



FISCAL YEAR 2025
JULY 2024 – JUNE 2025

ANNUAL REPORT

USITT.

FY25

ANNUAL REPORT

Letter from the President and Executive Director



LAURA LEE EVERETT
EXECUTIVE DIRECTOR



KASEY ALLEE-FOREMAN
PRESIDENT

The past year has been filled with great progress and growth for USITT. 2025 marked the advent of Kasey Allee-Foreman's Presidency and the completion of the Board of Directors restructure into a more nimble and responsive non-profit governance board. The Board has prioritized solidifying the Institute's strength and security in the post-pandemic era. Laura Lee Everett and the Staff produced significant achievements around our program offerings and our most successful conference to date, in spite of a fire at the National Office. Kasey and Laura Lee brought the board and staff together to build a clear set of priorities and goals moving forward. From launching a thorough membership survey examining the current needs in our industry to establishing the USITT Fund as a dedicated Endowment supporting the

Institute into the future, we are continuously working to make changes and respond to your feedback. Together, we have celebrated you, our Members, returning to in-person events and participation.

YOU are what make us a strong and vital organization. Take a look at this Annual Report, which shows how we are steadily moving from surviving to thriving. What we do would not be possible without your participation and communication with the Board, Staff, and leadership. Thank you for your continued support and excellent work in Powering Live Entertainment.

A handwritten signature in cursive script that reads "Laura Lee Everett".

A handwritten signature in cursive script that reads "Kasey Allee-Foreman".



CORE VALUES

USITT was founded in 1960 as an organization to promote dialogue, research, and learning among practitioners of theatre design and technology. Today, it has grown to include members at all levels of their careers and has embraced the new technologies being used in entertainment. USITT is now the leader in life-long learning opportunities for the entertainment design and technology industry.

Mission

The United States Institute of Theatre Technology, Inc. (USITT) connects performing arts design and technology communities to ensure a vibrant dialogue among practitioners, educators, and students.

INCLUSION

Acknowledging the inequitable structures established by the dominant culture, and the industry's conscious or unconscious participation in these unjust systems, USITT commits to the ongoing struggle to create equitable spaces, to embrace diverse experiences, and to uplift and encourage multiple perspectives.

EXCELLENCE

Recognizing the need for continuous pursuit of the very best in our profession, our industry, and our Institute, USITT cultivates innovation in education, research, and safety.

RESPONSIBILITY

Embracing a long-standing imperative to serve, USITT provides value through year-round activities, elevates the work of individuals and organizations, and heightens accountability to our members and the industry.

VISION

USITT will be the prominent leader of theatre and entertainment design, management, technology, and history throughout conferences, educational initiatives, exhibitions, awards, publications, and research, and be the leading advocate for safe, effective, inclusive, and ethical practices.

MEMBERSHIP



New Membership Structure

In FY25, USITT continued our commitment to making Membership meaningful and accessible. Not only were there no Membership rate increases for the Membership Year beginning July 1, 2025, the Student Membership rate was decreased significantly to increase engagement for our youngest Members.

The Institute also saw a notable change to our Membership structure. To better align our Membership structure with generally accepted accounting principles, we needed to attribute Members' payments over the term of their Memberships. The easiest way to accomplish this was to align every Member's "Member Year" with USITT's fiscal year, beginning on July 1.

Each spring after we return from the Annual Conference & Stage Expo, every Member will now receive an invoice for the upcoming Member year. Now all Memberships will end on June 30 and begin a new Member year on July 1, to better align with USITT's accounting procedures.





Membership Analytics

1,504

Individual Members (includes Staff)

1,936

Student Members

436

Professional Members

200

Senior Members

356

Supporting Members

86

Sustaining Members

2

Exchange Members

86

Contributing Members

9

Lifetime Members

TOTAL

4,615

Members



USITT 25

BY THE NUMBERS

Thank you for Powering Live Entertainment with us in Columbus for USITT25! Over four days, we experienced energizing Main Stage events, celebrated our 2025 award winners, introduced new tech to the industry, hosted a Q&A and book-signing with prolific fashion designer Bob Mackie, felt the buzz of 300+ exhibitors on the Expo floor, immersed ourselves in more hands-on education than ever before, and so much more!

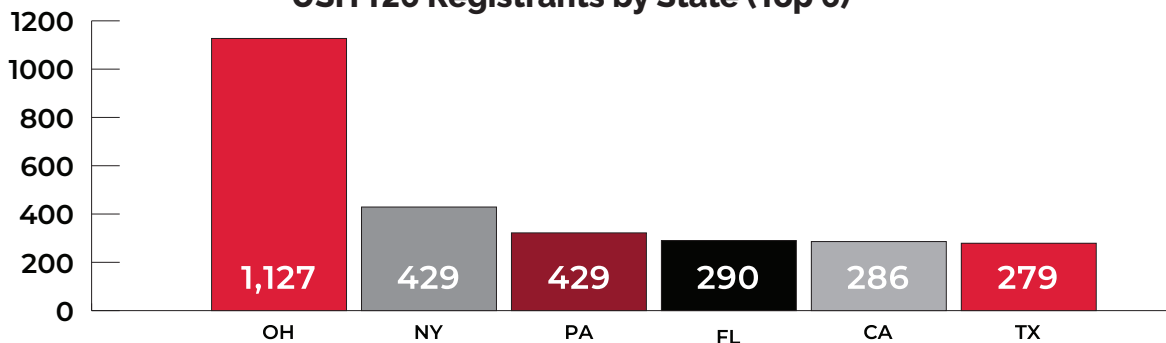
USITT25 hosted an impressive total of 5,909 validated attendees, including 2,373 first-time attendees, and 46 international attendees. USITT25 saw a total of 475 attendees from 56

different registered groups, with an average group size of 10 attendees.

USITT25 saw a 12% increase in attendance over USITT24 in Seattle. In fact, since the return to in-person events in 2022, attendance at the USITT Annual Conference & Stage Expo has increased by 49% and income has increased by more than 50%. Registration revenue for USITT25 saw an increase of 27% over USITT24, but prices remained the same.

The Institute saw an influx of 837 USITT Members during USITT25 registration, including 441 brand new Members.

