



INDIANA ARTS COMMISSION 2021 ON-RAMP REPORT

SEPTEMBER 29, 2021

2021 ON-RAMP REPORT

In 2021, the Indiana Arts Commission with support of the Indiana Small Business Development Center served 105 creative entrepreneurs across the state through six offerings of the On-Ramp weekend program, one-on-one support, and fellowship grant.

105 Artists Served



21 Instructors



6 Locations

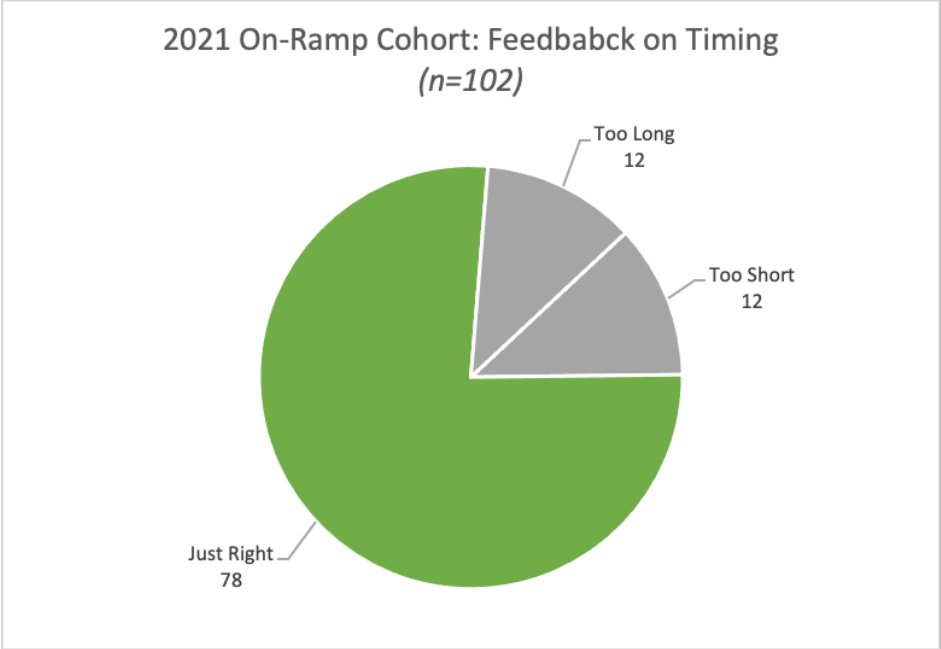


The program consisted of a three-day training program led by individual instructors in each location. Instructors were trained to deliver the curriculum in the spring of 2021. The curriculum covered ten areas of entrepreneurship organized around five key business strategy questions.

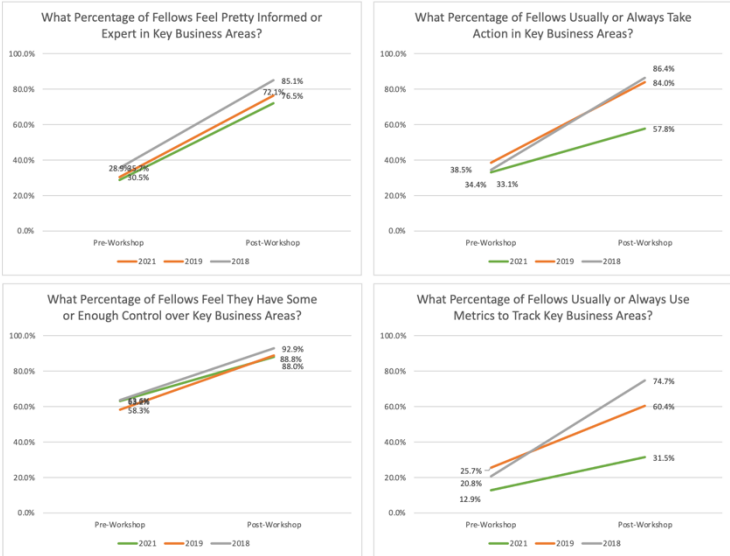
What Do You Do?	Whom Do You Serve?	What Do You Need?	What Does It Cost?	How Will You Monetize It?
<ul style="list-style-type: none"> • Defining Value 	<ul style="list-style-type: none"> • Identifying Customers • Communicating with Customers 	<ul style="list-style-type: none"> • Identifying Allies & Partners • Communicating with Allies & Partners • Identifying Key Resources • Protecting Key Resources 	<ul style="list-style-type: none"> • Managing Expenses 	<ul style="list-style-type: none"> • Generating Revenue • Planning for Uncertainty

Each module included lecture content, an activity, reflection questions, and a direct connection with the On-Ramp fellowship application, which participants completed after the three-day program. In addition, each day included a lunchtime panel with expert guests from the community who shared their own knowledge and experiences to complement the curriculum with real-life application and stories.

Although the program was intense, the majority of participants felt the three-day period was just right.



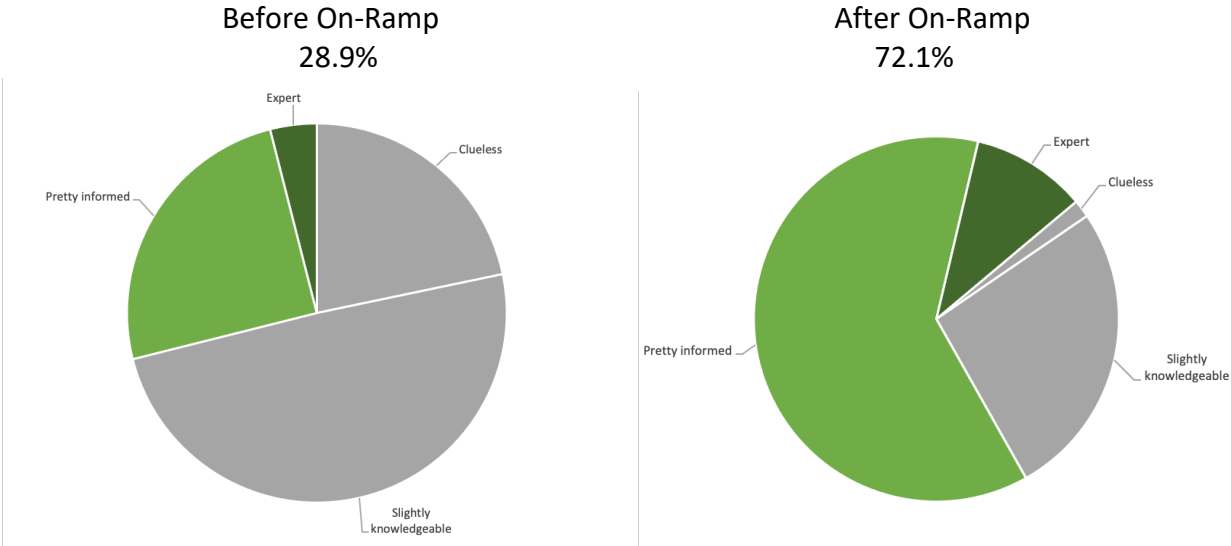
The remainder of this report summarizes the post-workshop survey results collected from 102 of 105 participants (a 97.1% response rate). In general, the results we saw in 2021 were consistent across all cohort groups, with slightly above average results in Marion and slightly below average results in Northwest Indiana. Additionally, these results are consistent with the results we have seen in prior years, although the action change was less pronounced in 2021 immediately after the workshop and the results change was less pronounced (and it had a lower starting point).



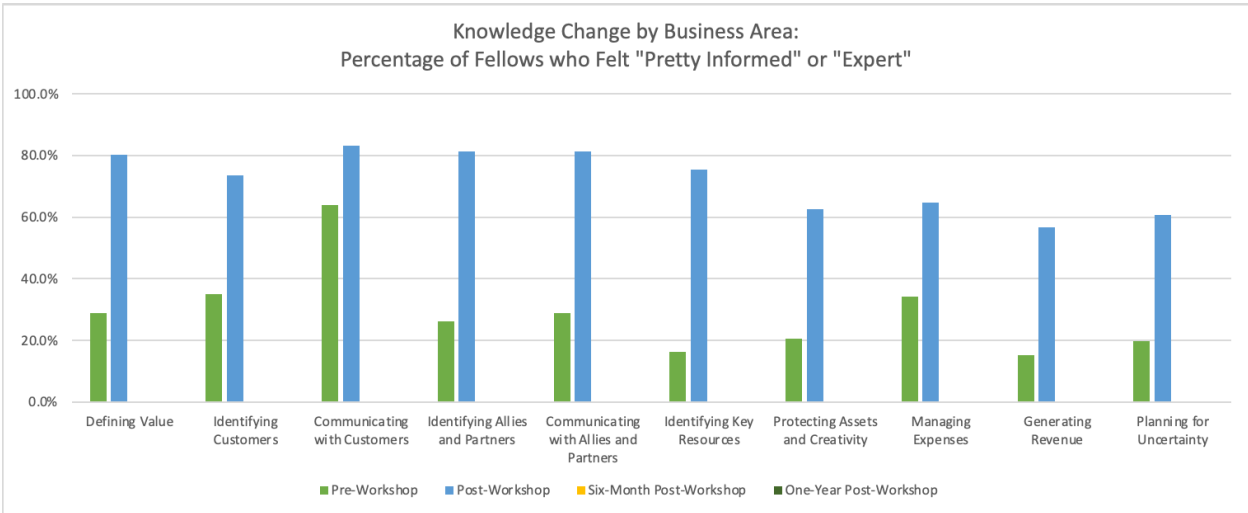
ON-RAMP REPORT: ALL 2021 COHORT

KNOWLEDGE CHANGE

To assess the program’s effectiveness, we explored whether participants felt more knowledgeable about the 10 content areas immediately following the workshop. We were most interested in the percentage who felt they were “pretty informed” or an “expert” (the top two categories).

