

artsp_ace

ANNUAL REPORT
September 1 2018 to August 31 2019



100.5 Arthur by Mahri White

MESSAGE FROM THE LEADERSHIP

Artspace embraces collaboration and innovation as it strives to provide stability for Manitoban arts and cultural organizations and practitioners.

The above is the value statement this organization has adopted. Values are an odd thing. As we might not all value the same things. We might not always assign the same value to the same object. As value is in essence what gives worth, it's the regard we place on something. Thus the value statement of an organization is the worth we give to the work we do. As such, it frames the work we do. Consequently, if we do our work correctly it shall give us value and hold us in high regard. As an organization engaged in social profit, we must ensure that the public sees the value of our work and of the organization. Therefore, we value the importance of a publicly accessible annual report such as this one.

As we look back on the year that was, we wonder how it is that we embraced collaboration, how we swam into innovation, and how we kept stability as our destination. Some of it seems immediate, such as the artification of spaces. Some of it is subtle evolution, expected to yield results in the medium to long term. There are challenges inherent to being born of a hundred year lease. We are a third of the way in. We realize we need to adapt, change, and sometimes compromise, in order to be sustainable ourselves. We do so as we believe in the value of Artspace. We know the impact our work has in terms of supporting over 45 small to medium art organizations throughout Manitoba, and as such their artist members. We have woven ourselves over the last three decades into the social fabric of Manitoba arts.

We will continue to be in dialogue with you, so that we may get it right, so that we may embrace collaboration, and so that we may embrace innovation. Stability is not synonymous to lack of change. Quite the opposite. Those who are grounded, and are the most valuable, are those who breathe innovation, and understand collaboration to the benefit of all. That is modus operandi.

We would like to take the time to acknowledge the noble and dedicated work of the Artspace team. First, the board of directors: Linda, Zach, Johanna, Joe, Brian, Emma, Luc, Jaimz, Michael, Louise, and Ari. This diverse group of people allow a variety of perspective, all to the service of Artspace. We are privileged to have a small but efficient roster of employees: Dave, Debbie, Cheryl, Sharon, Jim, Lois, Dylan and Mahri. But its also all our friends, members, contributors, supporters. Each have an impact. Each carry a piece of the values we uphold. For that, we thank you. Miigwetch. Merci.



Lynne Stefanchuk
President



Eric Plamondon
Executive Director

ABOUT ARTSPACE

MANDATE

To improve the efficiency, effectiveness and capacity of Manitoba arts and culture organizations by:

- i) providing facilities at below market value rates to house their operations and
- ii) providing shared administrative and management services to support their operations.

MISSION

Artspace creates space for arts and culture to flourish. Through low-cost facilities and shared administrative services, we play a vital role in supporting the health of Manitoban arts and cultural organizations.

VALUE STATEMENT

Artspace embraces collaboration and innovation as it strives to provide stability for Manitoban arts and cultural organizations and practitioners.

PROFILE

Artspace is an influential presence in the lives of our creative community. Standing at the epicenter of Winnipeg's historic Exchange District, this unique example of turn-of-the-century architecture is home to dozens of artists and art organizations... and therein lays our greatest strength. Artspace is people.

Inspired by the conviction that community would be enriched with an arts centre, one ideally located in the historic warehouse district, community leaders joined Winnipeg's \$90 million Historic Area Development Program in the early 1980's. These cultural sector visionaries imagined a literary and visual arts centre, one that could be built in the then-vacant Gault building.

In 1986 these creative sector leaders saw their vision realized when the doors opened that October. And now, over thirty years later, Artspace remains a leader in Winnipeg's arts community as visual and media artists, writers, publishers, musicians, actors, photographers and other cultural workers develop their respective crafts and strengthen Manitoba's reputation as a creative community equal to any other.

As the creative community continue to thrive in Manitoba, Artspace plays an important support role across all artistic disciplines.

Our core objective of providing a 'safe and accessible space' for artists and arts organizations to explore their individual artistic visions remains one of Artspace's fundamental principles. Art making within an accommodating community environment has allowed artists and arts organizations to focus on their art. Their proximity to each other also provides unique opportunities for collaboration and cross-pollination of artistic disciplines. Within this environment, creative output is amplified, which promotes a strong cultural presence and instills greater pride in the community, the Province and the county.

