



2023 Membership Handbook

THE MISSION OF THE RAIDERS

The mission of the Raiders is to provide young adults, ages 14-21, from diverse socio-economic backgrounds, with musical, educational, and character-building experiences through the vehicle of performing arts.

WELCOME TO THE RAIDERS

Over the course of the last few months, the Raiders administration has been working hard to plan the 32nd season of the drum corps. As always, we aim to make this season as memorable as possible, and we hope that you will be a part of our family as we embark on a mission to thrill ourselves and our fans -- and to be the best that Drum Corps International (DCI) can offer.

As a performer with the Raiders Drum & Bugle Corps, you will be doing much more than competing for medals that you can hang on your walls; you will be learning, teaching, and making friendships that will last a lifetime. Most importantly, you will be achieving excellence at a very high level, and this translates into all aspects of school, work, and life.

Expanding on last year's successful season ending with the DCI World Championships in Indianapolis, Indiana, we are working hard to build on last year's progress and make our program stronger. With the Raiders, you will meet a talented and experienced educational staff as well as talented and dedicated members. The Raiders are committed to providing a life-changing, healthy, and safe experience to our members.

For veterans and new members alike, 2023 will be a spectacular season and a great time to become part of the respected Raiders 32-year legacy and tradition of being innovators.

We know you will have a wonderful season -- a season that will bring you fond memories and pride... and by the end of this season you will be wishing for "one more time."

Sincerely,

Bob Gupta, Executive Director, and the entire 2023 Raiders administration

ABOUT THE RAIDERS

The Raiders Drum and Bugle Corps was originally founded in 1990 as a nationally competitive drum corps. In 2013 the organization underwent a restructuring whereby The Raiders Drum and Bugle Corps became a program within the larger and newly created A Plus Education and Performing Arts Inc (“A Plus”).

A Plus is a registered non-profit 501c(3) organization (NJ business ID # 0400598188; Non-Profit Youth Organization #46-3604485, NJ Charitable # 1730300A). Based in New Jersey, A Plus consists of 3 active programs:

- The Raiders Drum and Bugle Corps
- East Coast Live
- WinterStar Indoor Color Guard

The Raiders Drum and Bugle Corps was founded with one primary goal: to afford any young adults the opportunity to march in a drum corps.

Important Contacts

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A+ Education and Performing Arts

855-RAIDER-1

BEGINNING YOUR SEASON

The Raiders Drum Corps does not require a high-stress auditions process. We have several introductory audition sessions (DCI Experience Days) in the fall and have weekend-long Membership Weekends in December and January. Through this time period, our educational staff and administration will find the right position for you within the corps. Every season, we start with a blank slate, where all positions are available, including percussion, brass, color guard, and drum major.

Auditions are designed as a way for you to evaluate the experience as well as for our staff to determine the right fit for you within our corps.

Below is the membership process for participants (potential Members) of the Raiders.

Register for the Raiders and Choose Your Audition Date

Attending a one-day audition in December or January is the best way to get to know the drum corps prior to making any commitments for the season. Auditions are held in different locations to make attendance as convenient as possible.

We know that attending an audition day is not convenient for everyone throughout the country who is interested in becoming a member, so we also offer auditions by video. The videos allow the educational staff to get a feel for how a prospective member may handle musical and visual responsibilities, and staff will provide feedback and an invitation to an Open House.

Our audition process is designed to be low stress. Once you register and choose your audition date (or video audition process), you will receive exercise packets or other instructions for how to prepare. Our educational staff is here to work with you and to move you forward through this process, not to create a roadblock that would prevent you from succeeding.

Some sections of the drum corps are more competitive than others; for example, there may be one to four drum major positions available in any season, and there may be dozens of applicants for those four spots. We've therefore designed the audition experience to be valuable educationally.

When auditioning, our educational staff is not necessarily looking for a virtuoso performance. Even performers new to instruments can be members of the Raiders. The most important criteria are a willingness to listen to instruction, adaptability, a strong work ethic, and long-term dedication, all which fall under the category of "teachability."

After your audition, you will receive feedback and an invitation to continue the process at an Open House.

Go online to <https://joinraiders.com/> to register for the Raiders and sign up for auditions. The website also contains more information about how to prepare and what to bring on your audition day and how to prepare and submit your audition videos.

What to Expect When You Attend an Open House/DCI Experience Weekend

An Open House, also considered a callback camp for those who have auditioned, is a full-weekend rehearsal with the Raiders. This is your first chance to get a full drum corps experience with the Raiders. Aside from a few specific details, what you experience at Open House will be very similar to the experience at our first group of regular rehearsals. You will often begin learning music and work on our competitive production during an Open House.

The day will start with an introductory meeting where new participants will hear from the administration and veteran members of the corps. This will be followed by an introduction of the educational staff.

