

2023-2024 Annual Report



**INDIANAPOLIS
SYMPHONY
ORCHESTRA**

Board of Directors

*Serving from September 1, 2023, to August 31, 2024

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A message from James M. Johnson, CEO



The 2023-24 season at the Indianapolis Symphony Orchestra was a year of creative innovation as the ISO worked to establish an exciting new vision for the orchestra's future. Through conversations, surveys, and data-gathering with key stakeholders, the ISO crafted a strategic plan designed to sustain and grow the orchestra as a dynamic and unifying leader in the arts. The ISO is grateful to the Lilly Endowment for its generous support that made this work possible. I would also like to acknowledge the Board of Directors, the Board of Trustees, the Strategic Planning Committee, the Community Advisory Committee of business and civic leaders, donors, patrons, musicians, and ISO staff, all of whom contributed to this comprehensive project.

The ISO's new strategic plan, which affirms our values of inspiration, unity, integrity, and stewardship, will serve as a lodestar as we work to fulfill the plan's goals. The strategic planning process included a facilities assessment and master plan, supported by an economic impact study and an analysis of changes to the orchestra's business model that could be spurred by improvements to the facilities. As the ISO looks ahead to its centennial in 2030, we will use the data to inform our actions and carry out the strategic plan.

Establishing the ISO as a vital community anchor will be central to our message. This multi-faceted approach addresses both the cultural and economic

impact of the ISO. In January 2024, the ISO announced Jun Märkl as the orchestra's next music director. In this role, Maestro Märkl will build on 25 years of collaboration with the orchestra to bring creative leadership through visionary programming, community engagement, and artistic development. Maestro Märkl's vision aligns perfectly with the key goals identified in the ISO's strategic plan, with priorities placed on innovation, collaboration, and building strong community relationships.

In April, this reaffirmed focus on community engagement was on full display with the inaugural Symphony on the Circle event. With generous support from the Margot L. Eccles Arts & Culture Fund, a CICF Fund, the ISO partnered with Downtown Indy, Inc. and leading arts organizations for a day-long celebration of live music and dance. The event culminated in a live stream of the IU Health Plans *Classical Series* concert on Monument Circle, conducted by Maestro Märkl. From community partners who connected with new audiences to patrons who experienced classical music for the first time, the atmosphere was friendly, fun, and engaging—setting the tone for great things to come.

While the ISO's reputation as a landmark cultural institution is highly renowned, a study commissioned by the ISO's Board sheds light on the ISO's lesser-

known impact on central Indiana's economy. As part of the strategic planning process, a study by the Indiana University Public Policy Institute found the ISO contributes \$37 million annually to the greater Indianapolis economy, driven by concerts, programming, and operations, plus ticket holder spending. The ISO must communicate our organization's economic impact to civic leaders, lawmakers, and the public so that our community understands what the ISO brings to the table.

As we look back on a successful season, we understand the magnitude of the work ahead. The ISO must deepen connections to the community through education and engagement programs that respond to community needs. This work will enable the orchestra to grow audiences while reflecting the vibrancy and diversity of the community it serves. We also acknowledge that investing in the orchestra's home, Hilbert Circle Theatre, will make it more welcoming and accessible to guests and performers, which in turn places the ISO at the center of a vibrant and growing downtown. The ISO's strategic plan, alongside a newly defined mission, vision, and set of values, will allow the ISO to continue serving our community for decades to come. I am excited and honored to embark on this journey with you, and grateful for your support.

Top Headlines



The ISO engaged in the historic task of crafting a new strategic plan during the 2023-24 fiscal year, thanks to a generous grant from Lilly Endowment. With vital input from board members, musicians, and staff, the ISO identified key goals that enable our organization to serve the community by creating innovative and accessible musical and educational experiences. With a newly defined mission and vision, the plan will guide the ISO's long-term success, with an emphasis on expanding audiences, building organizational capacity, and modernizing the Hilbert Circle Theatre. A summary of the strategic plan is included in this report. The complete plan is available online at IndianapolisSymphony.org.



Ticket sales continued to rebound, with the indoor season at Hilbert Circle Theatre finishing at 98% to the revenue goal with \$8,265,625 in sales (a 7% increase from 2022-23). AES Indiana *Yuletide Celebration* featuring host Ben Crawford and Maestro Jack Everly had a record-breaking year for ticket sales for the second consecutive year. From \$827,658 in first-day sales to reaching nearly 100% of the revenue goal at \$2,849,443, the 2024 *Yuletide Celebration* was a resounding success.



In collaboration with the Indiana University Public Policy Institute, funding from Lilly Endowment supported an economic impact study that highlights the benefits the ISO brings to central Indiana. The study was conducted in coordination with the strategic planning process. The resulting report found that during 2023, the ISO contributed \$37 million to the greater Indianapolis economy, including concerts, programming, operations, and ticket holder spending. The report also noted that ISO ticket holder spending bolstered the greater Indianapolis economy by \$5.6 million in 2023. These findings give further credence to the ISO's role as a vibrant, and vital, community anchor.



In January 2024, the ISO ushered in a new artistic era with the appointment of Jun Märkl as music director. Maestro Märkl is the ISO's eighth music director in the history of the organization, and brings a strong commitment to building community, artistic excellence and musical collaboration.



The ISO proudly continued its partnership with the Sphinx Organization, which is dedicated to increasing the representation of Black and Latino musicians in classical music. This collaboration featured two chamber concerts and two full orchestra performances, showcasing ten exceptional guest musicians recommended by the Sphinx Organization.



For the 2023 Opening Night Gala, the ISO welcomed back Indiana Living Legend and Grammy Award-winning violinist Joshua Bell along with the ISO's fourth Music Director John Nelson. Bell enthralled the near sellout audience with his performance of Bruch's passionate First Violin Concerto.

Top Headlines



In the past year, the Indianapolis Symphony Orchestra exceeded its fundraising goal, raising \$7.95 million for its annual fund and securing an additional \$3.87 million for the ISO Foundation, thanks to generous support from donors, foundations, and corporate partners. Innovative engagement efforts and major gifts, including grants from Lilly Endowment and a Christel DeHaan Legacy Grant, were critical to this success.



The ISO began a new artistic partnership with the Indianapolis Ballet to present a spectacular production of *Romeo and Juliet* at Clowes Memorial Hall, thanks to a generous grant from the Allen Whitehill Clowes Charitable Foundation, Inc. The program, which was met with rave reviews, paves the way for exciting future collaborations that help both organizations grow their respective audiences.



The 2023–24 Classical Series continued to showcase women and minority composers through the “Unheard Voices” initiative featuring compositions by Joan Tower, Adolphus Hailstork (co-commission), Lili and Nadia Boulanger, Wynton Marsalis (co-commission), and many more. The ISO also presented a special program dedicated to Women’s History Month. This program saw conductor Rebecca Tong make her ISO debut along with Sphinx violinist Melissa White and featured music by women composers from around the world.



