



### 1.1. About E-WERK Luckenwalde

E-WERK Luckenwalde was established to pioneer alternative economic and ecological models for the cultural sector. E-WERK Luckenwalde is a not-for-profit Kunststrom ('art-power') Kraftwerk (power station) and contemporary art centre. E-WERK is an experimental prototype for a sustainable institution, powered and financed by the sale of 100% CO<sub>2</sub> neutral heat and electricity. It is located in a former coal power station built in 1913, which has been reactivated as a CO<sub>2</sub> neutral Kunststrom power station by artist Pablo Wendel, which provides heat and electricity for the contemporary art programme directed by Helen Turner. E-WERK is powered by 100% Kunststrom ('art-power') heat and electricity, which is generated through a solar and wood-gas pyrolysis process. Waste, locally sourced spruce-pine wood-chips are transported via the 1913 original conveyor belt to the wood-gas generator where they are converted into heat and electricity to power the institution and national grid. This power is then distributed to E-WERK's Kunststrom clients throughout Germany, who have switched their energy supplier to Kunststrom and in turn support the contemporary art programme at E-WERK. The contemporary art and cultural programme canvasses a diverse range of exhibition-making; from new architectural commissions, international artist in residency programmes, gallery exhibitions, educational workshops, electronic music, performance art festivals and interdisciplinary research projects.

### 1.2. E-WERK Mission

E-WERK was founded in 2019 with the vision to mitigate a deep frustration at the exploitative and unsustainable economic-ecological cultural system; to establish an institution that operates as a sustainable ecosystem with a holistic ecological and economic model. E-WERK is dedicated to its mission to pioneer autonomous financial models that no longer rely financially on the art market, precarious governmental funding or a compromising board of trustees. E-WERK supports artists, offering significant opportunities for emerging and under-represented practices operating at the axis of the avant-garde. Operating outside the centre of a city, E-WERK offers a unique environment for experimentation, risk, contemplation, intergenerational and interdisciplinary knowledge exchange and critical discourse. E-WERK is located in rural Brandenburg in a former East German town. Many people from the local community were engaged and worked in the former coal factory during the GDR regime. We actively seek to engage with the local community by organising a regular summer fest, foster knowledge exchange, offer guided tours and aim to integrate the community into our projects. E-WERK seeks to engage the local, regional and international cultural landscape through a strategic and bespoke partnership programme, to develop our audience reach, cross-pollinate ideas and build greater cultural ecosystems based on a culture of sharing, reduction and friendship.

### 1.3. E-WERK Vision

E-WERK Luckenwalde recognises art's power to effect socio-political change and transform the cultural landscape locally, nationally and internationally. E-WERK's vision is to be the first contemporary art centre in the world to be entirely powered by 100% CO<sub>2</sub> neutral heat and electricity, and financed in its entirety by the generation and distribution of Kunststrom heat and electricity to the

national grid by 2035. As the first contemporary art institution to open in Luckenwalde, E-WERK seeks to contribute to the ongoing cultural revival of Brandenburg. Working alongside the inhabitants of Luckenwalde, formerly part of East Germany, from the veteran power station employees, to the city's politicians, E-WERK believes the building should remain open and accessible to the public and thus a shared opportunity. E-WERK is currently embarking on a development project to create Kunststrom Labor, a campus encompassing E-WERK, the neighbouring Bauhaus City Pool and surrounding area. The Bauhaus City Pool will be transformed into *Stadtbad Live* through a 6 million municipal capital project for the city of Luckenwalde. *Stadtbad Live* will be a venue dedicated to live arts, entirely powered by 100% CO2 neutral Kunststrom heat and electricity generated at E-WERK. At the heart of this project will be a community programming strand - providing space, technical know-how and curatorial support to the local community to realise their cultural events there. As a result of this 5 year project E-WERK will be able to significantly increase the amount of support it can offer artists through new and expanded programming and greater resources.

#### 1.4. E-WERK Values

**Playing with the impossible** We will work towards closing the circuit by keeping the building's 19th century infrastructure alive. Working with the building's grey energy we will continue to take direct action by powering our activities with renewable Kunststrom. By making Kunststrom commercially available through the national grid, we will continue to subversively explore how it is possible for the creative industry to lead innovative ecological and economic change for the cultural sector. As a large-scale experiment we will constantly push at the boundaries of what is possible, welcoming failure, in order to find new utopian paths and realign culture with political change.