USITT26 Registrants by State (Top 6)

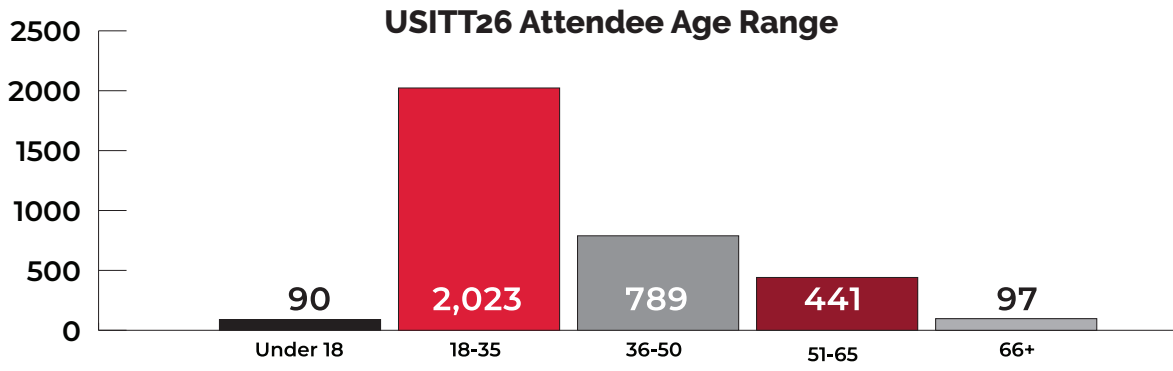


5,909
ATTENDEES

including



2,373
FIRST-TIMERS



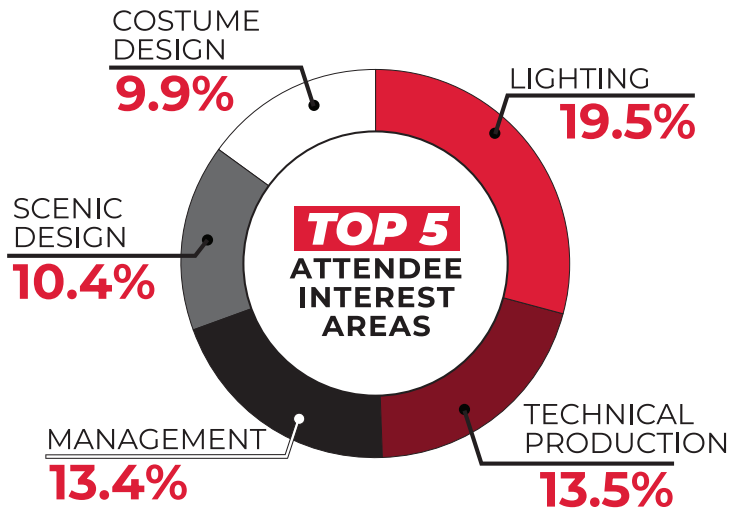
Sessions

435 total number of offered sessions/meetings/events

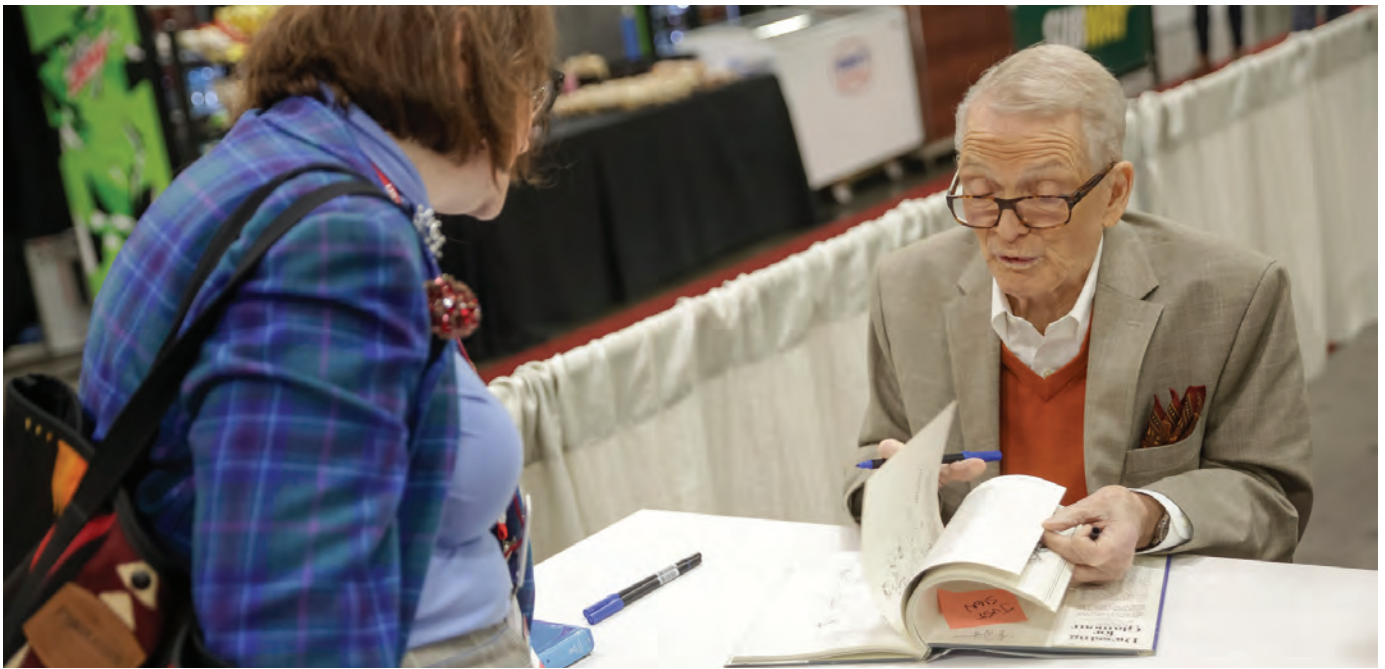
- **36 labs**
• 1,367 lab attendees
- **19 Professional Development Workshops (PDWs)**
• 447 registrants
- **Bob Mackie Film Screening & Q&A**
• 541 registrants

- #### Top 3 Sessions/Tracks Attended
- Lighting System Maintenance
220 attendees
 - Saying No Like A Professional
212 attendees
 - The Bead Goes On Panel
202 attendees

Attendee Interest Areas



Lighting	19.5%
Technical Production	3.5%
Management	13.4%
Scenic Design	10.4%
Costume Design	9.9%
Sound Design	7.4%
Architecture	3.1%
Education	5.7%
Engineering	3.2%
Makeup	1.9%
Projection	2.2%
Properties	3.1%
Rigging	4.6%
Safety & Health	2%



Bob Mackie

Emmy- and Tony Award-winning fashion and costume designer, Bob Mackie joined us in Columbus at USITT25!

to sign copies of *The Art of Bob Mackie*, authored by Frank Vlastnik and Laura Ross! Copies of the book were available for sale at the USITT Bookstore but quickly sold out.



On Thursday, March 6, a special screening of the documentary, *Bob Mackie: Naked Illusion* was shown to USITT25 attendees, followed by an interactive Q&A session with Bob Mackie himself. On Friday, March 7, Mr. Mackie took to the Expo floor

We are proud to have hosted Bob Mackie in Columbus — the number one metro city in the U.S. for concentration of professionals working in the apparel and fashion industry.



