



# Fusion Company Handbook

## 2025-2026

### OVERVIEW

Our Fusion Company is the perfect blend of a competitive and recreational program. Designed for dancers who would like to compete and perform for an audience but may not be ready for the full Elite Company team experience. Dancers in this program may not be able to commit to the hours of training needed, travel, competition requirements and other demands of the Elite Company team.

This program still requires commitment from both the students and their parents and will also promote hard work, sportsmanship and fun.

All Fusion Company dancers will train in weekly technique classes with the Elite Company dancers. They will participate in choreography rehearsals for large group routines only with the Elite Company dancers. Weekend rehearsals may be required.

Dancers must have a supportive family base and show respect and support for the studio, instructors and fellow dancers. Auditions are not required to be accepted into the Fusion Company. However, new students are encouraged to attend auditions, summer drop ins, or private lessons for an assessment before enrolling. This will ensure all students are placed in the most appropriate class for their age and level of ability. Being part of our Fusion Company helps a dancer build their confidence while becoming a well-rounded team member and performer.

### COMMITMENT

Fusion Company dancers require a commitment to the team from September until the end of June. Dancers will attend five-six mandatory competitions from March-May and the competition schedule for the season will be announced in September. A minimum of one and a maximum of two competitions will be out of town while the other competitions will be local. Dancers must attend all mandatory competitions and cannot pick and choose which competitions to attend. Students who miss a competition will be removed from the team. Dancers will also perform at our annual year end recital in June. Dancers are not required to attend a convention or Bianca's Dance Company's summer intensive during the last weekend in August although it is highly encouraged. Both you and your dancer should be very confident about the desire to be a part of our Fusion Company. Please talk to your dancer about the importance of honoring commitments.

### PARENT ROLE

A dancer's behavior, as well as the behaviour of their parents can have both positive and negative effects on the team. Parents are expected to be supportive, respectful and courteous to all staff as well as team members and their families at all times. Rudeness, jealousy, resentment, or disrespect to staff, team members or their families will not be tolerated.

All concerns should be voiced directly to Bianca Brady, and not to the general public, especially through social media. Anyone needing to speak with Bianca Brady, or any other instructor must make an appointment. This will ensure that proper time for hearing concerns will be made available and that no time is taken away from class instruction to address concerns.

If a parent's actions, at any time, shed a negative light upon the studio or bring negativity to the studio, they will be asked to leave the team. This includes negative and anything deemed inappropriate written about Bianca's Dance Company on any social media platform.

Parents roles are the following:

- Lift up and support all of our dancers.
- Help to teach your dancer there is always going to be someone stronger than they are in varying aspects of dance.
- Help to teach your dancer to be happy and supportive of others.
- Stand behind and support our instructors.
- Work with our instructors, showing your dancer you are behind and support their mentors.
- Volunteer your time for one task per season.

When all parents lend a hand to volunteer, they improve our sense of community and the studio as a whole. During the season we put out a sign-up form which outlines various areas where parents can volunteer. Families are expected to sign up for at least one task per season. If you are NOT able to volunteer, a fee of \$50.00 per student will apply to allow us a small budget to manage the remaining tasks. Students age 14+ may take their parents place as a volunteer.

We have found that the most successful dancers are those who's parents support them and their instructors 100%. Speaking negatively about instructors or other team members in front of your dancer will never have a positive impact. We all want our dancers to succeed however, success is not measured by the trophy a dancer brings home, in which row they stand on stage, or how fabulous a technician they are. Instead, it is measured by the effort they put forth, their personal triumphs and individual growth.

## **STUDENT ROLE**

What we expect from our dancers:

### **Discipline & Focus**

Understand the need to work the entire class time. The focus should always be on the instructor.

### **Positive Attitude**

Be part of the solution, not the problem. We all have our off days; however, negativity never improves a situation.

### **Honesty**

Be willing to admit when you've made a mistake. Be honest with yourself and with others. Lying, cheating and stealing will not be tolerated.

