



University College of the North

# Northern Arts Workshop

March 21-23, 2023

Flin Flon, MB

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## Northern Manitoba Arts Action Plan

### Building Blocks to Strengthen Communities and Build a Diversified Economy

Report prepared by

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April 5, 2023



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## ACKNOWLEDGEMENT

We acknowledge that northern Manitoba encompasses the traditional territories and homelands of many Indigenous peoples, in particular the Cree, Dene, Red River Métis, and Oji-Cree; Indigenous peoples have continuously maintained homelands in northern Manitoba since time immemorial. The First Nations in this area entered into treaty relationships with the Crown which include signatories to treaties 4, 5, the treaty 5 adhesion, and treaty 6 and 10. Northern Manitoba includes lands that were and are the ancestral lands of the Inuit. The territory has also become home to other Indigenous peoples. We uphold the treaties and collaborate with all Indigenous peoples to share truth, reconciliation, and learning.

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We acknowledge the funding support of



## FOREWORD

During the summer of 2022 on behalf of ImagiNorthern, in collaboration with Creative Manitoba and funding by the Mineral Development Fund, Inga Petri, Strategic Moves undertook a base line study of “Artists and Arts Organizations in Manitoba.” This report alongside Strategic Moves’ presentation of findings and other workshop materials and reports are available at [StrategicMoves.ca](https://StrategicMoves.ca).

The University College of the North, with funding support from the Communities Economic Development Fund and Community Futures Greenstone, convened the Northern Arts Workshop in March 2023 to galvanize and focus discussions to strengthen the arts sector in the North. 45 participants were joined by several showcasing artists for in-depth discussions and development of a collective action plan. We were honoured by a keynote presentation by Jesse Wenthe, chair of the Canada Council for the Arts, and a facilitated workshop by Thom Sparling and Inga Petri.

This report of outcomes has three main sections:

1. A Northern Manitoba Arts Action Plan (NMAAP)
2. Reflections on Imagining our Arts Future in Northern Manitoba
3. Individual Action Plans

The Arts Action Plan is based on the author’s translation of the conversations throughout the workshop and the individual action plans each participant developed during the Northern Arts Workshop which were used to identify collective actions.

The Reflections section is a summary of the participants’ conversations by Inga Petri, conference presenter, workshop facilitator and member of the Northern Arts Workshop organizing team. The Individual Actions Plans were prepared by the participants on the final day of the Workshop.

This *Arts Action Plan* should be read with the *Report on the Northern Arts Workshop* by Trudy Schroeder, Arts & Heritage Solutions and a member of the Northern Arts Workshop organizing team.



Figure 1 The University College of the North hosted the Northern Arts Workshop

# NORTHERN MANITOBA ARTS ACTION PLAN

This *Arts Action Plan* is a summary of the work throughout the Northern Arts Workshop. Critically important, follow up discussions are needed to prioritize actions and develop specific work plans, that is to determine who does what and when. Participants in the Workshop each have a role in its realization both in their local community and across the region as a whole.

Indeed, to strengthen the arts in Northern Manitoba will require concerted investment in time, energy and imagination by participants in the Workshop as well as by others in their communities and in communities across the North, including First Nation reserves, Indigenous people living off-reserve in Northern towns, provincial arts service organizations, and provincial and other public funders.



Figure 2 Mapping the participants and speakers

## A Vision (draft)

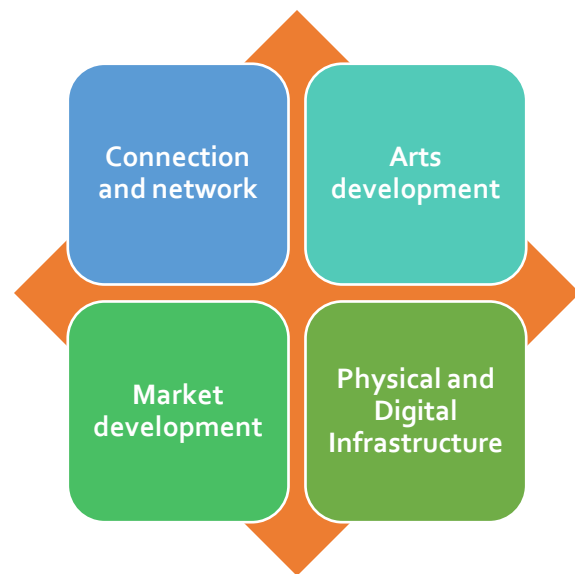
Guided by our no-limits innovative spirit and shared love and respect for the land we inhabit, we (Northern artists, arts organizations, arts service organizations and cross-sectoral partners) build a thriving, inclusive arts and cultural sector that plays a profound role in a diversified economy, supports health and well-being of artists and communities, and celebrates and makes known the world over the North's rich tapestry of cultures, languages, artistic and creative expressions.

## Values (draft)

- Reciprocity
- Inclusion
- Collaboration
- Respect
- Relationships

## Strategic Actions (draft)

A pre-requisite to building a thriving arts sector is to be connected to each other, to share knowledge and resources, to further arts development through training for artists and cultural workers, to develop markets that can support the livelihood of artists and makers, and to have access to or build the infrastructure artists and arts organizations need to pursue their work in communities across the North.



## *Connections and Network Building*

ImagiNorthern, incubated by the Flin Flon Arts Council, is a new network that can grow into a regional network across all Northern Manitoba's communities. Its champions network can be expanded to convene working meetings designed to identify and meet the needs across the North. Local action combined with regional thinking can galvanize this arts movement.

Network building can be encouraged by co-creating a widely shared vision for the ImagiNorthern Champions initiative and determine who does what in various areas of network building.



Area	Actions	Leadership Options
<i>Communications</i>	<ul style="list-style-type: none"> <li>- Establish a digital communications mechanism for all participants and wider arts community</li> <li>- Create a regular information sharing tool, e.g., eNews printed newsletter, to maintain momentum, share our stories of success and support, share resources with each other.</li> </ul>	<p>Jennifer Nabess, UCN shared the contact list of participants.</p> <p>A Facebook group was established and all participants were invited to join.</p> <p>ImagiNorthern</p>
<i>Local Follow-up meetings</i>	<ul style="list-style-type: none"> <li>- Participants take back their learnings and experience at the Workshop to inform local arts communities, arts organization leadership and local artists as well as municipal leaders, First Nations governments of work and its outcomes.</li> <li>- Make the case for local participation in regional collaboration.</li> <li>- Establish local point of contact for the ImagiNorthern regional coordinators and champions.</li> </ul>	All participants; ImagiNorthern
<i>Indigenous Community Participation</i>	<ul style="list-style-type: none"> <li>- Opaskwayak Cree Nation (OCN) has many talented artists, and its business development arm runs an arts and culture program already.</li> <li>- Lars Stoltz in Snow Lake has developed a major arts infrastructure project.</li> <li>- Use this new network to connect with more First Nations communities and explore how we can collaborate and work on the priorities of each community jointly.</li> </ul>	<p>Work with partners to strengthen relationships:</p> <p>UCN has representation in 9 First Nations communities; community economic development officers have a mandate to work with First Nations communities</p>
<i>Partnership with provincial organizations</i>	<ul style="list-style-type: none"> <li>- Embed provincial service organizations in ImagiNorthern working sessions to maintain access to resources, streamline information sharing and develop action plans.</li> <li>- Build partnership with UCN and other post-secondary institutions to develop educational programs in the arts and the business of the arts and support sector development.</li> </ul>	<p>ImagiNorthern maintains and builds on partnerships:</p> <ul style="list-style-type: none"> <li>- Creative Manitoba re: work force development and training.</li> <li>- Manitoba Arts Network re performing and visual arts touring and professional development.</li> <li>- Travel Manitoba re: tourism development and marketing</li> <li>- Economic Development re: information and resources sharing, sector development.</li> </ul>

Area	Actions	Leadership Options
<i>Regional Arts Gatherings</i>	<ul style="list-style-type: none"> <li>- Establish a working committee to organize an annual arts summit, rotating between different communities.</li> <li>- Identify funding options, including travel for participants and showcasing artists</li> <li>- Facilitate smaller regional working meetings, in person or via digital communications throughout the year, to maintain close connection and develop collaborative, trusted working relationships.</li> </ul>	ImagiNorthern monthly meetings and Arts Summit; Workshop participants; Partner organizations

## *Regional Arts and Culture Strategy*

Several arts and creative infrastructure developments are desired in several communities. A fully considered regional cultural map showing existing resources and gaps will be important to gain major public funding support to enable both the building of facilities and development of operating models that are sustainable in small Northern communities. This Regional Arts and Culture Strategy should also embed local community strategies allowing the whole to become greater than its parts.

Building on this **Arts Action Plan**:

Area	Actions	Leadership Options
<i>Cultural Mapping</i>	Undertake comprehensive cultural mapping, including a regional infrastructure inventory	City of Flin Flon ImagiNorthern
<i>Physical Infrastructure</i>	<ul style="list-style-type: none"> <li>- Complete a regional needs assessment for infrastructure.</li> <li>- Determine how to support, among others: <ul style="list-style-type: none"> <li>- Snow Lake Arts and Entertainment Peninsula, private initiative with capacity to build it (Lars Stoltz).</li> <li>- North Central Canada Centre for Arts and Environment, Flin Flon, feasibility studies are completed.</li> <li>- Thompson's aspiration for a major multi-disciplinary arts facility and maker space.</li> <li>- The Pas' arts and maker space</li> </ul> </li> </ul>	ImagiNorthern; Workshop Participants;
<i>Digital Infrastructure &amp; Markets</i>	- Support development, growth and effectiveness of Uptown Emporium as an online store and physical depots.	Flin Flon Arts Council ImagiNorthern
	- Domestic and International Market Development Plan	ImagiNorthern



## Training and Development

Ideally the Regional Arts and Culture Strategy will take account of the Training and Development needs of artists and cultural workers. This is part and parcel of Workforce development in the North to develop a more diversified economy.