In April, the ISO welcomed more than 2,000 patrons for the inaugural Symphony on the Circle, a day-long celebration of live music and dance. With generous support from the Margot L. Eccles Arts & Culture Fund, a CICF Fund, the ISO partnered with Downtown Indy, Inc. and leading arts organizations to bring the Indianapolis community together, culminating in a live stream of the IU Health Plans Classical Series concert on Monument Circle.



In an all-new collaboration exploring music and visual art, the ISO, Hoosier Art Salon and the Allen Whitehill Clowes Charitable Foundation, Inc. partnered to create the Clowes Collaborative Inaugural Invitational Art Exhibit, an art exhibition and competition. Artwork was on display in the Hilbert Circle Theatre’s Oval Promenade during the spring season, providing an enhanced experience for ISO patrons.



The orchestra performed a special concert with legendary singer Andrea Bocelli once again at Gainbridge Fieldhouse. This nearly sold-out performance was a wonderful way to increase the ISO’s visibility to nearly 15,000 attendees. The ISO was also invited to perform at the closing Mass of the National Eucharistic Congress at Lucas Oil Stadium. This massive event saw tens of thousands of worshipers from around the globe and was broadcast internationally on the Catholic cable network, EWTN.

2023-24 by the Numbers

Yuletide



\$2.84 million
IN SALES

41,242
TOTAL PAID TICKETS

Indoor (total 23-24 season)



\$8,265,625
IN SALES

7%
YEAR-TO-YEAR INCREASE

Indianapolis Symphony Orchestra Strategic Plan Summary



Following a comprehensive strategic planning process during the 2023-24 season, the Indianapolis Symphony Orchestra emerged with an inspiring vision to guide the orchestra into its second century in 2030. The ISO strives to be a dynamic and unifying leader in the arts, serving this community by creating inspiring, innovative, and accessible musical and educational experiences. Through investments in inventive and collaborative programming while providing resources to build organizational capacity, the orchestra will ensure long-term sustainability.

Deepening connections to the community through education and engagement programs that respond to community needs will enable the orchestra to grow audiences while reflecting the vibrancy and diversity of the community it serves. Improving the home of the ISO, Hilbert Circle Theatre, to make it more welcoming and accessible to guests and performers will put the ISO at the center of a vibrant and growing downtown. To achieve this vision, the board, musicians and staff of the ISO have embraced a new mission, vision and set of values.

MISSION

The Indianapolis Symphony Orchestra inspires and unites our community through our music.

VISION

The Indianapolis Symphony Orchestra sets new standards as a dynamic leader in the arts, serving our community by creating innovative, engaging and accessible musical and educational experiences.

VALUES

These are the fundamental beliefs and principles that guide the ISO’s actions and decision-making. They are the foundation of our culture and identity, and help us stay true to our mission and vision.

Inspiration: We strive to offer inspiring musical and educational experiences for everyone. **Unity:** We believe that collaboration makes us stronger.

Integrity: We endeavor to instill a culture where everyone is treated with trust and respect.

Stewardship: We are entrusted with sustaining a treasured community resource and are committed to its success.

Indianapolis Symphony Orchestra Strategic Plan Summary

In collaboration with musicians, staff, board members, donors, patrons, civic leaders, and community members, the ISO identified seven goals designed to achieve this new vision. This process included extensive surveys, focus groups, and in-person sessions that allowed musicians, staff, and board members to interact with one another and share ideas. After hearing input from these key stakeholders, the following goals were established.

INNOVATE, COLLABORATE, AND STRENGTHEN CAPACITY

- 1. Expand audiences by investing in innovative programming and marketing.
- 2. Develop artistic partnerships to grow the orchestra’s reach.
- 3. Build organizational capacity to achieve long-term sustainability.

PRIORITIZE COMMUNITY ENGAGEMENT

- 4. Position the ISO as a leader in the arts.
- 5. Heighten impact of education and community engagement.
- 6. Embrace and amplify the vibrancy of our diverse community.

IMPROVE OUR FACILITY

- 7. Modernize Hilbert Circle Theatre to enhance the experience for guests, community partners and artists.



A critical part of strategic planning raised the question of what it means to serve our community. The community we serve consists not only of ISO concertgoers and patrons but students, members of every ethnic group, marginalized people, seniors, urban dwellers, suburbanites, music lovers, and even those who may not attend concerts but are proud that Indianapolis fields a top tier professional orchestra. In short, we serve the entirety of our community. The ISO believes the orchestra should reflect the vibrancy and diversity of the community through the orchestra’s programs and its people. The orchestra should present inclusive and impactful

programs offered both at its home theater and in community centers, schools, parks and other accessible venues across the city, including online.

While the orchestra should engage with the community at the neighborhood level, it should also take steps to make its home theater more inviting, vibrant, and accessible. As a major institution in Indianapolis, the orchestra should serve as a community leader, standing up for the arts, advocating for positive change in the region, and convening community groups around shared interests. The orchestra should represent the highest aspirations for Indianapolis, showing the rest of the world what

the city is capable of achieving when the community rallies around its home orchestra. In turn, this orchestra should help bring the best of the world to Indianapolis, providing unrivaled musical experiences that attract newcomers and retain hometown talent.

By adopting this strategic plan, the ISO will expand its capacity to serve Central Indiana for the next 100 years. The ISO recognizes our community as an equal partner in the work that is to come. Updates on the plan’s implementation will be shared on a regular basis throughout the year.

Financial summary

SUMMARY OF FINANCIAL POSITION (IN THOUSANDS OF DOLLARS)	August 31 2024	August 31 2023	SUMMARY OF FINANCIAL POSITION (IN THOUSANDS OF DOLLARS)	August 31 2024	August 31 2023
ASSETS			NET ASSETS		
Cash	1,500	3,898	Without Donor Restrictions		
Pledges & Other Receivables (net)	1,999	3,155	General Operating	(335)	1,978
Prepaid Expenses & Other Assets	829	1,034	Pension Plan	(1,356)	(2,210)
Right-of-use Asset	3,103	3,104	Total Net Assets Without Donor Restrictions	(1,691)	(232)
Property & Equipment (net)	1,561	1,645			
Interest in Net Assets of the ISO Foundation	121,059	114,730	With Donor Restrictions		
TOTAL ASSETS	130,051	127,566	Society	2,099	3,454
			ISO Foundation	121,059	114,730
LIABILITIES			Total Net Assets With Donor Restrictions	123,158	118,184
Accounts Payable & Accrued Expenses	1,371	1,447			
Other Liabilities	397	408	TOTAL NET ASSETS	121,467	117,952
Deferred Revenue	3,104	3,212			
Lease Liability	3,283	3,263	TOTAL LIABILITIES AND NET ASSETS	130,051	127,566
Pension Liability	429	1,284			
TOTAL LIABILITIES	8,584	9,614			