Collectively, the people of Artspace represent the larger cultural sector and give voice to individuals and organizations that would otherwise remain unheard. Decision-makers of all stripes rely on this voice as it provides an uncluttered view of the realities of the cultural sector. Perhaps more importantly, because Artspace is seen by the community at large as representing the creative sector in Manitoba, we can respond to and lead the integration and inclusion of diverse communities into the cultural fabric of the Province.

By actively supporting arts organizations and their members in the creation of art and becoming a unifying voice for the creative sector, Artspace has, over the years, broadened the discussion around art and art making and enhanced the significant role that the arts plays in the vibrancy of the Exchange District.

By nurturing the cultural soul of Manitoba's arts sector Artspace has touched the lives of thousands of Manitobans. We continue to play a pivotal role in the revitalization of historic Winnipeg and support countless artists and arts organizations as they create works that define us as a people. The impact on the social capital and economic strength of the Province has been profound. Collectively, the arts organizations and artists working with Artspace create an empowering atmosphere. While committed to a single purpose, reflection, creation and discourse through art. Added empowerment comes from the multidisciplinary nature of these relationships. There exists an intricately woven sense of mutual trust and support where shared respect for artists and art is an intrinsic value.

In this environment, the creative community is recognized for being open and responsive to the concerns of the community. And for often addressing those very concerns through collective action and, most certainly, through art making. As a 'centre for the pursuit of distinctive, experimental, and artistic creations' Artspace holds up the value of making - literally and figuratively - space for art in the lives of all people.

The work of our many artists and arts organizations has earned a position of trust in the hearts and minds of Manitobans as they continue to see themselves reflected in the Manitoba artists's experience. Even as they seek to achieve a common understanding of the challenges of making art, Manitoba's creative community, government, businesses, organizations and general public trust and support Artspace.

Within Artspace a dedicated group of cultural workers ensure that creativity has a solid foundation upon which to explore, innovate and grow. The Boards, staff and volunteers of resident arts groups and Artspace itself understand that their role is to create a sustainable organization, one capable of meeting the needs and expectations of all their stakeholders. They recognize that while their primary objective is to enhance creative output, the application of best business practices is essential.

The relationship between Artspace (the organization) and its member arts organizations is deeply symbiotic. Our organization's strengths are operational and organizational; it exists to provide administrative support, guidance, a collective voice for the creative community and a physical hub for the community at large. For their part, the strength of member arts organizations lays in the making of art and allowing it to reach an audience.

While many of these members are quite capable from an administrative perspective, many others take full advantage of the strategic, business planning, financial management or human resource support residing within Artspace the organization. Similar to the benefits realized through shared art-making, this cooperative approach to deepening members skill-sets has resulted in higher-functioning organizations more effectively managed by informed boards and staff.

But the reach of Artspace is not confined to the four walls of the building itself. Arts organizations and artists regularly travel to communities across the province to share their art, provide instruction and adjudicate local arts festivals. Art, by its very nature, demand that we seek 'the new'. As arts organizations and artists alike continue to search for new ways to explore and celebrate the Manitoba experience, so too will Artspace continue to keep pace with subsequent changes and new demands. As such, Artspace remains dedicated to the goal of enhancing service levels to Manitoba arts organizations as they work to increase sustainability.

Artspace will remain focused on ensuring that the arts are a central part of the creative sectors' evolution. By seeking innovation that allows artists to continue to produce, and by laying the groundwork for organizations to succeed, we'll continue to extend our reach and promote the Artspace model to the benefit of the whole community and existing and emerging arts organizations.

In cooperation with other arts organizations and artists we will continue to animate our space to attract more people, promote community gatherings for artists, arts organizations and art lovers, and encourage greater diversity among the tenants and in the community at large.

Our over-arching goal is to continue being an inclusive, relevant and supportive place and a strong voice for Manitoba's vibrant creative sector. Artspace remains a bold and audacious project fostering stability in smaller and mid-sized art organizations so they may democratize their art offerings.