Area	Actions	Leadership Options
<i>Artist development</i>	<ul style="list-style-type: none"> <li>- Amateur, recreation and professional artist development through professional training in their artistic practice and business skills, as close to home as is feasible and possible.</li> <li>- Arts programs that are youth focussed</li> </ul>	UCN Arts Councils
<i>Arts organizations</i>	<ul style="list-style-type: none"> <li>- Arts administrator's training in business skills needed to operate arts organizations sustainably, including marketing, digital discoverability, programming, revenue generation, administration and financial management, human resources and volunteer management, facility management.</li> </ul>	ImagiNorthern; Workshop Participants;

## Advocacy

There is a need to identify specific advocacy issues to help build a strong, vibrant and viable Northern Manitoba Art Sector.

Area	Actions	Leadership Options
<i>Advocacy Plan</i>	<ul style="list-style-type: none"> <li>- Develop advocacy positions, underpinned by current data and a government relations plan.</li> </ul>	ImagiNorthern and its members and partners
<i>Artists' Income</i>	<ul style="list-style-type: none"> <li>- Make the case to funders and the public that artists and cultural workers need to be paid fairly for their work and contribute to the economic health of the regional as much as its social and cultural health</li> </ul>	ImagiNorthern and its members and partners
<i>Government Relations</i>	<ul style="list-style-type: none"> <li>- Canada Council for the Arts – to work on developing a Northern Manitoba Agreement within Council's Northern Strategy.</li> <li>- Canadian Heritage re: Cultural Spaces programs and other programs.</li> <li>- Government of Manitoba re: funding mechanisms for the North.</li> <li>- Manitoba Arts Council re: funding for Northern artists through existing arts organizations</li> <li>- Municipalities – build relationships, encourage support</li> </ul>	ImagiNorthern and its members and partners, Manitoba Arts Network Creative Manitoba; and funders

## *Tourism and Economic Development Partnership*

The North's nature-based tourism and cultural tourism go hand-in-hand. Research has shown that tourists look for unique, Northern arts and cultural experiences along with their wilderness experiences.

Area	Actions	Leadership Options
<i>Economic Development</i>	<ul style="list-style-type: none"> <li>- Work with the existing network of economic development officers across the North to build local community relationship and expand reach into First Nations communities.</li> </ul>	Community economic development
<i>Tourism Partnership</i>	<ul style="list-style-type: none"> <li>- Build a partnership with tourism sector and Travel Manitoba</li> <li>- Develop a cultural tourism plan. Including arts and cultural products and services, for the region in conjunction with Travel Manitoba.</li> <li>- Invite participation from Travel Manitoba and tourism officers at the next Northern Manitoba Regional Gathering and Regional Arts Summit</li> </ul>	Travel Manitoba Manitoba Arts Network Creative Manitoba Arts Councils ImagiNorthern
<i>Tourism Marketing</i>	<ul style="list-style-type: none"> <li>- Develop a tourism marketing approach that features existing arts and cultural experiences.</li> <li>- Develop an arts and cultural events calendar for destination marketing.</li> <li>- Improve the online presence of Northern arts and cultural destinations, activities, and events.</li> </ul>	Travel Manitoba Arts Councils and arts organizations ImagiNorthern

# REFLECTIONS ON IMAGINING OUR NORTHERN ARTS FUTURE

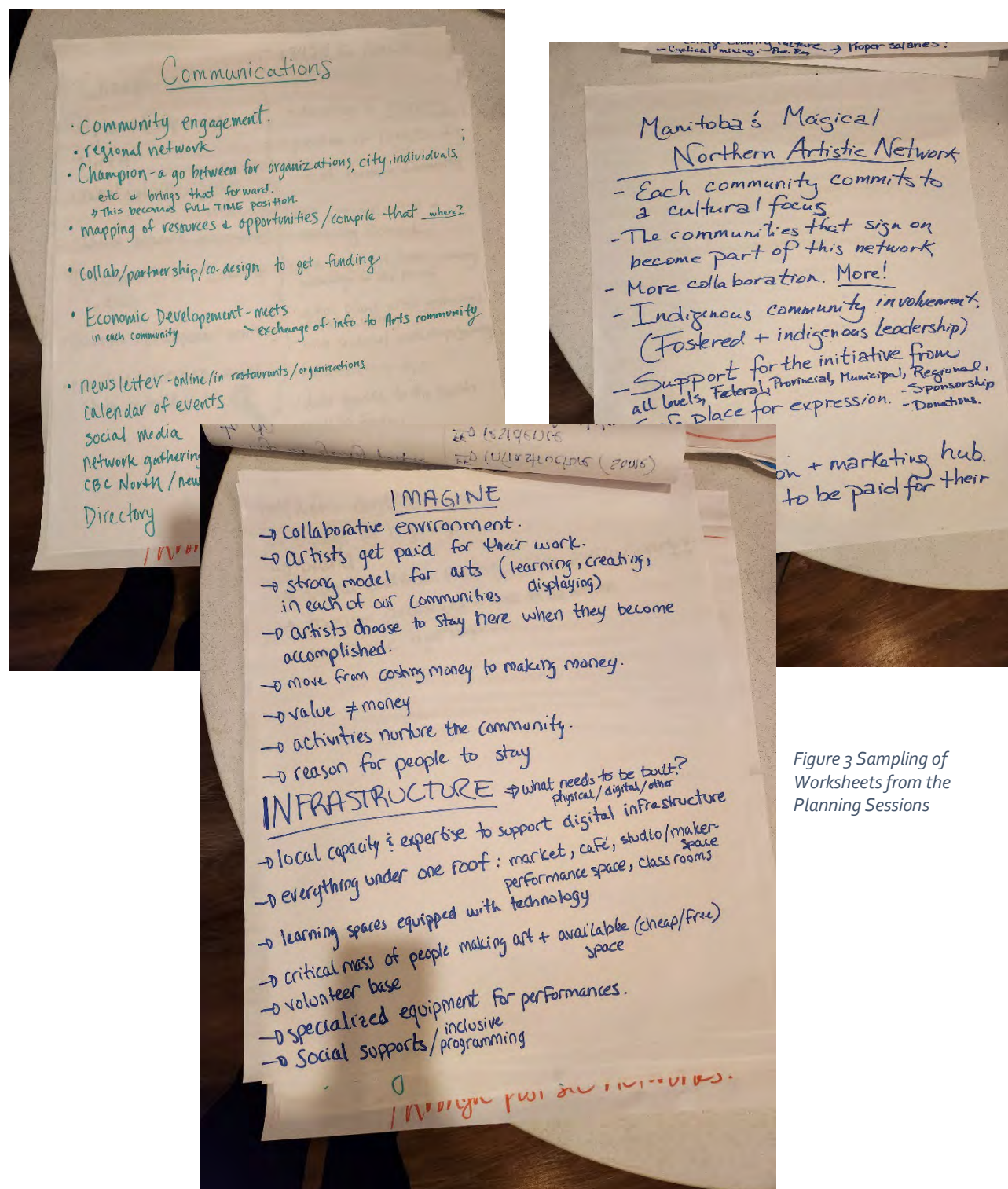
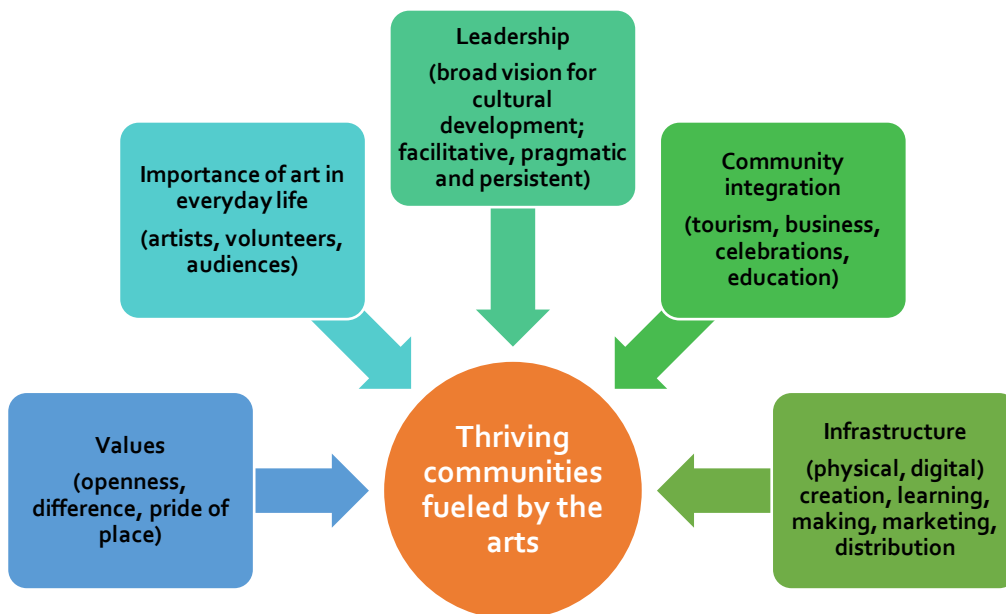
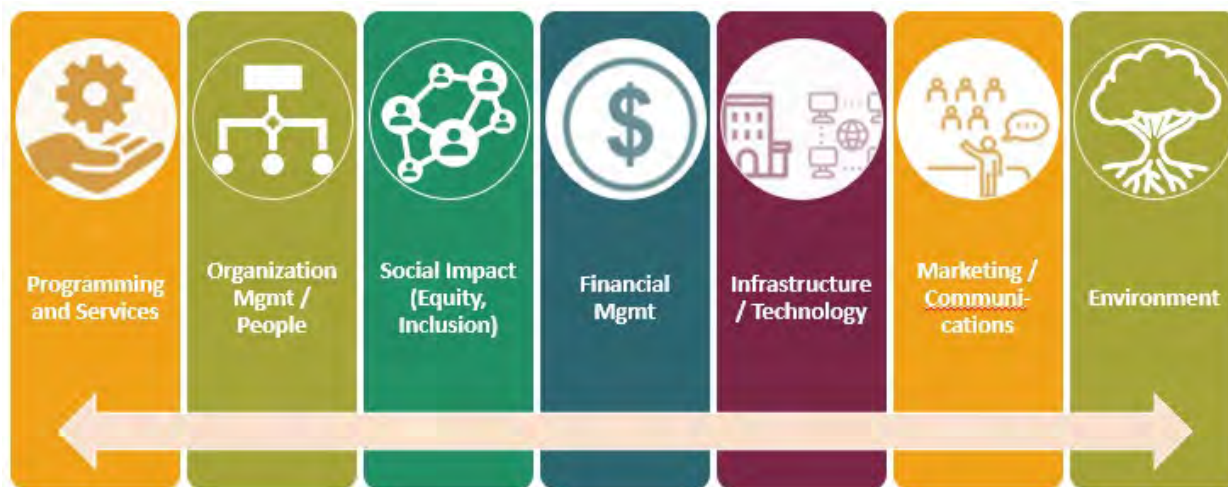


Figure 3 Sampling of Worksheets from the Planning Sessions

Based on a proposed framework that encapsulates the characteristics of thriving rural and remote arts communities, participants in the Northern Arts Workshop explored together what exists already and what is required to build a thriving arts future in the North.