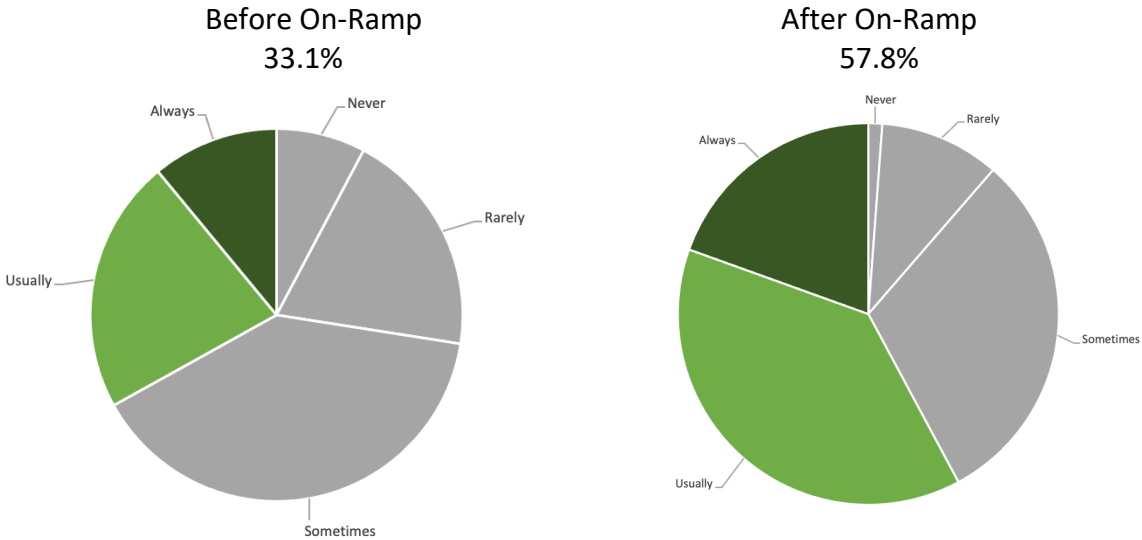


Broken down by content area, the self-reported knowledge changes in the top two categories are as follows:

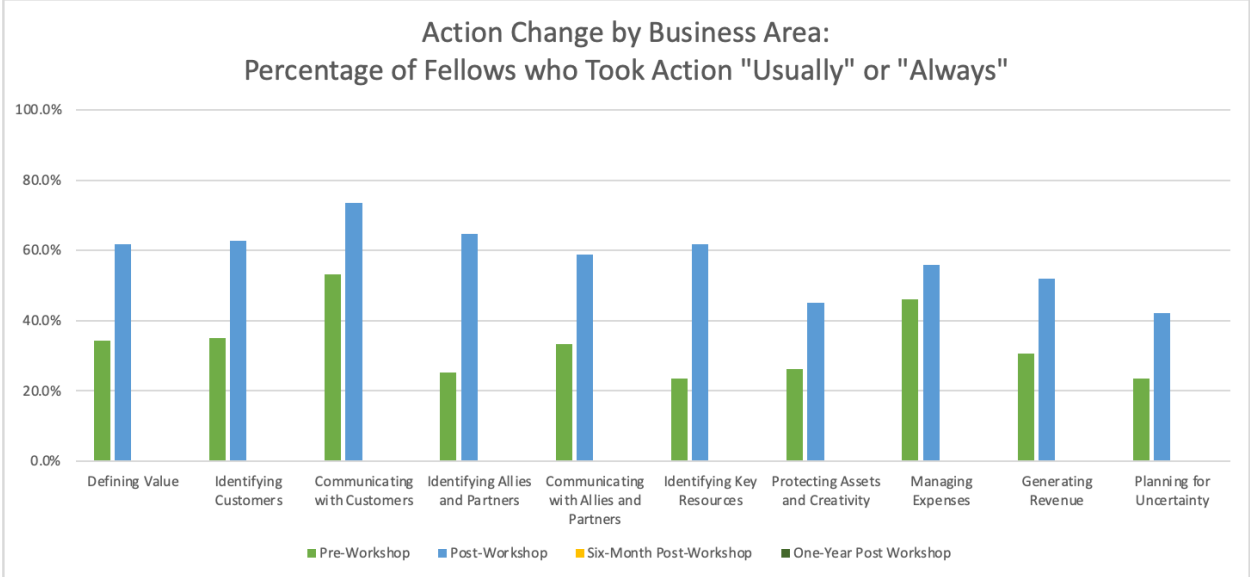


ON-RAMP REPORT: ALL 2021 COHORT
ACTION CHANGE

We were also interested in how often participants took action in each program area before and after On-Ramp. Again, we were most interested in the percentage who reported “usually” or “always” (the top two categories) taking action in these key areas.

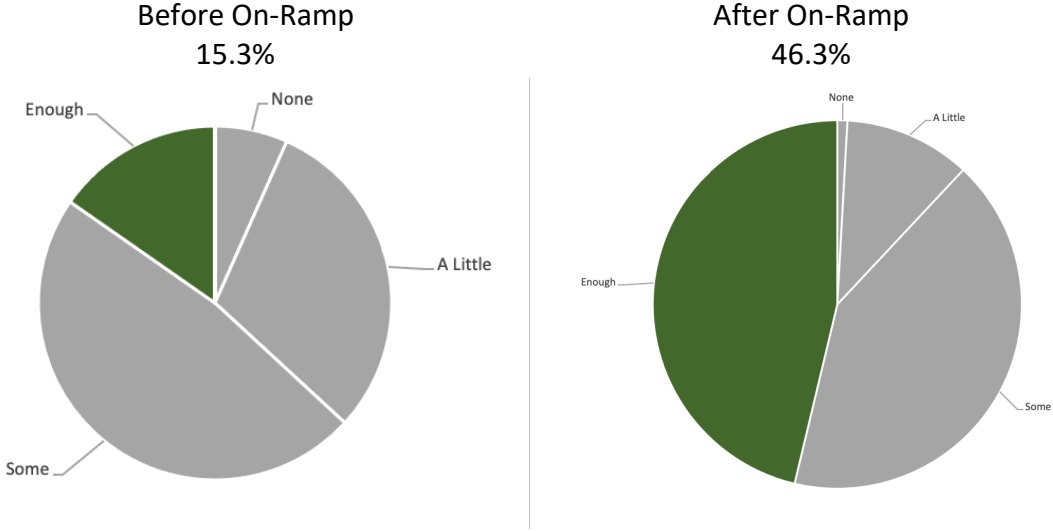


Broken down by content area, the self-reported action changes in the top two categories are as follows:

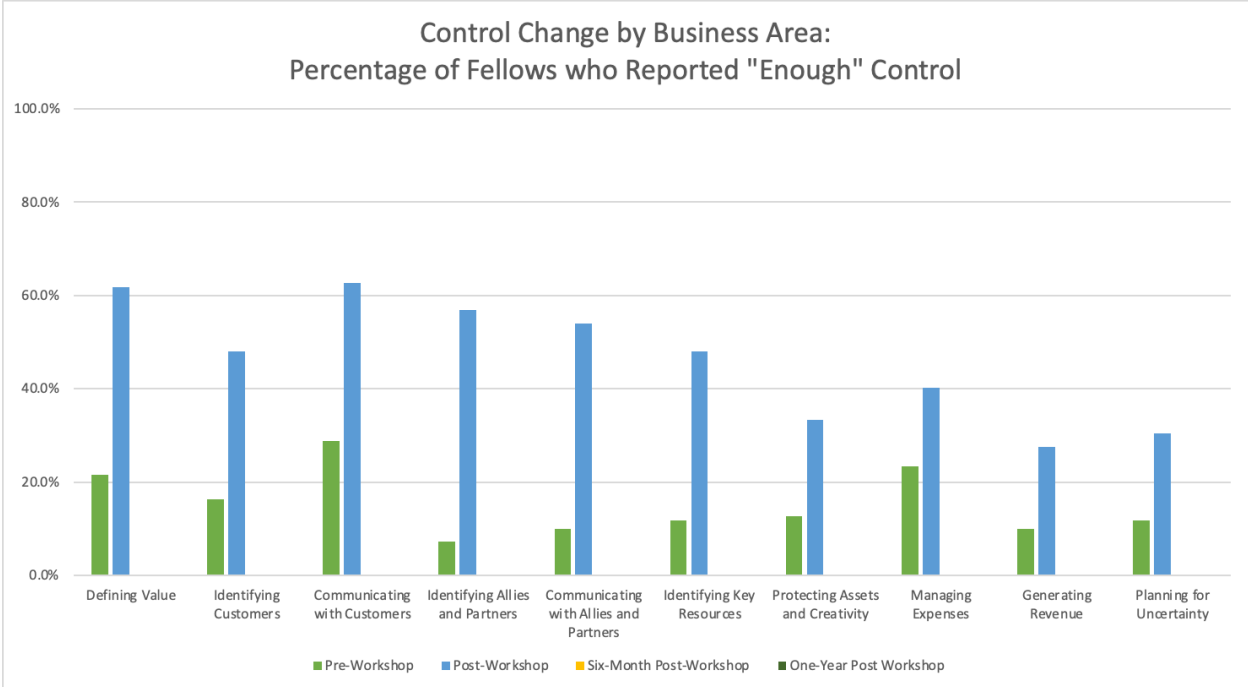


ON-RAMP REPORT: ALL 2021 COHORT
INTENTION CHANGE

In terms of each person’s sense of control in the 10 content areas, we were most interested in the percentage who reported having “enough” control (the top response) in each area.

