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# PITTSBURGH BALLET THEATRE

Board of Directors Meeting  
Wednesday, February 15, 2023  
4:00-5:00 p.m.  
PBT Studios & Zoom

Meeting Materials

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# PITTSBURGH BALLET THEATRE

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# PITTSBURGH BALLET THEATRE

Board of Directors Meeting  
Wednesday, February 15, 2023  
4:00 - 5:00 p.m.  
PBT Studios and via Zoom

*"To be Pittsburgh's source and ambassador for extraordinary ballet experiences that give life to the classical tradition, nurture new ideas and, above all, inspire."*

## A G E N D A

- I. Welcome, Call to Order, Approval of December 14, 2022 Minutes (4:00 - 4:05 p.m.).....Mary McKinney Flaherty
- II. Financial Report (4:05 - 4:15 p.m.).....Rich Beaty; Michael Marasco, Schneider Downs
- III. 21/22 Audit Approval (4:15 - 4:25 p.m.).....Jim Crockard
- IV. 23/24 Season Presentation (4:25 - 4:35 p.m.).....Dr. Kathryn Gigler, Lou Castelli, Adam W. McKinney
- V. Executive Director Report (4:35 - 4:45 p.m.).....Dr. Kathryn Gigler
- VI. Introduction to Adam W. McKinney (4:45 - 4:50 p.m.).....Dr. Melonie Nance, Rich Beaty
- VII. Incoming Artistic Director Welcome (4:50 - 5:00 p.m.) .....Adam W. McKinney
- VIII. Adjournment (5:00 p.m)

Next Board of Directors Meeting: Wednesday, April 19, 2023 at 12:00 p.m. via Zoom.

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# PITTSBURGH BALLET THEATRE

Meeting of the Board of Directors  
Wednesday, December 14, 2022  
12:00 p.m. - 1:30 p.m.  
PBT Studios  
Meeting Minutes

Board of Directors in Attendance: Mary McKinney Flaherty, Dona Hotopp, Janet Campbell, Kathleen Miclot, Ayana Teter, Betsy Teti, Rich Beaty, Susan Cruz, Geoffrey Bond, Dawn Fleischner, Debra Dermody, Shelley Taylor, LeRoy Metz

Board of Directors Not in Attendance: Carolyn Byham, Edwin Beachler, Jay Costa, Natalie Mihalek, Richard Rauh, Lisa Saperstein, Vincent Silvaggio, Hillary Tyson, Joseph Vincent, Austin Davis, Mary Finger, Beth Brown, Camera Bortolotta, Celia Gerard, Winthrop Watson, Stephanie Sciuillo, Dena LeMar, Barbara Cottrell, Becky Torbin, Peggy McKnight, Melonie Nance, Jim Crockard, Connie Cesario, Sandra Nicholas, Doug Kreps, Sarah Pietragallo, David Tuthill

PBT Leadership in Attendance: Dr. Kathryn Gigler, Liana Pears, Lauren Carlini, Margie Grundvig, David Hammond, Curtis Dunn, Lou Castelli

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- II. Governance
  - A. Election of new Director Garfield Lemonius
  - B. Board Capabilities and Commitments Project
- III. Financial Report
- IV. Executive Director Report
  - A. Welcome David Hammond and Lou Castelli
- V. Artistic Director Search Update
- VI. Adjournment

# PITTSBURGH BALLET THEATRE

Call to Order, Welcome, Approval of September 14, 2022 Minutes -

Mary McKinny Flaherty called the meeting to order at 12:07 p.m.

PBT is in the midst of several transitions and transformations. We've also had several successes including closing out the \$6M live music appeal that will allow us to have live music at two productions a season. We accomplished this with the support of an anonymous donor who generously donated \$3M to the live music fund, several foundations and individuals, and from all of you. We also received from McCune a \$3.5M sunset grant for the establishment of a new *Nutcracker*.

This year we unfortunately lost CFO Jay Romano who brought tireless work ethic and positivity to this organization. The work he did lives on through the training and wisdom he instilled in members of the leadership team and PBT Board members. There is a book that is available for all to sign and will be sent to Cathy at the end of the month. Early next year we will host a vibrant and formal celebration of Jay's life. If you're interested in helping to plan this event, please reach out to Mary or Kati. The PBT team has remained steadfast and Kati has brought new energy and collaboration to key aspects of the strategic plan. Thanks to Kati and Margie the PBT School structure has been reorganized. We're also pleased to welcome two new members to the leadership team David Hammond and Lou Castelli. And of course, we're in the midst of celebrating another successful *Nutcracker* season.

