











Dear Friends of Imagination Stage,

Since our founding **42 years ago**, Imagination Stage has been about more than teaching young people to act, dance, and sing.

Our core, distinguishing purpose has always been **positive youth development**. And our work has been driven by our belief that exposure and participation in the performing arts intrinsically **nourishes a child's creative spirit**, **inspires their embrace of the complexity and diversity of their world**, and **helps them overcome their challenges** with hope, courage, and above all, creativity.

What we've always known to be true became much more widely felt by all of us when our access to live, in-person arts and cultural enrichment all but disappeared in an instant during the pandemic. It was perhaps most acutely felt by the young people in our lives who, we came to realize, became starved for community, discovery, and prosocial play.

In response, all us – from leadership to staff, and from programming to operations – recalibrated our scope of work to address the "needs of now" for our region's youth and community stakeholders:

 We completed the inaugural year of our Montgomery County Department of Health & Human Services contract for our ¡Óyeme! workshops, working with refugee youth, as we expanded our reach from two to 27 ESOL classrooms.

 We returned to live, in-person performances with Corduroy, P.Nokio: A Hip-Hop Musical, and our summer hit, Mr. Popper's Penguins.

 We welcomed Managing Director Jason Najjoum as co-leader of Imagination Stage after a national search, while Founder Bonnie Fogel fully retired.

 We saw significant growth in demand for plays and workshops that teach social-emotional skills and address our region's underserved youth, resulting in year-long, in-school residencies at two DCPS elementary schools.



As the 42nd Season draws to a close, we are grateful to be fully staffed; to have new ideas and positive energy within our walls; and to have a reserve in the bank that provides the runway we will need in order to build towards a new and sustainable normal. We recognize the value of our programming not only to give joy but also to inspire resilience, wellness, and optimism via a curriculum that focuses on positive youth development. With renewed commitment to our mission, we look to the future and know there is always more we must do.

With commitment,

**Janet Stanford** Imagination Stage

Quet Starford

**Artistic Director** 

Path O'nel Patrick O'Neil

**Imagination Stage Board President** 

**Imagination Stage Managing Director** 

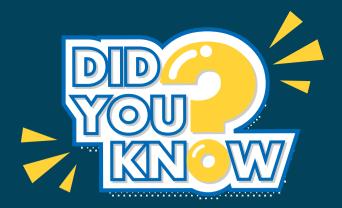
**Nichole Francis Revnolds** 

Indoll Frais Respold

Imagination Stage of Washington, DC

**Board President** 





# 22% OF KIDS ACCESSED OUR PROGRAMS FOR FREE



## 1.5 MILLION YOUTH REACHED SINCE OUR INCEPTION IN 1979

44%
BIPOC and
75% women
comprised the
Board of
Trustees



50+

LOCATIONS ACROSS ALL DC WARDS AND MONTGOMERY COUNTY SHOWCASED OUR PROGRAMMING





11%

OF OUR STUDENTS
RECEIVED
ACCOMMODATIONS
FOR DISCLOSED
ACCESS NEEDS

**25,000 YOUTH ATTENDED**IN-PERSON PROGRAMMING

#### **OUR MISSION & VISION**

Imagination Stage empowers all young people to discover their voice and identity through performing arts education and professional theatre.

Imagination Stage envisions a future where theatre experiences are a fundamental aspect of children's lives, nourishing their creative spirit, inspiring them to embrace the complexity and diversity of their world, and helping them overcome their challenges with hope, courage and, above all, creativity.

#### **OUR VALUES**



#### For Every Ability

We strive for our programs and organization to embrace all artistry, abilities, and talent by prioritizing working together and learning from each other.

#### Youth Development

We strive for the future of young people by nurturing their creative, social, and emotional growth through excellent, innovative theatre and arts education experiences.