PREAMBULE

Annual Reports are an important tool in transparency and accountability for not-for-profit organization such as ours. It is, however, not meant as a long laundry list of things that happened over the course of a year. Artspace adopted a five year strategic plan in 2018 and we are committed to report back on our progress through this annual report. As such, the annual report is structured along the three strategic axes:

- i. operational sustainability
- ii. financial sustainability
- iii. sustainable engagement

Each section has some desired outcomes and some associated actions to achieve this outcome. What follows is an overview of activities undertaken by Artspace between September 1st, 2018 and August 31st, 2019 in relation to the strategic axes and the desired outcomes. Any activities undertaken this year and not captured in the report does not mean it didn't have worth or value. In fact, it is often the things unlisted that ensure our value. Having said that, for the purposes of accountability, we are limiting our reporting to the elements associated to our strategic plan, as was committed to our members at the time of adopting the plan. Said plainly, what follows is an accurate reflection of activities taken on by Artspace, but it is not an exhaustive list. Furthermore, we hope this report can serve as a dialogue, in elements, if not as a whole with our members and stakeholders. As such, we welcome any feedback, questions, or ideas that may stem from this document.

I- OPERATIONAL SUSTAINABILITY

Under the management of Artspace Inc, the Gault building is a well-maintained historic building in the Exchange District, serving as a hub for the arts. The building is 120 years old and was renovated in 1984. Meaning it has some original elements that need restoration (windows) and some renovated elements that will soon need capital attention. There is also some modernization elements that would make the building more accessible (accessible washroom for example). Artspace must not only be responsive, but also engaged in long-term maintenance, restoration, replacement and or upgrades, to elements of the building. Since we have a 99-year lease, we are stewards of the building and we are active participants. Ultimately, the building is a provincial asset, through the Manitoba Centennial Centre Corporation (MCCC). Therefore, major work is done in collaboration with the Government of Manitoba.

- ✓ a full building assement identifying and prioritizing immediate, medium or long term capital needs;

In 2018 the government of Manitoba did a building condition report. It generated a list of needed capital investments into the building. No critical work was identified. This is not a detailed building assessment, but it is the beginning of a process. We are now working with the MCCC to prioritize and coordinate needed work, so that the government of Manitoba can budget for these works. These priorities are now integrated on a tracking sheet of all MCCC

assets. It is worth noting that there's consensus that the restoration of the windows is the most urgent need. The Government of Manitoba has already done an assessment of each window in the building, and has estimated the cost of restoring all the windows. The Government of Manitoba is considering this project, and we are hopeful that it receives budget approval in the near future.

- a clear fund raising plan for the establishment of a capital reserve

We recognize that the Government of Manitoba will not fund all identified capital needs.

Artspace has spent the last 2 years developing fundraising capacity. This includes year end donation campaigns, and event based fundraising. This fundraising has resulted in some increased revenues, but has been usurped by programming / support services / operational costs that are not self-sufficient. Said simply, funds raised were not available to place in a capital reserve.

We also engaged a contractual fundraiser to help identify foundations and alternate funding sources. A concerted effort was placed on applying for funds to subsidize the Arts Management Program. Efforts generated little in return.

Thus, in upcoming years, Artspace will have to formalize a financial plan that ensures that fundraising can be utilized for special projects and to invest in a capital reserve.

- ✓ continued maintenance of building features, seek opportunities to restore, upgrade or replace, building systems.

Unfortunately 2019 started with water pipes bursting and causing over \$100k of damage to the building. We worked with our insurers and project managers to minimize the impact and to reconstruct as quickly as possible to have the least amount of impact. Having said that, we also insured that the work done was of quality. The freezing of the pipes happened due to the loading dock being open for too long on a frigid day. To help prevent this from happening again, Artspace instituted a new policy, restricting access to the loading dock outside of business hours. We also took the time to insulate the wall of the loading dock door, as well as adding weather stripping to the door itself. All should diminish the chances of this happening again.