Next Mary recognized and thanked several Board members. First, Rich Beaty and Dr. Melonie Nance who have been leading a comprehensive and thorough search effort for a new artistic director. Mary also thanked everyone who attended the receptions, welcomed the candidates to our city, and explored their vision for PBT.

She thanked Jim, Doug, Rich and the entire Finance Committee for their work with Schneider Downs and for giving us continuity in this time of transition.

Lastly Mary thanked Ayana Teter, Peggy McKnight, and Sarah Pietraegallo for their roles. Ayana led the school committee through the pandemic and was instrumental in helping to ensure the success of the leadership transition. As Ayana prepares to become chair next summer, Sarah Pietragallo has taken over this important role and Mary believes she will do a tremendous job working with Margie and the full committee.

Peggy Mcknight has agreed to lead efforts around fundraising and engagement for the new *Nutcracker*. Peggy has the connection, drive, and excitement for this project and we're excited for what's to come.

Susan Cruz made the motion, second by Ayana Teter, to approve the September 14, 2022 Board of Directors meeting minutes. Passed.

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# PITTSBURGH BALLET THEATRE

## Election of New Director Garfield Lemonius - Mary McKinney Flaherty

Garfield Lemonius is the Dean of the Conservatory of Performing Arts at Point Park University and Artistic Director of the Pittsburgh Playhouse. Over the summer, several members of the Governance Committee and board leadership met with Garfield and, last month, the Executive Committee unanimously voted to recommend him for election to the Board.

Garfield has already been actively involved with PBT, from co-developing the future Point Park-PBT B.F.A. Program, which is nearing final accreditation, to engaging with all of our artistic director candidates at the stakeholder/board receptions this fall. He also has deep connections throughout the arts world.

Leroy Metz made the motion, seconded by Dawn Fleischner to approve Garfield Lemonius for PBT Board membership. Passed.

## Board Capabilities and Commitments Project – Mary McKinney Flaherty

Director of Development, David Hammond, has graciously agreed to assist the Board with developing tools and best practices around board composition and requirements. This was originally a project slated for 2020, but was delayed given the open role in development and also the impact of pandemic on organizational priorities. If interested, please reach out to Mary.

## Financial Report – Rich Beaty and Michael Marasco

Rich Beaty gave the financial report. He started with the transition of the CFO position. Rich, Jim, Doug, Mary, Kati, and Ayana met with Schneider Downs, which has familiarity with PBT as PBT's audit firm for the past several years. After assessing Shelly Swartz's duties related to bookkeeping and other accounting functions, Schneider Downs and PBT determined that retaining Schneider Downs for assistance in the CFO function did not create a conflict. There's a lot to unravel in the financials which Mike Marasco, our Interim CFO from Schneider Downs, will provide more details on next. Kati will address the highlights from *The Nutcracker* and the Gala. Some of the financial headwinds are looking slightly better thanks to *The Nutcracker*.

Mike Marasco introduced himself to the Board. Looking at the financials, he hasn't seen anything of concern. Going through the financials will likely take longer than initially planned since Jay kept such detailed records for the past 40 years. The goal is to have a tool that will ensure a smooth and efficient transition for the next CFO. Please reach out to Mike with any questions or concerns.

Our cash balance remains strong while the endowment has been affected by the financial market. Overall there has been minimal change since the last financial discussion in September.

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# PITTSBURGH BALLET THEATRE

There were no questions on the financial report.

## Executive Director Report - Dr. Kathryn Gigler

Kati Gigler gave the Executive Director report. *The Nutcracker* is tracking well and we're actually tracking ahead of the 2018 -19 season. We're especially happy to see single ticket sales doing well. Over the weekend we broke \$1.4M. We're projecting to beat the goal by approximately 15%. There are a total of 21 shows and all are doing well in terms of capacity to where we're selling tickets into the second tier. PBT made marketing appearances on KDKA and a few radio spots. Last Friday was the student matinee where over 1400 students attended. A live stream was available for the first time for the student matinee allowing 15 additional schools to attend. We plan to hold future live streams for student matinees as well and have already begun working with AGMA to work out the details. For the first time at PBT, there will also be two sensory friendly performances. PBT is also the first in the country to use American sign language in our production. Finally, we're also proud this *Nutcracker* will also introduce skin tone tights for our artists.

