

THE GREENHOUSE, grown out of Seat of the Pants, is a cohort of Ohio-based theatre makers who come together regularly to encourage and provoke one another's evolution as humans, artists, collaborators, and citizens.

WHAT WE DO:

- **We FOSTER** an artistic home in which honest and authentic relationships can form.
- **We LEARN & DEVELOP** new skills, honing our craft through training and workshops.
- **We EXPERIMENT** with new works, methods, and ideas, inviting dialogue and feedback.
- **We REACH OUTWARD** to our respective communities, inspired to share our experiences.

WHAT WE CHERISH:

- **TRUST:** Openness blossoms where distinct individuals are represented, heard, and supported.
- **GROWTH:** Change emerges when artists are challenged to boldly embrace creative risk.
- **PLAY:** Joy springs up as time and space nourish laughter, discovery, and "failing forward."
- **SERVICE:** Kindness takes root if we share our learnings to benefit those outside our circle.

WHAT WE HOPE:

- To form **A CREATIVE FAMILY, DEDICATED TO ONE ANOTHER**
- To produce **ARTISTS COMMITTED TO EXCELLENCE**
- To explore and establish **LIFE-GIVING AND LIFE-AFFIRMING WAYS OF MAKING THEATRE**
- To effect **GOOD IN THE BROADER COMMUNITY, THEATRICAL AND OTHERWISE**

OUR COMMITMENTS:

While the core ensemble is composed of twenty members, selected by group invitation every August, all of our public events and workshops are open to anyone who desires to attend.

THE GREENHOUSE is a CLEAn House environment. This means we are committed to being a space free of harassment based on sex, gender, race, religion, class, ethnicity, nationality, political belief, or ability.

Since its inception, **THE GREENHOUSE** has organically fostered a culture in which initiatives are discussed openly and decisions are made by consensus. Within this framework, we will intentionally work to dismantle the effects of white privilege and white supremacy in our own midst and throughout Northeast Ohio's diverse artistic community.

For more information, please contact us at _____.

This document is intended to shape our life together as **THE GREENHOUSE**. It is a living and breathing document; as we grow and evolve together, we expect the document to morph also.

MONTHLY GATHERINGS

- These will occur on the 3rd Sunday of each month, unless otherwise noted.
- These will occur from 5:30-8:30 PM.
- Locations will rotate among Cleveland, Akron, and Canton.
- Gatherings will follow a three-fold structure, including a social component (heart), a discussion component (head), and a praxis component (hands and feet).
- Each gathering will be facilitated by an always-changing smaller team of members.
- 2020-2021 gathering dates are: Sept 20, Oct 18, Nov 15, Dec 20, Jan 17, Feb 21, Mar 21, Apr 18, May 16, June 13 (to avoid Father's Day), July 18, and Aug 15.
- An optional gathering will also occur each month for the purpose of seeing and discussing theatre together, with perhaps a meal thrown in - and maybe a group discount.

CORE ENSEMBLE DEMOGRAPHIC

The core ensemble will be made up of twenty individuals, the goal being to cultivate an artistic community that reflects the diversity of Northeast Ohio.

CORE ENSEMBLE "ASKS"

These "asks" will not be legalistically enforced. However, the nature of the group is such that it "works" best when core ensemble members are committed to being present, taking responsibility for the practical needs of the gathering, actively participating in the ideas, activities, and discussions shared within, and contributing to the formation of a safe and trusting environment. As such, we ask that each individual take stock of his/her/their life before making an annual commitment. If a member needs to leave the group for a year and wants to rejoin later, he/she/they will have first dibs on any open spot(s) in the group.

Core ensemble members are asked to:

- Be present for at least 80% of the monthly gatherings (10 out of 12 months)
- Present all monthly meeting dates as previous conflicts when cast in shows and to work with their directors to be present unless the gathering falls during tech or a performance
- Work to ensure that at least 7 Greenhouse members are present at all of our public events
- Respond promptly and thoroughly to all e-mail queries
- Publicize their involvement with The Greenhouse through TBD official language in any public bios, for example in programs or on websites
- Speak well of and "pitch" our events to those who might benefit from attendance
- Actively be on the lookout for new core ensemble members and event attendees
- Conduct themselves in all arenas in a manner that would make The Greenhouse proud
- Bring a high level of competence, character, and chemistry to our gatherings and interactions
- Actively participate in the discussions and activities of the group
- Take responsibility for some practical function/task within the group
- Help envision the future of The Greenhouse and its initiatives

Dues are not required, but suggested at \$5/month or \$60/annually. These funds will cover costs assumed in our inaugural year by Seat of the Pants: space rental, discussion supplies (markers, pens, name tags, notepads, etc), curricular materials (i.e. books), paying facilitators, and domain / hosting costs for our web presence. These funds will also cover any expenses associated with our public events. All expenditures to be approved by the core ensemble.

MAINTAINING THE CORE ENSEMBLE

- Each July, current members will be asked if they want to recommit for the coming year.
- In August, each continuing member will be invited to submit nominations for new members - as many names as there are openings to bring the group size back up to 20.
- All of these names will be combined into an initial slate with brief descriptions of the individuals contained on the slate. By secret ballot, continuing members will be allowed to remove any names from the slate they deem a poor fit for the dynamic that's been established within The Greenhouse. If you feel an individual on the slate isn't right for this community, personally or corporately, it is your prerogative to remove them.
- After a brief discussion to ensure that the candidates are somewhat familiar, remaining names will be voted on by secret ballot by the continuing members. The highest vote getters will be offered the open spots.
- These candidates will be invited to our September meeting as a trial run; once they've had a chance to vet the group and our dynamics, they'll have the option to accept or decline the invitation to join.

ASPIRATIONAL ACCOUNTABILITY

Annually, in February, we will spend the discussion portion of our monthly gathering conducting a SWOT analysis of The Greenhouse to measure our current functioning against the aspirational goals we've set for ourselves. This is a time to celebrate our successes and bring attention to our challenges around our spoken desires for safety, community, diversity, representation, growth, outreach, and more. This meeting does not preclude any core ensemble member from raising a necessary discussion at any other point.

GOVERNANCE

As is long as possible and beneficial, The Greenhouse desires to develop strategy and live out our vision through organic, open conversation and consensus rule, though facilitation of specific events and initiatives may be championed by smaller teams within the whole.