

COMMUNITY CARE COLLECTIVE



Purpose Statement

Performing Arts Workshop's Community Care Committee is committed to supporting staff to care for themselves, one another, and the communities they are a part of.

In addition to all the important ways in which staff members collaborate to achieve Performing Arts Workshop's mission, we aim to facilitate human ways to connect and strengthen our partnerships with colleagues and the art community we live within. We firmly believe that the love and work we place into growing our community bonds sustains us when the work is hardest.

We are not expecting any forced intimacy or relationship building outside of work, but we hope staff can support one another in their work, and how they show up beyond that is up to them. We are planting seeds of community care, and staff decides how they grow, maintain, or create boundaries around those opportunities.

This commitment requires strong anti-racist structures, policies, and procedures to be effective, because we understand that connecting as a community requires that the systems we work within are intentionally equitable and work toward minimizing employment bias.

Goals

- Assess Organizational Care Needs
 - What is the current status of how folks are doing?
 - [Community Care Committee: Questionnaire](#)
- Determine traditions or rituals to implement as community care initiatives
- Assign pairs or triads to improve staff support structures
 - Provide resources and allot for staff time to check in and support one another in navigating work related or other joys and stressors
- Create and regularly update a self care and community care resource HUB
- Utilize the Powerhouse Art Center to support wellness activities
- Activate shared joy through community building gatherings
 - Offer paid and optional unpaid opportunities
 - Culture of unpaid opportunities: participation is welcome and encouraged, lack of participation is respected and honored.
- Plan quarterly brunches, hikes, event attendance focused on building connections
 - Allot for staff to use work time
 - Building connections is the work, we're not always building connections while we work
- Steward civic engagement hours use (16 per year, per staff member regardless of FTE)

status) to ensure staff members have opportunities to care for themselves, one another, and their communities when they most need it.

Committee Structure

Estimated Time Commitment (hours may vary - some months may have less/no hours - some months may have more hours than the range provided)

HOURLY Staff 3-7 hours per month

FTE Staff 5-10 hours per month

- 2-4 MEMBERS, AT LEAST ONE HOURLY STAFF MEMBER
- PLAN PAID WORKSHOP SOCIAL AND COMMUNITY BUILDING EVENTS
- SHARE NON-WORKSHOP FUNDED OPPORTUNITIES FOR COMMUNITY
- ENGAGEMENT, GATHERING, SHARING ART, BUILDING RELATIONSHIPS, ETC
- PLAN A BOARD AND STAFF INTRODUCTORY CONVENING FOCUSED ON
- RELATIONSHIP BUILDING AND SHARED ORGANIZATIONAL VISION AFFIRMATION