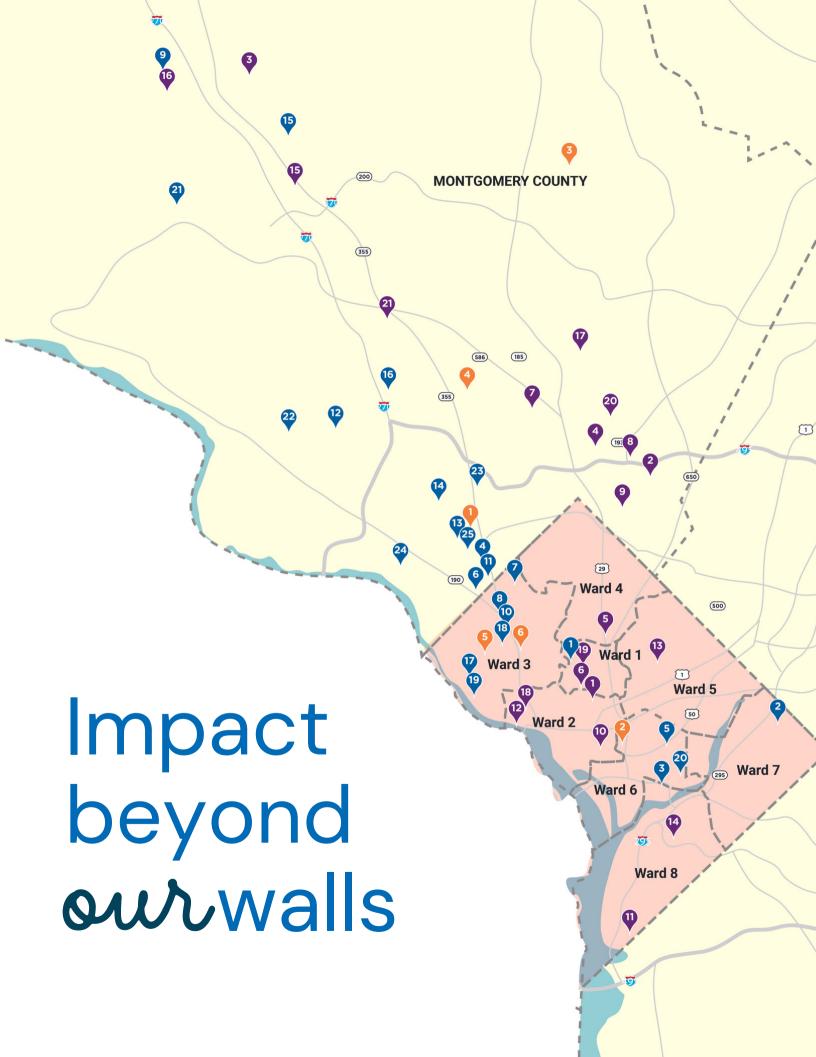


We strive for a safe haven for young people to explore their own identities by, in part, seeing themselves reflected in our staff and respected on stage.



We strive to serve the evolving needs of our community by being in constant relationship with local partners and national leaders alike.





## 50+ LOCATIONS ACROSS THE DC METRO AREA

#### **Theatre for Change**

- **01 Cardozo Education Campus**
- 02 Eastern Middle School
- 03 Watkins Mill High School
- 04 Sligo Middle School
- **05 Theodore Roosevelt High School**
- 06 Columbia Heights Educational Campus
- **07 Albert Einstein High School**
- **08 Montgomery Blair High School**
- 09 Silver Spring International Middle School
- 10 Martin Luther King Jr. Memorial Library
- 11 DC Metropolitan Police Academy
- 12 Georgetown University
- 13 Catholic University of America University
- 14 FAN Programs
- 15 Gaithersburg High School
- 16 Seneca Valley High School
- 17 John F. Kennedy High School
- 18 Duke Ellington School of the Arts
- 19 Sacred Heart Bilingual School
- 20 Northwood High School
- 21 Richard Montgomery High School

#### Performances, Classes & Exhibits

- **01 Imagination Stage**
- **02 National Building Museum**
- **03 Olney Theatre Center**
- **04 Charles E Smith Jewish Day School**
- **05 American University**
- **06 Sidwell Friends Lower School**

