



**LITERARY MANAGERS  
& DRAMATURGS  
OF THE AMERICAS**

Annual Report - FY23

# Letter from the President & Board Co-Chairs

Dear Members,

Thank you for all that you do to support and engage with this organization. We accomplished so much in 2023, including a successful international conference, the launch of a new membership pricing tiers pilot program, the continuation of our digital conference, and an administrative transition towards Google Suite to name a few things.

As we emerge from the pandemic years we find ourselves transitioning toward reflectiveness and stability. Our leadership team is compelled to return to questions about what makes this organization special, and how to connect the impetus for its existence with all of our learnings from the pandemic. We want to ensure that we continue to serve our ever-expanding membership, and honor the legacy and intentions of our founders.

With that, we extend our profound gratitude to all of the incredible volunteers that keep LMDA running. Thank you to our Board of Directors, our Executive Committee, our Advisory Committee, to LMDA Canada and LMDA Mexico, and to each and every one of you who has purchased a membership and taken the time to engage with our work. We couldn't do it without you.



*Lynde Rosario*

Lynde Rosario  
President



*Anne G. Morgan*

Anne G. Morgan  
Board Co-Chair



*Jenna K. Rodgers*

Jenna K. Rodgers  
Board Co-Chair

# 2023 Highlights

497

Members

196

Virtual & in-person conference attendees

\$3,730

Grant funds issued

46

Total events

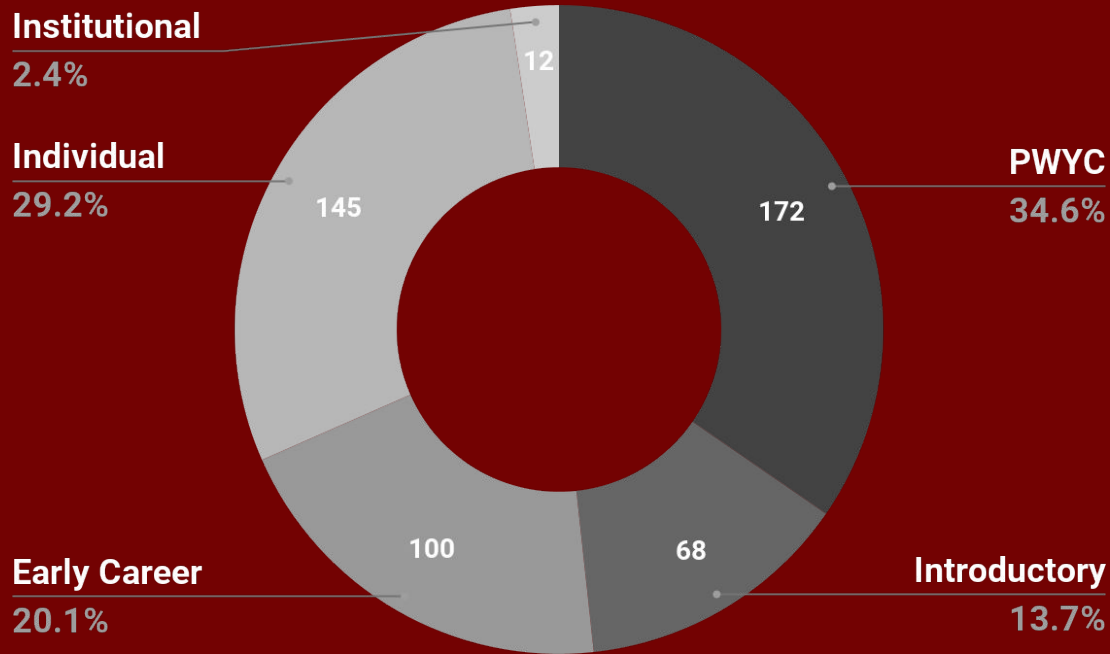


---

01.

Membership

# 2023 Membership by the Numbers



# 2023 Membership by the Numbers

7

Countries represented

41 US States

8 Canadian  
Provinces

2 Mexican  
States

# 2023 Conference Activity (Banff)

## Programming

5 asynchronous virtual sessions

12 synchronous virtual sessions

23 in-person sessions

## Participation

72 virtual participants

124 in-person participants

## Accessibility

On-site ASL interpretation

Closed captioning

Dedicated accessibility coordinator

Visual guide

# 2023 Regional Activity

The 2023 Regional Activities Officers offered space for communal gathering, building shared resources, and creating networking opportunities. Regional and international dramaturgs, and dramaturg-adjacent folx convened to develop new channels for dramaturgical connectivity! We are now entering an era of the Discord platform and pop-up events!

