

# Demoteam policy



## Introduction

This document is drafted to guarantee the continuity of D.A.M.N. (Dance and Move Now) and H.E.A.T. (High Energy and Teamwork). Through the years, the composition of the teams and the board will change which may lead to a change in expectations and goals. In this document, the general expectations are provided as a guideline which complement the Internal Rules. Besides, it is important for the association that both teams function properly. Therefore, the following guidelines are drafted.

## The teams

STUdance was founded as a show group: a group of dancers from the Utrecht area who auditioned to be part of the dance team. Due to much enthusiasm and a lack of other dance classes for students in Utrecht, the show group expanded with technique classes which you could enter without auditioning. This way, STUdance grew from a show group to a wide assortment of diverse classes. Later, this show group was given a new name: D.A.M.N. (Dance And Move Now). D.A.M.N. is specialised in Modern dance and Jazz dance.

In 2018-2019, the Hiphop demoteam H.E.A.T. was founded. H.E.A.T. provides the opportunity for current members in Hiphop and Streetdance to develop further and provides a new opportunity for STUdance to attract new members. This way, the demoteams represent the whole association. H.E.A.T. is specialised in different styles within Hiphop.

Both demoteams represent goals within and outside of STUdance:

- Within STUdance, the demoteams aspire to give members the opportunity to develop themselves in the areas of dance, stage experience, choreography and organisation.
- Outside of STUdance, the demoteams aspire to generate brand awareness for STUdance. Focus is put on accessibility, sociability, and professionalism.

## Difference between the teams

The D.A.M.N.-class is a complement to the STUdance membership and is seen as an extra class. The terms concerning the regular membership apply and are written in the Internal Rules. A regular class is important for D.A.M.N.-members to maintain or develop their technique.

H.E.A.T. has a two hour class with STUdance. The terms concerning the regular membership apply and are written in the Internal Rules.

## Membership

The membership of the demoteams lasts a determined amount of time and needs to be extended at the beginning of each financial year. The amount of demoteam members that quit can be replaced by new members through the audition. Each demoteam consists of at least 12 members and 18 at most. Members who continue in the demoteam do not need to audition again.

The auditions are held at the start of the new dance season in the open class week. Members cannot participate in both demoteams. It is allowed to audition for both demoteams. People who audition need to take this into account. During the audition, the judges look at the control of technique, attitude and, how fast new choreographies are picked up. The judges decide who will join the demoteam at the end of the audition.

Since the demoteams consist of different people each year, there will be a consultation with each demoteam, the board and the teacher three times a year. At the start of the dance season, the board will set the timing of these consultations with the demoteams. The first consultation is meant to express expectations and goals for the coming season. After that, the half-year and end evaluations are held. These consultations are separate for each demoteam.

## Content of a class

Each demoteam member should be present at least 15 minutes prior to the start of the class. This time can be used to repeat the choreographies or it can be used by the demoteam committee to discuss certain matters.

There is one teacher per demoteam who functions as choreographer. He/she is (mainly) responsible for the creative input for the performances and for the final show. At the start of the year, the teacher will work on teaching new choreographies to build a repertoire for a determined amount of time. This repertoire can be used for performances. The content of a class will be determined by the teacher but contains at least:

- A warming-up
- Specific techniques that are necessary for the choreography of the demoteam
- Teaching new choreographies for performances, preparing them, or cleaning them.
- A cooling-down

## Demoteam Committee

The Demoteam Committee is mostly responsible for the state of affairs in the teams. The Demoteam Committee is a larger committee which consists of two smaller committees. Each smaller committee consists of at least 3 members and at most 6 members, of which at least one from the specific demoteam. The committee consists of both D.A.M.N.-members and H.E.A.T.- members. The larger committee discusses general business, such as finding and appointing performances. The smaller committees come together to discuss the practicalities which apply to their own demoteam, such as determining the clothes and make-up for performances and planning team activities.