### **Respect**

Treat one another, instructors, parents and all studio guests with kindness and respect.

### **Responsibility**

Take care of yourself and your dance space. Take full responsibility for your actions and attitudes. You are responsible for making sure you have all necessary materials for each class, rehearsals and performances. This includes proper attire for each class.

**Good Behaviour**

Follow instructions and all studio rules and policies. Inappropriate language and behaviour will not be tolerated.

**Patience**

Understand that becoming a great dancer is a process and takes time. Have patience with yourself and with others.

**Punctuality**

Always be on time for class, rehearsals, competitions and performances. Being on time for class means ready and waiting outside the studio door, not in the change room.

**Commitment**

Fulfill all your commitments. This includes attending all technique classes on a weekly basis as well as rehearsals, competitions and performances.

**Time Management**

Manage your school time, dance and any other extra-curricular activities. Time management is expected and we believe that all athletes are capable of performing well in school, while still keeping their commitment to their team. Although school is the number one priority, homework/tests and studying are not valid excuses to miss classes and rehearsals. School and other commitments should be managed outside of dance in the hours spent away from the studio.

**Maturity**

Think before you act and take ownership of your choices. Be willing to apologize when you've made a mistake. Be open to seeing other points of view.

**Pride**

Place all garbage in the garbage can, clean up any spills and keep a neat and clean space for everyone. Take pride in yourself, your work and in your studio!

**INSTRUCTOR ROLE**

What you can expect from our instructors:

**Consistency**

We are consistent in our training methods.

**Commitment**

We are committed to helping each student reach their full potential.

**Fairness**

We are fair in enforcing policies and procedures. We hold the same expectations for all students.

**Honesty**

We are honest in our feedback regarding performance and behaviour.

**Individual Attention**

We are interested in our dancers and enjoy getting to know them and their families. You are not just another number at BDC!

## **ATTENDANCE**

Attendance is mandatory for all technique classes, choreography classes and events listed below. When it comes to school and family activities you will find Bianca's Dance Company to be flexible and accommodating. However, by accepting placement onto the Fusion Company dancers and parents have agreed that dance is a priority in the family schedule. Absences due to vacations must be submitted to the studio in writing one month prior to the vacation and must not interfere with the events listed below. All student absences will be recorded, and any missed technique classes should be made up as best as possible. Being a well-rounded individual is important, and we support students pursuing other activities. However, skills are constantly being taught so students must be present!

Students are required to attend the following mandatory events:

- Dress Rehearsal in February
- All Competitions (typically March – May)
- Year End Show in June
- Picture Day in June

Every effort should be made to attend all weekly technique classes.

Dancers will not be allowed to come in "to watch" if ill. Dancers are only required to come in "to watch" if they are injured. Dancers are not allowed to come into the studio while sick, and if a teacher believes they are ill they will be sent home.

If a dancer is absent for any reason a parent or guardian must inform Bianca's Dance Company of the absence through the absentee form on our website. The reason for the absence must be included.

## **FINANCIAL COMMITMENT**

It is important that parents understand a competitive program requires a certain financial commitment.

### **Lesson Fees**

Registration for fall classes requires payment of the first month's tuition and a \$30 per student or \$50.00 per family registration fee. Payment of tuition must be made by automatic withdrawal through the studio software or by monthly e-transfer. All e-transfers must be sent on the 15th of each month (September 2025-June 2026) or will be subject to late penalties.

Tuition is due by the 15th of every month. Parents are responsible for all fees invoiced in their Jackrabbit accounts and failure to pay fees in accordance with their due dates will result in a 10% late fee. If lesson fees are outstanding more than two months the dancer will not be permitted to attend dance classes until the balance is paid.