Next Kati introduced Lou Castelli, the new Director of Marketing. Lou has spent his entire professional career in the Cultural District. He loves marketing and the work PBT does and is excited to get started as well as looking forward to working with everyone.

In terms of development updates, we successfully raised over \$669K for this year's Pointe in Time. Of that total, \$160K was raised for the Community Youth Scholarship (CYS). There were several new sponsorships this year and many young professionals in the room. Jessica McCann premiered *Blood Dracula* and we hope to bring it back in a studio showcase setting. Kati extended her gratitude to David Hammond, PBT's Director of Development. Everything is tracking well in terms of grants and contributions. We have scheduled for 15,000 households to receive communications about year end giving as well.

Rich asked about the price of the ticket for the Gala and the overall attendance. The price point was raised this year, which was the first time since 2015. Attendance was lower at 379 guests, but the ballroom still felt full.

Next Kati gave a PBT School update. Enrollment is at 94% of the goal. The Student Division has exceeded our enrollment goal and we're excited that 80% of them are involved in *The Nutcracker*. We're working to ensure our students have various performance opportunities such as Afternoon of Enchantment which sold out this year and Poinsettias and Pointe Shoes that had 750 people attending. Other highlights are the integration of the whole dancer health programs and working with community partners like Chatham University.

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# PITTSBURGH BALLET THEATRE

The Education team is wrapping up the creative movement residencies from the fall. This past Saturday we were at Hope Academy for Buzzword featuring *The Nutcracker*. Kati thanked Curtis Dunn and Lisa Auel for their work on a virtual preview of *The Nutcracker* that we posted on Facebook. The Dance and Wellness program is continuing to expand. On average there's about 30 new faces in our Ballet 101 classes.

In terms of IDEA Kati is happy to announce that Marianna Tcherkassky and Christine Schwaner will attend IABD auditions in January in Toronto. We are able to offer both a company and apprentice contract as well as a school scholarship. In *The Nutcracker* audience guide we are including a "considering context" section for the first time. The sensory friendly workshops will be on site in addition to the performances. Company artists will be attending an intimacy workshop at the end of the month and we might have another one around the time of *Dracula*.

No questions.

## Artistic Director Search Update – Rich Beaty

Rich gave the artistic director (AD) search update. As all are aware, the executive search committee's work began as executive director search in February and then evolved into an artistic director search following Susan's announcement in May. The search committee consisted of 15 Board members, Jay, and Kati. They reached out to Management Consultants for the Arts (MCA) to help with this process. With their expert guidance the committee narrowed it down to 16 candidates with various backgrounds, then proceeded with nine video interviews, and then from there selected four candidates to come to PBT for in-person interviews. After the four in-person interviews Rich, Melonie, and Mary held office hours where they received lots of feedback from both the dancers and staff. The feedback received was very valuable and helped the committee understand some of the concerns within the organization and allowed for clarifying conversations about the candidates and the overall direction of the search. After a few discussions internally by the search committee, they selected Troy Schumacher, Adam McKinney, and Kathleen Breen Combes as the three finalists. They had follow up calls with each of them to discuss their potential start date, the transition, and classical ballet and the history of PBT as it relates to their vision and what it may mean for PBT as whole (Board, artistic staff, Company, etc). There is a search committee meeting scheduled for next week to determine who they'd like to extend the offer to, which they hope will be before the end of the year so an announcement can be made widely at the beginning of next year. All four candidates are fantastic and Rich believes that any of the final three would be a great addition to the PBT team and he's excited to come to a final decision.

