

RESOURCES FOR NON-PROFIT MEDIA ARTS ORGANIZATIONS

A guide to resources for non-profit organizations, to help build critical skills and assist with organizational and development issues. Some material is specific to the media arts.

General Information	Planning & Assessment	Organizational Development
Legal Requirements	Grants & Grantmaking	Policy
Leadership & Transition	Sponsorship	Capacity
Board Development	Financial Management	Accessibility
Consultants	Technology	Discussion Boards, Blogs, Listservs

GENERAL INFORMATION

ABOUT.COM <http://nonprofit.about.com/od/resources/>

Links to resources for non-profits

THE ALLIANCE FOR INDEPENDENT MOTION MEDIA (AIMM) <http://www.motionmedia.org/>

a network of media arts organizations determined to stimulate and sustain the growth of independent motion media production in Massachusetts.

ARTS ALLIANCE OF NYS <http://www.theallianceny.org>

Information on Infrastructure, Consultants and Consultant Directory, Organizational Capacity, Board, Planning, Finances, Human Resources

FIRSTGOV <http://www.firstgov.gov/Business/Nonprofit.shtml>

Resources lists by agency; fundraising and outreach, grants, laws and regulations, management and tax information

INTERNET NONPROFIT CENTER <http://www.nonprofits.org>

LITERATURE OF THE NONPROFIT SECTOR <http://lnps.fdncenter.org/>

A Searchable database of the literature of philanthropy. It incorporates the contents of the Foundation Center's five libraries

NATIONAL CENTER FOR CHARITABLE STATISTICS <http://nccsdataweb.urban.org/>

National clearinghouse of data on the nonprofit sector in the United States. NCCS is a program of the Center on Nonprofits & Philanthropy <http://www.urban.org/content/PolicyCenters/NonprofitsandPhilanthropy/Overview.htm> (CNP) at the Urban Institute.

NATIONAL ALLIANCE FOR MEDIA ARTS AND CULTURE <http://www.namac.org>

The Resources Area has information about management, funding resources and community building; also offers National Peer Technical Assistance for non-profits

NATIONAL ASSOCIATION OF STATE ARTS AGENCIES <http://www.nasaa-arts.org>

A membership organization representing the nation's arts agencies; the website has a list of publications concerning advocacy, arts education and accessibility

NATIONAL ENDOWMENT FOR THE ARTS <http://www.nea.gov>

Has an online resources area concerning accessibility, funding, health insurance, and discipline-specific resources

NEW YORK FOUNDATION FOR THE ARTS <http://www.nyfa.org>

In the Organizations Section has management, fundraising and capacity building areas

NEW YORK STATE COUNCIL ON THE ARTS <http://www.nysca.org>
Includes general resources, discipline-specific, individual artists' funding and detailed information on accessibility

NONPROFIT GOOD PRACTICE GUIDE <http://www.nonprofitbasics.org/>
Johnson Center for Philanthropy and Nonprofit Leadership
Resources on Accountability, evaluation, marketing, grants, governance, staff development and organizational capacity.

NONPROFIT RESOURCE CENTER <http://www.not-for-profit.org>

VOLUNTEER LAWYERS FOR THE ARTS <http://www.vlany.org>

LEGAL REQUIREMENTS FOR NON-PROFIT ORGANIZATIONS

IRS 501(C)(3) TAX EXEMPT ORGANIZATIONS <http://www.irs.gov/charities/article/0,,id=96109,00.html>

NEW YORK STATE CHARITIES BUREAU <http://www.oag.state.ny.us/charities/forms/charindex.html>

NYS CERTIFICATE OF INCORPORATION UNDER SECTION 402 NOT-FOR-PROFIT LAW
<http://www.dos.state.ny.us/corp/pdfs/dos1511.pdf>

NON PROFIT CHARITABLE ORGANIZATIONS <http://nonprofit.about.com/>
Legal issues, how to form non-profit corporations

NONPROFIT COORDINATING COMMITTEE OF NEW YORK <http://www.npcny.org/databank.htm>

PRO BONO PARTNERSHIP <http://www.probonopartnership.org/publications/index.htm#state>
Extensive list of links to resources for non-profits, especially legal issues surrounding establishing and maintaining a non-profit organization and governance

LEADERSHIP & TRANSITION

CENTER FOR CREATIVE LEADERSHIP <http://www.ccl.org>
An international resource for increasing the leadership capabilities of individuals and organizations from across the public, private and nonprofit sectors

