

# Bethany Barnhorst Confessore

Mobile: +1-407-739-1225 • Email: [bethanyconfessore@gmail.com](mailto:bethanyconfessore@gmail.com) • Website: [www.bethanyconfessore.com](http://www.bethanyconfessore.com)



## Arts Management & Orchestral Experience

### **Director of Artistic Operations & Personnel Manager — Brevard Symphony Orchestra** *2000 – 2010, 2013 – Present*

- Oversee artistic operations for professional per-service symphony orchestra including personnel management, contract administration, musician payroll, and guest artist support
- Prepare detailed artistic budget for BSO's Annual Operating Plan (AOP)
- Present artistic and related financial information to Executive Director and Board of Directors
- Assist with preparation of BSO master calendar
- Ensure compliance with BSO Musician contract as well as IATSE King Center for the Performing Arts CBA
- Facilitate communication between orchestra management and musicians
- Oversee Librarian including music rental agreements and program music preparation
- Supervise Operations staff including direct reports of Production Manager, Stage Managers, and Librarian
- Serve as Technical Director when needed for run-out concerts
- Created comprehensive COVID-19 Health & Safety Protocols and Musician Procedures that allowed the BSO to perform a full season beginning in September 2020
  - BSO was the only professional arts organization in Central Florida approved to perform in their home venue
  - Presented Zoom training sessions to every musician and guest artist that performed in the 2020-2021 season
- Initiated the BSO Cares fundraising campaign to compensate musicians for all services cancelled March-May 2020, raising over \$46,000 by July 2020
- Created the "Run for the Raises" fundraising campaign to support increases in musician per service rates
  - Musician per service rates were increased 15% over 4 years
- Executive Committee member of the BSO South Guild

### **Assistant Librarian – Tulsa Philharmonic** *1992 – 1995*

- Assisted Principal Librarian with all music preparation including bowings, copying, and distribution
- Served as Audition Monitor for screened auditions
- Assisted in the creation of the first music library database to track and record music inventory

### **Labor / Collective Bargaining Agreement Negotiator** *1998 – Present*

- Experience representing Labor as well as Management in Collective Bargaining Agreement negotiations for Walt Disney Company, Orlando Philharmonic Orchestra, and the American Federation of Musicians' Union

### **Professional Violinist** *1991 – Present*

- Perform for symphony orchestras including: Brevard Symphony Orchestra, Orlando Philharmonic, Alabama Symphony, Bach Festival Orchestra, Tulsa Philharmonic, BBC Scottish Symphony
- Private Violin Teacher, Adjudicator, and Orange County Public Schools strings consultant volunteer

### **Presidential Consultant** *1998*

- Requested as a subject matter expert to meet with President George H. W. Bush to brief him on the state of classical musicians in Central Florida, specifically the local professional performing arts organizations

# Bethany Barnhorst Confessore

Mobile: +1-407-739-1225 • Email: [bethanyconfessore@gmail.com](mailto:bethanyconfessore@gmail.com) • Website: [www.bethanyconfessore.com](http://www.bethanyconfessore.com)



## Disney Parks & Resorts

### Talent Casting Director — Walt Disney Entertainment

1998 - 2011

- Cast musicians and musical acts for the Walt Disney World Resort, filling over 3,000 bookings per year
- Oversaw casting, auditions, and booking for Epcot's Candlelight Processional Orchestra for 16 years using over 175 internally cast musicians to fill the 52-piece orchestra daily each season
- Negotiated and approved over 1,000 talent contracts per year on behalf of Walt Disney Entertainment
- Initiated first virtual live auditions, allowing Disney Talent Casting to audition international performers remotely beginning in 2010
- Developed menu of talent that became the re-imagined Disney Springs entertainment daily operations
- Partnered with WDW Legal to develop Blanket Talent Agreements, allowing local operators to sustain daily operations through local contract talent scheduling
- Partnered with WDW Legal to develop the first Long Term Talent Agreements that included new terms and conditions that allowed for direct sales of merchandise by approved talent acts
- Recruited, auditioned, and cast talent for international Disney Parks in Japan and Hong Kong
- Collaborated with Disney show directors and music producers to develop new talent offerings
- Leveraged strong relationship skills to build industry contacts

### Area Manager — Walt Disney World Fireworks Production & Administration

2018 - Present

- Senior Leader of the Fireworks Storage Facility (FSF), overseeing the daily operations and managing logistics of procuring, storing, delivering, and logging pyrotechnic product for Walt Disney World, Disney Cruise Line, and Disneyland Resort in compliance with all federal regulations provided by the ATF, DOT, and EPA
- Manage team of salaried leaders, hourly non-union cast members, and IATSE technicians
- Develop metrics and reporting to enable strategic planning and support of the Fireworks line of business, specifically for the purposes of informing business strategies and decisions for management and executive leadership
- Develop and Manage Annual Operating Plan (AOP) for WDW Fireworks Administration & Production
- Partner closely with Disney Logistics and Trade Operations Specialists to import fireworks for WDW
- Demonstrate high level of discretionary decision-making, authority, and judgment as ATF Responsible Person
- Partner with Operations Training to develop and deliver training classes as program manager for WDW
- Develop and maintain strong relationships with internal partners including Executive Leadership, DCL Leadership, Park Entertainment Leadership, Disney Legal team, and Procurement
- Identify, analyze, and improve business processes for optimization within Fireworks Production & Administration
- Leverage technology to drive continuous improvement within WDW Operations
- Simplify highly complex data into metrics and recommendations that are actionable and easily understood
- Mentor, coach, and develop diverse team of managers and hourly cast members to establish succession planning

### Production Manager — Disney Live Entertainment

2011 - 2013, 2017 - 2018

### Project Manager — Experience Planning and Integration

2015 - 2017

### Operations, Team Leader — Disney Event Productions

2000 - 2002

### Stage Manager — Disney Parks Entertainment

2011, 2013 - 2014

### Entertainment Coordinator & Violinist — Disney's Fairytale Weddings

1996-1998

# Bethany Barnhorst Confessore

Mobile: +1-407-739-1225 • Email: [bethanyconfessore@gmail.com](mailto:bethanyconfessore@gmail.com) • Website: [www.bethanyconfessore.com](http://www.bethanyconfessore.com)



## Additional Experience

### Accountant — Wettstein & Saboff PA

2006 – 2009

- Experience with tax, internal auditing, A/P, A/R, invoicing, payroll, financial reporting for LLC/S-Corp
- Communicated complex analytical and financial analyses to executives to inform decision-making

### Producer — Smooth Running, Inc

2008 – Present

- Select, manage, and contract all Course Entertainment acts for races such as: The Publix Florida Marathon & Half Marathon, Melbourne & Beaches Music Marathon, Cocoa Beach Half Marathon
- Responsible for all logistics including road closures, power, staging, and technical elements
- Partner with local schools to provide performance opportunities for student musicians

## Technologies

**Database Systems:** SAP, TopHat, Maximo, Access, ESQwire, RBS  
**Programming Languages:** VBA, Python, VSCode  
**Business Intelligence Tools:** Excel, Word, PowerPoint, Smartsheet, Jira, Teams, OneNote, Outlook, AutoCAD

## Education

### Master of Accounting and Financial Management (MAFM), with distinction

Orlando, FL • June 2008

DeVry University, Keller Graduate School (CPA candidate, Forensic Accounting emphasis)

### Master of Business Administration (MBA)

Winter Park, FL • April 1999

Rollins College, Crummer Graduate School (Executive MBA program)

### Bachelor of Music, cum laude

Tulsa, OK • May 1995

University of Tulsa