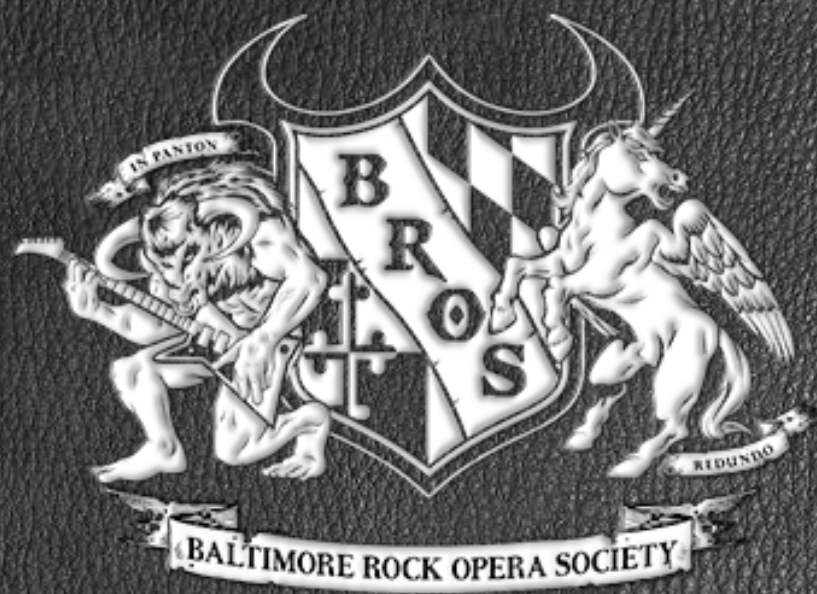




The BROmanual

Eternal Edition 4.0

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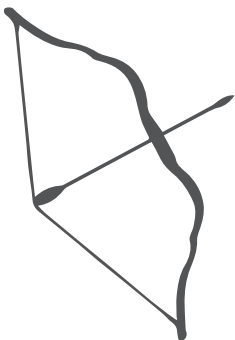
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Welcome to BROS!

The Baltimore Rock Opera Society is a passionate community of artists who create unforgettable experiences through live original rock theater. BROS was founded in 2007 by a small group of friends sitting in a basement dreaming of an impossibly enormous story that would be told through the awesome power of rock. We are now a company composed of a diverse group of wildly talented artists (including you!!!) from around Baltimore.

In other words we want to be the most badass community powered entertainment machine in the world for 7000 years. BROS is a non-profit federally recognized 501(c)(3) organization and registered charity in the the state of Maryland.

ROCK ON!!



BROS SHOWS ARE.....

- multidisciplinary
- fun
- over the top mind blowing
- a showcase of big ideas and creativity
- thought up and created by local artists

Working on BROS shows is.....

- inclusive
- a communal effort
- a learning experience
- a wild ride
- experimental
- silly and serious
- an opportunity to get your ideas on a big stage

BROS Baseline Expectations

Everyone creating and volunteering in our space must follow these baseline expectations:

- Do not abuse, assault, or harass anyone.
- Listen to and respect the boundaries of other BROS.
- Physical touch has different meanings to different people. Ask before you touch someone.
- Hateful speech or language that generalizes an individual based on what groups they may belong to is disrespectful and doesn't contribute to an environment where the best work can be produced.
- If you aren't sure how someone would like to be identified then ask them and adhere to that identification.
- Take responsibility for your own needs whenever possible.
- Make space for other people's expressed needs whenever possible.
- Have compassion for yourself and others.
- Be willing to admit when you've made a mistake or harmed someone.
- Be willing to learn and heal when a mistake is made.
- Any behavior, including drug or alcohol consumption, that negatively affects your ability to follow these expectations is not acceptable.

These expectations are adapted from ACME Company's "Power dynamics and harm statement" written by Lola B. Pierson and contributed to by other ACME company members.

Above and Beyond....

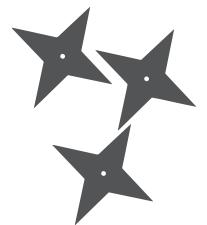
Showing up for your community means being an example for others to follow. Following these **BROMANDMENTS** will make you an epic hero of this, Baltimore's Golden Age.

