









Dear Friends of Imagination Stage,

As Imagination Stage completes its 43rd year of operation, we celebrate continued post-pandemic growth and an ever larger, more inclusive impact on our most important stakeholders: the children of the metro-DC region.

We continue to fully subscribe to our belief that exposure to 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.

All of our programming, including our Montgomery County Public Schools and DC Public Schools Learning Through Theatre partnerships, is fully back in person. In both our Bethesda building and in pre-schools, elementary, and secondary schools around the DMV, we served 60,592 in FY23, up from 25,000 in FY22. We continue to meet children where they are and be a potent force for positive youth development. A few highlights of our efforts to address the "needs of now" include:

- Theatre for Change had its largest tour ever, with Oyeme, the Beautiful, reaching over 6,000 students in spring, 2023. 5,000 of those students saw the show as it traveled to 19 MCPS high schools.
- Our professional theatre continued to rebuild attendance numbers, bringing in more than 10,000 people for each production in the Lerner Family Theatre. Our production of Naked Mole Rat Gets Dressed: The Rock Experience was honored with the Helen Hayes Award for Outstanding Production—Theatre for Young Audiences. Attendance for our Theatre for the Very Young shows was at an all-time high, with many sold—out performances.
- Summer camps expanded into a new location at Bethesda's Primrose School, and registration revenue rose above \$1,000,000 for the first time. Academic year class registrations also broke all records, with a total of 2,649 registrations for \$750,000 in registration revenue.





• Imagination Stage grew to its largest staff, with 47 full-time positions. Pay bands for full-time staffers as well as part-time employees have improved equity across departments and skill types, and the staff is the most diverse in Imagination Stage's history.

We are gratified that our many stakeholders value our holistic and multifaceted approach to our work with children in the DMV. And we are grateful for the continuing support that has allowed us to emerge from the pandemic in a strong financial position and with a Stabilization Vision in place. 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 Artistic Director

Much Starford

Jason Najjoum Imagination Stage Managing Director

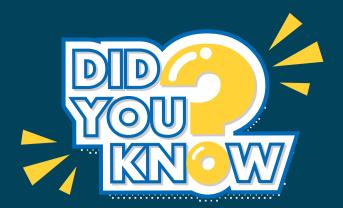
Kim W. Barnette, PhD

Kin Buntle

Imagination Stage Board President



idoll Irais Kesval



35% OF KIDS ACCESSED OUR PROGRAMS FOR FREE



1.55 MILLION YOUTH REACHED SINCE OUR INCEPTION IN 1979

BIPOC and 73% women comprised the Board of Trustees



75+

LOCATIONS ACROSS
ALL DC WARDS AND
MONTGOMERY COUNTY
SHOWCASED OUR
PROGRAMMING





OF OUR STUDENTS
RECEIVED
ACCOMMODATIONS
FOR DISCLOSED
ACCESS NEEDS

60,592 PEOPLE 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.





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

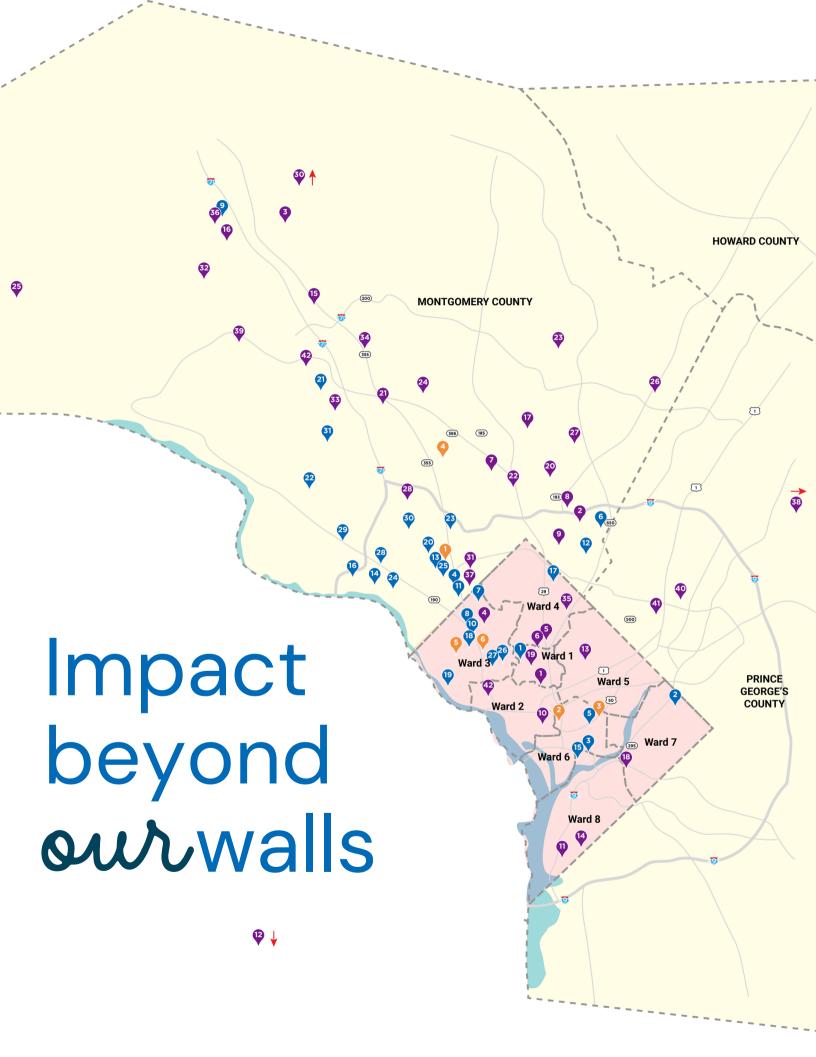
We strive for the future of young people by nurturing their creative, social, and emotional growth through excellent, innovative theatre and arts education experiences.

