

Strategic Plan

2021-2025

Indianapolis
Symphonic
Choir

Giving Voice to
Classical Music



4600 Sunset Ave
Lilly Hall 040A
Indianapolis, IN
46208

317-940-9057
info@indychoir.org

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.

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 of 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.

Recent Achievements

Fundraising

- Increase in matching gifts 20%
- Increase in first time donors 47%
- Increase in out of state donors 38%

Endowment

- Secured \$4.1M in gifts & pledges

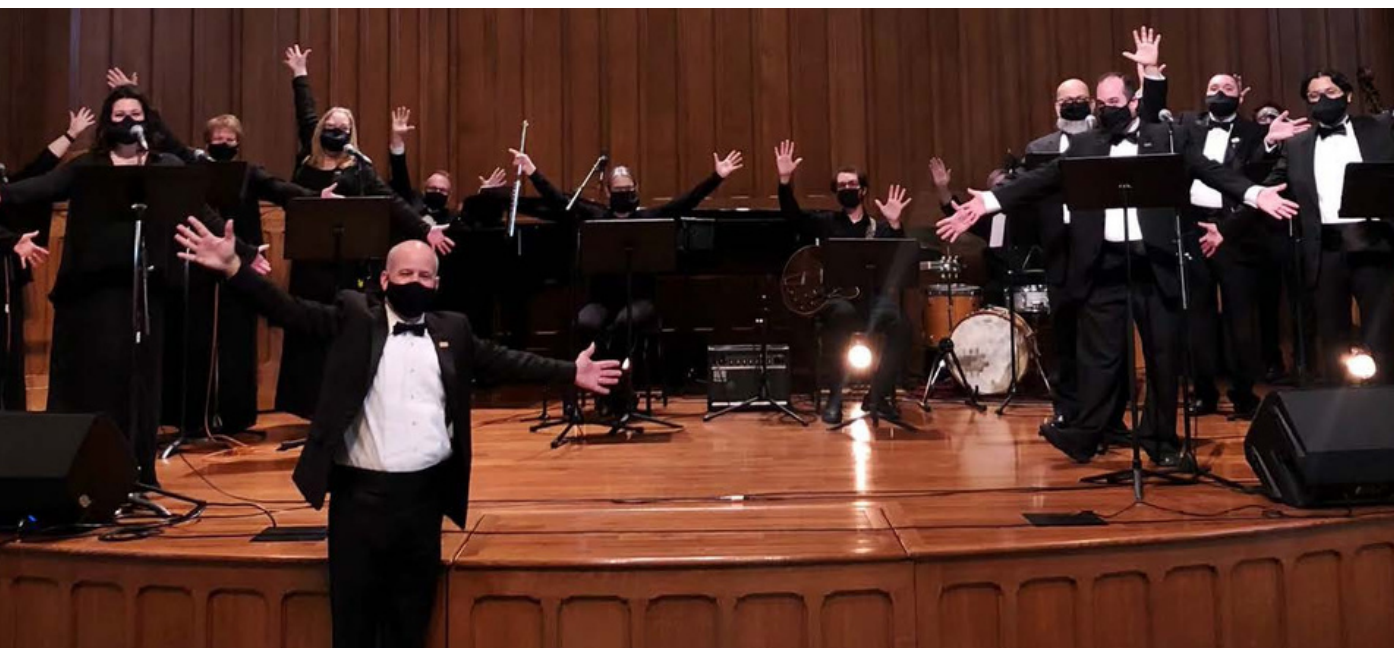
Engagement

- 24,340 Virtual Production Views
- 119.54% increase in YouTube subscribers
- 8.3% increase in Facebook page likes



Awareness

- Released second recording of Festival of Carols on the Naxos label
- Commissioned world-renowned composer Augusta Read Thomas for a choral-orchestral masterwork to premiere in Spring 2023
- 30th Anniversary of Festival of Carols broadcast on MyINDY-TV Channel 23





Recent Achievements

Diversity, Equity, & Inclusion

- Diversity, Equity, & Inclusion standing board committee formed
- Quarterly DEI training and workshops for board and staff
- Creating space on stage for Black, Indigenous, and People of Color artists and composers
- Hiring minority-owned, women-owned, and veteran-owned businesses as vendors whenever possible

Accessibility

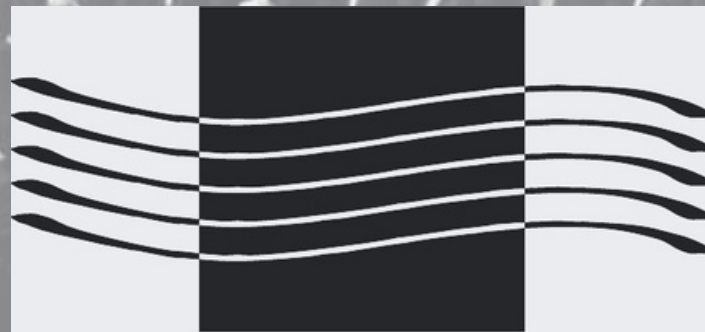
- ASL Interpretation at Festival of Carols performances
- Program notes in English and Spanish