1. **BE POSITIVE:** The BROS environment is positive and fun! Make every interaction foster good feelings, strong community, and forward progress towards production goals.
2. **COME PREPARED** Arrive fully prepared to participate in creating the greatest art ever known to mankind. This means you are physically and emotionally ready to work with your fellow BROS without distraction, conflict, or inebriation.
3. **FIND YOUR ROLE AND SEE IT THROUGH** Make sure you understand the specific duties of any job before agreeing to do it, and make sure it gets done. If you have any problems, your Department Leader or BROS staff members are ready to help.
4. **HELP YOUR FELLOW BRO** Other BROS will often need help. Support the process and help lighten workloads for other departments when you can.
5. **AUDIENCE OVER EGO** Remember it's WE, not ME. Always keep the bigger picture in mind and trust leadership to make decisions that will create the best possible experience for audiences.

Volunteering 101

The best way to get involved in a production is to dive in as a volunteer. No experience is required and we love helping new volunteers find a fun way to contribute to one of our massive productions. Here is a basic outline of how to do that!

1. Look for opportunities, meetings, and openings for volunteers on the **NO FLOATERS! newsletter**. Sign up at baltimorerockopera.org/nofloaters
2. Learn about the various departments at the **BIG VOLUNTEER MEETING** that kicks off each production where the designers share their designs and project lists and also let everybody know what kind of help they will need.
3. Introduce yourself to your department leader in person, via email, or by getting onto the **DEPARTMENT EMAIL LISTS** by filling out the current VOLUNTEER SURVEY baltimorerockopera.org/letsrock
4. Commit to showing up to a department's **WEEKLY BUILD**. You'll have a much more meaningful experience if you are a reliable part of a team for a show. Feel free to try out different departments and even be part of two departments if you have the time.
5. **LOG YOUR HOURS** at baltimorerockopera.org/hours or have your department lead enter them for you. Hours logs help us distribute perks and with grant writing.
6. Help out during the run by signing up for a Front of House or backstage shift.
7. Lend a hand with load-in, load-out, or Girderpurge (HQ clean-up session) after the show wraps.
9. Come to the Cast/Crew WRAP PARTY a few weeks after the show is complete, pick up your show perks and toast another amazing production!



Resources and Communications

BROS Intranet baltimorerockopera.org/intranet

- Production resources including comment box, links to calendars, expense reporting, hours tracking
- Show specific Concern Resolution Path
- Contact Information
- Full organizational policies

NO FLOATERS Newsletter Go to baltimorerockopera.org/nofloaters to be added to our almost weekly volunteer newsletter.

Info about events, volunteer opportunities, open positions, and GJs

BROS Website baltimorerockopera.org

Staff, board, company info. Open calls, pitch info, and ticket sales.

BROS Slack Workspace: baltimorerockopera.org/broslack

Electronic platform we use for project management and communication. Email support@baltimorerockopera.org for help getting added



BROSBOOK: A private facebook group for participants in BROS. DM a request!

Shared Google Drives We create a shared folder for each production that contains all the important digital info for that show. Once you get involved we will give you access.

Other BROS We are all in this together! Another BRO may have the answer you are looking for or be able to help.

Volunteer Director or Production Director

volunteer@baltimorerockopera.org, production@baltimorerockopera.org

- We are here to help!! Reach out if you want to better understand what BROS is, how you can contribute, how to be part of a production, or if you need help resolving an issue.

BROS Lingo

Here is a list of some common words used within BROtopia.

AC Abbreviation for the Artistic Council, the group that hosts the pitch party and makes decision on which shows make it on the calendar.

Alley Rally Happens right before a show, brings everybody in the entire show together to share good vibes and get hyped for an epic performance. Includes the following chant Call: In Bocca Al Lupo! Response: In the Mouth of the Wolf Call: Crepi Al Lupo! Response: Eat the fucking wolf!

Big Volunteer Meeting Kick off meeting for a production. Lead designers and production team members share their ideas and recruit volunteers.

Byews Yaknow, like the sound of an air horn? Think of it as a BROS form of cheering. Please use this call to show your approval of anything you see at a BROS show or event. Like this BYEW BYEW BYEW BYEW BYEW BYEW BYEW!!!!!!!

Craft Services or Crafty Meals and snacks during tech week and before shows for all cast, crew, and volunteers.

