



Mental Health Coordination Services Available

The following services are offered to support the work of your company/organization as part of ongoing efforts to create greater accessibility to resilient practices that support mental health and sustainability. Services can be modified before adoption into contract form. Inquiries can be made via email to info@mentalhealthcoordinators.com.

Infrastructure Support:

- **Risk Analysis**
 - MHC will analyze script and process, and flag potential risks, challenges, and issues while providing recommendations for mitigation and navigation.
 - Possible areas where support might be needed, including (but not limited to): violent themes, embedded power dynamics, or other potentially triggering themes or variables.
- **Dramaturgy**
 - MHC will support the creative team in building a world of the story that is compelling and ethical with regard to performance and portrayal of challenging topics.
 - Recent projects: company consultation on intergenerational trauma (*August Osage County*), child loss (*Rabbit Hole*), grief (*A Monster Calls*); new play development for depiction of suicidal ideation (*Howl*).
- **Cultural Policy Audit and Development**
 - MHC will examine current policies regarding a wide range of topics that affect emotional and psychological wellness and organizational operation, and support adjustment and/or creation of new policies, such as “Consciousness Substance Use Policy”, “Intimacy Policy”, etc.
- **Referral and Resource Network**
 - MHC will curate a database of local resources and support systems available in order to help connect company members to accessible care, such as psychiatric medication, addiction support, food access, rent support, and more.

Collaboration and Conflict Support:

- **Concern Navigation**
 - MHC will create and train the company on a comprehensive Concern Navigation Pathway that prepares the group to manage conflict and concerns.
- **Community Agreement Cultivation**
 - MHC will facilitate a company-wide discussion on internal operations in order to prevent and mitigate culture issues, resulting in a comprehensive “ground rules” document for how the company engages and works with one another.
 - This practice acknowledges the individual needs of each community member, while creating agreement regarding core operations.

Company Trainings:

- **Concern and Conflict Navigation Training**
 - Company members are trained through a single or series of workshop(s) to hold principled disagreement with one another, acknowledging that conflict is inevitable but harm is not. Community members are also trained to mediate and facilitate conflict for one another.
- **Creative Safety Training**
 - This training explains the core concepts of how human bodies experience felt safety, and how to increase access to this phenomenon, while also providing roadmaps and skills to restore access to safety in moments of difficulty.
- **Boundary Training and Practice**
 - As a qualified intimacy professional, MHC may provide company-wide training regarding the basics of boundaries and consent, as well as methods for staging touch.
- **Mental Health 101 for Creatives**
 - This is a comprehensive workshop on the unique psychology and neurobiology of creative bodies, and how to support authentic and inclusive collaboration, making brave creativity accessible for each participant through use of a practical toolbox and engaging discussions.
- **Container Practice**
 - This offers tools for intense portrayal of a variety of topics by introducing the concept of a “container practice”, which allows for appropriate enrolling, titration, and derolling from a production, a job, a role, or a moment in a challenging script.
- **Certification in Mental Health First Aid**
 - In partnership with the National Council on Mental Wellbeing, MHC may perform the standard Mental Health First Aid training (8 hours), resulting in internationally recognized certification for successful participants.

Individual Support:

- **Access Need Coordination**
 - Time scheduled with each company member before production begins to review their previously submitted Access Surveys, in addition to assessment of additional support that might be necessary over the course of the project. This information will be distributed properly to stage management, company management, intimacy directors, and other staff members as appropriate.
- **One-on-One Support**
 - Individual support for lived mental health challenges that are interacting with the production, portraying experiences close to lived experience, or for navigating resource issues (healthcare, rent support, transportation, childcare, etc.).
 - Container practice for roles or productions encountering challenging themes to encourage safe and bold exploration of challenging topics, or those close to a performer’s lived experience.
- **On-Call Support**
 - Support of mental health or cultural crisis (with use of responsible referral where necessary).
 - One on one artist support for challenges that arise.
 - Conflict navigation or facilitation services.

Portrayal Support:

- **Staging Consulting and Choreography:** supporting ethical and compelling staging of:
 - Mental illness, mental health challenges, or mental health crisis: including addiction/substance use, depressive challenges, panic episodes, trauma disorders, eating disorders, suicide, non-suicidal self-injury, and more.
 - Violence: including perpetrating and receiving violence, with special considerations for sexual violence or violence involving minors.
 - Intimacy: with special emphasis on intimacy that is of a heightened nature or involves minors.
- **Content Notes and Audience Resources**
 - MHC ensures responsible and comprehensive content disclosure reaching (and sometimes surpassing) national standards in media content warning.
 - Providing a holistic view of the audience/patron experience, especially for those who may be challenged by the material at hand.
 - Talkback facilitation, organization, or representation for productions containing challenging material.