Each breakout group was then assigned to focus on one of these seven topics and explore the change they want to see.



This summary reflects those discussions. It does not hierarchize any elements; each is part of an interconnected whole. That also means that any one element can act as a catalytic game changer and, at another time, play a supporting role in the evolution of a healthy, thriving arts and cultural eco-system.

## Shared Values – Social Impacts

Shared values and beliefs that are grounded in acceptance of differences, openness, a pride of place.

What we already have	What we need to thrive
Pride in our communities	Economic development and sustainability
Natural beauty of our region, remoteness as a strength for creative and artistic work	A shared responsibility for stewarding our environment with Indigenous communities, governments, mining, tourism, education, arts, business at the table
A shared belief in the power of networks. A strong desire to connect and collaborate across the region for the advancement of all.	A strong ImagiNorthern network, that has received some funding for staff to work as Champion Coordinators across the North spearheaded by the Flin Flon Arts Council.
We have a shared interest in the success of Northern artists and in building a strong, thriving regional arts eco-system.	We need a sense of togetherness. We need to learn how to champion arts development as a region, in a collaborative spirit where we each benefit.
Leaders, facilitators, who are dreaming big and working diligently toward major goals in community with others.	We need to get to know each other and work together. We need to pay people adequately for their work in arts and culture, both those working in arts organization and arts councils and those who are working as artists.
A desire for reconciliation with First Nations and a recognition of their right to self-determination, and truth-telling about the impact residential school and other colonial assimilation policies have had and continue to have on Manitoba First Nations people and communities.	We need to focus on building relationships, visit reserves and get to know the people, the leaders, the artists, the youth and families, who are living on reserve, including fly-in communities, and those who live off-reserve. We need to take action based on the goals, arts and cultural expressions that are meaningful to each local community.
	We want success for all: Flin Flon, The Pas, Thompson, Churchill, and other communities are at different stages of arts development. There is a strong desire to move forward with arts development at a similar pace across our communities, to learn from each other.
	We want connectivity with all the smaller communities and with First Nations communities. That requires funding for travel, funding for education and training delivered locally more often, and it requires sharing cultural knowledge as well as artistic know-how.
	We need to adopt common approaches to arts development and to gaining greater government support (municipal, provincial, federal).



What we already have	What we need to thrive
	Governments at all levels (local, Indigenous, provincial, federal) need to share our vision of a vibrant, successful North where people matter as much as our natural resources; where arts and culture thrive as part of the social, cultural and economic development of the region.
	Social, cultural and economic impacts need to all be valued; the arts are uniquely positioned to deliver all three and help generate a healthy arts eco-system and a thriving region.



Figure 4 Breakout groups have in-depth conversations

## Importance of the Arts in Everyday Life

Valuing arts in everyday life in formal and informal ways.

What we already have	What we need to thrive
We have many artists practicing in many different disciplines; some are professional artists, many are hobbyists	We need a critical mass of people making art and available (cheap / free) space to work in. Among others, we need more opportunities to become a professional, full-time artist, more training (in the arts and in business of the arts), improved access to raw materials, improved market access for artists and their works; and adequate pay for professional artists' work.
We have many teaching artists at every level of practice.	Many are not paid or not paid adequately for their teaching; economic development means finding ways to pay teaching artists for their work.
Volunteers in the arts have been critical to the success of local communities.	Not all communities are at the same level of community engagement re: engaging and renewing a strong volunteer base; each community has its own dynamics, demographically and economically. Capacity building ultimately requires more paid positions in the arts in all of our communities.
We have a growing number of events, Flin Flon's participating in Culture Days, festivals, music, theatre	Better integration with tourism and tourism marketing; better collaboration across our Northern communities to lift-up Northern artists.
We have some artists residencies	Artist in residence and other visiting artists are a critical component of building thriving rural and remote arts communities. We need to fully engage artists in residence, creating opportunity to participate in and give back to the local community, through events, teaching, master classes and so on
	Changing perceptions in our communities to ensure all value and understand the value of the arts to the health, well-being of residents, quality of life, a thriving tourism sector, and a more diversified economic development. We need to strengthen the arts communities and ensure they are seen as a valued part of the community, so we can all become vibrant, thriving communities.
	We need economic development officers to fully understand the arts opportunity for development in and of Northern Manitoba. We need supportive municipal leadership, along with support from all levels of government.
	We need to find ways to tell the stories of artists and arts workers.
	Give people a reason to stay in the North.



## Leadership

Leadership with a broad vision for cultural development and an empowering, facilitative style that brings people together for the benefit of all.

What we already have	What we need to thrive
We have some talent and expertise; some singular arts leaders that have spent many years working toward change.	Develop visionary arts leaders who can translate vision into action. Flin Flon has had stable arts leadership. We need to have a plan to build that leadership in all communities and we need a plan for succession and future stability; knowledge transfer to ensure new leaders can build on what was done before instead of re-inventing the wheel. Achieving this also means adequate pay for arts administrators work in support of the arts.
Arts Councils in some communities	Arts organizations, arts councils in every community
The ImagiNorthern Champions network has secured funding for staffing and expansion of its work recently.	The ImagiNorthern network needs to grow and secure ongoing funding for Champions and Coordinator positions. Gain / maintain support from provincial arts service organizations, such as Creative Manitoba, Manitoba Arts Network
Director of Culture and Community Initiative (new position at Municipality of Flin Flon)	Some municipalities are strongly supportive, while others are less so. We need all municipalities to embrace the arts as a key aspect of a healthy, thriving community and show their support, through: <ul style="list-style-type: none"> <li>- Municipal investment</li> <li>- Tourism investment</li> <li>- Community Cultural Plan</li> <li>- Economic Plan</li> </ul>

## People

With a largely volunteer-driven sector in Northern Manitoba, several roles were identified as required:

- People to address the gaps between artists and funders, e.g. a navigator and grant writing or coaching position;
- Marketing and promotion to facilitate connection between artists and customers
- Technical support person and specialized facilitators (equipment, visual arts, vehicle access, rentals)
- Trainers with specialized skills in arts and business, suited to our rural and remote realities
- ImagiNorthern has begun to fill these identified gaps in these roles, with current project funding:
  - o Community champion / liaison
  - o Create an accelerator position or group for the North

We need Arts entrepreneurship. That is all the business skills needed in the arts, shared among a critical mass of people, including:

- Marketing
- Human resources
- Financing
- Grant writing

There was also strong agreement that the work needed to gain Indigenous representation from the Communities was essential to success for a Northern Manitoba strategy.

## Community Integration

Integration into the broader structures of community life.

What we already have	What we need to thrive
Economic Development officers in every community	Build close relationships between arts and economic development staff
Strong tourism sector in several communities – cottage country, hunting and fishing, polar bears	Build close relationships between arts and tourism sector organizations, outfitters, create new kinds of integrated experiences to develop and strengthen community-based tourism projects.
Travel Manitoba is interested in arts and cultural tourism (January summit)	Build close relationships between arts and tourism sector to establish a common cultural tourism plan for Northern Manitoba; Development of arts and cultural experiences that are reliably available; marketing those experiences and activities within tourism marketing.
Mining sector has been supportive to some degree.	We need understanding of where mining sector and government is going, and impact of outside ownership on local community relations
Arts businesses and exhibit spaces (NorVA, Wild North, Uptown Emporium)	Promote the arts businesses widely; joint marketing with destination marketing
University College of the North	Learn how to leverage their capacities for arts development
Business community	Build closer relationships between arts and business community
	Build close relationships between arts and health and social services community
	Build closer relationships between arts and Indigenous communities and municipal, provincial and federal governments and elected officials

	Connect to other provincial government initiatives in the North
	Work across our communities more in the arts as well – Northern artists to tour, exhibit and teach in Northern communities; performance and exhibit swaps. Manitoba Arts Network can facilitate that in more communities.

## *Post-Secondary (University College of the North)*

- Post-secondary institutions have the mandate, responsibility and capacity to facilitate gathering spaces and conversations to amplify community goals, economic and social development dreams because they are shared dreams
- Post-secondary institutions have relationships with all sectors (health, education ,business) that benefit from and that can benefit the arts community; need to explore opportunities how to connect and coordinate people in cross-sectoral activities that benefit the communities
- UCN can act as a portal to other post-secondary expertise through post-secondary networks

## *Arts Education*

- Large existing in-community facilities and staff to facilitate arts programming (especially for youth), but this needs to have connection and longevity – not an “in and out” short term engagement from outsiders
- Use existing spaces that are suitable for community development and community engagement (exhibit art, performances etc)
- Consider how to leverage post-secondary institutions non-profit status and administrative capacity (HR, payroll, etc)



*Figure 5 Breakout group discussions*

## Infrastructure

Physical infrastructure for arts activities from learning, creation and producing, to presenting and distributing. Intellectual property and digital infrastructures are also part of infrastructure.