Mary added that this search committee included everyone assembled for the executive director search and then an invitation was extended to all from the previous artistic director search in addition to others on the Board who volunteered, which is why this committee is larger than normal. The position profile was modified slightly based on the one they had for Susan. The



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# PITTSBURGH BALLET THEATRE

committee chose MCA to assist with the search since they are familiar with PBT as an organization and they recently completed artistic director searches for the San Francisco and Orlando Ballets—in addition to several others—within the last five years. They knew from those networks the availability of potential candidates and reached out to over 100 people, including all names sent to MCA or the search committee by members of the Board or the PBT Team, and also met with leadership and artistic staff. In total there were 45 formal applicants for the position. After MCA carefully vetted those applicants, they provided the search committee with a list that divided the candidates into three categories: those who were currently an artistic director of a ballet company of smaller size; those with significant institutional leadership experience but not yet as an AD; and “up and comers” who were currently dancing or recently retired, but had experience beyond performing. As Rich mentioned, the search committee chose nine candidates for initial video interviews and then narrowed it down to four candidates for in-person interviews. We gathered feedback through a confidential portal, phone calls, Zoom meetings, and office hours.

Dawn Fleischner commented that we went into this process with the foundation and understanding of what we learned over the past three to four years. We wanted to ensure that the candidates we were considering prioritized employee wellbeing, kindness, and compassion. There may have been people in the initial outreach list with successful careers, but were ultimately weeded out in the process due to concerns of this nature. MCA thoroughly vetted and looked for the values and qualifications that we expressed in the position profile document. The search committee is committed to find someone who embodies kindness and our core values. She was confident in the process and MCA found us incredible people. They were able to find multiple people that fit the position profile and can help PBT express its amazing potential and we’re treating this search with the seriousness it deserves.

Rich thanked Dawn and added that the committee is striving to find the right person to build the right culture and that ties with our community.

There were no questions on the artistic director update.

## Adjournment

Mary ended the meeting at 12:58 p.m.

*Submitted by, Dr. Katheryn Gigler*

*Approved by, Betsy Teti*

PBT School Report  
February 2023

PBT SCHOOL REPORT					
as of: 02/06/23					
2022-23 School-Year Enrollment To Date					
Division	Year End 2018-19	Year End 2021-22	Current Enrollment	Percent change	Budgeted Enrollment
<b>Children's Division</b>	<b>231</b>	<b>90</b>	<b>128</b>	<b>33%</b>	<b>160</b>
<b>Student Division</b>	<b>141</b>	<b>104</b>	<b>124</b>	<b>17%</b>	<b>107</b>
Level 6	11	5	11		
Level 7	8	6	5		
Level 8	36	31	31		
Graduate	59	59	54		
<b>Pre-Professional Division</b>	<b>114</b>	<b>101</b>	<b>101</b>	<b>2%</b>	<b>109</b>
<b>SCHOOL ENROLLMENT TOTAL</b>	<b>486</b>	<b>295</b>	<b>353</b>	<b>17%</b>	<b>376</b>
<b>Byham House</b>		<b>Year End 2021-22</b>	<b>Current Enrollment</b>	<b>Percent change</b>	<b>Budgeted Enrollment</b>
2022-23 Residents		13	14	23%	13

*Nutcracker*

Students cast in this year's performance attended a cast party before the final performance on Wednesday, December 28th with food and live music. It was a great way to wrap up another successful season!

Sugar Plum Fairy photos moved to a donation-based model for the first time this year to great success. A total of 1,282 photos were taken during the run of *The Nutcracker*, with a total profit of \$12,849 in donations to the school.

*Auditions*

Our audition tour will conclude this weekend after visiting over 30 sites in a return to a pre-COVID scope. We have auditioned over 500 students for summer and year-round programming so far on the tour. Video auditions will continue to be accepted through the spring.

*Summer Programming*

We currently have 40 dancers registered for our 2023 Company Experience programming (34 women, 6 men) and 80 dancers registered for the Intensive Summer Program (62 women, 18 men), with over three weeks left before final registration deadlines. As in previous years, we will partner with Chatham University to provide the option of housing for all students in these programs.

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*Spring Performance*

Multiple virtual orientation sessions were held at the end of January for families participating in the school's annual Spring Performance in May. It will be held again this year at Point Park's Pittsburgh Playhouse, after a successful first time in the space in 2022.