Further, our continued vigilance towards pest control resulted in us purchasing two large plastic garbage bins for the loading dock. These should help prevent the presence of rodents. We also filled cracks and holes with steel wool and added a few extra mousetraps to 'hot spots'.

We have continued to do regular maintenance to the rooftop and to the elevator, as per our contracts with service providers.

We continue to respond to fire safety evaluations. Concretely this meant replacing batteries and lights for emergency lighting. We have done significant work to our main water valve. As well as work on some of our heating mechanisms, including the boiler itself.

Not all of it was urgency responses. We are also continuing our artification of the building. We believe using art is way of bettering our building culture. Concretely this meant adding wayfinding art in the stairwell. A series of text based pieces we're installed on the landing of every floor. Starting in the basement with a form of land acknowledgement, each floor combines a bit of history, mixed with humour, and clin d'oeils. It is clever wayfinding and it is communicating our story. It encourages people to use active options to move around the building, and it is publicly accessible to navigat. This project was possible thanks to a Canada Works program, allowing us to hire a recent bachelor of fine arts graduate. Mahri White spent the summer conceiving, planning and executing two art projects. She also tackled the emergency exit vestibule. Previously a landing pad for not quite legal activity, it now sits as an immersive, photo-op feature of the building. Demonstrating the power of art to transform space by inviting people in. A nice alternative to gates.



We also continue to enhance our washrooms. Following the success of gender neutral single stall washrooms on the 3rd to 6th floor, we converted the 2nd floor multi-staled washrooms into gender neutral areas as well. We will continue to monitor the impact of these changes. So far they have been positive. Including organizations who have made room rentals and noted this positive change. Further momentum was made by renovating a 5th floor washroom with some paint and art. We will continue to use this approach throughout the building when time and resources allow it.

On a similar note, we continue to insert art into the Artspace boardroom through quarterly artist showcases. This past year we have had the pleasure of hosting art from: Mahri White, Geoff Miki, and Emilie Lemay. We look forward to continuing this new tradition in the years to come.

- ✓ clear, relevant and up-to-date policies for membership and building use.

We pride ourselves on being a social profit art organization whose mandate is to be in support of art organizations in Manitoba. We were born out of a bold and audacious idea : to ensure a sustainable home for art organizations and their artist members by claiming a marquee building in the Exchange District. This has been true for over three decades. However, for the last seven years, we have been offering support services through the Arts Management Program, to art organizations in and outside the building and even throughout Manitoba. We also had a pilot program, Art Support Manitoba, that served a wide range of art organizations in Manitoba. It is equally true, that we are in the development of new spaces to serve art organizations and their members. All to say, we are much more than a building. As such, we view all art organizations served by our work and leadership, as program participants and members. We remain tied to our membership and their needs, as they define us.

This resulted in us proposing at the last AGM a new membership policy. We feel this is a natural progression for Artspace as an organization whose raison d'être is tied to art organizations accessing its services. The following is the new policy:

MEMBERSHIP POLICY

Organizations having an arts mandate are eligible for membership to Artspace, pending the payment of an annual membership fee of 25\$.

Members in good standing are eligible for renting of space at 100 Arthur St. at preferred rates.

Members in good standing may hold meetings and events in the Artspace boardroom at 100 Arthur St. at no cost, but based on availability. Non-member rentals are possible, but priority shall be given to members.

Members in good standing may receive a variety of services through the ArtsManagement program at preferred rates.

Members in good standing may utilize the postage machine, with metered use charged back to the member.

Members in good standing may utilize the photocopier, with metered use charged back to the member.

Members in good standing shall have full voting rights (one per member org) at Artspace's Annual General meeting.