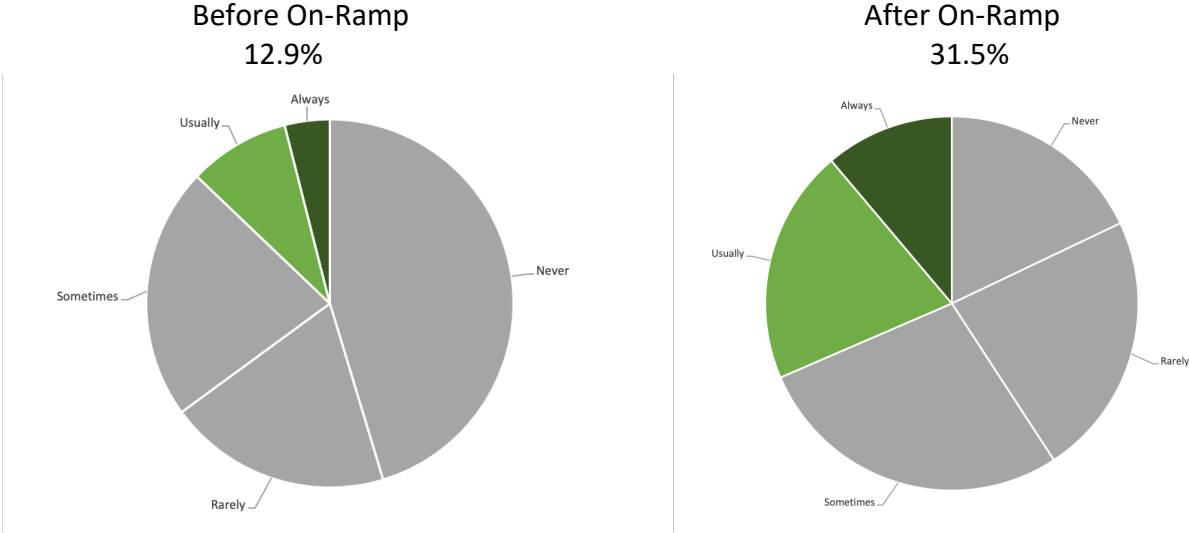


Broken down by content area, the self-reported control changes in the top category are as follows:

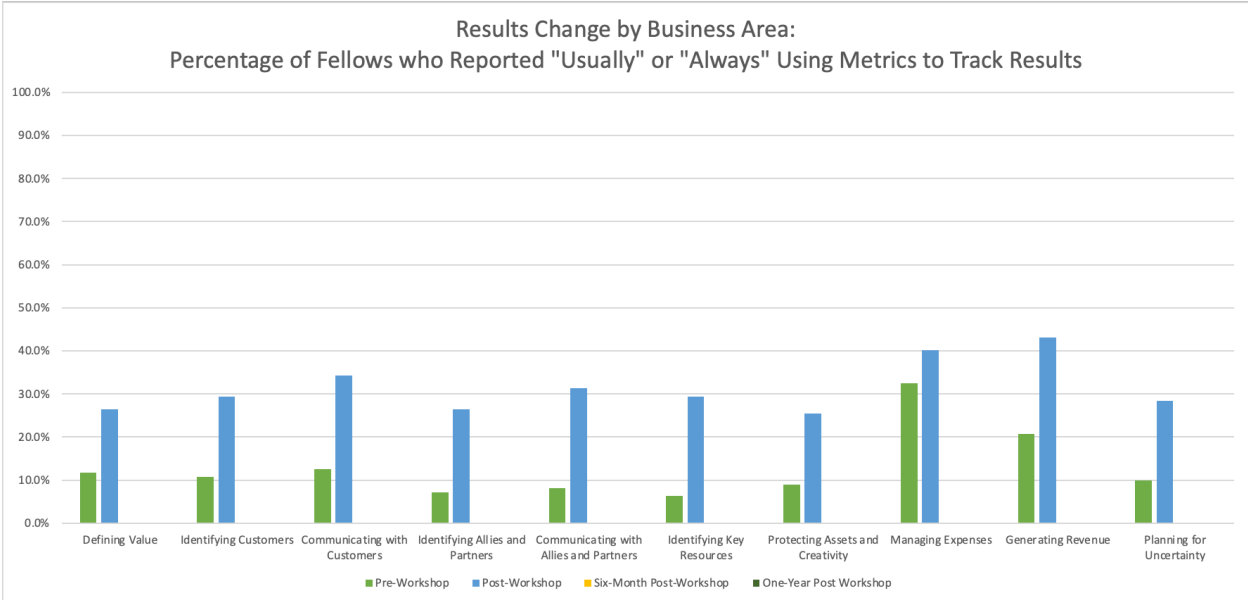


ON-RAMP REPORT: ALL 2021 COHORT
RESULTS CHANGE

Lastly, we wanted to understand whether participants used key metrics to track their own results in each of the 10 content areas before and after On-Ramp.



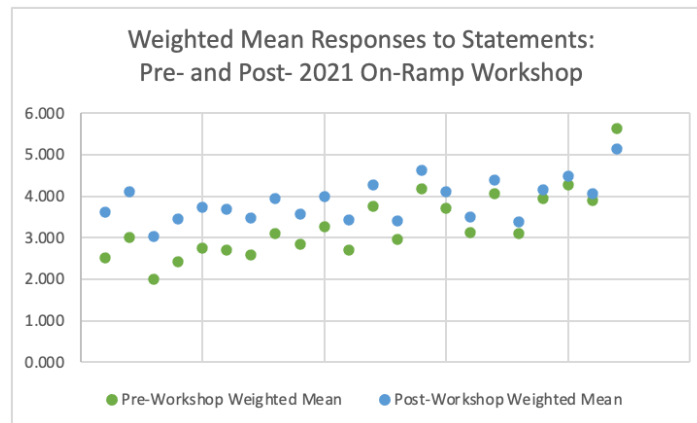
Broken down by content area, the self-reported use of metrics changes in the top two categories are as follows:



ON-RAMP REPORT: ALL 2021

STATEMENTS OF CREATIVE EMPOWERMENT

We also asked participants to indicate how much they agreed with a series of statements. Responses ranged from 1 (strongly disagree) to 6 (strongly agree). We saw more than a 1.0 increase in the weighted average response to four of the statements and more than a 0.75 increase to four additional statements.



The top 12 statements are presented below:

#	Statements of Financial Empowerment	Pre-Workshop Weighted Mean	Post-Workshop Weighted Mean	2021 ST Change in Weighted Mean
15	I have developed a diversified revenue strategy that makes use of my own strengths and opportunities.	2.505	3.627	1.123
20	I have identified key resources necessary for my business.	3.018	4.108	1.090
21	I track 3-5 key metrics that let me know how I am doing.	1.991	3.029	1.038
18	I proactively manage the most important business relationships by providing updates and meeting with partners and players regularly.	2.423	3.441	1.018
17	I have identified key partners and players within my industry (and related industries), and I communicate with them regularly.	2.748	3.725	0.978
4	I know how to reach those I serve (customers or clients) consistently and effectively, based on metrics that make sense for my business.	2.712	3.676	0.965
14	My business budget includes allocations for my own time and experience, plus tax obligations and reinvestment in the business based on my long-term goals.	2.586	3.480	0.895
10	I am confident in the entity type I have chosen for my business, and I know when it makes sense to reevaluate that choice.	3.090	3.951	0.861
9	I strategically manage and protect my creative and business assets.	2.847	3.578	0.732
5	I maintain relationships with my customers or clients regularly through effective communications that add value to the customer experience.	3.261	3.990	0.729
16	I incorporate tax awareness into my financial system, and I have a good understanding of how taxes work.	2.694	3.422	0.728
3	I know who I serve and I have a good understanding of what they value about my work.	3.757	4.284	0.528
		Change of more than 1.50	Change of 1.00-1.49	Change of 0.75-0.99

ON-RAMP REPORT: ALL 2021

We included three open-ended questions to gather qualitative feedback from participants. Here's what they shared.

FAVORITE PARTS

We asked what participants would share as their favorite part of the weekend, and **over 80% of the open-ended responses described the community created by being around other artists and creative individuals**. Yes, much of the content would make sense in an entrepreneurial course for any small business, but the focus on creative individuals created an accessible sense of belonging that was repeatedly referenced by participants.

Twenty-eight responses noted the curriculum itself (including social events and engagement materials) as a highlight of the weekend. Nineteen responses noted the guests and the community leaders, and 20 responses specifically mentioned the instructors. (Since this question was open-ended, participants could list more than one "favorite" part of the experience.)

The full list of feedback responses along with the coding is listed in Appendix 1.

ROOM FOR IMPROVEMENT

In addition to comments around the space, the food, and the protocols, some participants requested more activities, both in the curriculum itself and to connect with peers. Others noted that a financial expert could have been helpful for groups that may have struggled to present technical information they were less familiar with. Still others shared they would have preferred better alignment in the materials and offered additional topics that could be covered. One point that was shared from both instructors and participants was a request to have some of the information in advance to review, a point that will likely be incorporated into future iterations of On-Ramp.

