, through purchase or long-term lease, of cultural space for organizations with priority given to underserved communities and community-based organizations.

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**. 4Culture also encourages “the acquisition of historic properties” through the **Preservation Action Fund**, a revolving fund operated in partnership with the King County Historic Preservation Program, Historic Seattle, and the Washington Trust for Historic Preservation.

Cultural Facilities	2021-2022 Estimated Actuals		2023-2024 Proposed Budget		2025-2026 Projected		2027-2028 Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	3.2	5,466,268	3.7	11,255,095	3.7	7,924,931	3.7	4,884,138
Inflation Rate		(52.4%)		105.9%		(29.6%)		(38.4%)

## 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 County partners. The public art program of work has 25 active, multi-year projects underway with an estimate of up to 16 art projects for 21–22. 4Culture will continue to care for the King County Public Art Collection of over 1,800 portable artworks and over 360 permanent and integrated artworks on display in publicly accessible sites, throughout King County. Gallery 4Culture is a 4Culture initiative managed by public art that provides ongoing opportunities for King County artists to exhibit their work with free access to King County’s diverse population.

Public Art	2021-2022		2023-2024		2025-2026		2027-2028	
	Estimated Actuals		Proposed Budget		Projected		Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	7.2	4,123,498	8.2	8,620,609	8.2	5,754,624	8.2	3,785,287
Inflation Rate		10.7%		109.1%		(33.2%)		(34.2%)



## Cultural Education

4Culture has learned that arts and heritage study and cultural experiences are not uniformly offered throughout King County’s 19 public school districts. Beginning in 2021, 4Culture will establish a **Public Schools Cultural Access Program**. The new program provides funding to expand existing cultural education programs or create new programs that “provide the sequential and comprehensive study of the elements of the various arts and heritage forms in King County K–8 public schools.” The program also provides targeted access to cultural experiences for students at King County public school districts that have a disproportionately high percentage (over 40 percent) of low–income students.

Cultural Education	2021-2022 Estimated Actuals		2023-2024 Proposed Budget		2025-2026 Projected		2027-2028 Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	0.3	388,035	0.3	442,109	0.3	447,850	0.3	453,823
Inflation Rate		N/A		13.9%		1.3%		1.3%

## COVID-19 Response

4Culture understands the need to help the cultural sector make a full recovery in the wake of the COVID-19 public health crisis, with distinct objectives and challenges at each phase of the recovery process. We anticipate the full process to include four phases of recovery: relief, reopen, recovery, and resiliency. From providing emergency relief to cultural organizations and practitioners at the onset of the pandemic to encouraging resiliency planning within the cultural sector upon full recovery, 4Culture is committed to responding as needed and where appropriate. The focus of our response in 2023 is on a second round of the Individuals Recovery Fund which began in 2022. This program aims to stabilize the finances of cultural producers located in King County with grant funding.

Covid-19 Response	2019-2020 Actuals		2021-2022 Budget		2023-2024 Projected		2025-2026 Projected	
	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Program Expenses	0.0	3,218,891	*	6,938,606	0.0	2,200,000	0.0	
Inflation Rate		TBD		TBD		TBD		TBD

*\* Note: Approximately 5.3 FTE's of existing staff currently budgeted in other program areas are expected to be reallocated to 4Culture's COVID-19 Response during the 2021-2022 biennium.*

## Fund Sources

4Culture is primarily supported by 37.5 percent of the proceeds from King County Lodging Tax as well as 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	2021-2022 Estimated Actuals	2023-2024 Proposed Budget	2025-2026 Projected	2027-2028 Projected
Lodging Tax Proceeds	\$18,598,366	\$27,707,383	\$30,669,499	\$33,855,889
1% for Art	7,435,175	2,286,194	3,000,000	3,000,000
King County Art Collection	578,200	578,200	578,200	578,200
Building For Equity Interfund Loan	5,533,821	5,602,250	1,713,929	0
Interest Income	100,219	120,016	97,128	78,715,2
Grants and Other	248,949	300,000	300,000	300,000
King County Relief CARES Act	0	0	0	0
King County Relief ARPA	7,200,000	2,200,000	0	0