



CREATIVE ECONOMIC IMPACT REPORT

July 2015

Prepared for Arts United of Greater Fort Wayne

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July 13, 2015

I. INTRODUCTION

Arts United commissioned an economic impact analysis of its creative economy as part of its overall *Creative Sector Connects 2020* project contracted with Raven Consulting. This analysis will provide an overview of the nonprofit and creative sector impact in greater Fort Wayne and Northeast Indiana.

This report has the following sections:

- Analysis of US Government North American Industry Classification System and Standard Occupational Classification coding for creative industries
- Americans for the Arts' taxonomies – *Arts and Economic Prosperity IV, National Taxonomy of Exempt Entities, Creative Industries*
- Creative Census by Wunderkammer

This analysis is intended to begin a dialogue to fully understand the creative economy narrative in greater Fort Wayne and the Northeast Indiana Region. It is the belief of Raven Consulting that greater Fort Wayne and the Northeast Indiana Region have much to gain by focusing attention and investment in its creative sector.

Please note that there is a lot of economic data to analyze and this report has just scratched the surface. Further refinement of this information may appear in the final report of this project to Arts United. Any errors of calculation or data representation are the responsibility of Raven Consulting.

II. ANALYSIS of NAICS and SOC CODES

A. Background

It is common practice for economic industry clusters to be defined by standard government produced coding systems. Businesses submit both a classification of their business type and a breakdown of their workforce by occupation type. The business type classification is called North American Industry Classification System and the occupation type classification is called Standard Occupational Classification. These two systems are defined below.

Given that government data is collected in arrears and that new types of businesses and occupations are constantly coming forth, this data is rarely totally up to date with what is happening in the marketplace. For example, new entrepreneurs inventing new businesses such as mobile app development or new occupations such as social media manager, have to be connected to a current coding system that is only reviewed every few years or so. Nonetheless, the tracking of all businesses with these systems and the credibility of government data collection make this the most reliable, longitudinal approach to understanding the creative economy at this point in time.

NAICS:

The North American Industry Classification System (NAICS, pronounced ‘nakes’) was developed under the direction and guidance of the Office of Management and Budget as the standard for use by Federal statistical agencies in classifying business establishments for the collection, tabulation, presentation, and analysis of statistical data describing the US Economy. Use of the standard provides uniformity and comparability in the presentation of these statistical data. NAICS is based on a production-oriented concept, meaning that it groups establishments into industries according to similarity in the processes used to produce goods or services. NAICS replaced the Standard Industrial Classification (SIC) system in 1997.

NAICS is a 2 through 6 digit hierarchical classification system, offering five levels of detail. Each digit in the code is part of a series of progressively narrower categories, and the more digits in the code signify greater classification detail.

First 2 digits designate the economic sector.	71 - arts, entertainment and recreation
The 3rd digit designates the sub-sector	711 - performing arts, spectator sports, and related industries
The 4th digit designates the industry group	7111 - performing arts companies
The 5th digit designates the NAICS industry	71111 - theatre companies
The 6th digit designates the national industry	711110 - theatre companies/dinner theaters

These codes represent all jobs within the identified industries, including janitor, receptionist, etc. The codes include nonprofit and for profit businesses. It is important to note that NAICS is strictly a production oriented, supply side classification system meaning that it is focused on firms and industries not markets. For that reason NAICS data does not clearly identify major commercial markets for creative sector products such as digital media, computer animation and games.

Please refer to Appendix A for the listing of the NAICS codes that the Creative Economy Coalition of the National Creativity Network has produced as representing the majority of creative industry businesses. It is helpful to think of these NAICS codes as representing a vertical industry cluster. These are the codes used in this analysis.

SOC:

The 2010 Standard Occupational Classification (SOC) (SOC, pronounced ‘sock’) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form 461 broad occupations, 97 minor groups, and 23 major groups. These codes represent occupations in both nonprofit and for profit businesses.

Please refer to Appendix A for the listing of the SOC codes that the Creative Economy Coalition of the National Creativity Network has produced as representing the majority of creative occupations. It is helpful to think of these SOC codes as representing types of creative occupations across all industries, i.e. they reflect the type of work being performed no matter within what industry that work is performed. These are the codes used in this analysis.

B. An Overview of the Creative Economy in Northeast Indiana

This section provides an overview of the NAICS and SOC profile of Northeast Indiana (NEI). The overview represents an initial review of the make-up of the creative economy in Northeast Indiana.

Figure 1

Creative Industries (NAICS codes) in NEI:

Total # of jobs within these NAICS categories	12,947
Total # of jobs within Northeast Indiana	407,181
NAICS jobs as a % of all Northeast Indiana jobs	3.2%
% change in jobs from 2010-2014	2.0%
Total \$ value of wages within these categories	\$437,436,074

What Figure 1 is saying is that the number of jobs within all of the identified NAICS industry businesses is 12,947. There are 407,181 jobs within Northeast Indiana and 3.2% of all jobs within Northeast Indiana are creative industry jobs. The total wage value is \$437,436,074, or an average salary of \$33,787 (\$437,436,074 divided by 12,947).

Figure 2

Creative Occupations (SOC codes) in NEI:

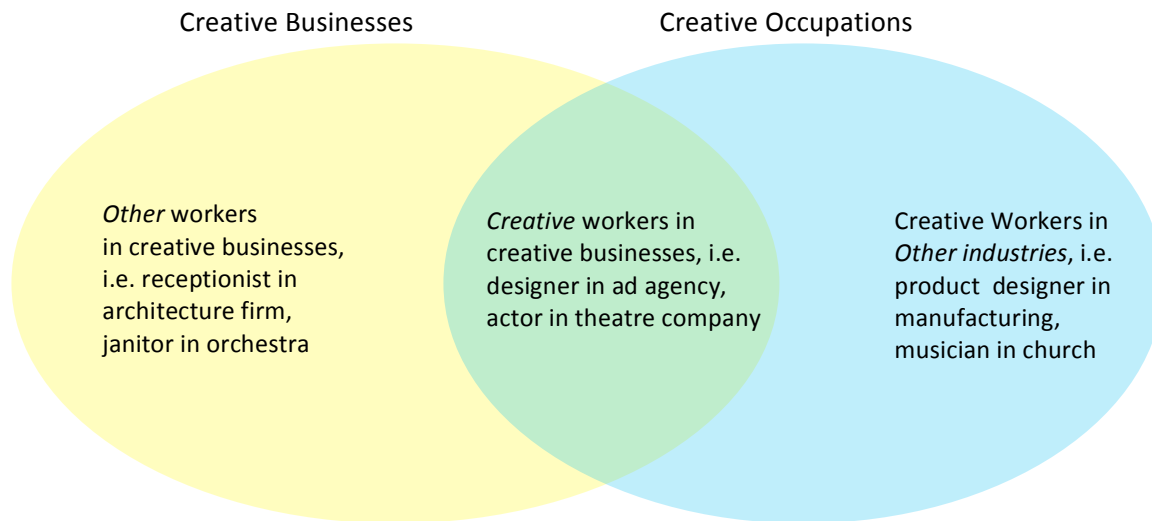
Total # of creative occupation jobs in Northeast Indiana	9,329
% change in jobs from 2010-2014	5.4%
Total \$ value of 2013 earnings in these job categories	\$311,207,603
Total # of these jobs within NAICS categories	3,735
SOC occupations as % of all NEI jobs in creative industries	40.1%

What this is saying is that the total number of creative occupation jobs is 9,329 and the number of jobs that are in the creative industry businesses equals 3,735. These 3,735 jobs represent 40.1% of all creative occupation codes. The number of jobs and the wage values are based on all jobs, both full and parttime.

This also then tells us that 59.9% of all 'creative' occupations are spread across the remaining industry clusters of Northeast Indiana. It would be interesting to look at the creative occupation jobs in the major industry clusters of Northeast Indiana.

As the number of jobs within the NAICS businesses includes all employees of those businesses, these numbers will be significantly higher than the SOC job numbers, which are creative occupation specific.

The following graph depicts the intersection of jobs within creative industries and creative occupation jobs. The creative 'sweet spot' is the jobs in the inner circle.



C. A Snapshot of the NAICS – Creative Industries

It is interesting to look at a breakdown of the types of employment across the creative industries. Table 1 shows the breakdown in NAICS jobs between employer related (employees covered by unemployment insurance and employees not covered by unemployment insurance) and the self-employed/1099 jobs (those who report a significant portion of their income from self-employment and those who have miscellaneous, non-primary, income as reported through 1099's)

Table 1
Snapshot of Creative Industries in NEI

Type of Job	2014 total jobs	% change in jobs 2010-2014	# of business establishments	2014 Total Wages	2014 Average Yearly Salary
Employer Related Jobs	8,891	0.4%	516*	\$364,808,000	\$41,000
Self-Employed/1099 Jobs	4,056	5.5%	n/a	\$ 72,631,000	\$18,000
TOTAL JOBS	12,947	2.0%	n/a	\$437,439,000	\$34,000

*for businesses covered by unemployment insurance, about 95%. These jobs and wages information are based on all jobs, full and parttime.

Exploring how concentrated a segment of the creative industries is will help identify those creative industries segments that should be considered as high potential for growth and future investment. Table 2 reflects the top 20 creative industries based on Location Quotient. Location Quotient is basically a way of quantifying how concentrated a particular industry, cluster or occupation is in a region compared to the nation. It can reveal what makes a particular region 'unique' in comparison to the national average. This table shows us how businesses are concentrated in NEI. Any number above 1.0 indicates a type of business that is more highly concentrated than the national average. LQ Indiana is the location quotient representing the relationship of the state to the nation. This indicates where types of businesses in Indiana are concentrated more heavily than the national concentration.

The combination of the LQ, the number of jobs, and the % job change will help you identify those businesses that seem to have the most potential for being a differentiating type of business for NEI.

Table 2
Top 20 Creative Industries as Classified by Location Quotient

NAICS No.	Type of Business	Location Quotient National	Number of 2014 Jobs	% change in Jobs 2010-2014	LQ Indiana
323117	Books Printing	21.22	995	41.7%	5.32
323120	Support Activities for Printing	4.52	308	-10.9%	1.24
512132	Drive-In Motion Picture Theaters	2.17	13	0.0%	2.35
339910	Jewelry and Silverware Manufacturing	2.10	184	77.1%	0.42
323113	Commercial Screen Printing	2.01	342	13.1%	2.22
424920	Book, Periodical, and Newspaper Merchant Wholesalers	1.87	254	11.0%	1.25
511110	Newspaper Publishers	1.67	868	-5.9%	1.23
323111	Commercial Printing (except Screen and Books)	1.66	1385	-4.7%	1.38
712130	Zoos and Botanical Gardens	1.47	116	1.4%	0.77
515112	Radio Stations	1.43	317	-2.3%	1.23

711120	Dance Companies	1.22	47	45.8%	0.32
332323	Ornamental & Architectural Metal Work Manufacturing	1.19	106	79.1%	0.76
451211	Book Stores	1.15	260	-23.7%	1.21
511130	Book Publishers	1.13	211	-13.1%	1.44
517110	Wired Telecommunications Carriers	1.10	1723	-0.9%	0.80
512290	Other Sound Recording Industries	1.09	14	-7.3%	0.84
337212	Custom Architectural Woodwork and Millwork Manufacturing	1.05	48	13.1%	0.96
541921	Photography Studios, Portrait	0.92	406	7.2%	1.10
339992	Musical Instrument Manufacturing	0.91	28	3.0%	2.32
515120	Television Broadcasting	0.91	272	-2.1%	0.72

The combination of the LQ, the number of jobs, and the % job change will help identify those businesses that would appear to have the most potential for being a differentiating creative business for NEI. In Table 3 we compare the top 5 occupations in each of these categories to see what codes appear in more than one category. This listing of codes in this table came from the NAICS listings in Appendix A.

