

My Favorite Obsession Bylaws

ARTICLE I - NAME

Section 1: The name of this organization shall be “My Favorite Obsession,” here after referred to as ‘MFO.’

ARTICLE II - OBJECTIVE

Section 1: The Rocky Horror Picture Show (aka Rocky) is all about tolerance, respect, self-expression and "a fucking good time". The objective of MFO is to be a theatrical performance group that performs primarily, but not exclusively, a shadowcast version of THE ROCKY HORROR PICTURE SHOW at venues of choice for the entertainment of the audience as well as for the benefit and enjoyment of MFO cast and crew members.

ARTICLE III - BYLAWS (this Document)

Section 1: This Document defines the bylaws by which MFO shall be defined and governed. As MFO evolves and grows, so may this document to better represent the needs of, and adapt to new situations presented to the organization. Revisions to this document must be passed by Super Majority of the Active Members pursuant to Article IV - Decision Methods and Article VII - Active Members.

Section 2: Any proposed amendments must be submitted to the Elected Leadership (Article VI) in writing and Leadership must present the proposal at the next All Cast meeting (Article XII.3). Any change to these Bylaws shall take effect at the end of the meeting during which they are voted upon, unless otherwise stipulated by the adoption of the change.

Section 3: Any matter not covered by these Bylaws shall be left for the interpretation of the Elected Leadership.

ARTICLE IV – DECISION METHODS

Section 1: **The following are decision methods**

Popular Vote: The greatest number of votes for a given entity when compared against votes for any other entity(s). For example, items 1, 2 and 3 receive votes totaling 3, 7 and 5 respectively, thereby giving item 2 the Popular Vote.

Simple Majority: At least one more than one half (1/2) the deciding body.

Super Majority: Two-thirds (2/3), rounded up, of the deciding body.

Unanimous: All members of the deciding body must come to agreement.

Section 2: **Quorum:** All major decisions, not otherwise taken independently by a member of the Elected Leadership under stress of time limitations, shall require a deciding body of at least a Super Majority of the voting body to weigh in on the decision. For example, given a total Elected Leadership of three persons, a minimum of two present or otherwise in communication is required to make a major decision, and in such case would have to reach Consensus as all decisions require better than half, regardless of method.

ARTICLE V – ORGANIZATION

Section 1: MFO will maintain five levels of organization, listed from highest responsibility to lowest: The Elected Leadership, the Active Members, the Inactive Members, the Guest Members, and the Road Posse. Any member may take on responsibilities of a lower level in the course of regular MFO operations. Here after, The Cast shall refer to only the Elected Leadership and Active Members.

ARTICLE VI - ELECTED LEADERSHIP

Section 1: The Elected Leadership (here after Leadership), aka Business Managers, shall be composed of three (3) Active Members elected by Popular Vote by the Active Members body.

Section 2: The Leadership is responsible for the business aspects of and pertaining to MFO including the responsibility and authority to manage or delegate theater relations, financial matters, publicity, crew management, and other duties, as specified in these Bylaws.

Section 3: The Leadership shall determine the time and place of all MFO meetings, runs all business meetings, oversees all group rehearsals of four or more Cast and Crew in conjunction with the Director, works in conjunction with the Director and Theatre Management for advertising, fund raising, and Public Relations work, setting calendar of all Performances, and oversees any functions done by or with MFO.

(Article VI continued...)