Do Not Eat Write this on anything (props, materials, fabric) you are storing in HQ that you don't want others to move, throw away, or eat. Similarly, don't move, throw away or eat anything labeled "Do Not Eat."

GJs This is one way that BROS say good job and call out others for doing something notable. We try to be generous with GJs and recognize all the amazing work that people are contributing.

HQ Short for head quarters. Where we build, meet, and create

In panton redundo In everything excess, the BROS latin motto

Party Armor Vest for celebrations or battles. Decorate with your own unique style. Often a denim vest with patches and pins.

Perks Small incentives volunteers receive for helping with a show. Could be a patch or show poster or comp ticket to the show.



Alley Rally

Alley Rally is a moment that we bring everybody in the entire show together to share good vibes and get hyped for an epic performance. It is also a time to share announcements and GJs. Alley Rally should take place as close to showtime as is practical. Usually while the audience is getting seated, sometimes right before the house opens. Interpret this document as you please!

Step 1: Circle Up. Make a gigantic human circle

Step 2: Announcements. Get any important information imparted to the team. Latest updates, status of the house, schedule changes, after party, etc.

Step 3: GJs. When there is time you can take a second to give positive affirmations (Good Jobs or GJs) to members of the show team. Who did you notice did something awesome? Throw some shine on the folks who put in extra work or who are a good example to others. Anybody can contribute.

Step 4: The Preamble. Usually a seasoned veteran who is loud:

“Theydies and Gentlethems, Horns in the air (all throw rock horns in the air). Break legs, Break hearts, Blow Minds & Melt Faces!”

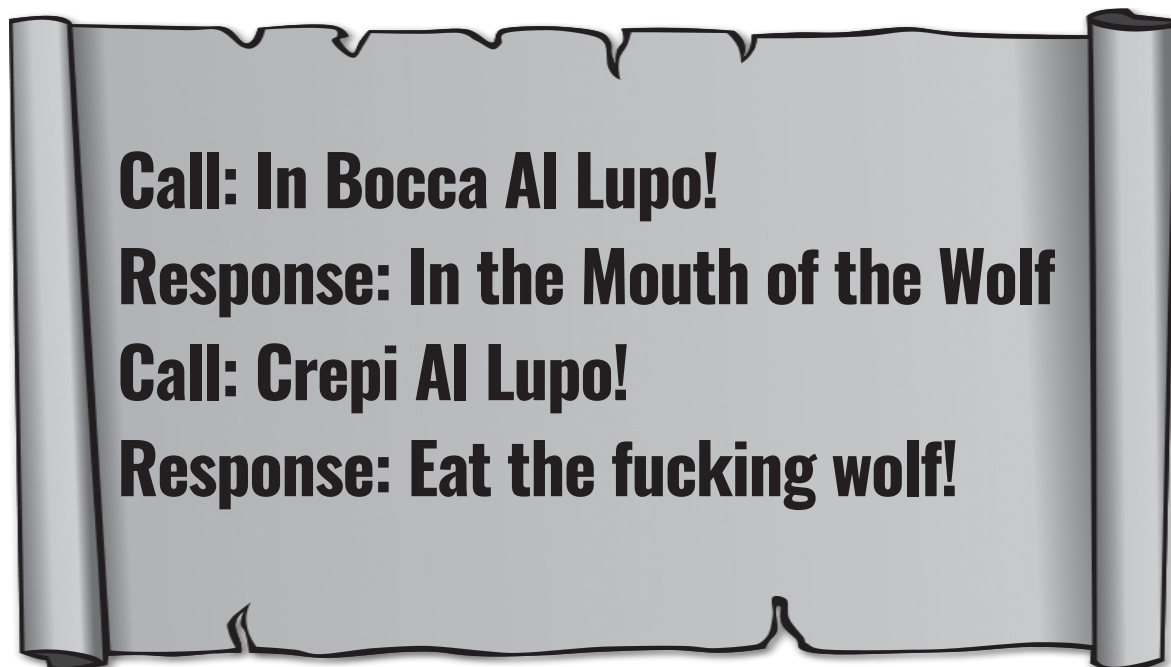


Alley Rally Continued

Step 5: The Italian

Each night of the show a different member of the team should do “the italian”. This phrasing is borrowed from the Italian Opera Tradition and has been remade to meet the BROS energy.