MARKETING BOARD REPORT

2022-2023 Season Ticket Sales - As of 2.7.23

Single Tickets	Actual (Paid)	Unpaid	Goal	% of Goal	# of Tickets	Average Ticket Price
Storytelling in Motion	\$ 25,907	\$ -	\$ 40,000	64.77%	495	\$ 52.34
Nutcracker	\$ 1,657,507	\$ -	\$ 1,388,000	119.42%	28,667	\$ 57.82
Dracula	\$ 313,643	\$ 187	\$ 295,500	106.14%	5,250	\$ 59.78
Masters Program	\$ 10,579	\$ 347	\$ 75,000	14.11%	166	\$ 65.82
Sleeping Beauty	\$ 68,436	\$ 5,140	\$ 208,500	32.82%	1,072	\$ 68.63
<b>Subtotal</b>	<b>\$ 2,076,072</b>	<b>\$ 5,674</b>	<b>\$ 2,007,000</b>	<b>103%</b>	<b>35,650</b>	<b>\$ 58.39</b>

Subscriptions	Actual (Paid)	Unpaid	Goal	% of Goal	# of Tickets	Average Ticket Price
Storytelling in Motion	\$ 57,786	\$ -	\$75,000	77%	865	\$ 66.81
Nutcracker	\$ 65,020	\$ -	\$76,000	86%	990	\$ 65.68
Dracula	\$ 90,358	\$ 351	\$138,000	65%	1,261	\$ 71.65
Masters Program	\$ 88,602	\$ 218	\$100,000	89%	1,210	\$ 73.22
Sleeping Beauty	\$ 98,231	\$ 464	\$140,000	70%	1,368	\$ 71.81
<b>Subtotal</b>	<b>\$ 399,997</b>	<b>\$ 1,033</b>	<b>\$299,000</b>	<b>76%</b>	<b>5,694</b>	<b>\$ 70.25</b>

TOTAL \$ 2,476,069 \$ 6,707 \$ 2,586,000 98% 41,344 \$ 59.89

2021-2022 Season Ticket Sales - As of 2.7.23

Single Tickets	Actual	Unpaid	Goal	% of Goal	# of Tickets	Average Ticket Price
Season Premiere	\$ 43,302	\$ -	\$ 43,302	100.00%	764	\$ 56.68
Nutcracker	\$ 1,311,169	\$ -	\$ 1,079,000	121.52%	22,754	\$ 57.62
Alice in Wonderland	\$ 31,802	\$ -	\$ 220,500	14.15%	507	\$ 61.54
Here and Now	\$ 7,159	\$ -	\$ 33,500	21.37%	115	\$ 62.25
Swan Lake	\$ 71,309	\$ 1,090	\$ 358,500	19.89%	1,018	\$ 71.12
<b>Subtotal</b>	<b>\$ 1,464,141</b>	<b>\$ 1,090</b>	<b>\$ 1,734,802</b>	<b>84%</b>	<b>25,158</b>	<b>\$ 58.24</b>

Subscriptions	Actual (Paid)	Unpaid	Goal	% of Goal	# of Tickets	Average Ticket Price
Season Premiere	\$ 82,690	\$ -	\$ 82,720	100%	1191	\$ 69.43
Nutcracker	\$ 63,863	\$ -	\$ 66,500	96%	1004	\$ 63.61
Alice in Wonderland	\$ 35,185	\$ 554	\$ 103,000	34%	515	\$ 68.32
Here and Now	\$ 62,469	\$ 667	\$ 64,780	96%	993	\$ 62.91
Swan Lake	\$ 113,815	\$ 871	\$ 107,000	106%	1,663	\$ 68.44
<b>Subtotal</b>	<b>\$ 358,022</b>	<b>\$ 2,092</b>	<b>\$ 424,000</b>	<b>84%</b>	<b>5,366</b>	<b>\$ 66.72</b>

TOTAL \$ 1,822,163 \$ 3,182 \$ 2,158,802 84% 30,524 \$ 59.70

Groups

Groups	2022-2023 as of 2.7.23	2021-2022 as of 2.7.22
PAID	\$278,613	\$5,534
UNPAID	\$5,534	\$284,147
<b>TOTAL</b>	<b>\$284,147</b>	<b>\$289,681</b>

Groups	2022-2023 as of 2.7.23	2021-2022 as of 2.7.22
PAID	\$150,213	\$1,015
UNPAID	\$1,015	\$151,228
<b>TOTAL</b>	<b>\$151,228</b>	<b>\$152,243</b>

as of 2.7.23

SUBSCRIPTIONS 22/23

22/23	Renewing	New	TOTAL
Flex	49	49	98
3 ballet	383	195	578
4 ballet	321	47	368
5 ballet	411	39	450
<b>TOTAL</b>	<b>1,115</b>	<b>330</b>	<b>1,445</b>