What we already have	What we need to thrive
<p>Flin Flon has some good infrastructure:</p> <ul style="list-style-type: none"> <li>- NorVa</li> <li>- Flin Flon Arts Council</li> <li>- Uptown Emporium</li> <li>- Digital Uptown Emporium</li> <li>- Meeting spaces</li> <li>- Arts organizations (various)</li> <li>- Artist residency</li> <li>- Festivals</li> </ul>	
<p>Churchill</p> <ul style="list-style-type: none"> <li>- Creative Collective</li> <li>- Theatre</li> <li>- Artist residency</li> <li>- Thriving tourism</li> </ul>	
<p>Thompson</p> <ul style="list-style-type: none"> <li>- Mall of the Arts</li> <li>- Artist residency</li> </ul>	Thompson requires arts facilities including a maker space, studio spaces, gallery, store, performance space
<p>The Pas</p> <ul style="list-style-type: none"> <li>- The Pas Arts Council</li> <li>- Opaskwayak Cree Nation (OCN)</li> </ul>	
<p>Snow Lake</p> <p>Arts and cultural development plan and capacity to build on the peninsula (Lars Stoltz)</p>	
	North Central Canada Centre for Arts and Environment – feasibility studies are completed – intended as a regional hub for all of Northern Manitoba with international reach
	We need a complete cultural mapping of all of the resources that already exist in the North, so we can build an intelligent arts infrastructure plan for the region
	Many kinds of arts and cultural infrastructure are on the wish list in various communities to strengthen the arts community, and enable a broad range of opportunities for artists, creatives, innovators:

What we already have	What we need to thrive
	<ul style="list-style-type: none"> <li>- Learning spaces equipped with current tools and technologies</li> <li>- Cultural Hub &amp; Arts Centre</li> <li>- Innovation Centre</li> </ul>
	We need affordable, free spaces to do our work; arts community-owned and operated
Uptown Emporium online store	<p>Need to develop far greater digital capacities to develop a thriving digital marketplace. Digital access and connectivity must be improved further to become competitive in the digital market places.</p> <p>Realize our international market potential.</p>
	Need to develop Uptown Emporium Depots across the North
	Need access to raw materials for art making



*Figure 6 Conversations continue throughout the day*

## Marketing and Communications

In marketing, there were few existing capabilities or capacity, but many needs identified:

- Tourism packages – what to do, where and when
- Signage on highway
- Online store and physical stores (Uptown Emporium)
- Digital platform/searchable directory featuring artists and arts organizations profiles / opportunities, e.g. calls for submission to exhibits, performances
- Calendar of events – online and printed
- Newsletter online / in restaurant / organizations
- Social media
- CBC North / news / radio / podcasters
- Branding for inclusive Northern Manitoba arts

Community engagement and partnership activation were also often referenced as part of communications.

- Regional network - ImagiNorthern
  - o Champion becomes a full-time position and acts as a go-between for organizations, municipalities, individuals, to build a purposeful network to enable arts sector development
- Hold regular network gatherings; online meetings can supplement those to some degree
- Collaboration / partnership / co-design to get funding
- Meetings with Economic Development in each community to exchange information with the arts community

## Programs and Services

Many needs were identified throughout and are represented throughout this document. The following is a sampling of potential programs and services to provide locally.

### Artists Development

- Access to professional arts training locally
- Workshops for artists on business skill development
- Create linkages to existing information and services to empower artists to have the knowledge and know-how to run their arts business effectively (e.g. Free legal support for contracts – University of Manitoba; Creative Manitoba’s “Train the Trainer” and workforce development programs)

### Audiences - Community Programming

- An effective and holistic model for the arts (learning, creating, displaying) in each community
- After school art programs for young people
- Connecting artists to communities
- Exhibits and Performing Arts tours (Manitoba Arts Network)



- Annual Festivals and Community Celebrations
- Activities that nurture our communities
- Social supports / inclusive programming

**Design and run pilot programs to strengthen the arts community, our organizations and artists, e.g.,**

- Featuring a recognizable artist to sell 'other' concerts and build audience relationships between local arts organizations and audiences.

**Shipping – to and from the North**

A major pain point and expense is related to shipping materials and art, as well as the cost of travel in the North and to the South. Several ideas were shared to try and alleviate these pressures:

- Shipping of exhibits can be done with help of Manitoba Arts Network – it is an existing expertise
- Uptown Emporium Depots to also act as a conduit for materials local artists need to do their work, in addition to being a retail outlet.
- Medi-vac – to bring back supplies in empty helicopters (Shipping materials for makers and artists up)
- Developing block-booked tours of performing arts and musicians can be managed through Manitoba Arts Network existing programs

**Develop Market Access Programs**

- International Market Development

## Money Matters

**Artists**

- Artists have to be paid for their work
- Understand all of the avenues of income in various artistic disciplines
- They have to learn how to value their work
- Knowledge of sources of funding for artists
- Conscious development of a culture of professional artists
- A clear framework for how to generate an artistic livelihood needs to be readily available, including avenues of public funding.

**Arts Organizations**

- Provide a map to public and private funding opportunities for arts organizations and for artists.
- Advocacy for increased investment in local arts organizations to build capacity and deliver shared services.
- Can our major arts organizations apply for and distribute funds to local artists, especially Indigenous artists who face high barriers around government relations and learned distrust.
- Strengthen sponsorship development.
- Post-secondary institutions can apply for funding that others cannot.



## Environmental Considerations

Geography defines us:

- Physical landscape is our strategic advantage
- Protection of that asset is fundamental to our competitive advantage
- Art produced here can bring attention to the impacts of climate change
- Incorporate land-based practices and inclusion of Indigenous ways of knowing and living and being in relationship into artistic practices
- Stewarding the environment – land, water – is integrated to stewardship of our artistic spirits
- Arts can 'witness' environmental and relational devastation
- The environment shows us the ways we can co-create an eco-system that is healthy and vibrant and sustainable (one activity can pollinate another)



*Figure 7 Jesse Wentz, chair of the Board of the Canada Council for the Arts, keynote speaker*

## INDIVIDUAL ACTION PLANS

Following are the individual workplaces Workshop Participants developed during the Action Planning Session on the final morning of the Northern Arts Workshop.

This information is shared to inspire each other and to help participants identify who can offer what and who needs what kinds of support.

# Northern Arts Workshop Conference – March 2023 – ACTION PLANNING WORKSHEET

This is your individual worksheet to inform the group of your aspirations, interests and capacities.

We will share back this information after the workshop in a summary with participants. Please leave this sheet with Inga Petri or email a photo of it to [ipetri@strategicmoves.ca](mailto:ipetri@strategicmoves.ca).

To take a copy home right now, please write out your details a second time on a separate sheet – or simply take a picture of it for yourself.

Relevant new knowledge – Key take-home message(s): Learned of the network of support for Artists in the north. met many who share my passion for Art + how it enriches lives	
My vision for a thriving, healthy arts community in Northern Manitoba, includes ... a modern <sup>Indigenous</sup> venue to invite world class events + artists to the north, local artists can mix and mingle with less obstacles	I feel hopeful that we can achieve this vision because ... The north is a valuable resource, to be shared with the world. <del>as the</del> <sup>our</sup> culture is unique to our identity.
Action Step(s) toward realizing that vision: I will ... explore the land for a new venue and arts center. - Build it! - run the entertainment + arts as a non-profit entity to funnel profit and funds back into the north and <sup>our</sup> communities	I need ... (specific help, support, information, resources etc) - funding for arts, sports and entertainment spaces - <del>connected</del> connected options to build support hand from sister communities I can offer ... (specific help, support, information, resources etc) - <sup>contacts</sup> the skills, talent, equipment, tools time, effort, passion determination and stubbornness to get it Done

Name/Organization/Contact: [www.haesworks.ca](http://www.haesworks.ca) Aurora Borealis Arts Council (vice chair)  
[haesstoltz@attlook.com](mailto:haesstoltz@attlook.com) [www.stoltzcontracting.ca](http://www.stoltzcontracting.ca)  
[www.ABCArts.ca](http://www.ABCArts.ca)  
 haes works on FB [www.wekuskoskies.ca](http://www.wekuskoskies.ca)



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Relevant new knowledge – Key take-home message(s):

- lots of
- Resources available - Financial + Human + organizational
  - I am a part of the Arts Community + administrator
  - people are will to help
  - Jesse wentee - chair of Canadian Arts Council - Odeas

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

- More Indigenous inclusion
- training + implementation support for an OCN arts Council.

I feel hopeful that we can achieve this vision because ...

- Their are many talented Artist in Opaskwayak Cree Nation

Action Step(s) toward realizing that vision: I will ...