“In Bocca Al Lupo” means “in the mouth of the wolf”. The response “Crepì Al Lupo” means “may the wolf die”. Saying this to someone is similar to saying “break a leg”. When you’re trapped in the jaws of your adversary, you will wish the death of your adversary. In other words. Overcome your greatest fears and challenges and triumph over death. The BROS translation is as follows. One person does the call and all persons respond. This should be yelled as loud as possible!



Step 6: Show Chant

A chant that embodies our show. Leave the circle triumphant and pumped up!

Concern Resolution Path

Concern Resolution Path (CRP) Creating a safe and comfortable environment for all BROS is important to this company. We take concerns very seriously and seek to address issues in a sensitive and timely manner. We use the Concern Resolution Path to ensure everyone knows how to address issues that arise.

Check baltimorerockopera.org/intranet or a show's shared drive for show specific CRPs.

Start at the first step, if that doesn't feel comfortable or doesn't lead to a resolution, go to the next step. Repeat until your concern has been adequately addressed. If your issue is with someone named in the CRP, you can skip the step they are in or speak to the other person listed.

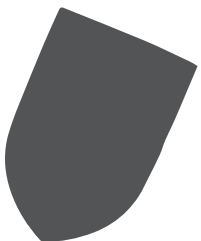
General Concern Resolution Path

Level One- Directly address your concern with the individual(s) involved. This helps foster an honest and open community and is often the fastest path to a resolution.

Level Two - Contact the Stage Manager, Production Manager, or Director if participating in a production. If not in a production go to the next level.

Level Three - Contact the Volunteer Director or Production Director.

Level Four- Contact a Board Member or the Executive Director.



We Want Your Feedback

The good, bad and ugly. Tell us everything. Feedback from BROS is one way for us to get better and improve. There are several pathways for sharing your ideas.

Comment Box baltimorerockopera.org/commentbox

Comments/concerns submitted via the comment box can be anonymous or you can include your name. There is a locked physical Comment Box installed in BROS HQ as well as a digital Comment Box. You can also use either comment box to suggest improvements to the BROS process, structure or physical spaces, or share information about issues. All comments will be kept confidential and will only be viewed by the BROS Volunteer Coordinator and Executive Director.

Post Morts During each full scale rock opera we seek feedback using a post mort survey. You can also share feedback by requesting a meeting or emailing production@baltimorerockopera.org

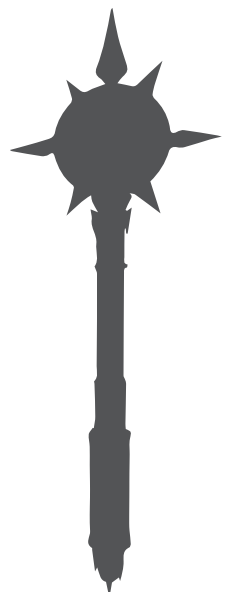
Staff and Leadership We are always willing to listen to feedback.

Production feedback? production@baltimorerockopera.org

Ideas for organization direction? ed@baltimorerockopera.org

Volunteer feedback? volunteer@baltimorerockopera.org

Legal or fiscal concerns? board@baltimorerockopera.org



The BROS Year

While we may not melt faces everyday, we do have plan for each year of our 7000 year journey. Check out what you can expect in a typical (can I even use that word for BROS???) year and how to get involved.

Throughout the Year

- Educational Workshops** Free Community Level Up Experience (CLUE) workshops that are open to volunteers and the general public. Attend whichever workshops you are interested in.
- Fundraising Events** Organized by our development team may include an in person event and electronic campaigns. Share with friends and watch for volunteer opportunities.

Spring

Full Scale Rock Opera Live original rock theater. Our biggest show of the year. Production begins around the star of the year.

Activities	Opportunities to Get Involved
Design ideas forming	
Call for leads	Apply for lead production roles
Cast and band audition	Audition
Big Volunteer Meeting	Attend and learn more about the show
Open builds	Show up and lend a hand
Educational Workshops	Learn a new skill and help with the production
Social event	Hang out with others working on the show
Move into the venue	Help pack up the shows
Tech week	
Opening night	Volunteer for FOH or Craft Services
The show	
Closing night and strike	Tear down and pack up
Wrap party	Celebrate the show
Postmortem process	Provide Feedback to make BROS better



The BROS Year Continued

Summer

Pitch Party Community members pitch their ideas for a show then we vote on a concept and the winner goes into development to become a rock opera.