The full list of feedback responses along with the coding is listed in Appendix 1.

OPEN-ENDED QUESTION: ANYTHING ELSE?

In general, the final question ended with participants sharing gratitude. The full list of feedback responses is listed in Appendix 1.

ON-RAMP REPORT: ALL 2021

INSTRUCTOR FEEDBACK

Following On-Ramp, we asked instructors to complete a debrief survey (13 of 21 completed it) and invited them to attend debrief meetings where we talked about their experiences. From those meetings, we learned:

1. The instructors appreciated the local/regional model and enjoyed hosting On-Ramp in their communities.
2. There is an interest to continue the program in regional communities.
3. The ideal group size is 4-5 instructors, including one who is comfortable with covering the financial content. (Alternatively, bringing in an outside expert to cover finance and insurance is advisable.)

Instructors noted that participants were (at times) overwhelmed with dense content. They suggested breaking up the content more and adding more breaks. Instructors also suggested sharing some of the information in advance or providing a “things to prepare” list to help participants prepare for the weekend.

From the surveys, instructors shared overwhelmingly (100% of responses) that they experienced personal or professional growth as part of this experience.

- “I got to work with a WIDE selection of creative individuals and IAC gave each of us an opportunity to utilize our talents and energies to improve ourselves and the state we live in. It was a great experience in my career.”
- “As a person with a creative practice, I benefitted by having to unofficially go through the On-Ramp program.”
- “The pricing content in particular completely upended the things I learned in art school, and the clarity of asset awareness that the curriculum communicated was revelatory in my own studio. Thank you!”
- “I gained a lot of confidence in myself and am so grateful! I also discovered a passion for this type of work of helping artists make their way.”
- “I have an even further expanded network of creative contacts across Indiana now!”

In general, instructors agreed that the time commitment and compensation was appropriate, although 30% wanted additional clarity of responsibilities from the beginning.

- “To be clear, compensation was absolutely fair and reasonable. However, the scope and time commitment was not accurately described to me when I was first approached...I would have said yes regardless, but it would have been better to have a more complete understanding at the time.”
- “The actual time commitment of the workshop itself was much more than expected for some of us, and that is largely due to the fact that we lost two of our team members.”

APPENDIX 1: QUALITATIVE FEEDBACK RESPONSES

FAVORITE PART OF THE EXPERIENCE (N=102)

My absolute favorite part of the experience has been...	Community Connections	Business Resources / Leaders / Guests	Curriculum	Instructors
The facilitators did a wonderful job distilling the material and creating an environment where cohort members felt encouraged to connect.	X			
The people, for sure! I made so many connections, met so many amazing people - and not just the other artists! The people leading the workshop, the panelists - they are all great. It's not often I attend something and feel like I fit. I felt like I fit here. But also the food was wonderful.	X	X		X
Meeting other creatives to collaborate with!	X			
Meeting a diverse group of artists and having ample time to explore the curriculum as well as one another's art.	X		X	
Interaction with my cohorts and leaders in the community. Meet different artist and share ideas , experience. Get to know what business look like and make efforts to fulfill it.	X	X		
Finding some focus and making powerful connections with other participants and coaches.	X			X
Meeting other artists.	X			
The sharing of stories and resources. I learned as much from my cohort as I did from the presenters!	X			
The Lightening Show & Tell -- Learning about my colleagues and their work; making connections and planning collaborations. I wanted more time for that!	X			
Meeting industry professionals and city/state leadership		X		
Getting to work alongside the other creatives - Seeing how other creative professionals translate these ideas into workable goals for themselves, regardless of their media.	X			
I loved meeting new people and understanding their creative goals at various places in their career.	X			
Meeting new like minded people that were welcoming and supportive.	X			
Getting to know the other creatives. Including each and every inspiring speaker. Going out the one night with the group and dancing and playing pool was also nice to connect and let off all the information zooming around in my head	X	X		
Connecting and hearing first hand from other artists and panelists. The workbook is a very good guide to bring home and for follow up. The hosts were wonderful! Thanks for the meals too!	X	X	X	X
My favorite part of the experience was beginning to recognize and put words to concepts and methods that I hadn't been able to before			X	
The introduction to key players across the board of the artistic community and the introduction to other individuals working within the arts.	X	X		
I did like the guest speaker that cam to share. The people giving the class did a really good job.		X		X
The support and encouragement from other creatives was restorative, and the connections made will be lasting.	X			
Hearing about others experiences related to their work.	X			
Being able to meet with and brainstorm with other artists. Being in a room full of people from different walks of life challenge, advise, and cheer you on in your creative process	X			

My absolute favorite part of the experience has been...	Community Connections	Business Resources / Leaders / Guests	Curriculum	Instructors
and outlook was probably the most priceless asset I got from the workshop.				
Getting to know other artists in different disciplines, and realizing how many similar challenges we all face. It was very empowering to make this discovery--and to know none of us are alone!	X			
Meeting people and learning more about entrepreneurship. I really liked the lunchtime panel	X		X	
networking	X	X		
Meeting other creatives	X			
Networking with other artists. Learning about their work and what opportunities are available in the places where they live. Getting a chance to ask questions directly to panelists at the panel discussions.	X	X		
meeting others and talking with the panelists.	X	X		
To connect with other artists of different mediums. It was inspiring to see the work they are doing, to hear thier experiences and learn from each other.	X			
My absolute favorite part of the experience has been getting to know my fellow cohort and workshop leaders. I am blown away by their talent, work, and kindness, and I can't wait to collaborate with them and stay in touch. I feel empowered to have a new network of artists like me who I can go to for help, and whom I can support. Truly, this is a game-changer. I finally feel like I belong in Northwest Indiana.	X			X
Getting to connect with the other artists and an emphasis on thinking strategically vs tactically.	X		X	
The entire weekend was great. I loved meeting new people and discussing topics that I was unfamiliar with, shying a way from or confused about. I'm fairly timid around new people and artists, so this weekend gave me an opportunity to try to come out of my shell a bit. I'm not sure of how successful I was, but I did sit with a different group of people each day, so that's a win for me. The leaders and other participants were welcoming. I would highly recommend this experience to anyone interested in expanding their practice as an artist. If pressed to pick one part of the weekend that was the highlight, it would be talking with Paige. I pretty much spit-balled ideas with her and talked through the process of what I was trying to achieve with the grant. It really helped me to synthesize my thoughts and focus on what I would like to propose. Talking with the group about my ideas was very helpful and beneficial, but there was something about sitting down and talking to one person in a focused, more quiet area of the space that helped me out immensely. The whole experience was tremendous and I cannot say enough good things about it.	X		X	X
...getting to know other artists and networking with them. That was/is powerful!	X			
Meeting other artists and learning more of the business aspects of being an artist.	X			
Meeting the other fellows and exploring ideas.	X			
The connections made with other creatives, as well as getting specific questions answered about nitty-gritty aspects of running a business.	X		X	
Networking, and hearing how other artists used the materials in their own careers	X			

My absolute favorite part of the experience has been...	Community Connections	Business Resources / Leaders / Guests	Curriculum	Instructors
meeting other artists and networking.	X			
Getting to connect with other artists.	X			
Interaction with other creative people	X			
growing my networking and connecting with a wider artist community	X			
Meeting other artists. The On-Ramp team were also friendly and accommodating. I experienced a feeling of belonging.	X			X
The cohort...meeting everyone, having opportunities to socialize.	X			
1. I liked that you understood and accommodated the artist need to keep hands busy during long talks! The tennis balls were genius. 2. The workbook was fantastically helpful and I will use its pages many times over the course of my career as I develop new directions, new products, and new content for my followers and patrons. 3. Y'all are a cool bunch. I really enjoyed getting to meet everyone, and I really like the person who was assigned to be my fellowship mentor. Excited to work with her! 4. I also like the way the fellowship is structured. I appreciate the chance to write a grant with guidance for a guaranteed success, so I have a lot of room for practice, trial, and error. I think it has helped me focus my mission statement and my plans for the money. 5. Thank you for the terrific food. I really loved the catered sandwiches and the banana bread. Took a lot of excess home to my family, and an unclaimed box lunch fed me at work on Monday!	X		X	X
Meeting people and feeling empowered about what I do and peoples' real interest in it. Also, learning about resources available to artists and about ways in which creative entrepreneurship can yield real results.	X	X		
Networking, gaining access to professionals I don't know how I would have met otherwise.	X	X		
Meeting new artists, networking and exchanging past experiences.	X			
Getting to know other artists that are in the same part of their careers as me.	X			
Learning more about the business side of my artistic practice, connecting with other emerging artists, and feeling supported by the community!	X		X	
Meeting the group (cohort)	X			
The collaboration and learning with and from other artists. The team was wonderful in helping guide us.	X			X
The other cohort members, the speakers, , the relationships and team members, and mainly the Upland Brew pub diner and show and tell with everyone was super fun.	X	X	X	X
Feeling like I'm part of a larger community making things happen in Indiana! I am in awe about the resources being made available to us. Thank you!	X			
Feeling so supported as an artist. That people believe in me and appreciate my work.	X			
Meeting other creatives was my favorite part.	X			
Meeting people	X			
Meeting and getting to know other artists and hearing how they are solving some of the same problems I am facing. Also, learning about all the different funding options is hugely empowering. I feel like validated and see a way to move	X		X	