NAMAC Leadership Development http://www.namac.org/community_sub.cfm?catid=12

NON-PROFIT LEADERSHIP PROGRAM <http://www.dal.ca/~henson/nonprofit/whoWeAre.html>
Continuing education program based at Canada's Dalhousie University's College of Continuing Education. Best Practices for non-profits; governance and board development; management, Information Technology; Public Policy

TRANSITION GUIDES <http://www.transitionguides.com>
Management of leadership transition and related organizational development

Readings

Belenky, Mary Field, Lynne A. Bond & Jacqueline S. Weinstock. *A Tradition That Has No Name: Nurturing the Development of People, Families and Communities*, Basic Books, 1997.

Bennis, Warren and Joan Goldsmith. *Learning to Lead: A Workbook on Becoming a Leader*, Addison-Wesley, 1997.

Conger, Jay A. and Robert M Fulmer. *Developing Your Leadership Pipeline*. Harvard Business Review. Boston: Dec 2003. <http://www.hbr.com/>

Gardner, Howard, with Emma Laskin. *Leading Minds: An Anatomy of Leadership*, Basic Books, 1995.

Kaner, Sam. *Facilitator's Guide to Participatory Decision-Making*. New Society Publishers, 1996.

Liteman, Merianne. *Planning for Succession: A Toolkit for Board Members and Staff of Nonprofit Arts Organizations*. Published by the Illinois Arts Foundation and Arts & Business Council of Chicago. 2003. <http://www.artsalliance.org>

Senge, Peter M. *The Fifth Discipline: The Art and Practice of the Learning Organization*. Doubleday/Currency, 1990.

BOARD DEVELOPMENT

BOARDSOURCE <http://www.boardsource.org/>
Resources for strengthening Boards.

MINNESOTA COUNCIL OF NONPROFITS http://www.mncn.org/info_govern.htm
Governance - Basics of a Board of Directors.

CONSULTANTS

MANAGEMENT ASSISTANCE PROGRAM FOR NONPROFITS <http://www.mapnp.org/library/misc/smplcntr.htm>
A non-profit resource in the Twin Cities, has a sample contract for consulting services on site

NAMAC

NAMAC Consultant Network http://www.namac.org/community_consultant.cfm?catid=9
How to Work with Consultants http://www.namac.org/sub_consultant.cfm?id=1&catid=9&subid=7

NYS ALLIANCE FOR ARTS ORGANIZATIONS <http://www.theallianceny.org/inside/buildingorgs.html>
Building Organizational Capacity - A toolkit with specific resources concerning non-profit structure, human resources issues, budgets and audits, and professional consultants along with a consultant directory

NON PROFIT CHARITABLE ORGANIZATIONS

Using Consultants for Fun and Profit <http://nonprofit.about.com/library/weekly/aa010201a.htm>
Contracts for Consultants <http://nonprofit.about.com/library/weekly/aa081601a.htm>

STRATEGIC PLANNING AND ASSESSMENT

ALLIANCE FOR NONPROFIT MANAGEMENT http://www.allianceonline.org/FAQ/strategic_planning
Basic overview of strategic planning

LESSONS LEARNED: A PLANNING TOOLSITE <http://www.nea.gov/resources/Lessons/index.html>
National Endowment for the Arts - a compendium of planning advice from professional arts consultants, with an extensive linked recommended reading list

PERFORMANCE MEASUREMENT TOOLKIT <http://www.nasaa-arts.org/publications/abou.shtml#toolkit>
NASAA - provides basic information on measurement fundamentals and outlines a step-by-step approach to developing a performance measurement system.

STRATEGIC PLANNING TOOLKIT <http://www.nasaa-arts.org/publications/abou.shtml#toolkit>

NASAA step-by-step guide to strategic planning

Readings

Allison, Michael, and Jude Kay. *Strategic Planning for Nonprofit Organizations: A Practical Guide and Workbook*. New York: John Wiley & Sons, 1997.

Barry, B.W. *Strategic Planning Workbook for Nonprofit Organizations*. St. Paul, MN: Amherst H. Wilder Foundation, 1998.

