

## ASTC Forum 2025 Business Meeting Minutes

**Date:** Saturday, September 20, 2025

**Location:** Francis Marion Hotel, Charleston, SC

Note: A Zoom meeting recording will be made available online in the Members Only section of the ASTC website once the meeting minutes are approved by the Board of Directors at their October 6, 2025 regular meeting.

Attendees list appended at the end of these minutes.

1. Call to order and Welcome (Paul Sanow, President) at 4:30 PM EST
2. Introduction of Attendees was waived
3. President's Report (Paul Sanow)
  - a. Transfer of ASTC Liaison to IAAM from Jack Hageler to Kim Corbett-Oates
  - b. Update on revision to membership applications. Should be completed by next round of application.
  - c. Review and editing of Bylaws, sent to attorney. No comments received from membership.
  - d. Solicited any comments on new member applications – None were forthcoming
  - e. Solicited any comments on the reinstatement pf Michal Mell
    - i. Some members expressed concern about the time lapse between Mell's leaving the ASTC and reinstatement. It was expressed after the Board's Executive Meeting that there was no official policy on a Leave of Absence at the time, so the Board felt it appropriate to reinstate Mell. However, the length of Mell's absence was a concern and will be addressed in future updates to the Leave of Absence policy in the Society's bylaws.
  - f. Report on "backend" updates by Susan Lustig to website to improve functionality. No design changes at this time.
4. Secretary's Report (Peter Scheu)
  - a. Update on inquires coming through website. Mostly spam but some on how to become a member or looking for specific project or technical advice. Membership inquires are sent to the membership Committee. "Advice" inquires politely sent to Membership roster on website.
  - b. Old AV equipment and Pelican boxes auctioned off to Duane Wilson and Jules Lauve II. Remaining miscellaneous equipment donated to local Chicago arts groups by Chris Sprague of Schuler Shook.
5. Treasurer's Financial Report (R Duane Wilson)
  - a. Specific assets in checking and savings accounts, and CDs reported.

- b. Liabilities to the end of the year will include cost of Forum activities, bylaws lawyer's fee, and fees to update website.
    - c. Overall, the ASTC is in excellent financial shape
  - 6. Committee Reports (attached at the end these minutes)
    - a. Added to the Code Committee Report
      - i. ESTA is has started a new ANSI standard object for Stage Rigging Signage. Peter Scheu s part of the task group developing the standard, and it should be out for public review sometime in the first part of 2026.
      - ii. Jedd DeLucia reported that the Code Committee is looking for members to appear IBC code conference in Cleveland in support of the ASTC revisions to Section 410. The ASTC may be able to cover some travel expenses.
    - b. Added to the Outreach and Education Committee Report
      - i. Paul Sanow report on possible future collaboration with Irene Ohl's industry mentorship career development organization.
    - c. Added to Membership Committee report
      - i. Solicited any comments on new member applications – None were forthcoming
      - ii. Solicited any comments on the reinstatement pf Michal Mell
        - 1. Some members expressed concern about the time lapse between Mell's leaving the ASTC and reinstatement. It was expressed after the Board's Executive Meeting that there was no official policy on a Leave of Absence at the time, so the Board felt it appropriate to reinstate Mell. However, the length of Mell's absence was a concern and will be addressed in future updates to the Leave of Absence policy in the Society's bylaws.
      - iii. Next round of applications due by January 18, 2026 to allow 60 days for review and process.
  - 7. Restrooms Study Update (Robert Long and Kim Corbett-Oates)
    - a. Robert Long, Kim Corbett-Oats, and Bradon Creel reported on the progress of the ad hoc committee
      - i. The committee is looking to develop a survey to offer to members, USITT members, IAVM members, and others to collect data
      - ii. The committee is looking for funding (approx. \$1,000) to provide an "incentive" scheme to encourage participation (i.e. an automatically entered lottery or sweepstakes for a gift card). The Board approved the request in principle, but would like a proposal.
  - 8. Break at approximately 5:00 to 5:10 PM – Board of Directors Executive Meeting

- a. Paul Sanow reported that Owen Hughes and Brad Kisicki were accepted as Members, Zachary Briscoe was accepted as an Associate, and Michael Mell was reinstated as a Member without penalty.
9. Chris Sprague gave a more detailed update to the Conference Committee report and shared survey data with attendees. A general discussion ensure about how to get more members to attend ASTC's Forums.
10. New Business
  - a. Brandon Creel suggested a different room setup for meetings instead of the traditional "U" shape so that it easier for members to see each other. Also suggested that during the "Town Hall" portion of Forum that topics be established prior to Forum and subgroups be created during Forum to discuss and then report on the topic.
11. Announcements
  - a. Howard Glickman announced his move from Apeiro Design to LiveNation
  - b. Robert Smulling announced his resignation from PLA Designs and his future move to Hawaii where he may join another firm or become an independent consultant.
12. Adjournment at approximately 5:45 PM