#### **Education Residencies**

- 01 Bancroft Elementary School
- **02 Houston Elementary School**
- **03 Tyler Elementary School**
- **04 Norwood Park Preschool**
- **05 School Within School**
- **06 Somerset Elementary School**
- **07 Blessed Sacrament School**
- 08 Georgetown Day School
- 09 BlackRock Center for the Arts
- 10 Janney Elementary School
- 11 Concord Hill School
- 12 Cabin John Middle School
- 13 Bethesda Elementary School
- 14 Bradley Hills Elementary School
- 15 South Lake Elementary School
- 16 Farmland Elementary School
- 17 Key Elementary School
- 18 National Presbyterian School
- 19 The River School
- 20 Payne Elementary School
- 21 Thurgood Marshall Elementary School
- 22 Bullis School
- 23 Stone Ridge School of the Sacred Heart
- 24 Bannockburn Elementary School
- 25 Sidwell Friends Lower School

## A History of Inclusiveness

Since our inception over 40 years ago, Imagination Stage's core values and mission have affirmed our commitment to Inclusion, Diversity, Equity, and Access (IDEA) for all children, as well as for our artists and staff. As a female-founded and -led organization, we recognize the imperative of IDEA in every aspect of operations, including hiring, program planning & implementation, and governance.

We were pioneers in the development of accessible programs, launching **Arts Access** in 1988 to serve children who have cognitive and/or physical disabilities and **Deaf Access** in 1989 to serve children who are Deaf or Hard of Hearing. Today, these cutting-edge programs have become our Access & Inclusion Department, which ensures all children in our programs receive the support they need to thrive.

## OUR ACCESS CLASSES ARE DESIGNED TO MEET NEURODIVERSE LEARNERS

Access classes cover the same subject matter and goals as all of our other classes, but the learning environment, pacing, and structure of the classes are designed specifically to meet the needs of neurodiverse learners in a peer-group setting. Teaching artists for Access Classes receive more extensive training in teaching neurodiverse populations and continuously adapt their lesson plans to the needs of their specific ensemble of students.



106 trained Inclusion Facilitators worked with our students in FY22.

Our acclaimed **Pegasus Ensemble** program is a two-year conservatory designed expressly for students ages 14–21 with cognitive and/or physical disabilities. The first year provides acting training so students can develop performance and collaborative ensemble-building skills. The second year has the students, plus professional director and design team, rehearsing a play which culminates in a full production, allowing family, friends, and fans to celebrate their extraordinary achievement.



14 students participated in Pegasus Ensemble in FY22.

## ALL OUR PROGRAMS ARE DESIGNED WITH INCLUSION, DIVERSITY, EQUITY, AND ACCESS (IDEA) AS A FOUNDATION

Imagination Stage makes all classes, camps, and other programming inclusive for students of all abilities, ensuring a space to build theatre arts and social skills, be creative, and have fun. Our dedicated Access & Inclusion team works with families and teaching artists to ensure a successful experience for every student.



Access & Inclusion has been at the center of our classroom culture for 34 years and counting.





THANK YOU FOR PROVIDING SUCH A WONDERFUL SPACE AND ENVIRONMENT FOR OUR KIDS TO GROW AND SUCCEED!"

- Imagination Stage Parent

Each of our shows has at least one ASL-interpreted and one sensory-friendly performance. We offer wheelchair accessible seating, large-print programs, assistive listening devices, and sensory-friendly items such as noise-canceling headphones and sunglasses.



#### STATEMENT AGAINST RACISM

Imagination Stage does not tolerate any form of racism, harassment, or bullying. We invest in anti-racism training and promote a board and staff working group focused on building anti-racism into the fabric of our workplace. We acknowledge that becoming an anti-racist organization is a continual process without a finish line, and are humbled daily on this journey.

## **Our Partners**

Imagination Stage is better able to fulfill our mission by working with valued partners in the community. We are grateful for their collaboration and their support in our shared, critical goal of positive youth development.