22/23 Renewal Rate	70.9%
Total Orders	1,445
Average Order Size	\$ 279.61
22/23 Sub Revenue To-Date	\$ 404,039.00
22/23 Sub Revenue Goal	\$ 529,000.00
% to Goal	76.4%

Total Tickets	5,740
Average Ticket Price	\$ 70.39
Increase in Revenue	\$ 69,890.00
Increase in Sub households	-127
	-8%

as of 2.7.22

SUBS 21/22

21/22	Renewing	New	TOTAL
2 Ballet	68	18	86
3 ballet	311	249	560
4 ballet	316	85	401
5 ballet	451	74	525
<b>TOTAL</b>	<b>1,146</b>	<b>426</b>	<b>1,572</b>

Total Orders	1,572
21/22 Sub Revenue To-Date	\$ 341,149.00
21/22 Sub Revenue Goal	\$ 530,000.00
% to Goal	63.0%
Average Order Size	\$ 212.56
21/22 Renewal Rate	46.0%

Total Tickets	5,740
Average Ticket Price	\$ 70.39
Increase in Revenue	\$ 69,890.00
Increase in Sub households	-127
	-8%



Development  
Report to the Board of Directors  
February 15, 2023  
Submitted by Director of Development David Hammond

**Fundraising Progress to Goal**

Contributions and Grants are tracking at 103% of our cash flow planning. Special Projects is performing ahead of plan while other lines are behind. We received confirmation in February of the \$483,700 grant from the PA Department of Education; this will be a great help to achieving the \$1,136,000 goal in the Government line.

Contributions & Grants	Jan 2023 YTD Actual*	Jan 2023 YTD Budget Cash Flow**	Variance	YTD %	Annual Budget	% to Goal	Jan 2022 YTD Actual
Individuals	\$ 175,000	\$ 194,000	\$ (19,000)	90%	\$ 450,000	39%	\$ 232,946
Board	64,000	105,500	(41,500)	61%	360,000	18%	61,305
Corporations	75,000	72,500	2,500	103%	103,000	73%	30,410
Foundations	574,000	646,500	(72,500)	89%	735,000	78%	588,500
Government w/o COVID Relief	113,000	113,000	-	100%	1,136,000	10%	23,000
Special projects	650,500	475,000	175,500	137%	890,000	73%	527,654
In-kind	1,500		1,500		350,000	0%	127,367
<b>Contributions &amp; Grants</b>	<b>1,653,000</b>	<b>1,606,500</b>	<b>46,500</b>	<b>103%</b>	<b>4,024,000</b>	<b>41%</b>	<b>1,591,182</b>
Ball/Special fundraising activities Revenue***	554,500	500,000	54,500	111%	500,000	111%	509,500
Ball/Special fundraising activities Expense	233,000	200,000	33,000	117%	200,000	117%	235,000
Ball/Special fundraising activities Net Revenue	321,500	300,000	21,500	107%	300,000	107%	274,500