### **Group Choreography Fees & Guest Choreographers**

Group choreography fees are \$110 +gst per group routine. These fees are due to the studio in three installments on November 30<sup>th</sup>, December 30<sup>th</sup>, and January 30<sup>th</sup>. Missing an assigned due date will result in a 10% late fee. Dancers may be invited into routines that are choreographed by an outside guest choreographer. This will be at the discretion of Bianca's Dance Company and additional varying fees will apply.

### **Competition/Convention Fees**

Fees associated with each competition/convention are based upon prices set by the competition/convention itself. These generally cost \$65 per person per group routine, \$75 per person per duo/trio routine and solos are typically \$110 per competition per routine. Convention participation fees generally run between \$250-\$350 per dancer. Fees for competitions/conventions are due to the studio in three installments on November 15<sup>th</sup>, December 15<sup>th</sup>, and January 15<sup>th</sup>. Missing an assigned due date will result in a 10% late fee. NO STUDENT WILL BE PERMITTED TO COMPETE IF FEES ARE NOT PAID AND IF YOU ARE NOT UP TO DATE ON TUITION.

### **Year End Recital**

A fee of \$15 per dancer will apply and will include a commemorative gift for each student as well as a copy of the show video. All Company members are required to pay the fee when due.

### **Accessories & Make-Up**

Specific hair accessories, jewelry and make-up is required and will be discussed at our hair and make-up workshop in January. All dancers must wear makeup and have their hair in the studio hairstyle(s) for competitions and any additional performances. Parents are responsible for purchasing all necessary make-up and accessories and must do their child's hair and makeup exactly as discussed at the hair and makeup workshop in January. All parents are required to attend the hair and makeup work shop.

### **Costumes**

A separate costume will be chosen for each group routine that a dancer participates in. All costume and music selections for group routines will be at the discretion of the instructors of Bianca's Dance Company. We try to keep the cost of group costumes around \$110-\$150 per costume. A costume deposit of \$110 per routine is due by October 30<sup>th</sup>. PLEASE NOTE that these are costume DEPOSITS. Additional cost per costume (if any) will be billed at a later date. Dancers will not receive a costume until paid in full. Missing an assigned due date will result in a 10% late fee.

Soloists are responsible for acquiring their own costume. Options include buying or renting from other dancers, ordering through a costume company or custom-made costumes through a freelance seamstress. Please note when ordering through a costume catalogue the estimated cost will not include shipping, duty, or conversion at the time of purchase and any additional taxes and fees. All custom costume designs must be approved by the choreographer before being made. Parents are welcome to add additional embellishments such as rhinestones to their dancer's solo, duo or trio costumes. Rhinestones are available for purchase through the studio or they may be purchased elsewhere.

A standardized measurement chart is used to select a costume size for each dancer and every effort is made to allow room for growth. Should a new costume need to be ordered because a parent or dancer is unhappy with the fit, the cost will be invoiced to the dancer. Parents may have to add additional embellishments to the costume or perform simple alterations such as hemming or sewing straps.

### **Prop Fees**

If your dancer is in a routine with a prop, you will be billed a prop fee. This fee will be in the range of \$10-\$75.

### **Team Jacket**

All Company members are required to purchase a team jacket. This fee will be in the range of \$120-\$140.

### **Ankle Weights & Stretch Bands**

All Fusion Company dancers are required to purchase ankle weights and stretch bands. We recommend 1, 1.5 or 2 lbs weights. Please contact the studio for recommendations on where to purchase these items.

### **Additional Fees**

Along with the above-mentioned fees parents can expect additional costs for travel, dance shoes, tights and body glue. It is the responsibility of the parents to pay these fees when invoiced to avoid late charges.

## **FUSION COMPANY TEAM STRUCTURE**

Please note that the ages are just a guideline and directors may move students as they see fit.

### **Junior/Intermediate Ages 9-12 and Teen/Senior Ages 13+**

- Mandatory classes in stretch, ballet and jazz.
- Optional technique classes offered in: jazz, jumps & turns, progressions, skills, acro.
- Optional choreography offered in: jazz, contemporary, lyrical, open, etc. (large groups only)
- Optional choreography/technique classes offered in: tap and hip hop.