Activities	Opportunities to Get Involved
Call for pitches	Submit a concept for a rock opera
AC narrows down choices	
Attend the Pitch Party	Attend and vote for your favorite pitches
Script writing begins	Join the writing team
Script drafts and music composition	Join the music team
Production starts on rock opera (in 2 years)	See rock opera activities and opportunities

Community Appearance A small scale appearance like a parade at Artscape.

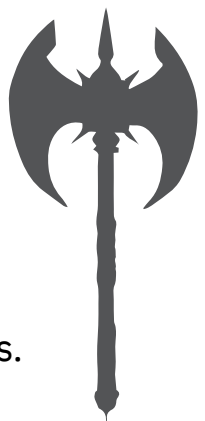
Activities	Opportunities to Get Involved
Design ideas forming	Help create the concept
Call for leads	Apply to help with event
Open builds	Show up and lend a hand
Performance	Show up and help us rock out

Fall

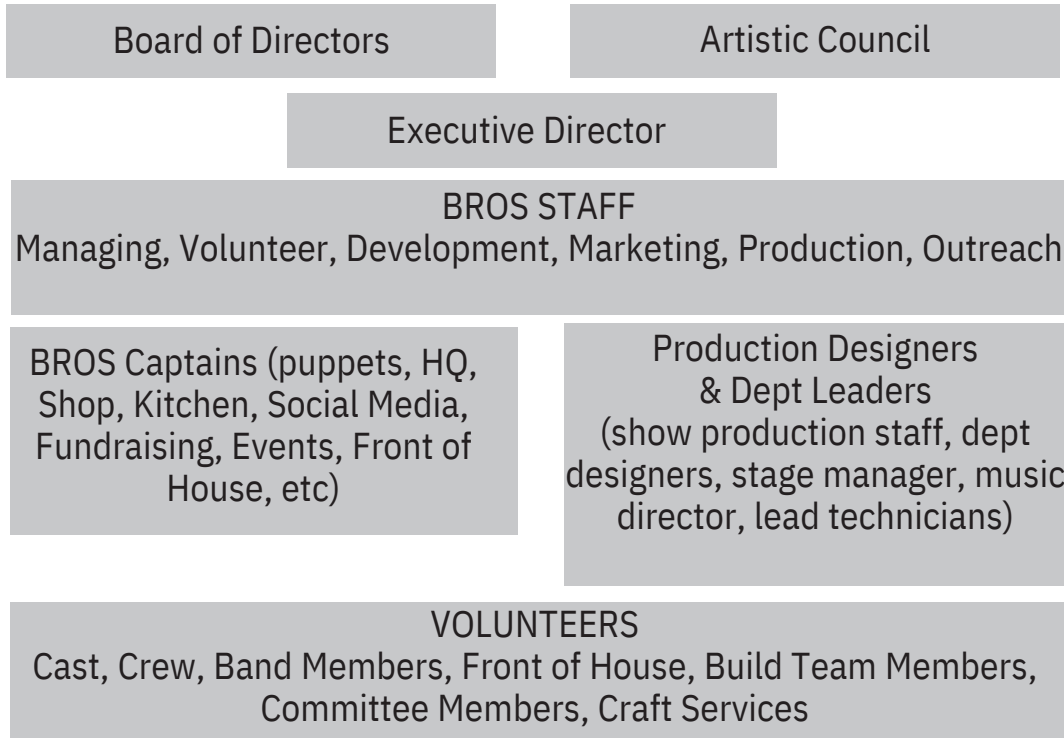
Smaller Performance A face melting performance on smaller scale than our spring show. Activities and opportunities to get involved similar to our full scale rock opera.

Winter

Appreciation Event A gathering to celebrate our volunteers and members. Show up and have a good time.



BROS Organization Map



Board- Experienced community members who guide company growth, fiscal oversight, legal compliance, budgeting, contracts and fundraising. Volunteer.

Artistic Council- The artistic soul of BROS. They keep sacred the vision of the company, shape programming, and manage the pitch process for new show ideas. Volunteer.