- Section 4: The Cast and Crew delegate to the Leadership the full authority to manage these matters as set forth in Article VI, Sections 3 and 4 to the best interests of MFO without necessarily seeking approval from the Active Members due to lack of time or availability of said members, given they are brought to the attention of the cast within one week of the decision.
- Section 5: The Leadership may solicit volunteers from the cast and crew to act as support for business tasks.
- Section 6: Eligibility for a position in the Leadership shall be determined by length of Active Member status. If a candidate has been an Active Member of MFO for no less than 12 months total, and are currently Active Members with MFO at the time of the next Leadership election, then they may be placed on the ballot for that election. Active Members not meeting this time requirement, but who have otherwise been Active Members for at least 6 months consecutively, may independently petition the other Active Members to be added as a write-in candidate. Such petition must be signed by a Simple Majority of Active Members, and submitted to the Leadership at least two weeks prior to the corresponding election.
- Section 7: The term of the Elected Leadership shall be one calendar year of shows, nominally from the conclusion of an election to the last show of a calendar year. No limitation is put upon the number of terms a member may serve as Leadership.
- Section 8: A member of Leadership must remain an Active Member. Any Leader that becomes Inactive must immediately rectify the situation. If the Leader remains Inactive, a Special Election must immediately be held pursuant to Article VI, Section 6.
- Section 9: If a member of the Leadership is unable to complete their term for reasons other than Inactivity or the Leadership is otherwise comprised of less than three members, the remaining Leadership, or in absence of any Leadership the Active Members, must hold an immediate election to fill the vacant position(s) pursuant to Article VI, Section 6.
- Section 10: A petition signed by five Active Members may initiate an Impeachment Motion, administered by the Leadership excepting the one in question, to remove a current member of Leadership from their position. The Motion must be approved by a Super Majority of the Active Members excluding the member in question to pass. If the motion passes, an immediate Special Election, pursuant to Article VI, Section 6, must be held to fill the vacant position.

ARTICLE VII – ACTIVE MEMBERS (Cast and Crew)

- Section 1: Active Members shall be those members actively performing in, acting in, or otherwise filling one or more of, but not limited to, the roles listed in Article X - Roles and Responsibilities in two of the past three shows or four of the past six shows; OR have attended no less than two thirds (2/3) of the MFO meetings within the last six months (or the time covered by three shows from start of show rehearsal), whichever is less.
- Section 2: An individual that has joined MFO for the first time but has not yet met the requirements of an active member shall be considered Pending Active and is not granted any of the voting rights of an Active Member, though all other rights of an Active Member are conferred upon them.

ARTICLE VIII - INACTIVE MEMBERS

- Section 1: Any MFO Member will be considered an Inactive Member after non-action in two consecutive shows AND attending less than two thirds (2/3) of the regular cast meetings within the last three months. Inactive Members will be allowed, but not required, to attend MFO business or artistic meetings. No other rights of Membership shall be conferred upon said Members until such time as an Active status is re-established.
- Section 2: Individuals on the Banned List will not be maintained on the Inactive Members List.

ARTICLE IX – ROAD POSSE

- Section 1: The Road Posse will be those loosely organized individuals willing to support and help promote MFO in different and various geographic locations and regions.
- Section 2: No membership rights shall be conferred upon The Road Posse, excepting specific bonuses or perks as set forth by the Leadership with the intent to make The Road Posse a desirable position.
- Section 3: Although they cannot represent either MFO or any of MFO's selected venues, the Road Posse may carry out support functions as assigned by the Leadership.
- Section 4: The Website Manager and Media Manager will assist the Leadership in coordinating and maintaining contact with the Road Posse.

ARTICLE X – ROLES AND RESPONSIBILITIES

Section 1: **ELECTED LEADERSHIP:** The Leadership fulfills all management of business and affairs pursuant to Article VI - Elected Leadership.

Section 2: **PRODUCER:** One Leader shall be selected per show by the show's Director with Leadership approval as that show's Producer. The Producer will act in an advisory role to the Director to ensure the rehearsals and show run smoothly, that a desirable level of quality is maintained, and all responsibilities are taken care of.

Section 3: **DIRECTOR:** The Director will be selected by a Popular Vote of the Active Members for any single show. The Director must be an Active Member of MFO. The Director will develop and craft the overall tone and theme for their assigned show and associated marketing; cast the On-Stage roles from the list of Certified Performers; and select, design and create a pre-show performance if one is to be included in the assigned show. The intention of the role of Director is so that all MFO members have the opportunity to implement their artistic vision in an MFO performance. As an advisory role, the Director is obligated to hear and consider all input by the Producer. Further more, though it is the right and responsibility of the Director to cast the show, individual cast members retain the right of refusal, though they are encouraged to work with the Director to help them craft the vision for any particular show. Directorial decisions may be overridden by the Producer only when such decisions are clearly detrimental to MFO, or conflict with the MFO Bylaws.