Financial summary

SUMMARY OF OPERATING RESULTS AND CASH FLOWS (IN THOUSANDS OF DOLLARS)

August 31
2024

August 31
2023

REVENUE

Earned Revenue

Ticket Sales & Fee Income	9,304	8,981
Rental Income	570	634
Program Advertising	68	66
Education	68	41
Other Earned Revenue	150	24

Total Earned Revenue 10,160 9,846

Contributed Income

Annual Fund	7,984	6,960
Designated Income	615	-

Total Contributed Income 8,599 6,960

ISO Foundation 5,453 5,091

TOTAL REVENUE 24,212 21,897

SUMMARY OF OPERATING RESULTS AND CASH FLOWS (IN THOUSANDS OF DOLLARS)

August 31
2024

August 31
2023

EXPENSES

Orchestra Operations	9,776	9,150
Concert Production	6,631	5,960
General & Administrative	2,972	2,400
Marketing	2,021	1,789
Facilities	2,210	1,986
Development	1,330	1,263
Learning Community	699	595
Patron Services	311	265
Depreciation	332	416
Other	243	326

TOTAL EXPENSES 26,525 24,150

CHANGE IN NET ASSETS, GENERAL OPERATING (2,313) (2,253)

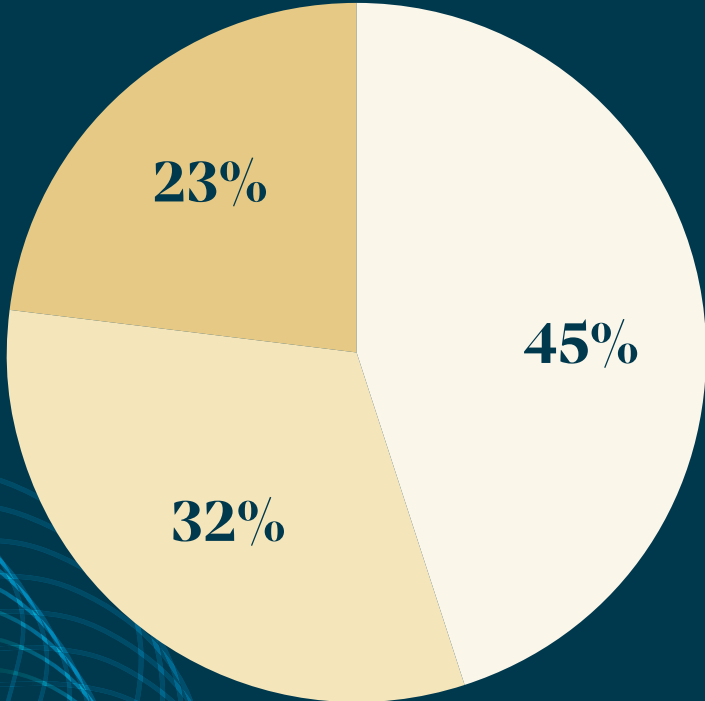
ADJUSTMENTS TO CALCULATE NET CASH FLOW

Depreciation Expense	332	416
Capital Expenditures	(248)	(346)
All Other Cash Flows, net	(169)	562

NET CHANGE IN CASH (2,398) (1,621)

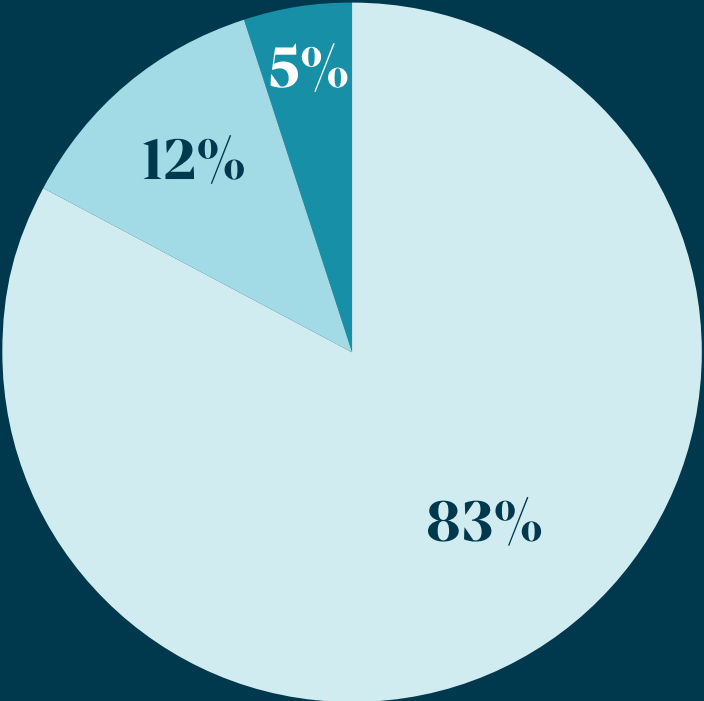
Financial summary

FY24 Operating Income
by Source



- EARNED REVENUE
- CONTRIBUTED INCOME
- ISO FOUNDATION

FY24 Operating Expense
by Function



- PROGRAMS
- MANAGEMENT & GENERAL
- FUNDRAISING

Development

ISO THRIVES ON GENEROSITY OF DONORS, FOUNDATIONS, AND SPONSORS

Thanks to the generosity of donors, foundations, and corporate sponsors, \$7,946,401 was raised for the ISO’s annual fund, exceeding the fundraising goal by more than \$700,000! This remarkable achievement was driven by a significant increase in foundation giving, along with heightened support from individuals and corporate partners. New creative ways to engage supporters, such as intimate home performances, non-donor subscriber events, and other special gatherings, also played a key role.

Additionally, we secured \$3,871,044 for the ISO Foundation, highlighted by major gifts such as a special project grant from the Lilly Endowment and the Christel DeHaan Legacy Grant. This remarkable support brought our total fundraising efforts to an impressive \$11,817,444.

These endeavors helped foster meaningful connections with the Indianapolis Symphony Orchestra, furthering its mission to inspire through music and community initiatives.