The Commissioner of External Affairs will have an independent role. He/she has close contact with the Demoteam Committee to ensure that the smaller committees remain working together. Besides, the Commissioner of External Affairs is the direct contact point from the board. The committee takes the lead in arranging performances. They remain in contact with the client and keep a close eye on costs and benefits (together with the Treasurer of STUdance). Together, the Commissioner of External Affairs, the Demoteam Committee, and the demoteam teacher will set up guidelines for the appointment of performances at the beginning of the dance season. The Commissioner of External Affairs will ensure that this happens fairly.

## Demoteam assets

Performances generate revenue for the demoteams and the association. The profit is divided over both demoteams and goes into different funds. For both demoteams applies that 40% of profit goes to investments (clothes, make-up, promotion, business cards, etc.). 30% goes to team building (team activities, workshops, etc.), and 30% goes to STUdance. Costs that are made by the demoteams always need to be approved by the board. Budgets need to be approved two weeks in advance. Exceptions can be made, for example when a performance is announced very last minute.

In order to limit the competition between the two demoteams they share an account. Besides, the demoteams can support each other when one of the teams has a disappointing year. This way, both demoteams can develop themselves equally.

## Privileges and obligations

Both demoteams have privileges and obligations. These are written down below.

### Privileges

- Demoteam members are given the opportunity to develop their technique, stage qualities, and will gain experience in performing.
- Performances of D.A.M.N. are executed by D.A.M.N.-members throughout the dance season. Performances of H.E.A.T. are executed by H.E.A.T.-members throughout the dance season.
- Demoteam members perform more often in the final show of STUdance.  
*The principle is two choreographies per demoteam per show. As a member of D.A.M.N. you also perform choreography from your regular class.*
- Both demoteams receive support from the board of STUdance in attaining goals and promotion.  
*At the start of the year, it will be determined how the board can support the demoteams in achieving their goals for the dance season and the form of appreciation they will receive in return.*
- D.A.M.N. members have priority in the placement of the regular STUdance classes.  
*At the start of the season, the D.A.M.N.-members are placed with priority since they are obligated to follow an extra class besides their D.A.M.N. class.*

### Obligations

- Each demoteam member is present at the dance classes as often as possible. When a demoteam member is absent more than 6 times, the board, the demoteam teacher and the RvA will take fitting measures.
- Each demoteam member is present at performances as often as possible and actively tries to pursue this.
- Each demoteam member is expected to be present at the General Member Meetings of STUdance. If they are unable to attend for whatever reason, this needs to be reported to the board at least three days prior to the meeting.  
*It is very important that the demoteam members actively think along with the association and present this at a General Member Meeting.*
- Since a demoteam member is extra involved in STUdance and represents the association, it is expected that the points of attention of the association and this policy are pursued at all times.
- Each D.A.M.N.-member takes a regular class at STUdance<sup>1</sup>.  
*Each D.A.M.N.-member takes a regular class at STUdance, this contains all classes for which a member can be drawn and which is taken the entire year.*

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<sup>1</sup> In special cases, the board decides on potential exceptions of dance classes outside of STUdance. Exceptions may entail: exemption STUdance membership, restrictions due to school/work, difference in level, medical advice. This needs to be communicated timely to the Commissioner of External Affairs and the current D.A.M.N.-members.

## Contract and policy

At the start of the dance season, each demoteam member signs a contract in which he/she declares that he/she is aware of the Internal Rules and the Demoteam Policy. Accordingly, he/she agrees with the privileges, expectations and other components of the demoteam membership.

The policy is complied with and checked by the board of STUdance. When a demoteam member goes against the policy, the board of STUdance will take appropriate measures (in consultation with the teacher and the Board of Advice (RvA)).

When a demoteam develops further in the future in a way that the Demoteam Policy is no longer sufficient, the Commissioner of External Affairs will change the Demoteam Policy, in consultation with the board, the Board of Advice, the teacher and the demoteam members. These changes need to be approved by a General Member meeting.

## Closing remark

- Parts of the Internal Rules that regard D.A.M.N or H.E.A.T. always precede the Demoteam Policy.
- In situations where the Demoteam Policy or the Internal Rules do not suffice, or in a case of difference of opinion on the explanation of the Demoteam Policy, the final decision is made by the board.