



# LAWYERS FOR THE CREATIVE ARTS

## PROFESSIONAL THEATER AND DANCE YOUTH ACADEMY

The Professional Theater and Dance Youth Academy (PTDYA) expands access to high-quality arts education for young performers by pairing rigorous training with real-world audition and performance opportunities. PTDYA partners with families, educators, and Chicago arts institutions to help students build their craft, confidence, and professional readiness – keeping participation affordable and mission-driven.

This year, Partner **Jeffrey J. “Jeff” Bakker** and Counsel **Aaron M. Weiss** and **Andrew S. Fraker** helped PTDYA design and implement agency-style services, such as audition support, referrals, and placement assistance, in a manner aligned with PTDYA’s charitable purpose. Aaron, Andrew and Jeff developed a governance and compliance framework, transparent fee and refund practices, conflicts-of-interest controls, privacy and recordkeeping standards, and a suite of templates including student/family disclosures and consents, engagement terms, and production participation forms. Aaron, Andrew and Jeff also created mission-alignment safeguards (board oversight, guardrails on scope and pricing, and separation of program and agency cost centers) and a staff training toolkit. These many new tools enable PTDYA to responsibly open doors for students while preserving public-benefit focus and organizational integrity.

## REFRACTED THEATRE COMPANY

Refracted Theatre Company, a Chicago-based non-profit music producing company, creates electric theatre that incites productive, empathic discourse. This year, Partner **Jonathan R. “Jon” Ksiazek** assisted Refracted Theatre Company by preparing employment contracts for key personnel in anticipation of its fall season. Jon also provided strategic labor and employment advice during the ramp-up to production when contractual issues arose.

## CLASSICAL MUSIC CHICAGO

Classical Music Chicago (CMC) opens the door to the transformative power of classical music by presenting world-class concerts to people of all ages, backgrounds and means. It also fosters the future of classical music by supporting and showcasing the next generation of classical musicians. This year, Partner **Jonathan R. “Jon” Ksiazek** and Associate **Nicholas “Nick” Laureano** assisted Classical Music Chicago by providing strategic advice on employment issues and drafting relevant agreements. Jon and Nick further prepared a new employee handbook for CMC to assist with its mission.