INDIVIDUAL:	\$3,400,773
CORPORATE:	\$1,539,285
FOUNDATION/GOV:	\$2,443,500
SPECIAL EVENTS:	\$336,192
ISOA:	\$226,650
ISO FOUNDATION:	\$3,871,044



63
CORPORATE SPONSORS

25
FOUNDATION AND
GOVERNMENT SUPPORTERS

2,793
INDIVIDUAL DONORS

51%
RETENTION RATE OF INDIVIDUAL
DONORS, UP FROM 42% IN FY23

1,029
FIRST-TIME DONORS

2,950
FOUNDER’S ROOM VISITS
DURING INTERMISSIONS

801
HOUSEHOLDS AND PATRONS
ATTENDED DONOR BENEFIT
AND ENGAGEMENT EVENTS



Learn more about Christel by scanning the code below



Christel DeHaan

Christel DeHaan’s life epitomized the American dream. Born during World War II in Germany and emigrating to the United States in 1962, she started typing and ironing services upon her arrival in Indiana. In 1974 she co-founded RCI, the company that pioneered vacation exchange and became the leader in its industry. When she became the sole owner of RCI in 1989, Christel led the company’s global expansion, creating over 30 international offices. At the time she sold the company in 1996 to NYSE-traded HFS, RCI had more than 4,000 employees.

Christel’s passion for life, for causes, for people and for the arts, music, and nature was underscored by a deep commitment to excellence in all that she did. She made a difference as an employer, as a community leader, and as a philanthropist. The Christel DeHaan Family Foundation (CDFF) was privileged to oversee more than \$133 million in grants supporting over 700 arts, education, child welfare, and human needs organizations during its lifespan (2009–2023). In 1998 she founded Christel House, a public charity that helps children around the world break the cycle of poverty and become self-sufficient, contributing members of society.

Through her careful planning, the work of Christel House will continue. Currently serving nearly 6,000 students, Christel House uses a holistic approach, which ensures that a child’s basic needs are met, and then provides top-quality education, character development, career-planning, and ultimately, job placement. As a thoughtful and strategic philanthropist, Christel DeHaan desired CDFF to close following her death and corpus assets be provided to designated organizations through Legacy Gifts.

Christel was an avid supporter of the ISO and attended a wide range of programming, from classical concerts to *Symphony on the Prairie* and *Yuletide Celebration*. Over \$6,800,000 was donated to the ISO through direct gifts from the CDFF and through support recommended by the CDFF Board. On top of financial support, Christel also donated her time by serving on the Music Director Search Committee that appointed Mario Venzago as Music Director of the ISO in 2002. Christel had a close relationship with Raymond Leppard, the ISO’s Music Director prior to Maestro Venzago. She even wrote a poignant tribute that was read at Maestro Leppard’s memorial service at the beginning of 2020.

In 2023, the ISO received a Legacy Grant from the CDFF to endow the Opening Night Gala and Community Engagement programs. Since 2001, the CDFF has supported the ISO’s Opening Night Gala. The ISO is establishing a second named endowment sub-fund to create the Christel DeHaan Community Engagement Fund. This fund will support opportunities for community members to engage with the ISO’s Music Director and orchestra. This includes support for work that allows the orchestra to reach new audiences and perform in nontraditional spaces outside of the Hilbert Circle Theatre.

The support of the ISO by Christel and the CDFF has been unmatched. Christel’s advocacy for and love of the ISO has allowed the organization to grow and prosper over the years. Her passion for artistic excellence has pushed the organization to continually strive to be an arts leader in Indianapolis and central Indiana.

Christel’s philosophy of life was “to care, to share, to make a difference,” and nothing could summarize her life more clearly.

Development

LILLY PROJECT GRANT FOR STRATEGIC PLANNING

Thanks to a generous grant from Lilly Endowment, the ISO recently completed our most comprehensive planning process in over a decade. The result is a new strategic plan that will guide the ISO through our Centennial celebration in 2030 and beyond, in addition to a facilities assessment and theater master plan of the Hilbert Circle Theatre. The strategic plan is focused on increasing the ISO’s community connection through deepened engagement, outreach, and accessibility.

FORE! THE ISO

On Thursday, April 25, the ISO held the inaugural *FORE! the ISO* event at Back 9 Golf and Entertainment. More than 65 stakeholders attended the event, resulting in \$37,462.99 raised for the ISO’s education programs, including Discovery Concerts, the Metropolitan Youth Orchestra, and the Teddy Bear Concert Series.

DONOR’S GENEROSITY SPONSORS A RENOWNED GUEST ARTIST

We were honored to have Dr. Trudy W. Banta as the guest artist sponsor for pianist Benjamin Grosvenor during his unforgettable performance with the Indianapolis Symphony Orchestra in May 2024. Trudy’s sponsorship not only allowed Benjamin to bring his powerful interpretation of Liszt’s concerto to life but also reflected her steadfast dedication to supporting the arts in our community. To celebrate

Trudy’s generous role, we acknowledged her contributions during the concerts, and afterward, she and Benjamin shared memorable moments over dinner and brunch the following day, where they connected over their shared passion for music. Trudy’s sponsorship brought a thrilling performance to our city and set an inspiring example for others who might consider supporting the arts in this meaningful way. Sponsorship opportunities with the Indianapolis Symphony Orchestra allow patrons to experience these remarkable moments firsthand and to foster the growth of music and culture in Indianapolis.



DONORS ENJOYING MEMORABLE EVENTS

In 2024, the Indianapolis Symphony Orchestra hosted a variety of benefit and engagement events that provided exclusive experiences to over 800 households and patrons. These events, designed to deepen relationships with the Symphony’s most loyal supporters, included fan-favorite gatherings such as *Symphony on the Prairie*, open rehearsals, and private meet-and-greets with musicians, guest artists, and conductors.

A standout event was the Symphony Salon in partnership with Indiana Landmarks, where patrons engaged in discussions with **violinist Vadim Gluzman** and **ISO Concertmaster Kevin Lin**. This event offered a chance to hear personal reflections on the season’s performances. Additional highlights included a special reception with **Music Director Jun Märkl**, where donors celebrated the season’s successes. These long-standing benefit events provided cherished, behind-the-scenes access, reaffirming donors’ invaluable role in sustaining the arts in Indianapolis.



“Printing Partners proudly supports the Indianapolis Symphony Orchestra, whose world-class music enriches our community and makes Indianapolis a more vibrant place to live. Supporting our community nonprofits is a priority for us in addressing essential needs in our city.”

— MARY AND JOEL O'BRIEN, OWNERS OF PRINTING PARTNERS

Development

“At RJE, giving back and community engagement are the heart of who we are. We’re proud to support the Indianapolis Symphony Orchestra, knowing the incredible impact they have on our community and beyond. Together, we’re creating harmony through partnership and purpose!”

-SHELLY LANGONA, CEO + PRESIDENT OF RJE

SUBSCRIBER INTERMISSIONS AND SPECIAL EVENTS CREATE NEW DONOR CONNECTIONS

In the 2023-24 concert season, the ISO introduced several new donor engagement initiatives to build connections both inside and outside the concert hall. These fresh approaches, such as subscriber intermissions, *Yuletide Celebration* tours, and donor-hosted house parties, fostered unique opportunities for patrons to experience the ISO in intimate and memorable settings.