Participants will split into sections (brass, percussion, and color guard) for rehearsals through the end of the day. At the start of the rehearsal, the corps administration will speak to parents, guardians, and friends to further review the details of corps membership.

Go online to <https://joinraiders.com/> to sign up and to learn more about how to prepare and what to bring with you, including a convenient packing guide.

BECOMING A MEMBER OF THE RAIDERS

When You Are Offered Membership

Participants may receive an offer of membership at some point throughout the winter. This may be after an audition, after an Membership Weekend, or later in our season. This timing of the offer will depend on a number of factors, but every prospective member (participant) committed to the Raiders will receive one. Color guard will be offered membership any time between auditions and around the end of the indoor color guard season (late April or early May).

After you are made aware of your offer of membership, you will receive a Membership Agreement to sign. If you are under 18, a parent or guardian must sign this agreement as well. This lays out your expectations and requirements for maintaining your position with the Raiders.

These are your five categories of responsibilities as a member of the Raiders.

Talent and Approach

The instructional staff will evaluate your abilities on your instrument/equipment, your movement ability, your development and progress over a period of time based on specific criteria as outlined in the audition material. As auditions focus on teachability, your responsibility is to grow your talent over time and to participate fully with the program set forth by the educational staff.

Financial Responsibility

You need to demonstrate willingness and ability to fulfill the financial commitment as described in this manual. We expect payments to be made in a timely manner. Any difficulties in adhering to the payment schedule must be discussed with corps administration.

Our mission is to provide opportunities for youth of all different socio-economic backgrounds, so we are committed to working with you to find ways to make your tuition more affordable as long as you are committed to participating fully in all responsibilities.

The Raiders Drum Corps also offers fundraisers throughout the season to help you meet these responsibilities and to help the organization meet its operational budget and capital needs. Some of these fundraisers may require mandatory participation.

Attendance

You will be expected to attend all winter and spring camps required of your section. The full schedule is included with this handbook. When you attend the Open House or accept your membership offer, you should discuss with the staff any known events that conflict with camp dates.

If you have a critical family or school conflict with a camp, notify your instructional staff as well as the corps administration as soon as you become aware of the issue. If we don't hear from you, we consider the absence unexcused, which could negatively impact your membership status. You will need to clear your summer calendar of all conflicts.

Your educational responsibilities are your top priority. If you have a school performance, trip, or final exam that conflicts with the Raiders rehearsal, you will be excused from the Raiders rehearsal if we are made aware of the conflict with advance notice. Family vacations, if planned after membership is offered, are not considered excused absences. Our schedule provides time in the summer for other activities outside of drum corps, so any events should be planned around our tour schedule in order for you to get the most out of your participation and to ensure the entire ensemble, which relies on the presence of every single member, does not suffer.

Attitude and Behavior

You will need to maintain a positive attitude in challenging circumstances. The hours are long and the work is hard. You will be asked to do things that you've never done and work harder than you probably ever have. Your ability to stay positive and focused will help you and those around you meet the challenges you'll face.

Your behavior must also abide by the rules and policies set forth by the Raiders, by our parent organization A+ Education and Performing Arts, and by Drum Corps International (DCI). Our behavior policies are laid out in this membership manual. The Raiders Drum Corps does not tolerate drug use, alcohol use, smoking/vaping, bullying and harassment, or any illegal activity, and the organization will have the option of immediately terminating a member agreement at the member's expense if any of these policies are breached.

Health Maintenance

You must be physically, mentally, and emotionally able to withstand the rigorous requirements of practices, performances, and travel. A complete health history and sports physical signed by a physician are required. If you have ANY doubts about participating in the Raiders due to health, please discuss your concerns with corps management and medical staff. If you are new to the drum corps experience, this may all sound overwhelming, and it can be.

Keep in mind that many thousands of individuals have successfully faced these challenges before you and found it to be one of the most rewarding times of their lives. Don't be afraid to try.

We will have medical professionals of varying levels available at all corps functions (at early camps this may be EMTs; later in the season this will be other credentialed professionals like RNs) and we will also have mental health resources available.

RULES AND POLICIES FOR PARTICIPATION

To meet the high standards of work ethic, professionalism, and performance required of all members and participants of the Raiders, everyone must adhere to the rules and policies set forth by the organization.

A+ Education and Performing Arts Policies

A+ Education and Performing Arts is the parent organization of the Raiders Drum Corps and other ensembles. Policies put in place for A+ Education and Performing Arts also apply to the Raiders.

Background Check Policy

As an organization, A+ Education and Performing Arts may require applicants and staff members, volunteers and board members to satisfactorily complete a background check. A+ Education and Performing Arts will consider your job duties, among other factors, in determining what constitutes satisfactory completion of the background check. All information obtained as a result of a background check will be used solely for employment purposes.