Poster Contest

The USITT Poster Design Contest was introduced for USITT25. This competition gives Members the opportunity to stretch their artistic muscles and design a poster for our Annual Conference & Stage Expo.

Members had the opportunity to submit their designs for a USITT25 poster, an exciting new USITT collectible, found only at USITT25 in Columbus! The winning design was featured at USITT25 and sold in the USITT Bookstore, with a portion of the proceeds benefiting a USITT Donation Fund of the winner's choosing.

TD&T 2024



ISSUE 3

In our cover article, Alessia Carpoca takes us into the Noh mask-making studio of Udaka Michishigesensei and family, and she introduces us to the intricate work of creating these traditional masks.



ISSUE 4

In this issue, we celebrate two USITT Members who were instrumental in the founding and ongoing content development of *TD&T*. Delbert Unruh and Joel Rubin, co-founder of the Institute, were prolific contributors to *TD&T*, both serving long stints as contributing editors.

TD&T 2025

ISSUE 1

In this issue, we are thrilled to share research and reflections from the members of the 2024 OISTAT India Textile Tour. The tour and this issue were led by Dinesh Yadav, who has written an introductory article that provides crucial contextual background, a brief summary of each article, and suggested readings for further study.



ISSUE 2

In this issue, our authors explore creative processes and remind us how stepping back from a project or tool can allow us a different understanding of our work.



The inaugural USITT Poster Design Contest winner was student scenic and properties designer **Tess Rosen**. Tess is pursuing a Bachelor of Fine Arts in Design and Production with an emphasis on scenic and properties design at Oklahoma City University. Tess chose the Sherry Wagner-Henry Leadership Development Initiative as her USITT Donation Fund.

AWARDS

Young Designers, Managers & Technicians (YDMT) Awards

The Awards for YDMT bring recognition and support to young designers, managers, and technicians at the beginning of their careers.

Robert E. Cohen Sound Achievement Award
Amoirie Perteet

USITT Stage Management Award sponsored by Clear-Com Communication Systems
Annabelle Gauthier

USITT Makeup Design Award sponsored by Kryolan Professional Make-Up
Emmalee Berger

The Richard Hay Undergraduate Scene Design Award
Hayley E Wallenfeldt

The USITT Scene Design Award sponsored by Rose Brand
Hayley E Wallenfeldt

The Barbara Matera Award in Costume Making
Katherine Chung

KM Fabrics, Inc. Technical Production Award
Nickie Dubick

Zelma H. Weisfeld Costume Design & Technology Award
Qiuyi Li

The Barbizon Lighting Company Jonathan Resnick Lighting Design Award
Sejung Jang

Bernhard R. Works, Frederick A. Buerki Scenic Technology Award
Shawn Poellet

Bernhard R. Works Master Crafts Award
Zach Young

Rising Star Award (Established by LiveDesign/LDI)

The Rising Star Award is given annually to a young professional at the beginning of their career. Recognizing excellence and artistic achievement in scenic, lighting, sound, projection design, or a convergence of these design principles.

Natalie "Nat" Houle
Sound Designer

Distinguished Achievement Awards

The Distinguished Achievement Awards honor individuals who have established meritorious career records in specific fields of design or technology in the performing arts or entertainment industry.

Areas of achievement include disciplines represented by the Commissions of USITT: scenic design, lighting design, sound design, technical direction, costume design, theatre architecture, theatrical consulting, production management, stage or arts management, entertainment technology, education, or a convergence of these disciplines.

Costume Design & Technology Laura Crow

Digital Media Jeremy Hopgood

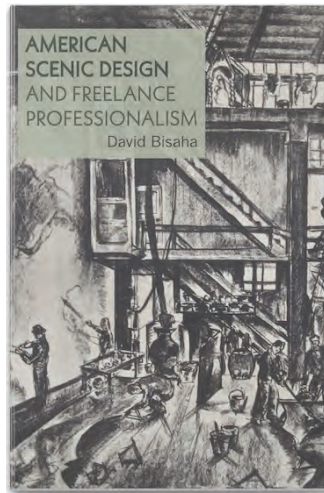
Lighting Design & Technology Jane Cox

Management Deb Acquavella

Scene Design & Technology Regina Garcia

Sound Design & Technology Paul Garrity

Technical Production John Huntington



Oscar G. Brockett Golden Pen Award

The Oscar G. Brockett Golden Pen Award honors an outstanding publication in the field of design and production for the performing arts.

- **David Bisaha**
American Scenic Design and Freelance Professionalism

Herbert D. Greggs Awards

The Herbert D. Greggs Awards promote innovative, in-depth writing about theatre design and technology in *TD&T*.

Honor Awards (the highest designation) and Merit Awards are evaluated by a panel of distinguished jurors.

Honor Award

Tom Zhang
Imagining a More Artificially Intelligent Future
Summer 2024

Merit Award

Clifton Taylor
Illuminating Lighting Education
Winter 2024



Thomas DeGaetani Award

The Thomas DeGaetani Award, named in honor of the first USITT president, honors an outstanding lifetime contribution to the performing arts or entertainment industry by an individual or a performing arts/entertainment-focused organization living and/or working in a particular region of the country, generally near the location of the Annual Conference & Stage Expo. Recipients of this award have distinguished themselves by their service or contribution in the arts or entertainment within that region.

- **Carlton Guc**
Stage Research, Inc.

Grants

Alexandra B. Bonds Grant for Student International Endeavors

- **Dina Gamal**
Mansoura University in Egypt

Howard Vincent Kurtz Student Engagement Grant

Student Engagement Grants encourage and support emerging theatre artists. They are given annually and provide financial assistance to USITT Student Members. Funding for this award is generously provided by Howard Vincent Kurtz, Professor Emeritus of Costume Design and Costume Commissioner at USITT.

- **Matthew Smith**
University of Texas at Austin

International Travel Grants

International Travel Grants fund projects that seek new knowledge through international travel to exhibitions, productions, and collections, provide opportunities in design for international companies, and include a method of sharing experiences with the USITT Membership. The grant was established in 2004 to provide USITT Members with funding for international travel for advanced research and education in theatre-related fields.

- **Charlene Gross**
Associate Professor of Costume Design, Pennsylvania State University

- **Daisy Long**
Lighting Designer



Architecture Awards

Sponsored by the USITT Architecture Commission, the Architecture Awards Program honors excellence in design and has recognized architects of theatre projects for 25 years. Honor Awards (the highest designation) and Merit Awards are evaluated by a panel of distinguished jurors for: creative image, contextual resonance, community contribution, explorations in new technologies, and functional operations.