II- FINANCIAL SUSTAINABILITY

- a plan for relevant financial viable programming
- a plan for future fund raising to support programs

With a mandate to provide affordable services, at “below-market” rates, Artspace has an obligation to sustain these services as they become integral to organizations utilizing them. Keeping them at “below-market” has also been synonymous with lowest rates possible and non-increasing rates. The cost of these services are increasing, thus putting pressure on the organization to find ways of offsetting these costs. Bottom line, the challenge is in finding the right fee for service rate that is also cost-recoverable, in other words, not creating a loss, without also creating a surplus. Any profit loss puts Artspace at risk, and thus all the organizations we serve as well. In 2017-2018 Artspace was able to find itself in a balanced budget end of year record. A feat that saw a bare minimum approach to expenses. This year, Artspace will be occurring a deficit budget. The same is projected for next year. In large part, this is due to increasing costs of operations. For example, Hydro rates have risen and are projected to continue to rise. Multiple services costs, like waste management, recycling, and pest control have transferred the carbon tax and fuel charges to their billing system. There is also some administrative costs that have risen, for example insurance premiums. These are areas where it is difficult to find savings, as they are necessities for an organization such as Artspace, tasked in proper management of a building, and excellence in not-for-profit organizational standards. Having said that, we continue to try to find cost savings in negotiating contracts when we can. But we already receive low rates compared to other clients of these companies. All to say, there is growing pressure to find a plan for the financial viability of our programs and the organizations as a whole.

Efforts are being made on several fronts. First, we continue to acknowledge that Artspace must engage in fundraising. For a second year, Artspace has engaged in activities to cultivate individual donors. This included a year-end donation campaign with charitable tax receipts and art incentives. Paul Robles created limited prints of Nests and Dens exclusively for Artspace donors. We know that donor cultivation is also about bringing awareness to the public on who we are. Its also about inviting them, to be part of Artspace. Thus, we also launched a pop up supper / fundraiser in the Drayway, partnering with a local chef. Chez Dray was a first for Artspace, and the event was successful on many fronts. But both pop up events and year end donations are still in their infancy, and even though they make a difference, the financial gains are not of substantial impact.

Artspace was at the helm of a four-year pilot project aiming to raise the philanthropic capacity of art organizations in Manitoba. Art Support Manitoba had numerous fund developers acting as advisors and mentors. Sadly, Artspace missed an opportunity to be both leader and client. Nonetheless, the experience of Art Support spoke of how investing in fund development can have a positive impact on art organizations. Thus, we decided to hire Jim Robinson to help identify and communicate with foundations and private funders in order to secure sustainable investments in Artspace programming. We particularly targeted the Arts Management

program, hoping to find interested funders. The result was applying to 60 different funding sources. The result was not as we expected. There was only one case where we were able to translate interest into a grant. This was through the Thomas Sill Foundation, that offered a one time grant in order to expand our services to organizations wanting to join the Arts Management Program. In particular, organizations with Indigenous and Rural programming. We know that one time targeted asks seem to be where opportunities exist, versus overall long-term funding asks.

We have also engaged in a process to assess the real cost of our programming and to set service rates accordingly. We realize that not everyone has the same realities and that some might have particular variables that need to be taken into consideration. Thus, we commit to working with every current member in order to maintain services. Said plainly, we do believe in treating everyone equally, sometimes that means treating people equitably. Concretely, any special consideration can and will be evaluated by the board.

We will continue to look at service capacity. Can we serve more, and thus be more efficient? This is particularly pertinent for the Arts Management program. Where the vast majority of the services are tied to payroll and bookkeeping. This has grown to become a highly valued service to over 25 arts organizations throughout Manitoba. The program is not a straight fee for service model. We work with arts organizations to build up their capacity and, thus, determine what they can do “in house,” and what can be done through Arts Management's accounting associates. This means there is more hours needed when joining the program, and less as the systems are streamlined. As such, we should be able to include new program participants in a consistent way. For example we have taken on a handful of organizations over the last year. However, there will be a plateau. Thus, this requires constant monitoring.

All said, financial sustainability requires a multi-threaded approach; each in constant evolution, each allowing balance and flexibility. More importantly, we commit to full transparency. That way you can be confident we are offering niche expert services at below market rates.