When a background check is required, you must complete A+ Education and Performing Arts' authorization form. Falsification or omission of information may result in denial of employment or discipline, up to and including termination. All background check information will be kept confidential. A+ Education and Performing Arts complies with all applicable federal, state, and local laws regarding background checks.

Anti-Discrimination Policy

A+ Education and Performing Arts strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, nationality, national origin or ancestry, ethnicity, sex, gender, age (except to the extent of and in accordance with A+ Education and Performing Arts membership rules and policies), physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, sexual orientation, affectional orientation, marital status, civil union status, and domestic partnership status, atypical hereditary cellular or blood trait (AHCBT), or any other characteristic protected under applicable federal, state, or local law. All of A+ Education and Performing Arts' board, staff, administration and representatives are prohibited from engaging in unlawful

discrimination.

A+ Education and Performing Arts complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, the New Jersey Law Against Discrimination, and all applicable state or local law. Consistent with those requirements, A+ Education and Performing Arts will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job or program participation, unless doing so would create an undue hardship. If you believe you need an accommodation, please make a request under A+ Education and Performing Arts. A+ Education and Performing Arts will also, where appropriate, provide reasonable accommodations for an employee's religious beliefs or practices.

Possession and/or Use of Drugs

As an organization, A+ Education and Performing Arts does not tolerate the use or possession of any drugs by any employee, volunteer or marching member while at any A+ Education and Performing Arts function. This includes practices, shows, tour, or anytime that members are together as participants in A+ Education and Performing Arts.

Possession and/or Use of Alcohol

As an organization, A+ Education and Performing Arts does not tolerate the use or possession of any alcohol by any employee, volunteer or marching member while at any A+ Education and Performing Arts function. This includes practices, shows, tour, or anytime that members are together as participants in any function of any A+ program.

Anti-Harassment Policy

A+ Education and Performing Arts strictly prohibits and does not tolerate unlawful harassment against staff, members, administrators, volunteers, board members or any other covered persons because of race, religion, creed, national origin, ancestry, sex, gender, age, physical or mental disability, citizenship, genetic information, past, current or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law.

Sexual Harassment

A+ Education and Performing Arts has adopted the EEOC's definition of sexual harassment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature are considered to be sexual harassment when:

- Submission to such conduct is made either directly or indirectly a term or condition of employment or participation;
- Submission to or rejection of such conduct is used as the basis for employment or participation decisions which affect an employee, volunteer or student;
- Such conduct has the purpose or the effect of unreasonably interfering with an employee's, volunteers or student's routine performance or creating an intimidating, hostile or offensive working environment.

The following are some examples of conduct which may be considered sexual harassment and, therefore, are prohibited by this policy;

- Repeated, unwelcome and offensive sexual flirtations, advances or propositions;
- Continued or repeated verbal abuse of sexual nature;
- Continued or repeated graphic verbal commentaries about a person's body;
- Display of sexually suggestive objects or pictures;
- Continued or repeated suggestive sexual comments or remarks
- Continued or repeated insults, humor, or jokes about a person's sex or traits relating to sex;
- Continued or repeated touching, pinching or brushing a person's body.

This list is illustrative only, and not exhaustive. No form of sexual harassment will be tolerated. Harassment is prohibited both on any A+ Education and Performing Arts controlled or managed premises and at events.

Sexual harassment does not refer to occasional socially acceptable compliments. It refers to behavior that is unwelcome, personally offensive or sufficiently severe or repeated that it alters the conditions of employment and creates an abusive working environment. A+ Education and Performing Arts does not tolerate sexual harassment in any form.

Bullying/Other Types of Harassment

A+ Education and Performing Arts' anti-harassment policy applies equally to harassment based on an employee's race, religion, creed, national origin, ancestry, age, physical or mental disability, citizenship, genetic information, past, present or prospective service in the uniformed services, or any other characteristic protected under applicable federal, state, or local law.

Such harassment includes harassment that is:

- Verbal (for example, epithets, derogatory statements, slurs, derogatory comments or jokes).
- Physical (for example, assault or inappropriate physical contact).
- Visual (for example, displaying derogatory posters, cartoons, drawings or making derogatory gestures)
- Online (for example, derogatory statements or sexually suggestive postings in any social media platform including Facebook, Twitter, Instagram, Snapchat, etc.).

This list is illustrative only, and not exhaustive. No form of harassment will be tolerated. Harassment is prohibited both on any A+ Education and Performing Arts controlled or managed premises and at events.

Staff Relationships

As an organization, A+ Education and Performing Arts recognizes the importance of a proper environment in which all our members may grow and mature. To maintain this professional, educational environment, A+ Education and Performing Arts will not allow relationships between instructional staff, support staff, or administration and any member of the organization. If any instructional staff, support staff or administration member is involved in a relationship with a member, that staff member will be removed from A+ Education and Performing Arts immediately.