Honor Award
The Tom Patterson Theatre
Stratford, ON



Merit Award
Gordon Center for Creative and Performing Arts at Colby College
Waterville, ME



Merit Award
Ohio State University Arts District
Columbus, OH

MENTORSHIP

The Carolyn Satter Production Management Mentorship Program (Satter PMMP)



New for 2025: The Carolyn Satter Production Management Mentorship Program (Satter PMMP)! Generously funded by Immediate Past President and Fellow, Carolyn A. Satter, the Satter PMMP is here to support an individual who has begun their professional career as a production manager in live entertainment by providing the chance to manage events and connect with a production manager mentor at our Annual Conference & Stage Expo.

- **Paige Washington**
Multidisciplinary Artist & Technician



"The Satter PMMP was an eye-opening look into the world of live events with the support and knowledge from people who have been doing this for years. I was able to take an active part in the scheduling and execution of all the main stage events and meet designers, stage managers, and other production managers from across the country and got to pick their brains about the industry and ways of working. In addition to working the main stage, I am able to chat with a production manager who is working in the field as a mentor throughout this year and the insight about day-to-day operations as an early-career PM. This has been a great addition to my learning experience as I grow as a leader, and I look forward to continuing to grow my connections through this mentorship program and continued journey with USITT," said Paige Washington, the inaugural recipient of the Satter PMMP.



Gateway Program

The Gateway Program is a brave space devoted to building community. It allows an individual to work with a mentor, tailoring their learning goals and career development while attending the USITT Conference with the financial support of USITT. Gateway aims to empower participants by working to foster relationships through collaborative, community-based mentorship.

- **2025 Cohort**
36 mentee applicants
12 mentee/mentor pairs



Stage Management Mentor Project (SMMP)

SMMP connects professional stage managers with mentees for a week full of practical training experiences while operating the most high-profile Conference events!

- **2025 Cohort**
76 applicants
12 mentee/mentor pairs

Student Ambassador Program

The Student Ambassador Program offered the exceptional opportunity for students to meet and converse with renowned international designers and theatre experts at USITT25 in Columbus.

USITT Student Members were paired with one of our three participating international guests based on their shared interest areas, facilitating technicians, and our global counterparts.

International guests for USITT25 included:

- **Dr. Tanja Beer**
Australia
- **Aris Pretelin-Esteves**
Mexico
- **Chris Van Goethem**
Belgium
- **Lina Younes**
Palestine/Lebanon



Conference Assistant Mentorship Program

It takes hundreds of people to put on an event as large as our Annual Conference & Stage Expo. And each year for decades, we've asked our Members to help us put on the event. Conference Assistants are the backbone behind the Annual Conference & Stage Expo and get an exclusive hands-on mentoring experience in large-scale event production.

- **2025 Cohort**
338 USITT25 Conference Assistants



Sherry Wagner-Henry Board Fellowship Program



The USITT Board of Directors has established the Sherry Wagner-Henry Leadership Development Initiative to advance the next generation of leadership in the arts. The program is named in honor of Sherry Wagner-Henry, a longtime USITT member and

former Board member who passed away unexpectedly in 2020. With feedback from former participants, and renamed in her honor to Sherry Wagner-Henry Board Fellowship, the program has refocused to become a flexible, 12-18-month long Fellowship with particular emphasis on identifying the future leaders of USITT and investing in their growth.

2024/2025 Board Mentee Dani Ranisate

Dani Ranisate is a Scenic Artist and Designer, majoring in Set Design at Colorado State University, while pursuing a minor in American Sign Language. She has been a Department Mentor for the past three years and has worked on the Student Advisory Council for CSU's School of Music, Theatre, and Dance.

She has worked on Set Design teams Collegiately: *Silent Sky*, *Spring Awakening*, and *The Rocky Horror Show*, and has worked as a Scenic Artist Regionally: Maine State Music Theatre's 2023 and Illinois Shakespeare Festival's 2022 Season, Collegiately: CSU's current season, and previous 2021-23 seasons.

She is very excited to be setting up a USITT student chapter at CSU this year. When she is not painting, she's learning how to juggle or trying new knitting patterns.



"I'm so excited to be a Board Fellow this year! I'd like to thank the Board for letting me learn from them, and Heidi Larson for not just teaching me how to see myself as an artist, but how to see the world as a piece of art."



EDUCATION

AND TRAINING

Glerum Workshops

The Jay O. Glerum Rigging Masterclasses were established in 2016 to honor Glerum's passion for rigging safety and training.

Best known for his book, *Stage Rigging Handbook*, Glerum was an American theatre consultant, author, and USITT Fellow.

In FY25, we proudly hosted three inspiring Masterclasses: two Entry-Level courses—one in Richmond, VA, and another in San Juan, Puerto Rico—and an Intermediate-Level course held in Denver, CO.

• Entry-Level

San Juan, PR
Teatro Francisco Arrivi
July 22–23, 2024
10 registrants

• Intermediate-Level

Denver, CO
King Center
June 2–3, 2025
20 registrants

• Entry-Level

Richmond, VA
St. Catherine's School
Jan. 6–7, 2025
29 registrants



Vannice Workshop

USITT offered a one-day Ken Vannice Electrical Workshop on Nov. 13, 2024, in conjunction with Clearwing's AVL Expo in Mesa, AZ. Participants had the opportunity to learn from industry experts to deepen their understanding of the hazards and consequences of working with electricity in the entertainment industry.

Date: Nov. 13, 2024

Location: AVL Expo at the Mesa Convention Center

Participants: 20



USITT Training Ground X Cirque du Soleil

USITT joined forces with Cirque du Soleil in Las Vegas—home of Cirque du Soleil's Resident Show Division, for three days of free interactive training with a collective of our industry's illustrious trainers and companies. Those specializing in audio, lighting, automation, projector maintenance, wardrobe, or stage management got up close and personal with entertainment experts from Cirque du Soleil, TAIT, Meyer Sound, Christie Digital, and ROBE Lighting.

Dates: May 12-14, 2025

Location: Las Vegas

Participants: 36

Applicants: 60

BACKstage Exam

The BACKstage Exam (Basic and Comprehensive Knowledge Exam for High School Technical Theatre Students) is designed to evaluate the knowledge and work readiness of technical theatre students at the high school level.

Developed by educators and industry professionals, BACKstage is the most comprehensive examination of its kind and will assist students in determining their readiness for post-secondary activities in technical theatre.

The BACKstage Exam is a joint endeavor of the Educational Theatre Association (EdTA) and USITT. A capstone examination for high school technical theatre students, BACKstage can also aid universities in their search for undergraduate design and technology students.

Starting in 2020, BACKstage was piloted to 181 high schools and involved over 1,600 students. Since then, over 227 students and over



34 schools have registered for the exam. BACKstage is a 100-question randomized examination drawn from a pool of over 400 questions covering eight technical theatre disciplines: rigging, safety, scenic and construction, venue, audio, costuming and wardrobe, lighting and electric, and personnel.

