A Year of Recovery

Along with the rest of our sector, we learned early in the COVID-19 pandemic that adaptability would be critical. 2021 not only reinforced that idea but brought it to a new scale at 4Culture.

A few key factors laid the groundwork for how we approached cultural funding and support this year: a reduction in our Lodging Tax revenue resulting from the economic impact of the pandemic, the completion of a year of invaluable work by the community members that made up our Recovery Task Force, and steadfast support from King County Executive Dow Constantine and the King County Council in the form of a $9.4 million appropriation from the American Rescue Plan Act (ARPA) fund.

Even as the decrease in Lodging Taxes revenue required us to scale back some of our mainstay grants, we strategized the distribution of ARPA funds using the Task Force’s equity-focused Recovery Framework as a footpath. One result was the launch of a new Recovery Fund, a funding program for cultural organizations that leveraged partnerships with King County Creative and the City of Seattle Office of Arts and Culture to disburse federal dollars as widely as possible while reducing the application workload for overburdened organizations. We also worked to expand access for applicants, offering interpreter services for non-English speakers, ASL support during virtual workshops, and other ADA services. As ARPA dollars head out the door throughout 2022, we invite you to join us in celebrating the cultural organizations and workers who will put them to use creating a vibrant and resilient King County.

The scope and requirements of managing these federal funds have been precedent-setting, and 4Culture staff have come together across all departments to maximize their impact. This work happened alongside major successes in our Public Art department, including a National Register of Historic Places designation for Robert Morris’ Untitled Earthwork (Johnson Pit #30) and a partnership with King County Metro to put stunning youth art on ORCA cards. We also made significant strides towards our racial equity goals, which you’ll read about below. Despite its challenges, we’re proud that this Year of Recovery has brought us to a place of readiness for a reboot of the King County cultural sector.
Racial Equity

In 2021, we brought new strategies to bear in our work to become an actively anti-racist organization. To increase transparency, we created a racial equity page on our website that houses information about how we bring about greater equity in our funding, commissioning, hiring, training, and practices. We also implemented new Equity Investments across all 4Culture funding programs. This practice incorporates indicators of structural inequity—location, income, budget, and more—into our grant allocation process to increase the proportion of funding to people and organizations in which the cultural sector has underinvested.

Additionally, groundwork laid in 2019 to collect demographic information from our applicants and awardees gave us a clearer picture than ever of how our funding is distributed. This data is not used by panels to make funding decisions or allocations; rather, it keeps us accountable to the communities we serve. At the close of 2021, we now have three years of demographic data to analyze. We invite you to review the charts below and to the right; you’ll see our progress year to year, and where we can improve.

### Individual Funding Percentages by Race, Disaggregated

<table>
<thead>
<tr>
<th>Racial Group</th>
<th>2019 recipients</th>
<th>2020 recipients</th>
<th>2021 recipients</th>
<th>King County population</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian and Alaska Native</td>
<td>1%</td>
<td>2%</td>
<td>7%</td>
<td>1%</td>
</tr>
<tr>
<td>Asian</td>
<td>6%</td>
<td>8%</td>
<td>12%</td>
<td>18%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>19%</td>
<td>17%</td>
<td>31%</td>
<td>6%</td>
</tr>
<tr>
<td>Hispanic or Latinx Any Race</td>
<td>8%</td>
<td>8%</td>
<td>3%</td>
<td>10%</td>
</tr>
<tr>
<td>Native Hawaiian and Pacific Islander</td>
<td>0%</td>
<td>1%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>Some Other Alone</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>3%</td>
<td>5%</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>44%</td>
<td>42%</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>See my description</td>
<td>15%</td>
<td>12%</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Decline to answer</td>
<td>2%</td>
<td>4%</td>
<td>3%</td>
<td></td>
</tr>
</tbody>
</table>

Recipients who identify as American Indian or Alaska Native are 1% in 2019, 2% in 2020, and 7% in 2021, King County population at 1%; Asian 6% in 2019, 8% in 2020, and 12% in 2021, King County population at 18%; Black or African American 19% in 2019, 17% in 2020, and 31% in 2021, King County population at 6%; Hispanic or Latinx 8% in 2019, 8% in 2020, and 3% in 2021, King County population at 5%; Native Hawaiian And Pacific Islander 0% in 2019, 1% in 2020, and 0% in 2021, King County population at 1%; Some other race alone 2% in 2019, 1% in 2020, and 1% in 2021; Two or more races 3% in 2019, 5% in 2020, and 9% in 2021, King County at 5%; White 44% in 2019, 42% in 2020, and 24% in 2021, King County at 60%; See my description (where recipients write in their answers) 15% in 2019, 12% in 2020, and 1% in 2021; and decline to answer 2% in 2019, 4% in 2020, and 3% in 2021.
According to The Impact of Diversity: Understanding How Nonprofit Board Diversity Affects Philanthropy, Leadership, and Board Engagement, a 2018 study conducted by the Indiana University Lilly Family School of Philanthropy, nonprofit boards are 78.6% white, 7.5% African American, 4.2% Latino, and 2.6% Asian American. 4Culture tracks the board composition of our organizational funding recipients as shown in the chart below.