All dancers are required to participate in a minimum of two group routines. Dancers must be enrolled in one mandatory ballet, stretch and jazz class. All choreography classes will be scheduled separate from technique classes where dancers will strictly learn the dances they will perform. There may be some additional weekend rehearsals scheduled as we get closer to our competition season. We make every effort to give enough notice so families are able to coordinate their schedules. These rehearsals are a benefit to the dancers. We all want them to be comfortable and prepared to dance their best.

A dancer's total number of group routines must be double than the total amount of solos they choose to compete. Duos and trios may be used to count towards total number of group routines.

1 solo = minimum 2 group routines

2 solos = minimum 4 group routines

## **ADDITIONAL OPPORTUNITIES**

### **Solos & Duo/Trios**

Dancers have the opportunity to participate in solos or duo/trios. Dancers in the Fusion Company may participate in a maximum of 2 solos. Students may choose the solo discipline(s) they would like to do or ask the advice of an instructor. Music/costumes suggestions are encouraged from the students for solos only. However, all final decisions will be made by the instructors. All duos and trios are chosen by the instructors in both the discipline and partners. **Solo fees are: \$300 +gst per solo; Duo fees are: \$360.00 + gst per duo (\$180 each duo dancer); trio fees are: \$420.00 +gst per trio (\$140 each trio dancer.)** All fees must be paid prior to the start of the routine choreography—no exceptions! This fee covers as many rehearsals as the student needs to learn the solo or duo/trio which is typically three, one-hour rehearsals. Any cheques must be payable to the individual choreographer and not Bianca's Dance Company.

## **Individual Opportunities**

Opportunities may arise to further a student's dance education. These include a convention, competition (enter as a soloist), workshop, or additional performance opportunities. Dancers are encouraged to pursue these opportunities as long as they do not conflict with mandatory rehearsals or important studio events such as dress rehearsal, competition, winter show, and year end show.

## **THE COMPETITION EXPERIENCE**

Important reminder from our friend and mental skills educator Lauren Ritchie:

"Dance competitions aren't fair. It can be tough to accept but it's critical to understand. We participate in a subjectively adjudicated sport. We can recognize and appreciate the following:

- The feedback from adjudicators is incredible for our growth.
- The chance to perform and share our heart and hard work is exhilarating.
- The opportunity to feel nervous and practice courage as we step on stage is invaluable.

What dancers and parents can do to support the competition process:

- Establish, measure and celebrate personal wins.
- Be clear on personal successes and important efforts, independent of an external outcome."

Bianca's Dance Company approaches competition with a few things in mind:

- Competition against the finest teams allows us the opportunity to see other styles and grow and learn from watching others.
- Dancers who wish to pursue a professional career in dance have an opportunity to develop their performance skills through competition.
- Students learn team-building skills, develop self-confidence, and make so many special memories that will last a lifetime.

Overall, competition results are strictly a subjective opinion, and your dancer's growth should not be measured solely by their scores or achievements at competitions. It is important to keep your competition experience positive and most importantly, be proud of the growth and development that takes place within each dancer. We do not foster competition within our studio, and all we ask from our students is that each dancer works to their full ability. Every effort is made to select competitions that provide our dancers and their families with the best experience possible. Any issue with a competition or convention needs to be brought to the attention of Bianca's Dance Company. Dancers, parents, or family members are not permitted to contact or complain to the competition, convention staff, or management.