*Table 3
Comparison of Top 5 Businesses in Various Categories*

LOCATION QUOTIENT	# of JOBS in 2014	% INCREASE in JOBS from 2010-2014
Books printing	Wired Telecommunications Carriers	Art Dealers
Support Activities for Printing	Independent Artists, Writers, Performers	Ornamental and Architectural Metal Work Manufacturing
Drive-in Motion Picture Theatres	Commercial Printing	Jewelry and Silverware Manufacturing
Jewelry and Silverware Manufacturing	Books Printing	Radio Networks
Commercial Screen Printing	Newspaper Publishers	Industrial Design Services

In looking for any ‘sweet spots’ with clear growth potential based on this classification, it seems that further exploration of what is happening in Jewelry and Silverware Manufacturing as well as Printing would be worthwhile. This also shows that much more analysis of this information will be necessary to understand a full picture.

D. A Snapshot of the SOC – Creative Occupations

It is interesting to look at a breakdown of the types of employment across the creative occupation categories. Table 4 shows the breakdown in SOC jobs between employer related (employees covered by unemployment insurance and employees not covered by unemployment insurance) and the self-employed/1099 jobs (those who report a significant portion of their income from self-employment and those who have miscellaneous, non-primary, income as reported through 1099’s).

Table 4
Snapshot of Creative Occupations in NEI

Type of Job	2014 total jobs	% change in jobs 2010-2014	2013 Total Value of Earnings	2013 Average Hourly Wage
Employer Related Jobs	4,087	3.0%	\$176,468,000	\$21.29
Self-Employed and 1099 Jobs	5,242	7.3%	\$134,688,000	\$12.63
TOTAL JOBS	9,329	5.4%	\$311,156,000	\$16.42

Exploring how concentrated a type of creative occupation is will help identify those creative occupations that should be considered as high potential for growth and future investment. Table 5 reflects the top 20 creative industries based on Location Quotient. Location Quotient is basically a way of quantifying how concentrated a particular industry, cluster or occupation is in a region compared to the nation. It can reveal what makes a particular region ‘unique’ in comparison to the national average. This table shows us how creative occupations are concentrated in NEI. Any number above 1.0 indicates a type of business that is more highly concentrated than the national average. Location Quotient Indiana is the location quotient for the State of Indiana. This reflects the concentration between the nation and State of Indiana – showing those businesses whose concentration in Indiana is higher than that of the nation.

Table 5
Top 20 Creative Occupations as Classified by Location Quotient

SOC Code	Type of Occupation	Location Quotient National	Number of 2014 Jobs	% change in Jobs 2010-2014	Location Quotient Indiana
27-3011	Radio and Television Announcers	1.34	184	-7.0%	1.04
27-2041	Music Directors and Composers	1.26	281	-6.6%	1.07
27-1023	Floral Designers	1.24	246	5.7%	1.07
25-4031	Library Technicians	1.09	293	-1.1%	1.43
25-4012	Curators	0.98	24	1.9%	0.88
27-4012	Broadcast Technicians	0.96	68	-1.2%	0.74
27-3022	Reporters and Correspondents	0.94	145	2.5%	0.90
27-2042	Musicians and Singers	0.91	966	-12.3%	0.84
25-9011	Audio-Visual and Multimedia Collections Specialists	0.91	21	-1.6%	1.10
27-1021	Commercial and Industrial Designers	0.90	123	-14.0%	1.13
27-1024	Graphic Designers	0.82	765	-9.6%	0.75
27-3021	Broadcast News Analysts	0.79	30	-8.4%	0.82
25-4021	Librarians	0.77	230	-1.3%	1.02

11-2011	Advertising and Promotions Managers	0.77	72	-9.5%	0.74
27-1011	Art Directors	0.75	278	-3.3%	0.74
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	0.75	148	-4.7%	0.77
27-1026	Merchandise Displayers and Window Trimmers	0.75	161	-2.9%	1.14
27-4013	Radio Operators	0.74	<10	na	0.70
11-2021	Marketing Managers	0.73	383	-7.3%	0.80
17-1011	Architects, Except Landscape and Naval	0.73	258	-3.2%	0.61

The combination of the LQ, the number of jobs, and the % job change will help you identify those occupations that would appear to have the most potential for being a differentiating type of occupation for NEI. In Table 6 we compare the top 5 occupations in each of these categories to see what codes appear in more than one category.

*Table 6
Comparison of Top 5 Occupations in Various Categories*

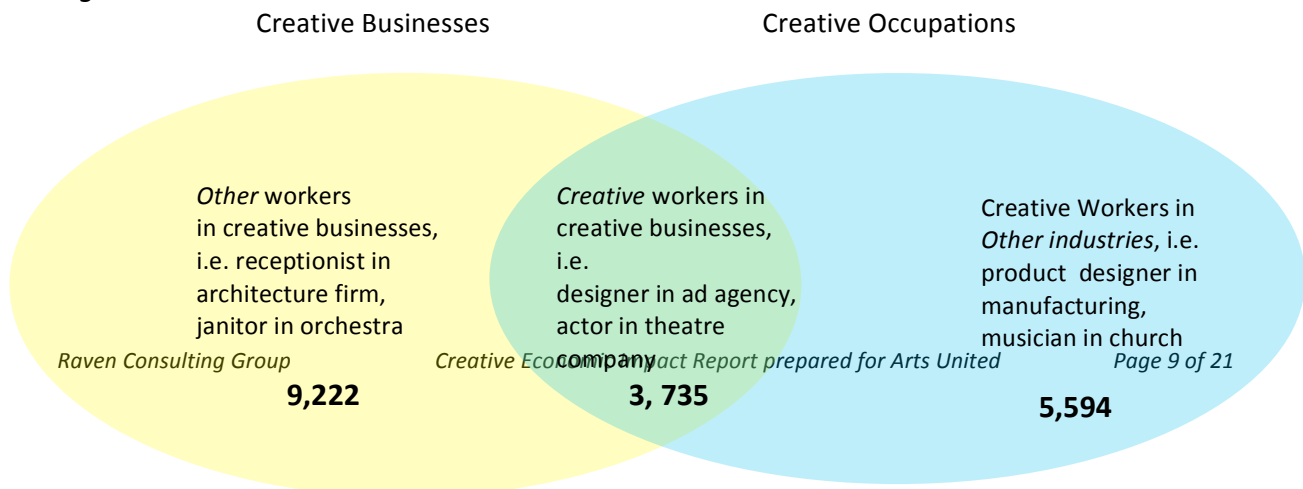
LOCATION QUOTIENT	# of JOBS in 2014	% INCREASE in JOBS from 2010-2014
Radio and Television Announcers	Photographers	Film and Video Editors
Music Directors and Composers	Musicians and Singers	Camera Operators, Television, Video
Floral Designers	Graphic Designers	Dancers
Library Technicians	Writers and Authors	Fashion Designers
Curators	Interpreters and Translators	Sound Engineering Technicians

