

DECEMBER 2021

Appendix: The Economic Conditions of the Nelson and Area's Arts, Culture, and Heritage Sector



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SURVEY QUESTIONS AND RESULTS

There were 117 possible respondents to the survey. Once applicants were removed for ineligibility (e.g., ineligible due to age or location), for not providing consent, or for providing no data beyond questions one and two, there were 84 remaining survey participants. Throughout the appendix where the number of skipped respondents is noted, this draws from the total number (117).

Graphs and tables representing survey findings are organized by colour to differentiate between topics and the varying response rates:

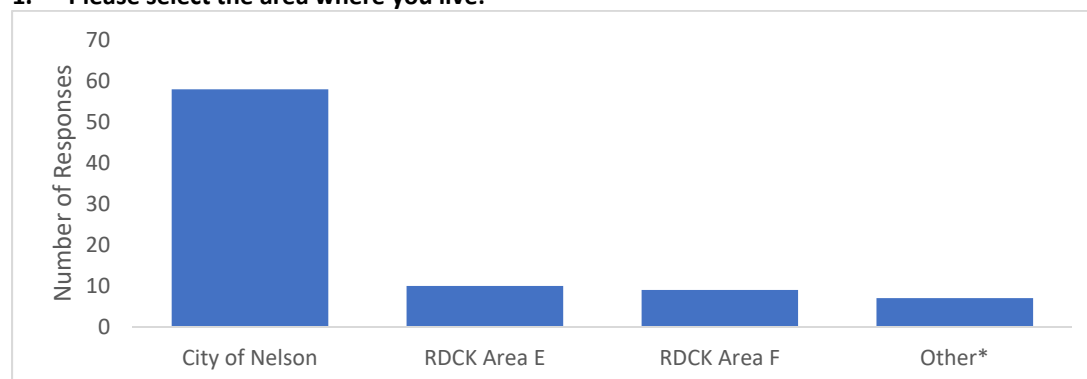
- Blue represents questions about the respondents;
- Orange represents questions about the COVID-19 impacts on individuals;
- Yellow represents questions about the COVID-19 impacts on businesses / organizations;
- Green represents questions about the outlook of the arts, culture, and heritage sector; and
- Purple represents questions about working in Nelson and area.

SECTION 1: ABOUT RESPONDENTS (QUESTIONS 1 – 8)

Total number of respondents per question:

Range	Average
82-84	83

1. Please select the area where you live:



Answer Choices	Responses	Percentage of Respondents
City of Nelson	58	69.05%
RDCK Area E	10	11.90%
RDCK Area F	9	10.71%
Other*	7	8.33%

Total Responses 84

Total Respondents 84

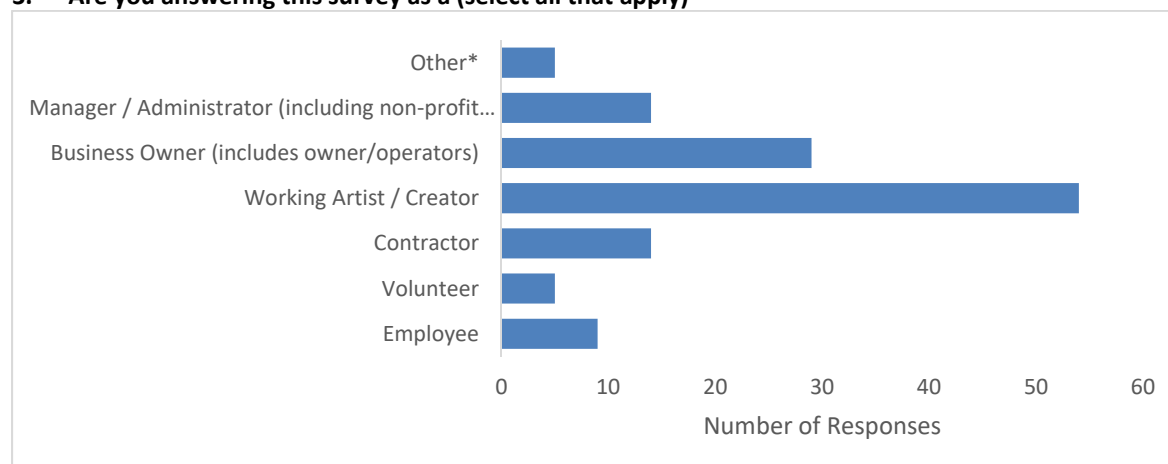
Skipped 33

*Other Responses	Responses
RDCK Area A	1
RDCK Area D	1
RDCK Area H	3
RDCK Area I	1
Trail	1

2. Please confirm that you work in and/or own or manage a business or organization that operates in the arts, culture, and heritage sector within the Nelson Area.

Question intended to confirm eligibility. Results not published. Ineligible people removed from data set.

3. Are you answering this survey as a (select all that apply)

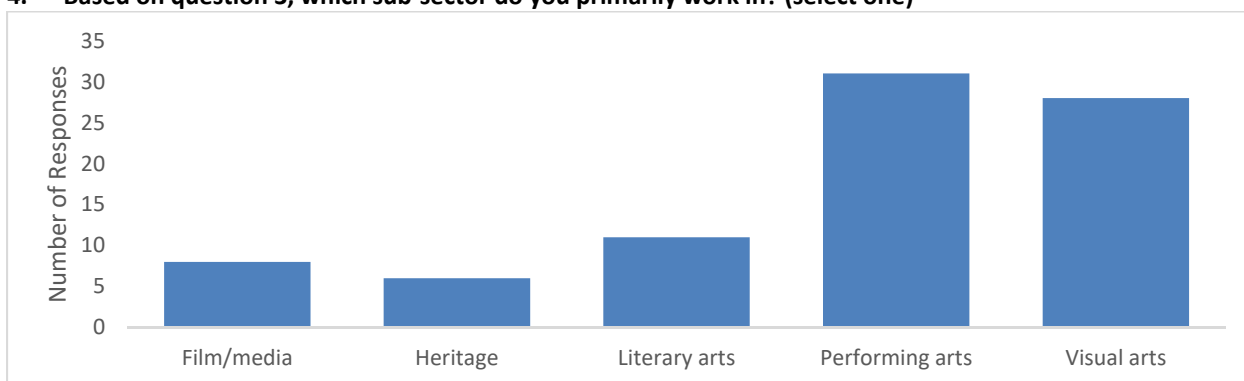


Answer Choices	Responses	Percentage of Respondents
Employee	9	10.71%
Volunteer	5	5.95%
Contractor	14	16.67%
Working Artist / Creator	54	64.29%
Business Owner (includes owner/operators)	29	34.52%
Manager / Administrator (including non-profit societies and charities)	14	16.67%
Other*	5	5.95%

Total Responses 130ⁱ
Total Respondents 84
Skipped 33

*Other Responses	Responses
Curator	1
Self employed craftsperson	1
Board member	1
Artisan with mobile vending caravan for my craft	1
Audience member	1

4. Based on question 3, which sub-sector do you primarily work in? (select one)

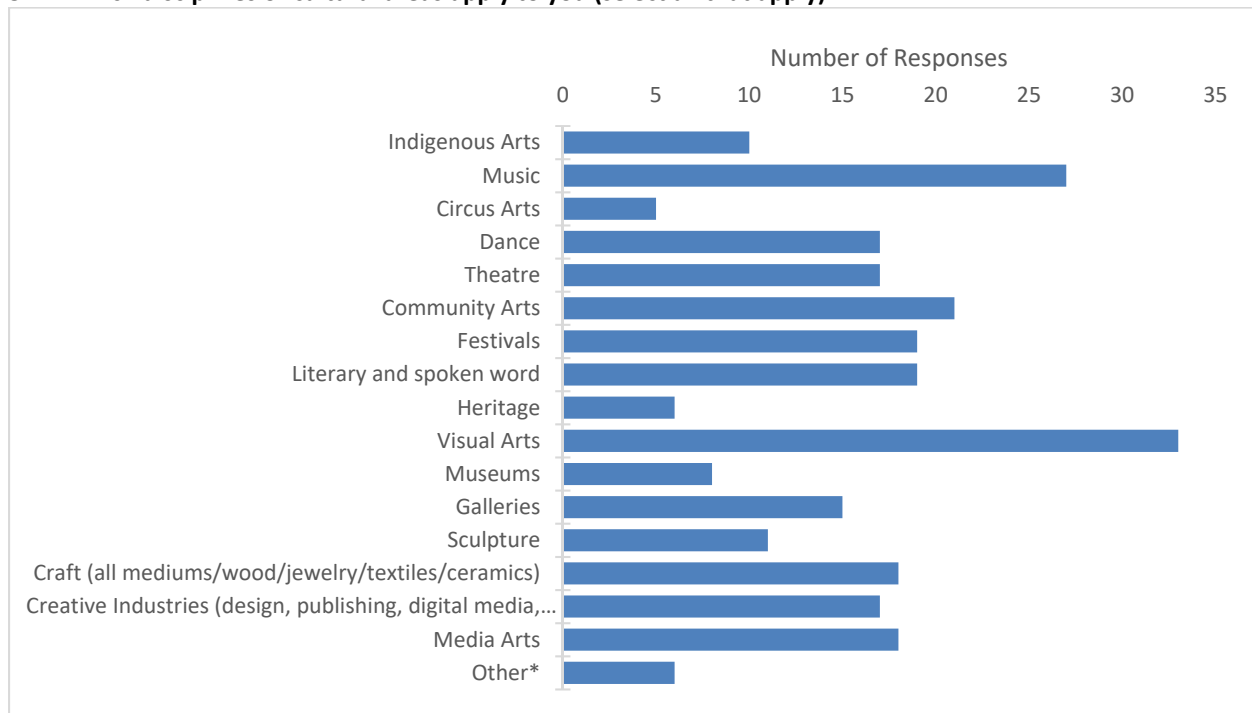


Answer Choices	Responses	Percentage of Respondents
Film/media	8	9.52%
Heritage	6	7.14%
Literary arts	11	13.10%
Performing arts	31	36.90%
Visual arts	28	33.33%

Total Responses 84
Total Respondents 84
Skipped 33

ⁱ Because respondents could select all that applied, the total responses are larger than the total respondents.

5. Which disciplines or cultural areas apply to you (select all that apply)



Answer Choices	Responses	Percentage of Respondents
Indigenous Arts	10	11.90%
Music	27	32.14%
Circus Arts	5	5.95%
Dance	17	20.24%
Theatre	17	20.24%
Community Arts	21	25.00%
Festivals	19	22.62%
Literary and spoken word	19	22.62%
Heritage	6	7.14%
Visual Arts	33	39.29%
Museums	8	9.52%
Galleries	15	17.86%
Sculpture	11	13.10%
Craft (all mediums/wood/jewelry/textiles/ceramics)	18	21.43%
Creative Industries (design, publishing, digital media, fashion, etc.)	17	20.24%
Media Arts	18	21.43%
Other*	6	7.14%

*Other Responses	Responses
Burlesque	1
Culture	1
Yoga	1
Interculturalization	1
Film Exhibition	1
Architectural Heritage	1

Total Responses 267
Total Respondents 84
Skipped 33

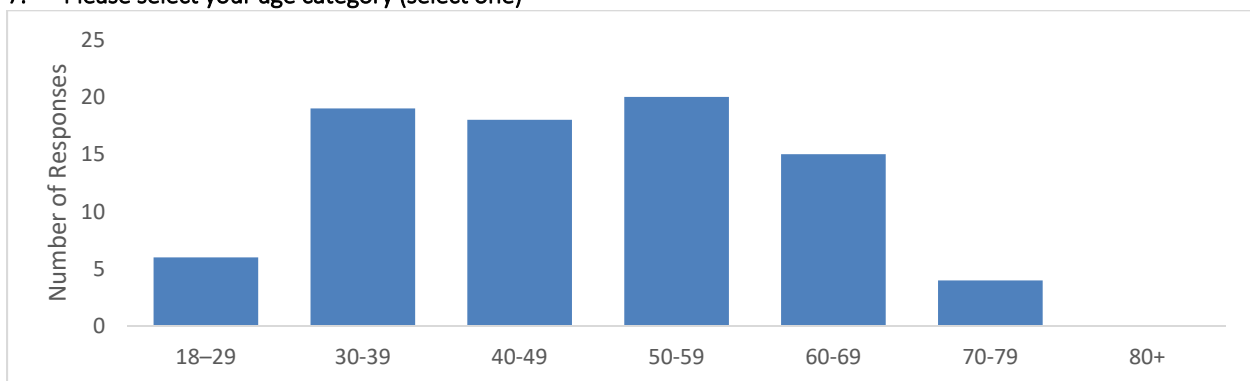
6. How many years have you worked in the arts, culture, and heritage sector? (Please answer in whole numbers)

Answer (# of years)	Responses (#)
2	3
3	1
4	3
5	5
6	2
7	3
8	2
10	4
12	4
13	1
15	7
16	3
17	5
18	1
20	9
23	3
25	3
26	1
27	2
28	1
30	8
32	1
33	1
35	2
36	1
39	1
40	1
42	2
45	1
47	1
50	1

Mode	Range	Average
20	2-50	19-28

Total Responses 83
Total Respondents 83
Skipped 34

7. Please select your age category (select one)



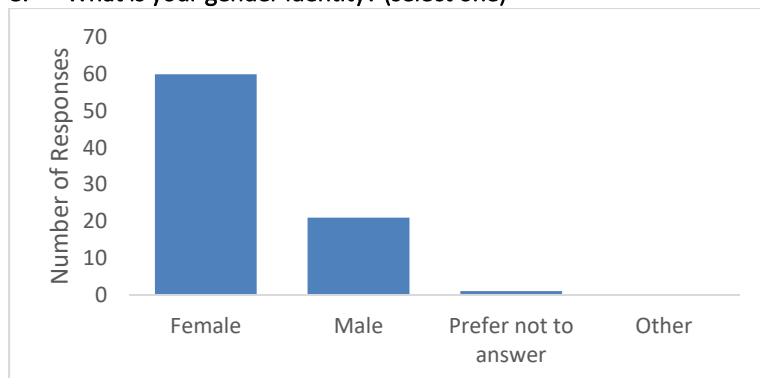
Answer Choices	Responses	Percentage of Respondents
18-29	6	7.32%
30-39	19	23.17%
40-49	18	21.95%
50-59	20	24.39%
60-69	15	18.29%
70-79	4	4.88%
80+	0	0.00%

Total Responses 82

Total Respondents 82

Skipped 35

8. What is your gender identity? (select one)



Answer Choices	Responses	Percentage of Respondents
Female	60	73.17%
Male	21	25.61%
Prefer not to answer	1	1.22%
Other	0	0.00%

Total Responses 82

Total Respondents 82

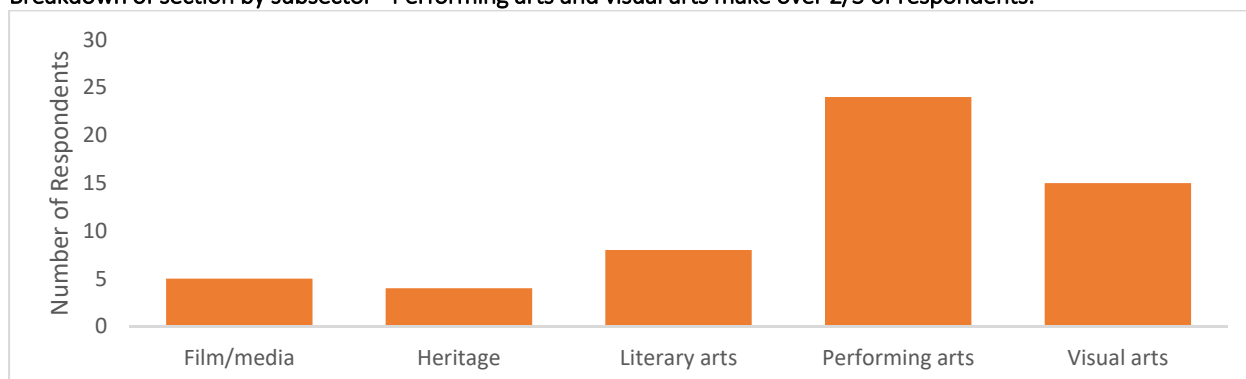
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Section 2: COVID-19 Impacts on the Individual (Questions 9 – 20, 33 - 36)

Number of respondents per question:

Range	Average
30-56	49

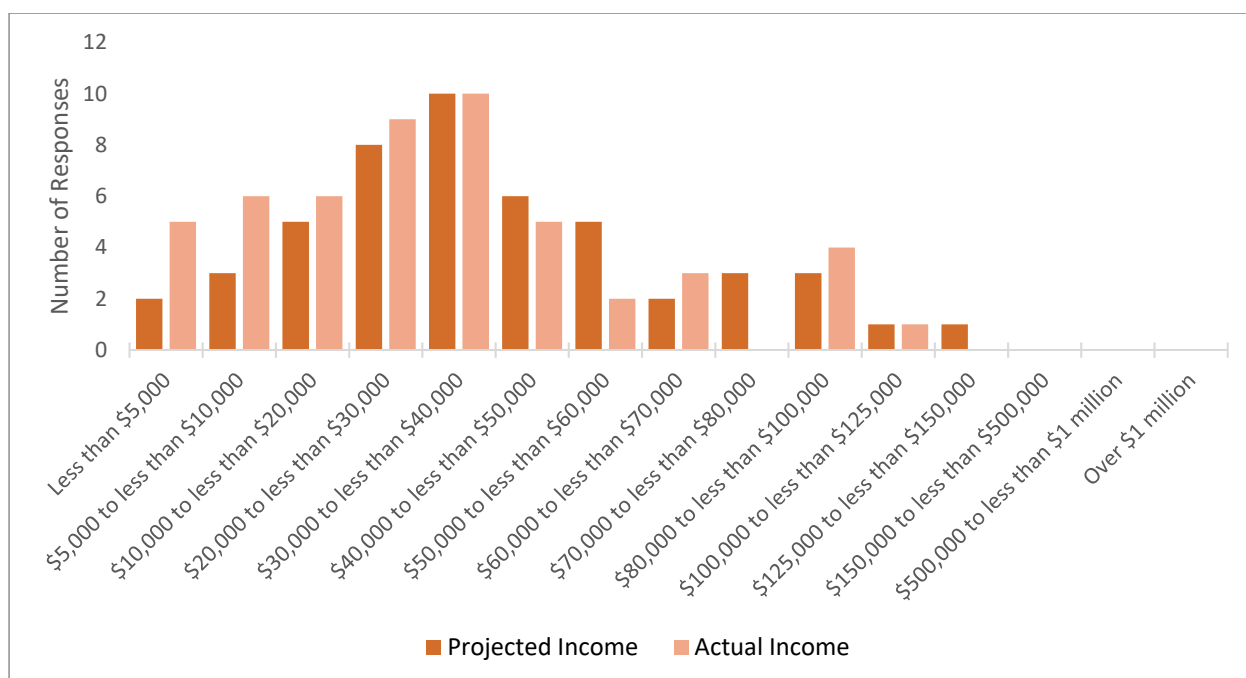
Breakdown of section by subsector - Performing arts and visual arts make over 2/3 of respondents:



Answer Choices	Responses	Percentage of Respondents
Film/Media	5	8.93%
Heritage	4	7.14%
Literary arts	8	14.29%
Performing arts	24	42.86%
Visual arts	15	26.79%

Total Respondents 56

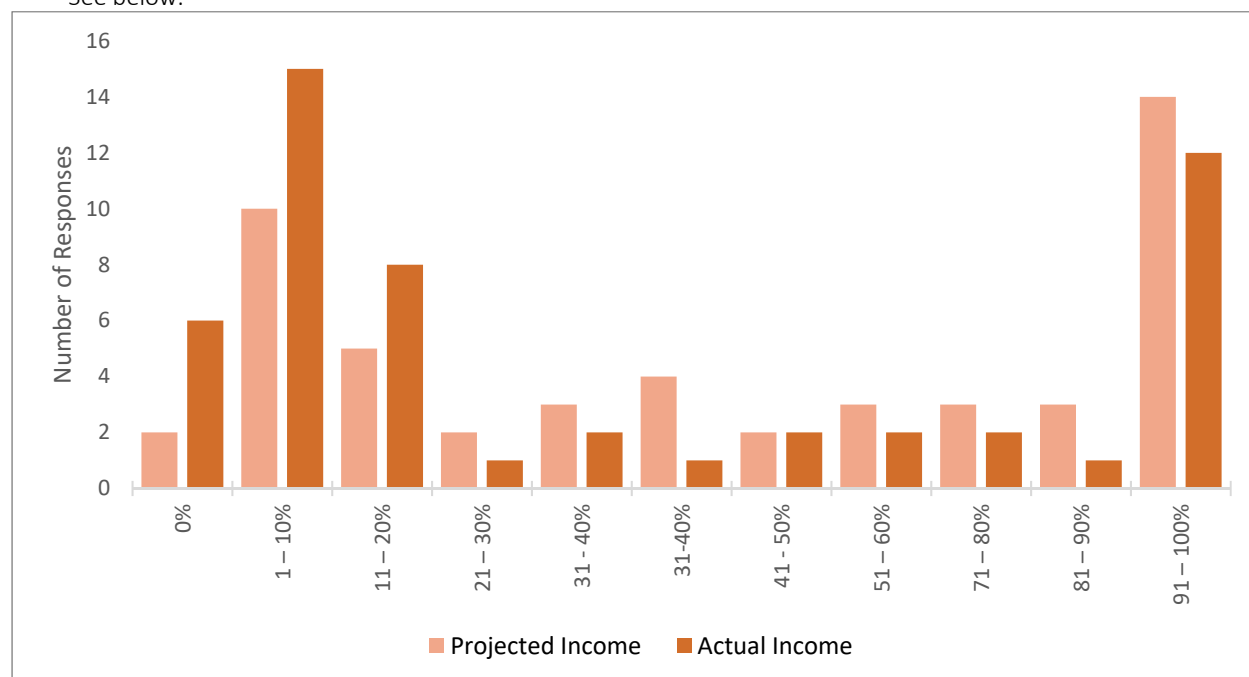
9. **By continuing in this section you confirm that you are responding as an individual**
Question intended to confirm eligibility. Results not published.
10. Before COVID-19, what was your PROJECTED 2020 personal annual income, before taxes and deductions from all sources? (select one)
See below.
11. What percentage of that PROJECTED 2020 personal annual income, before taxes and deductions from all sources, was expected to come from the arts, culture, and heritage sector? (select one)
See below.
12. What was your ACTUAL 2020 personal annual income before taxes and deductions from all sources (not including any government supports, such as CERB, EI, etc.)? (select one)
See below.