#### LEARNING THROUGH THEATRE PARTNERS









#### THEATRE FOR CHANGE PARTNERS

















We thank all the educators who carry our work forward in the classroom after hosting an Imagination Stage residency or professional development. These especially include the DCPS schools where we have full-year residencies: Bancroft Elementary School & Houston Elementary School.

## **Our Programs**

Imagination Stage, one of the nation's leading arts education centers serving children and their families, offers programs that reflect the institution's deep commitment to positive youth development through the arts. These programs include:



#### **Professional Theatre**

Our professional theatre productions invite young people to discover themselves, learn about others, and explore the world around them by watching adapted books, classic works, and contemporary stories come to life on stage.

#### **Education Programs**

Our education programming inspires youth of all ages and abilities to grow as artists, innovators, and citizens. We provide quality, yearround camps and classes in acting, musical theatre, dance, and filmmaking in an inclusive and welcoming environment.



#### **Theatre For Change**

Our Theatre for Change program uses theatre productions and educational workshops to bridge cultural divides, lift up underrepresented voices, and explore complex social issues to help build a new generation of compassionate, collaborative children who are capable of changing the world.

## **Professional Theatre**

While we opened our season with a virtual production, what a joy it was in December to welcome live audiences back to the theatre! This year, our offerings on the professional stage included a blend of the old and the new, starting with a play about a familiar teddy bear seen in a department store, an original hip-hop version of the tale of Pinocchio, and finally, a musical adaptation of a children's classic featuring some highly imaginative puppetry.

25,000+

44%

61%

children & adults attended a performance in-person of our performances were dedicated to field trip audiences of the professional actors who performed in our shows were BIPOC

#### 2021-2022 THEATRE SEASON

S.P.I.E.S. & The Lost Treasure of Atlantis (virtual)



November 13, 2021– November 28, 2021

Reach: 36 classrooms

**Corduroy** 



December 11, 2021 -January 23, 2022

Reach: 3,941

P.Nokio: A Hip-Hop Musical



February 23, 2022 -April 10, 2022

Reach: 8,325

Mr. Popper's Penguins



July 22, 2022 -August 7, 2022

Reach: 8,423



Corduroy is a wonderful gift to give the little people in your life – don't miss this delightful and moving adaptation of a favorite children's book."

## Theatre for the Very Young

Theatre for the Very Young (TVY) reflects our belief that even the youngest children can benefit from theatre that meets high artistic standards and is relevant to their developmental needs. Our small-scale shows for children ages 1–5 run under an hour, include sensory experience and audience participation, and emphasize key skills, such as collaboration and social-emotional skills.

2,800

children & adults attended a performance in-person 900

feathers were used by kids to help wipe cobwebs from the sky at *Mother Goose*  76%

of TVY performances played to full audiences

#### 2021-2022 THEATRE SEASON

#### **Ballonacy**



January 15, 2022-February 20, 2022

Reach: 1,056

#### **Mother Goose**



March 11, 2022 April 10, 2022

Reach: 2,271



Children across the country should be introduced to the live performing arts as early as possible, ideally prior to the age of eight."

## **Education Programs**

Our programming inspires youth of all ages and abilities to grow as artists and innovators. We provide quality, year-round education in acting, musical theatre, dance, and filmmaking in an inclusive and welcoming environment.

6,500+

students from MCPS Title 1 schools and DCPS schools received theatre tickets, materials, transportation, and professional development, all free of charge. 34

MCPS and DCPS schools participated in Learning Through Theatre 175

students from Title I schools and special education classrooms benefited from our in-school residencies

In just one semester, our thenfive year old went from never
speaking at school to singing in
front of strangers. Today, she's
16 and is a proud, selfproclaimed theatre kid. Simply
put, IStage made my daughter's
life better. There are many, many
parents who can say the same —
as well as thousands of kids,
teachers, community members,
and more. On behalf of all of
them, thank you for all that you
do!"