**Progressive deceleration** E-WERK pursues sustainability in all facets of working and living, from what we eat to where we travel and how we consume in an effort to transform climate change into a cultural movement. Beginning with a process of deceleration, we will encourage sustainable travel methods and further work towards eliminating waste and closing the circuit. These goals will manifest curatorially with longer consignment agreements, inter-seasonal collaborations between exhibitions and legacy projects, rather than quick successive programming.

**Collaboration not competition** In the spirit of collaboration not competition, we will broaden and strengthen our cross-border alliances to develop long term partnerships. At home, we will continue to nurture our relationship with local communities, to access their knowledge and share ours, forming transdisciplinary knowledge banks. Whilst remaining ambitious and international in our outlook, we will always choose local and ecological suppliers first. Through creative innovation we will work towards making ecological transformation fun.

E-WERK is an active GCC member and works closely in collaboration with Gallery Climate Coalition to reduce its carbon emissions. E-WERK encourages where possible the consumption of vegan and vegetarian food and aims to reduce waste. We do not offer single use items. Therefore, we ask everybody visiting EW to take the waste they bring to the site back home.

#### 1.5. E-WERK financial structure

E-WERK Luckenwalde is a not-for-profit organisation with no institutional or structural funding, co-directed by Artist Pablo Wendel and Curator Helen Turner. E-WERK is an experimental prototype for a sustainable institution, powered and financed by the sale of 100% CO2 neutral heat and electricity. The EWERK team is made up of an international group of freelance cultural professionals, many of whom have been with us from the beginning and others who have joined us on a project-by-project basis. All employees are freelance and part-time, sometimes with fixed days and some of them with flexible hours, which can often lead to delay in some of the responses.

E-WERK currently has almost 100 clients throughout Germany, so is not able to fund the entirety of its operational overheads and programme through the sale of 'art-power.' In 2023 E-WERK received a major grant from the Ministry in Brandenburg to optimise its energy generation. This will result in an exponential increase in Kunststrom generation, and thus further fortify its financial sustainability and capacity to power homes, studios, galleries, institutions and offices across Germany.

Kunststrom was founded by Pablo Wendel in 2012 as a not-for-profit CO2 neutral energy provider on the German national grid which generates energy from art installations. We produce an average of 900,000 KW/h a year, using renewable energy technologies such as solar, wind and wood gas. Currently, Kunststrom supplies energy to cultural institutions, businesses and private households. Clients who have switched their energy provider to Kunststrom, simultaneously support the development of renewable electricity and contemporary art through their utility bill. As a not-for-profit energy provider, all income is redirected into the Kunststrom production and the contemporary art programme at E-WERK Luckenwalde. Complimentary income avenues include subsidised studio hire on site at E-WERK, venue hire, ticket and merchandise sales, consultancy and project funding. Since 2019 we have received project funding from the Federal Government Commissioner for Culture and the Media, the European Commission, EON Stiftung, international embassies, Arising Quo amongst many others. We accept funding in line with our ethical funding policy. For a full list of all project funding please enquire with us.

#### **1.6. Ethical funding policy**

Artist Pablo Wendel purchased the 1913 power station in 2017, with the vision to reanimate it as an ecological Kunststrom power station and contemporary art centre. E-WERK Luckenwalde actively pursues collaborative opportunities with individuals and external organisations to attain common goals. Nonetheless, it is crucial for us to prioritise the advancement of our own objectives, ensuring that external funding sources do not compromise our core values. Without a governing body or board of directors, we complete our own due diligence to our best abilities on each funding opportunity to ensure the funder aligns with our values, as we engage in partnerships with them. All potential funding sources must demonstrate a clear alignment with our organisational objectives. We are committed to transparency in our funding relationships. All financial contributions and partnerships will be openly disclosed, acknowledging the support received and the purposes for which it is utilised.