Hazing

Hazing is defined as any action or situation which includes any mental or physical requirement, request or obligation placed upon any person (pledge, new member, associate member, member, affiliate, guest) which could cause discomfort, pain, fright, disgrace, injury or which is personally degrading or which violates any federal, state, local statute or University policy. Any activity described in this definition upon which the initiation, or admission into, or affiliation with, or continued membership in an organization is directly or indirectly conditional, shall be presumed to be "forced" activity.

Sex Abuse Prevention Policy

A+ Education and Performing Arts prohibits and does not tolerate sexual abuse or misconduct in the workplace or during any organization-related activity. A+ Education and Performing Arts provides procedures for staff, volunteers, board members, members or any other victims of sexual abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment or membership, as well as criminally prosecuted. No staff, volunteers, board members, members or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct.

The following definitions or examples of sexual abuse, misconduct or harassment, may apply to any and/or all of the following persons – staff, members, board members, volunteers or other third-parties.

Sexual abuse or misconduct may include, but is not limited to:

- Child sexual abuse – any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old) where consent is not or cannot be given.
- Sexual activity with another who is legally incompetent or otherwise unable to give consent.
- Physical assaults or violence, such as rape, sexual battery, abuse, molestation or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
- Material such as pornographic or sexually explicit images, posters, calendars or objects.
- Unwelcome and inappropriate sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications or messages (e.g. email, text, social media, voicemail), exploitation, exposure, leering, stalking or invasion of sexual privacy.
- A sexually hostile environment characterized as comments or conduct that unreasonably interferes with one's work performance or ability to do the job or creates an intimidating, hostile or offensive environment.
- Direct or implied threats that submission to sexual advances will be a condition of employment or affiliation with the organization.

Immediately report suspected sexual abuse or misconduct. It is not required to directly confront the person who is the source of the report, question or complaint. A+ Education and Performing Arts will take every reasonable measure to ensure that those named in complaint of misconduct, or are too closely associated with those involved in the complaint, will not be part of the investigative process.

Anti-Retaliation Policy

As an organization, A+ Education and Performing Arts strictly prohibits and does not tolerate unlawful retaliation against any person (board member, employee, pledge, new member, associate member, member, affiliate). All forms of unlawful retaliation are prohibited, including any form of discipline, reprisal, intimidation, or other form of retaliation for participating in any activity protected by law.

This policy is not intended to restrict communications or actions protected or required by state or federal law.

Reporting Procedures

If you are subjected to any conduct that you believe violates this Conduct Code and Policies, you must promptly speak to, write, or otherwise contact a member of the A+ Education and Performing Arts instructional staff, support staff, or administration, ideally within ten (10) days after the offending conduct. If you have not received a satisfactory response within 5 (days) after making your complaint, please refer your complaint to a member of the A+ Education and Performing Arts board. These individuals will ensure that an investigation is conducted in a timely fashion. A+ Education and Performing Arts will take every reasonable measure to ensure that those named in complaint of misconduct, or those that are too closely associated with those involved in the complaint, will not be part of the investigative process.

Your complaint should be as detailed as possible, including the names of all individuals involved and any witnesses. A+ Education and Performing Arts will directly and thoroughly investigate the facts and circumstances of all perceived retaliation and will take prompt corrective action, if appropriate.

Additionally, any staff member, support staff, volunteer, board member or administrator who observes retaliatory conduct must report the conduct to a member of the A+ Education and Performing Arts board so that an investigation can be made and corrective action taken, if appropriate.

Disciplinary Action

Any person, regardless of position or title, whom the A+ Education and Performing Arts determines has engaged in retaliation in violation of this policy, will be subject to discipline. Such disciplinary action may include reprimand, suspension or termination from the program. Where appropriate, criminal charges may be filed. In such cases, the Executive Director shall inform the Board of Directors as soon as possible.

CONTINUE READING THIS SECTION FOR:

- HOW A+ EDUCATION AND PERFORMING ARTS' POLICIES APPLY TO MEMBERS OF THE RAIDERS DRUM CORPS
- ADDITIONAL POLICIES THAT APPLY TO MEMBERS OF THE RAIDERS DRUM CORPS

Image

The Raiders have an excellent image and reputation in the drum corps community, and we intend to keep it that way. Members of the Raiders are expected to adhere to all policies and guidelines, which include demonstrating respect for all rehearsal and performance facilities, corps property and information, all corps personnel, members, and fans. Every moment the corps is together has the potential to be a public performance, so it is everyone's responsibility to reflect a professional image at all times, even in private.