Executive Director- We need someone to keep us on track for 7000 years. Supervises staff. Paid

Staff- Part time employees who love this company and do the behind the scenes work to make BROS function as a non profit. Paid

Captains- Experienced volunteer leaders who step up and help with a specific department or function. Volunteer.

Volunteers- Most BROS are volunteers who make amazing art together through lots of hard work. Volunteer + show perks

You can find contact info and photos at
baltimorerockopera.org/intranet and baltimorerockopera.org

BROS Organizational Policies

How we work together is important and we have policies in place to make sure everyone has a rad time.

Discrimination Policy BROS does not discriminate on the basis of race, ethnicity, national origin, religion, sex, gender, sexual orientation, class, ability, or age in the recruitment of volunteers, production team members, staff members or board members. The only requirement for joining the BROS is an enthusiastic commitment to mind-blowing rock theater and an ability to execute the duties assigned to you.

Equity Statement BROS has the goal of creating large-scale participatory art by a diverse group of artists that gives both audiences and artists unforgettable experiences and brings untold stories to life. We recognize all diverse experiences, including (but not limited to) LGBTQIA, Native, people of color, gender diversity, people with disabilities, and ethnic, cultural, and religious minorities*. We believe that all residents of Baltimore should have an equal opportunity to participate in large-scale collaborative community arts projects and that the demographics of both our audiences, volunteers, staff, and Board should better reflect the city in which we reside.

*Adapted from the We Need Diverse Books' definition of Diversity.

Zero Tolerance Harassment Policy. No forms of harassment are acceptable within BROS spaces INCLUDING at public events and within our audiences. BROS has a zero-tolerance policy for sexual harassment, abuse, or assault, written to protect victims and protect our community. BROS policy is to make sure that victims are heard and believed and that action is taken at their discretion when possible.

Read full policies and get more details at baltimorerockopera.org/intranet

Learn More!

Right To Be <https://righttobe.org/> Working to build a world that's free of harassment and filled with humanity. Check out their trainings on bystander intervention and street harassment.

Chicago Theatre Standards <https://notinourhouseorg.wordpress.com/>
The movement to create better policies in independent theater which has helped inform many BROS policies, including the Concern Resolution Path (CRP).



Pitch Process

We want your ideas!!!! BROS shows are a communal effort and each of our full scale rock operas, as well as our smaller scale shows are created from ideas of Baltimore artists.

Pitch Party Every year since 2009 Baltimore Rock Opera Society has created a brand new original rock musical completely from scratch. Our BIG SHOW is pitched to the BROS by a Baltimore artist who then describes their big dream in front of a live audience. Our community VOTES on the outcome and the winner will become Baltimore's next big original show!

More info at baltimorerockopera.org/pitchparty

From Pitch to Stage



Someone has a big idea & submits a pitch application



The Artistic Council selects a few ideas to move forward



The selected ideas are presented at the Pitch Party



The general public and BROS vote on the pitches



The winning concept is turned into a full scale rock opera through the support of the BROS community and a ton of work.



Artistic Values

As the Baltimore Rock Opera Society grows and changes into the company that we will be for the remainder of our 7,000 year mission, let these values remain unchanged henceforth:

1. Original Productions – Ideas that are brought to the stage should be born from within the community.

2. Collaborative Process – Collaboration should be at the core of the show's creative work.

3. Innovation and New Creative Paths – Concepts and stories in BROS shows should be forward-looking and innovate rather than retread paths and tropes well-worn.

4. In Pantan Redundo – The BROS Latin motto, roughly translated to mean “In everything, excess.” The needs of building a manageable theatrical process should be weighed against the unquenchable and maddening desire of every brojan to build the most face-melting, mind-blowing, reality-shattering over-the-top overwhelming blitzkrieg of theatrical spectacle that the universe has ever known.

5. Unibräu – BROS strives to have a wide appeal to the theater-going and music-loving public, but the work that we create should not exist in a comfortable middle ground of art. Instead it is both a marriage of the high-brow with the low-brow arts known as unibräu.

6. Gesamtkunstwerk – Translates to “a total work of art” or synthesis of many different art forms under a single work. This is the dream of all BROS productions. BROS is a space where many different media of artistic expression come together in service of a single work.



In panton redundo