**Online attendees**

Jules Lauve III  
R Duane Wilson  
Kent Conrad  
Chris Sprague  
Fritz Schwentker  
Alex Robinson  
Todd Hensley  
Kascey Haslanger  
Lars Klein  
Paul Whittiker  
Howard Glickman  
Steve Frielander  
Robert Smulling

September 20, 2025

ASTC Business Meeting - Sign-in Sheet

Name	Email
Rusty Canalet	rusty.canalet@gmail.com
Rose Steele	rose@rosetealeconsulting.com
ROBERT LONG	RLONG@THEATRECC.com
KIMBERLY CORBETT OATES	koates@schulershook.com
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PETER SCHEU	peter@scheuconsulting.com
PAUL SANOW	psanow@theatrecc.com

## CONFERENCE COMMITTEE REPORT

12 September 2025

The committee has met twice since the Annual Meeting in Columbus.

We met in April 2025 to discuss the detailed results of the membership survey about meetings/conferences and activities and to provide a recommendation to the Board for a location of FORUM 2025. The results of the survey are attached to this report. The committee recommended Charleston, SC as the location for FORUM 2025 after considering several locations because of the eastern US location, the potential for the programming topic of the impact of the Spoleto Festival on the city and considering availability of hotels and potential venue tours.

The committee met in August 2025 to finalize plans for FORUM 2025 and to assist the FORUM team – Kevin Greene and Robert Long – with any remaining programming needs that they had. We also discussed potential recommendations for FORUM 2026, 2027 and 2028 locations in light of the relatively low turnout. One of the discussions the Conference Committee is having is the balance between travel time to cities like Nashville (2022), Lubbock (2024), and Charleston (2025) vs. the convenience and high-cost of host cities like New York, Los Angeles, or San Francisco. The Conference Committee will continue to discuss and welcomes any input members have on why they choose to attend or not attend the FORUM.

### ANNUAL 2026

The current plan is to hold the 2026 Annual meeting in conjunction with the USITT Annual Conference. The USITT Conference will take place March 18-21, 2026 in Long Beach, California.

While no details have been confirmed, we expect that the business meeting will take place on Saturday morning as has been the practice in recent years. ASTC will have a booth in the USITT exhibition hall and we will need members to volunteer to staff that booth.

### FORUM 2026

At this time, no date or location for FORUM 2026 has been selected or identified. In discussions with the Board, the Conference Committee hopes to have a location and topic identified by January 2026. The Conference Committee is currently considering the following cities/locations:

- Boston, MA
- Minneapolis, MN
- Denver, CO
- Kansas City, MO

Any members that have comments or suggestions for potential locations and/or FORUM topics, please contact Chris Sprague or one of the Conference Committee members.

Once that location and topic is selected, we will be looking for volunteers to help with developing the program for the weekend.

ANNUAL 2027 - is planned to take place in conjunction with USITT in Baltimore, Maryland.

Conference Committee Members: Christopher Sprague (Chair), Michael DiBlasi, Chris Holland, Heather McAvoy, Chris Ochocki, Chris Purpura, Peter Scheu, and R. Duane Wilson.

Respectfully Submitted,  
Christopher Sprague, Chair

## ASTC MEMBERSHIP COMMITTEE REPORT

10 September 2025

1. Three individuals have applied for membership:
  - a. Zach Briscoe, applying for Associate Membership, sponsored by Jack Hagler and Kent Conrad
  - b. Owen Hughes, applying for Regular Membership, sponsored by Alec Stoll and Jon Sivell
  - c. Brad Kisicki, applying for Regular Membership, sponsored by Steve Friedlander and Grace Gavin Rhodes

The Membership Committee unanimously recommends these applicants' approval by the Board of Directors.

2. The Board has approved new deadlines for membership applications. Due to desired Board review and Member review prior to meetings, the new deadline is 60 days prior to the Business Meeting.
3. Patrick Barrett is leading an effort to improve the application forms. We anticipate having new forms for the next application cycle (spring 2026). Sponsors should contact me when applicants are ready to apply, and I will forward the applicable forms at that time.
4. Two Associate Members will reach the end of their three-year status in spring of 2026 and will need to apply for Regular Membership. I have sent reminder emails to Chris Holland and Collin Huse.
5. Michael Mell has approached ASTC to seek reinstatement following a lapse in membership. I have referred this to the Board for its deliberation.

