



## **Artistic Leadership Applicant Information Guide**

*Shakespeare in the Ruff is on the traditional lands of the Mississaugas of the Credit First Nation, the Haudenosaunee, the Anishnaabe and the Wendat. We acknowledge them and any other Nations (acknowledged and unacknowledged, recorded and unrecorded) as the past, present and future caretakers of this land, the traditional territory named Tkaronto, “Where The Trees Meet The Water”, “The Gathering Place”.*

*We work in public spaces, outdoors. When in the park, we work mindfully to minimize any negative effects on our environment & community, and celebrate the creative opportunity of working outdoors and sharing space. In our work, we strive to dismantle the systems that colonialism and white supremacy have created in our present day culture.*

### **Welcome!**

If you are reading this, you have Ruff’s artistic leadership on the brain. That’s very exciting, and this guide is meant to give you information about the company, the current business model, and the application process.

The reason you will often see the words “the current business model” is because this is how the company has functioned, and will be functioning for the first year you work for Ruff. However, this model can – and hopefully will – grow because you will have the power to change it and evolve it to work the way you can best serve the community.

This guide was prepared by Eva Barrie and Kaitlyn Riordan, the outgoing leadership. We are here to help you! If you have questions, please reach out. We want you to be able to put your best foot forward for this process.

So let’s get to it!

### **Values**

When we (Kaitlyn and Eva) began leading the company together, we created a value system that we can turn to in times of confusion, disagreement (because shared leadership means differing perspectives – and that’s a good thing), and for inspiration. This is a living document and continues to evolve. Our programming, art, and organization function under, and in pursuit of, these values.

The five values are Creative Audacity, Anti-Racism & A Decolonized Practice, Accessibility, Education & Mentorship, and Respect. To read a full description, [click here.](#)

*Curious about co-leadership but currently without a partner? Let us know!*

If you are interested in co-leadership and would be open to chatting with other people who are as well, email us! With your consent, we will add your name to a





list, and share this list with those in the same boat. It will then be totally up to you how you would like to proceed.

### **Current Budget**

For the 2020-2021 season, here is our projected, simplified budget. COVID-19 created special challenges, financial strain, and decreased programming, however, at the time of writing this guide, this is the working reality.

#### **Expenses:**

Company Member Fees: \$32,750 (honoraria for four company members with different responsibilities and workloads)  
Flagship Production: \$90,000  
Youth Development and Education Budget: \$5,700  
Play Development: \$3,700  
Accessibility: \$2000  
Administrative Expenses: \$18,300

#### **Income:**

Government Grants: \$63,720  
Individual Giving: \$26,000  
Foundations: \$5000  
Corporations: \$15,800  
Earned Income (Masterclass and PWYC at performances): \$30,400

The leadership works closely with the Board of Directors to raise money in the Individual Giving, Foundation and Corporate streams. Shakespeare in the Ruff is a charitable organization and must work within CRA guidelines.

### **Training**

Do not reject yourself if you don't know how to do absolutely every task on the Job Description list! We've learned on the job and training is available.

- We are a resident company at Generator (which helps us function as artist producers with mentorship and a shared training opportunities.
- We have money set aside to join us for various training tasks in spring/summer of 2021.
- There's money available for Kaitlyn & Eva to provide training/support at the beginning of the 2021 season as you step into the role.

### **The Application Process:**

We will be in touch with applicants selected for an interview, and may also be in touch to get extra information about and in support of your application.

Selected Applicants will appear in front of our Selection Committee, comprised of Board Members: Cecile Peterkin, Dasha Peregoudova, Joseph Zita, and community Ruffians Miquelon Rodriguez and Rachel Forbes. Applicants will be asked to prepare a small task and introduce themselves and their passions. Applicants appearing in front of the Selection Committee will be receiving a





\$50-75 honorarium (amount yet to be solidified based on how many applicant groups we are seeing) for their time.

We'll be hosting a Community Information Session on Sept 22nd from 5-7pm on Zoom. If you'd like to join the session, please email [submissions@shakespeareintheruff.com](mailto:submissions@shakespeareintheruff.com) by Sept 21<sup>st</sup> for the Zoom link. We also recommend you send your questions in advance, just so we have a chance to think about our answers.

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