

Bethany Barnhorst Confessore

Mobile: +1-407-739-1225 • Email: bethanyconfessore@gmail.com • Website: www.bethanyconfessore.com



Disney Parks & Resorts

Manager — Fireworks Production & Administration

2022 – Present

- ▶ Serve as strategic leader for Walt Disney World Fireworks and Special Effects
- ▶ Collaborate with internal and external partners to define a clear vision, drive established goals, and inspire business innovation to achieve positive results
- ▶ Develop and maintain strong relationships with internal partners including Managing Producers, Executive Leadership, DCL Leadership, Park Entertainment Leadership, Disney Legal team, and Procurement
- ▶ Develop and cultivate metrics, methodologies, and reporting to enable strategic planning and support of the Fireworks line of business, specifically for the purposes of informing future business strategies and decisions for executive leadership
- ▶ Mentor, coach, and develop diverse team of managers and hourly cast members to establish succession planning
- ▶ Develop Annual Operating Plan (AOP) for WDW Fireworks Administration & Production as well
- ▶ Demonstrate high level of discretionary decision-making, authority, and judgment as ATF Responsible Person
- ▶ Serve as program manager for Walt Disney World fireworks training
- ▶ Represent Walt Disney World

Area Manager — Fireworks Production & Administration

2018 – 2022

- ▶ Tactical leader of the Fireworks Storage Facility (FSF), overseeing the daily operations and managing logistics of procuring, storing, delivering, and logging pyrotechnic product for WDW, DCL, and DLR in compliance with all federal regulations provided by the ATF, DOT, and EPA
- ▶ Managed team of salaried leaders, hourly non-union cast members, and IATSE technicians
- ▶ Provided financial reporting and analysis for senior and executive leadership, in partnership with DLE and Park Finance teams
- ▶ Managed Annual Operating Plan (AOP) for WDW Fireworks Administration & Production
- ▶ Utilized VBA and Python for data analysis of large data sets, including assistance to the Integrated Strategy & Communications team for Project World; offered
- ▶ Provided oversight for IFP, Capital, and Facility projects at the FSF
- ▶ Partnered with Operations Training to develop and deliver training classes
- ▶ Identify, analyze, and improve business processes for optimization within Fireworks Production & Administration (FPA)

Project Manager — Experience Planning and Integration

2014 – 2017

- ▶ Liaison to Quality Engineering and Worldwide Safety to facilitate MR and Maximo® Job Plan development for Creative Entertainment and WDW Entertainment daily operations
- ▶ Partner with WS Auditing to develop new Business Standards for Entertainment Maximo® including development of new Boilerplate verbiage for Entertainment Job Plans
- ▶ Develop property-wide training strategy customized to Entertainment Operations for Maximo®
- ▶ Partner with IT Developers to expand functionality within Maximo®
- ▶ Oversee Maximo® Implementation and Sustainment for all WDW Entertainment Venues
- ▶ Oversee sustainment of ESQwire show reporting system for WDW Entertainment Operations

Production Manager — Disney Parks LIVE Entertainment

2011 – 2013, 2017 – 2018

- ▶ Responsible for all budgeting, logistics, and production for WDW Fireworks Special Events
- ▶ Partnered with Park Finance teams for Fireworks AOP planning & special event budgeting
- ▶ Partnered with Producers, Show Directors, Technical Directors, Technical Designers, Costumers, Entertainment Operations and other key internal partners to deliver projects efficiently, on time, and under budget
- ▶ Worked with Fireworks Storage Facility (FSF) leaders as well as key partners in Worldwide Safety, Quality Engineering, and Park Operations leaders to uphold fireworks OGs and business practices
- ▶ Liaison to Reedy Creek Fire Department (RCFD) for WDW Fireworks permitting
- ▶ Provided content for presentations to Finance and Executive Leadership

Bethany Barnhorst Confessore

Mobile: +1-407-739-1225 • Email: bethanyconfessore@gmail.com • Website: www.bethanyconfessore.com