6. The Membership Committee members are:

Patrick Barrett

Robert Campbell

Scott Crossfield, Chair-Fellows and Honorary Membership Sub-Committees

Michael DiBlasi

Todd Hensley, Chair

Robert Long

Grace Gavin Rhodes

Fritz Schwentker

R. Duane Wilson

Respectfully Submitted,

Todd Hensley

Chair

**PAUL SANOW**  
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## Theatre Consultants Collaborative

16 February 2025

Peter Scheu  
Secretary ASTC  
PO Box 1011  
La Luz, NM 88337

### RE ASTC PR CONTENT COMMITTEE REPORT 2025 FORUM MEETING

To the Membership:

The last issue of *ASTC:Notes* was sent out on 17 June 2025. The next issue is expected to be published in December 2025 with an intent to push out most articles in advance so there is a stream of fresh content on our site and via Facebook and LinkedIn.

Current Publications Committee Members:

Joe Chapman  
Kent Conrad – vice chair  
Andrew Gibbs  
Robert Jenista  
Raymond Kent  
Robert Long  
Kim Corbett Oates  
Michael Parrella  
Ales Robertson  
Paul Sanow - chair

Robert Shook has stepped back from the committee. I wish to acknowledge Bob's long-time service to the committee. I've always appreciated his perspectives and ideas. His contributions will be missed. Take a bow!

The Editorial Board is now: Peter Scheu, and Don Hirsch.

Kyle Smith has asked to step down, leaving an opening on the Editorial Board. The commitment is not great, just some review and editing of articles. The primary goal is accuracy of information rather than grammar and spelling correction.

Because Paul is now the Board President, he remains interested in stepping back from chairing the committee. Paul will remain involved and can aid. A candidate has been identified, and discussions will continue on that point.

A meeting to plan the Fall issue is yet to be scheduled but this will be accomplished shortly after the Forum. A call for articles was issued to members on 4 September.





Statistics for Spring 2025 provided by Susan Lustig are attached. As always the Newsletter gets some limited clicks. The real value is in the information being available long-term. Note many older articles still see activity and interest.

Articles are always needed. You need not be on the committee to help – it's a great opportunity to show the expertise of our members and to educate the public.

Respectfully Submitted,



Paul Sanow ASTC  
Principal Consultant

## STATISTICS:

### **The last newsletter, sent out June 17, 2025:**

Sent: 1,949

Open Rate: 675 - 52.4%

Bounces: 660

Unique Clicks: 106 (see attached for all click-throughs)

Unsubscribed: 2



## Click-Through Distribution

When a contact clicks a link in your email, we'll show you the stats here.

## ASTC Newsletter June 17, 2025

Link	Unique Clicks	Distribution
<a href="https://theatreconsultants.org/accessibility-on-the-aisle/">https://theatreconsultants.org/accessibility-on-the-aisle/</a>	63	15.6%
<a href="https://theatreconsultants.org/quietly-teaching-rock-n-roll/">https://theatreconsultants.org/quietly-teaching-rock-n-roll/</a>	57	14.1%
<a href="https://theatreconsultants.org/planning-for-the-crew/">https://theatreconsultants.org/planning-for-the-crew/</a>	57	14.1%
<a href="https://theatreconsultants.org/happy-40th-birthday-to-the-american-society-of-theatre-consultants/">https://theatreconsultants.org/happy-40th-birthday-to-the-american-society-of-theatre-consultants/</a>	47	11.6%
<a href="https://www.facebook.com/AmericanSocietyOfTheatreConsultants">https://www.facebook.com/AmericanSocietyOfTheatreConsultants</a>	45	11.1%
<a href="https://www.linkedin.com/company/6575752/">https://www.linkedin.com/company/6575752/</a>	43	10.6%
<a href="https://theatreconsultants.org/astc-new-board-of-directors-and-new-astc-member/">https://theatreconsultants.org/astc-new-board-of-directors-and-new-astc-member/</a>	31	7.7%
<a href="https://theatreconsultants.org/backstage-art-spring-2025/">https://theatreconsultants.org/backstage-art-spring-2025/</a>	14	3.5%
<a href="https://theatreconsultants.org/members/astcmembership-roster/">https://theatreconsultants.org/members/astcmembership-roster/</a>	14	3.5%
<a href="https://theatreconsultants.org/2025-astc-usitt-venue-renovation-challenge/">https://theatreconsultants.org/2025-astc-usitt-venue-renovation-challenge/</a>	7	1.7%
<a href="https://theatreconsultants.org/astc-news-2/">https://theatreconsultants.org/astc-news-2/</a>	5	1.2%
<a href="https://theatreconsultants.org/astc-usitt-challenge/">https://theatreconsultants.org/astc-usitt-challenge/</a>	4	1%
<a href="https://theatreconsultants.org/">https://theatreconsultants.org/</a>	3	0.7%
<a href="https://theatreconsultants.org/technical-access-in-performing-arts/">https://theatreconsultants.org/technical-access-in-performing-arts/</a>	3	0.7%
<a href="https://www.facebook.com/AmericanSocietyOfTheatreConsultants/">https://www.facebook.com/AmericanSocietyOfTheatreConsultants/</a>	3	0.7%
<a href="https://www.linkedin.com/company/american-society-of-theatre-consultants/">https://www.linkedin.com/company/american-society-of-theatre-consultants/</a>	3	0.7%
<a href="https://theatreconsultants.org/backstage-art-fall-2024/">https://theatreconsultants.org/backstage-art-fall-2024/</a>	3	0.7%
<a href="https://theatreconsultants.org/new-astc-board-and-officers-2024/">https://theatreconsultants.org/new-astc-board-and-officers-2024/</a>	3	0.7%
Total Click-throughs	405	100%