Mental Health Coordination Fee Structure

Fees are calculated in a myriad of ways, taking into consideration the annual budget of the institution, level of privilege and access to means associated with the population served as well as leadership in place, level of familiarity with mental health and consent based practices, and pay level of the artists in the room. Ultimately, **accessibility and equity** are at the core of our work: meaning that our goal is to allow this work to be both sustainable and accessible, and that will mean a different cost for each institutional or artist partnership.

Depending on the scope of services retained, pay may be comparable to a stage or production manager, a dance choreographer or musical director, a set or costume designer, a fight or intimacy choreographer, or a company manager.

Fees range from \$50 to \$500 per contact hour, and from \$25 to \$50 per prep hour. Stand alone training can be negotiated separately, and range from \$150 to \$400 per contact hour, \$50 per prep hour, plus travel expenses (if applicable).

Comparable Service Providers in Theatrical Production:

- For work on a single production:
 - For integrated, consistent rehearsal/production/meeting presence (plus outside planning, meetings, and more), pay might be similar to a production stage manager.
 - For multiple support points over an entire production, pay should be comparable to a dance choreographer or music director for a musical, or a designer for a play.
 - For a handful of moments (for example, working with one actor on container practice, a 30 minute boundary and container workshop for the ensemble, and intimacy direction on one scene), pay should be similar to a fight or intimacy choreographer.
- For work across a whole season:
 - Depending on the level of involvement with each production, department, artist, etc, producers should budget a similar pay range for a designer for each production. For resident companies, company manager rates have also been used to scale.



Mental Health Coordination Past Service Offerings

Organizational or Departmental Support:

- *Jacksonville State University (2022)*
 - Department wide workshop on safety and conflict in creative workspaces.
 - Creation of a community agreement
 - Facilitation of dialogue and clearing conversations on existing conflict
 - Student workshop on container practice for potentially traumatic material in story telling.
- *Shakespeare and Company (2021-Present)*
 - Each summer, MHC works with the education department on two week training to instill best practices with handling the unique mental health needs of young people during their summer camps and fall residencies. Additionally, MHC works with the entire staff to create a working community agreement and conflict navigation plan. MHC remains on call for intimacy direction (as needed for high school programming), conflict mediation and facilitation issues, and additional challenges as necessary.
- *Great River Shakespeare Company (2022- Present):*
 - Support on a four production repertory, summer season for 110 company members. - Work on each of the four productions as the MHC, with container practice, some direction of difficult moments, facilitation of challenging conversations, etc.
 - Access and onboarding meetings with each company member to discuss resources they would need access to in Winona (mental health care, diabetes medication, a service animal, etc.) with coordination of how to acquire them.
 - Specific support for company members in recovery, planning and hosting activities where alcohol and drugs are not served.
 - Conflict mediation and navigation support as arising.
 - Overall policy audit.
- *Island Shakespeare Festival (2022- 2024)*
 - Full company collaboration and conflict training
 - Individual artist support: one on one access and onboarding meetings iwth each incoming company member to discuss necessary support during the season (such as psychiatric medication, eating disorder informed therapy, etc.)
 - Work on a three production repertory to hold and handle challenging topics (such as racism and sexual violence in *Titus Andronicus*)
 - Ongoing one on one artist support during challenges, including resource referrals and conversation facilitation around issues and harm incidents.
 - Conflict and concern mediation and navigation.
 - Overall policy audit.

Production Support:

- *Spring Awakening (Jacksonville State University, 2023)*
 - Risk analysis with creative leadership with recommendations
 - Confidential (optional) support meetings with each ensemble member to discuss their any

lived experience intersections with the material, access needs, resource issues, and to ensure that any moments that required extra MHC support in staging would have them. Examples:

- Actor who was afraid of heights was given tools and exercises to decrease distress and increase feelings of safety in moments where work was required to be on platforms. - Actor with lived experience of pregnancy loss was given additional support on staging, containing, and decompressing from a moment.
- Crew member who watched the show each night was supported in creating a container routine in order to enroll and de-roll properly from watching two hours of trauma every night.
- All intimacy and violence choreography
- *Jesus Hopped The A Train (New Haven, 2018)*
 - Dramaturgy on the impact of carceral systems on individual bodies.
 - Company workshop on increasing access to safety in a rehearsal setting, and creating a toolbox for handling challenging topics and moments for this specific group of people. - Container support for each actor with confidential sessions discussing lived experience intersection with the play
 - Identification of activating moments in the play, with support on choreography that support containment and anti-traumatizing practice.
 - Content disclosure and audience resource cultivation
 - Organization of talkbacks with area restorative justice organizations.
- *August Osage County (Atlanta, 2023)*
 - Violence and intimacy direction
 - Company workshop on increasing access to safety in a rehearsal setting, and creating a toolbox for handling challenging topics and moments for this specific group of people. - Container support for each actor with confidential sessions discussing lived experience intersection with the play
 - Full company training on issues present in the play, including individual (optional) support for actors with lived experience intersections of the material.
 - Content note cultivation with audience resource opportunities.