- Local Mom





#### **Learning Through Theatre**

Learning Through Theatre (LTT) uses theatre to deliver multi-faceted, curriculum-based educational programming to low-income Montgomery County Public School and DC Public School students. LTT develops a tailored Theatre Arts Integration Guide for teachers to create lesson plans and activities. Tickets, materials, transportation, and teacher professional development are provided free of charge to all participants.



80% of DCPS students were attending a theatre performance for the first time.



#### **On-Site Classes**

We offer arts classes, camps, training, and performing ensembles for young people of all abilities at our Bethesda headquarters. Our offerings are designed for ages 1–18, and range from acting, musical theatre, and dance to digital media. In 2021–2022, we offered 400 distinct education programs, including in–person summer camps.



11% of those who attended our classes were students with cognitive, developmental or physical disabilities.



#### **In-School Residencies**

Our residencies bring teaching artists into schools, where they use arts integration techniques to support specific educational topics – from language arts to math and life sciences – tailored to the individual school and classroom. Our workshops develop social-emotional and life skills, such as communication, collaboration, perspective taking, and creative problem-solving.



Many of our in-school residencies took place in Title I schools and special education classrooms.

## Theatre for Change

Using theatre productions and educational workshops to bridge cultural divides and lift up underrepresented voices, Imagination Stage's Theatre for Change (TFC) program explores complex social justice issues to help build a new generation of compassionate, collaborative children who are capable of changing the world.

6,500

students reached by the Óyeme, the beautiful touring production since 2016 1,783

high school students saw 10 Seconds in FY22 and participated in postshow workshops 20

incarcerated young men participated in Voices Beyond Bars workshops pre-pandemic

At a time when the need for mental health services for migrant youth and families is high, iÓyeme! workshops provide an avenue for young refugees to receive effective culturally-based and healing-informed support that meets them where they are and is designed specifically for them."

- Luis Cardona, Positive Youth Development Administrator, Montgomery County Department of Health and Human Services





#### iÓyeme!

Translated as "Hear Me" in Spanish, this workshop series, developed in partnership with Montgomery County's Department of Health & Human Services, empowers recently arrived migrant youth through the sharing of their stories. The multifaceted initiative includes *Óyeme, the beautiful,* an Imagination Stage-commissioned, touring production inspired by the workshops, an accompanying learning activity guide, post-production workshop, and professional development training for teachers.



100% of those who attended our ¡Óyeme! workshops are Speakers of Other Languages (ESOL) students.



#### **Youth & Police Partnership**

A series of workshops, in partnership with DC Police Foundation and DC Metropolitan Police, uses improv and acting to bring together young people and DC law enforcement officers in conversations that foster trust and understanding. The workshops led to a commissioned play, 10 Seconds, learning guide and postperformance workshop, that have been presented in high schools and other community settings.



94% of students said that "the play was compelling."



#### **Voices Beyond Bars**

Voices Beyond Bars supports youth ages 15–21 who are involved in the juvenile justice system. Incarcerated youth participate in a series of workshops that combine spoken word, writing, and performance to build key skills, such as collaboration, communication, and problemsolving. The program, which launched in Fall 2019, was shut down due to Covid–19, but has now restarted in two correctional institutions.



"When a young man was too emotional to finish his poem, a teammate hopped up to support him. A favorite caseworker was in the front row cheering the young men on."

- "Voices Beyond Bars: Creating Theatre with Incarcerated Youth," *Applied Theatre with Youth*, Routledge, 2022

## **Financial Summary**

Audit conducted by Han Group LLC

#### **REVENUES**

\$3,520,259 — CONTRIBUTED REVENUE

\$2,297,607 — EARNED REVENUE

\$5,817,866 - TOTAL REVENUE

#### **EXPENSES**

\$3,883,531 — PROGRAM EXPENSES

\$1,663,828 — FUNDRAISING & MANAGEMENT EXPENSES

\$5,547,359 — TOTAL EXPENSES

#### NET INCOME

**\$270,507 — NET INCOME** 

## A NOTE FROM JASON



Imagination Stage's financial performance in FY22 was strong among peer organizations. We continued to steward our pandemic relief funding to manage a multi-year recovery while attracting theatre audiences and students back to our core programs and seeing solid growth in our DC-based initiatives.