We are situated in Brandenburg, Germany and reliant on a combination of state, European Commission, corporate and philanthropic funding at the present time. While we must adhere to all applicable funding laws and regulations governing fundraising and financial transactions, we strive to maintain our organisational independence and to avoid funders to influence our decision-making processes, policies, or activities in a way that compromises our integrity or dilutes our mission. We seek to be financially autonomous and self-sufficient by the generation and distribution of Kunststrom heat and electricity to the national grid by 2035.

#### **1.7. Zero tolerance policy**

E-WERK is committed to creating a safe space where discrimination based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion is never tolerated. In addition to legal obligations, E-WERK advocates for total action consent and the respect of others' boundaries. Disrespectful or harassing behaviour will not be tolerated. E-WERK recognises the definition of harassment, as being determined always by the person affected.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination [related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion].
- Sexual images in public spaces [if not approved prior for educational or scientific purposes]

- Deliberate intimidation, stalking, or following
- Harassing photography or recording
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Advocating for, or encouraging, any of the above behaviour

E-WERK requires that all staff, volunteers, collaborators, event participants and visitors consider and respect our zero-tolerance policy. In addition to the above, this includes the use, possession, or distribution of illegal substances. If a participant or visitor engages in harassing or harmful behaviour, E-WERK may take any action we deem appropriate, including warning the offender or expulsion from our site. We encourage everyone to take responsibility, intervene when necessary, and report issues promptly. Issues may be reported confidentially to management and during events to staff wearing clearly recognisable lanyards.

### **1.8. Our Commitment to Diversity and Inclusion**

We strive to be actively anti-racist in all aspects of our own activity, and we actively work to promote and encourage anti-racist action through our international network. We hold ourselves accountable for delivering on the commitments we make and recognise that this work is ongoing. We commit to doing the work and reporting against our progress on a regular basis. Our activities and action plan so far:

- Review all that we do and the way we do it in order to identify and address bias and possible systematic racism
- Open ourselves up to greater scrutiny by engaging with a network of critical friends and advisory board who can help us
- Create and strengthen an anti-racist culture across the organisation through training, resources sharing, greater exposure to issues, standing items on meeting agendas, reinforce process for reporting on and responding to incidents of racism.

### **1.9. Artistic Integrity Policy**

E-WERK believes if we concede to exclusionary acts the future of arts democracy and artistic integrity will be compromised. E-WERK refutes artistic judgement based on political statements and agrees with the idea that the nature and freedom of art is threatened when attempts are made to instrumentalise it. Artistic freedom must always take precedence over an unobjective debate.

### **2.0. Accessibility statement**

E-WERK Luckenwalde is an active cultural institution open to all; everyone is welcome. We commit to being more inclusive, creating opportunities for wider access and engagement. We strive for fairer representation across the organisation and its work for all. We explicitly welcome job applications from and cultural collaborations with individuals from historically marginalised communities and populations. Due to the age and listed status of the buildings, we regret that there is no step free access to our building at this time. However, we endeavour to support access needs as far as possible and are happy to provide a clear and concise overview of the ways our buildings can be accessed. We are actively seeking to address our access limitations through aiming to secure specific funding to support infrastructural developments. We use captioning for d/Deaf people and have large print materials on hand for our audiences. E-WERK is an intergenerational institution, and is actively focussed on ensuring those with families or caring responsibilities are able to access the programme. E-WERK is set across a large site, which at times crosses the public domain. We are mindful of our neighbours and keep noise levels to a minimum when outside the building. We welcome feedback on improving our accessibility and strive to accommodate and provide access resources to the best of our ability and means.

### **2.1. E-WERK Hiring Policy / Safe Recruitment policy**

E-WERK is committed to providing a safe environment for all those who work at E-WERK and for all those who come into contact with the cultural institution as visitors or participants in EW activities and online. The safe recruitment of all individuals working on behalf of EW is the first step in ensuring that we fulfil this commitment. All positions at EW are offered under the following conditions:

- Receipt of satisfactory references covering the last three years of employment or education.
- We require everyone to sign up and adhere to our Zero Tolerance policy on discrimination
- A satisfactory Disclosure Check if required for working within a relevant context such as with children and young people
- Proof that you are legally entitled to work in Germany