## 2023 Activity Highlights:

- New York Metro | Workers Rights Salon, Trip to the Museum
- Southwest | Professional Group Meetings, NewPlayLA Database
- Conference | Virtual Game Hour, Philly Watch Party
- Metro Bay Area | Golden Thread: *ReOrient Festival of New Plays* Collaboration





02.

Grants & Awards

# Grants & Awards

## Early Career Dramaturgy Travel Grant

Due to a robust fundraising campaign, we were able to support 3 early career dramaturgs and their travel to the annual conference in Banff, Alberta.



Eva Barrie



Yejia Sun



Deirdre Walton

# Grants & Awards

The 2023 Elliott Hayes Award for Excellent in Dramaturgy was presented to David Harris, Jarkko Lehmus, and Katalin Trencsényi in recognition of their work developing the “d’n Dramaturgs Contract Package.”

The Innovation Grant, designed to recognize a project that pushes the boundaries of how dramaturgical work looks, sounds, and functions. It was awarded to Gwendolyn Alker for their project, *Evelyn Brown (A Diary)*.

# Grants & Awards

The ECD Residency Grant is an opportunity for an artist or dramaturg, who self-identifies as being early in their career, to assist a mentor dramaturg in a professional setting. In 2023, Eden Middleton worked with Theatre Passe Muraille on their work of *Nobody's Special at the Hot Dog Cart*.

The Leon Katz Award recognizes an educator or mentor who has had an exceptional impact on the field. In 2023, Karen Jean Martinson was nominated by her students and selected to receive this honor.

# Grants & Awards

The GE Lessing Award for Career Achievement is our most prestigious tribute, given for a lifetime of achievement in the field of Dramaturgy. In 2023, we honored Brian Quirt for his invaluable contributions to the profession and the organization. Not only is Brian a previous board chair, president, conference chair, and influential mentor in both Canada and the United States - he loves LMDA so much he started an entire Canadian chapter! He is the Artistic Director of Nightswimming Theatre, and served as the Director of the Banff Playwrights Lab for more than a decade.

His leadership and influence in the field of dramaturgy is undeniable, and he was beautifully celebrated during our time together in Banff.

# 03.

## Budget

# Budget Update

In 2023, LMDA ended the fiscal year with an accumulated operating surplus of \$5,303. The surplus was maintained by offering dual modality for the conference, by generous donors, extensive sponsorships for conference expenses, and continued cost-cutting measures.

Thanks to our conference team and Grants Coordinator, the conference was subsidized through a series of grants including from the Canada Council on the Arts, the Banff Centre for Arts and Creativity, and the National Endowment for the Arts.

# Budget Update

Budget transparency is a priority at LMDA, and as dues-paying members, you have a right to know how funds are spent.

After LMDA's FY2023 concluded, this budget was presented to LMDA's Audit Committee who reviewed it and confirmed that the organization's financial processes are sound, transparent, and avoided any Conflicts of Interest as outlined in the Bylaws.

After review by the Audit Committee, the final budget was then shared with LMDA's Board. And now we share it with you.

Please direct any questions to [admin@lmda.org](mailto:admin@lmda.org).

[FY23 Budget](#)



# The Lessing Circle

The Lessing Circle is a fundraising initiative established in 2017. To date, 25 patrons have donated or pledged \$2,500. Funds are directed as needed to innovative programming and a reserve fund.

## Funds Utilized:

- 2021: Accessibility accommodations for the conference
- 2020: Translation and closed captioning support for the conference
- 2019: Outreach to Mexican and Latinx artists in support of the 2020 conference
- 2018: Critical access upgrades to LMDA's website and online server
- 2017: ArtEquity pre-conference workshop

# President's Discretionary Fund

This fund, contributed by a donor to support annual projects that LMDA would otherwise be unable to undertake. In the past, it was utilized to hire a Grants Coordinator. However, we've been able to cover that cost in our annual budget.