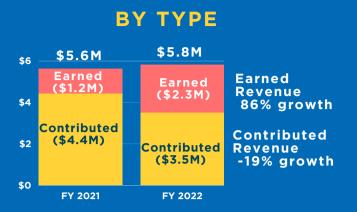
Overall revenues increased to \$5.8M, a 4% growth over FY21. With the return of in-person events, our earned revenue increased by 86%, reaching \$2.3M, which more than made up for the loss of non-recurring relief revenue and donor fatigue. Imagination Stage DC continued to grow in importance, accounting for 10% of total revenue (compared to 7% in 2021), rising 68%, while Imagination Stage maintained FY21 revenue levels.

Over the course of the year, we built expenses back to slightly higher than pre-pandemic levels, mostly driven by doubling the volume of Imagination Stage DC activities. We ended the year with a modest surplus, understandably much lower than in FY21 when we were awarded significant relief revenue without holding an at-scale expense profile.

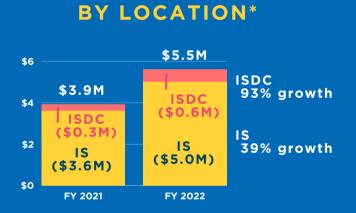
We continue to operate with the highest standards of financial controls and asset management as responsible stewards of the financial resources our community provides. We're so grateful for the extraordinary support of the DMV community!

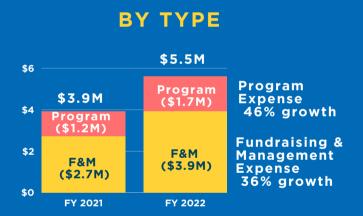
#### 2022 Revenue





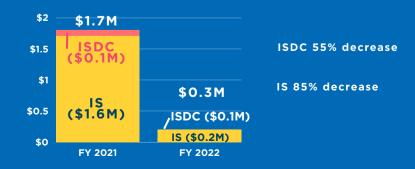
#### 2022 Expenses





#### **2022 Net Income**

#### **BY LOCATION**



#### **STAFF**

**Ashleigh Arrington** 

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Meghann Babo Shroyer Jason Najjoum\*

Managing Director

Claire Bancroft Loos Pamela Freedy\*

Education Program Manager

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Associate Artistic Director

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Chloé Costello

Development Assistant, Executive Assistant & Board Liaison

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**Emma Cummings** 

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Bekah Elles

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Scenic Charge Artist

Nikki Kaplan

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**Heather Leary** 

Education Marketing & Communications Coordinator

Laurie Levy-Page

Director of Marketing & Communications

**Torin Lusebrink** 

**Education Program Coordinator** 

**Danielle Mathers** 

School Patnerships Manager

Rebecca Malachowski

Theatre Marketing & Field Trip Coordinator

**Ashlee McKinnon** 

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Jan McNamara

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Luke Mullinax

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Penelope Musto

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**David Stern** 

Director of Digital Media

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Theatre for Change Coordinator

Scott Turner Shanna Sorrells\*

Access & Inclusion Senior Manager

J.R. Watson

Patron Services Manager

**David Whitney** 

Director of Operations

\* Denotes job replacements



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<sup>\*\*</sup>Temporary leave-of-absence

## Thank you TO OUR SUPPORTERS

#### **Institutional Donors**

#### \$25,000+

























#### \$10,000-\$24,999























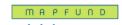




#### \$5,000-\$9,999



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#### \$2,500-\$4,999











#### \$1,000-\$2,499















#### \$250-\$999













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501(c)(3) organization - EIN: 52-1164889 4908 Auburn Avenue, Bethesda, MD 20814

#### Imagination Stage of Washington, DC

501(c)(3) organization - EIN: 47-1851625 1333 H St NE, Washington, DC 20002 Gold Transparency **2022** 

Candid.

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