Lewis, Andrew. *Nonprofit Organizational Assessment Tool*. The Nonprofit Management Education Center. University of Wisconsin Extension. <http://www.uwex.edu/li/learner/assess6.htm>

McNamara, Carter. *Field Guide to Nonprofit Strategic Planning and Facilitation*. Minneapolis: Authenticity Consulting, 2003.

Napier, Rod; Patrick Sanaghan; and Cling Sidle. *High Impact Tools and Activities for Strategic Planning: Creative Techniques for Facilitating Your Organization's Planning Process*. McGraw-Hill, 1998.

Schwartz, Peter. *The Art of the Long View: Planning for the Future in an Uncertain World*. New York: Doubleday, 1996.

Stevens, Louise. *The Community Cultural Planning Work Kit*. Amherst, MA: Arts Extension Service, 1987.

Warszawski, Morrie, and Kelly Barsdate, Jonathan Katz. *A State Arts Agency Strategic Planning Toolkit*. National Assembly of State Arts Agencies, 2000.

GRANTS AND GRANTSMAKERS

Information for Grantmakers

COUNCIL ON FOUNDATIONS <http://www.cof.org>

Support for Foundations

EPHILANTHROPY FOUNDATION <http://www.ephilanthropy.org>

Seeks to foster the ethical use of the Internet for philanthropic purposes

GRANTMAKERS IN FILM AND ELECTRONIC MEDIA (GFEM) <http://www.gfem.org>

GRANTMAKERS IN THE ARTS <http://www.giarts.org/>

A nonprofit membership organization comprised of private foundations, family foundations, community foundations, corporate foundations, corporate giving programs, and nonprofit organizations that make arts grants. GIA welcomes public sector grantmakers as affiliate members.

NEW YORK REGIONAL ASSOCIATION OF GRANTSMAKERS <http://www.nyrag.org>

Membership organization in the metropolitan NY area which offers programs and resources that support effective, strategic grantmaking

Information for Grants Seekers

THE GRANTSMANSHIP CENTER <http://www.tgci.com/>

The Center conducts workshops in grantsmanship, enterprise development and fundraising.

NAMAC Funding Toolkit http://www.namac.org/community_sub.cfm?catid=10

ONLINE FUNDRAISING RESOURCE CENTER <http://www.fund-online.com>
Resources, essays, analysis of online fundraising trends; using the web for fundraising

Listings of Granting Agencies

CATALOG OF FEDERAL DOMESTIC ASSISTANCE <http://12.46.245.173/cfda/cfda.html>

THE FOUNDATION CENTER <http://www.fdncenter.org>

GRANTS.GOV <http://www.grants.gov/>
Database of federal grants

FEDERAL GRANTS WIRE <http://www.federalgrantswire.com/>

Granting Agencies with an Interest in Media Arts

ANDY WARHOL FOUNDATION FOR VISUAL ARTS <http://www.warholfoundation.org/>

ARTS LINK <http://www.cecartslink.org/>

CREATIVE CAPITAL <http://www.creative-capital.org/>

EXPERIMENTAL TELEVISION CENTER Media Arts Technical Assistance Fund <http://www.experimentalstvcenter.org>

FORD FOUNDATION <http://www.fordfound.org>

FUNDING EXCHANGE <http://www.fex.org>

GUGGENHEIM FELLOWSHIPS <http://www.gf.org>

INSTITUTE OF MUSEUM AND LIBRARY SERVICES <http://www.imls.gov/applicants/applicants.shtm>

JEROME FOUNDATION <http://www.jeromefdn.org/>

MULTI-ARTS PRODUCTION (MAP) FUND <http://www.mapfund.org/>

MEET THE COMPOSER <http://www.meetthecomposer.org>

MID ATLANTIC ARTS FOUNDATION <http://www.midatlanticarts.org>

NAMAC <http://www.namac.org>
Offers capacity building support, peer coaching, professional development fund

NATIONAL ENDOWMENT FOR THE ARTS <http://arts.endow.gov>

NATIONAL ENDOWMENT FOR THE HUMANITIES <http://www.neh.gov/grants/grants.html>

NATIONAL VIDEO RESOURCES <http://www.nvr.org>

NEW YORK FOUNDATION FOR THE ARTS <http://www.nyfa.org>

NEW YORK STATE COUNCIL ON THE ARTS <http://www.nysca.org>

NONPROFIT FINANCE FUND <http://www.nonprofitfinancefund.org/>

Provides capital and advice to help non-profits achieve their mission, improve capacity and strengthen communities

ROCKEFELLER FOUNDATION <http://www.rockfound.org/iandr/ArtsAndCulture>

WALLACE FOUNDATION <http://www.wallacefunds.org/>

FISCAL SPONSORSHIP

FOUNDATION CENTER http://foundationcenter.org/getstarted/faqs/section_5c.html

Information and links for organizations acting as a fiscal agent

Readings

Abshire, Michael. *Sponsorship Revisited*. Corporate Philanthropy Report Vol. 14, May 2000.

