

INDIANAPOLIS
SYMPHONIC
C H O I R

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INDYCHOIR.ORG

ERIC STARK
ARTISTIC DIRECTOR

Mission

The Indianapolis Symphonic Choir is dedicated to excellence in the performance of choral music, to creating and performing new choral masterworks, and to education and outreach programming that serves the breadth and diversity of our community.

Vision

To provide national leadership in choral arts through musical excellence and organizational innovation.

Values

Community: We provide musical performances and resources that enhance the lives within our diverse community and promote learning opportunities for all.

Excellence: We celebrate our rich history and are committed to the highest level of artistic, administrative, board and volunteer quality and performance.

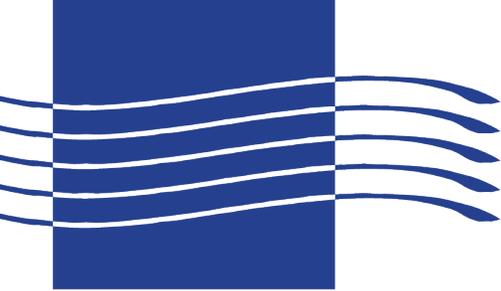
Sustainability: We thoughtfully steward the gifts of our donors and responsibly invest in both our future and the subsequent enrichment of our community.

Diversity, Equity, & Inclusion

A Musical Haven for All:

We create a culture that values all employees, singers, board members and volunteers, regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, disability status, citizenship, or any other aspect which makes them unique. We actively seek diverse voices for the choir, board of directors, and staff.

We are committed to understanding the ways in which our traditions privilege some communities over others. Our goal is to dismantle any inequities within our organization. As leaders in the choral arts, it is our responsibility to ensure the diversity of our choir and community is reflected in the music we sing and the choral works we commission. We believe that music is a universal language and that when we teach music and lead choral singing, we are building bridges that unite persons, communities, and cultures.



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COVID-19 2020-2021 Action Plan

In order to further advance the mission of the Indianapolis Symphonic Choir during these unprecedented times, the staff and board collaborated to create an action plan to address the efforts to reopen and re-engage with its singers, patrons, educational partners, and the community at large for its 84th season.

This action plan consists of four elements:

- 1) Creating and maintaining safe and healthy spaces for the production and performance of choral music
- 2) Artistic planning and innovation to support choral music during the COVID-19 pandemic
- 3) Enhanced organizational commitment to diversity, equity, and inclusion
- 4) Continued focus on organizational financial sustainability

Creating and maintaining safe and healthy spaces for the production and performance of choral music

The notion of singing together has been highly publicized since the earliest days of the COVID-19 pandemic, and nothing is more important than the safety of the staff members, singers, and patrons who come together to enjoy a performance. To keep performers and audiences alike healthy, the Indianapolis Symphonic Choir will:

- Limit the size of singer gatherings as prescribed by the Indiana State Department of Health and appropriate local health departments (e.g. Marion County Health Department)
- Practice social distancing, mask wearing, and other recommended measures recommended by state and local health agencies
- Implement a pre-rehearsal self-screening process for staff and singers gathering for in-person rehearsals
- Partner only with performance venues that adhere to state and local health mandates and guidelines
- Clearly communicate all health and safety measures to patrons in advance of every performance
- Regularly review guidance for necessary changes as new information about COVID-19 is shared
- Collaborate regularly with area performing arts organizations to learn and share best practices that lead to safe and healthy performances

Artistic planning and innovation to support choral music during the COVID-19 pandemic

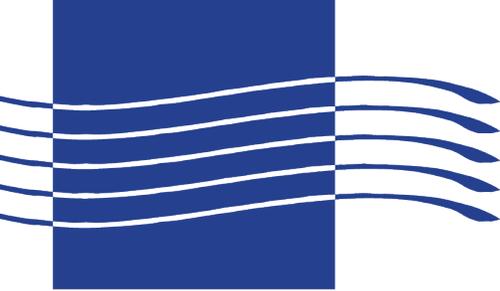
Even if large-scale performances in traditional concert venues cannot occur this season, the Indianapolis Symphonic Choir stands ready to provide creative ways for patrons and the community to enjoy choral music by:

- Maximizing the use of outdoor venues for performances and other engagement events
- Performing via the creation of virtual choir singing, such as Mozart's *Ave verum corpus* in August
- Livestreaming community engagement and fundraising events
- Reimagining *Festival of Carols* to maximize reach across the Indianapolis community
- Performing this year's *Sacred Masterworks* concert outside of Indianapolis in spring 2021
- Providing small-scale performances around the Indianapolis community
- Creating educational videos and resources to be used by the music education community
- Collaborating artistically across art forms

Enhanced organizational commitment to diversity, equity, and inclusion

The current climate of racial injustice and social unrest amplifies the Indianapolis Symphonic Choir's passion to create opportunities for marginalized members of our community. This season we will focus our actions on enabling those not traditionally represented in the world of choral music by:

- Creating space on stage throughout the season for Black, Indigenous, People of Color (BIPOC) artists and composers
- Prioritizing educational outreach efforts to underserved communities, including those with disproportionately high Black and Brown populations
- Providing virtual resources to students without access to direct music education due to virtual learning or other constraints
- Hiring minority-owned and women-owned businesses as vendors whenever possible



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- Developing a minority singer outreach/recruitment plan, to be implemented for the 85th (2021-22) season
- Developing a minority board member recruitment plan, to be implemented for the 85th season
- Season-long diversity, equity, and inclusion training with board and staff, to strengthen infrastructure required to implement above efforts

Continued focus on organizational financial sustainability

The Indianapolis Symphonic Choir is proud of its ability to both manage annual operations and grow its endowment for the long-term sustainability of the organization. Limits on performing will stretch the organization's operational finances, but the following measures will ensure the organization can weather these interruptions by:

- Examining alternative programming formats for ways to generate income, including individual and corporate sponsorship and virtual event ticket revenues
- Communicating to all audiences the continued choral and educational efforts the organization is playing in the community
- Providing specific stewardship to our long-time donors and high annual contributors to ensure their continued organizational support
- Seeking new funding sources from within the philanthropic and corporate revenue streams
- Stewarding the organization's growing endowment with a focus on the long-term, with withdrawals as a short-term last resort
- Minimizing expenses while still maintaining current staffing levels
- Hosting monthly organizational financial reviews with board, staff, and finance committee to make timely adjustments should circumstances require