The four subscriber intermissions, held during Friday and Saturday Pops and Classical concerts, invited 160 longtime subscribers—many of whom had not donated recently—into the Wood Room for complimentary refreshments and conversation with board members, staff, and musicians. These events proved effective in re-engaging past supporters, with CEO James Johnson personally inviting attendees to deepen their relationship by becoming donors.

The three *Yuletide Celebration* tours and the four donor-hosted house parties were other highlights of the season, offering exclusive behind-the-scenes access and personal interactions with key figures like guest pianist **Alexandra Dariescu**, **Principal Pops Conductor Jack Everly**, and **Music Director Jun Märkl**. Their participation brought a personal touch, giving attendees rare, close-up interactions with these world-renowned talents, which left a lasting impression on all who attended.

These intimate gatherings not only cultivated meaningful relationships but also brought new donors into the ISO’s circle, highlighting the success of these creative outreach efforts. Moving forward, the ISO plans to expand these initiatives to further connect with more supporters in the 2024-25 season.



FORTE

The FORTE Young Professionals group saw unprecedented growth in the 2023-2024 season, with over fifty new members and an active Leadership Team of thirteen professionals committed to advancing the mission of developing a network of supporters for the Indianapolis Symphony Orchestra by offering engaging, symphony-focused opportunities for young professionals.

FORTE hosted eight Nights @ The Symphony, including three Uncharted performances, in partnership with IndyHub and other networking organizations to produce the increasingly popular FORTE after-parties at Hilbert Circle Theatre. A highlight of FORTE’s season was the first-ever

FORTE Chamber Music Series, which featured musicians of the ISO performing Mendelssohn’s Octet in the cabaret space of The District Theatre for a unique and intimate concert experience.

INDIANAPOLIS SYMPHONY ORCHESTRA ASSOCIATION

The ISOA raised \$225,000 for the Indianapolis Symphony Orchestra this past year, contributing 14,257 volunteer hours, valued at \$453,373. The 2024 Spring Jubilee was a major success, generating a net profit of \$108,766.50. Additional fundraising efforts included luncheons, dinners, a trolley tour, and other community-driven events.

Quick FORTE Stats:

8 FORTE NIGHTS @ THE SYMPHONY
3 Classical, 2 Pops, 3 Uncharted

2 EXTERNAL FORTE EVENTS
FORTE @ The Chatterbox, FORTE Chamber Music Series

5 ISO SPECIAL EVENTS
Opening Night Gala, Symphony on the Circle, FORTE Yuletide Backstage Tour & FORTE Yuletide Volunteer Day, FORE! The ISO

3 OUTREACH ACTIVITIES
YPCI Golf Outing, Indyvolved, Get On-Board

Artistic



The 2023-24 season started with a hugely successful gala opening night with local hero violinist Joshua Bell giving a stirring rendition of the Bruch First Violin Concerto, followed by encores joined by Mr. Bell’s wife, the extraordinary soprano Larisa Martinez. The evening was led by the ISO’s fourth music director, John Nelson. It was a night to remember, full of nostalgia for ISO’s storied past mixed with promise for the future.

With a newly installed Music Director Designate in Jun Märkl, ISO endeavored to fill a number of key

titled positions in the orchestra that had remained vacant for, in most cases, many seasons. These include Principal Flute (Austin Brown), Principal Harp (Claire Thai), three titled Second Violin positions (Principal 2nd Bryson Karrer, Associate Principal 2nd Bella Seo, Assistant Principal 2nd Marisa Votapek), Associate Principal Viola (Zhanbo Zheng), and Second Oboe (Tanavi Prabhu). This work will continue in the 2024–25 season as we look to fill the key open positions of Principal Clarinet, Principal Trombone, Associate Concertmaster, Associate and Assistant Principal Cello, as well as Section First Violin positions.

“I hope you know how much the Indianapolis Symphony Orchestra means to me. Coming into the theatre, I feel I’m in a place of comfort & joy – and I will always be grateful to the ISO for helping me feel such connection to special people & sharing beautiful music with them.”

— CAROL E. TAYLOR

The 2023–24 Classical Series continued our attention to women and minority composers through ISO’s “Unheard Voices” initiative featuring compositions by Joan Tower, Adolphus Hailstork (co-commission), Lili and Nadia Boulanger, Chevalier de Saint-George, Coleridge-Taylor Perkinson, Wynton Marsalis (co-commission), Grazyna Bacewicz, Ethel Smyth, Augusta Holmes, and Hannah Munktel.

In addition to the regular series ISO presented a special program dedicated to Women’s History. This program saw conductor Rebecca Tong make her ISO debut along with Sphinx violinist Melissa White

and featured music by women composers from around the world including Brazil (Clarice Assad), the United States (Florence Price), China (Chen Yi), Canada (Vivian Fung), Indonesia (Eunike Tanzil), and Mexico (Gabriela Ortiz). This concert brought together many community partners including CICF Women’s fund, Girls Inc., Latinas Welding Guild, Centers of Wellness for Urban Women, Girl Scouts of Central Indiana, among many others.

The ISO proudly continued its partnership with the Sphinx Organization, which is dedicated to increasing the representation of Black and Latino



Artistic

musicians in classical music. This collaboration featured two chamber concerts and two full orchestra performances, showcasing ten exceptional guest musicians recommended by the Sphinx Organization. Among these talented artists, conductor Anthony Parnter, violinist Adé Williams, and pianist Pallavi Mahidhara will make their highly anticipated return in the 2023–24 season.

The *Uncharted Series* with Steve Hackman continues to be a very successful series with near sold-out crowds for each concert. Mo. Hackman’s creativity abounds as he seamlessly blends legendary classical compositions with the music of popular artists of today. These performances see our most diverse audiences across

all categories of performances. Though the music of the pop artist is what often brings people through the door, the classical underpinnings make a lasting impression on audiences, many of whom have never seen an orchestra or classical music before. Audience feedback suggests these performances are opening doors to engagement of younger audiences to attend our classical series performances.

As special events in the 2023–24 season, the orchestra performed a special concert with legendary singer Andrea Bocelli again at Gainbridge Fieldhouse. This nearly sold-out show was a wonderful way to increase the ISO’s visibility to nearly 15,000 attendees. The ISO was also invited to perform at the closing Mass of the



National Eucharistic Congress at Lucas Oil Stadium. This massive event saw tens of thousands of worshipers from around the globe and was also broadcast internationally on the Catholic cable network, EWTN. The ISO was honored to be included in this historic congress and the response was extremely positive.