Media and Social Networking

Although we love when people share positive stories and information about the Raiders, we require you to refrain from posting any media (audio or video) or specific details about material presented at camps or rehearsals besides what has been officially presented on those social media platforms by the corps administration.

You must not misrepresent, disrespect, or otherwise damage the Raiders, Drum Corps International, or any other drum corps or marching arts organization.

Each member is expected to always personify the professional expectation it takes to be a member of this corps when making personal statements and posts on social media and message board groups. Please keep comments about the Raiders positive in social media platforms, and refrain from posting opinions on Drum Corps Planet or other message boards/forums. The corps will make official announcements from time to time on these sites, and we encourage supporting and elevating the corps' position on these official posts. Responding to negative critiques, personal attacks, or gossip does not reflect well on the corps, its members, or yourself.

Our bullying and harassment policies also apply to social media.

Drugs and Medications at the Raiders

No member, volunteer, or staff shall be in possession of or use any illegal drug or substances or any drug paraphernalia while participating in activities or events organized by the Raiders. This includes in or around facilities provided by the corps for rehearsal, sleeping, or congregating.

If any illegal substance is found to be present in any capacity, law enforcement may be contacted, and penalties may include suspension or dismissal from the corps. If the incident involves a minor, the parent/guardian will immediately be contacted to remove the member from the organization at their expense. Rumors or complaints will be taken seriously and investigated by the corps administration.

Each member, staff, and volunteer will be required to complete a medical release form. This form will include a list of prescribed medications and appropriate doses. Only medications noted on these forms and approved over-the-counter medications will be allowed. Any updates or changes to this must be reported to the corps administration. Any legal ramifications resulting from possession of

non-prescribed controlled substances are at the sole responsibility of the person(s) involved.

Smoking/Vaping

Smoking and vaping (use of electronic cigarettes or other similar devices) is not permitted at any event or gathering sanctioned by the Raiders.

Alcohol

Even if you are of legal drinking age, you may not consume alcohol at any time during your time with the corps. Consumption of alcohol while with the Raiders is not tolerated. Violation of this policy may result in dismissal.

Alcohol use is not permitted before or during rehearsals, performances, or scheduled events. Members of legal age are not permitted to use alcohol at any time with the Raiders. If a situation involves a minor, the parent/guardian will be contacted to immediately remove the member from the organization at their expense.

Anti-Bullying and Anti-Harassment

The Raiders and A Plus Education and Performing Arts prides itself as a safe and nurturing environment for its members to learn and perform to the highest caliber. To that end, the organization does not tolerate any form of bullying or harassment among membership, volunteers, staff, and administration.

Bullying or harassment is any gesture in any form (verbal, written, or digital communication, physical action, etc.) that can be perceived to be intimidating, hostile, or otherwise likely to induce fear of physical or emotional harm, and may be motivated by bias or prejudice based on any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression; or a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic, or is based upon association with another person who has or is perceived to have any distinguishing characteristic.

Any incidents of such bullying or harassment must be reported to a staff or administration member immediately. Consequences for bullying or harassment can include the immediate expulsion from the Raiders, and all consequences will be considered based on factors including but not limited to degree of harm, surrounding circumstances, nature and severity of behavior, past incidents and patterns of behavior, relationship between the parties involved, and context.

Anti-Hazing

Here at the Raiders, you become a Raider the moment you step in the door. There are no "rookies." Everyone, regardless of the amount of experience one has, starts on the same playing field and will

be treated with respect equally. No member of the Raiders should feel degraded or demeaned by another member to "prove their worth." Hazing in any form will not be tolerated and must be reported immediately to their caption head or corps administration. Hazing is a serious issue that effects many members of various organizations around the world and will not be tolerated at the Raiders. Hazing of another member can lead to the immediate expulsion from the Raiders.

Uniform and Corps Equipment

The physical embodiment of "Raiders Pride" is our uniform. As Raiders we take great pride in our performances; we also take great pride in our appearance. Once you are issued a uniform and/or any piece of equipment by the Raiders, the item becomes the member's responsibility for the remainder of the season.

The member must maintain uniform cleanliness and appearance. This includes washing and ironing jackets and other uniform parts, polishing shoes, etc. Members with unacceptable uniform appearance may be restricted from performing until the issue is resolved. If a problem with a uniform piece arises that the member is unable to take care of, ample notice must be given to appointed individuals who may aid in the repair of the uniform.

The uniform and uniform parts must always be carried with respect.

Brass instruments, drumsticks, drumheads and guard equipment are expensive. The appearance of the equipment and its state of repair are the responsibility of the member once they are issued the equipment. Failure to maintain equipment in a manner that reflects positively on the Raiders may result in forfeiture of the equipment.

Attendance

To maintain the high level of performance excellence, we must have full attendance at all Raiders rehearsals and performances. Any absence from a rehearsal or a show must first be approved by the participant's caption head, and the member must also ensure that corps administration is aware.