There were about 60,000 unique visitors to the website in the past 12 months. Here is a quick view of the top views of the last 12 months. The first entry is the home page.

Pages-URL (Top 25) - <a href="#">Full list</a> - <a href="#">Entry</a>	
931 different pages-url	Viewed
/	29,743
/catwalk-considerations/	4,077
/stage-floors-that-work/	2,573
/members/astcmembership-roster/	2,571
/doing-right-by-the-dressing-rooms/	2,514
/about-astc-2/what-is-a-theatre-consutlant/	2,446
/contact/	2,271
/astc-usitt-challenge/	2,241
/about-astc-2/faq/	1,998
/about-astc-2/officers-liaisons/	1,985
/did-you-know-stage-dimensions/	1,835
/platform-or-stage/	1,809
/about-astc-2/why-an-astc-member/	1,762
/origins-of-the-50-ft-stage-rule-for-fire-safety-curtains/	1,755
/protecting-the-best-seats-in-the-house/	1,684
/comments/feed/	1,661
/how-far-is-too-far/	1,629
/did-you-know-dressing-room-power-and-light/	1,355
Others	96,106



## ASTC Outreach and Education Committee Report September 2025

The purpose of the ASTC Outreach and Education Committee is to raise awareness of Theatre Consulting as a profession and serve as a valuable resource to students and early-career professionals who may be interested in pursuing a career in theatre consulting, and to create an environment in our industry for equity, diversity, and inclusion. We firmly believe that achieving these goals requires the participation of a wide spectrum of individuals, inclusive of a diverse combination of gender, racial, ethnic, and cultural backgrounds, and life experiences.

We feel it is important to note that increasing the diversity of our profession is a generational effort, one that may not see results immediately as it takes time to expand awareness of Theatre Consulting as a career, and then guide and mentor potential future Theatre Consultants through their education and early careers.

The specific objectives of the Outreach and Education Committee are to develop and implement plans to:

- Educate the public about the ASTC and theatre consulting profession, with a specific focus on diverse young professionals and students
- Identify potential opportunities for the ASTC to develop and expand new outreach services or activities, such as collaborating with related programs in allied organizations
- Promote and administer existing education and outreach programs such as internships and the Venue Renovation Challenge
- Broaden the mentorship program focusing on diversity and inclusion, with the goal of expanding this program at additional schools
- Build strategies for the recruitment of women, Black, indigenous, and people of color to our industry
- Create accountability for the implementation of our diversity and inclusivity goals

Since our last report, the committee has continued to focus on our main objectives:

1. The Committee has considered the viability of the mentorship program for High School Students. There does not appear to be a great deal of interest among the membership in mentoring high school students. The Committee has considered several reasons why this may be the case:
  - Time Commitment
  - Lack of transportation
  - Lack of local projects
  - Home office prohibition

We are working on a short survey for the membership to determine if there are other reasons for the lack of interest or participation. It is the Committee's opinion that the

high school mentorship program, while successful with its two participants, may be too much effort spent on one individual, and that high school may be too far a stretch for ASTC's outreach effort.

2. The Renovation challenge continues to be a very successful event. The Committee would like to sponsor a reception after the 2027 Challenge to allow the participants to mingle with the audience members and the ASTC Membership. This may be paid for with Committee funds, or Board sponsorship.
3. The Committee is considering other events that we can do at the USITT Stage Expo in off years to raise awareness of ASTC and Theatre Consulting.
4. The Committee has 3 open positions

Respectfully Submitted on September 12, 2025

Howard Glickman, ASTC - Chair