Section 4: **MASTER OF CEREMONIES (MC):** Each show may have one or more MCs. Each MC is responsible for their performance, costume and makeup. Unless particularly excused by the Director on merit of past experience or for emergencies or other grave reason, each MC shall perform in front of the Director, Producer, and any available Active Members at least once before the show. Additional performances or rehearsals may be required per the Leadership's prerogative. The MC(s) are collectively responsible for ensuring that the following items (in order of importance) are included in the pre-show or post-show performance:

1. The minimum rules (additions or subtractions per venue possible)
 - a. No throwing of organic material except dry toast and bagels;
 - b. Throw all items up and back;
 - c. Take care of the theater – no throwing of materials on or at the screen, walls or decorative additions (murals, chandeliers, etc);
 - d. No open flames;
 - e. No smoking;
 - f. No squirt guns larger than a hand, and filled only with water.
2. Introduction of the cast;
3. Introduction of the virgin games;
4. Advertisement of the next show;
5. Advertisement of merchandising and solicitation of donations.

(Article X Continued...)

- Section 5: **TRIXIE:** Each show may have one or more Trixies. Each Trixie is responsible for their performance, costume and makeup related to their character. Unless particularly excused on merit of past experience or for emergencies or other grave reasons, the Trixie(s) for any particular performance must perform in front of the Director, the Producer, and any available Active Members to the maximum extent possible (i.e. however much choreography is completed by specified time) a minimum of two weeks or by the half-way point between show dates prior to the performance, which ever is later.
- Section 6: **PRIMARY ROLES: FRANKENFURTER, JANET WEISS, BRAD MAJORS, RIFF RAFF, MAGENTA, COLUMBIA, DR. SCOTT, ROCKY HORROR, EDDIE and THE CRIMINOLOGIST:** Are responsible for the Performance, Costume and Makeup relating directly to that Character, and for returning all MFO-owned costuming and props in clean and orderly condition to the location of storage or hand-off as designated by Leadership within two weeks or less after playing the role in a show.
- Section 7: **TRANSYLVANIANS COORDINATOR:** A Transylvanians Coordinator may be assigned by the Director or Producer as needed. The Transylvanians Coordinator (hence forth Head Trannie), in addition to regular Transylvanian (Trannie) responsibilities, is responsible for all other Trannies in the show. The Head Trannie oversees and helps other Trannies when needed, manages communications with those Trannies, oversees costuming and makeup, and generally acts as a ‘sub-director’ to the Director for purposes of managing the Trannies performance and their relation to the audience. Further more, the Director or Producer may delegate special Trannie-only rehearsal scheduling and management to the Head Trannie. All artistic decisions for the role of the Trannies, however, are to be the decision of the current Director. The Head Trannie needs to have full knowledge of the Transylvanians role in the movie and needs to ensure all Trannies cast for a show are adequately prepared to ensure a good performance, organizing additional training as needed. It is the duty of the Head Trannie to inform Leadership of any Trannie that may not be able to fulfill their role no less than a week prior to the show in question so that appropriate actions may be taken.
- Section 8: **TRANSYLVANIANS:** (aka Trannies) Trannies are under the direction of the Transylvanians Coordinator, or the Director in the absence of a Head Trannie, and are responsible for the Performance, Costume, and Makeup relating directly to that Character, and for returning all MFO-owned costuming and props in clean and orderly condition to the location of storage or hand-off as designated by Leadership within two weeks or less after playing the role in a show.

(Article X Continued...)