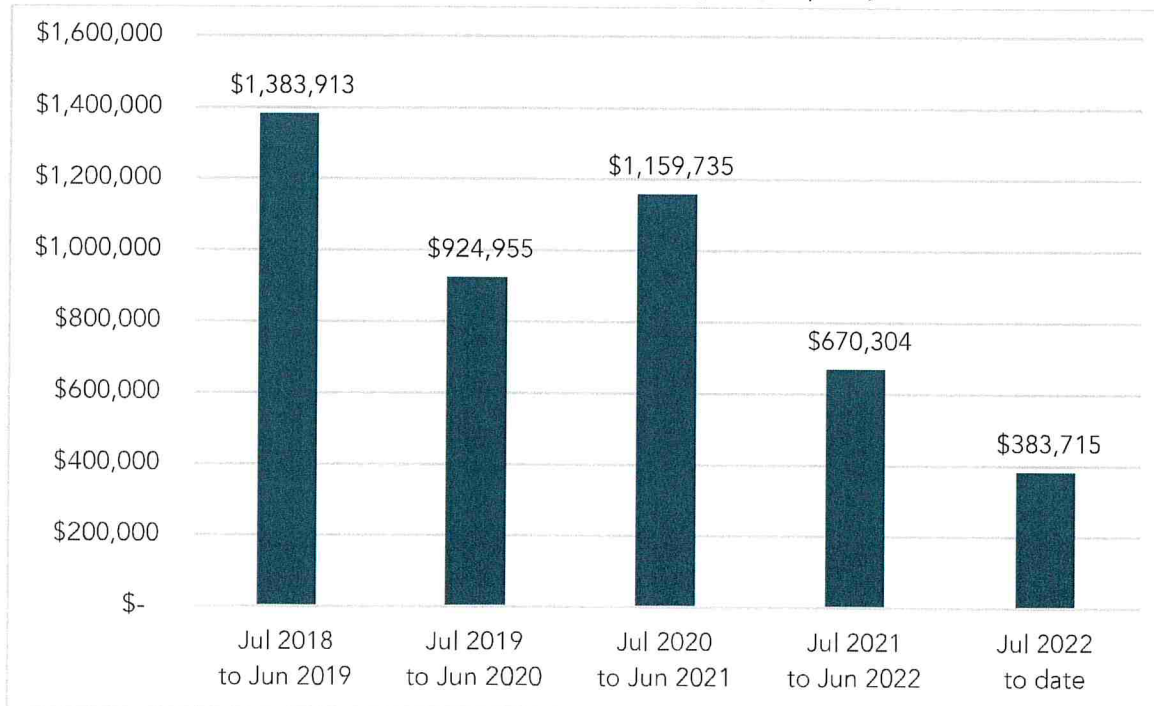
\*Pending reclassification from Special Projects to Corporations and Foundations. Total line matches Financials.

\*\*Original FY23 Budget Cash Flow as approved by the Board June 2022.

\*\*\*Some Gala (Ball) Revenue is counted towards the Community Youth Scholarship Fund and not to budget goals

**Board Giving**

This chart reflects total giving from current board members since June 2018 across unrestricted and restricted campaigns and events, including foundations and corporations affiliated with current board members. These data aim to provide an impression of the Board's total giving capacity from a donor-centered perspective.



Education and Community Engagement  
Report to the Board of Directors  
Wednesday, December 14, 2022  
Submitted by Acting Executive Director Kati Gigler

### Departmental Updates

For the first time ever, PBT held two sensory-friendly performances of *The Nutcracker*. The team also held PBT's first student matinee in theaters since before the COVID-19 pandemic. The matinee was also live streamed for participating schools, another PBT first.

Dance and Wellness Manager Marcella Day spoke to [North Hills Magazine](#) about the mission of PBT's Dance & Wellness division, saying, "You don't have to be a dancer to come to the Pittsburgh Ballet Theatre. Our focus isn't to make you the most fit person in the room. We focus on helping people move their bodies and have fun while doing it."

### Programming Highlights

#### Priority area: community engagement

- ❖ Community programming has begun for the spring semester at Hope Academy, La Rosa Community Center, Lauri Ann West Community Center
  - Adam W. McKinney, incoming artistic director, taught a workshop at Hope Academy during his first visit to Pittsburgh the weekend of 2/4
  
- ❖ Theater programs for *Nutcracker* and *Dracula* have been extremely successful
  - [Virtual preview of \*Dracula\* with Michael Pink](#), featuring a sneak peek into rehearsal

#### Priority area: early childhood

- ❖ PBT has been in 25 classrooms this fall in Pittsburgh Public Schools and regional school systems, including Peabody PreK, Spring Garden Early Childhood, Roosevelt PreK, Linden

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PreK, Concord Elementary K-2nd, King Elementary K-1st, Barrett Elementary 2nd grade, Beechwood 2nd grade, and Catalyst Academy

Priority area: Inclusion, diversity, equity and accessibility

- ❖ A post-*Nutcracker* Coffee Chat hosted by the Transformation Team featured discussion of companies' interpretations of Act II of the ballet
  
- ❖ PBT offered **two** sensory-friendly performances of *The Nutcracker*
  - 12/16 at 2 p.m. and 12/27 at 2 p.m.
  - Community partners include Autism Connection of Western PA, Carnegie Science Center, Children's Museum of Pittsburgh Pittsburgh Symphony Orchestra
  
- ❖ Of the 28 students in PBT's Community Youth Scholarship program, 15 of them performed in *Nutcracker*, portraying 25 different roles