My absolute favorite part of the experience has been...	Community Connections	Business Resources / Leaders / Guests	Curriculum	Instructors
forward with things that before had insurmountable obstacles.				
My absolute favorite part of the experience was the tennis balls and all that they represent to me: freedom to be different, to move differently.... also the discussion of business entity types. I have now been emboldened to incorporate a new LLC and even already created a business account plus activated a shortcut to find me (paypal.me/-----).			X	
getting to meet, exchange information with, befriend and experience the creative accomplishments of our On Ramp mentors, panelists and of course the other On-ramp artists! Three days of learning and sharing has been the most nourishing group experience with other artists that I've had since graduate school. This aspect alone was worth the entire experience!	X	X		X
Learning business practices & meeting other artists.	X		X	
Meeting other artists from around the state.	X			
Getting to know the community and getting welcomed in. I felt so welcome.	X			
Learning from creatives who have successfully had careers in the arts and hearing their tips and secrets. Hearing about their struggles and "failures" is also beneficial. It's all very inspiring!		X		
How much my thinking about myself as a business has infiltrated my thoughts since day 1. The reframe of building my brand and "selling myself", knowing my worth, and asking for what I need as an artist has caused a crucial reframe in the way I approach my work and my self-view.			X	
Definitely what I learned. It was way more useful than I even expected it to be. Very good content and experiences to listen to.			X	
My favorite part was working on our personal UVP. I loved learning about how to manage the business side of my art practice. Going through the work book was very helpful. I loved the speakers and everyone who lead the sessions. Each facilitator empowered us and helped us see the value of our voice and what we each bring to the table.		X	X	X
I have loved connecting with other Hoosier artists to collaborate and learn more about their creative processes.	X			
The relationship with mentors and cohort members.	X			X
Connecting with new people!	X			
Connecting with the other artists and getting direct actionable advice.	X			
The people and connections I made.	X			
Getting to know other creatives in the area.	X			
That's a hard question! I think it was spending a lot of time with other creatives who were so talented and had such different experiences and personalities. But the teaching was absolutely phenomenal so I would put those two things in a tie.	X			X
5. My absolute favorite part of the experience has been the art installation/mural tour led by the best host and tour guide in the world, Ms Tetia Lee. Her depth of knowledge about the city's history made the tour highly refreshing.				X
meeting so many new friends! loving that connection to other creatives.. My fancy hotel room to myself was a close second!	X			

My absolute favorite part of the experience has been...	Community Connections	Business Resources / Leaders / Guests	Curriculum	Instructors
Wow! There is so much I liked about the experience. I enjoyed making new artist friends. Learning so much stuff about how to be a creative business. I'll stop and just say I enjoyed the whole experience.	X		X	
Feeling a part of a bigger creative community.	X			
Elaine! I thought she was inspiring and empowering.				X
Becoming more organized and clear on how to execute my vision. I also loved all of the creative conversations I had throughout the weekend.	X		X	
The feeling that my work has value and is worthy of support and the sense of empowerment that comes from the support that has been provided.			X	
I really enjoyed all of the networking and getting to know everyone. It was also great to expand my business knowledge.	X		X	
Getting to meet new creative people	X			
The networking, which began the 1st evening at the ice cream parlor. For me, there was an immediate exchange of ideas and information. I really enjoyed the show and tell. I had requested to go 1st because I was tired and intended to leave right after my presentation. However, I found everyone's presentation so interesting that I was compelled to stay. (plus it would have been rude to leave.)	X		X	
Connections to other artists as well as the information that was provided - I learned so much and contextualized things in brand new ways.	X		X	
Connecting with so many other artists felt good to be around creative people.	X			
Meeting and hearing local entrepreneurs at The Spot and The Red Sparrow.	X	X		
Getting to hang out with so many awesome and experienced people. Hearing everyone's stories and getting to learn from their experiences was amazing.	X			
Realizing that I knew more about business than I expected! Meeting new friends was great too!	X		X	
The overall courses were great well informed and I was refreshed on the resources available to me. The panel discussions were also enlightening.		X	X	
Elaine				X
Watching the participants at show and tell.			X	
The encouragement to continue in the arts and set achievable goals.				X
developing a 3- 5- year plan for my project			X	
the encouragement to pursue my creative business dreams.				X
I enjoyed networking with like minds, spending time around historical buildings, and the art walking tour.	X			
I enjoyed psychical time with other artists. This past year made it a particularly powerful gift. I look forward to some work, and collaboration tat has already in the works with these folks! I them the team did a great job of creating a safe environment for people to seen by their peers and discuss budgeting/business practice, two especially hard things to do!	X			X
I enjoyed the guest speakers and getting to experience how they started out just like me. It was very refreshing to hear the wide range of guest from different backgrounds and it gave you the opportunity to learn.		X		
The community and support system. It was so wonderful to be surrounded by likeminded people with passion and	X			

My absolute favorite part of the experience has been...	Community Connections	Business Resources / Leaders / Guests	Curriculum	Instructors
creative energy. I felt like the workshop opened new doors to networking opportunities and resources I didn't have before.				
reunited with the community!! we havent seen each other for sooooo long. It felt good to be in the room	X			
Meeting and interacting with the other participants and all the people involved. Everyone was a joy to work with and very genuine.	X			
The connections I made are going to be so valuable to me and furthering my creative career. I really appreciate the way the information was presented. I feel empowered to make the changes and moves I need to.	X		X	
The on-ramp weekend itself and getting new insight and meeting other artists around Indiana.	X		X	
Total	83	19	28	20

IMPROVEMENTS IN THESE AREAS (N=102)

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
I guess the policy on covid safety measured didn't seem totally unified.	X				
More time for the artists to connect casually. I'd love a second lightening show-and-tell where we also talk about our project ideas. I sort of liked how the lightening show-and-tell was later on, because it was fun to see what people did AFTER getting to know them. Also, more organized, clear time with coaches. Rather than a generic time to work and then the coaches are available for informal chats, perhaps a sign-up form for time slots, or something more intentional. That way those who are less outgoing and bold can get a shot at some one-on-one time too.		X		X	
I think presenting our work the first day would be great. You can only tell so much about someone's work from hearing about it, and it adds a lot to be able to see their work.		X			
Breaking up the heady content with art experiences. Left/Right brain balance. Following agenda/time more closely. Providing guests with list of who is in attendance so context is more clear. Artist talk more closely aligned with the goals of the program - sculpture was very scattered and didn't mirror goal of clearly defined UVP. Have staff assist with Q&A so all voices are heard. Documentation of event by presenting org and not by participants (especially during conversations during which we were encouraged to not share out specifics... after time together)			X		
I am a shy person. If there is time to know tips about public speech, it will be wonderful... I was not sure about how many content I should prepare for show and tell. So I prepared too many contents. I should have shortened my presentation and practice speed of speech.			X		

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
Nothing comes to mind.					X
Often the presentation/powerpoint didn't seem to follow the workbook, and as someone who learns a lot by taking notes, it was hard to follow along sometimes. Huge portions of my workbook were empty at the end of the weekend, and I'm not sure if I was supposed to working on them as we went or doing it at home after each day (not very realistic after 12 hour days).			X		
I'm still not sure what a metric is. The determining your worth part felt un practical- I do not know one artist that can figure the amount of hours they worked and divide that by pieces made. We needed a real life break down of taxes and what exactly an Llc is			X		
More opportunities to support and help each other; I found the input from my colleagues so valuable as I was developing thoughts around my own work and creative goals.		X			
More social interaction to highlight participants. I usually have a bunch of criticism but this was hone a try really well put together. Maybe an aspect that involved the community during a portion of the cohort		X			
There was SO much content. It was a little hard to digest at times. I think more focused, dedicated work periods would have benefitted the group if we were truly intended to gain ground on our Fellowship application during the time we were present for the workshop.			X		
I would have liked to learn more about effective free apps for bookkeeping and suggestions on how to conduct the transfer of funds to maintain a LLC protocol.			X		
Bring in financial experts to help lessen the stigmas around budgets and artists				X	
I heard the hotels were not all that great. Maybe a big bed and breakfast house for the group.	X				
Day 2 afternoon topic was tough, after lunch slump, the topic needs good analogies to liven and relate to the topic of budgeting. point out benefits of budgets etc.			X		
One thing I would like to see improvement in is the leading of the program itself. While I think that the leads did a great job with the resources available to them, at times it felt like they did not have a grasp on the material which in turn I believe led to confusion and agitation for those who were learning.				X	
Maybe just a stronger focus on the abstraction that is being an artist and how to better define the actions that need to be taken to make it a business plan. This is however an individualized concept that isn't easily addressed in broad spectrum business metrics and contemporary business like system practice. Maybe a comparison of art to an established complex system such as water flow in plumbing or something slightly more tangible database trees or market analysis tactics. Artists shut down with graph due to generally being visual and kinetic learners.			X		