- Section 9: **PRE-SHOW COORDINATOR:** The Director may choose to delegate a portion or all of the pre-show to a Pre-show Coordinator. On these occasions the Pre-show Coordinator is responsible for the directorial duties of developing, rehearsing and performing a pre-show, with oversight by the Director and Producer.
- Section 10: **STAGE COORDINATOR:** Is under the long-term direction of the Leadership and is responsible for aiding the Producer and Director in producing the vision in any particular performance. The Stage Coordinator is responsible for backstage management including props, wardrobe, changing and makeup room, and lighting, and manages and helps other Stage Crew. The Stage Coordinator needs to have full knowledge of the movie and lighting script.
- Section 11: **STAGE CREW:** Are under the direction of the Stage Coordinator, or the Producer and Director in the absence of a Stage Coordinator, and are responsible for the handling, positioning and management of props, wardrobe, changing and makeup room, and lighting of MFO during the performance. Unique positions within the Stage Crew may include Makeup Artist, Wardrobe Master or Mistress, Lighting Master or Mistress, Dresser, Hair Stylist and others.
- Section 12: **MEDIA MANAGER:** The Media Manager is a Leadership-assigned long-term role who works in collaboration with the Producer and Director. He or she is responsible for the direct or managed creation of all MFO media (e.g. flyers, posters, merchandise, show programs) for the purposes of promoting MFO and helping to support the MFO budget and shows.
- Section 13: **WEBSITE MANAGER:** The Website Manager is under the direction of the Leadership. He or she is responsible for maintaining and updating the MFO website, including managing the online photographs, performance dates and audience/fan communications inclusive of Internet groups and communities not on the official cast website.
- Section 14: **PHOTOGRAPHER/CINEMATOGRAPHER:** There may be more than one person assigned to these roles. The official Photographer(s) and/or Cinematographer(s) are under the direction of the Leadership. They will have responsibility for recording audience and cast activity during performances and events and producing usable media for the Media Manager, Website Manager and the Leadership for use in publicity. They will hand over usable media in digital format to the Leadership designated party(s) within one week after a performance or event unless excused for reasons of emergency or other grave reason by the Leadership.

ARTICLE XI - OPERATIONS AND CAST AND CREW SELECTION

Section 1: All prospective MFO members must submit a completed Cast Application at the time of audition or interview.

A: All individuals under the age of eighteen (18) must additionally have verbal and written permission from Parent(s) or Legal Guardian(s) in order to become a MFO Member.

Section 2: Performers shall be certified by the Leadership and shall be defined as follows:

A: Trained Performer is a performer trained for a specific role.

A: Veteran Performer status shall be conferred per role to any person having performed a role at least once and received a Simple Majority approval vote from the Leadership.

Section 3: Performers may be placed on the Certified list as a Trained Performer through;

A: Open cast calls may be held for the purpose of obtaining new cast members upon request of Leadership motion carried by Simple Majority vote. The Leadership shall make public announcement of casting call as appropriate (e.g. posted on the cast website, web forums, public calendars, paper flyers). The hour, date, place, and style of the casting call event shall be decided upon and administered by the Leadership. All cast applicants must have a completed cast application submitted to the Leadership prior to any casting interview or show participation.

Sub 1 - To perform in a desired performance role, a cast member must apprentice to one or more current MFO members that are a Certified Veteran for the role (Mentors), working on their own time outside of the primary rehearsals, and with their Mentors one-on-one or in focus groups. The Mentors are not required for all practice, only for guidance as needed. This training process will continue until at least one of the Mentors consents to sponsor the Apprentice, at which time they may be auditioned by the Leadership.

Sub 2 - If no Mentors consent to sponsor an Apprentice, the Apprentice may petition the Leadership for an audition, presenting the length of time they have studied the desired role and the names of all Mentors they have worked with. The Leadership may take up to 7 days deliberation to permit time to consult with the Mentors before delivering a decision. By unanimous Leadership vote, the Apprentice may be auditioned by the Leadership.

(Article XI Continued...)

Sub 3 - Auditions must be held within three weeks (21 days) of a Mentor sponsorship or successful petition to audition. By Super Majority Leadership vote, the Apprentice may be Certified as an approved Trained Performer for that role.

B: The Leadership, by a Super Majority vote, may certify a performer without formal audition based solely on their experience and demonstrated performance skills.

Section 4: Directors will cast performance roles for a specific show only from the list of Certified performers. This may be waived for specifically themed shows that require a more lenient casting approach (e.g. “All Girl Show”, “Gender-Bender/Gender-Swap Show”), or where no Certified performer is available for a specific role. Non-performance roles may be selected from any cast in good standing.

Section 5: The Director and Producer may invite a guest performer, or cast a crew member, for a one-time performance.

Section 6: The Leadership shall take into consideration each individual’s professional approach to their role, personality, and their ability to work with other MFO Members, in addition to what they bring to the cast and show.

Section 7: A Certified Performer may be demoted from Veteran Performer to Trained Performer, or a Trained Performer may be taken off the Certified list, if a Super Majority of the Leadership decides the member has failed to adequately perform in their role as a cast member.