COVID Response

- 90.8% of singers felt safe participating in the 2020-2021 season
- 81.6% of singers felt the organization embraced new opportunities
- 68.2% of active singers participated in virtual choir performances

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INDIANAPOLIS
SYMPHONIC
C H O I R

GIVING VOICE TO
CLASSICAL MUSIC

Artistic Product

- Ensure continued commitment to excellence in music making.
- Expand the breadth and impact of our outreach through a growing and diverse repertoire and canon; and by embracing innovation, including digital technology.

Education & Engagement

- Cultivate growth and development of the choral arts through impactful educational programs; relevant musical co-operations; and expanded community engagement.

People & Processes

- Identify and secure key skills, processes, and technologies to drive a culture of organizational excellence and operating efficiency/effectiveness.

Financial Security

- Identify and cultivate diverse relationships to secure sustainable revenue and engender long term resiliency.

Board of Directors

(as of August 2022)

President

Jessica White | Jessica White Associates | Retired

Vice President

Jennifer Towner | Robert Half

Secretary

Ann Carlson* | Nurse | Retired

Treasurer

Michael Jamison | OnTarget CPA

Robert Campbell | Effective Technology

Justin Edington | Allison Transmission

Tim Hansen | Raymond James

Dr. Tabitha Hardy | IUPUI

Kevin Kerswick | Crowe LLP

Quay Kester* | Evoke Consulting

Michelle Maslowski | One of a Kind Events

Dr. Katie McHugh | IU Health

Dr. Blake Neubauer | Teichos Laboratories, LLC

Jessica Riedel | One America

Dr. Heidi Schmidt | Eskenazi Health

Dr. Thomas Woo* | Orthopedic Surgeon | Retired

Charles Young | Regions Bank | Retired

*Denotes singer in the Indianapolis Symphonic Choir

“The staff did an excellent job of trying to keep the organization afloat during the pandemic. Finances are always a concern but magnified so immensely in a time of no gate receipts. I really appreciated the varied opportunities to try to sing through the community sing, small group offerings, and virtual collaborations. Even rehearsing at home with the recording tracks was valuable as good practice. My hope is that we can continue to be open to new ways of opening up this coming season as getting “back to normal” does not necessarily mean to function as things were done in 2019. As for 2020-21, congrats and thanks to the entire staff all the way around.”

– **Dr. Thomas Woo, Indianapolis Symphonic Choir Board, and Indianapolis Symphonic Choir Member**



STAFF

ARTISTIC

Dr. Eric Stark, Artistic Director
Dr. Michael Davis, Asst. Artistic Director
Kara Stolle, Production Manager
Kiki Porter, Conducting Fellow
David Duncan, Keyboard Artist

ADMINISTRATIVE

Liam Bonner, Executive Director
Kristin Schwerha, Development Director

A national leader in choral arts through musical excellence and organizational innovation, the Indianapolis Symphonic Choir has been a jewel in the artistic crown of Indianapolis for 85 seasons. This iconic and vitally important organization has been enriching the lives of so many in the Indianapolis community and beyond with its incredibly moving, inspiring, and often provocative performances.

The Indianapolis Symphonic Choir's Board of Directors includes 18 persons who represent a diverse crosssection of the community, including religion, ethnicity, and age. Each of our Directors contributes personally at a leadership level of \$1,000 or more each season. The Board meets 11 times per year and is a model representation of a dedicated, community-minded body of leaders. Current standing board committees include Executive, Cultivation, Finance, Endowment, Strategic Planning, and Diversity, Equity & Inclusion (DEI).

IN-CHOIR-ING MINDS

a free pre-show discussion with

Joshua Thompson, Social Musicologist & Pianist



LIVE  **STREAM**

Tuesday, May 25
7:00 PM Eastern

presented as part of
VIRTUAL
Sacred
MASTERWORKS

“When the pandemic first began, I had trepidation about how the ISC would survive. Canceling our concerts meant also removing us from the public eye. But thanks to a dedicated and forward-thinking staff and board, we are in great shape to resume concerts next season. Through rethinking our budget, creative marketing and fundraising efforts, and remarkable virtual choir concerts, we remained front of mind with our community. We seized the problem and turned it into an opportunity!”

– **Jessica White, President,**
Indianapolis Symphonic Choir
Board