Answer Choices	Question 10		Question 12	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents
Less than \$5,000	2	4.08%	5	9.80%
\$5,000 to less than \$10,000	3	6.12%	6	11.76%
\$10,000 to less than \$20,000	5	10.20%	6	11.76%
\$20,000 to less than \$30,000	8	16.33%	9	17.65%
\$30,000 to less than \$40,000	10	20.41%	10	19.61%
\$40,000 to less than \$50,000	6	12.24%	5	9.80%
\$50,000 to less than \$60,000	5	10.20%	2	3.92%
\$60,000 to less than \$70,000	2	4.08%	3	5.88%
\$70,000 to less than \$80,000	3	6.12%	0	0.00%
\$80,000 to less than \$100,000	3	6.12%	4	7.84%
\$100,000 to less than \$125,000	1	2.04%	1	1.96%
\$125,000 to less than \$150,000	1	2.04%	0	0.00%
\$150,000 to less than \$500,000	0	0.00%	0	0.00%
\$500,000 to less than \$1 million	0	0.00%	0	0.00%
Over \$1 million	0	0.00%	0	0.00%
Total Responses	49	Total Responses	51	
Total Respondents	49	Total Respondents	51	
Skipped	68	Skipped	66	

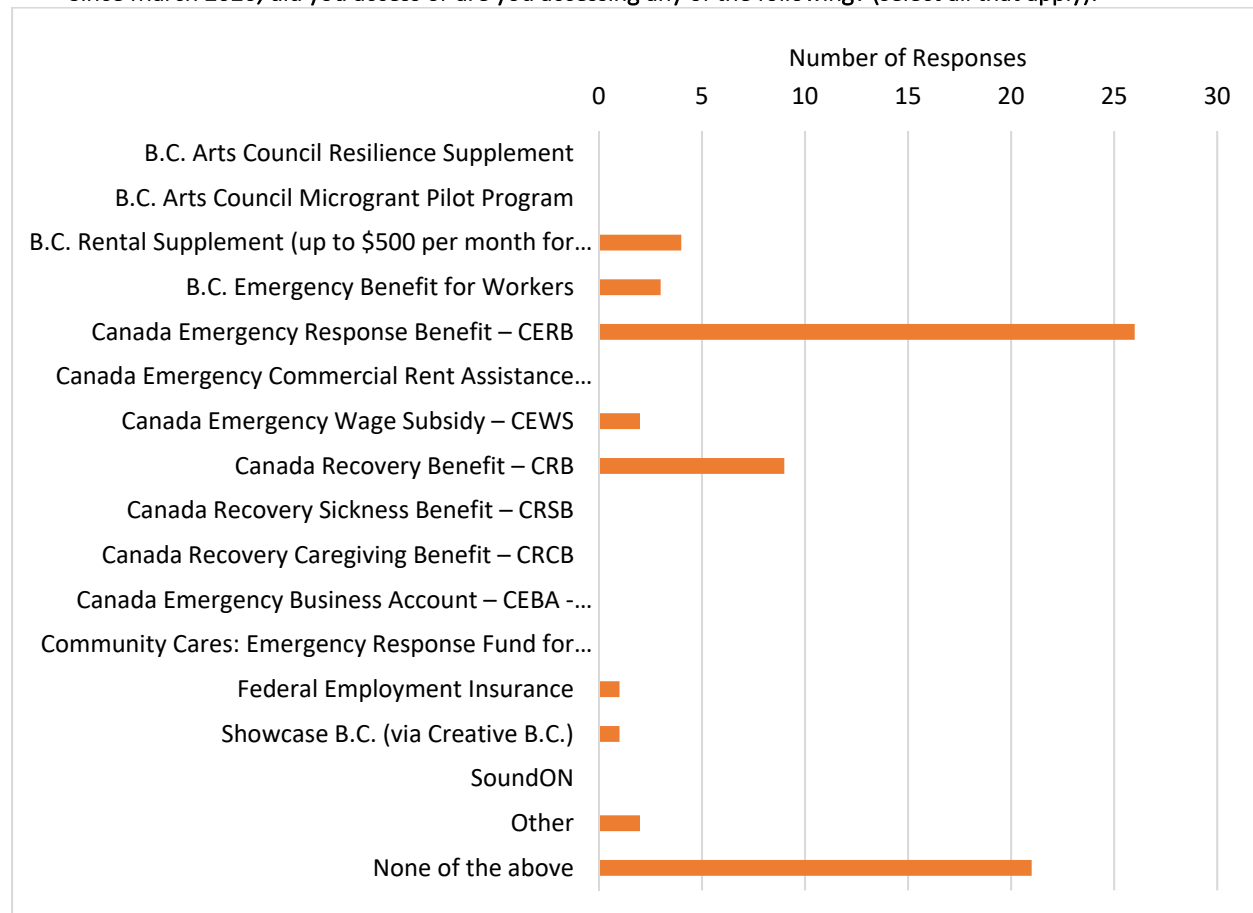
13. What percentage of your ACTUAL 2020 personal annual income was from the arts, culture, and heritage sector? (select one)

See below.



Answer Choices	Question 11		Question 13	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	2	3.92%	6	11.54%
1 – 10%	10	19.61%	15	28.85%
11 – 20%	5	9.80%	8	15.38%
21 – 30%	2	3.92%	1	1.92%
31 – 40%	3	5.88%	2	3.85%
41 – 50%	4	7.84%	1	1.92%
51 – 60%	2	3.92%	2	3.85%
61 – 70%	3	5.88%	2	3.85%
71 – 80%	3	5.88%	2	3.85%
81 – 90%	3	5.88%	1	1.92%
91 – 100%	14	27.45%	12	23.08%
Total Responses	51	Total Responses	52	
Total Respondents	51	Total Respondents	52	
Skipped	66	Skipped	65	

14. Since March 2020, did you access or are you accessing any of the following? (select all that apply):



Answer Choices	Responses	Percentage of Respondents
B.C. Arts Council Resilience Supplement	0	0.00%
B.C. Arts Council Microgrant Pilot Program	0	0.00%
B.C. Rental Supplement (up to \$500 per month for eligible households)	4	7.55%
B.C. Emergency Benefit for Workers	3	5.66%
Canada Emergency Response Benefit – CERB	26	49.06%
Canada Emergency Commercial Rent Assistance Emergency Support Fund for Cultural, Heritage and Sport Organizations	0	0.00%
Canada Emergency Wage Subsidy – CEWS	2	3.77%
Canada Recovery Benefit – CRB	9	16.98%
Canada Recovery Sickness Benefit – CRSB	0	0.00%
Canada Recovery Caregiving Benefit – CRCB	0	0.00%
Canada Emergency Business Account – CEBA - Extension of the Work-Share Program	0	0.00%
Community Cares: Emergency Response Fund for First Nations, Inuit and Métis Individuals Working in the Arts	0	0.00%
Federal Employment Insurance	1	1.89%
Showcase B.C. (via Creative B.C.)	1	1.89%
SoundON	0	0.00%

Other*	2	3.77%
None of the above	21	39.62%

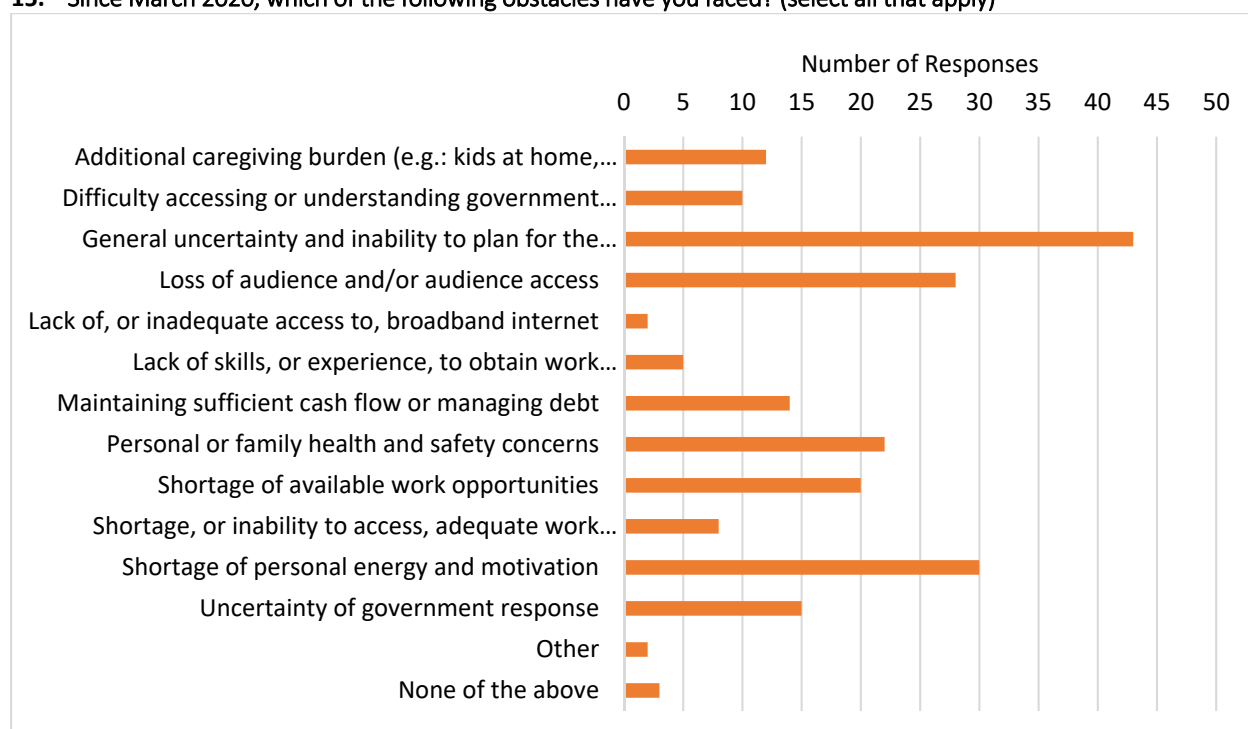
Total Responses 69

Total Respondents 53

Skipped 64

*Other Responses	Responses
FACTOR	1
BC Recovery Benefit	1

15. Since March 2020, which of the following obstacles have you faced? (select all that apply)



Answer Choices	Responses	Percentage of Respondents
Additional caregiving burden (e.g.: kids at home, loss of community programs)	12	22.64%
Difficulty accessing or understanding government support programs	10	18.87%
General uncertainty and inability to plan for the future	43	81.13%
Loss of audience and/or audience access	28	52.83%
Lack of, or inadequate access to, broadband internet	2	3.77%
Lack of skills, or experience, to obtain work opportunities	5	9.43%
Maintaining sufficient cash flow or managing debt	14	26.42%
Personal or family health and safety concerns	22	41.51%
Shortage of available work opportunities	20	37.74%
Shortage, or inability to access, adequate work space or equipment	8	15.09%
Shortage of personal energy and motivation	30	56.60%
Uncertainty of government response	15	28.30%

Other*	2	3.77%
None of the above	3	5.66%

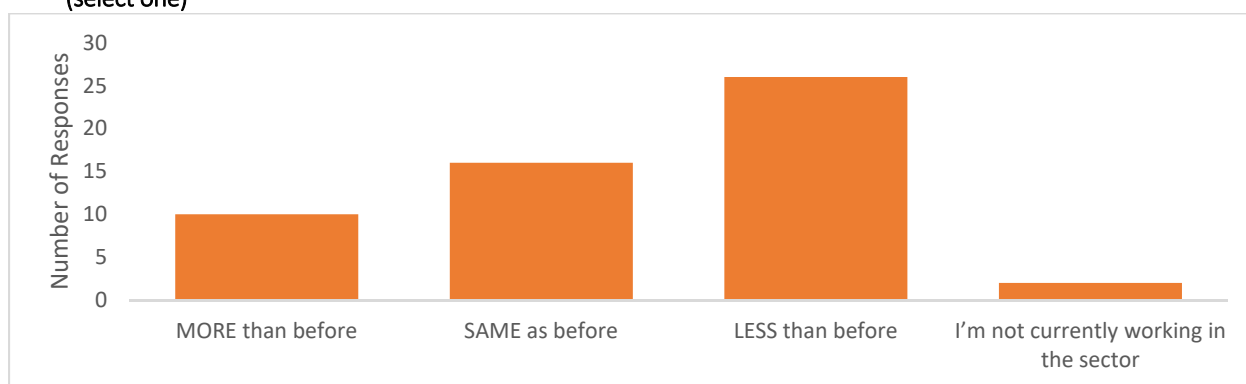
Total Responses 214

Total Respondents 53

Skipped 64

*Other Responses	Responses
Multiple family members died. Death is expensive.	1
Family stress and mental health	1

16. When you think about the amount of work (paid or volunteer) you are doing in the arts, culture, and heritage sector NOW, how does it compare to the amount of work you were doing BEFORE the COVID-19 pandemic? (select one)



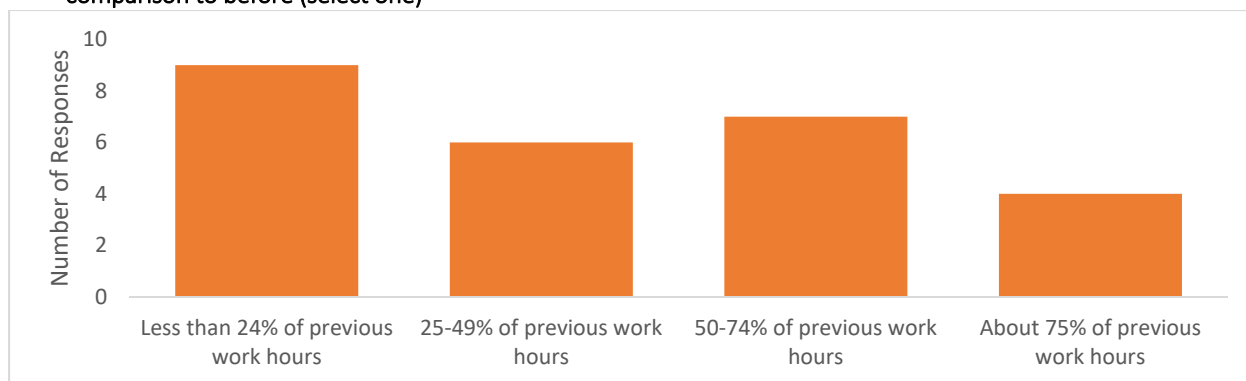
Answer Choices	Responses	Percentage of Respondents
MORE than before	10	18.52%
SAME as before	16	29.63%
LESS than before	26	48.15%
I'm not currently working in the sector	2	3.70%

Total Responses 54

Total Respondents 54

Skipped 63

- 16a. Please indicate how much less work you are doing in the arts, culture, and heritage sector post-pandemic in comparison to before (select one)



Answer Choices	Responses	Percentage of Respondents
Less than 24% of previous work hours	9	34.62%
25-49% of previous work hours	6	23.08%
50-74% of previous work hours	7	26.92%
About 75% of previous work hours	4	15.38%

Total Responses 26

Total Respondents 26

Skipped 91

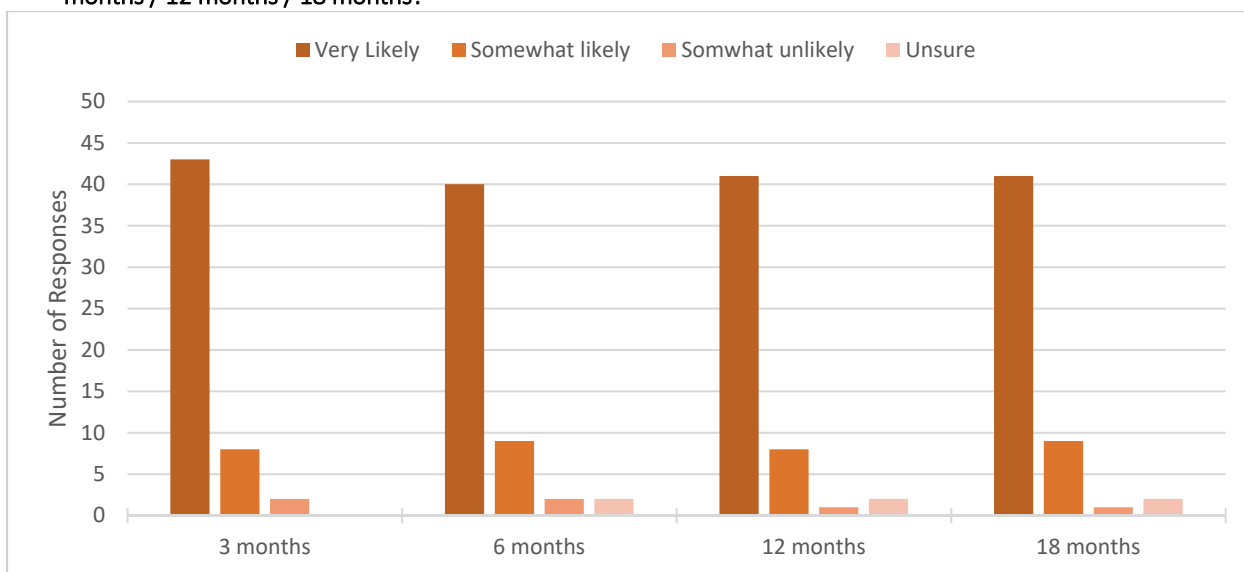
Answer Choices	Responses	Percentage of Respondents
Less than 24% of previous work hours	9	34.62%
25-49% of previous work hours	6	23.08%
50-74% of previous work hours	7	26.92%
About 75% of previous work hours	4	15.38%