We look for any ‘sweet spots’ among the codes that could have growth potential based on this classification, given no one occupation fits all categories it seems that much more analysis of this information will be necessary to understand the full picture of creative occupations. There is something interesting happening with music occupations and design occupations across all categories that could be explored. Also, the highest increase in number of jobs between 2010 and 2014 is coming from creative arts technology – film and video editors, camera operators, sound engineering.

E. Summary

**TOTAL EMPLOYMENT in CREATIVE INDUSTRIES
18,551**

Figure 3



In Figure 3, these 18,551 jobs represented 4.6% of all jobs within Northeast Indiana in 2014 (18,551 divided by 407,181). It is important to note that these numbers likely underrepresent people employed in creative businesses or occupations because this data does not include all persons who pursue a creative activity for income or all young creative businesses. The next step would be to compare this percentage to benchmark peer regions along with reviewing this percentage to other economic industry clusters in Northeast Indiana. What we do know is that 4.6% compares favorably to the 4.2% of the Southeast Wisconsin region (seven counties) as measured in 2010.

F. Further Analysis

We extend special thanks to The Community Research Institute who provided the NAICS and SOC data on behalf of Arts United. The entire data workbook can be seen at Arts United's website location: <http://www.artsunited.org/culturaladvancementcommittee>.

The above review is an initial snapshot of the creative economy in Northeast Indiana. We recommend the following additional analysis to generate a fuller, and more nuanced, profile of the creative economy of Northeast Indiana.

- *Self-Employed vs. Employer*: exploring the small business profile
- *Wage and Job growth*: what is growing fastest, and what has been declining
- *Filter data* by number of jobs or growth rate or average wages, etc. and not just location quotient to deepen the review of the creative economy
- *Location Quotient Indiana*: looking at the NEI advantage in Indiana as well as the US
- *Compare with other local industry clusters*: compare the percentage of workforce for the creative economy with percentage of workforce of other clusters.
- *Benchmark with other peer communities*: if peer communities are identified that did a creative economy analysis it will be possible to conduct a benchmark analysis.
- *Review other NAICS and SOC codes* for additional businesses specific to NEI: consider looking at value chain businesses from creative product manufacturers, e.g. musicians and musical products because of Sweetwater, sewing and fabrication because of Vera Bradley, etc.

III. AFTA'S AMERICA'S ECONOMIC PROSPERITY IV CALCULATOR

The *Arts and Economic Prosperity IV (AEP IV) Calculator* is a free tool provided by Americans for the Arts that makes it possible for any community or organization to estimate the economic impact of the organization or community. This calculator is based on research findings from the 182 study regions that were part of the *AEP IV*, which is Americans for the Arts' national economic impact study of nonprofit arts and culture organizations

and their audiences. To find out more about this study and its results, please go to <http://tinyurl.com/aeppcalculator> .

Allen County did not participate in this study and therefore the calculator is used to generate an informed estimate. For purposes of this research, we have used the information on audience numbers and organization expenses for 2014. Arts United and the Indiana Arts Commission provided this information for Allen County.

The following calculation is for 2014 using the AFTA formula and is based on:

Population category for Allen County	250,000 to 499,999
Nonprofit Total Expenditures	12,928,689
Nonprofit Total Attendance	988,794

Table 7 indicates the economic impact of this amount of Allen County nonprofit organizational expenditures and nonprofit audience expenditures.

*Table 7
The AEP Calculator for Allen County (nonprofits only)*

	Total Expenditures	FTE Jobs	Household Income	Local Government Revenue	State Government Revenue
Nonprofit Arts and Culture Organizations	\$12,928,689	457.7	\$11,186,677	\$505,900	\$650,442
Nonprofit Arts and Culture Audiences	\$21,654,589	615	\$13,541,697	\$1,155,922	\$1,447,826
TOTAL INDUSTRY IMPACT	\$34,583,278	1072.7	\$24,728,374	\$1,661,822	\$2,098,268

TOTAL EXPENDITURES: The total dollars spent by the nonprofit arts and culture organizations and their audiences; event-related spending by arts and culture audiences is estimated using the average dollars spent per person by arts event attendees in similarly populated communities.

FTE JOBS: The total number of full-time equivalent (FTE) jobs in the community that are supported by the expenditures made by the arts and culture organizations and/or its audiences. An FTE can be one full-time employee, two half-time employees, four employees who work quarter-time, etc.

HOUSEHOLD INCOME: The total dollars paid to community residents as a result of the expenditures made by the arts and culture organizations and/or its audiences. Household income includes salaries, wages, and proprietary income.

GOVERNMENT REVENUE: The total dollars received by the local and state governments (e.g., license fees, taxes) as a result of the expenditures made by the arts and culture organizations and/or its audiences.

The above figures indicate that in 2014 the total arts and culture industry economic impact was \$34,583,278 – providing over 1,000 jobs and over \$3.5 million received by local and state governments.

IV. AFTA and the NATIONAL TAXONOMY of EXEMPT ENTITIES

The Americans for the Arts (AFTA) prepares both a National Index and a Local Index for understanding the health of the nonprofit sector. The data they use for this analysis includes the National Taxonomy of Exempt Entities, which is produced by the National Center for Charitable Statistics. These are organizations that file IRS 990's and the IRS classifies nonprofits with this taxonomy. It could leave out smaller organizations such as those with less than \$25,000 in annual revenues do not need to file. In particular, AFTA uses the codes as described in Appendix B.