III - SUSTAINABLE ENGAGEMENT

- *More Artspace without putting the organization at financial risk*

From our office windows we can see onto the Market Lands. It is a whole city bloc that will be reinvented. As Artspace has been a pillar to the changing of the Exchange District and cementing it as the creative campus of Winnipeg, we also know the Market Lands needs to have an art component. Thus, we have taken an active roll in consultation and recommendations, even in producing an art vision for this space. We originally looked at five areas of activities:

- i) Design and activation of an art-filled integrated public plaza
- ii) Office and creative spaces for arts organizations
- iii) Black box malleable space
- iv) Housing, both for visiting artists and as live/studios for visual artists
- v) Visual artists studios and adjacent pocket gallery

We continue to stay updated on the evolution of the project, and seeing which of these, if not all of them, can be integrated into the project.

In keeping with our strategy of seeking new developments and carving out space for the arts, we signed a Letter of Agreement with the UWCRC 2.0 as they embark on constructing a 14-story building at 290 Colony. We would like a floor to be designated for visiting artists, and made available to arts organizations in Manitoba who have programming that involves visiting artists. We would like the units to be built with artists in consideration. The location places this housing at the heart of much of the artistic activity of Winnipeg. We also know that co-locating artists has a positive impact in the arts. The creative hub approach is to be favored. The building has begun construction, and we continue to work towards a formal agreement for visiting unit suites to be available upon opening in fall 2020.



- enhanced relevance to a broader and younger clientele (including the benjamin art organizations)

We have been successful in expanding our services to more art organization. Artspace now supports over 45 art organizations throughout Manitoba. This is mainly through residency at 100 Arthur street and through the Arts Management program. But it's also through certain member services like the boardroom and the postage machine.

Furthermore, Artspace leadership makes itself available. The Executive Director participated in the Art Forum organized by the Manitoba Arts Network, offering one on one sessions as well as presenting a seminar.

Sometimes proper sustainable engagement is simply opening doors to creators. Thus, we ensure easy access to the public components of the building, so that young and indie artists have a place from which to create. We regularly have filmmakers and photographers utilize the building and, in particular, the rooftop. We do so free of charge, as long as it's not a commercial shoot. We believe in making the building relevant and accessible to new and emerging artists.

It's also why we engage in days like Doors Open Winnipeg. This free public event sees several hundred people tour the building for free. We are amongst the featured buildings of the event. Normally we simply bring people to the rooftop to get a sense of the Exchange District as a whole. This year, we offered a curated experience to participants complete with music and poetry on four different floors. Guided tours left every fifteen minutes. We feel this allowed people to not only appreciate the building, but also the art within it.

- continue relevance to arts organizations and their members

Often engagement comes through communication. For that reason, the Executive Director curates a monthly blog on the Artspace website. The following is a list of Blogs presented over the last year:

- [Earn my vote - commit to the arts](#) by Eric Plamondon
- [Réflexions suite à une résidence d'artiste dans une école d'art élite a Montréal](#) by Eric Plamondon
- [How to read financial statements - Part 1](#) by Cheryl Miki
- [How to read financial statements - Part 2](#) by Cheryl Miki
- [How to read financial statements - Part 3](#) by Cheryl Miki
- [Hiring new staff - how do you pay them](#) Part 1 by Cheryl Miki
- [Hiring new staff - about payroll](#) Part 2 by Cheryl Miki
- [Hiring new staff - budgeting](#) Part 3 by Cheryl Miki
- [Fish, rooftops and Alleyways](#) - by Dylan Jones
- [Summer art](#) by Mahri White

- continued role as a key leader in the arts and as an active Exchange District community member

We continue to be engaged members of the Exchange District. This takes many forms, but is of great importance to us. It means showing up when consultation is happening. For example we attend numerous consultations during the development of bike lanes in and around the district.. We also participated in Exchange District Biz meetings, whether it be AGMs or strategic planning sessions. It means participating in advisory meetings for the development of the North west sector of the District, as organized by Centre Venture, thus ensuring a consideration for the arts.

Sometimes it's a lot simpler. For example, we are a designated pick up spot for First Friday programs and promotion of such activities. It also means we promote them through our social media (instagram and facebook).

We also make our assets available. Which means the alleyway is used during Nuit Blanche as a site for art installation. It means we accommodate the activities of the Fringe Festival in various ways.

It means we show up to the spring clean up and do our share to beautify the neighbourhood.