Total Responses 26

Total Respondents 26

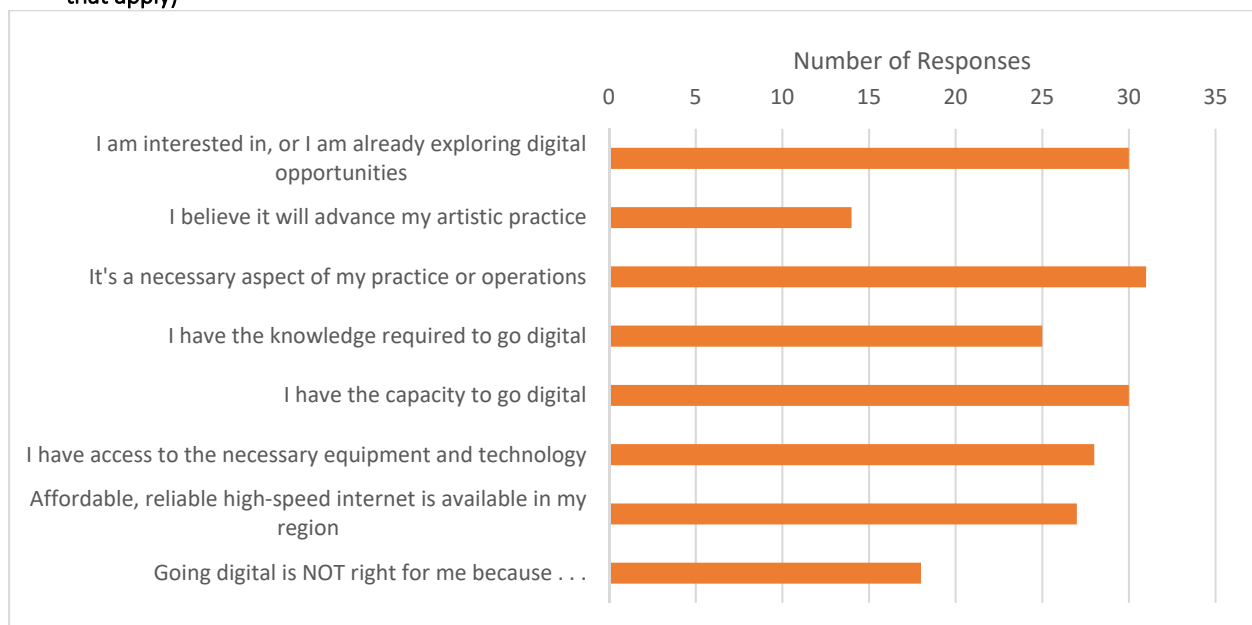
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17. How likely is it that you will be working or volunteering in the arts, culture, and heritage sector in 3 months / 6 months / 12 months / 18 months?



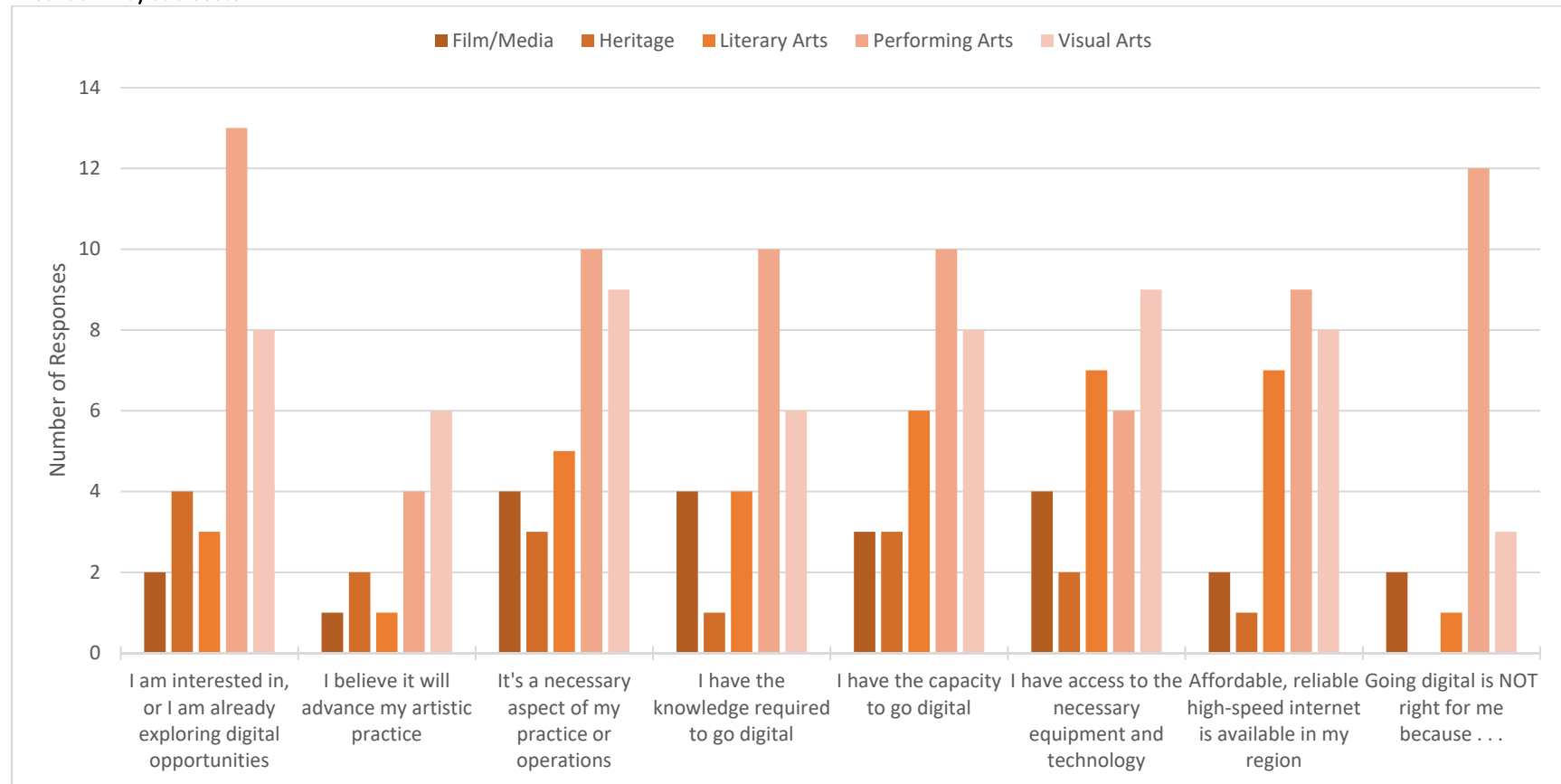
	3 months		6 months		12 months		18 months	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Very Likely	43	81.13%	40	75.47%	41	78.85%	41	77.36%
Somewhat likely	8	15.09%	9	16.98%	8	15.38%	9	16.98%
Somewhat unlikely	2	3.77%	2	3.77%	1	1.92%	1	1.89%
Unsure	0	0.00%	2	3.77%	2	3.85%	2	3.77%
Total Responses	53		53		52		53	
Total Respondents	53		53		52		53	
Skipped	64		64		65		64	

18. How do each of these statements reflect your thoughts about pivoting to digital programming and practices? (digital programming can refer to live-stream presentations, online exhibits, zoom workshops, etc.) (select all that apply)



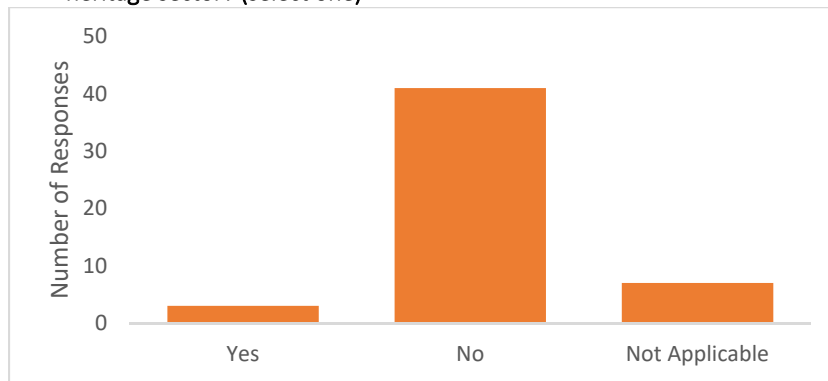
Answer Choices	Responses	Percentage of Respondents
I am interested in, or I am already exploring digital opportunities	30	57.69%
I believe it will advance my artistic practice	14	26.92%
It's a necessary aspect of my practice or operations	31	59.62%
I have the knowledge required to go digital	25	48.08%
I have the capacity to go digital	30	57.69%
I have access to the necessary equipment and technology	28	53.85%
Affordable, reliable high-speed internet is available in my region	27	51.92%
Going digital is NOT right for me because . . .	18	34.62%
Total Responses	203	
Total Respondents	52	
Skipped	65	

Breakdown by sub-sector:



Answer Choices	Film/Media		Heritage		Literary Arts		Performing Arts		Visual Arts	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
I am interested in, or I am already exploring digital opportunities	2	40.00%	4	100.00%	3	37.50%	13	59.09%	8	61.54%
I believe it will advance my artistic practice	1	20.00%	2	50.00%	1	12.50%	4	18.18%	6	46.15%
It's a necessary aspect of my practice or operations	4	80.00%	3	75.00%	5	62.50%	10	45.45%	9	69.23%
I have the knowledge required to go digital	4	80.00%	1	25.00%	4	50.00%	10	45.45%	6	46.15%
I have the capacity to go digital	3	60.00%	3	75.00%	6	75.00%	10	45.45%	8	61.54%
I have access to the necessary equipment and technology	4	80.00%	2	50.00%	7	87.50%	6	27.27%	9	69.23%
Affordable, reliable high-speed internet is available in my region	2	40.00%	1	25.00%	7	87.50%	9	40.91%	8	61.54%
Going digital is NOT right for me because . . .	2	40.00%	0	0.00%	1	12.50%	12	54.55%	3	23.08%
Total Responses	22		16		34		74		57	
Total Respondents	5		4		8		22		13	

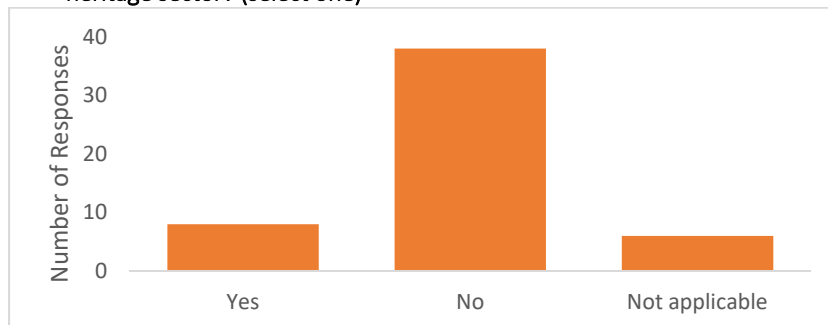
19. As a result of COVID-19, have you changed careers/employment to something outside of the arts, culture, and heritage sector? (select one)



Answer Choices	Responses	Percentage of Respondents
Yes	3	5.88%
No	41	80.39%
Not Applicable	7	13.73%

Total Responses 51
Total Respondents 51
Skipped 66

20. As a result of COVID-19, are you considering a career change to something outside of the arts, culture, and heritage sector? (select one)



Answer Choices	Responses	Percentage of Respondents
Yes	8	15.38%
No	38	73.08%
Not applicable	6	11.54%

Total Responses 52
Total Respondents 52
Skipped 65

33. Describe any gaps that are not being addressed by the existing pandemic response programs (open ended)

Qualitative data analyzed using methods outlined in section 2.

See Report Table 2.

Total respondents: 29, skipped:88

34. Provide any ideas or solutions that you feel government or other support agencies should consider (open ended)

Qualitative data analyzed using methods outlined in section 2.

See Report Section 3.2, page 12.

Total respondents: 30, skipped: 87

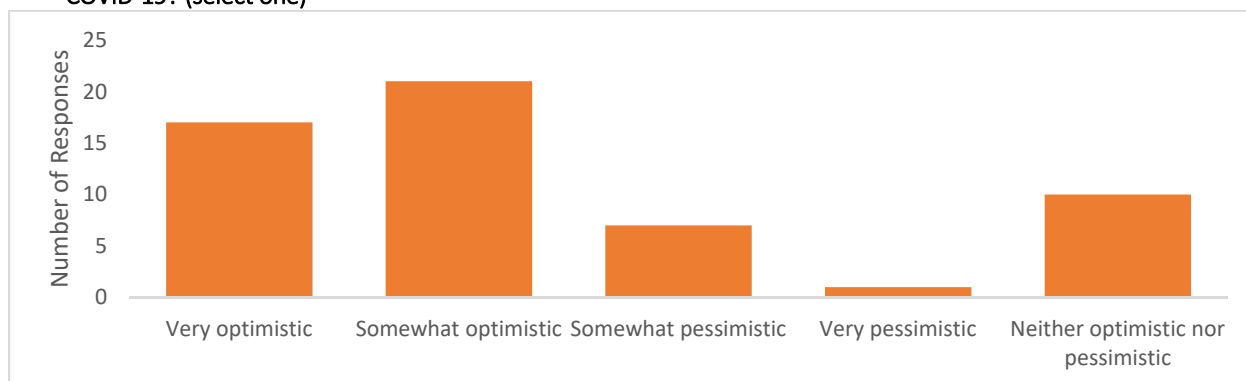
35. What are some opportunities in the arts, culture, and heritage sectors in a post-COVID world? (open ended)

Qualitative data analyzed using methods outlined in section 2.

See Report Section 3.2, page 12.

Total respondents: 33, skipped: 84

36. As of today, how optimistic are you that the arts, culture, and heritage sector across B.C. will recover from COVID-19? (select one)



Answer Choices	Responses	Percentage of Respondents
Very optimistic	17	30.36%
Somewhat optimistic	21	37.50%
Somewhat pessimistic	7	12.50%
Very pessimistic	1	1.79%
Neither optimistic nor pessimistic	10	17.86%

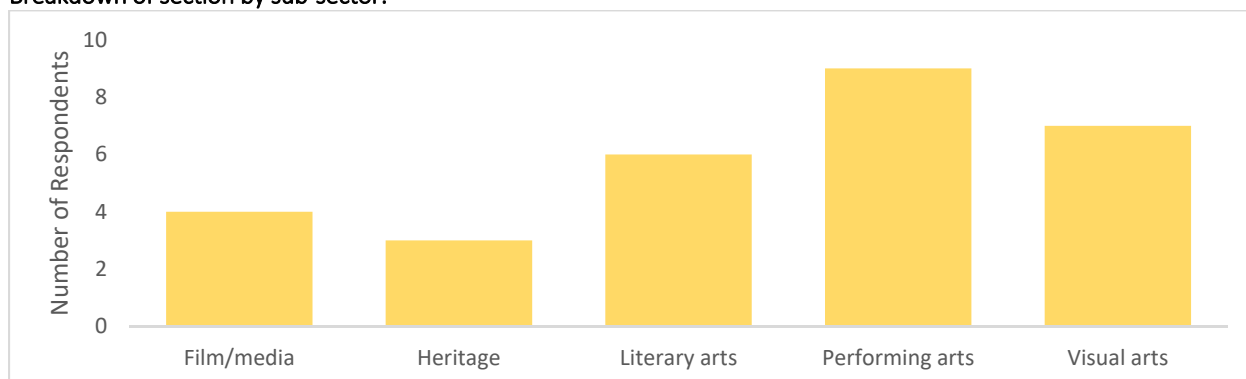
Total responses 56
Total Respondents 56
Skipped 61

SECTION 3: COVID-19 IMPACTS ON BUSINESSES AND ORGANIZATIONS (QUESTIONS 21 – 32)

Number of respondents per question:

Range	Average
27-28	28

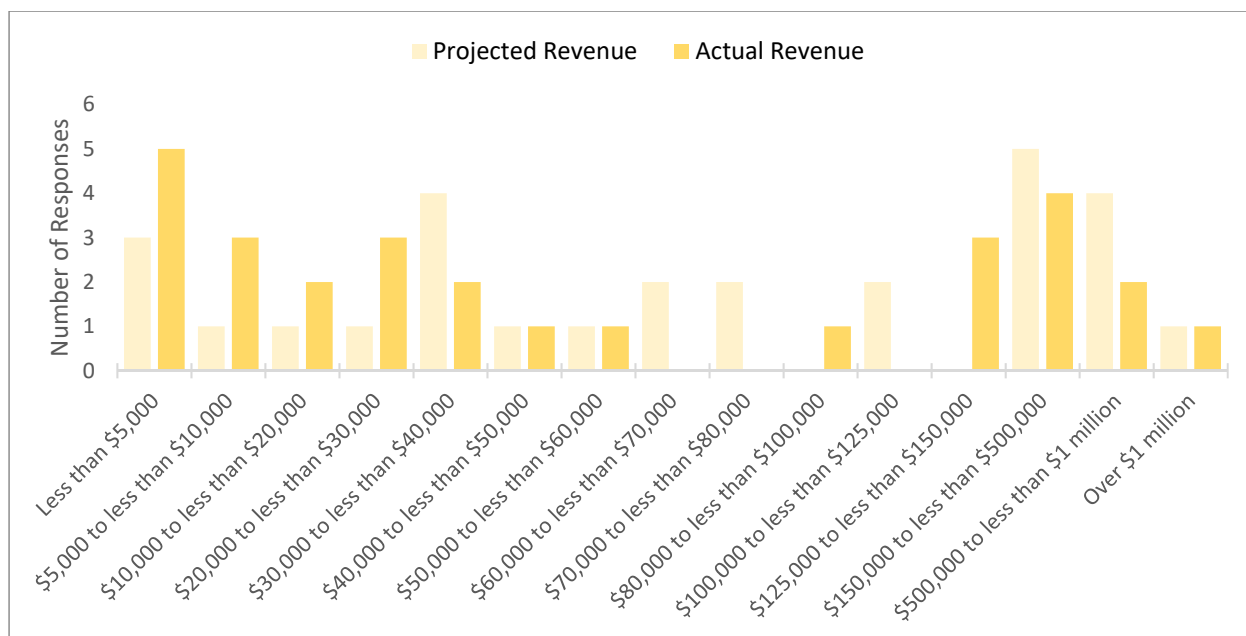
Breakdown of section by sub-sector:



Answer Choices	Responses	Percentage of Respondents
Film/Media	4	13.79%
Heritage	3	10.34%
Literary arts	6	20.69%
Performing arts	9	31.03%
Visual arts	7	24.14%

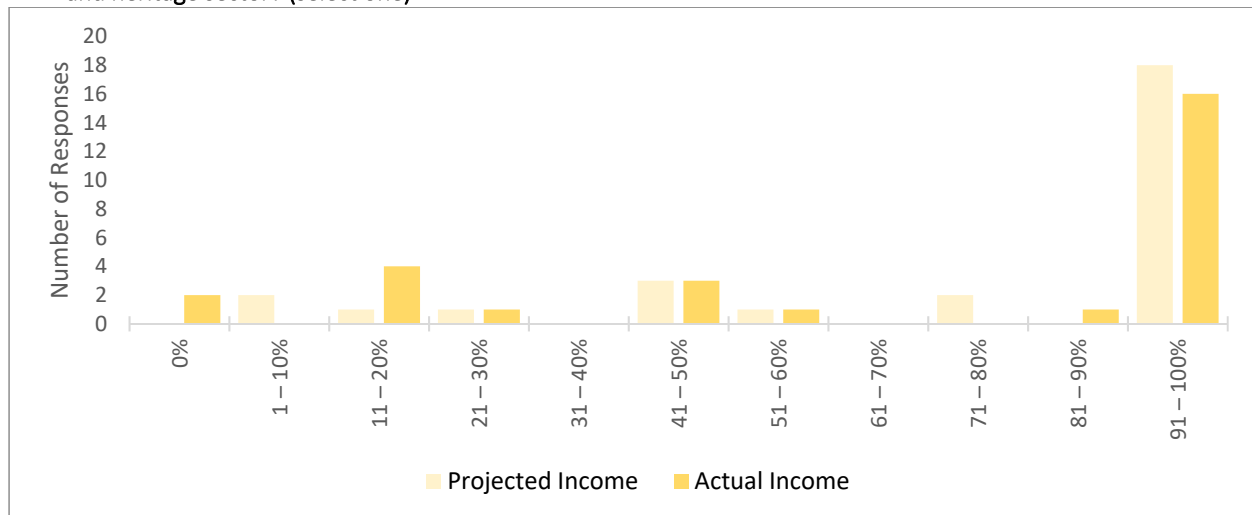
Total Respondents 29

21. Please confirm that you are responding to this section on behalf of an owner operator, business owner, organization manager responding on behalf of your organization (select one)
Question intended to confirm eligibility. Results not published.
22. Before COVID-19, what was the business/organizations/cooperatives PROJECTED 2020 annual revenue, before taxes and deductions from all sources? (select one)
See below.
23. What percentage of that PROJECTED 2020 annual revenue, before taxes and deductions from all sources, was expected to come from the arts, culture, and heritage sector? (select one)
See below.
24. What was the business/organization/cooperative's ACTUAL 2020 revenue (not including any government supports)? (select one)
See below.