A list of NTEE nonprofits will include university organizations, 'friends' organizations, local choirs, religious arts nonprofits, festivals etc. The full list as provided by AFTA represents information from 2011 – 2013 and is presented in detail in Appendix C. The summary is shown below in Figure 3. As this information represents multiple years, these revenue and expense numbers are approximate but they do provide an order of magnitude.

Figure 3
NTEE Organizations for Allen County

60 NTEE Organizations	Revenue - \$34,721,317	Expenses - \$29,614,738
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For further information on how AFTA constructs the national and local arts indexes, please refer to <http://tinyurl.com/aftaindex> . It is possible to benchmark the Allen County NTEE results with other communities and the national average within AFTA's national and local arts indexes.

V. The AFTA CREATIVE INDUSTRIES REPORT

AFTA has taken a conservative approach to defining the *Creative Industries* by focusing solely on businesses involved in the creation or distribution of the arts. For the purposes of the reports, the *Creative Industries* are composed of arts-centric businesses that range from nonprofit museums, symphonies, and theaters to for-profit film, architecture, and advertising companies. AFTA advises that they have guarded against overstatement of the sector by excluding industries such as computer programming and scientific research—both creative, but not focused on the arts.

The source of AFTA's data is Dun & Bradstreet, which provides very specific and reliable data about employment and the number of arts-centric businesses in both the nonprofit and for profit arts. AFTA analysis demonstrates an under-representation of nonprofit arts organizations in the Dun & Bradstreet database. Additionally, many individual artists are not included, as not all are employed by a business.

These Creative Industries reports do not include many of the creative technology businesses nor individual artists. For these reasons and in light of the excellent creative economy data provided by the Community Research Institute, it is recommended that the Creative Industries reports as currently provided by AFTA are not utilized at this time.

VI. CREATIVE CENSUS SURVEY

The Wunderkammer Company, a Fort Wayne nonprofit, developed a creative census survey in 2014. This survey was considered the first in-depth study of the creative sector in Northeast Indiana. Funding was provided by the Knight Foundation Fund. Wunderkammer specifically wanted to know about the individual creatives not just the creative businesses.

Wunderkammer's intention with these survey results was to identify the three largest geographic concentration of creative sector employees and begin a 'quality of life' planning phase to attract, develop and retain individuals working within the creative economy.

The results of the survey were a survey pool of 1,034 respondents, 30 focus groups and interviews and three community open houses for zip codes 46802, 46805, and 46807. The topline results as presented by Wunderkammer are:

- 84.4% of responding creatives have a certificate or a degree. The regional average is 35% and the NEI Regional Partnership's Big Goal Collaborative is targeting a 60% regional average. Creatives are contributing significantly to higher educational attainment.
- 68.6% of NEI's creative respondents are produced elsewhere. This reflects that most creatives are coming from non-regional higher education institutions.
- 42.9% of the region's creatives who took the survey live in greater Fort Wayne. These respondents live in zip codes 46802, 46805, and 46807.
- 43% are not native to Northeast Indiana.
- 14% of creative respondents make over \$75,000/year. This compares with the 2013 Fort Wayne metro area median income of \$46,000.
- Over 25% of creative respondents earn less than \$20,000/year. These respondents trend young, and doing mostly freelance work. This work may or may not be their primary income generating job.
- 30% of all creative respondents work within a design profession

In recently announcing a September conference called *Emerge: From Creativity to Innovative Economy*, Wunderkammer had this to say about the work they are doing.

Throughout the Creative Census project, we learned a great deal about our regional creative economy, how large concentrations of these workers are impacting the make up of our urban core and urban neighborhoods, and that, by implementing our quality of life plans, we are producing strong positive impacts in these areas, accelerating the progress started in grass roots ways by the individual talent which makes up this strong sector of our economy! Because of all of this, we wanted to take the opportunity to introduce our locals doing great

work to regional and national speakers who can shed new light on issues facing the growth of our city and how creative intervention can make urban revitalization more attractive and affordable for cities still on the rise.

Wunderkammer is bringing in some leading figures in this field. It will be important for Arts United to have a visible presence as part of this conference to share the regional narrative and perhaps even share some of this creative economy information.

VII. SUMMARY

This report presents several views of the creative economy of greater Fort Wayne as well as the Northeast Indiana Region. Together, these data points tell a story about the creative economy in greater Fort Wayne and Northeast Indiana.

While all of this information contained in this report merits further review, it appears that the creative economy is relatively robust and represents a highly educated, attractive workforce. We conclude from this data that the creative sector employment represents some 4.6% of the region's jobs. We hope to include further analysis on wages in the final report. This sector represents workers with exactly the kind of education the NEI Regional Partnership is seeking. Therefore, it is worth considering the creative economy as an industry cluster targeting in-depth review and attention.

SO – are these creative economy numbers good? Does this position Northeast Indiana well in the nation's creative economy? A positioning of NEI's creative economy can't be determined until compared with other peer communities as well as other economic industry clusters in Northeast Indiana. However, on the face of it given our knowledge of other communities, this is a pretty robust economic cluster.

The nonprofit arts and culture segment of the creative economy has a total economic impact of \$34.5 million and supports over 1,000 jobs.

For a truly in-depth review of the 'who' of the creative economic industry cluster and what they need to grow, we recommend speaking directly to the creative community. Conducting focus groups across the region and across the creative community will provide an understanding of the sector's strengths, areas for development, opportunities and barriers for growing a healthy, sustainable creative economy. It is recommended that these focus groups be followed by an online survey that will gather more quantifiable data based on what is learned in the focus groups.

Raven Consulting's association with Christine Harris brings a national reputation in the field of creative economy study. Christine co-founded the national Creative Economy Coalition and produced the seminal national research in this field, *America's Creative Economy: A Study of Recent Conceptions, Definitions, and Approaches to Measurement Across the USA* (National Creativity Network). Through this work and the development of the coalition, Raven has access to all the latest research, leaders of organizations in communities who are doing creative economy work, and national experts in this field. These associations would provide Arts United with unique access to benchmarking locally and nationally as well as connections to the best and brightest in this field.