Blum, Laurie. *The Complete Guide to Getting a Grant: How to Turn Your Ideas into Dollars*. New York, NY: Poseidon Press. 1993.

California Management Assistance Partnership. *Fiscal Sponsorship Agreement*.

<http://www.compasspoint.org/askgenie/index.php>

Colvin, Gregory L. *Fiscal Sponsorship: 6 Ways To Do It Right*. San Francisco: Study Center Press, 1993.

Goldman, Debra and Laura R. Green, *Sponsors: A Guide for Video and Filmmakers*. New York, NY: Clearinghouse for Arts Information. 1987.

Margolin, Judith B. *The Individual's Guide to Grants*. New York: Plenum Press, 1983. Portions available online as the Guide to Fiscal Sponsorship and Affiliation

http://foundationcenter.org/getstarted/individuals/fiscalsponsorship/affiliation_continuum.html

Martin, Patricia. *Made Possible By: Succeeding with Sponsorship*. San Francisco, CA: Jossey-Bass Publishers. 2003.

Yarvis, Lori. *Fiscal Sponsorship Arrangements*. 3rd ed. New York, NY: Lawyers Alliance for New York. 1995.

FINANCIAL MANAGEMENT

ARTS AND BUSINESS COUNCIL <http://www.artsandbusiness.org>

IDEALIST.ORG <http://www.nonprofits.org>

National Council of Nonprofit Organizations has a *Sample Financial Policies Manual*.

http://www.ncna.org/_uploads/documents/live/Sample_Fiscal_Operations_Policy.doc

MINNESOTA COUNCIL OF NONPROFITS <http://www.mncn.org>

Unified Chart of Accounts <http://nccsdataweb.urban.org/FAQ/index.php?category=77>

Authored by The National Center for Charitable Statistics (NCCS) in conjunction with the Support Center of Washington, the California Association of Nonprofits (CAN), CompassPoint Nonprofit Services and the California Society of CPAs.

Sample Financial Procedures <http://www.mncn.org/doc/Sample%20Financial%20Procedures%20Manual.PDF>

NONPROFIT FINANCIAL CENTER <http://www.nfconline.org>

Practical financial management, handbooks and tools; sample forms for reporting, budgeting, bookkeeping and software, accounting rules

Readings

McLaughlin, Thomas A. *Streetsmart Financial Basics for Nonprofit Managers*. John Wiley and Sons. 1995

Ryan, William P. *Nonprofit Capital: A Review of Problems and Strategies*. The Rockefeller Foundation and Fannie Mae Foundation.

Wassall, Gregory and Douglas DeNatale. *New England's Creative Economy: The Non-Profit Sector/2000*. New England Foundation for the Arts. 2003. http://www.nefa.org/pdf/The_Nonprofit_Sector_2000.pdf

TECHNOLOGY

BUILD YOUR OWN WEBSITE <http://build-website.com/>

COMPUMENTOR <http://www.compumentor.org>

A nonprofit organization specializing in technology assistance for community-based organizations and schools. Through our consulting practice, we offer technology planning, implementation, and support services.

NONPROFIT TECHNOLOGY ENTERPRISE NETWORK <http://www.nten.org/>

Searchable database for technology products and services to the nonprofit community

ONPHILANTHROPY <http://www.onphilanthropy.com>

A global resource for non-profit and philanthropy professionals, including articles focused on technology with best practices for fundraising, website development and electronic communications.

OPEN SOURCE INITIATIVE <http://www.opensource.org/>

dedicated to managing and promoting the Open Source Definition for the good of the community

SURVEY MONKEY <http://www.surveymonkey.com/>

TECHSOUP <http://www.techsoup.org>

Technology resources for non-profit organizations. The TechSoup site is divided into 5 main content areas: How-to, Community Discussions, Products, Service Directory, and News and Views. Information on discounted software, technology planning and training, consultants and assessment tools.

