

# Demoteam Policy



## Introduction

This document has been prepared to ensure the continuity of D.A.M.N. (Dance And Move Now) and H.E.A.T. (High Energy And Teamwork). Throughout the years the composition of the groups and the board changes, therefore the expectations and goals may also change. In order to provide guidance and to avoid ambiguities, this document describes the general expectations that complement the Community Rules and Regulations. In addition, it is important for the association that the two teams function well together. To achieve this, some guidelines have been established.

## The teams

STUdance originated as a show group: a group of dancers from the Utrecht area who joined the dance group by audition. Due to a lot of interest and a lack of supply of dance classes for students in Utrecht, the showgroup expanded with technique classes where you could join without an audition. In this way STUdance grew from a show group to a wide range of different classes. Later the show group was renamed D.A.M.N. (Dance And Move Now). D.A.M.N. specializes in the styles Modern and Jazz.

In 2018-2019, the Hiphop demo team H.E.A.T. was created within STUdance. H.E.A.T. provides current members in the styles Hiphop and Streetdance with opportunities for further development and provides new offerings within STUdance for potential members. In this way, the demo teams provide a good reflection of the association. H.E.A.T. specializes in different styles within Hiphop. Both demo teams represent goals for both inside and outside STUdance:

- Within STUdance, the demo teams have the goal of giving members the opportunity to develop in areas such as dance, stage experience, choreography and organization.
- To external parties, the demo teams aim to generate name recognition for STUdance. Accessibility, sociability and professionalism are key here.

## Difference between the teams

The D.A.M.N. class is an addition to the STUdance membership and is considered an extra class. The conditions surrounding regular membership apply to it and are described in the Community Rules and Regulations. A regular class for D.A.M.N. members is important for maintaining or further developing technique.

H.E.A.T. has a 2-hour class per week at STUdance. The conditions surrounding regular membership apply to this and are outlined in the Community Rules and Regulations.

## Membership

In principle, membership in the demo teams is entered into for a fixed term and must be renewed at the beginning of the fiscal year. The number of demo team members that quits can be replenished through the audition. Each demo team consists of a minimum of 12 and a maximum of 18 members. Members who continue do not have to audition again. If a member decides to drop out of a demo team, they can only return by auditioning again.

Auditions are held at the beginning of the dance season during the open week of classes. Members may not participate in both demo teams. However, you may audition for both demo teams.

Auditioners should keep this in mind. During the audition, mastery of technique, appearance and learning choreography will be considered. After the audition, a jury will decide which auditors may participate in the demo team.

Since the composition varies each year, there will be three meetings per dance season with each demo team, the board and the teacher. At the beginning of the dance season, the board will agree with the demo teams when these evaluations will take place. The purpose of the first meeting is to

express expectations and set goals for the upcoming season. This will be followed by semi-annual and final evaluations. These conversations will take place separately for each demo team.

## Class schedule

Prior to class, each demo team member is present fifteen minutes before class. These fifteen minutes can be used, among other things, to review choreography or by the demo team committee to discuss certain issues.

There is one teacher per demoteam who leads the class as choreographer. This is (largely) responsible for the creative input for the performances and final show. At the beginning of the year we will work in consultation with the teacher over a set period of time to build a new repertoire. This repertoire can be used for performances. The lesson format will be shaped by the respective teacher, but will include at least the following components:

- A warming up.
- Specific technique needed for a respective choreography of the demo team.
- Creating, preparing or cleaning choreography for performances.
- A cooling down.

## Demoteam Committee

The Demo Team Committee takes the greatest care of the tasks of the teams. The Demo Team Committee is an umbrella committee consisting of two sub-committees. Each subcommittee has a minimum of 3 members and a maximum of 6 members, at least one of whom must be from the corresponding demo team. The committee includes both D.A.M.N. members and H.E.A.T. members. The overall committee discusses general matters, such as finding and distributing performances. The subcommittees will meet for practical matters applicable to their own demo team, such as determining clothing and grime for performances and planning team activities.

The Commissioner External will have an independent role. This person will have close contact with the Demo Team Committee to ensure that the subcommittees continue to work together. Also, the External Commissioner is the direct point of contact for the committee from the board. The committee takes the lead in arranging performances. They maintain contact with the clients and keep an eye on the costs and benefits (in consultation with the Treasurer of STUdance). In consultation with the Demoteam Committee, Commissioner External, and demoteam teachers, guidelines are drawn up at the beginning of the dance season for distributing performances. The Commissioner External will see to it that performances are distributed fairly.

## Demoteam treasury

Performances generate income for the demo teams and the association. The profit made is divided between both demo teams and goes to different pots. For both demo teams, 40% of the income goes to investment (clothing, grime, promotion, business cards, etc.), 30% goes to team building (team activities, workshops, etc.) and 30% goes to STUdance. Costs incurred by the demo teams must always be approved in advance by the board through a budget. Budgets must be approved two weeks in advance. Exceptions can be made for this, for example in case a performance has been announced late.