## **COMPETITION AWARDS**

Our company dancers consistently achieve overall high score rankings and awards at prestigious dance competitions. We have competed alongside top-ranking studios and have earned numerous titles, overall high scoring group awards as well as many overall high scoring awards in the duo/trio and solo categories. We also had the privilege to travel to Las Vegas in 2012 to attend the Dance Power Championships, Whistler BC in 2015 to attend 5678 Showtime Nationals and the prestigious Dance World Cup, California in 2017 to attend Mather Dance Company's Trans4m as well as Dancerpalooza, Las Vegas in 2018 to attend Star Power Nationals and Niagara Falls in 2019 to attend Candance Nationals. Many of our students have also received scholarships to train at various workshops around the country, circus schools, and even the Paris and Barcelona Dance Tour for a week of intensive training in Paris, France or Barcelona, Spain.

The company dancers of BDC have also received monetary prizes at the competitions we have attended. The purpose of the winnings is to reward the hard work of both the dancers and the studio.

Therefore, any winnings received are split 50/50 between the dancers and the studio. We feel that the winnings can be used in the studio to assist with general maintenance and fun activities for the students such as the Christmas Party, pizza parties, cake parties, studio bingo prizes, etc. The other 50% is credited directly into each dancer's account who were part of the winning routine.

If a dancer receives a cash award for a solo, 100% of the award goes to them. If they receive a gift certificate, credit or scholarship, they are responsible for notifying the studio to ensure it is applied for the next season. Gift certificates, credits or scholarships won with BDC can only be used if the dancer is still a member the following season. They can not be transferred or released in the event that a dancer is no longer a student of Bianca's Dance Company.

## **MANDATED CLOSURES**

In the event Bianca's Dance Company is mandated to close the facility, we will provide online virtual classes. Monthly lesson fees will be kept at the same rate as in studio classes and no discounts, credits or refunds will be provided. Students may see an adjustment to their schedule and an adjustment in hours. This will remain at the discretion of Bianca's Dance Company.

In the event that restrictions are put in place which prohibit competitions or conventions from operating, Bianca's Dance Company would like to state the following: All competition fees, that are collected by Bianca's Dance Company on behalf of participants, and remitted to a third party are collected by Bianca's Dance Company acting in its capacity as agent. The terms and conditions set by the third party apply to the extent that they relate to the collection, use and refund of fees. In the case of a refund from a third party for any reason, Bianca's Dance Company will, in its capacity as agent, forward the fees received back to the individuals they were collected from and remitted on behalf of. Bianca's Dance Company shall determine, in its sole discretion, the method by which any fees shall be disbursed back to the individuals. Bianca's Dance Company shall have no liability to participants to refund fees back to participants after the fees have been collected and remitted to third parties in accordance with the stated purpose for collection of the fees.

In the event that restrictions are put in place which prohibit competitions or performances from operating, Bianca's Dance Company will not provide discounts, credits or refunds for costumes ordered even if costumes go unworn and/or unused.

## **TEAMWORK**

We cannot stress enough the amount of teamwork that is necessary to be part of a dance company. Parents and dancers must be willing to go the extra mile in order to make the team the best it can be.

Dancers who do not meet the expectations outlined in the handbook will be removed from the team. No refunds will be given and any money in their fundraising account will be distributed among the other team members.

In the event that a team member becomes injured, or departs from the studio mid season, it will be at Bianca's Dance Company's sole discretion if an understudy will be used. All company team members may be required to learn adjustments to their choreography. Every effort will be made to keep choreography unchanged. Any injured, ill or departed dancers will loan their costume to the understudy.

By reading the handbook dancers and their parents are acknowledging the rules, requirements and responsibilities of being on the Fusion Company team.



## **ENDNOTES FROM THE DIRECTOR**

Miss Bianca is the director and primary instructor for the Fusion Company.

Teaching and choreographing are my passions and I can't imagine doing anything else. Thank you for allowing me to teach your children and share my passion for dance with them. Please know that the many tough decisions regarding dancer's placement, group routines, solos, etc, is a long and well-thought-out process that I do not take lightly. I always have each dancer's best interest at heart. Helping your child reach their full potential as a dancer is my top priority. I pride myself on developing each dancers' skills to the best of their ability and creating a special bond as a mentor that will extend past their time at Bianca's Dance Company.