Principal Pops Conductor Jack Everly continued to bring innovative Pops programming to Hilbert Circle Theatre audiences, including a staged production of *South Pacific: In Concert*, top Broadway names including Heather Headley and Liz Callaway, and the dazzling AES Indiana *Yuletide Celebration*. The season’s highlights included sold-out performances with newly appointed Principal Guest Conductor



of Pops Enrico Lopez-Yañez conducting the ISO and singer-songwriter Cody Fry. Patrons were delighted with *Disney in Concert: The Sound of Magic*, a new live-to-film experience that explored the legendary history of Disney animation.

Kroger *Symphony on the Prairie* featured the orchestra performing the music of John Williams conducted by Maestro Everly, as well as the beloved Star-Spangled Symphony program celebrating the Fourth of July. Notable tribute artists included Let’s Sing Taylor, a tribute to Taylor Swift, who performed to an enthusiastic, sellout audience. Not far behind in attendance was A1A, a tribute to the late Jimmy Buffett.

“Thanks for all the ISO does to exemplify to all of us a wonderful sense of community.”

— ANONYMOUS

Education and Community Engagement

METROPOLITAN YOUTH ORCHESTRA

The Metropolitan Youth Orchestra continued to serve students and families in the Indianapolis community through meaningful partnerships and special opportunities and performances under the direction of Krystle Ford. MYO continued its tradition of playing a wide range of music that strikes a balance between exposing students to various genres, but also ensures we represent the families that we serve. We performed modern classical, female composers, living composers, and ended the season with a “decades” themed concert playing hits by Bruno Mars, Tina Turner, Queen and Prince!



Other highlights include:

- » 9 Chamber Ensemble performances including performing the National Anthem at the Indiana Fever and Pacers games
- » Recently graduated alum, Pasha Miller, currently studying music education at Butler University, has returned to our program as a teaching artist
- » New Networking for Introverts sessions where high school students learned valuable skills and put their new-found skills to the test at a pre-concert reception with ISO staff, donors, and volunteers
- » New Intro to Composition workshop for over 100 students and parents
- » Second Chance Strings with ISO Staff where MYO students taught staff members how to play an instrument in an hour
- » Guest artist encounters with several Sphinx artists including Esme Arias-Kim, Alexandra Switala, Brandon Leonard, and Dillion Scott
- » Side by Side rehearsals with the Indianapolis Symphony Orchestra musicians
- » 7 community partners including Second Helpings, IndyGo, Art of the Soul, Marian University, and so many more

Core Offerings:

- » College tours, admission info, and career prep
- » Resume building and mock interview sessions
- » Personal finance classes
- » Art therapy through Art of the Soul
- » Meals, three times a week
- » Public transit training
- » Gigging and other performance opportunities

Showcase Information:

184
participants and **75**
playing parents

12
ensembles, plus a
parent orchestra!

Average tenure of an MYO teacher is
6 years!

24
concerts and events
this season

18
teachers, including
5 alumni and **4**
ISO musicians

\$225
tuition per student

50%
teachers of color

95%+
student retention
rate every year

115+
meals served with
Second Helpings

2,346
lesson hours

450
rehearsal hours

Education and Community Engagement

DISCOVERY CONCERT SERIES

The 2024 *Discovery Concert Series*, presented by Community Health Network, brought students on a musical journey traveling to nine countries with the program *Around the World with the ISO!* The program is uniquely designed each year for students grades 3-6 to experience orchestral music at Hilbert Circle Theatre. Assistant Conductor Su-Han Yang and second-time guest narrator Sampson Livingston acted as co-pilots that led the “flight” around the world from traveling from the United States to Mexico, Brazil, Argentina, Taiwan, Thailand, Nigeria, Italy, and Austria. The concert was an unforgettable immersive experience for our attendees from the moment they stepped into the Hilbert Circle Theatre doors getting their passport-shaped student packet “stamped” with Hilbert Circle Theatre stickers handed out by our volunteers dressed as flight attendants, and airplane themed animations! The comprehensive teacher curriculum included Indiana Academic Standards on areas of ethnic studies, geography and history of the world, and social studies, in addition to other core subjects.

“The Discovery Concert series not only exposed my students to the beauty of different cultures but also provided a safe and welcoming space for them to feel at home within the music. The authenticity and richness of the performances created a special moment that transcended the boundaries of the concert hall and resonated deeply with the children.”

— PETER J. FELICE, OUR LADY OF LOURDES CATHOLIC SCHOOL



Dear ISO,
I'm really inspired by you.
So much that I want to play
clarinet. Thank you for the per-
formance. I loved it.

Sincerely,
Maggie

Showcase Information:

7 Concerts

4 ASL-interpreted performances

Bilingual curriculum offered in English and Spanish

Staff Volunteers

51

ISOA Volunteers/ Ushers

9,400+

Students attended: representative of **15** counties in Indiana and **8** townships in Marion County



Education and Community Engagement

TEDDY BEAR CONCERT SERIES

This past season, the popular *Teddy Bear Series*, presented by the Indianapolis Colts, performed a record 24 performances! The beloved program received funding from United Way of Central Indiana through Early Learning Indiana to bring *The Runaway Strings* to all eight Marion County Early Learning Indiana locations.

The five different original stories for children ages 3-6, written by ISO violinist Victoria Kintner Griswold, invite young children to move along with the music while being introduced to instruments of the orchestra!



SIDE BY SIDE

The long-awaited return of the *Side by Side* program was a triumphant success welcoming 40 students from all over Central Indiana! More than 50 students audition for the opportunity to participate in four weeks of intensive coaching and sectionals with ISO musicians, concluding with a performance with their professional counterparts on the historic Hilbert Circle Theatre stage! This year, they performed Wagner, Grieg, and Tchaikovsky under the direction of Su-Han Yang, ISO's Assistant Conductor.



“I got to play with actual professionals, and as I hope to also be a professional musician, I have a clearer picture of the hard work and dedication I need to close the gap between where they are and where I am. It makes me practice!”

— SIDE BY SIDE STUDENT

Showcase Information:

2,000+ Children served this season	Violin petting zoos are available after every concert
All performances are free and open to the public	
3 Books are now available for purchase online	All Teddy Bear books are 100% made in Indiana

Performed at **24** locations this season, serving **5** different counties in Central Indiana

Showcase Information:

7 Rehearsals	4 Sectionals
29 ISO musicians participated in rehearsals and sectionals	Participating students represented 18 different schools

Education and Community Engagement

MICHAEL BEN & ILLENE KOMISAROW MAURER YOUNG MUSICIANS COMPETITION

2024 marked the first year that the Michael Ben & Illene Komisarow Maurer Young Musicians Competition offered two categories to support budding musicians under 13 years old. After a preliminary round of video submissions, 8 finalists advanced to the return of the live final round at Hilbert Circle Theatre. Prudence Peng, 12, claimed first prize on the violin in the junior category. Miranda Isbitts, 17, the winner of the senior category, received the opportunity to perform Brahms Violin Concerto in D major, Op. 77 with the Indianapolis Symphony Orchestra at the Side by Side Concert in March!