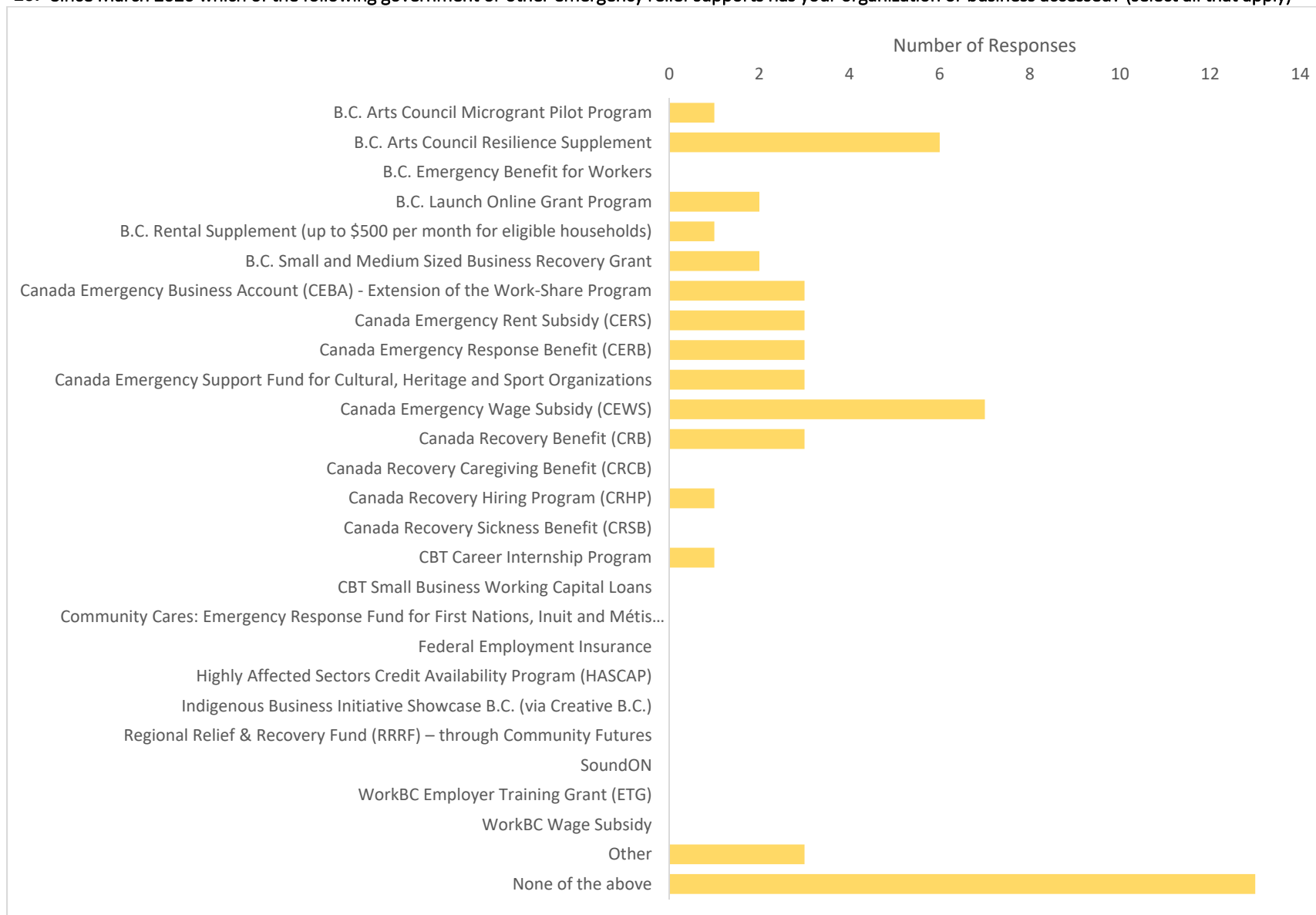
	Question 22		Question 24	
Answer Choices	Responses	Percentage of Respondents	Responses	Percentage of Respondents
Less than \$5,000	3	10.71%	5	17.86%
\$5,000 to less than \$10,000	1	3.57%	3	10.71%
\$10,000 to less than \$20,000	1	3.57%	2	7.14%
\$20,000 to less than \$30,000	1	3.57%	3	10.71%
\$30,000 to less than \$40,000	4	14.29%	2	7.14%
\$40,000 to less than \$50,000	1	3.57%	1	3.57%
\$50,000 to less than \$60,000	1	3.57%	1	3.57%
\$60,000 to less than \$70,000	2	7.14%	0	0.00%
\$70,000 to less than \$80,000	2	7.14%	0	0.00%
\$80,000 to less than \$100,000	0	0.00%	1	3.57%
\$100,000 to less than \$125,000	2	7.14%	0	0.00%
\$125,000 to less than \$150,000	0	0.00%	3	10.71%
\$150,000 to less than \$500,000	5	17.86%	4	14.29%
\$500,000 to less than \$1 million	4	14.29%	2	7.14%
Over \$1 million	1	3.57%	1	3.57%
Total Responses	28	Total Responses	28	
Total Respondents	28	Total Respondents	28	
Skipped	89	Skipped	89	

25. What percentage of the business/organization/cooperative's ACTUAL 2020 revenue was from the arts, culture, and heritage sector? (select one)



Answer Choices	Question 23		Question 25	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	0	0.00%	2	7.14%
1 – 10%	2	7.14%	0	0.00%
11 – 20%	1	3.57%	4	14.29%
21 – 30%	1	3.57%	1	3.57%
31 – 40%	0	0.00%	0	0.00%
41 – 50%	3	10.71%	3	10.71%
51 – 60%	1	3.57%	1	3.57%
61 – 70%	0	0.00%	0	0.00%
71 – 80%	2	7.14%	0	0.00%
81 – 90%	0	0.00%	1	3.57%
91 – 100%	18	64.29%	16	57.14%
Total Responses		28	Total Responses	28
Total Respondents		28	Total Respondents	28
Skipped		89	Skipped	89

26. Since March 2020 which of the following government or other emergency relief supports has your organization or business accessed? (select all that apply)

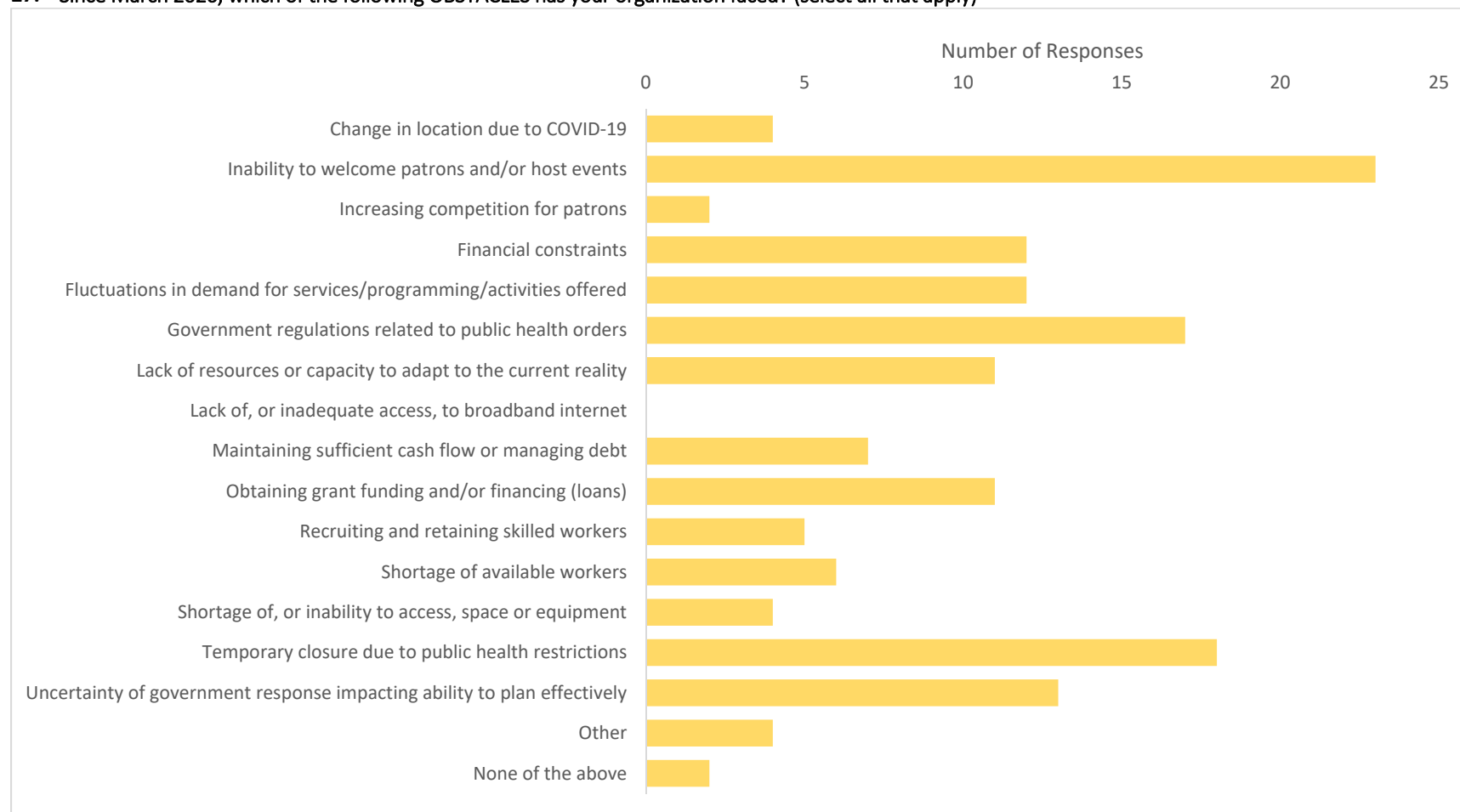


Answer Choices	Responses	Percentage of Respondents
B.C. Arts Council Microgrant Pilot Program	1	3.57%
B.C. Arts Council Resilience Supplement	6	21.43%
B.C. Emergency Benefit for Workers	0	0.00%
B.C. Launch Online Grant Program	2	7.14%
B.C. Rental Supplement (up to \$500 per month for eligible households)	1	3.57%
B.C. Small and Medium Sized Business Recovery Grant	2	7.14%
Canada Emergency Business Account (CEBA) - Extension of the Work-Share Program	3	10.71%
Canada Emergency Rent Subsidy (CERS)	3	10.71%
Canada Emergency Response Benefit (CERB)	3	10.71%
Canada Emergency Support Fund for Cultural, Heritage and Sport Organizations	3	10.71%
Canada Emergency Wage Subsidy (CEWS)	7	25.00%
Canada Recovery Benefit (CRB)	3	10.71%
Canada Recovery Caregiving Benefit (CRCB)	0	0.00%
Canada Recovery Hiring Program (CRHP)	1	3.57%
Canada Recovery Sickness Benefit (CRSB)	0	0.00%
CBT Career Internship Program	1	3.57%
CBT Small Business Working Capital Loans	0	0.00%
Community Cares: Emergency Response Fund for First Nations, Inuit and Métis Individuals Working in the Arts	0	0.00%
Federal Employment Insurance	0	0.00%
Highly Affected Sectors Credit Availability Program (HASCAP)	0	0.00%
Indigenous Business Initiative Showcase B.C. (via Creative B.C.)	0	0.00%
Regional Relief & Recovery Fund (RRRF) – through Community Futures	0	0.00%
SoundON	0	0.00%
WorkBC Employer Training Grant (ETG)	0	0.00%
WorkBC Wage Subsidy	0	0.00%
Other*	3	10.71%
None of the above	13	46.43%

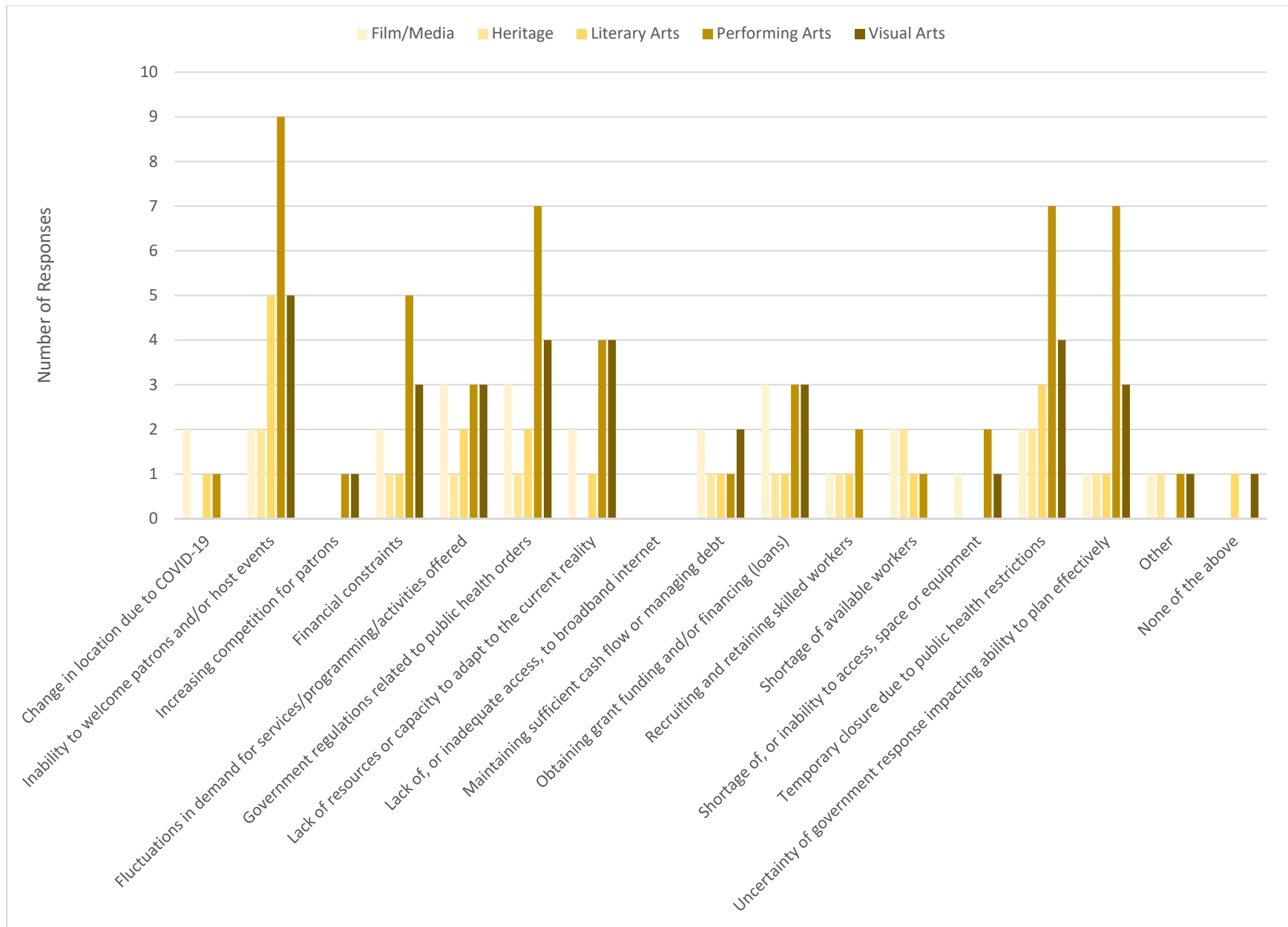
Total Responses 52
 Total Respondents 28
 Skipped 89

*Other Responses	Responses
Vancouver Foundation had a emergency supplement fund that was COVID-related, as well as Canada Council for the Arts, United Way, Columbia Basin Trust (for capital and for emergency funding), as well as the Osprey Foundation's Better Together—we received two grants through that.	1
Vancouver Foundation & CBT Social Response Grant	1
Canada Council for the Arts - Emergency Fund (automatic grant)	1

27. Since March 2020, which of the following OBSTACLES has your organization faced? (select all that apply)

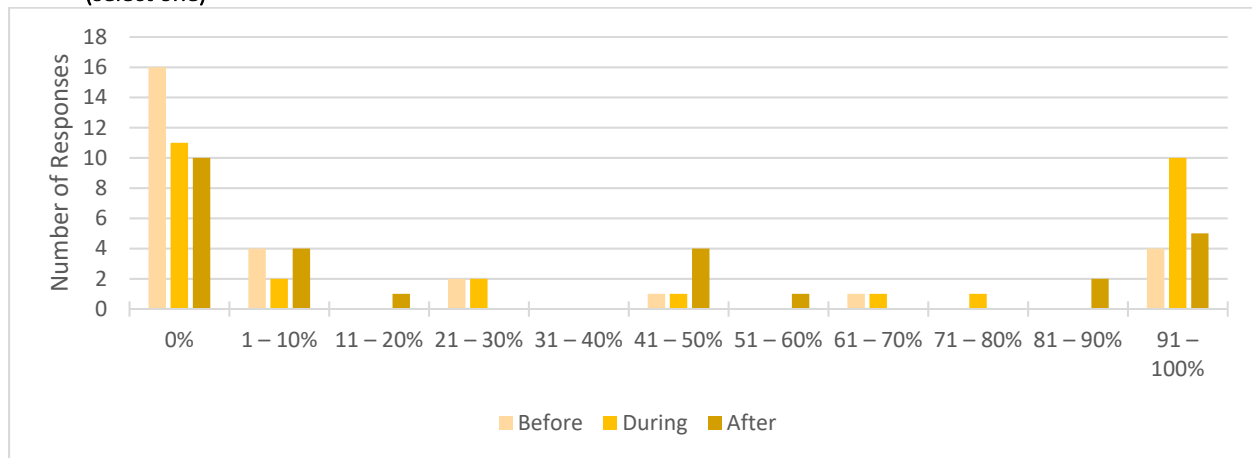


Answer Choices	Responses	Percentage of Respondents
Change in location due to COVID-19	4	14.29%
Inability to welcome patrons and/or host events	23	82.14%
Increasing competition for patrons	2	7.14%
Financial constraints	12	42.86%
Fluctuations in demand for services/programming/activities offered	12	42.86%
Government regulations related to public health orders	17	60.71%
Lack of resources or capacity to adapt to the current reality	11	39.29%
Lack of, or inadequate access, to broadband internet	0	0.00%
Maintaining sufficient cash flow or managing debt	7	25.00%
Obtaining grant funding and/or financing (loans)	11	39.29%
Recruiting and retaining skilled workers	5	17.86%
Shortage of available workers	6	21.43%
Shortage of, or inability to access, space or equipment	4	14.29%
Temporary closure due to public health restrictions	18	64.29%
Uncertainty of government response impacting ability to plan effectively	13	46.43%
Other	4	14.29%
None of the above	2	7.14%
Total Responses		151
Respondents		28
Skipped		89