The purpose of the joint cash is that the teams experience less competition over performances that bring in more money. In addition, both demo teams can support each other when one of them is having a down year. In this way, both demo teams can continue to develop.

## Privileges and obligations

Some privileges and obligations apply to both demo teams. These are described below.

### Privileges

- Demo team members are given the opportunity to develop technique, stage skills and build experience in the field of performing dance.
- Performances of D.A.M.N. throughout the dance season are performed by D.A.M.N. members. Performances of the H.E.A.T. throughout the dance season are performed by H.E.A.T. members.
- Demo team members perform more frequently at STUdance's final performance.  
*The premise is that both demo teams will dance 2 choreographies in STUdance's final performance. As a D.A.M.N. member, you will additionally dance with your regular class during the final performance.*
- Both demo teams receive support from the board of STUdance in achieving goals and promotion.  
*At the beginning of the year, there will be determined how the board can support the demo teams in achieving their goal of the dance season and the form of appreciation they will receive for it.*
- D.A.M.N. members have priority placement for STUdance's regular class.  
*At the beginning of the season, a D.A.M.N. member is given priority in the draw because D.A.M.N. members are required to take a regular class at STUdance in addition to their D.A.M.N. membership.*  
If a D.A.M.N. member does not wish to take a second class at STUdance, the member must request an exception from the board prior to enrolling at STUdance. The second class outside of STUdance must be in the styles jazz and modern at the "3"/advanced level. If a member wants to do a style outside of jazz or modern and cannot yet practice it at the "3"/advanced level, a member should indicate this. The board will then deliberate with the teacher as to whether the dancer has proficiency in jazz and modern and can progress to another style. To apply to the board, the D.A.M.N. member must be able to show proof of enrollment from a dance school outside of STUdance. The board will make a judgment on the member's proof of enrollment, and communicate this to the member.

### Obligations

- Each demo team member attends dance classes as much as possible.  
*An absence of more than 6 times from a demo team class will be consulted with the STUdance Board, the teacher and RvA for appropriate action.*  
If a demo team member is absent for a period longer than 3 classes, due to, for example, internship/study or travel, a member should do the following:
  - (1) The member will inform the contact person of the board preferably 3 months in advance, and no later than 3 weeks in advance, that they will be absent for a specific period of time.
  - (2) After this, the contact person of the board will consult with the member who will contact the teacher.
  - (3) Then the teacher will make a decision on this.
  - (4) After this, both the member and the contact person should be informed of the instructor's decision. Then the team and committee can be informed.

In the special case that a demo team member wants to continue in the following year and knows that they will be absent for a period longer than 3 weeks for internship/study, then a member should request this from the board via email at least 3 weeks before signing the contract of the new year. In this case, the board will contact the teacher, and make a judgment with the teacher.

- Each demo team member attends performances as often as possible and takes an active attitude in them.
- Each demo team member is expected to attend STUdance's General Member Meetings. Should they be unable to attend an GMM (ALV) for certain reasons, they must inform the board no later than three days in advance.

*It is important for demo team members to actively think about the association and be able to contribute this at a General Member Meeting.*

- Since a demo team member is extra involved with STUdance and is thereby the showpiece of the association, it is expected that the association's spearheads and this policy be pursued at all times.
- Every 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, which includes any class for which the dancer may be enrolled at the beginning of the dance season and which is taken throughout the dance season.*
- A demo team member must be a student. If a demo team member is no longer a student, they will need to request an exception from the board before signing the demo team contract.

## Contract and Policy

At the beginning of the dance season, each demo team member signs a contract indicating that they are aware of the Community Rules and Regulations and the Demoteam Policy. In doing so, they agree to the privileges, obligations and other parts related to demoteam membership.

The policy will be adhered to and monitored by the STUdance Board. If a demo team member does not adhere to the Demoteam Policy, it is up to the board of STUdance, in consultation with the Advisory Board (RvA) and the teacher, to take appropriate action.

When a demo team develops in the future and thus involves changes, the External Commissioner, in consultation with the Board, Advisory Board (RvA), the teacher and demoteam members, will ensure that the demo team policy is adjusted accordingly. These adjustments must be approved by a General Member Meeting.

## Final provision

- Sections in the Community Rules and Regulations relating to D.A.M.N. or H.E.A.T. always take precedence over the Demo Team Policy.
- In matters not covered by the Demoteam Policy or the Community Rules and Regulations or in the case of disagreement on the interpretation of the Demoteam Policy, the decision lies with the Board.

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<sup>1</sup> In special cases, the board will decide on any exceptions to dance classes taken outside of STUdance. Exceptions may include: Dispensation membership STUdance, impediment due to school/work, level difference, medical advice. This should be communicated in a timely manner to the External Commissioner and current D.A.M.N. members.