In 2021, 4Culture funded organizations’ composite board makeup was: 59% White, 12% Race Unknown, 10% Asian, 8% Black or African American, 3% Hispanic or Latinx, 3% Two or More Races, 2% American Indian and Alaskan Native, and 2% Race Self-Described. Racial Equity
Looking Ahead

With the impacts of the COVID-19 pandemic still being deeply felt, 4Culture recognizes that our investments in recovery will continue well into the next few years. How do we support a sector that was so deeply affected by the events of the past two years? What is needed in order to center those most impacted who have the least access to financial and social capital? These are the questions we are charged with answering in the coming years. We will remain committed to supporting the King County cultural organizations and workers who make it all possible.

Dancer and choreographer Jasmine Hearn performing their work “A Patient Practice” at Velocity’s Seattle Festival of Dance + Improvisation. 2021. Photo by Jim Coleman
Annual Funding Programs

Total: $5,458,879
Applicants: 986
Awards: 606

Staff

Riza Almanza
Laura Becker
Anna Callahan
Bart J. Cannon, Ph.D.
Brian J. Carter
Christina DePaolo
Heather Dwyer
Bret Fetzer
Willow Fox
Christina Harrison
Joshua Heim
Jordan Howland
Selina Hunstiger
Noy Kitnikone
Phung Lam
Andy Le
Brandi Link
Guy Merrill
Claire Miccio
Doreen Mitchum
Jackie Mixon
Megumi Nagata
Melissa Newbill
Kelly Pajek
Dana Phelan
Chieko Phillips
Charlie Rathbun
Lauren Semet
Sean Stearns
Eldon Tan
Nina Yarbrough

2021 Board Members

Staci Adman
Greg Beams
Jeanne Burbidge
Hank Cooper
Khazm Kogita
Peter Kwon
Seth Margolis
Frank Martin
Patricia Moss
Vivian Phillips
Natasha Rivers
Latha Sambamurthi
Eugenia Woo
Board Ex Officio: Councilmember Rod Dembowski
Board Ex Officio: Councilmember Jeanne Kohl-Welles
Board Ex Officio: Councilmember Joe McDermott
Board Ex Officio: Jennifer Meisner
Advisory Committee Members

**Arts**
Amy Dukes  
Gabriela Denise Frank  
Patricia Moss, Board Representative  
Eben Pobee  
Jacob Prendez  
Becky Witmer

**Heritage**
Leslie Anderson  
Langston Collin Wilkins  
Teofila Cruz-Uribe  
Jolene Haas  
Seth Margolis, Board Representative  
Eric Nelson  
Ruth Pickering  
Nancy Salguero McKay

**Preservation**
Stefanie Barrera Aguila  
Justin Ivy  
Claudia Kiyama  
Robyn Mah  
Erica Maniez  
Frank Martin, Board Representative  
Dawn Moser

**Public Art**
Lesley Bain  
Saul Becker  
Leo Berk  
Kamari Bright  
Kate Fernandez  
Janet Galore  
Tommy Gregory  
Maria Lau Hui  
Keith McPeters

**Building for Equity Taskforce**
Kimberly Deriana  
Preston Hampton  
Heidi Jackson  
Marie Kidhe  
Katie Oman  
Julie Chang Schulman  
Matthew Richter  
Patrice Thomas  
Debra Twersky

**COVID-19 Recovery Task Force**
Gavin Amos-Lopez  
Erika Bentley-Holland  
Allison Campbell  
Manuel R. Cawaling  
Jade Solomon Curtis  
Amy Dukes  
Breanne Durham  
Maya Farrar  
Kathy Hsieh  
Heidi Jackson  
Elisheba Johnson  
Satpreet Kahlon  
Amanda Leon  
Jasmine Jamillah Mahmoud  
Chris Marcacci  
Nancy Salguero McKay  
Hilary Pittenger  
E.T. Russian  
Sarah Steen  
Raymond Tymas-Jones, PhD  
Nina Yarbrough

**Social Justice Movement Action Team**
Staci Adman  
Lesley Bain  
Brian J. Carter  
Christina Harrison  
Willow Fox  
Claudia Kiyama  
Erica Maniez  
Jackie Mixon  
Chieko Phillips  
AC Petersen  
Lauren Semet
Panelists

We would like to thank our grant and commission panelists for providing essential support to both our Recovery and annual grant programs.