	Film/Media		Heritage		Literary Arts		Performing Arts		Visual Arts	
Answer Choices	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
Change in location due to COVID-19	2	66.67%	0	0.00%	1	16.67%	1	11.11%	0	0.00%
Inability to welcome patrons and/or host events	2	66.67%	2	66.67%	5	83.33%	9	100.00%	5	71.43%
Increasing competition for patrons	0	0.00%	0	0.00%	0	0.00%	1	11.11%	1	14.29%
Financial constraints	2	66.67%	1	33.33%	1	16.67%	5	55.56%	3	42.86%
Fluctuations in demand for services/programming/activities offered	3	100.00%	1	33.33%	2	33.33%	3	33.33%	3	42.86%
Government regulations related to public health orders	3	100.00%	1	33.33%	2	33.33%	7	77.78%	4	57.14%
Lack of resources or capacity to adapt to the current reality	2	66.67%	0	0.00%	1	16.67%	4	44.44%	4	57.14%
Lack of, or inadequate access, to broadband internet	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Maintaining sufficient cash flow or managing debt	2	66.67%	1	33.33%	1	16.67%	1	11.11%	2	28.57%
Obtaining grant funding and/or financing (loans)	3	100.00%	1	33.33%	1	16.67%	3	33.33%	3	42.86%
Recruiting and retaining skilled workers	1	33.33%	1	33.33%	1	16.67%	2	22.22%	0	0.00%
Shortage of available workers	2	66.67%	2	66.67%	1	16.67%	1	11.11%	0	0.00%
Shortage of, or inability to access, space or equipment	1	33.33%	0	0.00%	0	0.00%	2	22.22%	1	14.29%
Temporary closure due to public health restrictions	2	66.67%	2	66.67%	3	50.00%	7	77.78%	4	57.14%
Uncertainty of government response impacting ability to plan effectively	1	33.33%	1	33.33%	1	16.67%	7	77.78%	3	42.86%
Other	1	33.33%	1	33.33%	0	0.00%	1	11.11%	1	14.29%
None of the above	0	0.00%	0	0.00%	1	16.67%	0	0.00%	1	14.29%
Total Responses	27		14		21		54		35	
Total Respondents	3		3		6		9		7	

28-30. What percentage of your staff/contractors/volunteers were working remotely (50% or more of their hours) BEFORE the pandemic / when the pandemic started / AFTER public health guidelines permit a return to work? (select one)



	28. Before		29. During		30. After	
Answer Choices	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	16	57.14%	11	39.29%	10	37.04%
1 – 10%	4	14.29%	2	7.14%	4	14.81%
11 – 20%	0	0.00%	0	0.00%	1	3.70%
21 – 30%	2	7.14%	2	7.14%	0	0.00%
31 – 40%	0	0.00%	0	0.00%	0	0.00%
41 – 50%	1	3.57%	1	3.57%	4	14.81%
51 – 60%	0	0.00%	0	0.00%	1	3.70%
61 – 70%	1	3.57%	1	3.57%	0	0.00%
71 – 80%	0	0.00%	1	3.57%	0	0.00%
81 – 90%	0	0.00%	0	0.00%	2	7.41%
91 – 100%	4	14.29%	10	35.71%	5	18.52%
Total responses	28		28		27	
Total Respondents	28		28		27	
Skipped	89		89		90	

Breakdown by sub-sector:

Answer Choices	Film/Media					
	28. Before		29. During		30. After	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	2	66.67%	2	66.67%	1	33.33%
1 – 10%	0	0.00%	0	0.00%	0	0.00%
11 – 20%	0	0.00%	0	0.00%	0	0.00%
21 – 30%	1	33.33%	0	0.00%	0	0.00%
31 – 40%	0	0.00%	0	0.00%	0	0.00%
41 – 50%	0	0.00%	0	0.00%	2	66.67%
51 – 60%	0	0.00%	0	0.00%	0	0.00%
61 – 70%	0	0.00%	1	33.33%	0	0.00%
71 – 80%	0	0.00%	0	0.00%	0	0.00%
81 – 90%	0	0.00%	0	0.00%	0	0.00%
91 – 100%	0	0.00%	0	0.00%	0	0.00%
Total responses	3		3		3	
Total Respondents	3		3		3	

Answer Choices	Heritage					
	28. Before		29. During		30. After	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	2	66.67%	1	33.33%	1	33.33%
1 – 10%	1	33.33%	1	33.33%	1	33.33%
11 – 20%	0	0.00%	0	0.00%	1	33.33%
21 – 30%	0	0.00%	0	0.00%	0	0.00%
31 – 40%	0	0.00%	0	0.00%	0	0.00%
41 – 50%	0	0.00%	0	0.00%	0	0.00%
51 – 60%	0	0.00%	0	0.00%	0	0.00%
61 – 70%	0	0.00%	0	0.00%	0	0.00%
71 – 80%	0	0.00%	0	0.00%	0	0.00%
81 – 90%	0	0.00%	0	0.00%	0	0.00%
91 – 100%	0	0.00%	1	33.33%	0	0.00%
Total responses	3		3		3	
Total Respondents	3		3		3	

Literary Arts						
Answer Choices	28. Before		29. During		30. After	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	2	33.33%	2	33.33%	1	16.67%
1 – 10%	1	16.67%	0	0.00%	1	16.67%
11 – 20%	0	0.00%	0	0.00%	0	0.00%
21 – 30%	0	0.00%	0	0.00%	0	0.00%
31 – 40%	0	0.00%	0	0.00%	0	0.00%
41 – 50%	0	0.00%	0	0.00%	0	0.00%
51 – 60%	0	0.00%	0	0.00%	0	0.00%
61 – 70%	0	0.00%	0	0.00%	0	0.00%
71 – 80%	0	0.00%	0	0.00%	0	0.00%
81 – 90%	0	0.00%	0	0.00%	0	0.00%
91 – 100%	3	50.00%	4	66.67%	4	66.67%
Total responses	6		6		6	
Total Respondents	6		6		6	

Performing Arts						
Answer Choices	28. Before		29. During		30. After	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	6	66.67%	3	33.33%	4	50.00%
1 – 10%	2	22.22%	1	11.11%	1	12.50%
11 – 20%	0	0.00%	1	11.11%	0	0.00%
21 – 30%	0	0.00%	0	0.00%	0	0.00%
31 – 40%	0	0.00%	1	11.11%	0	0.00%
41 – 50%	1	11.11%	0	0.00%	2	25.00%
51 – 60%	0	0.00%	0	0.00%	1	12.50%
61 – 70%	0	0.00%	0	0.00%	0	0.00%
71 – 80%	0	0.00%	1	11.11%	0	0.00%
81 – 90%	0	0.00%	0	0.00%	0	0.00%
91 – 100%	0	0.00%	2	22.22%	0	0.00%
Total responses	9		9		8	
Total Respondents	9		9		8	

Answer Choices	Visual Arts					
	28. Before		29. During		30. After	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	4	57.14%	3	42.86%	3	42.86%
1 – 10%	0	0.00%	0	0.00%	1	14.29%
11 – 20%	1	14.29%	1	14.29%	0	0.00%
21 – 30%	0	0.00%	0	0.00%	0	0.00%
31 – 40%	0	0.00%	0	0.00%	0	0.00%
41 – 50%	0	0.00%	0	0.00%	0	0.00%
51 – 60%	0	0.00%	0	0.00%	0	0.00%
61 – 70%	1	14.29%	0	0.00%	0	0.00%
71 – 80%	0	0.00%	0	0.00%	0	0.00%
81 – 90%	0	0.00%	0	0.00%	2	28.57%
91 – 100%	1	14.29%	3	42.86%	1	14.29%
Total responses	7		7		7	
Total Respondents	7		7		7	

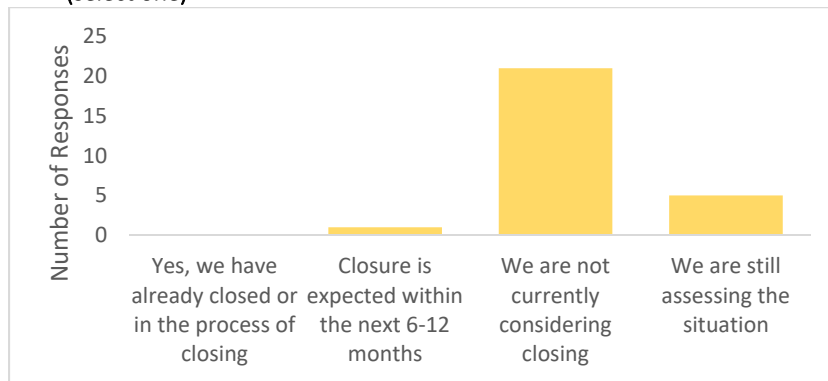
31. Select the statements that reflect your thoughts about pivoting to digital programming and practices (digital programming can refer to live-stream presentations, online exhibits, zoom workshops, etc.) (select all that apply)



Answer Choices	Responses	Percentage of Respondents
My organization is interested in or already exploring opportunities	16	57.14%
I believe it will increase opportunities for my organization/business/cooperative	7	25.00%
It's a necessary aspect of the practice or operations of my organization/business	15	53.57%
My organization has the knowledge required to go digital	11	39.29%
My organization has the capacity to go digital	11	39.29%
My organization has access to the necessary equipment and technology	12	42.86%
My organization/business/coop will deliver hybrid programs/services when possible and feasible	5	17.86%
Affordable, reliable high-speed Internet is available in my region	11	39.29%
Going digital is NOT right for my organization because . . .	11	39.29%

Total Responses 99
Total Respondents 28
Skipped 89

32. Is your organization under serious threat of PERMANENT closure / ceasing operations as a result of COVID-19?
(select one)



Answer Choices	Responses	Percentage of Respondents
Yes, we have already closed or in the process of closing	0	0.00%
Closure is expected within the next 6-12 months	1	3.70%
We are not currently considering closing	21	77.78%
We are still assessing the situation	5	18.52%

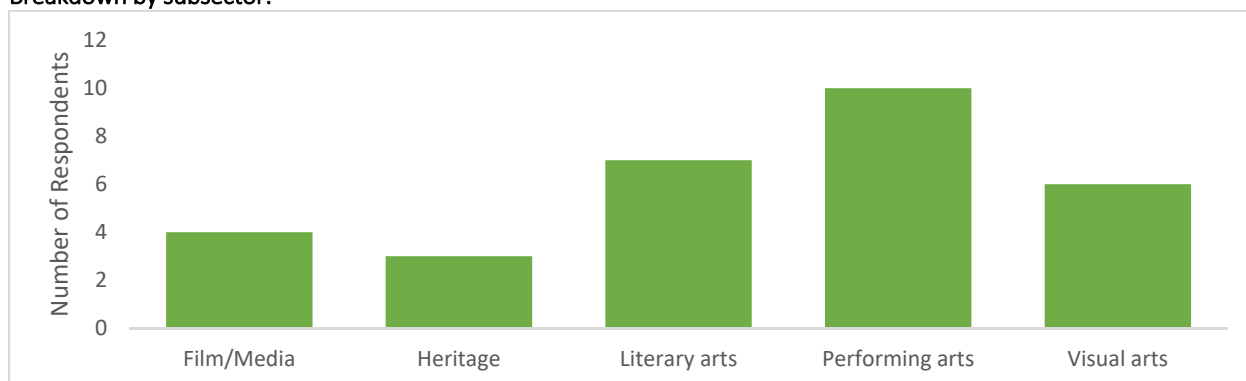
Total Responses 27
Total Respondents 27
Skipped 90

SECTION 4: GENERAL ORGANIZATIONAL QUESTION (QUESTIONS 37 – 72)

Number of respondents per question:

Range	Average
14-30	24

Breakdown by subsector:



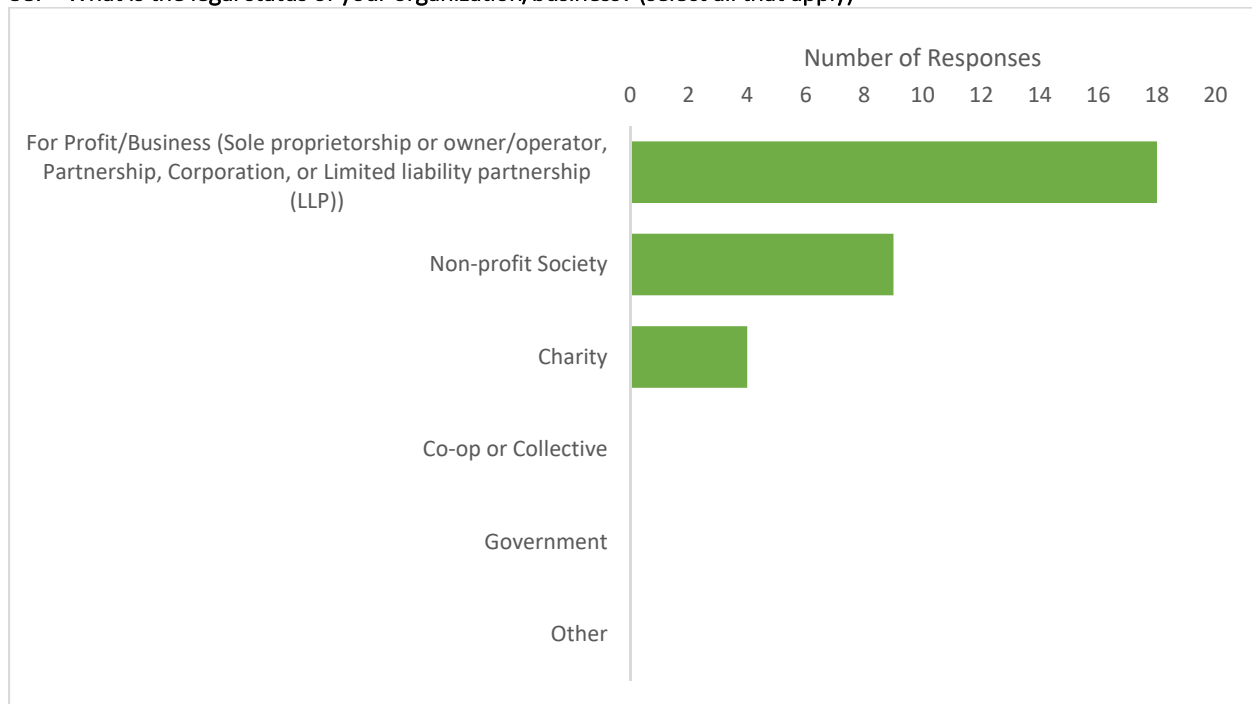
Answer Choices	Responses	Percentage of Respondents
Film/Media	4	13.33%
Heritage	3	10.00%
Literary arts	7	23.33%
Performing arts	10	33.33%
Visual arts	6	20.00%

Total Respondents 30

37. Please confirm that you are completing this section as an owner/operator, business owner, cooperative, and/or manager responding for an organization that is part of the arts, culture, heritage sector. (select one)

Question intended to confirm eligibility. Results not published.

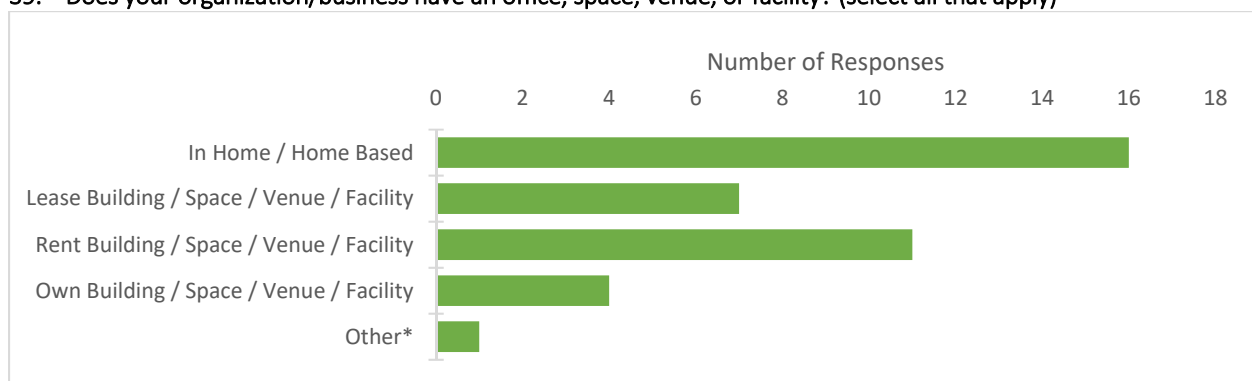
38. What is the legal status of your organization/business? (select all that apply)



Answer Choices	Responses	Percentage of Respondents
For Profit/Business (Sole proprietorship or owner/operator, Partnership, Corporation, or Limited liability partnership (LLP))	18	60.00%
Non-profit Society	9	30.00%
Charity	4	13.33%
Co-op or Collective	0	0.00%
Government	0	0.00%
Other	0	0.00%

Total Responses 31
Total Respondents 29
Skipped 88

39. Does your organization/business have an office, space, venue, or facility? (select all that apply)

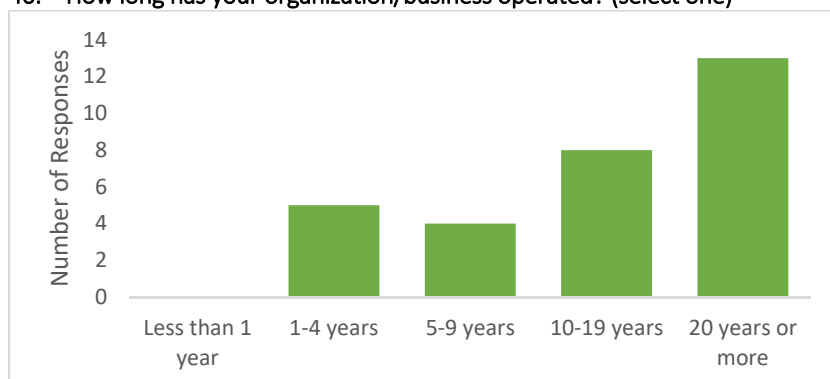


Answer Choices	Responses	Percentage of Respondents
In Home / Home Based	16	53.33%
Lease Building / Space / Venue / Facility	7	23.33%
Rent Building / Space / Venue / Facility	11	36.67%
Own Building / Space / Venue / Facility	4	13.33%
Other*	1	3.33%

Total Responses 39
Total Respondents 30
Skipped 87

*Other Responses	Responses
Had to give up the lease for my studio	1

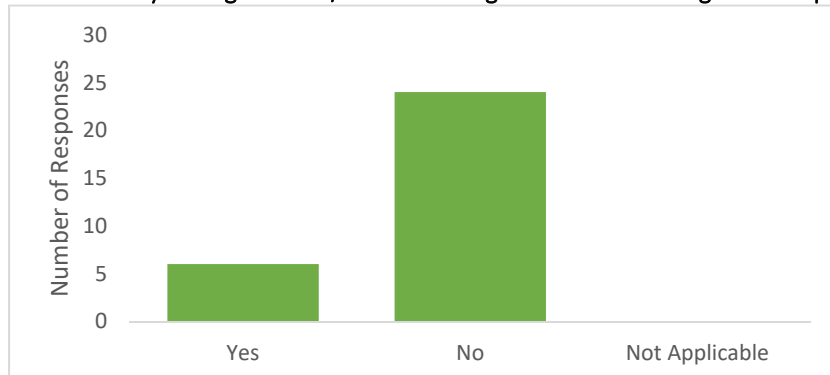
40. How long has your organization/business operated? (select one)



