

❖ EXECUTIVE SUMMARY

The Philadelphia Spin Coalition (SpinCo) is a community partner and official non-profit, that provides movement arts education to the community and those who need it most in the form of circus arts, acrobatics, juggling, flow arts, and all other dance arts that constitute performance art qualities while using a prop. SpinCo facilitates publicly accessible movement arts workshops, community gatherings and educational experiences for people of all ages and backgrounds.

Founded in 2012, SPinCo is now made up of a regional network of over 6,000 movement art professionals, hobbyists, and supporters. SpinCo currently holds promotional partnerships with 14 studios, gyms, and co-working spaces in the tri-state area to hold their events and workshops. SpinCo's bottom line is social impact and achieves its goals through a variety of programs:

- Street Circus Guest Workshops
- Pop Up & Spin Philly! (monthly series)
- Open Flames in Closed Spaces
- SpinCo Together
- Research & Development

❖ PURPOSE, MISSION AND COMMITMENT

The Philadelphia Spin Coalition believes that everyone should have the opportunity to be a part of growing movement arts culture in the Greater Philadelphia Area. Therefore, members of SPINCO are joining the forces and efforts of the movement arts community with the realization that future visions may be negotiated when the time comes.

PURPOSE

Our purpose is for the benefit of community, exercise, mind-body awareness, and elevation of career opportunities for current and future participants, improving the overall health and well-being of its participants and surrounding community.

POSITION

For persons all ages pursuing movement arts education and opportunity, The Philadelphia Spin Coalition (SPinCo) is a community driven movement arts organization which organizes events, facilitates performance opportunities, and promotes classes taught by international and regional instructors from around the world.

MISSION

The Philadelphia Spin Coalition (SPinCo) is an organization that celebrates the growing movement arts culture in the Greater Philadelphia Area. As a team, SPinCo facilitates community gatherings and educational experiences for people of all ages and backgrounds.

VISION

The Philadelphia Spin Coalition (SPinCo) is an organization that supports the people who make up the movement arts culture of Philadelphia and propels its growth by maintaining memberships while strengthening the community through gatherings, performances, festivals, and other related events.

- For people to find what moves them to be healthier and is supported by a community with similar values.
- For people to easily find a community that motivates them to be healthier and is supported by the movement arts community in doing so.
- That everyone tries movement arts at least once in their lifetime and is provided the education and resources to make it a practice.

❖ CODE OF CONDUCT

COMMUNITY

SPINCO is about sharing our love for the hoop with others in a positive and open manner. We want a productive, happy, and team-oriented community that can welcome new ideas in a growing art form and foster collaboration between individuals from all backgrounds, interests, and skills. We do not discriminate based on skin color, education, gender, religion, nationality, age, weight, height, socioeconomic background, culture, sexuality, or learning ability.

BE CONSIDERATE

Our image is constantly observed by other people; SPINCO depends on the work and attitude of its members. Any online statement, public action, or decision made by our members will affect SPINCO, and we should consider this and seek out advice when needed.

BE RESPECTFUL

Disagreement is no excuse for poor behavior. We work together to resolve conflict, assume good intentions and do our best to act in an empathetic fashion. We don't allow frustration to turn into a personal attack. A community where people feel unheard, uncomfortable, or threatened is not a productive one. We strive to constantly improve, grow and love. Individuals who become disruptive, become abusive and/or engage in harassing behavior will be subject to discipline.

TAKE RESPONSIBILITY FOR OUR WORDS AND ACTIONS

We can all make mistakes; when we do, we take responsibility for them. If someone has been harmed or offended, we listen carefully and respectfully, and work to right the wrong.

BE COLLABORATIVE

What we showcase is a unique blend of talents and style. It is the sum of our hoop paths merging into one. Collaboration between members that each have their own style, goals, and vision is essential. Collaboration reduces effort and improves the offerings of SPINCO. We celebrate good collaboration. Wherever possible, we work closely to minimize effort and

maximize creativity. We prefer to work transparently and involve interested members as early as possible.