High school technical theatre teachers and subject matter experts created the exam. In New York State, BOCES has adopted the exam in Albany as part of their path

to CTE, making them eligible for federal Perkins Funding.

BACKstage seeks to define and assess the basic knowledge and skills an entry-level technician should have when entering the workforce or a higher education training program. We observe that programs utilizing BACKstage offer more thoughtful and thorough instruction in theatre technology and produce better-informed and better-equipped student technicians.



Cobalt Scholarship

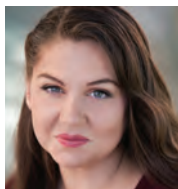
USITT is excited to announce Abby Bilson and Milinda Weeks as the inaugural recipients of our Cobalt Studios Scholarship! This scholarship opportunity is sponsored by Rose Brand, longtime exhibitor, sponsor, and supporter of USITT and the next generation of scenic artists, and hosted at Cobalt Studios in White Lake, NY, a studio dedicated to quality scenic painting & training since 1988.

The selected participants participated in a training seminar at Cobalt Studios from Oct. 22-25, 2024, for the specialty pro seminar: Perspective for Scenic Artists 2, instructed by Kimb Williamson — scenic artist, USITT Board Member, and Fellow.



Abby Bilson

"The support and education from USITT has been instrumental in my journey as a scenic designer and charge artist. Without the valuable opportunities I've experienced through USITT, I would not be where I am today!"



Milinda Weeks

"USITT has been an invaluable resource in my growth as both an artist and educator. The professional development opportunities offered have deepened my skillset and inspired fresh perspectives that I can bring back to the classroom and the stage. I am deeply grateful for the opportunities USITT has provided to help me grow and thrive in my career."

Cobalt Studios is modeled after the Guilds from the Renaissance. They combine the classroom experience with the workshop experience. They aim to reflect those guilds where a cohesive group of artists nurtured respect for their craft as an active part of their community life, bound together through mutual respect; craftsmen who taught the traditions, skills, and art of their craft and passed this down through their "knowing" hands. Cobalt Studios is a base from which we are developing a pool of successful painters who have a positive commitment to our craft.

This scholarship is sponsored by Rose Brand, a longtime exhibitor, sponsor, and supporter of USITT and the next generation of scenic artists. In business since 1921, Rose Brand is North America's largest provider of theatrical fabrics, fabrications, and production supplies for the entertainment, event, and display industries. What started as a small, family-run business has grown into a national company employing over 400 people in four locations.



Costume Symposium: Bournemouth

USITT's 2024 Costume Symposium took participants on an exciting trip across the pond to Arts University Bournemouth, where they dove into the world of British Historical Costume in Film! This two-week program combined classroom education with excursions across the UK. Participants explored centuries of fashion history at the Blandford Fashion Museum, toured grand Victorian estates, and experienced the magic of Highclere Castle—the iconic setting of "Downton Abbey"! In the classroom, they covered topics such as embroidery, millinery, rendering, and more, all taught by technical specialists working across the pond.

Dates: July 14-27

Location: Arts University
Bournemouth UK

Participants: 20



USITT Connects

USITT Connects virtual recruitment events connect participants with their next endeavor of advanced education or Summer Stock opportunities! 2025 brought together candidates and recruiters from every corner of the country, with interest areas spanning across the industry. USITT Connects include two virtual events each year: USITT Connects: Grad Schools and USITT Connects: Summer Stock

Grad Schools

16 Graduate Candidates
148 Recruiters (from)
26 Institutions

Top Interest Areas: Candidates

- Technical Direction
- Sound Design
- Stage Management
- Costume Design
- Lighting Design

Recruiters

- Scenic Design
- Lighting Design
- Costume Design

Summer Stock

55 Candidates
12 Companies
39 Anticipated Offers

Top Interest Areas: Candidates

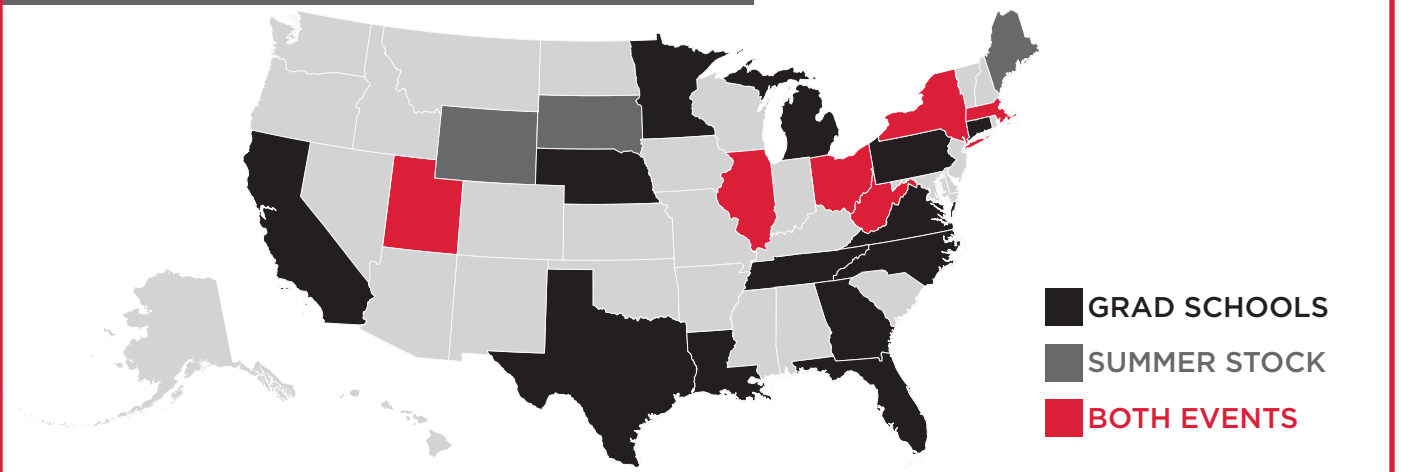
- Stage Management
- Lighting Technology
- Costume Technology
- Scenic Design

Recruiters

- Stage Properties
- Lighting Technology
- Sound Design



2025 USITT Connects events welcomed recruiters from across the country! Check out the map to see just how far our reach extends.





RANDY EARLE GIFT

Gift from Estate of USITT "Force of Nature" is Largest Donation to Date

A past president of USITT has made the largest single gift ever received by the Institute. The legacy gift from the Estate of James R. "Randy" Earle, Jr. was announced by current USITT President Kasey Allee-Foreman.

"Randy was a passionate champion of USITT and of finding ways for Members to interact with one another. His donation will help the Institute continue to make a positive impact on our Members and the industry for years to come," said Allee-Foreman.