- write
- report on the Northern Arts Workshop
  - phone Arts leaders in OCN
  - Coordinate follow-up meeting
    - Create agenda
    - invite administrators + OCN artists
    - Create executive
  - re program OCN Arts + Crafts Program

I need ... (specific help, support, information, resources etc)

- champion job description
- ~~other~~ other orgs. mandates
- external contact lists

I can offer ... (specific help, support, information, resources etc)

- meeting space
- Create meeting packages
- Business skill development
- Base funding

Name/Organization/Contact:

Darryl Bauer / Opaskwayak Cree Nation / 204 627 7010

Opaskwayak Business Development cap.

dbauer@pbdc/tc.com



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Relevant new knowledge – Key take-home message(s): <i>-30% under 14</i> <i>- The need for community support/celebration of the Arts</i> <i>- The need for professional Arts training</i>	
My vision for a thriving, healthy arts community in Northern Manitoba, includes ... <i>- Training / Learning space</i> <i>- youth focused</i>	I feel hopeful that we can achieve this vision because ... <i>- we better understand the need &amp; value</i>
Action Step(s) toward realizing that vision: I will ... <i>- use my position at North Forge to help implement change in my community &amp; the north by facilitating an inclusive &amp; versatile Learning space</i>	I need ... (specific help, support, information, resources etc) <i>- access to professional arts instructors</i> <i>- support <del>for</del> to acquire more space</i> <hr/> I can offer ... (specific help, support, information, resources etc) <i>- facilities, equipment space</i> <i>- creative learning space</i> <i>- entrepreneurial support</i>
Name/Organization/Contact: <i>Shorty North Forge North</i> <del><i>dglenn@</i></del> <i>dglenn@northforge.ca</i>	



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Relevant new knowledge – Key take-home message(s): New Knowledge - Jesse Wente's Vision for Canada Council + the country They want to hear what we want + what we do			
My vision for a thriving, healthy arts community in Northern Manitoba, includes ... Depots That each community has the tools, funding + spaces to support their artists this will create healthy communities	I feel hopeful that we can achieve this vision because ... there is a collaborative energy right now in the north.		
Action Step(s) toward realizing that vision: I will ... I feel that in my new position I can develop a Cultural Plan + Charter for the communities to use throughout the North. Speak to funding bodies + continue to ask for funding for the Inuq Northern project	<table border="1"> <tr> <td>                             I need ... (specific help, support, information, resources etc)                              I need templates on what a strong Cultural Plan looks like                         </td> </tr> <tr> <td>                             I can offer ... (specific help, support, information, resources etc)                              Grant Support                              Knowledge Sharing                         </td> </tr> </table>	I need ... (specific help, support, information, resources etc) I need templates on what a strong Cultural Plan looks like	I can offer ... (specific help, support, information, resources etc) Grant Support Knowledge Sharing
I need ... (specific help, support, information, resources etc) I need templates on what a strong Cultural Plan looks like			
I can offer ... (specific help, support, information, resources etc) Grant Support Knowledge Sharing			
Name/Organization/Contact: Crystal Kolt / Flin Flon Arts Council / 254 271-0315 City of Flin Flon / crystal.kolt@gmail.com			





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Relevant new knowledge – Key take-home message(s): Sheer presence of funds Snowballing of ideas Enthusiasm & ability lesse werte Odile unsure of spelling desire for change from administration	
My vision for a thriving, healthy arts community in Northern Manitoba, includes ... Synergy momentum efficient communication & dispersal of funds • Indigenous connection • youth	I feel hopeful that we can achieve this vision because ... the talent & the basic infrastructure is mostly present – we just need to KEEP THE BALL ROLLING O O O O
Action Step(s) toward realizing that vision: I will ... Initiate dialogues through the connections I've developed Seek training to further improve my skill set Implement creative strategies to access the diverse range of talents in our region	I need ... (specific help, support, information, resources etc) help in grant writing organizational assistance MORE BODIES
	I can offer ... (specific help, support, information, resources etc) My YEARS • Tech knowledge Youthful perspective Sunshine & Rainbows
Name/Organization/Contact: Jacob Johannes Craig Harvie FF Arts Council punker123.skater@gmail.com	



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Relevant new knowledge – Key take-home message(s):

*Create a group environment <sup>that</sup> ~~provid~~ that we all seek the same outcome. To develop the arts as an economic driver. Therefore increasing pride in the region. This in turn ~~will~~ <sup>will</sup> ~~boost~~ <sup>boosts</sup> mental health & ~~creates~~ <sup>creates</sup> a prospering region.*

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

*providing a safe place for indigenous artists to share their <sup>talents</sup> ~~skills~~ & be paid a proper wage for their craft*

I feel hopeful that we can achieve this vision because ...

*we are a regional ec dev organization that is seeking for ms ~~to~~ support & we lobby for the community for change.*

Action Step(s) toward realizing that vision: I will ...

*align myself in indigenous circles to form an undudaidem, build relationships of trust & provide a safe place for dialogue.*

*- sit <sup>down</sup> ~~down~~ & have the conversation*

*- lobby on behalf of the arts for funding, policy change.*

I need ... (specific help, support, information, resources etc)

*connections & a travel budget.*

I can offer ... (specific help, support, information, resources etc)

*a connection or be a pathway to relay the needs, connect artists to markets, (UEA MOTA), provide marketing.*

Name/Organization/Contact:

*Stephanie Johnson CEDF-Red North sjohnson@cedf.mb.ca*



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<b>Relevant new knowledge – Key take-home message(s):</b> - co-delivery funding - sounds like a good model for us. - gathering spaces - digital & physical ← money for this important for mission.	
<b>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</b> - Collaborative work - no more Silos - Freedom of expression for each community - Consistent, coordinated source of assistance for artists	<b>I feel hopeful that we can achieve this vision because ...</b> - we're here, we're present & we're determined.
<b>Action Step(s) toward realizing that vision: I will ...</b> - stay connected w/ the larger group. - listen to each community's words - needs, hopes, challenges - be the squeaky wheel! - share & receive knowledge	<b>I need ... (specific help, support, information, resources etc)</b> - money, time - staff / positions - data / info.  <b>I can offer ... (specific help, support, information, resources etc)</b> - technical knowledge (IT) - structures & frameworks - consistent, clear communication.
<b>Name/Organization/Contact:</b> Krista Lemcke - Imaginorthern - Project Manager krislemconsults@gmail.com	



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Relevant new knowledge – Key take-home message(s):

we have a strong community of talented (& artsy!) individuals who crave common goals of unity & support from both within & outside of our region

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

more opportunity for artists to create, share, and market our work at in-person events (remove the online / physical isolation stigma) esp. for younger artists trying to "break in" to the community

I feel hopeful that we can achieve this vision because ...

we have a passionate group of established talent who truly care about how the future of the arts will manifest in Manitoba! :)

Action Step(s) toward realizing that vision: I will ...

- continue to work with and encourage young artists seeking to "set out" on their creative journey
- share knowledge & networking connections with other artists
- reach out to new connections and find out what's really available for individual artists
- advocate to bring art "out of the basement" of artists & keep it out in the public / being seen.

I need ... (specific help, support, information, resources etc)

- safe & affordable spaces to hold gatherings
- a strong & supportive network (no membership fees)
- less reliance on the volunteer model - let's pay our professionals!!

I can offer ... (specific help, support, information, resources etc)

- i'm a great brainstormer!!
- love to problem-solve & organize "behind the scenes" details. Always honoured to participate in youth mentoring & help share their voices / POV!

Name/Organization/Contact:

Danita Stallard (FLITTERMOUSE ART) : [danita.stallard@gmail.com](mailto:danita.stallard@gmail.com)



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Relevant new knowledge – Key take-home message(s):

It really is as simple as making a committed decision on an action. Once it's in the budget you have to do it.

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

A connected North where ideas and talents are shared and benefits are mutual. And of course Artists get Paid! Northern

I feel hopeful that we can achieve this vision because ...

There is a strong sense of solidarity amongst various communities.

Action Step(s) toward realizing that vision: I will ...

Help other organizations achieve their goals by sharing my skills + knowledge.

Keep our main objectives in mind and encourage partners not to compromise their vision.

Stay connected and share updates and news with our network

Hire a centralized marketing professional to promote Uptown Emporium (and other depots) Artists to a wider Market

I need ... (specific help, support, information, resources etc)

To be paid fairly for my work. To be made aware of opportunities. To have assistance in reaching a wider market.

I can offer ... (specific help, support, information, resources etc)

Grant writing services / feedback. Professional level instruction. arts training programming. Performing Arts technical assistance or work.

Name/Organization/Contact:

Mike Spencer / Artist / [john.michael.spencer@gmail.com](mailto:john.michael.spencer@gmail.com)

I want to sell so much work that I need to make a waiting list.

opportunities amongst communities Indigenous Communities Included.



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<p>Relevant new knowledge – Key take-home message(s):</p> <ul style="list-style-type: none"> <li>- barriers to grants → decision-making requirements</li> <li>- The North is vibrant, so many types of talents.</li> <li>- Needs to be a coordination effort amongst communities</li> <li>- surprised that communities close to each other <del>are</del> do not connect as much as thought. (individual community identity)</li> </ul>	
<p>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</p> <ul style="list-style-type: none"> <li>- Supportive Infrastructure (shared services) that can support a northern network.</li> </ul>	<p>I feel hopeful that we can achieve this vision because ...</p> <ul style="list-style-type: none"> <li>- Dedicated individuals in both the North &amp; South to push forward a vision.</li> </ul>
<p>Action Step(s) toward realizing that vision: I will ...</p> <ul style="list-style-type: none"> <li>- articulate the passion of the communities of the North.</li> <li>- assist communities in locating resources</li> <li>- work with other funders to ensure that the resources are accessible <del>when</del> or identified when sought</li> </ul>	<p>I need ... (specific help, support, information, resources etc)</p> <ul style="list-style-type: none"> <li>- data for decision-makers.</li> <li>- evidence of community support/activities.</li> </ul>
	<p>I can offer ... (specific help, support, information, resources etc)</p> <ul style="list-style-type: none"> <li>- My contact information as a connector.</li> <li>- bringing ideas forward to government leadership.</li> <li>- Relay what I learned &amp; experienced</li> </ul>
<p>Name/Organization/Contact:</p> <p>Kaila Wrebe, Government of Manitoba, 204 794-0875 Kaila.Wrebe@gov.mb.ca</p>	



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Relevant new knowledge – Key take-home message(s): - That the network is in place & we have the opportunity to unite in a model that will serve the north collectively.  
- That prioritizing the funding of arts is a choice & getting the right people in the local gov'ts involved & educating them as to the possibilities of what that choice can yield is imperative.

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...  
- Cross collaboration across Northern communities to showcase local talent  
- Bringing in national & international professionals to share their crafts & educate locals to strengthen the local talent & grow professionally

I feel hopeful that we can achieve this vision because ... We are all passionate, determined, hard working & strategic.  
Because we have the opportunity to share knowledge throughout the network, as well as resources.

Action Step(s) toward realizing that vision: I will ...

