

To: Rancho Folclorico Cruz de Cristo Administration

From: Brianna Diogo

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Subject: Proposal for Re-organization of Affairs in Regards to Organization and Structural Issues

**Introduction:**

Over the last four decades, the Rancho Folclorico Cruz de Cristo has been known as an incredibly disorganized and dysfunctional Portuguese cultural dancing group. The group operates out of a church basement in East Vancouver, run by three administrators, four instructors, and a variety of parents who volunteer and help the organization run. There are three groups divided by age, 5-10, 11-16, and 17-25, each learning their own variety of dances, and participating in performances all over British Columbia.

**Statement of Problem:**

Due to the fact that the administration and teaching staff is comprised mostly of volunteers, and class fees go directly to costumes and travel, the organization and formality of the group is seriously lacking. This leads to things like people being moved around groups due to social politics and not receiving milestone awards that they have earned, spectators and parents getting overly involved, rehearsals not being taken seriously, and even having to drop out of performances last minute due to dancers not showing up, with no consequence to the dancers following. Many people leave the group due to the fact that they feel as if they are not respected and appreciated, and this leads to constant re-organization, meaning that rehearsal times and performances are full of distractions and unprofessionalism.

**Proposed Solution:**

One possible solution to the organization aspect of this issue is to establish a proper booking and organizational system, preferably one that is virtual and can be accessed by the appropriate members. When records are being kept on paper for decades on end, it is much too easy for mistakes to be made and for there to be detrimental communication errors. On the other aspect regarding dancers not showing up to performances and not taking rehearsals seriously, a solution would be to enact a more structured rehearsal schedule and to provide contracts and guidelines to the dancers to make sure that rules are being followed and dancers and their families are being held accountable for conscious ignorance.

**Scope:**

To assess the feasibility of re-organizing the structure of the group, I plan to pursue five areas of inquiry:

1. What organization systems are most effective for administration?
2. What is the most effective and efficient way of communication between dancers, instructors, and administration members?
3. What are the most appropriate forms of consequences for conscious ignorance?
4. What are the guidelines and specifics that should be presented in a contract to dancers and their families?
5. How might these changes affect all parties involved psychologically?

**Methods:**

My primary data will include interviews with members from all parties, as well as firsthand knowledge.

My secondary data will come from research papers and articles on organization, especially involving children, as well as legal requirement research and psychology papers.

**My Qualifications:**

After being a member of the group for sixteen years, I followed the activities of the group closely, observing changes firsthand and also hearing from many members that I had gained trust with. As well, I have heard from many other industry professionals the issues that are going on behind the scenes, especially in comparison to other dance companies.

**Conclusion:**

It is incredibly clear that action needs to be taken, and change is long overdue. By looking at the five areas of inquiry mentioned earlier, I look forward to beginning research with your approval.