Answer Choices	Responses	Percentage of Respondents
Less than 1 year	0	0.00%
1-4 years	5	16.67%
5-9 years	4	13.33%
10-19 years	8	26.67%
20 years or more	13	43.33%

Total Responses 30
Total Respondents 30
Skipped 87

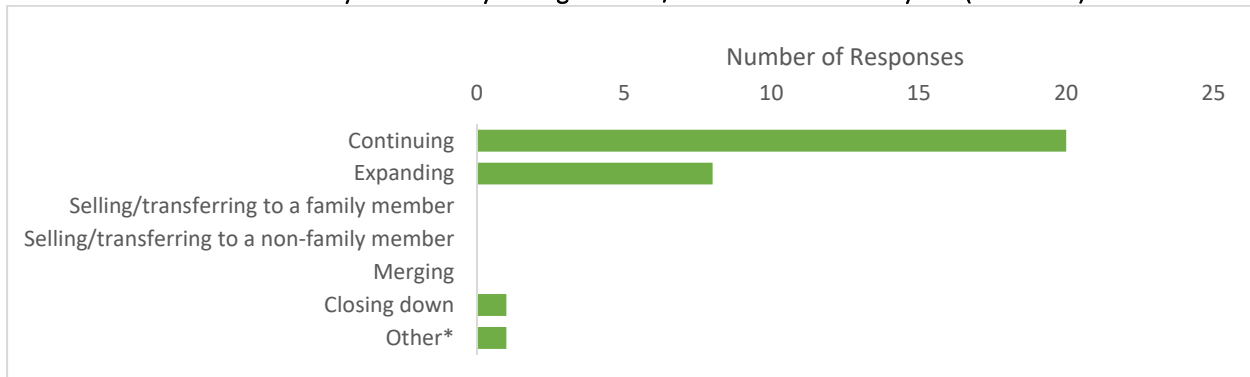
41. Has your organization/business changed owners or managers in the past 5 years? (select one)



Answer Choices	Responses	Percentage of Respondents
Yes	6	20.00%
No	24	80.00%
Not Applicable	0	0.00%

Total responses 30
Total Respondents 30
Skipped 87

42. Please select the most likely outlook for your organization/business in the next 3 years (select one)



Answer Choices	Responses	Percentage of Respondents
Continuing	20	66.67%
Expanding	8	26.67%
Selling/transferring to a family member	0	0.00%
Selling/transferring to a non-family member	0	0.00%
Merging	0	0.00%
Closing down	1	3.33%
Other*	1	3.33%

Total Responses 30
Total Respondents 30
Skipped 87

*Other Responses	Responses
Unsure	1

43. Total number of employees and volunteers at this organization/business operation (including yourself)

Answers	Full-time Employees		Part-time Employees		Full-time Volunteers		Part-time Volunteers		Casual Employee	
	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses
0	9	32.14%	12	42.86%	28	100.00%	17	60.71%	19	67.86%
1	8	28.57%	5	17.86%	0	0.00%	1	3.57%	2	7.14%
2	7	25.00%	5	17.86%	0	0.00%	0	0.00%	1	3.57%
3	1	3.57%	1	3.57%	0	0.00%	1	3.57%	2	7.14%
4	0	0.00%	2	7.14%	0	0.00%	0	0.00%	0	0.00%
5	1	3.57%	1	3.57%	0	0.00%	0	0.00%	0	0.00%
6	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
7	0	0.00%	0	0.00%	0	0.00%	1	3.57%	0	0.00%
9	0	0.00%	0	0.00%	0	0.00%	1	3.57%	0	0.00%
13	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	3.57%
14	0	0.00%	0	0.00%	0	0.00%	1	3.57%	0	0.00%
15	0	0.00%	1	3.57%	0	0.00%	0	0.00%	1	3.57%
20	0	0.00%	1	3.57%	0	0.00%	1	3.57%	0	0.00%
22	0	0.00%	0	0.00%	0	0.00%	1	3.57%	0	0.00%
25	1	3.57%	0	0.00%	0	0.00%	0	0.00%	1	3.57%
40	0	0.00%	0	0.00%	0	0.00%	1	3.57%	0	0.00%
50	0	0.00%	0	0.00%	0	0.00%	2	7.14%	0	0.00%
70	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	3.57%
125	0	0.00%	0	0.00%	0	0.00%	1	3.57%	0	0.00%
Total Responses	28	Total Respondents	28	Skipped	89					

	Range	Average	Mode	Total
Full-time Employees	0-25	2	0	61
Part-time Employees	0-20	2	0	66
Full-time Volunteers	0-0	0	0	0
Part-time Volunteers	0-125	12	0	341
Casual Employees	0-70	5	0	133

44. What percentage of your employees and/or volunteers lives

Answers	Within Nelson, Area E, and Area F		Elsewhere within the Kootenay region		Out of the region, but within B.C.		Out of B.C., but within Canada		Internationally	
	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses
0%	4	14.29%	18	64.29%	22	78.57%	26	92.86%	27	96.43%
1%	0	0.00%	1	3.57%	0	0.00%	0	0.00%	0	0.00%
2%	0	0.00%	0	0.00%	1	3.57%	0	0.00%	1	3.57%
3%	0	0.00%	0	0.00%	1	3.57%	1	3.57%	0	0.00%
5%	0	0.00%	0	0.00%	1	3.57%	1	3.57%	0	0.00%
10%	0	0.00%	3	10.71%	0	0.00%	0	0.00%	0	0.00%
20%	0	0.00%	1	3.57%	0	0.00%	0	0.00%	0	0.00%
25%	0	0.00%	0	0.00%	1	3.57%	0	0.00%	0	0.00%
33%	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
40%	0	0.00%	0	0.00%	1	3.57%	0	0.00%	0	0.00%
50%	1	3.57%	1	3.57%	0	0.00%	0	0.00%	0	0.00%
60%	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
67%	0	0.00%	1	3.57%	0	0.00%	0	0.00%	0	0.00%
75%	0	0.00%	1	3.57%	0	0.00%	0	0.00%	0	0.00%
80%	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
84%	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
90%	3	10.71%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
96%	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
99%	1	3.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
100%	14	50.00%	2	7.14%	1	3.57%	0	0.00%	0	0.00%

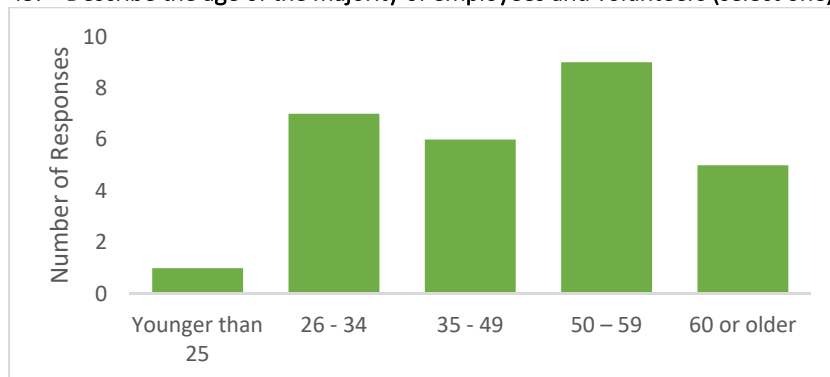
Total Responses 28

Total Respondents 28

Skipped 89

	Range (%)	Average (%)	Mode (%)
Within Nelson, Area E, and Area F	0-100	78	100
Elsewhere within the Kootenay region	0-100	16	0
Out of the region, but within B.C.	0-100	6	0
Out of B.C., but within Canada	0-5	0	0
Internationally	0-2	0	0

45. Describe the age of the majority of employees and volunteers (select one)



Answer Choices	Responses	Percentage of Respondents
Younger than 25	1	3.57%
26 - 34	7	25.00%
35 - 49	6	21.43%
50 - 59	9	32.14%
60 or older	5	17.86%

Total Responses 28

Total Respondents 28

Skipped 89

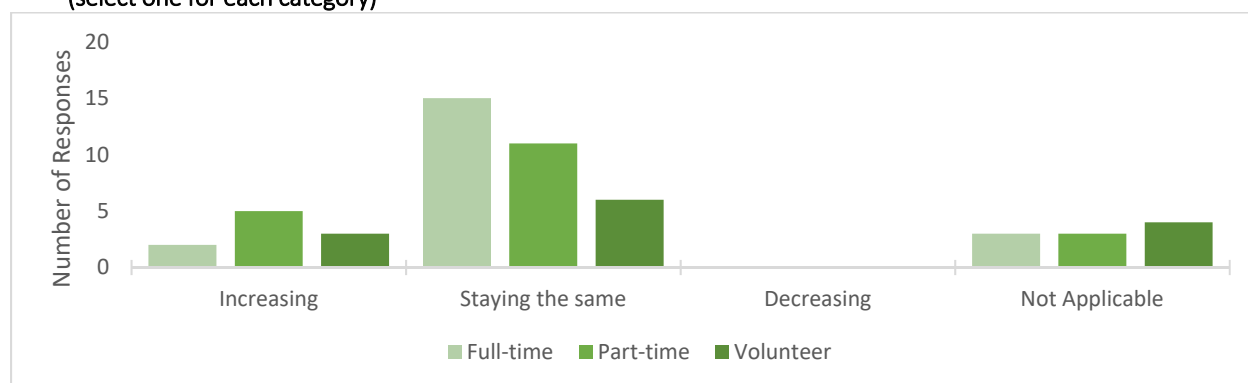
46. What is the hourly wage of the employees at your organization/business?

Full-Time Employees	Part-Time Employees	Casual Employees
19	17	16
20	17	18
20	17	20
22	20	22
24	22	25
28	25	25
28	25	25
30	26	25
30	30	
50	30	
55	30	
	35	
	45	

Total Responses	11	13	8
Total Respondents	20		
Skipped	97		

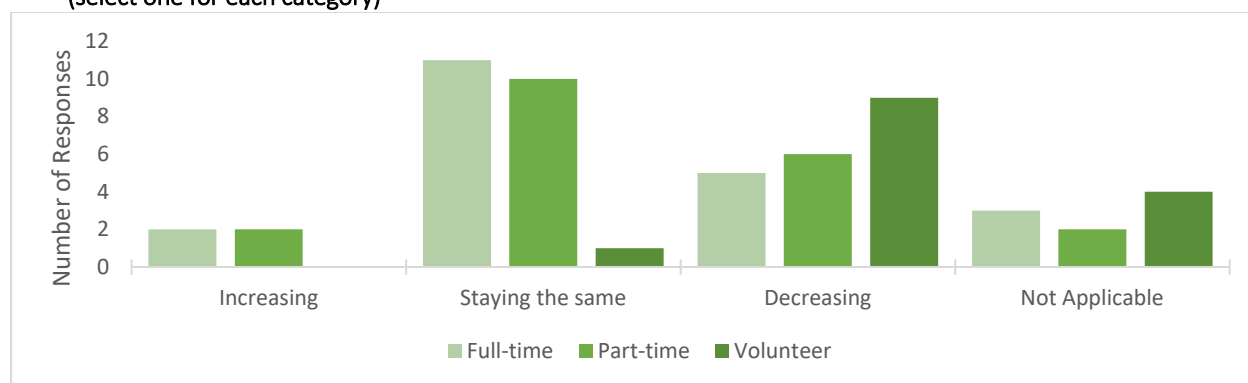
	Average (\$/hr)	Range (\$/hr)	Mode (\$/hr)
Full-Time Employees	30	19-55	20
Part-Time Employees	26	17-45	17
Casual Employees	22	16-25	25

47. Prior to COVID-19 was the number of employees and volunteers decreasing, remaining stable, or increasing?
(select one for each category)



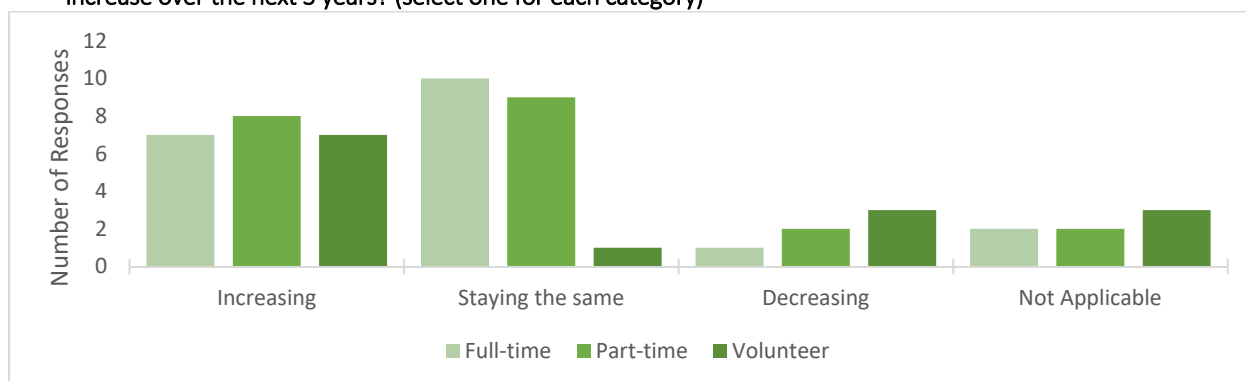
	Full-time		Part-time		Volunteer	
Answer Choices	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
Increasing	2	10.00%	5	26.32%	3	23.08%
Staying the same	15	75.00%	11	57.89%	6	46.15%
Decreasing	0	0.00%	0	0.00%	0	0.00%
Not Applicable	3	15.00%	3	15.79%	4	30.77%
Total Responses	20		19		13	
Total Respondents	27					
Skipped	90					

48. Since COVID-19 has the number of employees and volunteers decreased, remained stable, or increased?
(select one for each category)



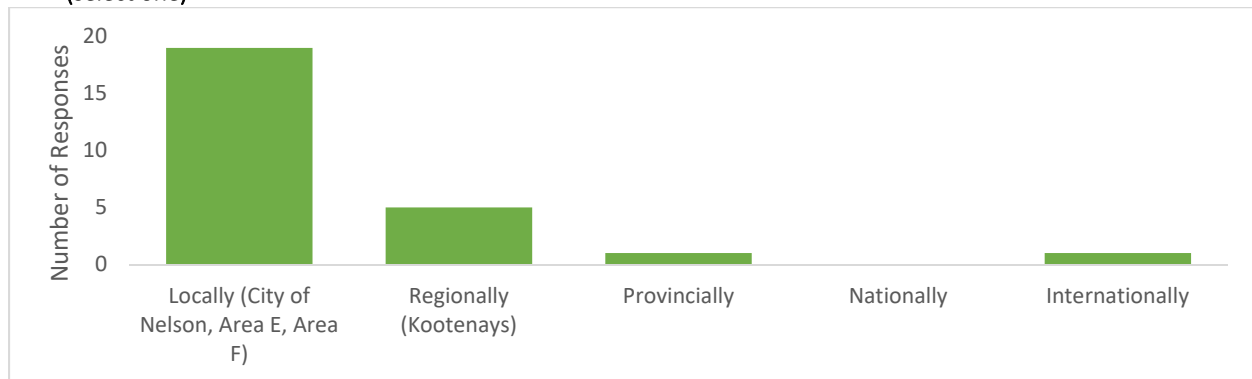
	Full-time		Part-time		Volunteer	
Answer Choices	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
Increasing	2	9.52%	2	10.00%	0	0.00%
Staying the same	11	52.38%	10	50.00%	1	7.14%
Decreasing	5	23.81%	6	30.00%	9	64.29%
Not Applicable	3	14.29%	2	10.00%	4	28.57%
Total Responses	21		20		14	
Total Respondents	26					
Skipped	91					

49. Looking forward do you expect the number of employees and volunteers to decrease, remain stable, or increase over the next 3 years? (select one for each category)



	Full-time		Part-time		Volunteer	
Answer Choices	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
Increasing	7	35.00%	8	38.10%	7	50.00%
Staying the same	10	50.00%	9	42.86%	1	7.14%
Decreasing	1	5.00%	2	9.52%	3	21.43%
Not Applicable	2	10.00%	2	9.52%	3	21.43%
Total Responses	20		21		14	
Total Respondents	26					
Skipped	91					

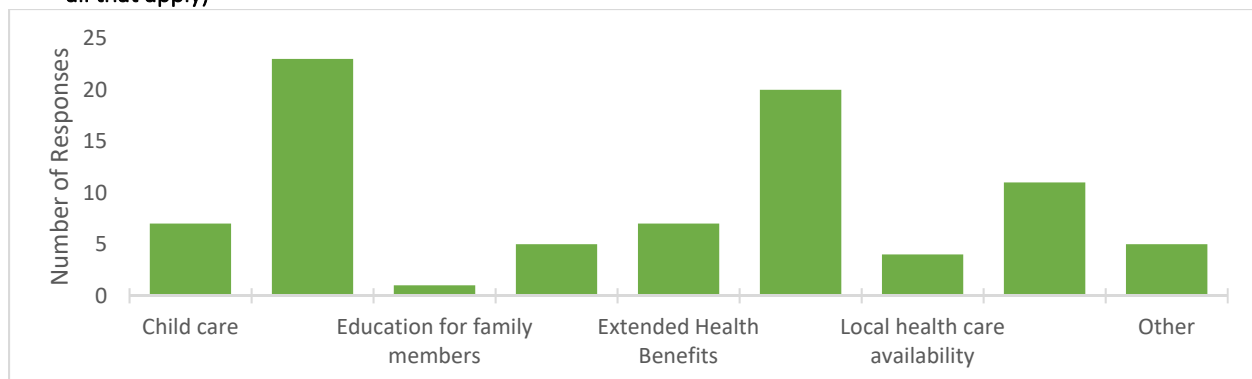
50. Where does your organization / business / cooperative recruit the majority of its employees or volunteers from? (select one)



Answer Choices	Responses	Percentage of Respondents
Locally (City of Nelson, Area E, Area F)	19	73.08%
Regionally (Kootenays)	5	19.23%
Provincially	1	3.85%
Nationally	0	0.00%
Internationally	1	3.85%

Total Responses 26
Total Respondents 26
Skipped 91

51. Please indicate which issues you believe are critical in recruiting / retaining employees and volunteers (select all that apply)



Answer Choices	Responses	Percentage of Respondents
Child care	7	25.00%
Cost of living	23	82.14%
Education for family members	1	3.57%
Employment opportunity for family	5	17.86%
Extended Health Benefits	7	25.00%
Housing	20	71.43%
Local health care availability	4	14.29%

Transportation	11	39.29%
Other*	5	17.86%

Total Responses 83
Total Respondents 28
Skipped 89

*Other Responses	Responses
Compensation. We offer the best benefits and work environment we possibly can, but retaining employees long-term is a challenge because we can't pay them well enough.	1
COVID-19 safety protocols and regional infection rate	1
Organizational funding levels which determine low salaries	1

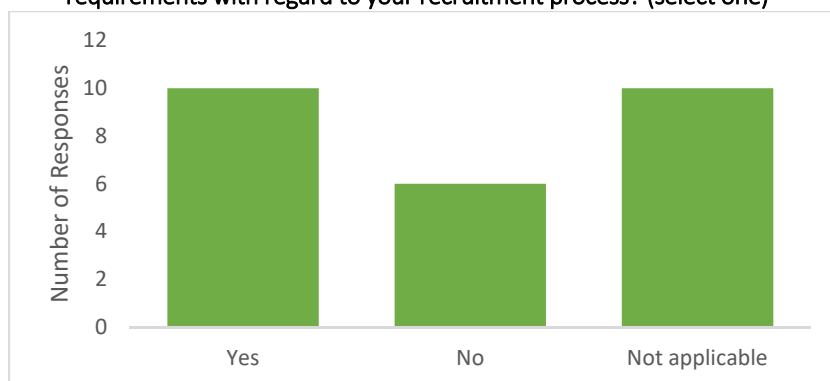
52. Please elaborate on any challenges you experience when recruiting or retaining new employees and volunteers (open ended)