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
I probably would not do it again for reasons that have nothing to do with the quality and delivery of the class. Personnel					X
The curriculum was confusing and redundant at times. I would have liked to learn more about the bookkeeping aspects of running a business, as it is not in the standard skill set of being an artist.			X		
More group activity and individual activity time to complete exercises in workbook.		X			
I think it would be ideal to bring in a creative who also specializes in money topics or a financial advisor to artists (if that exists) to discuss the budgeting and expense sections of the workshop. Going through those parts with the creatives we had leading was difficult; it felt as though they often got muddled in the material, making it even more difficult for those of us in the cohort to grasp the concepts.				X	
Katy and Katrina did an amazing job, and I felt very assured and confident under their guidance. I know that as they gain more experience with hosting this very intensive, specialized workshop, it will only get better and better.				X	
Maybe hotel	X				
Longer lunch break or earlier end time	X				
none					X
More focus on completing grant applications and more of an emphasis on grants that are tailored to our practice.			X		
<ul style="list-style-type: none"> •Less reliance on personal anecdotes. The presenter spent what I thought was an unnecessary amount of time relating personal anecdotes that, although interesting and even inspiring, did not pertain to the material or even the purpose of the workshop. •More specific work on artists actual entrepreneurship plans. We were asked to write down our ideal schedule during the time-management section but no one got up and showed their schedule and had it critiqued. People were told that that they would have to share their UVP but only a small portion did. The workshop would be more effective if it were more focused and less general. •A revamped marketing section. I was very underwhelmed that the marketing lecture seemed to be mostly about running facebook ads and demographics. A better way would be to have people identify what the beliefs and worldviews of their audience are, what kind of stories resonate with them, and how to mobilize them when the time is right. 			X	X	
shorter modules, or rather mid-module breaks, less standing at the mic reading slides and talking about oneself to the group, more conversing with the group to get through the material				X	
For our On Ramp weekend it would have been nice to have a different lunch menu each day rather than the same meal three days in a row. Small I know! Our three days together was very well organized.	X				

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
I'd love to see more time to network and chat casually with my fellow cohort and workshop leaders. I'd also love to have more Q&A time with panelists. Finally, I wish we got into specific numbers for how to price ourselves. Like, actually come up with a number and get feedback about it.		X	X		
Make better use of the notebooks, and allow people to think and draw information out of the students rather than be lectured to. Question, then small group discussion, then the group leaders say their findings. Mix up the groups. Basic teaching skills. Have the admin look at teach like a pro. books and get info from that. There are alot of educators in the arts, I have two years of professional experience at the high school level. Those techniques for drawing out information, timing the group times for during their discussions, will help allot.			X	X	
I would have loved it if the last panel book-ended the weekend. I found the last panel to be the most beneficial and insightful. I think if they would have started off the weekend that it would have helped me to know what to hone in on and focus on throughout the sessions better. I think with them also closing out the weekend it would have reinforced what we should focus on as artists and applicants for grants. I'm glad the group that did closed the weekend, because it left me actively thinking about my next steps and how to achieve success with grants and also focus and define what I am trying to achieve as an artist. The panel also helped me focus and come up with the idea for my proposal.				X	
...more artists/activists within the community who are either leading individual arts practices or organizations		X			
-More on marketing methods -For all event locations and all IAC events, I'd like to see more attention to environmental awareness (no plastic water bottles, no styrofoam lunch containers, no plastic bags of chips/snacks). Instead, try fruit or ask people to bring their own reusable water bottles or use paper/recyclable materials.	X				
More time to fill out the workbook/more engagement with the workbook.			X		
More time to connect with the other fellows and hear what they are doing / working on.		X			
None					X
past on ramp project examples.			X		
More time to speak with my fellow artists.		X			
More time to discuss projects with other artists at workshop		X			
more focus on developing the fellowship project itself			X		
It was a very long 3 days. Some of the exercises were not as helpful for me as they could have been. I desired more relevant exercises that pertained to artist. I could not relate to figuring out budgets for running a marathon in Egypt. An example of creating a budget for an art fair would have been more relatable.			X		

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
<p>I loved the panel each day, but I wonder if it can be moved before lunch? I feel like I had an energy drop after lunch. I may have felt more engaged if it happened before that energy drop. The free breakfast was really great, but I wonder if there can be healthier options, like maybe a veggie tray for the afternoon. I think the community building element is huge and we got so much information in such a short amount of time. I wonder if in the future the course can be broken up into two (or more) two-day sessions. So we would meet for the first session have time to digest what we learned and then a couple months later meet again for the second session. That way the cohort has the opportunity to get back together again.</p>		X			
<p>1. Try to keep the opening and lectures non-partisan. Part of creating a truly inclusive environment means understanding people from the left, right, center, and who are completely off the political spectrum come in to learn and connect. Adding statements that align with political theory rather than proven, understood fact is guaranteed to alienate some people in the room, and risks introducing tension that is counter to a productive learning environment. (Obviously this does not apply to science denial or the request that everyone wear masks for health and safety.)</p> <p>2. On that note, in the introduction, I highly recommend making pronouns optional. Mandatory pronoun sharing is a hotly contested debate even just within the LGBT community. This is because some trans people feel they have worked very hard in their transitions to present as the sex they identify with, and part of passing is no longer having to announce pronouns to the world. Others are not ready to come out and do not like to feel pressured to either come out too soon or share pronouns that are incorrect. However, if you state "share your pronouns if you wish," people who feel that doing so will help them, or who already do so as part of their regular introductions, are free to do so, and those who are either not ready or would feel dysphoric doing so can skip the question.</p> <p>3. I would recommend making lunch break an hour long so that people can leave to take care of personal issues, errands, see spouses/kids etc. This also gives people some personal time, because, especially for introverts, sitting in a room with strangers for eight hours straight is difficult. During lunches, I had to take personal time away from the group to re-center my energy, and I spoke to a few others who did the same. An hour break gives people time to connect if they would like, take care of personal issues, take a quick snooze under the trees, make calls, etc. without feeling too pressured.</p> <p>4. I know you'll hear a lot about making clear the restrictions of the grant up-front, so people can better plan for how to use the money. A lot of us were under the impression it was something that would come post-workshop and had already made plans for how the money was to be used, and now have to reconfigure our fall studio budgets. I absolutely approve of how the grant is structured, and I think it's brilliant and very</p>				X	

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
<p>generous to tie it to the lessons to give us newbies practice with a guaranteed success. But I think by making clear in the application (or at least the acceptance letter) that it's a 2022 (or '23, or whatever year) grant cycle and will need a budget breakdown, you will ensure you get the right audience for the workshops: people like me, emerging artists who were interested in the workshop itself and to whom the grant is icing on the cake, rather than people who are only in it for the grant and disengage during the sessions (or straight-up abandon the conference on day one when others who could have really used it were rejected).</p> <p>I really enjoyed this workshop and give the above advice in the spirit of making it the best it can be. I hope this continues to be funded and move forward because I think it's vital for the health of the next-generation community of Indiana artists and for advancing the arts in Indiana as a whole.</p>					
I'm still digesting everything so I can't think of anything at the moment...					X
Not sure, it was pretty great.					X
Maybe a bit more information before the weekend about what the grant entailed as far as requirements for how it's to be used.			X		
I would like more panels and more discussion in general.		X			
<p>More transparency! It was a surprise to myself and many other participants I spoke with that the weekend-long intensive workshop was only the beginning of this commitment. While I'm very happy for and excited about this opportunity, I would have preferred to have received information front about the grant timeline, application process, and amount of time involved following that singular weekend to better budget my time for the work and make a more informed decision before investing time, money, and energy to attend the workshop.</p> <p>As an artistic/high-energy crowd, I would have loved more time moving, interacting, connecting, and sharing our art as well.</p>			X		
Wish the event were shorter, or had a shorter version/option (had to miss a lot of work to attend).			X		
I'd like to see a little more selection process in deciding the team. All but one member were excellent at facilitating the course and guiding us along out artistic interests. Andres seemed confused about his role the first day of class, then when he did teach, I found it quite difficult to follow his train of thought.				X	
More information about the project before the workshop so we come in ready with an idea			X		
About the length of the workshop, I put "just right" above, but that's not quite true. I thought the 3-day schedule was great. However, I also thought that the content was too dense to digest over 3 days. I would have preferred to have had pre-work before arrival to focus on my UVP, ideal customer and resources that I			X		

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
need for success. That could have opened up the weekend, allowing more interaction between the team and cohort. Question #8, I'm good with the topics listed below, but I felt there was a big hole in the content around marketing and sales.					
I felt like workbook activities were a bit rushed.			X		
No improvements needed.					X
More hands-on activities, less lecturing				X	
I can think of nothing!					X
More facilitation / less strenuous material. I do NOT mean that the material would be simplified, but rather that SURELY there is a more fun and engaging way to present this material (thus material/content/ideas would be more memorable/illustrative and the members of the cohort would be able to act upon course content more easily and boldly). The DENSE but informative slideshows (that did not align totally with the printed packets' excellent contents) dampened the mood and sharing of the flaming-hot compressed wisdom in the room. The materials were presented as if we were in a dreaded required graduate school class, when this is not graduate school and I would bet heavily that all of us WANTED to be there to absorb things. I am hyperliterate so I was able to get something out of the slides, but I definitely got the impression that the slides intimidated and yet also bored people. The cross-talk was the best part of the whole weekend. Make it 2 sessions of 2 days each next time--- I think people would be amenable to that. Maybe I'm wrong. :) Thanks for an awesome weekend.				X	
It felt to me like a crash course, in that so much material was covered so quickly! maybe even one more day could have afforded more time for people to gain more practice with aspects like budgeting, portfolio career, and setting value. Beyond that, it would allow us to share approaches where we could learn from one another interactively at a greater depth.			X		
Space with more room and comfortable seating.	X				
There is so much great content, but finding content has not been my problem, working through it and then applying it to my own business is the hard and sometimes confusing part. I would have loved for the instruction time to be more brief and then have blocks of application time. Where we were able to actually break down what we discussed and put it into our respective business. Perhaps even having the workbook a couple weeks in advance to begin to read through and work through, and then be able to refine those items with the input of others to really utilize that time together.				X	
I felt like the ending was awkward. Or maybe it's just me. It is a fact that I feel I'm an awkward dancer. But I would've ended the whole thing with a group hug and an after party 🎉 at Wendy's place. Rather than a hand-clapped Soul Train Line or stroll.		X			
I loved it all. However, since you asked, I wonder if there is a way to give the visiting experts more time on the panels? Or maybe let each of them just have their		X			

