

## HANDSPAN THEATRE LTD.

### THE MANIFESTO

This MANIFESTO is a proclamation of the concerns, beliefs, objectives and aspirations of HANDSPAN THEATRE LTD. Each member of the Company, a signatory to this document, subscribes to each clause herein contained.

The work of HANDSPAN THEATRE LTD., is to be conducted within the boundaries and in the spirit of this MANIFESTO. Signatories to this document agree to uphold this MANIFESTO as the continuing basis for the Company's work.

1. The primary concern of HANDSPAN THEATRE LTD. is puppetry based visual performance.
2. The priority of the Company at all times shall be the artistic Work of the Company.
3. The Company is concerned with experimentation, innovation and development in the field of puppetry-based visual performance.
4. The Company strives to produce Work which uniquely reflects the artistic base of it's members.
5. The Company is committed to producing the appropriate show in the appropriate place for the appropriate audience.
6. The Company is committed to producing a range of Work appropriate for various age groups and will seek to cultivate new audiences.
7. The Company will attempt to respond to community needs and requests.
8. The Company is committed to being a touring Company.
9. The Company is committed to Work which develops from different content bases, so that the program strives to reflect a balance of art-based, interpretive or issue-based material, within a framework of performance as a communicating art.

10. The Company has an ideological commitment to the development of peace, and will not support the creation of work which sanctions discrimination on the basis of race, gender, age, creed, socio-economic status, or preferred sexuality.
11. The Company's Work strives to involve experimentation and cross-fertilisation with other visual and performance media.
12. The Company will respect the artistic independence and value of its members and will strive to maintain an environment conducive to facilitating the personal artistic development of individual members.
13. The Company accepts that it has a training responsibility; both with the Company and amongst the wider community, especially in relation to young people.
14. The Company will promote collaboration and artistic sharing within its Work, and will seek to encourage professional dialogue and networking on a local, national, and international level.
15. The artistic program of the Company shall evolve from Dreaming Day, an event at which all members are invited to present their dreams, ideas and proposals for Company activities.
16. Ultimate artistic responsibility for the Company's work rests with the Membership, through such formalised channels as may be established from time to time.
17. Where a project is company initiated and/or developed using the collective human and physical resources of the company, the copyright in that project shall be vested in the company. In other circumstances copyright shall be clarified and defined on an individual project basis. Should the originators, developers or creators of a company initiated project wish to continue Work on the project outside the activities of the company, licensing consent to do so shall not be unreasonably withheld.
18. The Company has a commitment to preserving its heritage through the maintenance of appropriate archives of the Company's Work. In the event of closure of the Company, its archives shall be given over to a suitable organisation which, in the view of the Members, is capable of preserving such archives.



19. Any part of this MANIFESTO can be reviewed and changed only by the vote of eighty percent majority at a duly constituted General Meeting of Members.

Kenneth Evans .....

Helen Rickards .....

Peter Wilson .....

Andrew Hansen .....

Philip Lethlean .....

Carmelina Di Guglielmo .....

Avril McQueen .....

Lizz Talbot .....

Paul Judd .....

David Hope .....

Michele Spooner .....

Annie Wylie .....

Andrew Bleby .....

Gillian Farrelly .....

Jude Bourguignon .....

Andrea Lemon .....

Jon Stephens .....

HANDSPAN THEATRE LTD.  
MEMBERSHIP

In addition to the Articles relating to Membership in the Articles of Association of HANDSPAN THEATRE LTD., the following considerations shall also apply.

1. All Members of HANDSPAN THEATRE LTD. shall formally subscribe to the MANIFESTO of the Company.
2. Admission to Membership and termination of Membership shall be determined by the Members and recommended to the Board for formal approval.
3. The Board of Management of HANDSPAN THEATRE LTD. shall be elected from the Membership by the members at an Annual General Meeting.
4. Members shall be required to pay an initial joining fee and an Annual Membership fee.
5. The membership shall oversee and uphold the implementation and execution of the MANIFESTO of the Company.
6. Ultimate artistic responsibility for the Company's work rests with the membership, through such formalised channels as may be established from time to time.
7. Regular reviews of the execution of the MANIFESTO shall be carried out at duly constituted quarterly General Meetings, at which high quality debate of Company activities shall be encouraged.
8. As a public manifestation of the membership's collective responsibility for the Company's work, the names of members shall be published in public documents produced by the Company from time to time.
9. Members shall have access to the Manifesto, the Memorandum and Articles of Association of HANDSPAN THEATRE LTD.
10. Members shall not be precluded from being members of the Working Company of HANDSPAN THEATRE LTD.



## HANDSPAN THEATRE LTD.

### WORKING COMPANY

1. The Working Company is all those people who are currently contracted by the Board of HANDSPAN THEATRE LTD. to work within the Company.
2. Each person in the Working Company is considered to be an artist in his/her own right and field.
3. The Working Company will service as appropriate for the Company's well being, the Artistic, Technical, Administrative, Public Relations and Production work of the Company.
4. The Working Company will Work within and to the spirit of the HANDSPAN MANIFESTO, but will not necessarily be required to subscribe to the Manifesto.
5. The Working Company shall be equally respected, and paid the same basic rate, but the Board may negotiate additional payment margins on the basis of skill and/or responsibilities.
6. The absolute minimum requirement of the Working Company's operation at any time shall be to maintain the physical resources of the Company on behalf of the Membership.
7. The roles, responsibilities and decision making structures within the Working Company shall be determined, as appropriate, by the Board from time to time.
8. The Working Company ideally should be headed by an Artistic Director whose duties shall include implementation of the Company programme, responsibility for articulating the artistic vision of the Company and management of Company's day to day artistic affairs.
9. The Working Company ideally consists of a core group of a minimum of three performers and three other members. Preference is to be given to members of HANDSPAN THEATRE LTD. in determining the Membership of this core group. Outside the core group, selection will be made on the basis of choosing the best person for the job, provided that there is an equal choice between a company member and a non-member, preference shall be given to the Company member.

10. The Working Company's core group can be utilized as human resources for the Company when they are available over and above any specific projects in which they are currently engaged.
11. A Board member will be appointed to be a Working Company Liason Officer between the Board of HANDSPAN THEATRE LTD. and the Working Company.
12. In the case of there being no member of the Board who is currently in the Working Company, the Board shall invite an elected representative of the Working Company to attend Board meetings as an observer.
13. The members of the Working Company who are not members of HANDSPAN THEATRE LTD. will be known as Associate Artists.