As an educational organization, we recognize that school-sponsored performances can take precedence over Raiders rehearsals.

No corps member may miss any Raiders performance, including parades. Rehearsals may only be missed for school-sponsored performances.

Professionalism

The Raiders Drum Corps is a first-class organization and seeks to be champions every season, both on and off the field. All members are expected to act the part. As a representative of the corps, you will be expected to carry yourself in a professional manner during performances, rehearsals, or any other Raiders sanctioned event. You are representing the Raiders not only when you are with the

corps but when you are outside Raiders sanctioned events like rehearsals and performances.

Acts of disrespect towards staff, administration, fellow members, fans, critics, other corps and/or any other acts inconsistent with the policies and philosophies of the Raiders, whether expressed in person or online, whether acted with the corps in session or outside, will not be tolerated.

Attitude

The attitude you bring to and develop in the Raiders is very important. The educational staff will consider your attitude throughout the season. We are an organization of many, not a specific section or individual. We are all working hard and dedicating ourselves to a common goal. To achieve that end, we must all have the same positive approach.

There are many high-quality groups around the country for us to enjoy and respect. One of the greatest experiences in this activity is getting to know others and watching them work as hard as we do. Learn from, and applaud, their efforts and achievements.

The Raiders organization is a family. As a member of the Raiders family, you are expected to support and encourage your fellow members. You will make friendships in these years that will continue long into the future. Do not overreact to things you do not have any control over. Concern yourself with your own efforts. There are many memories waiting for you – don't cheat yourself out of them. Enjoy the good times and learn from the hard times. This may be a once-in-a-lifetime experience!

Facility Rules

Throughout the course of the season, the Raiders Drum & Bugle and its members, staff, administration, and volunteers are guests of a number of facilities. This includes schools, other buildings, public and private fields or parks, stadiums, community centers, and buses. In addition to the policies we have outlined in the Membership Handbook, any facility the Raiders use will have its own set of policies. The administration will communicate these policies when we arrive at any facility.

Reporting and Compliance

Issues pertaining to violations of our policies may be reported with several methods. Members wishing to report a violation may report first to their instructional staff or a member of the administration. Any issues deemed to be a violation will be reported further to the Executive Director, and the member may also report to the Executive Director.

There is also an online form available on our website, <https://raidersdbc.org/>, where anonymous reports may be filed with the Executive Director, the Board of Directors, or an outside party.

All members, volunteers, and staff under the auspices of the Raiders will abide by the policies and/or laws mandated by private/corporate property owners, as well as the

local, city, state, and federal government. Any arrest or legal action will be the sole responsibility of the individual(s) involved. The corps is not responsible for any member's actions in legal matters.

These policies are non-negotiable. They exist for the welfare and legal protection of all members of the Raiders organization. We believe in providing a safe and enriching environment for our members.

FINANCIAL COMMITMENT

Participants of the Raiders are expected to not fall behind on their financial commitment. With our mission of providing the drum corps experience regardless of socio-economic background, we want to ensure that participation is something that everyone can afford.

To that end, we offer many opportunities to reduce the fees of membership including waived fees and discounts announced at different times for the entire membership as well as opportunities for individual discounts and tuition credits, fundraising opportunities, and sponsorship opportunities.

Audition Fee

The Audition fee is \$75 and is paid by every applicant who wishes to try out for the Raiders. This covers meals, facilities, the corps equipment, the education you will receive, and the administrative costs of operating the event. This fee is non-refundable.

Rehearsal Camp Fees

For each camp, every participant must pay a \$75 non-refundable fee in advance which covers the expenses pertaining to the weekend. Rehearsal camp fees apply to every camp after Audition Camps through move-ins in June. See our schedule for more details. Camp fees may be waived for some events. For every rehearsal camp fee paid after you are contracted, your remaining tuition due will decrease by the same amount. In other words, once you are contracted, camp fees paid go towards your tuition.

Summer Tuition

Once membership has been offered and the corps has provided a participant with a Membership Agreement, the participant is expected to accept the agreement and pay the acceptance fee of \$150 (waived if paying the full tuition when signing). They should then start planning on paying the summer tuition in full or utilize the payment plan.

The full summer tuition fee for the 2023 season is \$2,900 plus \$150 uniform fee. The returning member (vet) discount is \$300 for each season previously marched (to a maximum of 4 seasons). Members should also be prepared to pay approximately \$50 for various uniform parts such as shoes, socks, gloves, etc.

The total tuition fee doesn't fully cover the expenses of operating a DCI Open Class drum corps. We aim to keep the cost to members low while providing the excellent experience one might expect from a corps that costs twice or three times the price.

Our tuition fee is all-inclusive.