By conducting a more thorough analysis of the data contained within this report as well as speaking directly to the creative community, Arts United will have a profile of the region's creative economy with a clear outline of what the next steps are to develop, sustain and measure this economic cluster as part of Northeast Indiana's overall regional development planning.

APPENDIX A

NAICS CODES	TYPE of BUSINESS	2014 Jobs (All)	2014 Wages (ave annual)	% Change in Jobs 2010- 2014
323111	Commercial Printing (except Screen and Books)	1,385	\$37,240	-4.7%
323113	Commercial Screen Printing	342	\$32,981	13.1%
323117	Books Printing	995	\$41,859	41.7%
323120	Support Activities for Printing	308	\$29,570	-10.9%
332323	Ornamental and Architectural Metal Work Manufacturing	106	\$31,483	79.1%
337212	Custom Architectural Woodwork and Millwork Manufacturing	48	\$37,320	13.1%
339910	Jewelry and Silverware Manufacturing	184	\$31,234	77.1%
339992	Musical Instrument Manufacturing	28	\$34,028	3.0%
424920	Book, Periodical, and Newspaper Merchant Wholesalers	254	\$35,135	11.0%
451140	Musical Instrument and Supplies Stores	40	\$26,131	-60.1%
451211	Book Stores	260	\$20,570	-23.7%
453920	Art Dealers	96	\$11,748	90.8%
511110	Newspaper Publishers	868	\$25,286	-5.9%
511120	Periodical Publishers	154	\$23,777	-12.0%
511130	Book Publishers	211	\$39,651	-13.1%
511140	Directory and Mailing List Publishers	42	\$97,619	na
511191	Greeting Card Publishers	0	\$0	0.0%
511199	All Other Publishers	<10	Insf. Data	na
511210	Software Publishers	128	\$52,742	0.0%
512110	Motion Picture and Video Production	52	\$23,294	-20.5%
512120	Motion Picture and Video Distribution	0	\$0	0.0%
512131	Motion Picture Theaters (except Drive-Ins)	192	\$9,331	-14.2%
512132	Drive-In Motion Picture Theaters	13	\$8,382	0.0%
512191	Teleproduction and Other Postproduction Services	13	\$17,940	0.0%
512199	Other Motion Picture and Video Industries	0	\$0	0.0%
512210	Record Production	0	\$0	0.0%
512220	Integrated Record Production/Distribution	0	\$0	0.0%
512230	Music Publishers	<10	Insf. Data	na
512240	Sound Recording Studios	12	\$17,586	na
512290	Other Sound Recording Industries	14	\$14,088	-7.3%
515111	Radio Networks	23	\$33,858	68.9%
515112	Radio Stations	317	\$38,878	-2.3%
515120	Television Broadcasting	272	\$46,522	-2.1%
515210	Cable and Other Subscription Programming	0	\$0	0.0%
517110	Wired Telecommunications Carriers	1,723	\$65,375	-0.9%
519110	News Syndicates	0	\$0	0.0%

Rave

519120	Libraries and Archives	<10	Insf. Data	na
519130	Internet Publishing and Broadcasting and Web Search Portals	157	\$34,957	25.4%
541310	Architectural Services	325	\$57,284	2.5%
541320	Landscape Architectural Services	157	\$21,356	12.3%
541410	Interior Design Services	187	\$15,443	31.9%
541420	Industrial Design Services	32	\$21,525	62.7%
541430	Graphic Design Services	289	\$29,247	4.3%
541490	Other Specialized Design Services	19	\$35,014	na
541810	Advertising Agencies	356	\$51,234	1.4%
541820	Public Relations Agencies	20	\$41,637	17.6%
541830	Media Buying Agencies	14	\$46,176	-60.3%
541840	Media Representatives	11	\$27,346	na
541850	Outdoor Advertising	60	\$44,786	41.8%
541860	Direct Mail Advertising	10	\$22,122	-25.0%
541870	Advertising Material Distribution Services	<10	Insf. Data	na
541890	Other Services Related to Advertising	143	\$31,258	-22.1%
541921	Photography Studios, Portrait	406	\$11,127	7.2%
541922	Commercial Photography	74	\$20,476	6.7%
611610	Fine Arts Schools	379	\$5,903	-22.8%
711110	Theater Companies and Dinner Theaters	71	\$14,792	-26.6%
711120	Dance Companies	47	\$19,758	45.8%
711130	Musical Groups and Artists	163	\$19,452	26.4%
711190	Other Performing Arts Companies	16	\$7,383	na
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities	111	\$13,017	31.3%
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities	92	\$27,686	31.6%
711410	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	54	\$45,746	-14.0%
711510	Independent Artists, Writers, and Performers	1,407	\$10,513	7.3%
712110	Museums	131	\$24,148	-8.5%
712120	Historical Sites	<10	Insf. Data	na
712130	Zoos and Botanical Gardens	116	\$22,534	1.4%
712190	Nature Parks and Other Similar Institutions	<10	\$33,787	na
TOTAL		12,947	\$33,787	2.0%