- Continue to create projects that reflect the ethos of what will drive success in transforming the North into an Arts & Culture Hub. (teaching component/sharing talent)
- Sharing resources & ideas to allow for cross collab with neighboring communities & other communities
- Apply for funding to be brought into community
- Support Imag. northern collectives efforts to act as an overarching body to support the overall vision

I need ... (specific help, support, information, resources etc)

- less deadlines when it comes to funding through grants, (not a need, but a desire).
- to have more positive attitudes in the Pas towards people making money in the Arts

I can offer ... (specific help, support, information, resources etc)

- Arts administration support,
- PR & Marketing support
- Event execution & conception
- overall strategy for moving forward &
- network building
- leveraging underutilized assets.

Name/Organization/Contact:

The Pas Arts Council & The Pas Guest List  
Gabrielle Swan Gabrielle.Swan@gmail.com +1.917.945.6789



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Relevant new knowledge – Key take-home message(s):

There are great people offering programs now that ARE accessible.

~~There are~~ Co-Delivery of resources, great solution.

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

Local + wider leaders  
Decide to prioritize.  
Local support for arts.

I feel hopeful that we can achieve this vision because ...

All stakeholders at this gathering understand each other better

Action Step(s) toward realizing that vision: I will ...

I support Churchill Champion.  
I will access more programs that my new friends in Arts Admin are offering now.  
passionate about and.

I will bring my whole network of arts community along for this ride.

I need ... (specific help, support, information, resources etc)

Faster reaction by Funders to meet our needs.

I can offer ... (specific help, support, information, resources etc)

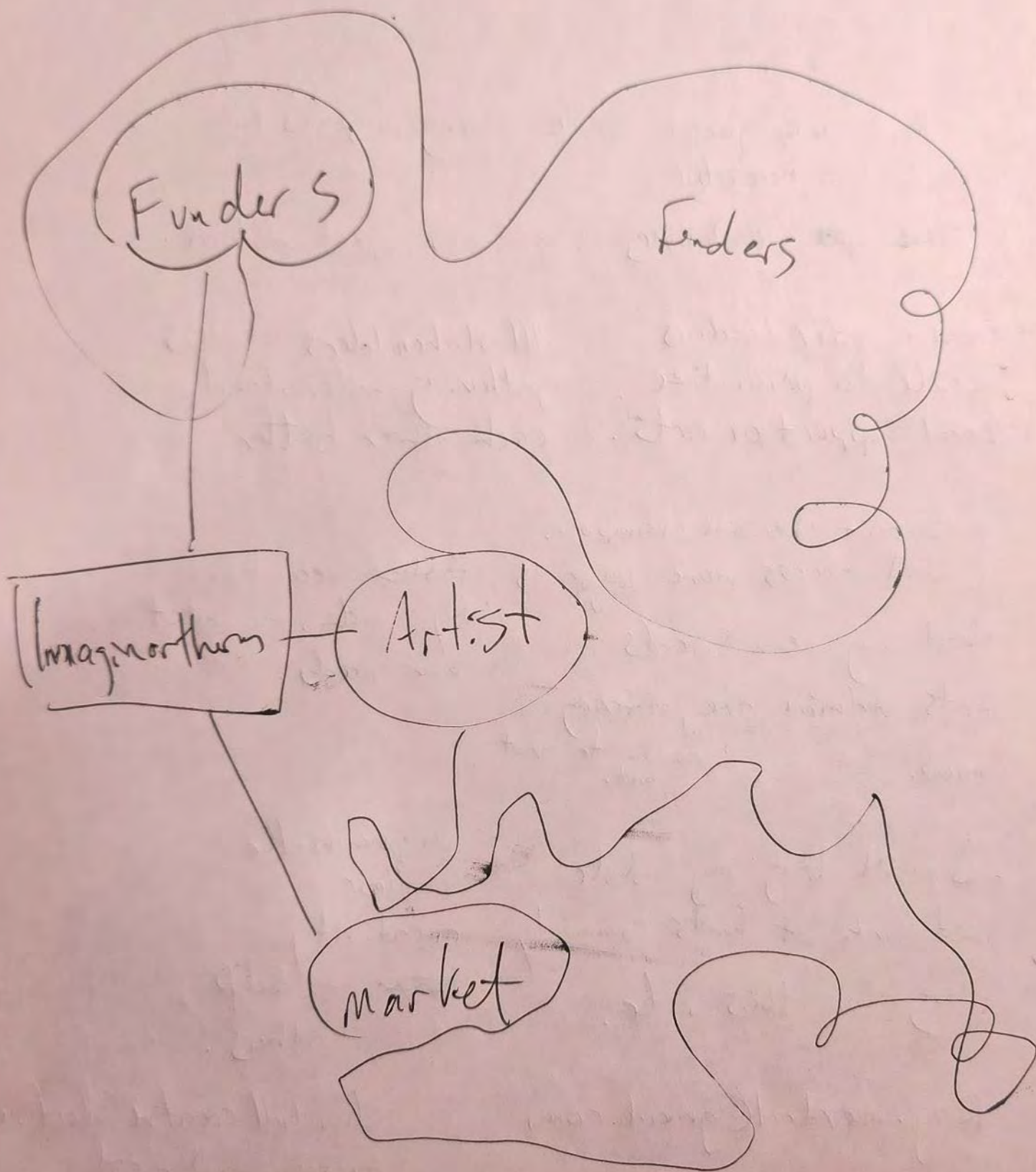
unquenchable endless creativity  
~~to~~ + help others.

Name/Organization/Contact:

Roy.mexted@gmail.com

Churchill creative Collective  
Aurora winterfest  
Churchill arts council







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<b>Relevant new knowledge – Key take-home message(s):</b> – Value of artists and their craft - Means of developing the skills and crafts - Breaking barriers and struggles that can be addressed - Network and connections made between people (Artists/Funders) - Inspiration: the recognition and ideas generated from passionate ppl.	
<b>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</b> - love of art forms and being able to further develop the skills needed. - Vibrant community that aren't afraid to share their progress or story. - Sustainable life style where art can be funded and a fair business practice. - Shared inspiration of artist working together.	<b>I feel hopeful that we can achieve this vision because ...</b> - We are aware of the resources available and support - We can push artists out of their communities and connect them to much larger networks. - We can share experiences and knowledge of communities within our own local.
<b>Action Step(s) toward realizing that vision: I will ...</b> - reach out to people met at conference - apply for programs and research what is available - let our artists know the support/resources - build a network of arts to connect northern community. - continue to inspire and build our artist collectives.	<b>I need ... (specific help, support, information, resources etc)</b> - contact information of funders/managers/artists - access to training/resources (business & artistic training) - more knowledge of programs and funding that pertain to arts and indigenous arts - A Crystal! <b>I can offer ... (specific help, support, information, resources etc)</b> - resources and information on my community - sharing a network of northern artists - give business insight on northern networks
<b>Name/Organization/Contact:</b> Kyle Dingwall - Churchill Creative Collective dingwall.kd@gmail.com 204-291-5857	



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<p>Relevant new knowledge – Key take-home message(s):</p> <p>that we are all ready to move forward &amp; start something exciting.</p>	
<p>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</p> <p>Artists being paid for their work. Access to funding if they need it. Excitement. Recognition.</p>	<p>I feel hopeful that we can achieve this vision because ...</p> <p>We are already doing it. [but could do MORE with proper funding]</p>
<p>Action Step(s) toward realizing that vision: I will ...</p> <ul style="list-style-type: none"> <li>- meet w/ new project manager- Krista.</li> <li>- indiv check-ins w/ Champions</li> <li>- workshop/trainings w/ Creative MB</li> <li>- call w/ Odile.</li> <li>- utilizing UCN to do meet n greets in other communities so they're not left out.</li> <li>- set up a check-in w/ Economic Development Officer(s)</li> <li>- Benefit dinner to potential funders (ex: hockey players, big business owners).</li> </ul>	<p>I need ... (specific help, support, information, resources etc)</p> <ul style="list-style-type: none"> <li>- help figure out who takes responsibility of depots being set up (liabilities).</li> </ul>
<p>Name/ Organization/ Contact:</p> <p>Kristy Janvier / Northern Champion Co-Ordinator</p> <p>k.janvier.uptownemporium54@gmail.com</p>	<p>I can offer ... (specific help, support, information, resources etc)</p> <ul style="list-style-type: none"> <li>- connection links (ie: Lars to Patty-Jean's festival)</li> <li>- Indigenous perspective &amp; reminders of inclusion.</li> </ul>



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Relevant new knowledge – Key take-home message(s):

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

I feel hopeful that we can achieve this vision because ...

create

Arts Centred spaces supported by paid staff who can provide creative supports - entrepreneurial, access to markets, teaching, equipment materials. Equitable pay for artists. opportunities for other economic sectors and up to community. That ~~are~~ become so critical to communities that are not allowed to fail.

Action Step(s) toward realizing that vision: I will ...

I need ... (specific help, support, information, resources etc)

I can offer ... (specific help, support, information, resources etc)

Name/Organization/Contact:



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Slack.com  
Basecamp

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Relevant new knowledge – Key take-home message(s):  
Moving forward is so much more exciting and positive due to the information and connections made.

My vision for a thriving, healthy arts community in Northern Manitoba, includes ... inclusion diversity, fame and pay checks, equality	I feel hopeful that we can achieve this vision because ... we have so many amazing supports and we are growing. Hardworking committed people will make it happen.
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Action Step(s) toward realizing that vision: I will ... 1. organize events 2. encourage artists to step outside their comfort zone to participate 3. Keep in contact with others in the field	I need ... (specific help, support, information, resources etc) - more time - more money
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------

4. Research – grants, supports, new artists 5. Stay positive	I can offer ... (specific help, support, information, resources etc) - resources for artists such as info re: grants help w/ grant writing - planning – provide connections - online presence.
-----------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Name/Organization/Contact:  
Cheryl Antonio - antca@mymts.net  
Imgi Northern, The Pas Arts Council



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Relevant new knowledge – Key take-home message(s):  
Interest and Desire for sharing between northern communities  
 + the willingness of participants in these sessions to do so.

Annual Regional Meetings – <sup>Fun</sup> Food + Sharing

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

a methodology for sharing information, ideas, resources between communities resulting in healthy thriving arts communities

I feel hopeful that we can achieve this vision because ...

