*Thank you for your interest in joining Open Theatre Project!*

*This* ***Company Member Proposal*** *is the start of getting to each other and to begin the process of bringing new leadership to OTP. For over 10 years we have kept our doors open to anyone who wants to create theatre and that history is only possible thanks to new minds and artistic visions stepping onto the stage with us.*

*Please Note, none of the questions on this proposal are required, our goal is to ensure anyone can be a part as an OTP Company Member. Whether you’ve never been a part of a theatre company or are a lifelong theatre maker, we hold space for all backgrounds to help us build together.*

*We are always a work in progress and aim to make this process as accessible as possible, please let us know any accommodation you may need or any comments to make this as welcoming as possible.*

*Look forward to hearing from you,*

*The OTP Company Member*

# About our Current Company Member Structure

The OTP Company Members work within a new leadership structure following the 2020 decision to dissolve our Board of Directors & OTP Core Management positions in order to build a decentralized & egalitarian foundation for the work we do. Each company member is given an equal vote on all large scale decisions.

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# About Open Theatre Project

Formed in 2010, [Open Theatre Project](https://www.theopentheatre.com/) has been producing theatre in the Greater Boston area from its home base at St. John’s Church in Jamaica Plain. Historically, we have been a predominately white-led organization, but we have decentralized our governing structure and have drafted a new vision and clear guiding principles that centers anti-racism and representation in every aspect of the comapny.

# Vision Statement

We create theatre that aims to foster engaged communities, cultivates empathy, and build authentic relationships. Many of the traditional operating principles of OTP, and the American theatre at large, were built on white supremacist structures. At OTP we commit to transparency in addressing and removing these structures in all aspects of our company. We realize this vision with guiding principles focused on Anti-Racism, Community Engagement, Intersectionality and Transparency on and off our stage.

About the Company Member Proposal

### We are specifically looking for:

* People who love theatre
* People who identify as Black, Indigenous, and People of Color (all are welcome to apply!
* People with diverse perspectives and backgrounds
* People living in the Greater Boston area
* People who are passionate about theater in all its forms
* People who can volunteer for a minimum of four hours a month to participate in company meetings or activities (2 Meetings/month while we are not producing and to be decided when we begin producing again)
* People who want to play an active role in shaping how Open Theatre Project creates theatre in the future
* Ideally we would like a long term commitment and welcome curiosity for folks to try it out.

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### What we will be doing together

* Create & Operate in a decentralized structure where each company member is given an equal say and vote
* Set Short and Long Term Goals for the company and its members
* Actively work on and support OTP Events and Projects

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### The Steps

1. **SUBMIT -** Submit your Company Member Proposal
2. **INTRODUCTIONS -** 2 Current Company Members will reach out to set up a welcome call / zoom chat and act as Liaisons for you throughout the process.
3. **SCHEDULE -** Liaisons will give an overview to full company membership and schedule time to have you join a company meeting.
4. **JOIN AN OTP COMPANY MEETING -** You will join a Bi-Weekly Company Meeting to meet the current company members and see if we’re a company you want to work with. At this meeting you will introduce yourself, ask any questions, learn about the company members, and participate in general company business. This step gives you a real look at how OTP works!
5. **FINAL DECISIONS -** ActiveCompany Members will consider these steps and vote on bringing on all new members. We strive for unanimous decisions on all items including new membership.

Company Member Proposal

**NAME PRONOUNS**

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**EMAIL PHONE NUMBER**

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**Do you live in the Greater Boston Area?**

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**What kind of accommodations do you need for your Company Member Proposal process? How can we make it easiest for you to learn about OTP and submit this Company Member Proposal?** (ASL, Technology, Language interpretation, Large Print, Captioning)

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**How do you identify or describe yourself?**

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**Tell us about about yourself beyond theatre** (Can be conveyed as you see fit, CV, cover letter, song, whatever you’re most comfortable with) *Email directly to* [*contact@theopentheatre.com*](mailto:contact@theopentheatre.com)

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**Tell us about your interest in theatre**

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**Why do you specifically want to join OTP and what do you hope to explore here?**

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**What is exciting about being a part of a company? What is exciting about doing this work at OTP specifically?**

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**Anything else you’d like to mention?** *Additional resources can be emailed to* [*contact@theopentheatre.com*](mailto:contact@theopentheatre.com)

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# Submitting your Company Member Proposal

*Please submit completed NAME TBD to* [*contact@theopentheatre.com*](mailto:contact@theopentheatre.com) *with OTP COMPANY MEMBER - Your Name in the subject line. We will follow up within 1 week upon initial receipt.*