It means we speak proudly of being residents of the Exchange District. The creative campus of Winnipeg.

CONCLUSION

We offer this annual report as a fair representation of the activities of the year. It undoubtedly reflects the work of the 30 years that set up our realities of today. We hope it also reflects our desired outcomes for the years to come. As such, we fully embrace the structure laid out in the strategic plan 2018-2022. We know it will properly guide us so that Artspace is viewed as an exemplary social profit arts organization that seeks operational sustainability, financial sustainability and sustainable engagement in all it does. If we are correct, this will allow us to do much, and to do it with maximum impact. We know we must honor three decades of invested energy, hopes and desires, which has allowed Artspace to be who we are. Being creative, we also want to have a hand in shaping our future, but also in being able to do even more. It's in the nature of being the arts.

We also know that this can only be done in dialogue with arts organizations, our members, and our supporters. Thus we are committed to upholding the values of transparency, honesty and sincerity in our communications. This annual report should be a testament to that commitment. As such, we present it to you proudly. Furthermore, we shall make it available to any member of the public via our website and a hard copy upon request.

2018 - 2019 Board of Directors

Lynne Stefanchuk	President
Linda McFadyen	Vice-President
Zach Robert	Treasurer
Johanna Chipman	Secretary
Luc Fournier	Director
Louise Smith	Director
P. Michael Jerch	Director
Brian Drader	Director
Ari Weinberg	Director
Emma Hendrix	Director
Joe Kalturnyk	Director
Jaimz Asmundson	Director

2018 - 2019 Staff

Eric Plamondon	Executive Director
Dylan Jones	Administrative Assistant
Mahri White	Special Project Associate (summer intern)
Cheryl Miki	Program Coordinator
Debbie Girard	Accounting Associate
Sharon Thiessen-Woods	Bookkeeper/Program Consultant (contractor)
Dave Wiebe	Building Superintendent
Lois Hogg	Weekend maintenance
Jim Robinson	Fund developer (contractor)

Funders and Supporters 2018-2019

SUSAN ALGIE * VALERIE BARR-JONES * JEAN-MICHEL BEAUDRY * KEITH BELLAMY * DYLAN BEKKERING * MARIE BERKVENNS * MARIAM BERSTEIN ANDREA BURGOYNE * CONNIE CHAPEL * JOHANNA CHIPMAN * KEVIN CHIPMAN * KIM CHIPMAN * MARK CHIPMAN * STEVE CHIPMAN * LARRY DESROCHERS * NICHOLAS DOUVILLE * BRIAN DRADER * MACKENZIE DYCK * DARRON FIELD * PAT FORTIER * GABRIELLE FUNK * SUZANNE GAGNON * EMMA HENDRIX * KELSEY HUTTON * TOM JANZEN * MICHAEL JERCH * DEREK JOHANSON * DYLAN JONES * KEELY JONES * KEVIN JOURDAN * LINDSEY KOEPKE * KIRA KOOP * WANDA KOOP * GEOFF LANGEN * NATHAN LASER * MORGANE LEMÉE * JOEL MARCON * LINDA MCFADYEN * KEVIN MCGUIRE * RICHARD MAHÉ * CONSTANCE MENZIES * JAMIE MORNEAU * DARREL NADEAU * NANCY O'BRIEN * SHARON O'BRIEN * ARTURO ORELLANA * ELIZABETH PARSONS * FRED PENNEL * ERIC PLAMONDON * LOUISE PLAMONDON * MATT RAJFUR * COLIN RÉMILLARD * ZACH ROBERT * COLIN ROY * SUSAN RUSSELL * VIVAN SANTOS * EVAN SINCLAIR * LOUISE SMITH * SARAH STASIUK * LYNNE STEFANCHUK * ERIC WATERS * MEGHAN TOOLEY * ARI WEINBERG * CHLOÉ WILLIAMSON * VICKY YOUNG and GROUNDSWELL

The Government of Canada
The Government of Manitoba
The Manitoba Centennial Centre Corporation

The Exchange District Biz
The Thomas Sill Foundation

Thank you - Miigwetch - Merci