SOC Codes	TYPE of OCCUPATION	2014 Jobs (all)	2013 Average Hourly Earnings	% Change in Jobs 2010-2014
11-2011	Advertising and Promotions Managers	72	\$30.57	9.5%
11-2021	Marketing Managers	383	\$40.04	7.3%
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	69	\$15.04	-2.4%
17-1011	Architects, Except Landscape and Naval	258	\$29.56	3.2%
17-1012	Landscape Architects	32	\$18.02	-2.3%
25-4011	Archivists	<10	Insf. Data	na
25-4012	Curators	24	\$24.49	0.0%
25-4013	Museum Technicians and Conservators	<10	Insf. Data	na
25-4021	Librarians	230	\$23.69	1.3%
25-4031	Library Technicians	293	\$14.66	1.1%
25-9011	Audio-Visual and Multimedia Collections Specialists	21	\$21.23	1.6%
27-1011	Art Directors	278	\$17.65	3.3%
27-1012	Craft Artists	142	\$5.14	8.2%
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	148	\$8.20	4.7%
27-1014	Multimedia Artists and Animators	224	\$9.69	2.1%
27-1019	Artists and Related Workers, All Other	69	\$9.09	8.9%
27-1021	Commercial and Industrial Designers	123	\$23.51	14.0%
27-1022	Fashion Designers	24	\$22.24	2.1%
27-1023	Floral Designers	246	\$10.26	-5.7%
27-1024	Graphic Designers	765	\$17.07	9.6%
27-1025	Interior Designers	203	\$18.16	8.7%
27-1026	Merchandise Displayers and Window Trimmers	161	\$12.30	2.9%
27-1027	Set and Exhibit Designers	17	\$16.15	6.0%
27-1029	Designers, All Other	23	\$17.60	8.0%
27-2011	Actors	122	\$11.65	10.1%
27-2012	Producers and Directors	130	\$19.76	8.9%
27-2031	Dancers	52	\$11.75	14.2%
27-2032	Choreographers	20	\$14.56	6.1%
27-2041	Music Directors and Composers	281	\$19.95	6.6%
27-2042	Musicians and Singers	966	\$12.76	12.3%
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	184	\$12.66	8.2%
27-3011	Radio and Television Announcers	184	\$16.43	7.0%
27-3021	Broadcast News Analysts	30	\$24.51	8.4%
27-3022	Reporters and Correspondents	145	\$14.25	-2.5%
27-3031	Public Relations Specialists	303	\$23.46	1.6%
27-3041	Editors	299	\$17.24	3.1%
27-3042	Technical Writers	84	\$27.16	-3.9%
27-3043	Writers and Authors	624	\$13.25	10.5%
27-3091	Interpreters and Translators	418	\$16.45	4.3%

27-3099	Media and Communication Workers, All Other	111	\$15.55	5.2%
27-4011	Audio and Video Equipment Technicians	125	\$14.63	8.3%
27-4012	Broadcast Technicians	68	\$15.20	1.2%
27-4013	Radio Operators	<10	na	na
27-4014	Sound Engineering Technicians	25	\$19.31	13.0%
27-4021	Photographers	1,259	\$10.74	0.8%
27-4031	Camera Operators, Television, Video, and Motion Picture	40	\$16.54	17.3%
27-4032	Film and Video Editors	26	\$18.86	20.2%
27-4099	Media and Communication Equipment Workers, All Other	14	\$21.69	8.7%
	TOTAL	9,329	\$16.42	5.4%

APPENDIX B

NTEE Code Type of Nonprofit Organization as used by Americans for the Arts

A01 Alliance/Advocacy Organizations
A02 Management & Technical Assistance
A03 Professional Societies & Associations
A05 Research Institutes and/or Public Policy Analysis
A11 Single Organization Support
A12 Fundraising and/or Fund Distribution
A19 Nonmonetary Support Not Elsewhere Classified
A20 Arts, Cultural Organizations - Multipurpose
A23 Cultural/Ethnic Awareness
A25 Arts Education/Schools
A26 Arts Council/Agency
A30 Media, Communications Organizations
A31 Film, Video
A32 Television
A33 Printing, Publishing
A34 Radio
A40 Visual Arts Organizations
A50 Museums & Museum Activities
A51 Art Museums
A52 Children's Museums
A54 History Museums
A56 Natural History, Natural Science Museums
A57 Science & Technology Museum
A60 Performing Arts
A61 Performing Arts Centers
A62 Dance
A63 Ballet
A65 Theater
A68 Music
A69 Symphony Orchestras
A6A Opera
A6B Singing Choral
A6C Music Groups, Bands, Ensembles
A6E Performing Arts Schools
A70 Humanities
A70 Humanities Organizations
A80 Historical Societies and Related Activities
A84 Commemorative Events
A90 Arts Service Activities/ Organizations
A99 Other Art, Culture, Humanities Organizations/Services Not Elsewhere Classified
N52 County/Street/Civic/Multi-Arts Fairs and Festivals