Gavin Amos-Lopez
Terri Ball
Emily Boersma
Cynthia Brothers
Jason Clackley
Langston Collin Wilkins
Teofila Cruz-Uribe
Alma Davenport
Ryan Anthony Donaldson
Sarah Dotson

Ginger Ewing
Kate Fernandez
Hilary Field
Suzanne Greathouse
Kirsten Haugen
Emma Herron
Lauren Hoogkamer
Amaranta Ibarra-Sandys
Olivia Johnson
Marie Kidhe
James E. King Jr.
Michael King
Adrienne La Faye
Justice Mcneeley
Cynthia Mejia-Giudici
Erica Maniez

Jody Miesel
Donna Miscolta
Hugo Moro
Dawn Moser
Alicia Mullikin
Jamala Myres
Anh Nguyen
Lisa North
Ameya Marie Okamoto
Teddy Phillips
Philip Red Eagle
Jordan Remington
Nicole Robert
Monica Sands
Chloe Schierbeck
Shaina Shepherd

Sahana Shivanand
Melody Smith
Asia Tail
Koloud (Kay) Tarapolsi
Greg Thomas
dani tirrell
Nathifa Tomb
Jac Trautman
Josh Tuininga
Francesca Udeschini
Lorna Velasco
Timothy White Eagle
Ken Workman
Michelle Yellin
Jason Young
### 4Culture Financial Information for 2021 Annual Report

#### Revenues and Other Sources

<table>
<thead>
<tr>
<th>Source</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lodging Tax Revenue</td>
<td>7,098,137</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>King County Public Art Revenue</td>
<td>6,094,290</td>
<td>518,572</td>
<td>6,887,039</td>
</tr>
<tr>
<td>King County Appropriations</td>
<td>550,494</td>
<td>4,350,000</td>
<td>3,145,672</td>
</tr>
<tr>
<td>Advances from King County</td>
<td>3,984,690</td>
<td>4,150,000</td>
<td>3,000,000</td>
</tr>
<tr>
<td>Public Art Consulting Revenue</td>
<td>23,725</td>
<td>31,045</td>
<td>161,623</td>
</tr>
<tr>
<td>Investment Earnings</td>
<td>31,111</td>
<td>280,223</td>
<td>1,088,694</td>
</tr>
<tr>
<td>Miscellaneous Other</td>
<td>75,224</td>
<td>323,695</td>
<td>133,020</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>17,857,671</strong></td>
<td><strong>9,653,535</strong></td>
<td><strong>14,416,048</strong></td>
</tr>
</tbody>
</table>

*Total revenues differ on an annual basis due to timing factors in the inflows and outflows of the various programs’ financial resources.

#### Expenditures and Other Uses

<table>
<thead>
<tr>
<th>Source</th>
<th>2021</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts, Heritage and Preservation Grant Programs</td>
<td>7,520,047</td>
<td>8,319,651</td>
<td>8,688,285</td>
</tr>
<tr>
<td>Public Art Projects</td>
<td>1,135,737</td>
<td>1,002,287</td>
<td>2,143,067</td>
</tr>
<tr>
<td>CARES Act Pass-Through</td>
<td>-</td>
<td>4,070,408</td>
<td>-</td>
</tr>
<tr>
<td>Building for Culture Facility Investment Program</td>
<td>-</td>
<td>-</td>
<td>2,955,492</td>
</tr>
<tr>
<td>Building for Equity Facility Investment Program</td>
<td>1,073,400</td>
<td>1,068,776</td>
<td>3,998,224</td>
</tr>
<tr>
<td>Debt Service</td>
<td>465,550</td>
<td>2,165,450</td>
<td>2,168,245</td>
</tr>
<tr>
<td>Repayment of Advances from King County</td>
<td>1,500,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Management and General Supporting Activities</td>
<td>665,219</td>
<td>632,663</td>
<td>682,164</td>
</tr>
<tr>
<td><strong>Total Expenditures and Other Uses</strong></td>
<td><strong>12,359,953</strong></td>
<td><strong>17,259,235</strong></td>
<td><strong>20,635,477</strong></td>
</tr>
</tbody>
</table>

*Total expenditures differ on an annual basis due to timing factors in the inflows and outflows of the various programs’ financial resources.

#### Fund Balances

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>9,016,939</td>
<td>5,881,511</td>
<td>2,682,680</td>
</tr>
<tr>
<td>Lodging Tax Special Revenue Fund</td>
<td>4,961,408</td>
<td>6,732,646</td>
<td>5,743,538</td>
</tr>
<tr>
<td>1% for Art Special Revenue Fund</td>
<td>16,392,385</td>
<td>11,213,136</td>
<td>11,700,856</td>
</tr>
<tr>
<td>Cultural Special Account Fund</td>
<td>4,159,402</td>
<td>5,205,123</td>
<td>16,511,042</td>
</tr>
<tr>
<td><strong>Total Fund Balances</strong></td>
<td><strong>34,530,134</strong></td>
<td><strong>29,032,416</strong></td>
<td><strong>36,638,116</strong></td>
</tr>
</tbody>
</table>

NOTE: 2021 financial information is based on unaudited fund financial statements. Requests for the most recent complete audited financial report should be addressed to 4Culture’s finance department at 4Culture, 101 Prefontaine Place S, Seattle, WA 98104.