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
own segment, because on panels, sometimes the most bold personalities will take up more time, and there was so much talent you had invited in, I wished I could have gotten more detailed information from all of them. Your guests were amazing. Is there a better way to showcase them than at panels, maybe? Each one deserved their own time slot, so maybe shorten some of the discussion on the workbook material and allow more time for successful artists to speak?					
While I enjoyed being the only musician in the group because I was able to learn from the experience of artists in other areas, I wish that the leaders and guests had represented a slightly broader array of arts disciplines. Even Luke, the Fort Wayne Symphony flutist, was in such a different line of work because he is attached to an institution and doing less as a freelancer. It would have been interesting to have an actor or a freelance musician or a writer supporting the leadership group to diversify the ways we were exploring different areas of artistry and career development. That said, the leaders were all wonderful!				X	
More table discussion on TOUGH questions might be helpful for the participants. While all of my questions were answered, I wonder if providing difficult questions for us to answer would be something to push forward. And learning more about entity types would be great too!			X		
The workshop was excellent. I loved the diverse perspectives each speaker and session facilitator brought to the table. I can't think of anything I would change or improve upon.					X
Three days was great, but I would love a longer version!					X
Get the workbook in advance. Have the slides in advance.			X		
The days not so long.			X		
This could easily use an extra day for brain storming and business structure stuff.			X		
I felt like overall the workshop was very helpful. I would however have liked more panel speakers.		X			
I think the program will run smoother each time it's done. Some instructors/participants seemed to derail the conversation to less-applicable topics at times. The space was a little small for all of the people there. I wish there could have been some outside work for us to do ahead of time so we could have used our time together to process with others in the group.	X		X	X	
I can't think of one thing to improve. It was such a well-done event, really!					X
The tour part of the on-ramp experience deserves an early start if not a full day for artists to immerse themselves in exemplary possibility of making art that enhances the story of places.		X			
marketing help!			X		
I'm not sure at this time. I would have to think on this some more					X
My time spent on tax info.			X		
Maybe add support or a check in a few months after.			X		

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
I would have loved for Thursday night to be an ease into the curriculum. We hit full speed so quickly that it was a bit overwhelming in moments. I do wonder if it wouldn't have felt as overwhelming had we not just spent so much time away from large groups of people! Basically, I could have used a bit more time.			X		
I feel like the panels could have been more substantive at times. The workbook is great, but a digital version of it to work in/with would have been good. (I'm visually impaired and the workbook was difficult to work with sometimes)		X			
There was too much time spent on UVP's. This is important but I think it's something that can be built on through the progression of a career. Also, coming prepared with personal information would have been extremely helpful. I found myself scrambling to come up with numbers and information to put what we were learning into perspective. I also think that a little more clarity on the project grant prior to the course would have helped too. I talked to many people who had no idea what the grant was prior to the course. I think this info was available, but was not mentioned enough.			X		
I know that there will be an online tax webinar later, but it would have been nice to be able to make that longer. Feel like there were a lot of questions people could want to have answered			X		
I don't have any issues. Though it was an intense 3 days of information, there was adequate breaks throughout the day. The evening events were awesome for those with the energy and stamina to participate.					X
More trans representation, more gluten-free options than just salads. I was salad-ed out after having salads for every meal for three days!	X				
Honestly would have liked the program to be longer it was so much information to process at one time but I really enjoyed it.			X		
A brief, bullet point preview of what to expect from the coursework			X		
The catered meal portions were a bit small... That's all I can think of!	X				
There's nothing much I can say about improvements! It was a pretty good weekend.					X
Credit Scores & retirement conversations would definitely be helpful. A bit more time between the end of sessions and dinner meet-ups could allow some time for a healthy refresher as well.			X		
Maybe some guidance in terms of if you are an artist with a physical product versus an artist trying to create a business that provides a service??			X		
The first full day seemed to hit really hard. Maybe it was the day of travel followed by the ice cream social afterward with not much rest in between. Knowing this, I'd say if I could do it again, I would have left earlier to allow myself some down time the day of arrival. Also, I think the intensity of the first day set me up to have some anxiety for the following 2 days. For example, feeling like I might be put on the spot to have a complete answer about specific things if called on			X		

I'd love to see these improvements next time...	Covid Protocols / Space / Food	More Social / Interaction	Curricular Feedback	Instructor Feedback	Nothing
during group work or other workbook related things. However, the last 2 days seemed more relaxed and at a good pace. I felt more comfortable and the pace seemed to allow my brain catch up and absorb the materials better.					
Having the power point information so that note taking is less			X		
no recommendations for improvement					X
optional tax workshop for those who want to learn more about taxes			X		
Printed maps of local sites, areas to park, places to visit; GPS directions within the city are questionable and sometimes incorrect.	X				
I would hav liked more white space on the printed materials to make notes. Also I would liked to have had a copy of the slides as they were presented. Also it felt like some segments were really pushed time wise			X		
I wish the slide presentation would have already been copied to see while conference was happening. I found myself taking pictures with my camera to go along with my notes and sometimes missing the dialogue because I was trying to capture the slide and what was being said at same time.			X		
More opportunities for one-on-one meetings, or maybe a sign-up sheet.				X	
I believe everything was great. The only thing I would change is the order of the information. It was heavy speaking and thinking about budgets when many of us didnt understand our value and what goes into pricing. I think the convo that happened on day 3 should happen on day 2, when we have a better understanding of what all goes into pricing. THEN we will know better how to budget			X		
I enjoyed the course. The only hard thing for me was being confined to one room and a desk. My job is very physical and I am not used to sitting for the majority of the day. Otherwise it was an excellent experience.	X				
I think it would be hard to add anything in that time frame. Perhaps forcing more mingling, like a midday seat change. I definitely appreciated getting to become more comfortable with different cohorts. I loved how we were taken care of as far as being granted the space to move around. The fidget kits with the craft stuff was really cute.	X				
More intention around connecting artists to possibly collaborate. More racially diverse.		X			
Total	13	18	45	17	15

IS THERE ANYTHING ELSE YOU'D LIKE US TO KNOW? (N=102)

Is there anything else you'd like us to know about your experience?
Thank you for this wonderful opportunity!
I have not yet incorporated new areas of study into practice. I look forward to seeing where I am in a year!
I deeply appreciate the opportunity to learn how to be an entrepreneur. Thank you so much!
Thank you for offering this opportunity. You have definitely lit a spark.
There were several points in the weekend when I thought we were being very lax about covid restrictions/precautions, particularly with regard to meals and sharing space/mask-wearing. Hopefully, that will not be an issue for future On-Ramp weekends, but if it is, then

Is there anything else you'd like us to know about your experience?
the organization/presenters should take a firmer stance on setting limits and boundaries for safety precautions that are more in line with workplace safety.
The zoom part was NOT good. The food was awesome.
Well Done! So glad to be a part of this group!
Ot was great and I was glad the group was diverse.
Participating in this program was so empowering and validating on the part of my government - I felt seen and valued as an artist by a community on a way I have rarely known. Thank you for including me!
I wish there was more time directed to apps and programs for transferring funds and tax keeping.
Just simply thank you for the opportunity. This opens a lot of doors to create a vision into reality for me. I hope to someday come back as a panel member.
I feel more aware and educated after this class but ai also have gone through so many ups and downs because I am more aware also. From being inspired to being confused, to information overload . I am going to let my brain relax a day and then revisit my paperwork. This is a new re endeavor so maybe the day of the workshop ending Is too soon to take this survey? I am so ready with help to make this happen
I am grateful and will share with others as needed. Post it notes and Note paper was needed. far too much sitting.
Overall I was able to gather beneficial information throughout the experience. Over the next few weeks and on I am positive I will continue to recall helpful and crucial information, methods and techniques. I do consider my time throughout this experience a success and do feel more empowered to continue to step forward into my ventures. If there was anything I believe could be potentially re-evaluated it would be the requirement for teaching the segment. I feel the leads did a great job stepping into and leading given the resources that they had. At different points it felt like the leads didn't have a good enough grasp on the material to be teaching it. Regardless there was still a plethora of beneficial information that came from them to help each one of us move forward.
Due to the mask mandate for the seminar (which I know is unavoidable in the current climate) there was a slight personal disconnect for me being able to be more social open and connected without being able to read facial and social cues. This however is more of a personal disruption due to forces outside of control. Other than this slightly hindering aspect the weekend was well facilitated and warm in its addressing of generally hard information dynamics.
Looked to me that it was a good experience for everyone but not for me that has nothing to do with the class or anyone in it. I just have some personnel challenges that have nothing todo with the class. I will take away what I can.
I was disappointed the some of the other attendees lack of professionalism. I think the presenters did a great job and they were willing to go above and beyond to help where needed.
Thank you! Meeting so many different artists and speakers was so great. Keep up the good work!
This workshop was awesome. I can't recommend it highly enough to others. I learned so much, beyond the curriculum and truly core life lessons that have been resonating with me since I left the building. It introduced me to a handful of other incredible artists I would have likely never met otherwise, other creatives with up to 4 decades of experience on me who were happy to teach and receive lessons themselves. I truly think meeting all those people, leaders and panelists included, was the most incredible asset we could've been given. I feel more equipped, more inspired and more supported than I ever have in my art career and I have this workshop to thank for that.
I can't tell you how much it meant to be included in this workshop and the kindness and generosity shown to me and my family. Thank you SO much for this amazing, life-changing opportunity!
Thank you, Anna, Katy, and Katrina! I had a great experience!
N/A
This was a really great experience for networking, thinking about my craft, and feeling inspired. I think the topics proposed (and especially the ones asked about in this survey) are very important and worthwhile ones. With that in mind I think there is still some work to be done about addressing them specifically in the workshop.
I am always grateful to the Indiana Arts Commission for all it does and continues to do for me. I am grateful to South Shore Arts who hosted the workshop and took such good care of everyone while we there. I am grateful to Paige Sharp for being an enthusiastic and welcoming representative of the IAC. I am grateful to Anna Tragesser for creating and managing On-Ramp and for all her other help along the way.
No. Thank you.
I greatly appreciate the time and caring that went into our On Ramp weekend together. All of the presenters put their heart and souls into the thoughtful presentations. They shared their personal art business experiences in a way that was both informative and authentic. Thank you
I am so grateful for the opportunity! I'd love to do a small workshop for my alma matter sometime, maybe even just a three-hour session to help empower the artists/creatives in the program I attended because I know that business/professional development talk is seriously lacking.
Overall it was good. Maybe you can change the format from lecture, talk, to workstations?
On-Ramp was a great experience. If there is enough revenue or demand it should happen more than once a year. I learned a ton and am thankful for time the time the leaders took from their lives to share what they know and help support and educate artists in Indiana.
It was helpful to learn this information about value and budgets. I will definitely be more mindful of putting it into practice going forward. I would suggest more workbook time and small group brainstorming to identify our key partners, what metrics make sense to use, and how to identify customers and reach them.