Earle was committed to the Institute from the time he joined USITT as a Student Member in 1965 and he remained an active Member until his death in March 2024. He enjoyed a four-decade career as an educator, predominantly as a professor of theatre design and technology at San Jose State University, where he served at various times as head of the theatre program, technical director, lighting designer, sound designer, and scenic designer. He was also a theatre consultant and a partner in Pantechicon LLC.

He took on a number of substantive volunteer roles throughout his years of

involvement with USITT, including Commissioner for Performing Arts Training and Education, Vice President for Commissions and Projects, Vice President of Relations, and serving as President from 1984 to 1986. He was elected as a USITT Fellow in 1982 and served as Chair of that group from 1998 to 2024. He received the Joel E. Rubin Founder's Award and was made an Honorary Lifetime Member, two of the Institute's most prestigious honors.

"In the annals of USITT, Randy Earle's lifelong dedication to the Institute is unmatched," said Executive Director Laura Lee Everett. "His active participation in USITT spans almost our entire history and, thanks to his incredible generosity, he has made certain that his beloved USITT is well-poised to meet the challenges of the next decades."

President Allee-Foreman concurs. "I am so grateful and honored by Randy's years of service; his years of Membership; and years of commitment to the organization that changed his life and career. This gift assures that we can continue to impact all of our future Members."

Earle was a founding member of USITT's Loft Block Society, a recognized group of individuals

who have made planned gifts of financial support to assure the impact of USITT. After Earle died, the Institute was notified that USITT was a named beneficiary of a life insurance policy that has resulted in the largest single donation in the Institute's 65-year history.

"Randy Earle was a force of nature within USITT," said Institute Fellow and former President Mark Shanda, the current chair of the development committee. "As the first Student Member to rise to the presidency of our organization, Randy was passionate about the industry, sharing his time with both lifelong and brand-new Members of the organization, and was committed to seeing this unique assembly of designers, technicians, architects, educators, and students prosper and grow.

"We were blessed by his engaged presence and are now most thankful for his legacy, which will enrich USITT for many years to come."

RIGGING SAFETY

INITIATIVE (RSI)



The Rigging Safety Initiative (RSI) offers free stage rigging inspections and safety training for secondary schools across America. The RSI is open to all secondary schools nationwide. Once a school's application is approved, they choose from a list of participating ETCP certified rigging inspectors in their area. USITT pays the inspector directly for the inspection and four to six hours of safety training for faculty and student stage crew.

USITT has a national network of inspectors, so many schools find their cost is ZERO. The school gets a detailed status report on their rigging—what's working properly and what potential safety problems can be prevented with routine care. Free safety training for up to eight staff and students helps ensure safe operation of a complex system.

Thanks to our sponsors and donors, we can promote safe stages for students at little or no cost to schools.

Fall 2024

- Christian Brothers College High School—St. Louis, MO
- Mountain Crest High School—Hyrum, UT
- Albert Leonard Middle School—New Rochelle, NY
- Maconaquah High School—Bunker Hill, IN

Spring 2025

- Rising Sun High School—North East, MD
- Badger Ridge Middle School—Verona, WI
- Sanborn Regional High/Middle School—Kingston, NH
- Auburn High School—Auburn, WA

2025 FELLOWS

Congratulations to our 2025 USITT Fellows: Verda Beth Martell, Michael Hooker, and Karen Maness.

To USITT, the Fellows are Members who are leaders in their craft or field and are an indispensable resource in continuing the work of the Institute, working together as peers to support the Institute in its advancement, fundraising, and outreach efforts.



Verda Beth Martell



Michael Hooker



Karen Maness



PQ 2027 TEAM

USITT is honored to have sponsored the U.S. Exhibition at the Prague Quadrennial of Design and Space (PQ) since the inaugural U.S. exhibition in 1972, and the Institute is excited to keep the tradition going with our new Core Artistic Leadership Team for PQ27.

We are thrilled to announce the build team for the U.S. National and Emerging Exhibits for the 2027 Prague Quadrennial. Wayne State University is hosting this prestigious project over the next three years. John Keisling, Associate Professor of Teaching and the technical director for the Maggie Allesee Department of Theatre and Dance at Wayne State, will be leading the charge as the project's technical director. Wayne State's graduate program will have the unique opportunity to be a part of the project's build, with the Theatre and Dance Department at Wayne making up the PQ Build Team. Meet the team below.

Core Executive Team

- Executive Director
Laura Lee Everett
- Artistic Director
Rob Eastman-Mullins
- Project Manager
LT Gourzong
- Technical Director
John Keisling

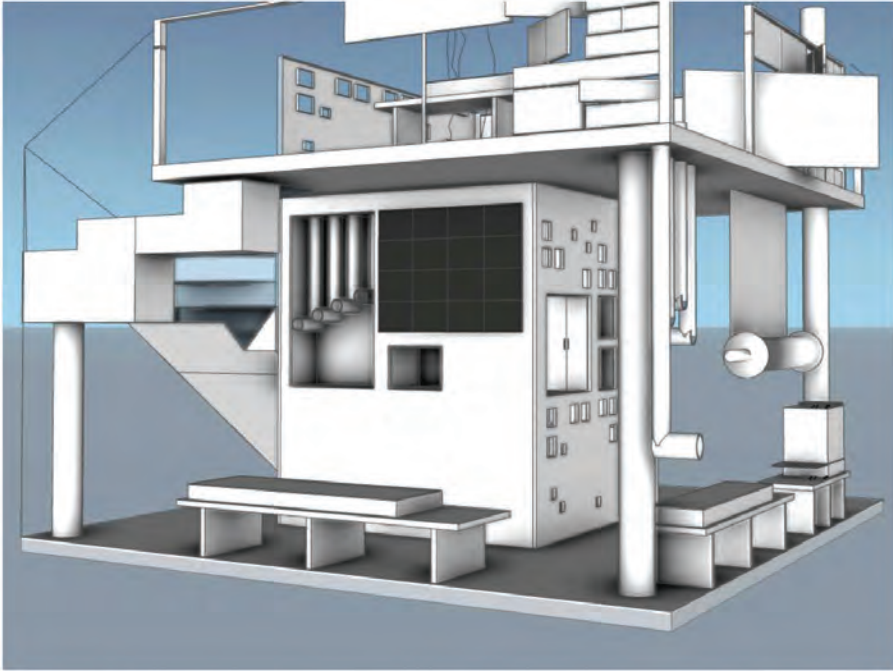
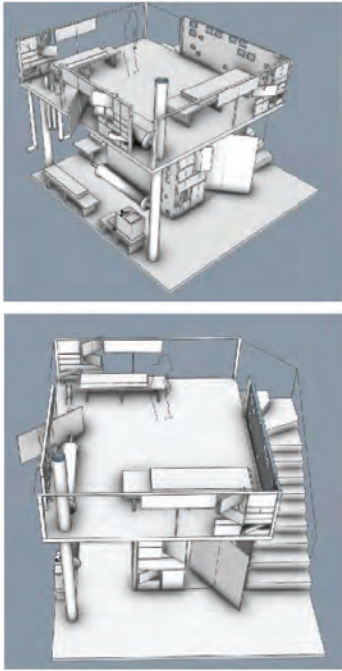
Curatorial Team