A: A Veteran Performer may be demoted and then removed from the Certified list based on a single performance with a Consensus of Leadership AND EITHER a following Super Majority vote of the Active Members; OR if the Veteran Performer in question is disciplined for behavior in relation to the same show pursuant to Article XIV - Disciplinary Action.

Section 8: All crew positions will be selected from the list of Active and Inactive members by the Leadership.

ARTICLE XII - MEETINGS

Section 1: MFO Meetings shall consist of Rehearsals, All Cast Meetings, Business Meetings, and Leadership Meetings.

Section 2: Rehearsals will be scheduled as necessary to properly prepare for any given performance.

A: Rehearsals should only require those performers that are relevant to the scenes or sections being rehearsed. The presence of any other persons, particularly non-members, is discouraged to keep rehearsals focused and timely.

Section 3: All Cast Meetings are open to all Active and Inactive Members and will be called as needed for discussion of business, performance and management issues. All Cast Meetings may be called by any one Leader, the current show Director, or consensus of no less than five Active Members.

Section 4: Business Meetings will include the Leadership and any individual members or otherwise, invited by the Leadership to initiate tasks, give feedback or opinions or play another specific role.

A: Business meetings will be the essential decision-making forum for the Leadership and requires a Super Majority of the Leadership body to be present to make most decisions.

B: The initiating Leadership member(s) will ensure that all Leadership members have been informed of the meeting with at least one week to plan.

C: Emergency Business Meetings may be called if necessary, but at least a Super Majority of the Elected Leadership body must be present for decision making and all members must be notified of the meeting with at least one day to attempt to arrange their schedules.

Section 5: Leadership Meetings are for the purpose of major decision making and for purposes of expediency and to ease decision-making, will be closed to members who are not part of the Leadership.

A: Leadership Meetings must have all Leadership present.

B: Leadership Meetings will be called when necessary to discuss significant issues in the management of MFO.

ARTICLE XIII - MEMBERS' RESPONSIBILITIES

- Section 1: When casting for any performance, it is the responsibility of the Director to inform cast members of the required rehearsal times. Cast members have the option at that time to decline the role based on the rehearsal requirement.
- Section 2: Once they have accepted a role or a crew position, it is the member's responsibility to communicate to the Director any difficulties in attending meetings or rehearsals. Though it is the Director's duty to make a best effort to contact each member and organize rehearsals, it is ultimately each member's responsibility to ensure they receive adequate instruction to provide a good performance. A lack of communication or availability by the member will be perceived as an inability to commit to the role, at which time the Director may recast the role at their discretion.
- Section 3: A performance ethic applies to all members – once they have accepted a role or position, it is absolutely imperative that a member attend a minimum of three-fourths (3/4) relevant meetings and rehearsals, or makes alternative arrangements with the Director to be fully prepared for the performance.
- Section 4: The Director or Producer may, at any time, dismiss a performer from a role if he or she has not attended one or more essential rehearsals or has failed to attend the minimum three-fourths (3/4) relevant meetings and rehearsals, or he or she has shown a distinct and noticeable inability to perform the role. To dismiss someone from a role for the inability to perform the role requires agreement from a Super Majority of the Leadership.
- Section 5: Cast dues shall be two dollars. The term for dues shall be one month or once per MFO performance, which ever is longer, though not less than ten dollars a year, prorated for joining date. A cast Member must be in good standing at the beginning of final tech rehearsal or the day before a performance, which ever is sooner, or the Director and Producer will have the right to recast or otherwise reassign the role to another cast or crew member, and in such case the losing member will not be allowed to perform and will not be allowed entry to the performance as MFO cast (i.e. must pay standard box office door fee as a regular audience member).
- A: Guest performers are exempt from cast dues.
- Section 6: All Cast and Crew Members must be signed in at performances no less than one hour prior to general public admittance unless prearranged with the Director or Producer and must use the cast entrances designated by the venue.

Section 7: Any MFO Member desiring to resign membership with the cast must submit a written or verbal resignation to at least two members of the Leadership. Except in cases of emergency, two weeks notice shall be required, and the member shall still be held responsible for any performances falling within those two weeks.