GROUNDSPRING <https://www.groundspring.org>

Provides information technology solutions that facilitate and enhance communication between nonprofit organizations and their stakeholders

Readings

Century, Michael. *Pathways to Innovation in Digital Culture*. Centre for Research on Canadian Cultural Industries and Institutions, McGill University, 1999. <http://www.nextcentury.ca/PI/PImain.html>

Jackson, Maria-Rosario et. al. *Investing in Creativity: A Study of the Support Structure for US Artists*. 2003. The Culture, Creativity and Communities Program at the Urban Institute. <http://www.urban.org/publications/411311.html>

Jennings, Pamela. *New Media Arts/New Funding Models*. Rockefeller Foundation, 2000. *New Media Arts/New Funding Models* http://www.rockfound.org/Library/New_Media_Arts_-_New_Funding_Models.pdf

Manovich, Lev. *The Language of New Media*. The MIT Press, 2001.

Morris, Susan. *Museums and New Media Art*. Rockefeller Foundation, 2001.
http://www.rockfound.org/Library/Museums_and_New_Media_Art.pdf

MANAGEMENT & ORGANIZATIONAL DEVELOPMENT

ACCESS TO HEALTH INSURANCE / RESOURCES FOR CARE <http://www.ahirc.org/> By state for artists. Rights, insurance guides, appeals

ARTS LAB <http://www.artslab.net>

A project to study the feasibility of building a new kind of arts and research laboratory, structured as a not-for-profit corporation and managed with the discipline of a commercial enterprise; archive of publications relating to non-profit organizational development

ARTSNET <http://www.artsnet.org>
Database of arts management information

CENTER FOR NON-PROFIT MANAGEMENT <http://www.cnmsocal.org>
Improving the performance of nonprofit organizations addressing critical issues and serving underserved populations.

FREE MANAGEMENT LIBRARY <http://www.managementhelp.org/>
highly integrated library for nonprofits, with courses and toolkits; includes *Basic Guide to Non-Profit Financial Management* http://www.managementhelp.org/finance/np_fnce/np_fnce.htm

MANAGEMENT ASSISTANCE PROGRAM FOR NONPROFITS http://www.managementhelp.org/np_progs/org_dev.htm
online organizational development program

SUPPORT CENTER FOR NON-PROFIT MANAGEMENT <http://www.supportctr.org>

The Drucker Foundation Self-Assessment Tool: Process Guide. 1999. <http://www.pfdf.org/leaderbooks/sat/mission.html>

Readings

Bernstein, Philip. *Best Practices of Effective Nonprofit Organizations: A Practitioner's Guide*. 1997.

McCarthy, Kerry. *New York State Artist Workspace Consortium*. NY, NY, 2004. <http://www.nysawc.org>

McKinsey and Company. *Effective Capacity Building in Nonprofit Organizations*.
<http://www.vppartners.org/learning/reports/capacity/capacity.html>

Weisbord, Marvin R., and 35 international co-authors. *Discovering Common Ground: How Future Search Conferences Bring People Together to Achieve Breakthrough Innovation, Empowerment, Shared Vision, and Collaborative Action*. San Francisco: Berrett-Koehler, 1992.

POLICY

Readings

Bedoya, Roberto. *U. S. Cultural Policy: Its Politics of Participation, Its Creative Potential*. National Performance Network, 2004. <http://www.npnweb.org/files/public/CulturalPolicy.pdf>

Blau, Andrew. *Deep Focus: A Report on the Future of Independent Media*. NAMAC, San Francisco, CA. 2004

Center for Social Media. *Documentary Filmmakers' Statement of Best Practices in Fair Use*. Nov. 2005
<http://www.centerforsocialmedia.org/rock/backgrounddocs/bestpractices.pdf>

Irvine Foundation and AEA Consulting. *Critical Issues Facing the Arts in California: A Working Paper from The James Irvine Foundation*. 2006. http://www.irvine.org/publications/new_pubs.shtml

Jackson, Maria-Rosario. *Investing in Creativity: A Study of the Support Structure for U.S. Artists*. 2003. http://www.irvine.org/publications/by_topic/arts.shtml

Markusen, Ann and David King. *The Artistic Dividend: The Arts' Hidden Contributions to Regional Development*. University of Minnesota, 2003. http://www.hhh.umn.edu/img/assets/6158/artistic_dividend.pdf