Disney Parks & Resorts

Talent Casting Director — Walt Disney Entertainment

2002 – 2006, 2009 – 2011

- ▶ Proven experience as a highly successful Casting & Booking Director
- ▶ Cast musicians and musical acts for Walt Disney World Resort, filling over 3,000 bookings per year
- ▶ Oversaw casting, auditions, and booking for WDW Candlelight Orchestra for its first 16 seasons using internally cast musicians; trained WDW Candlelight Orchestra Manager each season
- ▶ Collaborated with show directors and music producers to develop new talent offerings
- ▶ Developed menu of talent that became the re-imagined Disney Springs entertainment daily operations beginning with negotiations of the first LTA's in 2009 with Dominic Gaudious, Drey-C, Nova Era, Nicholas Marks, La Calle, & others
- ▶ Partnered with WDW Legal to develop Blanket Talent Agreements, allowing local operators to sustain daily operations through local contract talent scheduling
- ▶ Proven ability to coach, mentor, and develop talent performers
- ▶ Provided content for presentations to executive leadership
- ▶ Recruited, auditioned, and cast talent for international contracts including TDL, TDS, and HKDL
- ▶ Served as member of WDW Negotiating Committee for AF of M collective bargaining negotiations
- ▶ Leveraged strong relationship skills to build industry contacts

Operations, Team Leader — Disney Event Productions

2000 – 2002

- ▶ Developed Annual Operating Plan, managed all budgets, analyzed financial statements, and lead operations for convention entertainment and audio visual production at Disney's Yacht & Beach and BoardWalk Resorts
- ▶ Increased gross revenues from \$5.2M to over \$6.7M and profit margin from 30% to 52%
- ▶ Managed diverse team of managers, union and non-union hourly cast members, and interns
- ▶ Created cross-functional flexible labor initiatives that were implemented company-wide

Guest Experience Manager — EPCOT & Downtown Disney Atmosphere Entertainment

2008, 2011, 2013 – 2014

- ▶ Managed hourly entertainment cast members and contract talent performers
- ▶ Partnered with Entertainment Leadership and peer managers to develop and implement the first SharePoint site that displayed all WDW AFM, Equity, and contract talent schedules
- ▶ Entertainment Duty Manager at EPCOT and Downtown Disney
- ▶ Orchestra Manager for WDW Candlelight Orchestra

Additional Experience

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 (as many as 40 talent acts per race)
- ▶ Partner with Race Staff on all race logistics, coordinating with law enforcement, race staff, volunteers, community business partners, and vendors
- ▶ Partner with local schools to provide performance opportunities for student musicians
- ▶ Served as Technical Director and Production Stage Manager for Barbara Eden in Concert, presented as special event in 2015
- ▶ Responsible for all logistics including road closures, power, staging, and technical elements

Bethany Barnhorst Confessore

Mobile: +1-407-739-1225 • Email: bethanyconfessore@gmail.com • Website: www.bethanyconfessore.com



Additional Experience

Director of Artistic Operations — Brevard Symphony Orchestra

2000 – 2010, 2013 – Present

- ▶ Oversee artistic operations for professional symphony orchestra including personnel management, contract administration, musician payroll, guest artist support, and artistic budget
- ▶ Present artistic and related financial information to Executive Director and Board Treasurer
- ▶ Facilitate communication between orchestra management and musicians
- ▶ Support Music Director as needed for music licensing related to live video performances and reporting to ASCAP and BMI
- ▶ Develop comprehensive Health & Safety Protocols to maintain musician safety during 2020-21 season
- ▶ Industry subject matter expert, provide guidance to other professional performing arts organizations

Professional Violinist

1991 – Present

- ▶ Perform for symphony orchestras including: Alabama Symphony, Orlando Philharmonic, BBC Scottish Symphony
- ▶ Freelance performer for shows with Trans-Siberian Orchestra, Josh Groban, Rod Stewart, Indigo Girls, Andrea Bocelli, Mannheim Steamroller, Idina Menzel, Il Divo, Sarah Brightman, Diana Ross, Donna Summer, Ray Charles
- ▶ Private teacher, Adjudicator and Clinician

Technologies

Database Systems: SAP, TopHat, Finale, Maximo, Access, ESQwire

Programming Languages: VBA, Python, SQL, VSCode

Business Intelligence Tools: Excel, Word, PowerPoint, 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)

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