

## LUMINARIA ARTIST PAYMENT POLICY

It is the policy of Luminaria to pay all artists for performances, exhibitions, and artistic services based on written contract agreements negotiated with each artist (or group of artists) or invoice on a case-by-case basis.

Luminaria uses the recommendations published by Working Artists and the Greater Economy (W.A.G.E.) as a general guideline to determine artistic fees ([www.wageforwork.com](http://www.wageforwork.com)). This methodology sets a minimum payment standard based upon an organizations annual operating budget.

Artists included in the 2018 Luminaria Contemporary Arts Festival will receive funding in the amount of \$250 to \$2,500 per project. High-caliber featured artists and groups may negotiate higher rates based on industry standards.


Luminaria's Curatorial Committee and/or administrative staff will review all proposed projects to ensure that each artist (or group of artists) has a fair budget for the requested project. Luminaria will make a single payment to each group at completion of project. Artists who are members of a group must negotiate and coordinate payment within their group.

International cultural exchange artists hosted through the City of San Antonio's International Relations Office or the Mexican Consulate will receive airfare, hotel stays, and per diem allowances based on Texas standard per diem rates.

Signed,

*Eric G. Rodriguez*

Eric Rodriguez, Board Chair  
Luminaria



Kathy Armstrong, Executive Director  
Luminaria

Policy approved by the Board of Directors on April 16, 2018