Qualitative data analyzed using methods outlined in section 2.
See Report Table 4.
Total respondents: 15, skipped: 102

53. Please suggest any supports that could help your organization/business overcome issues with recruitment or retention (open ended)

Qualitative data analyzed using methods outlined in section 2.
See Report Table 4.
Total respondents: 14, skipped: 103

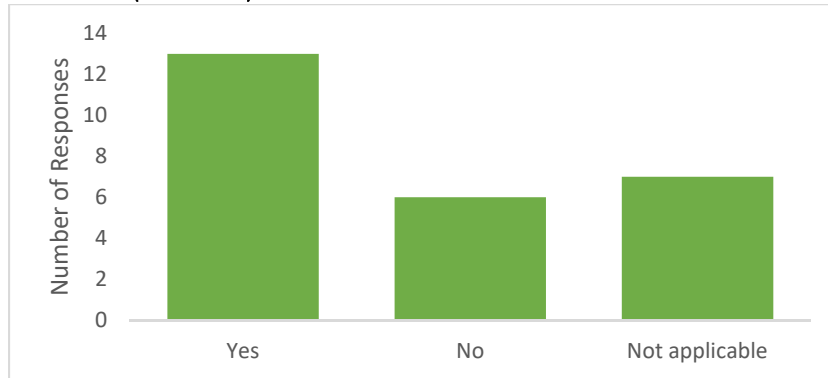
54. Does your organization/business have specific diversity, equity and inclusion policies and/or equal opportunity requirements with regard to your recruitment process? (select one)



Answer Choices	Responses	Percentage of Respondents
Yes	10	38.46%
No	6	23.08%
Not applicable	10	38.46%

Total Responses 26
Total Respondents 26
Skipped 91

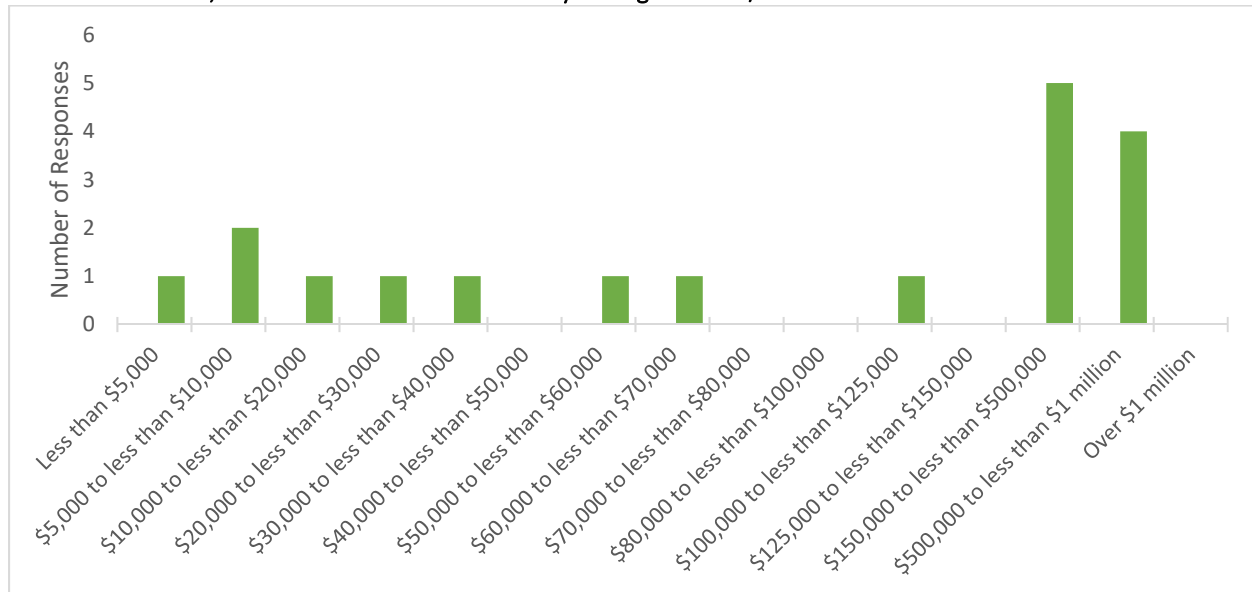
55. Does your organization/business provide training or a training budget in order to upgrade employee/volunteer skills? (select one)



Answer Choices	Responses	Percentage of Respondents
Yes	13	50.00%
No	6	23.08%
Not applicable	7	26.92%

Total Responses 26
Total Respondents 26
Skipped 91

56. Pre-COVID-19, what was the annual revenue of your organization / business?



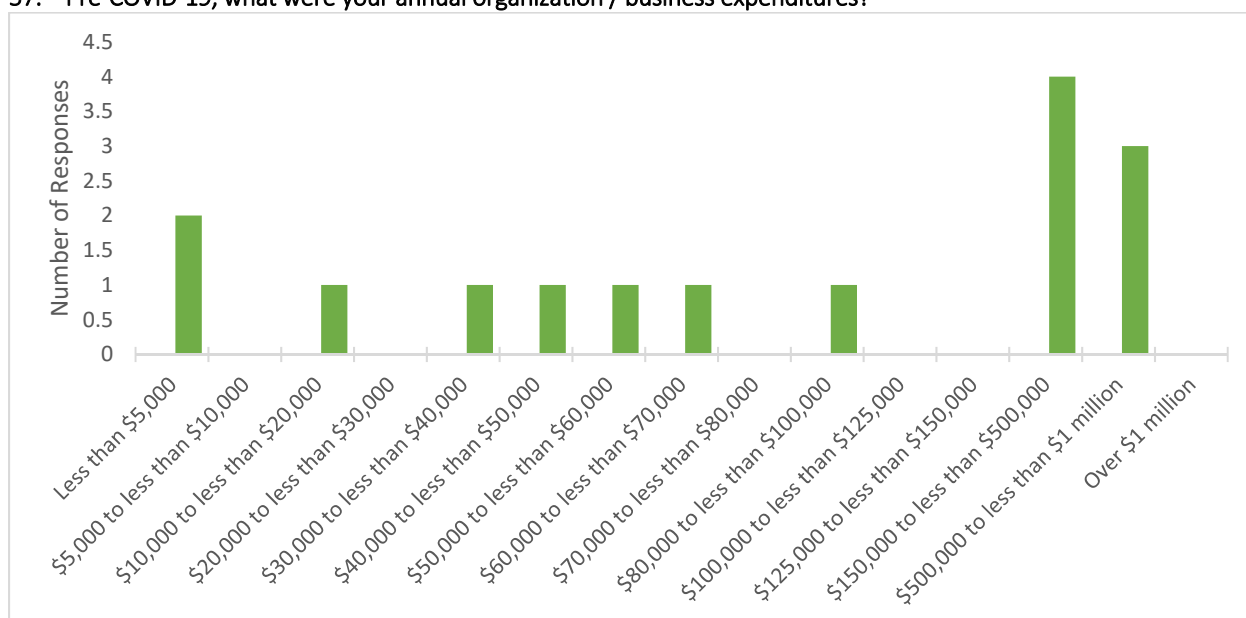
Answer	Responses	Percentage of Respondents ⁱⁱ
Less than \$5,000	1	5.56%
\$5,000 to less than \$10,000	2	11.11%

ⁱⁱ Some responses were excluded from the data total as they did not provide a number.

\$10,000 to less than \$20,000	1	5.56%
\$20,000 to less than \$30,000	1	5.56%
\$30,000 to less than \$40,000	1	5.56%
\$40,000 to less than \$50,000	0	0.00%
\$50,000 to less than \$60,000	1	5.56%
\$60,000 to less than \$70,000	1	5.56%
\$70,000 to less than \$80,000	0	0.00%
\$80,000 to less than \$100,000	0	0.00%
\$100,000 to less than \$125,000	1	5.56%
\$125,000 to less than \$150,000	0	0.00%
\$150,000 to less than \$500,000	5	27.78%
\$500,000 to less than \$1 million	4	22.22%
Over \$1 million	0	0.00%

Total Responses 18
Total Respondents 19
Skipped 98

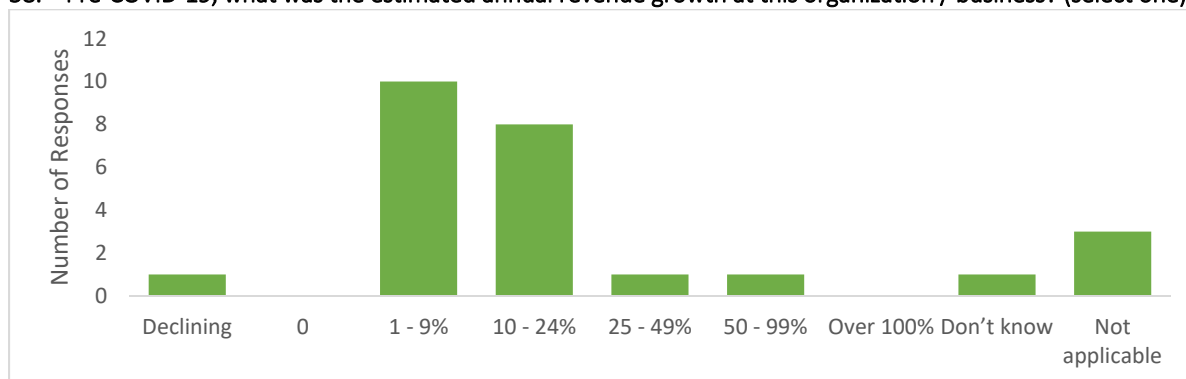
57. Pre-COVID-19, what were your annual organization / business expenditures?



Answer	Responses	Percentage of Respondents ⁱⁱⁱ
Less than \$5,000	2	13.33%
\$5,000 to less than \$10,000	0	0.00%
\$10,000 to less than \$20,000	1	6.67%
\$20,000 to less than \$30,000	0	0.00%
\$30,000 to less than \$40,000	1	6.67%
\$40,000 to less than \$50,000	1	6.67%
\$50,000 to less than \$60,000	1	6.67%
\$60,000 to less than \$70,000	1	6.67%
\$70,000 to less than \$80,000	0	0.00%
\$80,000 to less than \$100,000	1	6.67%
\$100,000 to less than \$125,000	0	0.00%
\$125,000 to less than \$150,000	0	0.00%
\$150,000 to less than \$500,000	4	26.67%
\$500,000 to less than \$1 million	3	20.00%
Over \$1 million	0	0.00%

Total Responses 15
Total Respondents 19
Skipped 98

58. Pre-COVID-19, what was the estimated annual revenue growth at this organization / business? (select one)

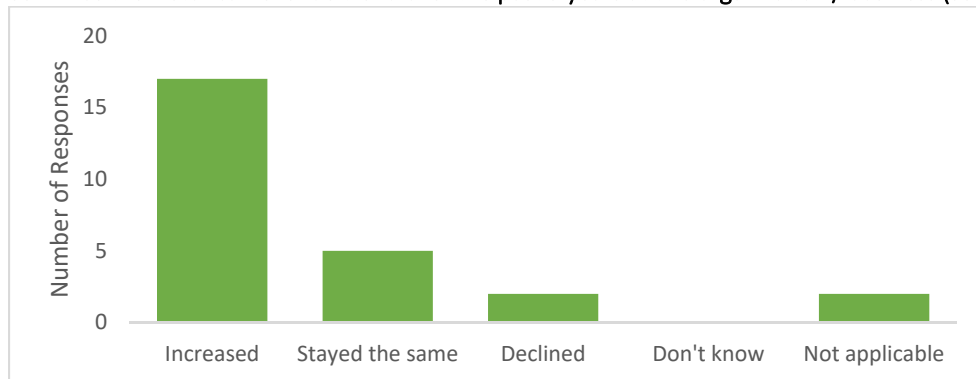


Answer Choices	Responses	Percentage of Respondents
Declining	1	4.00%
0%	0	0.00%
1 - 9%	10	40.00%
10 - 24%	8	32.00%
25 - 49%	1	4.00%
50 - 99%	1	4.00%
Over 100%	0	0.00%
Don't know	1	4.00%
Not applicable	3	12.00%

ⁱⁱⁱ Some responses were excluded from the data total as they did not provide a number.

Total Responses 25
Total Respondents 25
Skipped 92

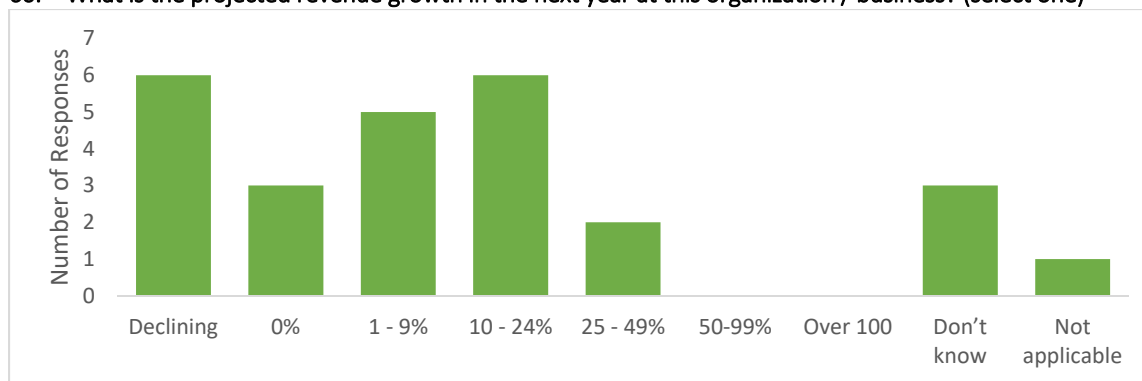
59. Has the historical revenue trend over the past 5 years at this organization / business (select one)



Answer Choices	Responses	Percentage of Respondents
Increased	17	65.38%
Stayed the same	5	19.23%
Declined	2	7.69%
Don't know	0	0.00%
Not applicable	2	7.69%

Total Responses 26
Total Respondents 26
Skipped 91

60. What is the projected revenue growth in the next year at this organization / business? (select one)



Answer Choices	Responses	Percentage of Respondents
Declining	6	23.08%
0%	3	11.54%
1 - 9%	5	19.23%
10 - 24%	6	23.08%

25 - 49%	2	7.69%
50-99%	0	0.00%
Over 100	0	0.00%
Don't know	3	11.54%
Not applicable	1	3.85%

Total Responses	26
Total Respondents	26
Skipped	91

61. What percentage (%) of your sales revenue took place in the following regions?

Answers	Locally (City of Nelson, Area E, Area F):		Regionally (Kootenays)		B.C.		Rest of Canada		United States		Other	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	1	4.17%	14	58.33%	20	83.33%	19	79.17%	22	91.67%	24	100.00%
2%	1	4.17%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5%	0	0.00%	1	4.17%	0	0.00%	1	4.17%	1	4.17%	0	0.00%
10%	0	0.00%	2	8.33%	0	0.00%	2	8.33%	1	4.17%	0	0.00%
15%	0	0.00%	1	4.17%	1	4.17%	1	4.17%	0	0.00%	0	0.00%
18%	0	0.00%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
20%	0	0.00%	1	4.17%	1	4.17%	0	0.00%	0	0.00%	0	0.00%
30%	2	8.33%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
40%	0	0.00%	1	4.17%	1	4.17%	1	4.17%	0	0.00%	0	0.00%
50%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
70%	2	8.33%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
85%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
90%	2	8.33%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
95%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
98%	1	4.17%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
100%	12	50.00%	0	0.00%	1	4.17%	0	0.00%	0	0.00%	0	0.00%

Total Responses 24

Total Respondents 24

Skipped 93

	Locally (City of Nelson, Area E, Area F):	Regionally (Kootenays)	B.C.	Rest of Canada	United States	Other
Average	80%	9%	7%	3%	1%	0%
Range	0-100%	0-70%	0-100%	0-40%	0-10%	0-0%
Mode	100%	0%	0%	0%	0%	0%

62. What percentage (%) of your patrons are from the following regions?

Answers	Locally (City of Nelson, Area E, Area F):		Regionally (Kootenays)		B.C.		Rest of Canada		United States		Other	
	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents	Responses	Percentage of Respondents
0%	4	19.05%	5	23.81%	13	61.90%	10	47.62%	13	61.90%	19	90.48%
2%	0	0.00%	0	0.00%	1	4.76%	1	4.76%	1	4.76%	0	0.00%
3%	0	0.00%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
4%	0	0.00%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5%	0	0.00%	2	9.52%	1	4.76%	1	4.76%	0	0.00%	0	0.00%
8%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	4.76%
10%	0	0.00%	5	23.81%	1	4.76%	3	14.29%	4	19.05%	1	4.76%
15%	0	0.00%	2	9.52%	0	0.00%	1	4.76%	0	0.00%	0	0.00%
16%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
18%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	1	4.76%	0	0.00%
20%	1	4.76%	1	4.76%	3	14.29%	3	14.29%	0	0.00%	0	0.00%
25%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	0	0.00%	0	0.00%
30%	0	0.00%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	0	0.00%
37%	0	0.00%	0	0.00%	1	4.76%	0	0.00%	0	0.00%	0	0.00%
40%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
50%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
75%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	0	0.00%
80%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	1	4.76%	0	0.00%
85%	2	9.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
90%	6	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
95%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
100%	2	9.52%	1	4.76%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Total Responses 21

Total Respondents 21

Skipped 96

	Locally (City of Nelson, Area E, Area F):	Regionally (Kootenays)	B.C.	Rest of Canada	United States	Other
Average	60%	15%	7%	7%	10%	1%
Range	0-100%	0-100%	0-37%	0-25%	0-80%	0-10%
Mode	90%	0, 5%	0%	0%	0%	0%

63. Please estimate the source of your suppliers by percentage (%)

Answers	Locally (City of Nelson, Area E, Area F):		Regionally (Kootenays)		B.C.		Rest of Canada		United States		Other	
	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses	Responses	Percentage of Responses
0	4	20.00%	15	75.00%	9	45.00%	13	65.00%	17	85.00%	18	90.00%
1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	5.00%	0	0.00%
3	0	0.00%	0	0.00%	0	0.00%	1	5.00%	1	5.00%	0	0.00%
5	0	0.00%	1	5.00%	3	15.00%	1	5.00%	0	0.00%	1	5.00%
7	0	0.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%
10	0	0.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
15	1	5.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
20	2	10.00%	0	0.00%	2	10.00%	2	10.00%	1	5.00%	1	5.00%
25	0	0.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%
30	1	5.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
50	1	5.00%	0	0.00%	1	5.00%	1	5.00%	0	0.00%	0	0.00%
60	1	5.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
70	0	0.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%
72	0	0.00%	0	0.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%
80	2	10.00%	0	0.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%
90	4	20.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
95	0	0.00%	1	5.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%
99	1	5.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
100	3	15.00%	0	0.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%

Total Responses 20

Total Respondents 20

Skipped 97

	Locally (City of Nelson, Area E, Area F):	Regionally (Kootenays)	B.C.	Rest of Canada	United States	Other
Average	56%	9%	20%	13%	1%	1%
Range	0-100%	0-95%	0-100%	0-80%	0-20%	0-20%
Mode	0, 90%	0%	0%	0%	0%	0%

64. Please identify any issues you experience in purchasing products and/or services locally? (select all that apply)



Answer Choices	Responses	Percentage of Respondents
Higher costs locally	11	47.83%
Long term contract with current supplier	0	0.00%
Loyalty to current supplier	5	21.74%
No control, head office decision	0	0.00%
Product not available here	12	52.17%
Quality of available products	3	13.04%
Unaware of local vendors	2	8.70%
Not applicable	7	30.43%
Other*	1	4.35%