McCarthy, Kevin F., Elizabeth Heneghan Ondaatje. *From Celluloid to Cyberspace: The Media Arts and the Changing Arts World*. Rand Corporation, 2002. http://www.rand.org/pubs/monograph_reports/MR1552/

McCarthy, Kevin F., Elizabeth Heneghan Ondaatje., Laura Zakaras and Arthur Brooks. *Gifts of the Muse: Reframing the Debate About the Benefits of the Arts*. Rand Corporation, 2004. <http://www.rand.org/publications/MG/MG218/>

PROFESSIONAL DEVELOPMENT

AMERICANS FOR THE ARTS <http://www.artsusa.org>

Arts industry research and information for community arts leaders via specialized programs and services

CAPACITY

NEW YORK STATE ALLIANCE FOR ARTS ORGANIZATIONS <http://www.thealliancenys.org>

Readings

Building Organizational Capacity - Developing Community Through the Arts. toolkit and directory of consultants by the Ohio Arts Council. <http://www.oac.state.oh.us/grantsprogs/2003seminarsintro.asp>

Senge, Peter. *The Fifth Discipline: The Art and Practice of the Learning Organization*. New York: Doubleday, 1990.

Stevens, Susan Kenny. *Nonprofit Lifecycles: Stage-based Wisdom for Nonprofit Capacity*. Long Lake, MN: Stagewise Enterprises, 2001.

ACCESSIBILITY

ACCESSIBLE WEB AUTHORIZING RESOURCES AND EDUCATION <http://aware.hwg.org/>

Resources include toolkits, news, online tutorials and information about the Web Accessibility Initiative

DISABILITY.GOV <http://www.disabilityinfo.gov/digov-public/public/DisplayPage.do%3fparentFolderId=500>

DIVE INTO ACCESSIBILITY <http://www.diveintoaccessibility.org/> Downloadable book about more accessible websites

WEB ACCESSIBILITY INITIATIVE <http://www.w3.org/WAI/>

Readings

Accessibility Planning and Resource Guide for Cultural Administrators

<http://www.nea.gov/resources/Accessibility/Planning/AccessibilityPlanningAll.pdf>

Accessibility Resources <http://www.nysca.org/public/resources/access.htm>

General Resources, Architectural Resources, Programming, Websites by New York State Council on the Arts

Americans with Disabilities Act <http://www.nea.gov/resources/Accessibility/ADALinks.html>

Statute, Compliance Guide and links

Design for Accessibility: A Cultural Administrator's Handbook

<http://www.arts.gov/resources/Accessibility/>

Some Simple Techniques for Web Accessibility Access. Disabled Assistance Program for Tech Students.

http://www.adapts.gatech.edu/general_resources/webaccess.htm

DISCUSSION BOARDS, BLOGS, LISTSERVS

EMPYRE <http://www.subtle.net/empyre/>

facilitates critical perspectives on contemporary cross-disciplinary issues, practices and events in networked media by inviting guests -key new media artists, curators, theorists, producers and others to participate in thematic discussions.

FLICKER <http://www.hi-beam.net>

A resource for media artists, cinephiles, researchers, programmers, educators, media literacists, and disaffected elements of the mainstream media technocracy. Features Pages: Artists, Venues, Resources, Images, and a link to the Frameworks Archives.

FRAMEWORKS <http://www.hi-beam.net/fw/index.html>

Archive and international discussion forum on experimental film

INSTITUTE FOR DISTRIBUTED CREATIVITY <http://distributedcreativity.org/>

Focuses on collaboration in media art, technology, and theory with an emphasis on social contexts. The iDC is an international network with a participatory and flexible institutional structure that combines advanced creative production, research, events, and documentation. While the iDC makes appropriate use of emerging low-cost and free social software (ie. peer-to-peer technologies, blogs and mailing lists) it balances these activities with regular face-to-face meetings.

The **MEDIA ARTS TECHNICAL ASSISTANCE FUND** is designed to help non-profit media organizations in New York State address systemic issues within institutions and within the field, and provides support for the building of critical skills which will assure the vitality and longevity of organizations and of the media community. Through *organizational development* groups can stabilize, strengthen or restructure capacity, services and activities. We also help media arts organizations to attend professional *conferences and seminars*. The Fund is supported by the Electronic Media and Film Program at the New York State Council on the Arts, a public agency.

ETC



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