Showcase Information:

7

Jury Panelists including 5 ISO Musicians

\$4,550

was awarded and distributed amongst the finalists of the competition

Contestants represented 9 schools, 6 counties, and 7 schools districts throughout Indiana



ISO CONNECT

Through the ISO Connect program, educators enhance their students' learning through a variety of engaging experiences, including instrument petting zoos, post-concert meet and greets, Hilbert Circle Theatre tours, and The Sassy Violist program developed by our ISO violist Amy Kniffen. Each Sassy Violist program combines elements of music, literature, poetry, history, and social justice in an immersive experience that uses live music to educate students K-12.



Showcase Information:

16

Schools engaged through ISO Connect serving 7 counties in Indiana as well as visiting schools from Ohio and Texas!

6

Post-Concert Meet & Greets

9

Sassy Violist performances

3

Career Presentations by ISO Staff Members

Education and Community Engagement

FIRST THURSDAYS

First Thursdays is the community’s *free* ticket to go behind the scenes at the ISO! This newly refreshed program aims to create a casual space for the public to learn more about the orchestra through performances, exclusive interviews, and interactive activities! Each hour-long program highlighted different aspects of the ISO in three digestible segments featuring ISO musicians, conductors, staff, artists, and community members as guests!

Showcase Information:

5

Programs throughout the season

16

Guests in total including

- | | |
|--------------------|------------------|
| Michelle Cann | Yuletide Artists |
| Chris Williams | 7 ISO Musicians |
| Sampson Levingston | 4 ISO Staff |



SYMPHONY CONNECTIONS

We’re committed to continuously learning about the community we serve and meeting people where they are. Deeper partnerships were maintained through regular performances at IU Hospital Simon Cancer Center, Eskenazi Health Marianne Tobias Music Program, and Marquette Manor. The ISO has also made meaningful appearances at various events around the city throughout the year including the Penrod Arts Fair, IndyHub’s IndyVolved, Global Village’s Lunar New Year Celebration, Indy Pride, Leadership Indianapolis’ Get On Board, and Indy Chamber’s Fast Forward.



Performance highlights include:

- » The ISO Brass Quintet performed for thousands of people who gathered at White River State Park to watch the solar eclipse in April!
- » ISO musicians performed chamber concerts at the Original Farmers’ Market in its new location at Monument Circle throughout the summer.
- » The ISO Cello Quartet performed by the 66-foot replica of the Eiffel Tower as part of the USA Swimming Live on Georgia Street activation during the Olympic Trials in June!
- » Partnered with SPARK on the Circle for the second year of Make Music Indy Day, presented by Eskenazi Health.
- » and so much more!

Showcase Information:

30+

Community engagement events in the 2023-2024 season

25,000+

Community members engaged in the Indianapolis area

Our musicians invest over **300** volunteer hours in connecting with our community

Musicians of the ISO

*As of January 2, 2025

First Violin
Kevin Lin, Concertmaster, <i>The Ford-West Chair</i>
Peter Vickery, <i>Acting Associate Concertmaster, The Meditch Chair</i>
Michelle Kang, <i>Assistant Concertmaster, The Wilcox Chair</i>
Vincent Meklis, <i>Acting Assistant Concertmaster</i>
Philip Palermo, <i>Associate Concertmaster Emeritus</i>
Michelle Black
Sophia Cho
Sherry Hong
Shomya Mitra**
Katherine Lee Morris**
Sage Park**
Chak Chi Wong**
Hán Xiè+
Second Violin
Bryson Karrer, <i>Principal</i>
Byul (Bella) Seo, <i>Associate Principal</i>
Marisa Votapek, <i>Assistant Principal, The Taurel Chair</i>
Melissa Deal
Jennifer Farquhar
Hua Jin
Yeajin Kim
Victoria Kintner
Jayna Park
Lisa Scott
Claire Thaler**

Viola
Yu Jin, <i>Principal, The Schlegel Chair</i>
Zhanbo Zheng, <i>Associate Principal</i>
Zachary Collins, <i>Acting Assistant Principal</i>
Caleb Cox
Nicholas Gallitano**
Yang Guo
Amy Kniffen
Li Li
Emily Owsinski**
Cello
Austin Huntington, <i>Principal</i>
Jonah Krolik, <i>Acting Associate Principal</i>
Nicholas Donatelle, <i>Acting Assistant Principal</i>
CJ Collins**
James Cooper
Stephen Hawkey
Adam Lee**
Sam Viguerie
Contrabass
Ju-Fang Liu, <i>Principal</i>
Robert Goodlett II, <i>Assistant Principal</i>
Mitchell Ballester
L. Bennett Crantford
Sharif Ibrahim
Brian Smith
Bert Witzel

Flute
Austin Brown, <i>Principal, The Sidney & Kathy Taurel Chair</i>
Alistair Howlett, <i>Acting Assistant Principal,</i>
Dianne Seo**
Piccolo
Dianne Seo**, <i>Janet F. and Dr. Richard E. Barb Chair</i>
Oboe
Jennifer Christen, <i>Principal, The Frank C. Springer Jr. Chair</i>
Tanavi Prabhu
Roger Roe, <i>Assistant Principal</i>
English Horn
Roger Roe, <i>The Ann Hampton Hunt Chair</i>
Clarinet
Samuel Rothstein, <i>Acting Principal</i>
Cathryn Gross
Campbell MacDonald,** <i>Acting Assistant Principal, The Huffington Chair</i>
Bass Clarinet
Campbell MacDonald**
Bassoon
Ivy Ringel, <i>Principal</i>
Michael Muszynski
Mark Ortwein, <i>Assistant Principal</i>

Contrabassoon
Mark Ortwein
Horn
Robert Danforth, <i>Principal, The Robert L. Mann and Family Chair</i>
Richard Graef, <i>Assistant Principal</i>
Julie Beckel
Alison Dresser, <i>The Bakken Family Chair</i>
Jill Boaz
Trumpet
Alexander Schwarz**, <i>Acting Principal Trumpet, The W. Brooks & Wanda Y. Fortune Chair</i>
Daniel Lewis
Micah Reinharz**, <i>Acting Assistant Principal</i>
Conrad Jones+
Trombone
Ryan Miller,** <i>Acting Principal</i>
Joseph Aumann,** <i>Acting Assistant Principal</i>
Bass Trombone
Riley Giampaolo, <i>The Dr. and Mrs. Charles E. Test Chair</i>
Tuba
Anthony Kniffen, <i>Principal</i>

