

TIFT ARTIST 'BIG' Pilot Project

Tentative Process

Each year of the BIG Project will correspond with TIFT's producing season, being Oct 1 – Sept 30. Therefore Pilot Year 1 would be Oct 1, 2020 – Sept 30, 2021; Pilot Year 2 would be Oct 1, 2021 – Sept 30, 2022; Pilot Year 3 would be Oct 1, 2022 – Sept 30, 2023.

Selection to the TIFT BIG Project for Pilot Year 1 has now closed.

Generally speaking, AP and each BIG Artist would initiate conversations no later than four months before each TIFT season's programming deadline, to determine the types of work, artistic functions, positions, and periods of renewal and professional development, which are of interest to the Artist. These conversations would factor each individual Artist's professional interests, other work commitments and life balance requirements. This timeline shall be truncated for Pilot Year 1 due to the current timing.

Based on the specifics of TIFT's season and the results of the AP and Artist conversations, AP will present each Artist with a "season offer" which must be mutually agreed to by the Artist. Each season offer would consist of a series of contracts specifying the Artist's roles in various TIFT projects throughout the season, and the schedule for such season. For example, Artist Pilot Year 1 Season Offer might be: (i) directing [NAME OF SHOW] in [THEATRE] on [DATES], under CAEA ITA Director contract; (ii) workshop [NEW PLAY] as an actor on [DATES], under CAEA Workshop contract; (iii) assistant designer on [NAME OF ANOTHER SHOW] on [DATES] under ADC Designer Contract; and (iv) paid participation in monthly workshops and discussions. Further example, another Artist Season Offer might consist of two stage management contracts and a designer contract, plus workshops and discussion. Or another Artist Season Offer might be two actor contracts and a new play commission contract.

The BIG Project is not intended to be full-time, year-round. The minimum annual income guarantee is earned through separate contracts for different work throughout the season according to the schedule agreed to by AP and Artist, but that schedule may only be 12 weeks of work one season, then may be 20 weeks in another season, and so on. Artist is absolutely free to pursue other contracts as they normally would, even if they are part of the BIG Project, so long as there is no breach to the terms of their individual project contracts.

Flexibility and Non-Exclusivity

TIFT acknowledges and agrees that in the event that an Artist receives an offer which conflicts with the Artist's TIFT season offer, that TIFT shall use its best efforts to accommodate Artist's conflicting offer. Artist can also opt out of a TIFT season and can waive their minimum annual guarantee for any season without affecting their participation in the program for the remainder of the term, for example if they get an offer for a season at Stratford or Shaw, or for an open ended Mirvish show. TIFT is also open to extending the Artist's BIG Project seasons by a further year or two, if the Artist chooses to accept a season-long engagement elsewhere.

Nature of BIG Project Artist Services

Each Artist's season offers will be unique and dependent on specific factors such as the Artist's skills and desires, and TIFT's season, planning and needs. Therefore an Artist's BIG Project season may consist of any number of work opportunities and contracts, including but not limited to: acting, directing, choreography, designing, fight direction, intimacy direction, stage management, youth outreach and education, marketing, publicity, fundraising, development, producing, self-producing of independent work, tour management, production management, general management, playwrighting, dramaturgy, etc. The BIG Project desires to be flexible to the Artist's needs, working with TIFT and its AP. For example, if an Artist desires to take maternity or paternity leave but is also open to continuing to write or develop new work with TIFT, that Artist could still continue with a BIG Project season while staying home with an infant.

TIFT does require that all Artist participants agree to participate in the majority of paid monthly workshops and discussions, conducted on Zoom for up to 2 hours per month, and any written reports requested, to assess the effectiveness of the BIG Pilot Project. There may also be changes from time to time or from year to year, to help initiate or test any modifications to the program, but any such changes would not be made without consultation and discussion with the Artists.

Relationship between Artist and TIFT

For clarity and certainty, there is no intention to create any kind of employer/employee relationship between TIFT and Artist through the BIG Project. TIFT will not be employing the Artist, but rather the BIG Project commits to offering each Artist a series of contracts for the Artist's services, with each contract separate and independent from the others. The Artist's services are not exclusive to TIFT and the Artist is free to accept other engagements throughout the term of the BIG Project. The Artist shall not be entitled to any employment related benefit of any kind from TIFT, and Artist shall be solely responsible as an independent contractor to comply with all laws and regulations relating to Artist's services, including responsibility for all taxes and payments payable to the government with respect to the fees paid to Artist hereunder, including but not limited to provincial and federal taxes, CPP, EI, GST, HST, etc.

Both TIFT and Artist shall have the right to terminate the BIG Project agreement at the end of each Project Year, or at any other time if there is cause to do so, such as an Artist breaching TIFT's Code of Conduct, or violating the terms of the BIG Project agreement.

Call for Proposals

Artist BIG is intended for theatre professionals who are currently deriving/seeking the majority of their work as actors, but are interested and excited about diversifying their artistic portfolios and/or professional functions within an artistic organization, with the goal of providing them a more stable, sustainable existence within the world of professional theatre.

Application requirements:

Please send a 250-word personal statement that contains:

- A brief discussion about three artistic opportunities that would scare you the most and why. Please be bold. This could be directing your first play, or creating a piece that is unlike anything the art form has experienced, for example.
- One way in which you would like your artistic pursuits to change the world. (You will not necessarily be asked to put this into real-life action; this is for inspiration purposes only).
- Please submit one or more artistic samples of your work that you are most passionate about, for a combined total of no more than 5 minutes. As an example, this can be a combination of contrasting songs, monologues, or even a scene you directed. These samples do not need to be freshly prepared. Please do not forget to include your role/function for the submitted material (For artists who were engaged in three previous TIFT productions, providing support material is optional).
- Please include your resume

The ideal applicant:

- Wants to see positive change in how the professional theatre industry functions.
- Is artistically adventurous, ambitious and risk-taking.
- Has previous work history in Barrie, Ontario (this is a preference, but not a requirement).

Other details

Artist BIG will represent approximately 25% of annual contracts for the Artists.
Approximately 75% will still be engaged by traditional approach

The minimum financial guarantee for each Artist participating in Artist BIG is expected to be \$10,000 per year (\$30,000 for three years).