APPENDIX C

**NTEE ORGANIZATIONS
for ALLEN COUNTY
from
AMERICANS FOR THE ARTS**

EIN	Fiscal year (ending year)	Organization name.	NTEE Code	Total contributions, gifts, and grants	Program service revenue	Total revenue	Total expenses	Net income (loss) for the year	Net assets or fund balances at end of year
352101024	2012	FRIENDS OF THE LINCOLN COLLECTION OF INDIANA INC	A11	63812	0	64554	47015	17539	204675
237156447	2012	HOMESTEAD JR-SR HIGH SCHOOL MUSIC BOOSTERS INC	A11	17052	390970	498908	447400	51508	245975
270530027	2012	LINCOLN COLLECTION ENDOWMENT	A11	1082320	0	1214873	305975	908898	6977865
352110907	2012	UNITY PERFORMING ARTS FOUNDATION INC	A12	494373	23792	518176	278266	239910	288860
351719238	2012	FOUNDATION FOR ART AND MUSIC IN ELEMENTARY EDUCATION INC	A19	119150	71606	185640	185577	63	175557
352112823	2012	TEKVENTURE INCORPORATED	A20	29817	21143	50960	51584	-624	918
352134195	2012	AFRICAN-AMERICAN HEALTHCARE ALLIANCE OF FORT WAYNE INC	A23	91422	4100	46933	62294	-15361	26924
350483990	2013	MACEDONIAN PATRIOTIC ORGANIZATION OF THE UNITED STATES & CANADA	A23	11388	2588	125044	118352	6692	202329
261208841	2010	RUSSELLS PARADISE KARATE ACADEMY OF THE ARTS	A25	0	104580	104580	109692	-5112	-38797
350992067	2012	ARTS UNITED OF GREATER FORT WAYNE	A26	2062203	387176	2902221	2438774	463447	15045677
510183856	2013	INDIANA PUBLIC BROADCASTING STATIONS INC	A30	938595	67500	1006095	486809	519286	683425
272417633	2012	SOULMEDIC MEDIA GROUP INC	A30	570572	0	581791	528072	53719	324635
270221443	2011	STAR EDUCATIONAL MEDIA NETWORK INC	A30	1137010	0	1148334	1012307	136027	620866
351975367	2012	TAYLOR UNIVERSITY BROADCASTING INC	A30	1849722	121649	1988693	1964724	23969	2020751
351414723	2013	FORT WAYNE CINEMA CENTER INC	A31	145983	131196	288752	257181	31571	393260
352143145	2012	WINDSONG PICTURES INC	A31	5834	7324	18503	23554	-5051	-444
237173906	2012	FORT WAYNE PUBLIC TELEVISION INC	A32	1536530	444636	2169091	2438503	-269412	3315795
351303467	2012	INDIANA-PURDUE STUDENT NEWSPAPERS INC	A33	0	75395	75395	98094	-22699	-19266
351514924	2012	NORTHEAST INDIANA PUBLIC RADIO INC	A34	1016096	232116	1300409	1140698	159711	-376089
351978105	2013	APPELSEED QUILTERS GUILD INC	A40	0	2749	14645	10072	4572	20959
351461761	2012	ARTLINK INC	A40	238401	57373	305029	197811	107218	514410
271981462	2012	WOVEN INC	A40	44869	1175	58559	54416	4143	1265
310896650	2012	FORT WAYNE FIREFIGHTERS MUSEUM INC	A50	2877	17093	30230	41671	-11441	372484
350953440	2013	FORT WAYNE MUSEUM OF ART INC	A51	1067109	94337	1557084	1902591	-345507	13902307
356043477	2012	MAUMEE VALLEY ANTIQUE STEAM & GAS ASSOCIATION INC	A54	93535	49990	146336	137783	8553	161434
311032583	2013	SCIENCE CENTRAL INC	A57	967137	384711	1410913	1297198	113715	4889774
273707147	2012	C&G MUSIC HALL CORPORATION	A61	89005	68203	158905	168300	-9495	60404
237355731	2012	EMBASSY THEATRE FOUNDATION INC	A61	2373904	970727	3487786	1672504	1815282	9775147
310958473	2012	FORT WAYNE DANCE COLLECTIVE INC	A62	186045	135398	323407	33215	-8908	184625
356006394	2012	FORT WAYNE BALLET INC	A63	362291	495041	910519	825241	85278	437666
351368665	2012	ARENA THEATRE INC	A65	13132	163984	177414	175217	2197	294616
356001476	2012	FORT WAYNE CIVIC THEATRE INC	A65	776466	259132	1054162	783625	270537	559122
351551064	2012	FORT WAYNE YOUTHEATRE INCORPORATED	A65	117476	79857	203021	172826	30195	137773
651191507	2011	RECLAMATION PROJECT INC	A65	114881	0	115238	148709	-33471	403644
351424100	2012	NORTHERN INDIANA BLUEGRASS	A68	3967	80776	84803	88520	-3717	43471
350791163	2012	FORT WAYNE PHILHARMONIC ORCHESTRA INC	A69	3355616	1110569	4960049	4762725	197324	10918230
436971118	2012	BACH COLLEGIUM-FORT WAYNE INC	A68	30043	7153	36449	40808	-4359	5466
200125770	2011	CARROLL SHOW CHOIR BOOSTERS INC	A68	113519	70415	183942	182196	1746	52899
351638989	2012	FORT WAYNE CHILDRENS CHOIR INC	A68	83308	124410	222767	239386	-16619	95784
356244634	2012	FORT WAYNE MAENNERCHOR INC	A68	2824	2205	33681	38267	-4586	122470
352054190	2012	NORTHROP CHORAL ASSOCIATION	A68	1455	73001	84223	89025	-4802	26580
351734397	2012	THE HEARTLAND CHAMBER CHORALE INC	A68	467902	25928	495806	328840	166966	313376
351535790	2012	TRINITY COMMUNICATIONS GROUP INC	A68	21000	920516	943626	888291	55335	257029
351826725	2011	CHRISTIAN LITERATURE FOR AFRICA ASSOCIATION	A70	52052	0	52052	54411	-2359	24594
352069930	2013	CONCORDIA THEOLOGICAL FOUNDATION INC	A70	320895	0	456421	116551	339870	3960784
208489695	2012	KURT MARQUART FUND FOR THEOLOGICAL EDUCATION IN HAITI INC	A70	44758	0	45273	8095	37178	155939
300707349	2012	CONCOURS D ELEGANCE OF TEXAS INC	A80	22025	82962	104987	184212	-79225	-79228
351818065	2012	INDIANA GENEALOGICAL SOCIETY INC	A80	120	19326	22899	17165	5734	98521
352063570	2012	AFRICAN-AMERICAN HISTORICAL SOCIETY	A82	27813	7638	41457	69498	-28041	210345
351043456	2013	ALLEN CO FT WAYNE HISTORICAL SOCIETY INC	A82	418085	12574	531247	633968	-102721	5588849
351932033	2012	ALLEN COUNTY COURTHOUSE PRESERVATION TRUST INC	A82	25559	609	91289	71426	19863	583391
351580850	2012	CANAL SOCIETY OF INDIANA INC	A82	11098	4500	18649	19719	-1070	87997
237255168	2012	FORT WAYNE RAILROAD HISTORICAL SOCIETY INC	A82	49531	72685	805995	593838	212157	474145
351288789	2012	INDIANA JEWISH HISTORICAL SOCIETY INC	A82	17423	0	22898	20570	2328	78484
310946267	2012	AUDIENCES UNLIMITED INC	A99	221587	0	246449	237433	9016	911924
311011911	2012	ALLEN COUNTY LAW LIBRARY ASSOCIATION INC	B70	3700	61692	65517	71314	-5797	67974
351725844	2012	ALLEN COUNTY FAIRGROUNDS INC	N52	3461	292101	297135	328205	-31070	773338
261936423	2012	FORT-4-FITNESS INC	N52	135834	356859	494686	496031	-1345	138166
510158815	2012	GRABILL COUNTRY FAIR INC	N52	13560	0	19775	3392	16383	152106
351806243	2012	JOHNNY APPELSEED FESTIVAL INC	N52	8818	108068	117142	115702	1440	169313
TOTAL 60 orgs						\$34,721,317	\$29,614,738	\$5,106,578	