Is there anything else you'd like us to know about your experience?
Thank you so much! A great opportunity!
This was a super valuable weekend to me, I am approaching a lot of things differently after going through On Ramp. Not only am I more confident in trying something to see how it works for me, but I also feel more confident just reaching out to someone I don't know.
I think that there were times during the weekend when I was impatient and needed a break - either the leader of the session didn't give us a break to stretch, or they went down a long tangent for the 10th time. This weekend is very much geared towards extroverts which is fine but there was little time for one on one or small group conversations, which would have been nice.
None, thank you for this!
not right now
No
I want to continue more trainings, finding more opportunities to connect, learn and grow! Thank you for this experience!
It was a wonderful experience and I am glad I participated. Thank you IAC for making it possible.
I think this was an amazing experience and I feel honored to have been chosen to be one of the Bloomington cohort. I am an introvert, but I felt very comfortable participating, speaking up and socializing with people...even if it felt like my heart was going to beat out of my chest every time I took the microphone. I noticed as the course went on more people were sharing, so I don't think I'm alone in this.
GREAT JOB!
I learned a lot and have a lot more to learn.
You guys are awesome thanks again for this great experience!
A great experience. This is an area most artists neglect or don't have access to. A much needed resource.
Very worthwhile!
Thanks to all!
I don't remember covering copyrights and trademarks and that was something that I felt I needed in the course. If not in the material, I think it should be addressed in the presentations.
I truly appreciate the learning I gained. I feel empowered by the process to learn more, and to work harder, to gain the success I desire.
I really appreciated all of it. Thought the Bloomington team was excellent. They were so thoughtful with the food, the atmosphere, the physical aspect- I really appreciate. The only thing I'd say is that the content was really really dense so it was pretty exhausting.
This evaluation helped me clarify my thinking. My UVP needs work. Once that's solid, I need to identify my ideal customers and create an engaged community network. I believe that my ideal market will not be geographically centralized, so a virtual approach will be an essential element of my success. I expect this process to be iterative. I know how to make art and run a business, so this is the missing piece!
THANK YOU FOR THIS OPPORTUNITY!
No. it was a great learning experience.
Before on-ramp, I didn't know, what I didn't know. There are questions I am asking now that I wouldn't have thought to consider before. It was extremely eye-opening! I have so much to learn, but at least I know what that is now! Thank you so much.
KEEP DOING THIS PROGRAM!!! But maybe as 2 2day sessions, next time.
Just that it was a monumental game-changer. I feel like many mysteries have been revealed. Now it's time to unpack them and put them into practice. I definitely know now I'm not alone!
I appreciate the time, effort and money that has been given to help me develop myself, my design and my business!
Nope
I very much enjoyed meeting the other members of my cohort and they were part of why I enjoyed my time so much. You created a great environment for participants to share ideas within the sessions as well as outside of the sessions. The venue was warm and inviting and it felt like we were in our own little bubble, in a good way. With so many "serious" problems in the world, it was nice to be reminded that the arts matter and are valuable. Also, you may have restored my faith in humanity, somewhat (not too much of an exaggeration), that a group of total strangers from widespread demographics (backgrounds?) could come together and be friends. I've always believed that but so much of what is magnified lately seems to be the divisions among people. Thanks for a great event that was well organized, had a positive focus, and was promoted through graphics that were exceptional, from the nametags/color-coded pins to the bags. And the food--you really knocked that out of the park!! I was excited to be awarded this experience and had high hopes, but you exceeded my expectations. Kudos to all involved. (ONE THING to tweak, perhaps put up little signs over the breakfast food so we know which business sent it, and for local people to be able to thank them. I wasn't sure if you had the breakfast food had been donated or if you purchased it, but I would like to have known exactly who made the avocado toast, for example, and the breads... :)
Thank you for this wonderful opportunity!
Nope! I was glad to participate & learn. And the card idea (that we wrote to another participant to be mailed) was a very good one.
I've learned a lot and feel empowered and equipped to accelerate my artistic practice and business journey. Thank you for this opportunity.
I loved On-Ramp!
It would be good to have more time with the material beforehand so we could maximize our time in session to ask clarifying questions and better solidify knowledge during the workshop
This is really great. It was a lot of things to think about but I received so much. Thanks.

Is there anything else you'd like us to know about your experience?
I feel really honored to be a part of this program. I feel really inspired to continue to create and connect with other artists.
I'm so grateful to have been selected! I continue to reap benefits from the relationships I made and am empowered to grow.
Thank you for believing in me and for helping to give clarity and direction to my craft with the UVP. I now can articulate my artistic essence of "infusing richness into spaces and media" at the drop of a dime. I am eternally grateful.
I am so very grateful to have participated in this 3 day program and appreciate all the time, effort and resources from everyone @ IAC and TAF and our panel guests. I'm telling all my IN resident friends to apply to On Ramp. Thank you for an energizing program!
I wouldn't change a thing about this experience with the exception of digging into the information a bit more and making the process maybe 1 day longer. Oh and a suggestion for the caterer, having someone with a special diet is a great opportunity to get creative, salads everyday is not creative. :) Finally, Thank you to everyone who worked so hard to put this workshop together. I am forever grateful for the opportunity I was given and will forever do my best to pay it forward. Best Regards.
It was terrific. Thanks to everyone that made it a success.
I really enjoyed the entire weekend. I would love to have had even more time to learn what everyone does and how we can connect. I didn't have much energy for socialization by the time we had time.
I love the mission and the support. And I'm grateful for all of the efforts and resources that have gone into creating the program.
Everyone involved in running/teaching this program was great and very personable. I enjoyed all of you very much!
The previous section was difficult for me to fill out because as an artist I haven't officially started that business. As a commercial photographer, most all of the answers would be higher.
I have told so many people they need to apply for this program, and I wish ** could return for more in-depth training and exploration!
It was wonderful and inspiring. I'm very glad I participated.
It was a great way to really dive into my creative career and helped me learn/identify resources that I didn't know existed.
It was a great experience, and very helpful, I was able to reflect to do some fine-tuning. At my particular stage in my career it would be helpful for guidance in sustainability and expansion for a full-time artist as a business.
I would so love if there were check-ins along the way with either Elaine or Anna or someone at the IAC maybe in 6mos & 1 year from now..?
This was a wonderful experience which challenged me to take a closer look at myself and my goals and intentions for my creative career. It enabled me to take a closer look at where I am in my life to see what is realistic for the goals and intentions I had before the program. Very illuminating. It gave me a clearer picture of my current capabilities as well as an understanding that those capabilities and intentions will evolve through my future work and connections I create within my community.
Overall it has currently changed my day to day activities to be focusing on attainable goals.
thank you so much!
I feel that I learn something every time I communicate with peers, partners, and patrons.
The On Ramp staff was artful in handling all the different individuals in the group and creating a safe and support framework for learning. The hotel was great. Food was good and the space was lovely.
I was so excited to be selected to attend this on- ramp with other individuals who were venturing down the same path. The knowledge given was so helpful and it changed the way I look at being an artist. There are so many opportunities in your community if you just look in the right places and this experience taught me how to find them.
It was wonderful! Thank you!
please please please don't stop this work. Phenomenal weekend and experience!
I appreciate the time and effort everyone put into the course. I also greatly appreciate the office hours before and after the course so I could ask more specific questions as pertaining to my business and artwork.