We charge only one-half of what it costs the organization per member to provide the following to the entire corps:

- A world-class education and program design
- All meals while the corps is in session
- First-class rehearsal facilities
- Housing for camps and on tour
- Transportation to the entire corps while on tour and to local performances

The corps covers the remaining half of the total expense through organization-level fundraising, grants, and other means of generating revenue.

Tuition paid is non-refundable and members are responsible for the full amount. When a Membership Agreement is accepted, the program designers consider the member to be able to maintain their commitments when designing the show and the administration counts on the membership numbers to be accurate when planning the budget and expenses for the season.

Tuition Fee Schedule

See the Quick Information Sheet for the table of due dates for tuition. Full tuition is normally due within 30 days of being contracted. A payment plan is available for an additional fee. Participants may only pay camp fees until they are offered a Membership Agreement. At that point, they must immediately catch up to all payments owed. See below for consequences for missing a required payment. A fee of \$25 applies to any late payment or returned check.

Any member may bypass the tuition fee schedule by paying the full tuition cost when they are awarded a Membership Agreement and save on the Acceptance Fee.

There are some other costs that are not included in our tuition or camp fees. Members are responsible for their own shoes (dance shoes for color guard, marching shoes for all other members, for example) and potentially other personalized items. Many members also like to have some cash when we go on tour for spending on free days and doing laundry.

Financial Assistance: Share This Information With Your Parents or Guardians!

The Raiders offer various methods for reducing the total cost of membership and participation for every member.

Family Discount

The second and subsequent sibling(s) or child(s) within the same family will receive a \$400 discount off tuition.

Returning Member Discount

Returning members who are in good financial standing will receive a \$300 discount for every prior year of membership off tuition (up to 4 years).

Other Discounts and Credits

The administration may offer other discounts at any point. For example, we are offering \$50 tuition credits for participating in recruiting events, and we are currently waiving Open House fees in some circumstances.

Member Fundraising

The Raiders offer various types of fundraising opportunities, such as raffle ticket sales, Entertainment book sales, Yankee Candle sales, poinsettia sales, etc. A percentage of the money the corps receives from each fundraising effort after fundraising program expenses will be credited to the member's account.

Sponsorships

The corps will provide resources to each member to help with the solicitation of sponsorships from companies, alumni, family, and friends. 100% of the sponsorship funds received are credited to the member's account.

All discounts and credits will be applied to the summer tuition fee, then applied to camp fees in reverse chronological order. For example, a member with a total of \$100 in discounts will need to make all payments as usual until the tuition fee, which would be reduced by \$100.

On the other hand, fundraising credits will be applied immediately after the funds are received by the Raiders, and will reduce any current or outstanding fees first.

Uncollected Fees

In the event a member has outstanding obligations or fees at the end of the season or the end of membership and has resisted attempts to work out an arrangement to pay the remaining due, A+ Education and Performing Arts has the right to use a collection agency to collect the remaining balance. This is a last resort option and will be avoided if possible.

SCHEDULE OVERVIEW

For a detailed schedule, see the Quick Information Sheet. The schedule is subject to change.

Our season begins with auditions in person and by video in December and January. The audition period continues through two Membership Weekends, each a full weekend, in February and March.

At the end of April, the full corps will return for a full weekend rehearsal and the final color guard auditions, and then finish out weekend rehearsals with a final one in May.

On or around June 22, we will move into our spring training location (“move-ins”) where we will finish learning the 2023 production and travel to several local performances. The corps will participate in several parades on July 4.

The corps will leave for our national tour on July 20 and will return from our tour on August 13.

COMMUNICATION

The Raiders use several tools for communication. We expect everyone to have and check an email address. Members will be invited to join a communication tool called Discord, where they will receive announcements and participate in discussions with their sections. We also make use of Facebook, especially for parents.

These are the important locations on Facebook:

The Raiders communication group <https://www.facebook.com/groups/joinraiders/>

The Raiders parents and volunteers group <https://www.facebook.com/groups/raidersparents/>

We also communicate important information through email. Make sure you receive the emails by registering at <https://www.joinraiders.com/>

REQUIRED FORMS

Each participant must complete and return the following forms. The forms are available at all rehearsals and on our website.

- Participant information form
- Copy of a birth certificate for age verification
- Medical information and release and physician form
- Member manual, drug and alcohol policy acknowledgment
- Audio/visual release

Signature of member or of parent or legal guardian conveys an agreement between all parties that Raiders, its members, executive committee, agents, board of directors, instructional staff, and all other volunteers or affiliates and anyone else with whom Raiders has agreed to include as an additional insured shall be held harmless from any and all damages, medical bills and liability, whether deemed negligent or not, which are sustained by any member while participating in the sport of drum corps. This includes all bodily injury and property damage sustained because of the use of any and all property, equipment, mobile equipment, vehicles (hired, owned or non-owned).