No monies from this restricted fund were utilized in 2023.

# Annual Fundraising

A huge thank you to all who donated to LMDA in support of our initiatives, programs and member services, including The Lessing Circle and our annual fundraising campaigns:

- \$2,008 was raised during Lessing Week
- \$2,868 was raised through conference donations
- \$670 in general donations were made throughout the fiscal year
- The Radiating Change is paused, but has raised \$14,725 in pledges to date.



04.

Initiatives

# New Play Exchange

In an ongoing partnership with the National New Play Network, LMDA members are eligible to receive a discounted reader membership on NPX.

This is made possible through the generous support of an anonymous donor.

- To date, 20 of 40 discounted memberships have been used

To access this benefit, please email LMDA Executive Director, Lindsey R. Barr at [admin@lmda.org](mailto:admin@lmda.org).

# Transition to Google Suite

In an effort to streamline LMDA's online presence and communication, we applied for and received a Google Non-profit workspace account.

This granted access to individual, branded LMDA email accounts, more storage space in Google Drive, and a centralized location for archival documents and recordings.

For a full list of the new executive committee email addresses visit [LMDA.org/boardandexecutive](https://www.lmda.org/boardandexecutive)

# Membership Pricing Pilot

The membership tiers for 2024 are a pilot project, as a result of seven months of the Membership Tiers & Pricing Working Group's volunteer labor which largely took place in 2023. It included historical and comparable research, member surveys and analyses, multiple proposal drafts, countless Zoom sessions, and consultation with the LMDA Board and Executive Committee. LMDA's Board and Executive Committee voted to approve piloting these tiers over the course of 2024.

The new tiers represent a significant departure from LMDA's traditional membership pricing structures, which had been rooted in assumptions about career status and income that no longer reflect the reality of the field.

# Anti-Oppression Task Force

The LMDA Anti-Oppression Task Force is dedicated to implementing anti-racist, anti-oppressive, and accessible practices within LMDA, the dramaturgy community, and the larger field of theatre. As such, meetings focus on self-education through a media discussion group, finding and coordinating educational opportunities for LMDA members, and considering questions for those who hire and train dramaturgs and literary managers.

Anti-Oppression Media Discussion Club; works considered in 2023:

- Ryan Gersava's "A disability-inclusive future of work" (2022)
- The Liberators "Liberating Structures: Unleash and Involve Everyone" (2017)
- Rachel Maddow presents Deja News, Episode 3: 'The meanest, dirtiest, low-down stuff' (2023)



# Employment & Compensation Task Force

As the performing arts continue to climb out of pandemic shutdown with more regular and robust activity, we still face challenges creating and sustaining fair labor practices and equitable compensation. The work continues...

Accomplishments:

- Beta parameters for Commercial Contracts drafted
- Launch of the Dramaturgy Compensation Calculator

05.

Transitions

# Outgoing Executive Committee

LMDA would like to thank our outgoing executive committee members for volunteering their time and service to LMDA.

Finn LeFevre  
VP of Freelance

# Incoming Executive Committee

LMDA would like to thank all of our incoming and continuing executive committee and board members for the extensive volunteer time they commit to this organization, its activities and membership. In 2023, we welcomed new Executive Committee members:

Yasmin Zacaria Mikhael  
VP of Freelance

# Outgoing Board Members

LMDA would like to thank our outgoing board members for their support throughout the past few years, taking part in critical conversations that influenced organizational priorities and direction.

Marie Barlizo  
National Theatre School

# Incoming Board Members

In 2023, LMDA welcomed two new members to our Board of Directors. We'd like to take this opportunity to thank them for their service to date, and for their commitment to helping guide the organization, advance our mission, and support the vital work of our profession.

Vicki Stroich  
Caravan Farm Theatre

Arminda Thomas  
Independent

# 2025 Awards

Join us at our banquet held at the Rockhill Grille at 7PM to celebrate this year's Elliott Hayes and Lessing Award winners:

Rockhill Grille Address:  
2000 Grand Boulevard, Kansas City, MO 64108

**Thank you to all LMDA members and conference participants  
who help make our organization a pivotal point of connection  
between disciplines, countries, and artists!**

