



BALTIMORE ROCK OPERA SOCIETY

Mission Statement: The Baltimore Rock Opera Society (BROS) is a passionate community of artists who create unforgettable experiences through live original rock theater.

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:

BROS ARTISTIC VALUES

1. **Original Productions** – Ideas that are brought to the stage should be born from within the community. Opportunities such as pitch parties and other application-based processes for bringing great ideas and great people to the front of a creative process are essential.
2. **Collaborative Process** – should be at the core of the show’s creative work. Even if certain aspects are led by a single person’s vision, community input, feedback, constructive criticism and group ownership should be instilled in all levels of the project.
3. **Innovation and New Creative Paths** - Concepts and stories in BROS shows should be forward-looking and strive to innovate rather than retread paths and tropes well-worn by popular media, theater, television and musicals. Telling new stories, using conventions of genre in interesting ways and innovating the format of the large-scale rock musical is a priority for any original work.
4. **In Panton Redundo** – The BROS latin motto roughly translated to mean “In everything, excess.” Whenever possible, 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.

We believe there is space in every BROS show for expressions of high culture, thought-provoking scripts, complex and sometimes experimental expressions of emotion and experience. In addition, BROS is interested in speaking directly to the masses of people and including many great examples of lowest-common-denominator thrills to each and every guest. Low-brow humor, incredible spectacle, shocking twists and turns of plot, awe-inspiring cheer moments, dramatic lighting and tear-jerking musical moments in a relaxed environment are very important to the company.

6. **Gesamtkunstwerk** – a total work of art or synthesis of many different art forms under a single work is the dream of BROS productions. BROS is a space where many different media of artistic expression can be come together in service of single work. Attempts will be made in each show to make a more complete a unified work of total art by combining many different mediums to portray the show's message.

BROS COMMUNITY VALUES

1. **There will be beer** - BROS work hard and play hard. We bring the joy of creativity and satisfying hard work together with the excellence of free-flowing beer and responsible partydom. There will also be plenty of non-alcoholic drinks.
2. **Inclusivity** – The rock and roll mindset is for all persons. We strive to create a community that is as inclusive as possible and create opportunities for anybody who would like to contribute to this multifaceted art form.
3. **Positivity** – We come together to create out of love for the artform. Members of BROS should strive to create a positive environment so that the seed of rock can be spread far and wide and stressful or negative experiences are minimized for both audience & BROS members.
4. **Artistic Investment and Personal Pride** – The joy of seeing your work on stage and contributing to a large-scale artistic project is essential to the functioning of our company. Each person inside of BROS should have a stake in the success of BROS creations as well as the larger company, and all members should feel invested in the company's success. BROS production processes will be designed to maximize the personal investment each BROjan feels.
5. **Transparency** – Great communication builds great trust. Leadership of BROS will work to give all BROS members excellent communication and openness about processes and decision-making. BROS members will come to leaders with questions and concerns without fear of reproach or scorn. Communication lapses will be corrected swiftly.