- Associate Artistic Director **Tatiana Vintu**
- Costume Design **Sabrina Notarfrancisco**
- Lighting Design **Dinesh Yadav**
- Multidiscipline **Jeremy Hopgood**
- Projections & Media **Ian Garrett**
- Scenic Design **Yoon Bae**
- Sound Design **G Clausen**
- Special Project: Broadway **Paul Tazewell**
- Associate Broadway Curator **Silin Chen**
- Special Project:
Foreign Born Designers **Soledad Sanchez**
- Associate Foreign Born Designers
El Marroquin

National & Emerging Exhibit Team

- Design Team Coordinator
Ashley Bellet
- National, Designer **Afsaneh Aayani**
- Emerging, Co-Designer
Elizabet Puksto
- Emerging, Co-Designer
Tianxuan Chen

PROCESS



FINAL

WALL A

WALL B

WALL C

REVOLVING PANELS FOR PHOTO/SKETCHES

150+ MINI-TURFS
BINOCULARS FOR PHOTOS

MODELS FROM OBJECTS
WITH OPENABLE DOOR

WALL D
CLEAR WITH 1/2" GAP ON SIDES

PROJECT: PQ2027 EMERGING EXHIBIT
DESIGNER: Elizabet Puksio Tianxuan Chen
DRAWING: ELEVATION
SCALE: 1"=1'-0" OR AS NOTED
DATE: 09/16/2025
PLATE: 1 OF 2

DONORS

USITT is grateful to the following individuals and organizations for their generous financial gifts in FY25. This list covers the period of July 1, 2024, through June 30, 2025. We regret any errors or omissions, which are unintentional.

Advancing USITT

Eben Alguire
Krystal Anderson
Paul Babcock
Jaxson Bagley
Jeff Baldwin
Ashley Bellet
Sara Broadhead
William Browning
Garnett Bruce in memory of Ed Berkeley
William Byrnes in memory of Randy Earle
Russell Calder
Joseph Champelli
Leo Chavolla
Martin Cleveland
Benjamin Cohen
Lance Coppedge
Avery Cranston
Josephine Dethlefsen
Michael Devine
Disney Live Entertainment
Dennis Dorn
Laura Lee Everett
Paul Fujimoto-Pihl
Ralph Funicello
Cary Gillett
D J Gramann
Michelle Harvey
Philip Haslanger in honor of Kasey Haslanger
Mickey Henry
Thalia Hollinger
Tammy Honesty
Linda Janosko
Kyle W. Jensen
Andi Lyons
Martha Marking
Leslie Marqua
Teresa Meckley
Michael Mehler
Margaret Mitchell
Mike Monsos
Jean Montgomery
Olivia Murphy
William Musser
Reid Neslage

Reid Neslage in memory of Thomas Lemmons
Reid Neslage in memory of Whitney Blausen
Patrick Newman memory of Collier R. Woods
Brath Otto
Sylvia Pannell
Danielle Pecchioli
Kathy Perkins
Plastic Coatings Corp.
Jeff Ravitz
David Rodger
Todd Rosenthal
Paul Sanow
Carolyn Satter
Loren Schreiber
Kim Scott
Mary Jean (MJ) Sedlock
Ford Sellers
Mark Shanda
Jeff Sherwood
Emily Shields
Naoko Skala
Madison Thomas
Joe Tilford
Joseph Tilford in honor of Distinguished Scenic Designers Forum
Clyde Tyndale
Eric Walker
Eli Wallow
Megan Willis
Jennie Yeung in memory of Randy Earle

David Grindle Leadership Fund

Jack Feivou
Elynmarie Kazle
Tina Shackelford
Jim Streeter
Stephanie Young

Edward F. Kook Fund for Research

Lea Asbell-Swanger in memory of Randy Earle
Bruce Auerbach in honor of John Scharres
Ashley Bellet

Alexandra Bonds
William Byrnes
Dennis Dorn
Richard Dunham
Paul Epton
Michael Mehler
Sylvia Pannell
Loren Schreiber
Mark Shanda
Paul Vincent

Fellows Fund

Alexandra Bonds
Richard Dunham
Edie Happe in memory of Pete Happe
Elynmarie Kazle
Andi Lyons
Michael Ramsaur
Ben Sammler
LeRoy Stoner
Richard Thomas
Paul Vincent
Kimb Williamson

New Century Fund for Young Professionals

Barbizon Lighting Company / ZGS, Inc.
Paul Epton
Jason Foreman
Tammy Honesty
Rafael Jaen
Howard Vincent Kurtz
Jeffrey Lieder
Elizabeth Poindexter in memory of Randy Earle
Carolyn Satter
Jeff Sherwood
Paul Vincent
Kimb Williamson
Dr. Bernhard and Nancy Works

Professional Development Fund

Lea Asbell-Swanger in memory of Sherry Wagner-Henry
Ashley Bellet
Sara Glerum in memory of Jay and Sally Glerum
Ford Sellers

Rigging Safety Fund

Mickey Henry
Reid Neslage
Loren Schreiber
Paul Vincent
Kimb Williamson
Bryant Williamson

Samuel Scripps International Fund

Alexandra Bonds
Paul Brunner
William Byrnes
Laura Crow
Loren Schreiber

Sherry Wagner-Henry Leadership Development Initiative

Mickey Henry in honor of Stephen Henry
Andi Lyons
Kathleen Spehar in memory of Sherry Wagner Henry

Tayneshia Jefferson Fund for Inclusion

Kasey Allee-Foreman
Nan Arceneaux
Lea Asbell-Swanger in honor of Kasey Allee-Forman's 50th Birthday
Yvonne Brown in honor of Lady Nan Arceneaux
Daniel Carr in honor of Alfred Fought
LaToya Christian
Bertha Crawford in memory of Tayneshia Jefferson
Disney Live Entertainment
Paul Epton
Neaco Fox
Cary Gillett



Latiana Gourzong
 Trish Hausmann
 Tammy Honesty
 Rafael Jaen
 Johnny Lane
 Connie Leday in memory of
 Tayneshia Jefferson
 Questex LLC
 Stephanie Lutz in honor of
 Marti Hilton for Dedication to
 Diversity and Access
 Andi Lyons
 Anne Medlock
 Michael Mehler
 James Neal
 Our Mother of Mercy FCU
 Nicole Queenan
 Tina Shackelford
 David Stewart
 Jim Streeter
 Brian Swanson
 Angela Thomas in memory of
 Tayneshia Jefferson
 Justin Thomas
 Paul Vincent
 LaToya Warnie
 Ella Washington in honor of
 Diversity & Inclusion and in
 memory of Tayneshia Jefferson
 Yolanda Williams
 Kimb Williamson

**The Collier Robert Woods
 Scholarship**

Anjali Austin
 Autum Casey
 Paul Epton
 Latiana Gourzong
 Eugene Lauze
 Brian Lawlor
 Claire Leland
 Tim Maye in memory of
 Collier Woods
 David McCullough in memory
 of Collier Woods
 Anne Medlock
 Patrick Newman in memory of
 Cora Newman Rucker
 Patrick Newman in memory of
 Collier Robert Woods
 Patrick Newman in memory of
 Collier Woods, Jr.

