



designer policy

white paper

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1. WHAT WILL THIS POLICY ADDRESS?

The views in this policy reflect the overarching ideals of the relationship between Painted Filly Theatre and the designers it employs. Issues of compensation, creative role, and expectations will be addressed. It concludes with an agreement enumerating the demands upon the company and the demands upon the designer.

2. HOW WILL DESIGNERS BE COMPENSATED?

Painted Filly Theatre is a profit-sharing company. The structure is as follows:

- a) **DEFINITION** / For the purpose of profit-sharing in Painted Filly Theatre, “profit” is defined as the remainder once the cost of putting up a production is repaid. It is possible that no profits will exist under this definition. No payment is guaranteed under this policy.
- b) **MANAGEMENT CUT** / The managers of Painted Filly Theatre, currently two in number, shall each receive a 10% share of the profits prior to division. This does not cancel out any entitlement of these individuals to an equal share in remaining profits, if the managers have contributed artistically to a given production.
- c) **SIZE OF PIE** / The remainder is then divided among the artists, defined as writers, directors, designers, and actors. Assistants and volunteers are not included at this time in the profit-sharing scheme. The number of shares in profits will be decided before production once all positions are filled. This number will not fluctuate as long as these positions remain filled.
- d) **TIME ISN'T MONEY** / An artist who performs multiple artistic roles in a single production will only be compensated once.
- e) **THRESHOLD** / If profits are very small, the company would benefit substantially more than the artists from the money. Therefore, a threshold for payout will be set at €10.00 per person (after management cut). Thus, if the profit would result in dividends smaller than €10.00 per person, then the total profit will revert to the company. In such cases no compensation would be given to management either.
- f) **CURRENCY** / Painted Filly Theatre operates in Euro. As an international theatre company, however, it is understood that artists who live outside Dublin would prefer payment in local currency. Artists will be paid in the currency of their country of residence. Painted Filly Theatre will absorb the costs of currency conversion and mailing in cases where payment must be sent abroad, and this will not affect the equal share of profits.

3. WHAT IS THE CREATIVE ROLE OF THE DESIGNER?

Painted Filly Theatre believes in equality among artists; thus, the work of the designer represents an artistic specialisation within a circle of common purpose, not a place in a hierarchy. While the director is asked to interpret texts and to provide an overall vision for the show, it is the designers who make this vision manifest to the audience. In the company's ensemble-based productions, all creative roles are subject to dialogue and adjustment from all sides, including input from the directors, from the actors, and from the company itself.

Painted Filly Theatre frequently works with new writing, which creates an added responsibility of the designer to the writer. As theatre is a living medium, there will often be tension between the text as written and the ability to present it. The exigencies of rehearsal and performance inevitably lead to alterations in stage direction, dialogue, or even character; many of the design choices suggested by writers will not be possible in production. Painted Filly Theatre undertakes to make such alterations, however, in a nondestructive manner geared solely toward communicating the material to an audience in the most effective way possible. While such a framework renders the director paramount as the arbiter of interpretation, it also entrusts to the designer a kind of "service" toward the writer and director. It is expected that lines of communication will remain open between directors and designers throughout the process, in order to clarify questions of intent. If major alterations to a script must be made due to design, it is expected that the director will either clear such changes with a writer or will at least notify the writer of these changes.

The director is the direct link of the designer to the other artists in a production, and will serve as representative of the designer's wishes in discussions with actors and writers.

Painted Filly Theatre attempts to acknowledge the individuality of each creative voice. An ensemble does not erase all differences, but rather illuminates them to a dramatic end. It is essential to the process of the designer that a spirit of dialogue and collaboration infuse all work with other artists in the company. The basis of this ethic is the sense of shared purpose and common voice.

Any concern regarding an artist relationship can be brought to the company, which will exclude any involved party from the arbitration, and base its decision on the company policies.

4. WHAT DOES PAINTED FILLY THEATRE EXPECT OF DESIGNERS?

Designers are expected to:

- maintain open lines of communication with the company, directors, actors, and writers
- attend production meetings, and notify of conflict in advance
- observe start and end times of rehearsals/meetings strictly
- observe deadlines for submission of design work
- be transparent and accountable in artistic choices
- be professional and respectful throughout the process

5. WHAT CAN DESIGNERS EXPECT OF PAINTED FILLY THEATRE?

Painted Filly Theatre is expected to:

- be clear and transparent in production oversight
- give credit to designers in programmes
- provide organisational and promotional support to the process
- arbitrate artist disputes that may arise
- share profits according to the scheme above (§ designer policy 2)

Painted Filly Theatre is NOT expected to:

- compensate artists monetarily or pay royalties
- continue to retain designers who fail to meet the expectations

6. RAMPANT OFFICIALDOM.

Attached to the policy is a document which gives you the choice either to approve the policy and to enter into contract with Painted Filly Theatre as a designer, or to decline and seek more information. Comments or questions may be written below the signature boxes. Please choose an option, sign both forms, and return the final page to Painted Filly Theatre. Without agreed terms, the company will not begin artistic collaboration.

designer policy

**rampant officialdom
(designer copy)**

Painted Filly Theatre approves the designer policy, will uphold the responsibilities it puts upon its members, and will abide by the conditions stated herein as regards compensation, creative role, and general expectations.

Jennifer Killelea

(Managing Director)

DATE

YES

I accept the policy as stated, and I will uphold the responsibilities of the designer.

NO

I have concerns about the contents of the policy and would like to discuss it more.

X

DATE

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(painted filly theatre copy)**

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