*Other Responses	Responses
Technically specific	1

Total Responses 41
Total Respondents 23
Skipped 94

65. Select all the public agencies that you have received funding or support from at least once in the 2 years before COVID-19 (March 2020) (select all that apply)



Answer Choices	Responses	Percentage of Respondents
B.C. Arts Council	7	29.17%
B.C. Gaming	8	33.33%
Canada Council for the Arts	5	20.83%
Canadian Heritage	4	16.67%
City of Nelson funding	7	29.17%
Columbia Basin Trust	10	41.67%
Creative B.C.	3	12.50%
Federal Program	3	12.50%
First Peoples' Cultural Council	0	0.00%
Province of B.C.	5	20.83%
Regional District of the Central Kootenay funding	6	25.00%
Regional Funder (other than above)	4	16.67%
Telefilm	1	4.17%

I have not accessed any funding from public agencies	12	50.00%
Other	2	8.33%

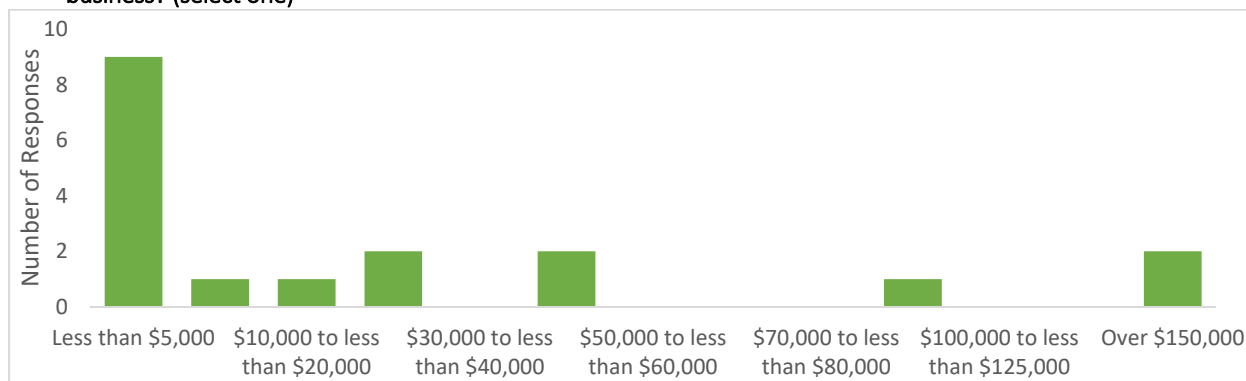
Total Responses 77
Total Respondents 24
Skipped 93

65a. If above you selected "Federal Program," "Province of B.C," "Regional Funder," or "Other" on the previous question, please specify

Answers	Responses
Vancouver Foundation	2
Chamber of Commerce	1
BC Rural Dividend Fund	1
New Horizons for Seniors	1
Investing in Canada Infrastructure Fund	1
Destination BC	2
Osprey Community Foundation	2
Nelson and District Credit Union	1
Nelson Lions Club	1
Grant funding for special projects (ex. Federal funding supports, infrastructure project funding)	1
Multiculturalism Grant (Province of BC)	1

Total Responses: 14^{iv}
Total Respondents: 7
Skipped: 110

66. What is the approximate, average annual value of government support received by your organization / business? (select one)



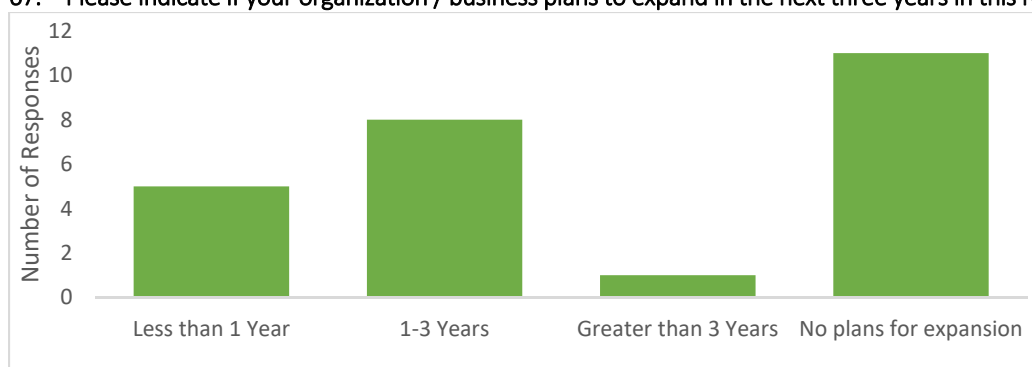
Answer Choices	Responses	Percentage of Respondents
Less than \$5,000	9	50.00%
\$5,000 to less than \$10,000	1	5.56%
\$10,000 to less than \$20,000	1	5.56%
\$20,000 to less than \$30,000	2	11.11%

^{iv} Respondents were able to provide more than one response.

\$30,000 to less than \$40,000	0	0.00%
\$40,000 to less than \$50,000	2	11.11%
\$50,000 to less than \$60,000	0	0.00%
\$60,000 to less than \$70,000	0	0.00%
\$70,000 to less than \$80,000	0	0.00%
\$80,000 to less than \$100,000	1	5.56%
\$100,000 to less than \$125,000	0	0.00%
\$125,000 to less than \$150,000	0	0.00%
Over \$150,000	2	11.11%

Total responses 18
Total Respondents 18
Skipped 99

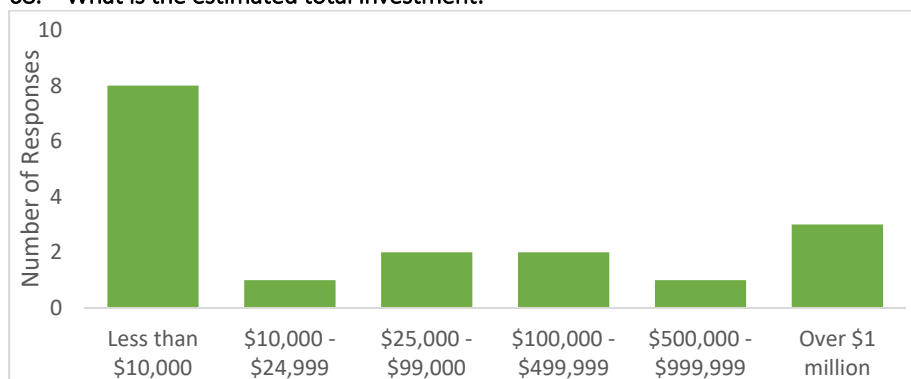
67. Please indicate if your organization / business plans to expand in the next three years in this region: (select one)



Answer Choices	Responses	Percentage of Respondents
Less than 1 Year	5	20.00%
1-3 Years	8	32.00%
Greater than 3 Years	1	4.00%
No plans for expansion	11	44.00%

Total Responses 25
Total Respondents 25
Skipped 92

68. What is the estimated total investment:



Answer Choices	Responses	Percentage of Respondents
Less than \$10,000	8	47.06%
\$10,000 - \$24,999	1	5.88%
\$25,000 - \$99,000	2	11.76%
\$100,000 - \$499,999	2	11.76%
\$500,000 - \$999,999	1	5.88%
Over \$1 million	3	17.65%

Total Responses 17
Total Respondents 17
Skipped 100

69. What type of expansion are you planning? (select all that apply)



Answer Choices	Responses	Percentage of Respondents
Delivering new product/service	11	64.71%
Expanding at existing location	7	41.18%
Adding or developing a new location	9	52.94%
Hiring more staff	10	58.82%
Purchasing additional equipment	10	58.82%
Other*	2	11.76%

Total Responses 49^v
Total Respondents 17
Skipped 100

*Other Response	Responses
Touring, building regional partnerships	1
Expanding into live presentations and performances (events)	1

^v Respondents were able to provide more than one response.

70. Please rank the major constraints on your expansion, from 1 to 8, with 1 being the biggest constraint, and 8 being the smallest constraint

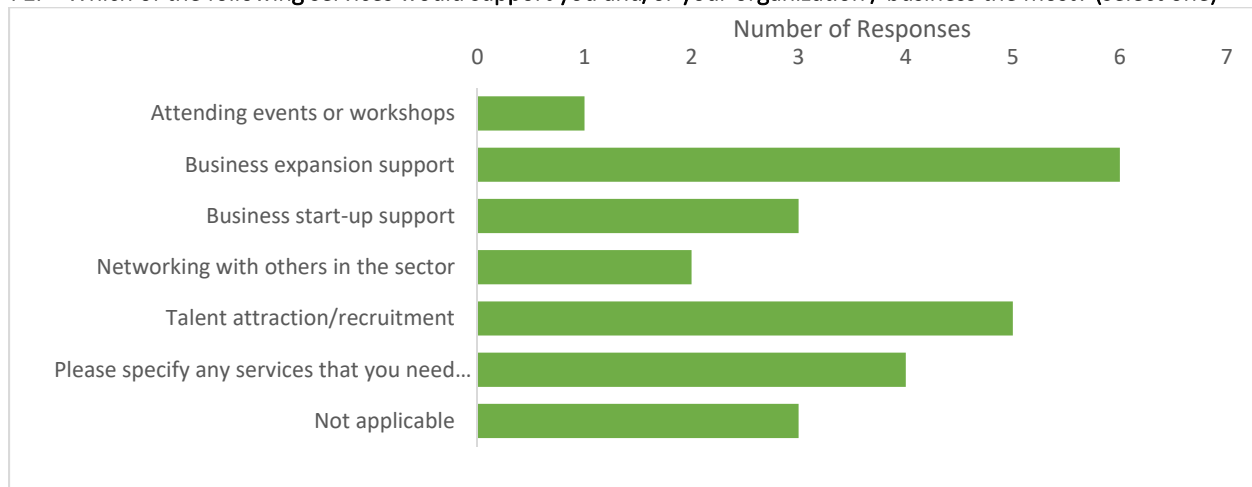
Answer Choices	Average Ranking
Finance	2.2
Funding support for non-profit sector	3.2
Identifying and accessing new markets	4.5
Lack of skilled staff	4.7
Lack of suitable premises	4.1
Local regulations (e.g., zoning)	5.6
Post-COVID-19 uncertainty	3.4
Speed and quality of broadband	6.5
Other	7.1

Total Responses 123^{vi}

Total Responses 19

Skipped 98

71. Which of the following services would support you and/or your organization / business the most? (select one)



Answer Choices	Responses	Percentage of Respondents
Attending events or workshops	1	4.17%
Business expansion support	6	25.00%
Business start-up support	3	12.50%
Networking with others in the sector	2	8.33%
Talent attraction/recruitment	5	20.83%
Please specify any services that you need immediately to support your business*	4	16.67%
Not applicable	3	12.50%

Total Responses 24

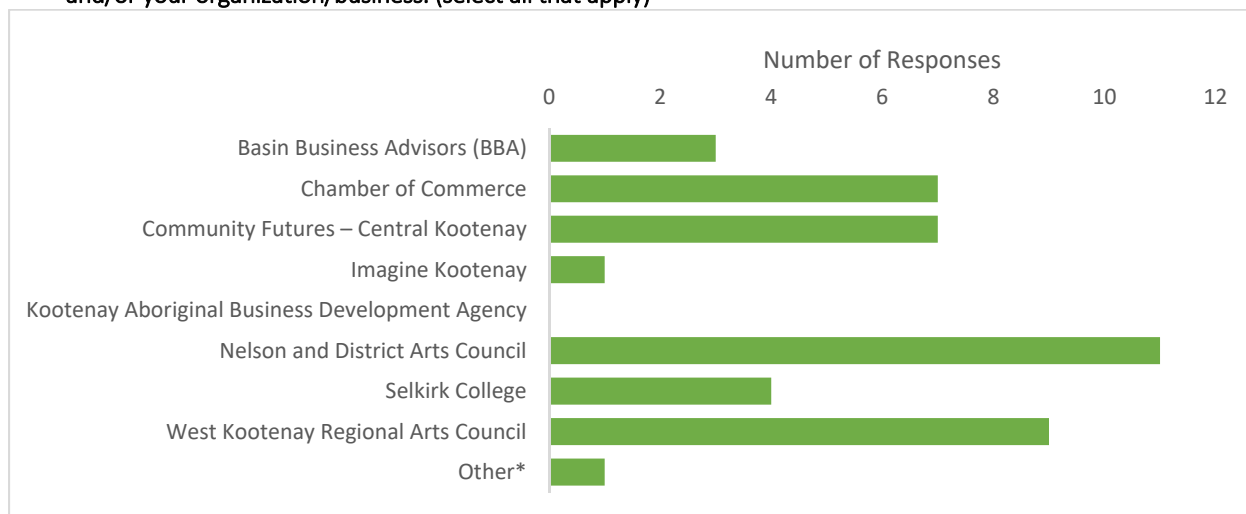
Total Respondents 24

Skipped 93

^{vi} Respondents were able to provide more than one response.

*Immediate services response	Responses
A vaccinated community	1
Financial aid	1
Recruiting and marketing assistance	1
Having a training model locally for the skill sets that are required	1

72. Listed below are a number of support providers. Select all organizations that have provided support to you and/or your organization/business. (select all that apply)



Answer Choices	Responses	Percentage of Respondents
Basin Business Advisors (BBA)	3	16.67%
Chamber of Commerce	7	38.89%
Community Futures – Central Kootenay	7	38.89%
Imagine Kootenay	1	5.56%
Kootenay Aboriginal Business Development Agency	0	0.00%
Nelson and District Arts Council	11	61.11%
Selkirk College	4	22.22%
West Kootenay Regional Arts Council	9	50.00%
Other*	1	5.56%

Total Responses 43
Total Respondents 18
Skipped 99

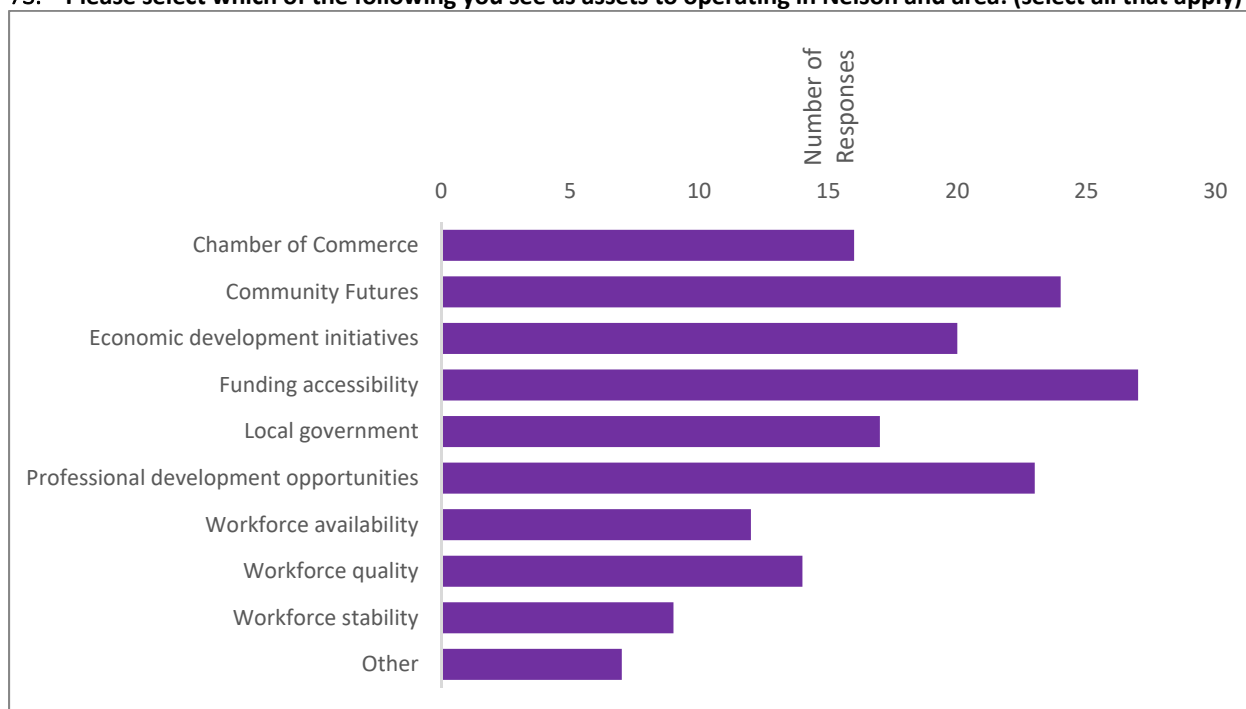
*Other Response	Responses
Galleries within the Kootenays: Touchstones, Oxygen Art Centre, Kootenay Gallery, and Langham Gallery.	1

SECTION 5: WORKING IN NELSON AND AREA (QUESTIONS 73 – 77)

Number of Respondents per question:

Range	Average
36-47	40

73. Please select which of the following you see as assets to operating in Nelson and area: (select all that apply)



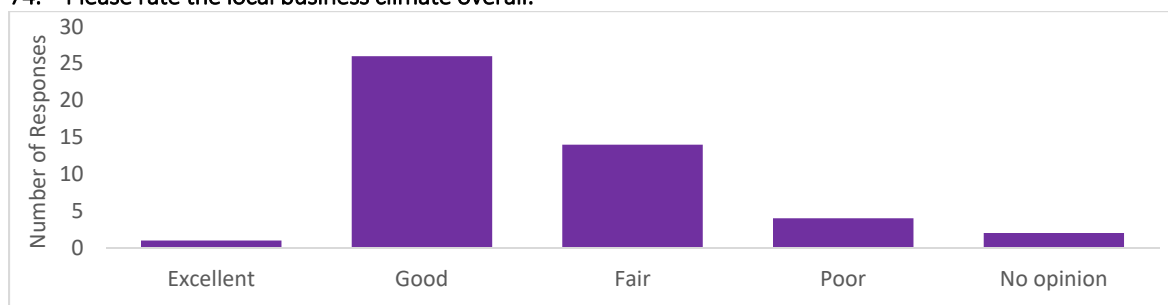
Answer Choices	Responses	Percentage of Respondents
Chamber of Commerce	16	38.10%
Community Futures	24	57.14%
Economic development initiatives	20	47.62%
Funding accessibility	27	64.29%
Local government	17	40.48%
Professional development opportunities	23	54.76%
Workforce availability	12	28.57%
Workforce quality	14	33.33%
Workforce stability	9	21.43%
Other*	7	16.67%

Total Responses 170^{vii}
 Total Respondents 42
 Skipped 75

^{vii} Respondents were able to provide more than one response.

*Other Responses	Responses
There are audiences and venues	1
Heritage buildings that make Nelson aesthetically pleasing and attract people to move here	1
Secure safe housing	1
Word of mouth	1
Arts friendly community	1
Nelson and District Arts Council – they provide the resources and connections	1
Events	1

74. Please rate the local business climate overall:



Answer Choices	Responses	Percentage of Respondents
Excellent	1	2.13%
Good	26	55.32%
Fair	14	29.79%
Poor	4	8.51%
No opinion	2	4.26%

Total Responses 47
Total Respondents 47
Skipped 70

75. What are the region's weaknesses / barriers as a place to do business and engage in the arts, culture, and heritage sector? (open ended)

Qualitative data analyzed using methods outlined in section 2.
See Report Table 5.
Total respondents: 36, skipped: 81

76. What are the region's strengths as a place to do business and engage in the arts, culture, and heritage sector? (open ended)

Qualitative data analyzed using methods outlined in section 2.
See Report Table 5.
Total respondents: 36, skipped: 81

77. Any final comments? (open ended)

Qualitative data analyzed using methods outlined in section 2.
See Report Section 3.5, page 22.
Total respondents: 17, skipped: 100

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