The interest + passion noticeable during the conference  
 - Commitment to following thru.  
 - The northern Champion network that is already established

Action Step(s) toward realizing that vision: I will ...

- Share the information with the organization I represent.
- Be actively involved in helping push the ideas generated during the summit forward.
- Encourage active involvement of our organization and follow through

I need ... (specific help, support, information, resources etc)

- more info on funding opportunities
- Info on regional resources
- other resources - Big Picture
- determinants of health funding - arts programs

I can offer ... (specific help, support, information, resources etc)

- time
- Sharing of info on our organization + support to other communities on how we achieved our goals
- leadership

Name/Organization/Contact:

Jan Modler  
 NORVA

[norvacentre@gmail.com](mailto:norvacentre@gmail.com)  
[Jan.modler@gmail.com](mailto:Jan.modler@gmail.com)

UCN  
 classes  
 Arts  
 Courses



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<p><b>Relevant new knowledge – Key take-home message(s):</b></p> <p>All northern artists/admins./organizations <u>WANT</u> to be on the same page and connected from here on. We want equity amongst our communities. We want our artists to thrive and be paid meaningful incomes. I'm excited to share everything I've learned with my NorVA artists; they'll feel supported and optimistic about their careers and personal arts journeys. I wish the best for artists across the north!</p>	
<p><b>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</b></p> <ul style="list-style-type: none"> <li>• Collaboration • healing through art</li> <li>• sharing resources among communities</li> <li>• give and take, reciprocity</li> <li>• more arts ed. + training</li> <li>• equal opportunity to training, pro. devel.</li> </ul>	<p><b>I feel hopeful that we can achieve this vision because ...</b></p> <ul style="list-style-type: none"> <li>• the arts sector is a cooperative one</li> <li>• arts sector is selfless, willing to collab, not compete</li> <li>• seeds of infrastructure in place or at least a belief in what's possible</li> <li>• we have lots to share with the province, Canada + the world!</li> </ul>
<p><b>Action Step(s) toward realizing that vision: I will ...</b></p> <ul style="list-style-type: none"> <li>• Create a Facebook group! Northern Arts Circle</li> </ul> <div style="text-align: center;"> </div> <ul style="list-style-type: none"> <li>• More mentoring youth, offering zero cost reg. fees for youth so they don't face financial barrier!</li> <li>• Band together for eventual policy change at govt level; better pay for artists campaign.</li> </ul>	<p><b>I need ... (specific help, support, information, resources etc)</b></p> <ul style="list-style-type: none"> <li>• Contacts in other communities to keep in touch with</li> <li>• willingness for artists + arts admins. to travel.</li> <li>• Funding! Always. To invest in training + ed.</li> </ul> <p><b>I can offer ... (specific help, support, information, resources etc)</b></p> <ul style="list-style-type: none"> <li>• go-getter attitude!</li> <li>• NorVA successes that they can achieve, can be repeated in other places, throughout the north</li> </ul>
<p><b>Name/Organization/Contact:</b></p> <p>Megan Dupas, Manager, Northern Visual Arts Centre Inc. (NorVA)</p>	

[norvacentre@gmail.com](mailto:norvacentre@gmail.com)



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<b>Relevant new knowledge – Key take-home message(s):</b> Not certain that it's new but the knowledge of the passion of the artists in the region is totally uplifting	
<b>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</b> a post-secondary educational program that will prepare our artists to continue their practices as careers.	<b>I feel hopeful that we can achieve this vision because ...</b> UCN exists to do so. They (should be) tasked with providing leadership in education in the north.
<b>Action Step(s) toward realizing that vision: I will ...</b> follow and support the inspirational leadership that already exists in each community. As a retired person I have time & commitment.	<b>I need ... (specific help, support, information, resources etc)</b> for that leadership to be compensated fairly for their work on our behalf.
	<b>I can offer ... (specific help, support, information, resources etc)</b> emotional support & physical sustenance!
<b>Name/Organization/Contact:</b> Elly Spencer FFAC 431-746-5347 <a href="mailto:spencer.elly@gmail.com">spencer.elly@gmail.com</a>	



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<b>Relevant new knowledge – Key take-home message(s):</b> We are not alone or working in isolation as it seems like it. There are common goals, wants, needs & barriers throughout north however until we are strong & can make the Arts strong in north.	
<b>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</b> - Well planned, united Arts community - Working together to bring Arts to Northern MB. - Dedicated paid, knowledgeable people in key positions, such as administrators, mentors, educators that can be	<b>I feel hopeful that we can achieve this vision because ...</b> We have made 1st step by coming together.
<b>Action Step(s) toward realizing that vision: I will ...</b> - Not to lose momentum - We need to stay connected - Develop a Strategic plan - - Work w/ ImageNorthern Project manager + Champion to see & develop concept. →	<b>I need ... (specific help, support, information, resources etc)</b> - ↑ information + knowledge re funding & available money - ↑ info re what is happening in all communities not just ours  <b>I can offer ... (specific help, support, information, resources etc)</b> - Expertise in governance, planning - (former back ground)
<b>Name/Organization/Contact:</b> Margaret Grey FFAC	



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Relevant new knowledge – Key take-home message(s):

- Fundamental shift in the way we do things!
- co-create a process/system of funding + relationship between funders + community
  - how we work together

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

- vibrant relationships
- all communities have a 'creative' on council (built into the fabric) / paid staff
- all com./or north have strong arts policy
- collaborative processes to design/deline 'arts' (funding) + make a vision based
- strong education program to develop the ecosystem

I feel hopeful that we can achieve this vision because ...

- We came together + will keep communicating
- We have the relationships + knowledge

Action Step(s) toward realizing that vision: I will ...

- continue longid/outline evolution
- lake event

I need ... (specific help, support, information, resources etc)

- insight/other group

I can offer ... (specific help, support, information, resources etc)

- facilitation / connection
- curriculum design (?) support
- creative processes to push

Name/Organization/Contact:

Karen Driedger, fourward thinking [kearendriedger@gmail.com](mailto:kearendriedger@gmail.com)

- multi-sectoral

Manga Green - thesis on arts + health  
next conference > economic  
education  
justice  
- health



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<p>Relevant new knowledge – Key take-home message(s):</p> <p>A SENSE THAT WORKING ON REGIONAL CONNECTIONS IS <del>NOT</del> SOMETHING THAT MIGHT PRODUCE TANGIBLE RESULTS WITHOUT UNREASONABLE COMMITMENT OF EFFORT.</p>	
<p>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</p> <p>A UNIVERSITY LEVEL FINE ARTS PROGRAM.</p> <p>USE OF THE CHAMPIONS AND DEPOT SYSTEM TO</p>	<p>I feel hopeful that we can achieve this vision because ...</p> <p>THERE HAS BEEN A PALPABLE SENSE OF COMMUNITY AND COMMON PURPOSE THAT <del>IS</del> HAS NOT BEEN YET SEEN TO THE SAME DEGREE.</p>
<p>Action Step(s) toward realizing that vision: I will ...</p> <p>reach out to the champions for the magnum group about including musical centres.</p> <p>INCLUDE RECORDING AND VIDEO TECHNOLOGY IN REMOTE CENTRES.</p> <p>develop a dialogue between the BB Jam one AND more remote communities.</p>	<p>I need ... (specific help, support, information, resources etc)</p> <p>ASSISTANCE FROM IMAGINATIONS.</p> <p>ASSISTANCE FROM BRIAN BOARD.</p> <p>FUNDING TO HELP PROVIDE BASIC TECHNOLOGY FOR RECORDING IN REMOTE COMMUNITIES.</p> <p>I can offer ... (specific help, support, information, resources etc)</p> <p>SOME ASSISTANCE IN GRANT PREPARATION, NETWORKING, AND BASIC TRAINING IN HOW TO USE RECORDING TECH.</p>
<p>Name/Organization/Contact:</p> <p>MARK KORT BLUEBERRY JAM MUSIC</p>	

GATHERING/FLIN FLON NEIGHBORHOOD REVITALIZATION.



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Relevant new knowledge – Key take-home message(s):

- AS MUCH AS THE KNOWN ARTS TO BE OPEN Minded – CANADA IS NOW LEARNING HOW TO BECOME OPEN Minded ABOUT ARTS & CULTURE
- IT'S GOOD TO WRITE THINGS DOWN YOUR IDEAS AND SHARE – WE NEED TO STAY CONNECTED VIA FACEBOOK!

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

AN ART SPACE THAT CONNECTS MANY FORMS OF ART. + LEARNING SPACE

I feel hopeful that we can achieve this vision because ...

- HELP DECIDING NEXT STEPS TO ACQUIRE / FIND A FACILITY FOR OUR ART, WORK, MUSIC / LEARNING.
- FUNDERS THAT SUPPORT PURCHASE / RENT OF AN ART SPACE.
- HELP STAFFING AN ART SPACE.

Action Step(s) toward realizing that vision: I will ...

- GET ORGANIZED.
  - o Go Home & organize my data / names phone #s / programs etc.
- Commit to Contributing on / to the FB page.
- START Re-writing the Mall of the Arts Business Plan.
- CONNECT / VISIT Norway House / CROSS LAKE.

I need ... (specific help, support, information, resources etc)

(KAREN)

- NEXT EVENT SHOULD HAVE FUNDERS FROM:
  - EDUCATION
  - JUSTICE
  - HEALTH

I can offer ... (specific help, support, information, resources etc)

Name/Organization/Contact:

ANDREA STEPHENS | MALL OF THE ARTS 204-939-0274

admin@mall of the arts. com.



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## Relevant new knowledge – Key take-home message(s):

In the north, we all want the same things. Reassuring this and shifting our focus will allow us to bridge these gaps and realize we don't have to do this alone, we are stronger together.

## My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

Connectivity.  
equable distribution of resources.  
paid staff, viable opportunities.  
capacity building

## I feel hopeful that we can achieve this vision because ...

The north is resilient and accustomed to the unique challenges we face, which creates a sense of connection + an opportunity to overcome as we continue to form stronger relationships both within our comm

## Action Step(s) toward realizing that vision: I will ...

- Support the art community where I can, whether its creating semi-annual community gathering sessions to understand the needs, direction of the art sector locally.

and strengthen the network over all.