Denice Rucker
 Bess Sullivan in memory of
 Brother Collier Woods
 Randal Turner in memory of
 Collier Robert Woods, Jr.
 Kimb Williamson

USITT Future Fund

Kasey Allee-Foreman
 Chuck Armbruster
 Lea Asbell-Swanger in memory
 of Randy Earle
 Jeff Baldwin
 William Byrnes
 Kimberly Corbett Oates ASTC
 Dan Culhane
 Richard Dunham
 Randy Earle
 Doug Fleenor
 Trish Hausmann
 Tammy Honesty
 Tara Houston
 Wendy Howard-Benham in
 memory of Randy Earle
 Rafael Jaen
 Shane Kelly in memory of
 Tayneshia Jefferson
 Brian Lawlor
 Carl Lefko
 Leslie Marqua
 Kenneth Martin
 Holly Monsos
 Jean Montgomery
 Jean Montgomery in honor of
 USITT's Birthday
 Van Phillips in honor of Randy's
 years of service to USITT! and
 in memory of Randy Earle
 Brian Reed
 Carolyn Satter
 Ford Sellers
 Mark Shanda
 Rose Steele
 Brian Swanson
 Dana Taylor
 Justin Thomas
 Yolanda Williams
 Kimb Williamson
 Todd Wren

Loft Block Society

Every rigging system, manual or motorized, requires Loft Blocks. They support, guide, and provide proper function of the entire system as it moves. People who have made gifts to USITT through their wills and estates are included in the Loft Block Society. Their support ensures the Institute will continue to rise for many years to come.

Members of the USITT Loft Block Society

- Richard L. Arnold*
- Ashley Bellet
- Alexandra (Sandy) Bonds
- Dennis Dorn
- Richard Durst
- Randy Earle*
- Joy Spanabel Emery*
- Sarah Nash Gates*
- Jay and Sallie Glerum*
- David Grindle
- Lawrence Hill*
- Rafael E. Jaen
- Howard Kurtz
- Jean A. Montgomery
- Sylvia Hillyard Pannell
- Rosco Laboratories
- Carolyn A. Satter
- Mark Shanda
- Kenneth Vannice*
- Zelma H. Weisfeld*
- Charles (Chuck) E. Williams*
- Bernie and Nancy Works*

*Deceased

BOARD OF DIRECTORS AND LEADERSHIP

2024-2025 Board of Directors

Kasey Allee-Foreman
President

Carolyn Satter
Immediate Past President

Tammy Honesty
Treasurer

Ashley Bellet
Secretary

Directors

Jeff Baldwin
Kimberly Corbett-Oates
Pinky Estell
Cary Gillett
Trish Hausmann
Tara Houston
Shane Kelly
Margaret Mitchell
Ford Sellers
Jim Streeter
Dana Taylor
Yolanda Williams
Kimb Williamson

2024-2025 National Office Staff

Executive Director
Laura Lee Everett

Education & Training
Christine Troscher
Karen Greenfield
Sandy Everett
Andrea Ball

Engagement & Marketing
Mark Blackmon
Jenn Shuron
Lizz Nyanzi
Sami Lesniak
Liz Bilbo
Alexa Dembiec
Spencer Donovan

Finance & Human Resources
Fran Taylor, CPA
Tyler Lavonas

Sales & Events
Jody Harris
Lea Ann Quimby
Cassie Nelson

Sherry Wagner-Henry Board Mentorship Fellows

Dani Ranisate

USITT is the United States Centre of OISTAT, the International Organization of Scenographers, Theatre Architects, and Technicians.

oistat

USITT National Office
225 Greenfield Pkwy, Suite 205
Liverpool, NY 13088

(315) 463-6463 or (800) 938-7488
www.usitt.org | info@usitt.org

USITT.
POWERING LIVE ENTERTAINMENT

UNITED STATES INSTITUTE FOR THEATRE TECHNOLOGY, INC.

Statement of Financial Position

June 30, 2025 and 2024

	<u>Assets</u>	<u>2025</u>	<u>2024</u>
Current assets:			
Cash and cash equivalents		\$ 65,927	134,922
Restricted cash		247,966	230,094
Investments		3,338,714	3,039,100
Accounts receivable		460,414	526,770
Promises to give		21,500	35,580
Inventory - publications and merchandise		9,107	75,037
Prepaid expenses		<u>350,010</u>	<u>169,116</u>
Total current assets		<u>4,493,638</u>	<u>4,210,619</u>
Property and equipment, net		41,458	42,651
Operating lease right-of-use assets, net		<u>181,315</u>	<u>190,814</u>
Total assets		<u>\$ 4,716,411</u>	<u>4,444,084</u>
<u>Liabilities and Net Assets</u>			
Current liabilities:			
Current portion of operating lease liabilities		33,477	57,796
Accounts payable		58,204	53,762
Accrued payroll, withholding taxes and retirement		22,624	13,391
Accrued vacation wages and personal time off		48,742	68,669
Contract liabilities		898,432	924,589
Line of credit		<u>-</u>	<u>300,000</u>
Total current liabilities		1,061,479	1,418,207
Operating lease liabilities, net of current portion		<u>151,264</u>	<u>138,702</u>
Total liabilities		1,212,743	1,556,909
Net assets (deficit):			
Without donor restrictions:			
Operating		(124,731)	(462,313)
Board designated		375,160	44,714
With donor restrictions		<u>3,253,239</u>	<u>3,304,774</u>
Total net assets		<u>3,503,668</u>	<u>2,887,175</u>
Commitments and contingencies (notes 6, 7 and 9)			
Total liabilities and net assets		<u>\$ 4,716,411</u>	<u>4,444,084</u>

See independent auditor's report and notes to financial statements.

DISCOVER THE

POWER ^{of} MEMBERSHIP

WITH USITT



EXPLORE ALL OF YOUR
MEMBERSHIP BENEFITS.

Visit usitt.org

USITT.
POWERING LIVE ENTERTAINMENT



USITT.

65 YEARS OF POWERING LIVE ENTERTAINMENT