VALUE DECISIVENESS, CLARITY, AND CONSENSUS

Disagreements, both social and professional, are normal, but we do not allow them to persist and fester leaving others uncertain of SPINCO's direction. We expect members to resolve any disagreements constructively, even if that means taking a temporary leave from SPINCO. If resolution is difficult, the matter may be submitted to the Executive Board for resolution.

Corrective action from the Executive Board will be done in accordance with the "Violations of the Code of Conduct" section below.

THE COMPANY YOU KEEP

Any non-affiliated guest of any member at any SPINCO-related event is expected to obey this SPINCO Code of Conduct. If a guest is in offence of the Code, a group consensus of no less than 5 members may agree to separate from the offender *and* the affiliate member for the remainder of the event without Executive Board approval. If this should occur, the incident should be recorded at that moment and brought to the Executive Board within 24 hours.

INTOXICATION

We all love to have fun, but SPINCO promotes a smart and healthy lifestyle. If your tendency to alcohol, drugs, or any other substance is directly affecting your ability to positively contribute to SPINCO, you may be asked to step down from any leadership roles you may currently have. SPINCO promotes healthy choices, and any member who is struggling with addiction should feel free to reach out to anyone on the Executive Board for support and guidance. SPINCO also provides a safe haven for members unwillingly exposed to unhealthy drug or alcohol abuse and will not turn down members based on past drug, alcohol or substance usage or addiction.

ASK FOR HELP WHEN UNSURE

Nobody is expected to be perfect. Asking questions early when planning, promoting, or scheduling avoids many problems later, so questions are encouraged. Those who are asked should be responsive, open, and helpful.

STEP DOWN CONSIDERATELY

When somebody leaves or disengages from SPINCO, we ask that they do so in a way that minimizes disruption to the organization. They should tell the executive organizers of SPINCO that they are leaving and take the proper steps to ensure that others can pick up where they left off.

VIOLATIONS OF THIS CODE OF CONDUCT

Violations of the code of conduct will not be tolerated. Members and non-members alike may be subject to discipline for infractions reported by the SPINCO community. Members of the SPINCO community are encouraged to report any violations of this code of conduct to the

Executive Board. Violations should be reported to the SPINCO Executive Board at HRspinco@gmail.com within a reasonable time after the alleged incident.

Once reported, the Executive Board shall review the allegations, perform an investigation, and if it deems it appropriate, take such disciplinary action as it sees fit. Disciplinary action may include, but is not limited to, suspension from all SPINCO affiliated events. SPINCO reserves the right to suspend any individual's membership for as long as the Executive Board deems reasonable. Suspensions lasting longer than one calendar year will be subject to an annual review. No suspended member has any rights to attend his/her annual review.

❖ LEADERSHIP, AUTHORITY, AND RESPONSIBILITY

We all lead by example and are beacons of light to the new student or audience member. We encourage new members to feel empowered to take on their own projects, classes, or workshops and will help provide the tools necessary to succeed.

Delegation comes from the top and moves down to members. Leadership is a responsibility and leaders will only retain their authority as long as they uphold the code of conduct and continue to retain support of members.

❖ STATEMENT OF COMMITMENT

A Coalition is a pact or treaty among individuals or groups, during which they cooperate in joint venture, each in their own self-interest, joining forces together for a common cause, usually those with overlapping interests rather than opposing. **This Alliance** may be temporary or a matter of convenience. Therefore, the Spin Coalition is a **community force** that chooses to grow and progress within the movement arts culture, with the realization that future visions may be negotiated when the time comes.

MEMBER AGREEMENT

On this day of _____, I, _____, read in full the information enclosed within this document, including The Spin Coalition code of conduct, and agree to uphold these guidelines and values in all my transactions associated with The Spin Coalition. This includes my personal appearance, presentation, and actions conducive to an educational and safe environment. I, _____, will not use or be under the influence of drugs or alcohol during educational workshops that are presented by The Spin Coalition and am aware of the consequences if I so chose to partake. I, _____, understand the internal verbal and digital dialogue of The Spin Coalition and its affiliates are confidential unless information is approved and confirmed (via email) by its disclosure to be made public.

Signature: _____ Date: _____