Medical Information and Release Form

Without full knowledge of a member's medical needs or problems, we cannot be expected to adequately seek care for a member when we do not know his or her medical history. All information will be kept confidential, and will travel with the corps to all functions.

If an emergency arises, it may be difficult to reach either parents or other family members in order to give permission for treatment. **HOSPITALS WILL NOT TREAT A PATIENT WITHOUT CONSENT.**

The Membership Medical Information and Release Form authorizes the Raiders to seek emergency medical treatment on a member's behalf, and gives permission to any qualified health professional or hospital to give emergency treatment (including injections, anesthesia, or surgery, as needed) only if the member is unable to give consent at the time of emergency. It also clarifies that payment for any and all medical expenses are not the responsibility of the Raiders or A Plus Education and Performing Arts, but will remain the responsibility of the member and/or his/her insurer or legal guardian.

If a member is less than eighteen (18) years of age, their legal parent or legal guardian must also read and sign this Medical Information and Release Form.

Drum and bugle corps is very physical. All members are required to consult with their physician before participating in this sport. If approved by your doctor, it is also suggested you proactively participate in a fitness/nutrition program throughout the year to meet the physical challenges associated with the sport of drum corp.

Equipment/Uniform Agreement

The Equipment and Uniform Agreement outlines the responsibility of the member for his/her equipment and uniform. While in the members' possession, normal upkeep of any corps equipment/uniform will be the responsibility of the member. Members will be held financially responsible for loss, theft, and damage because of misuse, carelessness, or neglect of equipment/uniform.

The member agrees to return any and all pieces of equipment in the same condition, less normal wear and tear, under which it is issued and further agrees to return all equipment either upon request of a member of the executive committee or the educational staff, at the completion of the season. The member is advised that if he/she fails to produce any property belonging to the Raiders, or if he/she recklessly damages any equipment (beyond normal wear and tear), that member will be charged for the full replacement value or repair cost, of the item(s) along with any collection or attorney fees incurred in the process.

If the member is less than eighteen (18) years of age, their legal parent or legal guardian must also read and agree to the terms of this agreement that will be provided to the member, and indicate such agreement by their signature in addition to the member's. The parent or legal guardian shall ultimately be held responsible for all terms of this agreement on behalf of the member.

FREQUENTLY ASKED QUESTIONS

Who are the Raiders?

The DCI Open Class Raiders Drum and Bugle Corps is a performing ensemble, a program of A Plus Education and Performing Arts, a non-profit organization, in its 30th year. It is our continued goal to provide a quality, educational, fun, and competitive marching experience to our members.

What is Drum Corps International (DCI)?

DCI is a non-profit organization whose mission is to bring the life-enriching benefits and enjoyment of marching music performing arts to more people worldwide. We do this by creating a stage for participating organizations to engage in education, competition, entertainment, and the promotion of individual growth. DCI organizes the season with which the Raiders Drum Corps participates and sanctions the competitive performances along our tour and some of our local performances.

What is the level of time commitment?

Members must attend all rehearsals and performances which are on the official schedule unless they have been excused in advance by their caption head. Communication with staff in advance about schedule conflicts is critically important. Our philosophy is that school performances come first.

If there is a conflict, it is the responsibility of the member to notify the caption head with advance notice so that we may attempt to work with the school to resolve scheduling issues. Should a compromise be unattainable, we support our members to attend the school function.

As many of our members come from all over the country, we take that into consideration, and allow some absences on a case-by-case basis, with some stipulations.

How often do you rehearse and perform?

Our schedule from December through April is one weekend a month, though different sections have different schedules. Guard and percussion do not attend all rehearsals.

Before we leave on tour, we have performances throughout the season including parades, competitions, and concerts. Once on our national tour, we rehearse and perform nearly every day. We do have time off for laundry and free days.

See the Quick Information Sheet for our detailed schedule.

Where does the corps rehearse?

The Raiders rehearse in the Philadelphia area. Most rehearsals are at Salem High School School in Salem, NJ. We may utilize other locations throughout the Philadelphia area.

What if I have a conflict between a corps event and a school event?

Only academic and band-related performances constitute acceptable conflicts and excused absences with advance notice. All personal time (such as vacations, etc.) must be scheduled to avoid conflicts with rehearsals and performances. If there is a conflict in which our member has no control over, they must notify their caption head and administration with advance notice, ideally one month in advance.

Are there auditions?

Audition criteria are at the discretion of the educational staff. Our philosophy is to provide performance opportunities to all who work hard and show progress, so everyone who wishes to participate will be given ample opportunity to try out for the section of his/her choice. However, the instructional staff may suggest that an applicant audition for a section that he/she believes would be better suited to the individual and the corps.