Representation Matters

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.

The Needs of Now

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



75+ LOCATIONS ACROSS THE DC METRO AREA

Education Residencies

- 01 Bancroft Elementary School
- **02 Houston Elementary School**
- 03 Tyler Elementary School
- 04 Norwood Park Preschool
- 05 School Within School
- 06 JoAnn Leleck 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 Rolling Terrace Elementary School
- 13 Bethesda Elementary School
- 14 Suburban Nursery School
- 15 Van Ness Elementary School
- 16 Carderock Springs Elementary School
- 17 Takoma Elementary School
- 18 National Presbyterian School
- 19 The River School
- 20 Beth El Preschool
- 21 Lakewood Elementary School
- 22 Bullis School
- 23 Stone Ridge School of the Sacred Heart
- 24 Bannockburn Elementary School
- 25 Sidwell Friends Lower School
- 26 John Eaton Elementary School
- 27 National Cathedral School
- 28 The Primary Day School
- 29 Norwood School
- 30 Wyngate Elementary School
- 31 Cold Springs Elementary School

Theatre for Change

- **01 Cardozo Education Campus**
- 02 Eastern Middle School
- 03 Watkins Mill High School
- 04 Alice Deal Middle School
- **05 Theodore Roosevelt High School**
- **06 MacFarland Middle School**
- **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 South County High School
- 13 Catholic University of America University
- 14 St. Thomas More Catholic School
- 15 Gaithersburg High School
- 16 Seneca Valley High School
- 17 John F. Kennedy High School
- 18 St. Franc<mark>is Xavier School</mark>
- 19 Sacred Heart Bilingual School
- 20 Northwood High School
- 21 Richard Montgomery High School
- 22 Stephen Knolls School
- 23 James Hubert Blake High School
- 24 Rockville High School
- 25 Poolesville High School
- 26 Paint Branch High School
- 27 Springbrook High School
- 28 Walter Johnson High School
- **30 Damascus High School**
- 31 Bethesda-Chevy Chase High School
- 32 Northwest High School

- 33 Thomas S. Wootton High School
- 34 Montgomery Virtual Academy
- 35 Capital City Public Charter School
- 36 BlackRock Center for the Arts
- 37 St. Johns Episcopal Church, Norwood Parish
- 38 Bowie State University
- 39 Quince Orchard High School
- 40 College Park Academy
- 41 Hyattsville Middle School
- 42 Alfred D. Noyes Children Center

Performances, Classes & Exhibits

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

A History of Inclusiveness

Since our inception over 43 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.



Our acclaimed **Pegasus Ensemble** program is a two-year conservatory designed expressly for students ages 14–21 with cognitive and/or physical disabilities. The ensemble has received a prestigious National Endowment for the Arts grant for FY24–25, which will provide for a summative evaluation of the program. 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.



13 students participated in Pegasus Ensemble in FY23

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 35 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

We started the season with a touring show by Honolulu Theatre for Youth and next featured the second in our *S.P.I.E.S.* series: a STEM-infused hybrid live/digital romp. Next came a rock musical with live musicians for the holiday season: *Naked Mole Rat Gets Dressed...* which went on to win the Helen Hayes Award for Outstanding Production-Theatre Young Audiences. Next, was *The Hula-Hoopin' Queen*, an IStage co-commissioned world preimier. And summer shone with the high-spirits of child detective *Nate the Great*.