Timpani
Jack Brennan, <i>Principal, The Thomas N. Akins Chair</i>
Craig A. Hetrick, <i>Assistant Principal</i>
Percussion
Braham Dembar+, <i>Principal</i>
Jon Crabel**
Pedro Fernández
Craig A. Hetrick
Harp
Claire Thai, <i>Principal, The Walter Myers Jr. Chair</i>
Keyboard
<i>The Women’s Committee Chair Endowed in honor of Dorothy Munger</i>
Library
James Norman, <i>Principal Librarian</i>
Laura Cones, <i>Assistant Principal Librarian</i>
Cynthia Stacy, <i>Assistant Librarian</i>
Susan Grymonpré, <i>Assistant Librarian</i>
Stage
Kit Williams, <i>Stage Manager</i>
P. Alan Alford, <i>Technician</i>
Steven A. Martin, <i>Technician</i>
Patrick Feeney, <i>Technician</i>

*The Fifth Chair in the Second Violin Section is seated using revolving seating. String sections use revolving seating. **One-year position +Leave of Absence

Administration and staff of the ISO

*As of January 2, 2025

Executive Office

James M. Johnson, *Chief Executive Officer*
Jennifer Janik, *Vice President of Finance & CFO*
Edward Parsons, *Vice President of Artistic Operations*
Stephanie Hays-Mussoni, *Vice President of Development*
Sara Galer, *Vice President of Marketing & Communications*
Larry R. Baysinger, *Vice President of Human Resources*
Philomena Duffy, *Associate Vice President of Orchestra Personnel*
Lee Ann Hall, *Executive Assistant to the CEO*

Venue Operations

Marcus Mizelle, *Interim Director of Venue Operations*
Kathryn Thomas, *Interim Director of Hospitality and Rentals*
Roberto Tapia, *Day Porter*

Artistic Administration

Edward Parsons, *Vice President of Artistic Operations*
Philomena Duffy, *Associate Vice President of Orchestra Personnel*
Alyssa Brooks, *Director of Orchestra Operations*
Milner Fuller, *Manager of Classical Programming*
Ty A. Johnson, *Senior Director, Pops Programming and Presentations*
Brandy Rodgers, *Senior Manager of Pops, Yuletide Celebration & Symphonic Pops Consortium*
Matthew Creek, *Pops and Presentations Coordinator*
Bennett Crantford, *Assistant Orchestra Personnel Manager*

Development

Stephanie Hays-Mussoni, *Vice President of Development*
Rose Branson, *Senior Director of Annual Giving*

Maggie Leemhuis, Senior Director of Corporate and Foundation Giving

Kelli Dawson, *Associate Director of Corporate and Foundation Giving*
Kellie Kierce, *Associate Director of Individual Giving*
Liz Marvin, *Associate Director of Individual Giving*
Tim Stephenson, *Director of Major Giving*
Emelyn Godby, *Corporate Stewardship Manager*
Allison Fields, *Donor Stewardship & Development Events Manager*
Kara Sudheimer, *Gift Processor & Development Database Administrator*
Chrissi Laut, *Executive Administrative Assistant*

Marketing & Communications

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Jen Huber, *Communications Content Manager*
Luke Cooley, *Senior Graphic Designer*
Olivia Burl, *Graphic Designer*
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Education and Community Engagement

Nicha Stapanukul, *Director of Education and Community Engagement*
Liana Powell, *Education and Community Engagement Manager*
Krystle Ford, *Director of Metropolitan Youth Orchestra*
Jordan Nelson, *Associate Director, MYO*
Ilana Shinkle, *MYO Administrative Assistant*

Finance

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Adam White, *Controller*
Stephanie Antrim, *Staff Accountant*
Nate Rushton, *Staff Accountant*

Human Resources

Larry R. Baysinger, *Vice President of Human Resources*
Melissa Sanders, *Human Resources Generalist & Wellness Advocate*

A message from Greg Loewen, Chair



The past year brought significant opportunities to the Indianapolis Symphony Orchestra in many ways. The ISO made notable year-to-year gains in ticket sales and contributed income. New programs like Symphony on the Circle helped the ISO connect with our community and expand our audience. A new era of artistic leadership began with the announcement of Jun Märkl as the ISO’s eighth music director. All of these developments allowed the ISO to continue serving our neighbors through educational programs and cultural experiences that enhance daily life in our city and beyond.

As the ISO marked these successes during the 2023-24 season, the important work of creating the next strategic plan was underway. This huge undertaking engaged several different partners, all of whom coordinated with each other to assist the ISO in

producing a strategic plan, including a facilities assessment, a vision for the Hilbert Circle Theatre that considers the needs of patrons, musicians, stage crew, staff, and our city, and an economic impact study that outlines the ISO’s contributions to the downtown economy. As we look ahead to the new year, the strategic plan will offer a path to a thriving future.

On behalf of the ISO Board, I would like to express my gratitude to our donors, whose remarkable generosity makes this work possible. From the strengthened bonds between parents and children who rehearse together for the Metropolitan Youth Orchestra to the first-time patron experiencing the remarkable talent of ISO musicians, your support helps the ISO make a difference in our community. I would also like to recognize all the participants who

contributed to the strategic plan, including donors, musicians, staff, ISO management, community partners and advisors, as well as the consultants whose work formed the basis of the plan.

I would like to thank my colleagues who serve on the Board of Directors, who provide their time, guidance, and commitment to the ISO’s continued success. I am likewise grateful to the ISO musicians whose skills and artistic excellence build the foundation of the ISO’s mission, as well as their vital work volunteering and teaching in our community. I would also like to recognize the amazing ISO staff, management, and artistic leadership whose innovation and hard work create a sustainable path forward as we set the strategic plan into action.

Thank you to our generous supporters!

The following list of donors made a gift between September 1, 2023, and August 31, 2024, for the 2024 fiscal year.

With sincere gratitude, we thank every one of you for your generous donation to the Indianapolis Symphony Orchestra. For a complete listing of our 2024 donors, please visit indianapolissymphony.org/support/our-donors.

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Thank you to our amazing volunteers!

Volunteers truly are the beating heart of the Indianapolis Symphony Orchestra. With nearly 250 volunteers contributing more than 5,000 hours year-round, the ISO is deeply grateful for their support.

Sam and Carol Bixler, who were recognized as 2024 Volunteers of the Year, have been volunteering for the ISO for nine years, beginning with AES Indiana *Yuletide Celebration*.

What made you decide to volunteer for the ISO?

“We had an interest in supporting the ISO, and we appreciated the usher interactions that we had experienced as patrons.”

What do you love about being an ISO volunteer?

“We love the idea of supporting the ISO. We also get to interact with a wide array of visitors, from Metropolitan Youth Orchestra concerts to the Fox News Town Hall to Yuletide to Classical. We get to enjoy a lot more great music than we could as subscribers. At the same time, we meet interesting fellow volunteers and staff.”

What would you say to someone who’s thinking about volunteering for the ISO?

“Good verbal communication skills are required. Try it—you might like it!”





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