ARTICLE XIV - DISCIPLINARY ACTION

Section 1: For the contents of this article, a Term shall be defined as 30 days or until the end of the next MFO performance, which ever is longer, though not exceeding 90 days.

Section 2: A: If a Member is not fulfilling their obligation as an MFO Member, that person will be given a verbal warning, including repercussions in event of continued poor performance, by at least two Leadership members. If performance schedules allow it and the behavior of the individual warrants the opportunity, the warning shall include a Probationary period of one Term, during which the individual will have the opportunity to correct the problem.

B: If a Second Infraction is determined to have been committed within the Probationary Term, that person will be given a written warning served by at least two Leadership members, detailing the problem(s) and the consequences of failure to correct them.

C: If a Third Infraction is determined to have been committed within the Probationary Term, their Membership shall be terminated. Membership Termination shall occur by Consensus vote of the Leadership. In the event that Consensus cannot be achieved, the member will receive an additional written warning per Sub-Section B.

1: If a severe infraction has been committed, Sub-Section A and, in extreme cases, Sub-Section B may be skipped to protect other MFO members, the audience, and the public in general, and to prevent serious harm to MFO public relations.

Section 3: MFO CAST WARNING LIST: Any person who has been considered detrimental to or expelled from MFO shall be added to the MFO Cast Warning List, including a brief description of said person's actions, at the discretion of the Leadership. Any person on the MFO Cast Warning List may request a review to be removed once per Term. Persons on the MFO Cast Warning List may not apply for any part in MFO and may not attend MFO meetings or private gatherings, though there shall be no restriction against their attending public MFO events. The Leadership shall be responsible for keeping a current list.

Section 4: BAN LIST: The Elected Leadership may ban any individual who has taken deliberate and malicious action to harm the entity of MFO or its members, audience or business partners. The Leadership shall at the next available general cast meeting, or if not feasible then by cast mailing list, briefly describe the actions and inform all Active Members that the individual has been banned not only from participation as a member, but attendance at any MFO performance or event. Ban List members shall not be allowed to apply for any part in MFO and shall be removed from MFO status with the exception of Banned status. Any person on the Ban List may request a review to be removed once per Term. If removed, their name will be placed on the MFO Cast Warning List.

ARTICLE XV - PARLIAMENTARY AUTHORITY

Section 1: If necessary to an orderly decision process, MFO may use the rules contained in "THE MODERN EDITION OF ROBERT'S RULES OF ORDER" to govern discussions and decision-making, unless they are inconsistent with these Bylaws and any special rules of order MFO may adopt.

Section 2: MFO may, for purposes of expediting business, suspend any Bylaw or rule from "THE MODERN EDITION OF ROBERT'S RULES OF ORDER" only for the duration of a single meeting, by Super Majority of the Elected Leadership. This Article and Section is the exception, in that it cannot be suspended for any length of time.

ARTICLE XVI - ETIQUETTE

- Section 1: It is of the utmost importance that MFO respects the theaters that we perform at, and do not violate their rules and restrictions.
- Section 2: Verbal or physical attacks between Cast and Crew Members during a MFO function will not be tolerated, and shall be deemed an infraction to all parties involved (See Article XIV - Disciplinary Action).
- Section 3: No MFO Member shall perform or conduct any business under the influence of any controlled substance, with the exception of those prescribed by a doctor, as long as they will not affect their performance or business conduct. No controlled substance will be brought into the Theatre property at any time nor to any of the official meetings. A violation of this will result in the immediate review of membership by Elected Leadership and either placement on the MFO Cast Warning List or termination of MFO Membership, as merited by the infraction (See Article XIV - Disciplinary Action).
- Section 4: Given the nature of Rocky, it is vital that all cast and crew members maintain mutual respect and consideration. Rocky is a work environment for those cast and crew members involved, and like all work environments, we must treat each other with dignity. Relations between cast members are their own business, but where it begins to affect the organization and management of MFO as a performance company, it becomes the business of the Elected Leadership. Members should not allow their personal relations to affect their professional duties as an MFO cast or crew member. Disrespectful behavior between cast and crew members and to the audience will not be tolerated outside of whatever disrespect is part and parcel of the Rocky performance. We are all here for a good time, let's ensure that our cast, crew and audience all feel safe, secure and free to express themselves as they wish.