37,000+

children & adults attended a performance in-person 25%

of our performances were dedicated to field trip audiences 83%

of the professional actors who performed in our shows were BIPOC

2022-2023 THEATRE SEASON

S.P.I.E.S. 2: The Flight of the Hawk



November 1-November 20, 2022

Reach: 2268

Naked Mole Rat Gets Dressed: the Rock Experience



November 16, 2022 -January 8, 2023

Reach: 10,817

The Hula-Hoopin' Queen



February 15 -April 8, 2023

Reach: 10,659

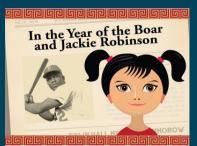
Nate the Great



June 21 -August 11, 2023

Reach: 11,681

Special Limited Engagement from Honolulu Theatre for Youth



October 15-22, 2022 | Reach: 2,014

66

"In this delightful performance of The Hula-Hoopin' Queen, directed by Angelisa Gillyard ... the playfulness comes through at every moment. The final, joyous scene of is Miz Adeline's 80th birthday celebration, and indeed it does feel as though the audience is attending the shindig. It's a party you don't want to miss!" --DC Theater Arts

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.

6,199

Children & adults attended a performance in-person 1,600

Blankets placed by children on sleeping Brother Bear in Wake up, Brother Bear

2022-2023 THEATRE SEASON



Aquarium

January 14 -February 12, 2023

Reach: 3,165



Wake Up, Brother Bear

March 11 -April 8, 2023

Reach: 3,034



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.

4,489

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 at DCPS's Bancroft and Houston ES who benefited from having Imagination Stage teachers in their classroom daily.

It is difficult to find organizations that feel like a community, as **Imagination Stage does. I appreciate** the diverse communities that attend programming; the teachers and the staff are so receptive to different cultures, languages, and feedback. Classes and shows are always age appropriate - it is evidence that the staff understands children, their interests, and their attention spans. **Imagination Stage's level of** preparedness and quality is high. No other programming invests in family and educators as much as Imagination Stage."

-- Imagination Stage parent





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 2022–2023, 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.

5,474

students reached by the Óyeme, the beautiful spring 2023 tour and post-show workshops, 3,515

middle and high school students served by residencies and workshops in FY23 100

Metropolitan Police Department cadets participated in Theatre for Change workshops as part of their training

One teacher wrote about an iÓyeme! student: 'I was amazed at how he and another student who has struggled with cultural identity were beaming with pride while explaining components of the play and the journey to their classmates.'"





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, a learning guide, and a 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

\$2,810,407 — CONTRIBUTED REVENUE

\$3,206,130 — EARNED REVENUE

\$6,016,537 — **TOTAL REVENUE**

EXPENSES

\$5,374,114 — PROGRAM EXPENSES

\$1,370,646 — FUNDRAISING & MANAGEMENT EXPENSES

\$6,744,760 — TOTAL EXPENSES

NET INCOME

(\$728,223) — NET INCOME

A NOTE FROM JASON



Imagination Stage's financial performance in FY23 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.

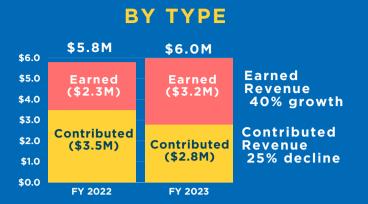
Overall revenues raised to \$6.0M, a 3% increase over FY22 levels, which had included \$1.5M in one-time pandemic relief funding. With strategic investments in additional camp capacity and a full season of in-person productions, our earned revenue increased by 40%, reaching \$3.2M, which made up for this loss of nonrecurring revenue.

Driven by record inflation, expenses reached an all-time high of \$6.5M. We ended the year with a 5% deficit (excluding depreciation) funded by our cash reserves.

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!

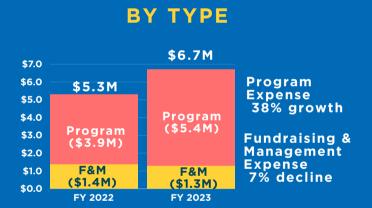
2023 Revenue





2023 Expenses





2023 Net Income



STAFF

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Brenda Bochner

Director of Development

Hannah Breen

Education Apprentice

Travis Brown

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Kathryn Chase Bryer

Associate Artistic Director

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Development Apprentice

Chloé Costello

Development Assistant, Executive Assistant & Board Liaison

Triza Cox

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Pamela Freedy

Education Program Manager

Topher Gaut

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Senior Faculty: Elementary Education

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Nikki Kaplan

Associate Director of Education

Heather Leary

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Director of Marketing & Communications

Torin Lusebrink

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Ashlee McKinnon

Senior Faculty: Dance Education

Jan McNamara

Senior Development Manager for Institutional Advancement

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David Polk

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Staff Accountant

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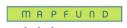




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