



UPDATE: JXTA'S RESILIENCE & RESPONSE PLAN - COVID-19

Dear JXTA Community,

As you know, we are experiencing seismic shifts in the world and significant changes at Juxtaposition Arts. While we know that the future will look very different, JXTA is leaning into our assets, trusting in the resilience and creativity of this community, and adapting to be of service for these times. We are continuing to monitor the situation around Covid-19 and wanted to share an update of what JXTA is doing to respond over the next few months. ***Our vision hasn't shifted - JXTA still exists to employ youth and artists in creative industries in North Minneapolis. We believe leveraging this creative power is more important now than ever.***

Over the last several years, JXTA has experienced changes in philanthropy, earned income, and donations. For the past two years, we have been preparing to adjust our business model, campus, and organizational structure to equip us for the next 25 years of this work. Our team has envisioned a new future for the past several years and we are excited to double down on this planning. We recognize that our current hands-on collaborative way of working with a team of 100 may not be possible while virtual/socially distant work is a necessity. In the short term (through May), our goal is to keep our current team in place and fully paid as we fulfill commitments and utilize the brilliance of this full team to envision the future.

In addition, our CEO DeAnna Cummings has accepted a new position as Director of Arts Programs at the McKnight Foundation starting in June. JXTA's board of directors is leading the search process and succession planning and has hired project management consultants to assist with implementation. DeAnna will stay involved in our strategic planning process and in *Build JXTA: Our Capital and Legacy Campaign*.

THROUGH MAY: Based on new public health restrictions around COVID-19, we have stopped doing onsite work and youth programming, and wherever possible, we are shifting youth programming to online and remote until May 4th (and as long as is required). We continue to create work for clients, complete grant-funded projects and develop new tools, products, and curriculum to achieve our mission. Our goal is ***to finish out our Spring session strong, retaining and paying youth apprentices, staff, and teaching artists.***

SUMMER PROGRAMMING: Come summer, we are preparing for the likelihood that JXTA will need to operate in a more streamlined, virtual, and dispersed way. We are aware that open public space that allows for social distancing will be even more important this summer. We are reimagining the potential of our skate-able art plaza, the Tactical engagement team, the Free Wall aerosol arts course, and other programs that take place in public space, in the context of public health protocols and requirements. We are reorienting infrastructural prototyping skills to be of service to the public health needs of our community, such as the design and installation of plaza hand washing stations and water fountains. We are talking with neighbors and partners about how to utilize our outdoor spaces and collective community engagement efforts as a resource for North Minneapolis families, organizations and businesses.

FALL: By fall, we plan to have completed our strategic planning process, including the business and staffing model to support the future of our work. We will adapt our core programs to be ready for in-person or online formats.

WANT TO SUPPORT WHAT WE DO?

#1: DONATE:

JXTA is prepared to supplement safe and sick time for our youth apprentices, artists, and team during these closures. JXTA currently employs 54 youth apprentices (and an average of 70 annually) who are paid \$11.75-\$12.75/hour (we are increasing wages annually to keep pace with the City of Minneapolis's \$15/hr minimum wage policy), along with two assistants and 30 adult teaching artists and staff. And since much of our production work requires being on campus, we will see a reduction in client revenue until we are able to work on campus. This is where we could use your support: ***Please help us raise \$200,000 for April and May wages while we help our people stay home and healthy. Our number one priority is ensuring our staff and apprentices continue to be paid; your support at this time helps us provide continual income for our staff, youth and young adult apprentices, many of whom are also helping to support their families.***

To donate or to learn more, please contact our Development Manager, Takara Henegar at takara.henegar@juxtaposition.org. Thank you!

#2: HIRE US:

Though we are working off-site, we plan to continue producing client work on time and to the high standard you've come to expect from JXTA. We will be transitioning our client work and apprentice development to remote learning and production of client projects.

Check out our portfolio of work at <https://juxtapositionarts.org/about/portfolio/>. Have a project in mind? Contact Jared Hanks at jared.hanks@juxtaposition.org to learn more or get started.

Thank you for your ongoing support. Please stay safe and healthy,
Team JXTA