\* further understand the needs of the arts sector and to facilitate engagement sessions and bridge gaps where I can  
utilize the existing tools

## I need ... (specific help, support, information, resources etc)

access to a platform of finance support + resources and a condensed snapshot or ~~portal~~ portal which houses this information, which can be easily shared among art councils, independent artists, communi

## I can offer ... (specific help, support, information, resources etc)

Give space / voice to the art community - link with current municipal resources such as our regional Tourism position which can help expand the network / platform the art groups have.

## Name/Organization/Contact:

Brooke White -

Regional Economic Development Officer  
Flin Flon Creighton Denare Beach  
email: [bwhite@flinflon.ca](mailto:bwhite@flinflon.ca)

Find ways to make a viable business case for the art sector.



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Relevant new knowledge – Key take-home message(s):

- Towns can successfully use arts as a base for economic stability.
- The community growth (population/economy) can be diversified with arts, and it should be!

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

- ~~visual~~ appearance of arts are easily enjoyed / accessible. Interactive, public, functional art is present in the community
- Successful space / centre for the arts

I feel hopeful that we can achieve this vision because ...

- there is so much passion
- resilience of the North
- passion for the North to be a collective

Action Step(s) toward realizing that vision: I will ...

- Connect the economic development roundtable and arts community
  - create opportunities between networks.
  - connect with ImaginNorthern Champions
- Identify business model that would benefit artist → artist centred
- Create database of existing organizations that would participate in the potential space
- Look at regulations of how the CDC could purchase assets to use for the arts.

I need ... (specific help, support, information, resources etc)

- seed funding for projects, with a higher contribution (more than 50/50)
- information on what the artists need in a business model

I can offer ... (specific help, support, information, resources etc)

- Grant writing + partnership opportunities since the CDC is a NPO + incorporated
- Connections to municipal operations / policy reform.

Name/Organization/Contact:

Jackie Rechenmacher The Pas Community Development Corp.  
ecdev@thepascdc.com



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Relevant new knowledge – Key take-home message(s):

The power of connection between communities  
The potential for the North in cultural development

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

A highly developed network of arts training + arts practice in at least 6 hub communities

I feel hopeful that we can achieve this vision because ...

The time is right –  
There is some movement + some investment.  
The work of InagiNorthern is hopeful.

Action Step(s) toward realizing that vision: I will ...

- Strategy for region -
  - mini strategy for each hub community.
- Facilities inventory + needs assessment.
- Further investment in people + in sharing information
- Growth + effectiveness of Uptown Emporium.

I need ... (specific help, support, information, resources etc)

Can help if needed.

I can offer ... (specific help, support, information, resources etc)

- connections
- writing
- strategy assistance
- fundraising
- operating plan development
- connections to larger professional network

Name/Organization/Contact:

Tracy Schroeder - Arts + Heritage Solutions.



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Relevant new knowledge – Key take-home message(s):

That the differences between communities is significant and while there are core elements that can be shared it is necessary to understand what works in Plintford may not work in other centers. What makes Thompson unique is not the same thing that makes Churchill unique.

My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

Physical space with paid staff to provide admin, creative supports, teaching and equitable access to materials. / pay markets

I feel hopeful that we can achieve this vision because ...

The talent – both artistic and administrative exist. The power of art to transform is palpable in the north.

→ we have initial funding to build towards more sustainable

Action Step(s) toward realizing that vision: I will ...

→ shared communication - basic contact information to be shared among participants -

- local updates - champions - ?  
- defining the overarching role of Imagin Northern -

- while building capacity within each community to assess need & build support from municipalities & citizens.

- Prepare a workplan that can provide next steps but also establish goals for new funding applications.

I need ... (specific help, support, information, resources etc)

Direction from northern community leaders.

→ Connect to other sectors

I can offer ... (specific help, support, information, resources etc)

goal setting  
- strategic goal planning - evaluation  
- grant writing/support  
- advocate for increased resources.  
- work with MMTX to reach out to mining companies for the to support community.

Digital Portal/Directory (coming sometime)

Name/Organization/Contact:

→ Planning next year gathering -

→ Creative Manitoba - Northern Rural / others -



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## Relevant new knowledge – Key take-home message(s):

- The North has the talent – needs resources
- shared spaces for artists
- recognition
- administrative help (local) + financial \$\$\$
- Canada/MB needs to do better – unfair history w indigenous

## My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

- Art spaces for artists/creators to work on their craft but also share / display
- Networking + communication working together

## I feel hopeful that we can achieve this vision because ...

the people involved are driven, imaginative, resourceful

## Action Step(s) toward realizing that vision: I will ...

- Stay in contact with group
- \* relay what I have learned + experienced to my colleagues
- <sup>continue to</sup> promote / North talent
- advocate - social



## I need ... (specific help, support, information, resources etc)

- contact info reach out to ppl here
- News letter w updates - social media

## I can offer ... (specific help, support, information, resources etc)

- MFM support re: funding
- net working

## Name/Organization/Contact:

Andrew Gallinger - Manitoba Film + Music  
andrew@mbfilmmusic.ca c: 204-223-5086



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## Relevant new knowledge – Key take-home message(s):

- need to connect arts org to EOAM + Community futures.
- research into viable, sustainable, thriving Arts Org models members can use as an example to present to their EOAM, comm futures + municipalities.

## My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

- more coordinated, collaborative on sharing artists (touring) arts org to have a seat at the community table for decision making (e.g. financial) or like capital's position in each comm.

## I feel hopeful that we can achieve this vision because ...

- Everyone cares and is passionate – we have champions
- The Economic dev people at the table are interested in supporting the Arts and as are UCN + RRC.

## Action Step(s) toward realizing that vision: I will ...

- need a better understanding of the challenges + opportunities
- discuss w/ the board.
- meetings w/ funders
- meetings w/ EOAM + comm futures
- research on sustainable arts models
- connecting tourism, rec, EOAM, bus, etc.
- figure out how/what role we serve in supporting.

## I need ... (specific help, support, information, resources etc)

- greater capacity – staff to serve/support administratively i.e. Northern coordinator/coach of
- greater coaching skills to coach members.
- govt to continue \$5 million investment, but to allow org to hire staff

## I can offer ... (specific help, support, information, resources etc)

- support in facilitating exchange of knowledge + skills.
- open a platform for resource sharing.
- grant advice, if it is capacity building coaching we could apply
- advocacy
- facilitate cultural exchange for funding.
- product b/n North + South.

## Name/Organization/Contact:

Rose-Anne Harder director@mbarts.net.ca



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## Relevant new knowledge – Key take-home message(s):

- some of the barriers to accessing funding
- passion of the arts community in Northern Manitoba
- need for infrastructure to support <sup>arts</sup> activities.
- varying degrees of development in different communities

## My vision for a thriving, healthy arts community in Northern Manitoba, includes ...

- equitable access to supports
- bigger piece of the pie goes to underserved communities

## I feel hopeful that we can achieve this vision because ...

- there is more openness and awareness around equity, diversity, inclusion, accessibility.
- The time is right.

✓ in Canadian Heritage

## Action Step(s) toward realizing that vision: I will ...

- When reviewing <sup>Program Policies</sup> ~~Programs~~, guidelines, identify the barriers and help remove them.
- Share knowledge of communities with my colleague in the region and, more importantly, my policy colleagues in HQ.
- Advocate for underserved communities ~~and~~ <sup>they are considered when developing</sup> by ensuring that ~~program~~ <sup>program</sup> guidelines ~~do not~~ <sup>do not</sup> exclude them. Ensure program guidelines do not exclude.

## I need ... (specific help, support, information, resources etc)

- patience
- ~~→ determination~~
- persistence.

For myself!  
change in gov't is slow!

## I can offer ... (specific help, support, information, resources etc)

- help navigating the system.
- connect folks to the right supports.

## Name/Organization/Contact:

Chantal Rougeau, Canadian Heritage, [chantal.rougeau@pch.gc.ca](mailto:chantal.rougeau@pch.gc.ca)



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<p>Relevant new knowledge – Key take-home message(s):</p> <ul style="list-style-type: none"> <li>Northern Manitoba is vibrant &amp; mobilizing</li> <li>" " are working inter-sectorally</li> <li>The CCA's Northern Strategy must include commitments for this Northern Manitoba Collective CCA's contribution</li> </ul>	
<p>My vision for a thriving, healthy arts community in Northern Manitoba, includes ...</p> <p>to set to a co-dining</p> <ul style="list-style-type: none"> <li>More contributions &amp; grants from CCA in support of what is needed to support grant writing.</li> <li>More Indigenous Outreach Officer co-funded with</li> </ul>	<p>I feel hopeful that we can achieve this vision because ...</p> <p>People &amp; Orgs have the willingness &amp; capacity to support grant writing.</p> <ul style="list-style-type: none"> <li>76% of pop is Indigenous + Champions</li> </ul>
<p>Action Step(s) toward realizing that vision: I will</p> <p>regional funders</p> <ul style="list-style-type: none"> <li>Share Contact Info</li> <li>Dev. a Funders Table To align &amp; work together</li> <li>Send a CCA Team here to provide a grant writing workshop (train the trainers)</li> <li>Meet with the Champions to see how I can support</li> <li>Work internally at CCA other programs</li> </ul>	<p>I need ... (specific help, support, information, resources etc)</p> <ul style="list-style-type: none"> <li>mapping of resources &amp; needs &amp; opportunities &amp; a financial breakdown of an overall strategic &amp; operational plan</li> </ul> <p>I can offer ... (specific help, support, information, resources etc)</p> <ul style="list-style-type: none"> <li>time to comment plans &amp; strategies</li> <li>CCA's expertise across the various divisions</li> <li>Funding \$\$</li> </ul>
<p>Name/Organization/Contact:</p> <p>Odile Joannette Northern Strategy Crew Application assistance</p>	