



INDIANAPOLIS
SYMPHONY
ORCHESTRA



Annual Report
2024-2025

Our Mission

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



Board of Directors

Serving from September 1, 2024, to August 31, 2025

Officers

Eric Sutphin, Interim Chair
Matthew Gutwein, Vice Chair
Christina Bodurow, Ph.D., Secretary

Eric Sutphin, Treasurer
James M. Johnson, Chief Executive Officer

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Gustavo Garavaglia*
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Matthew Gutwein*
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Liz Kyzr (In Memoriam)
Shelly Langona
Karen Ann P. Lloyd
Greg Loewen (In Memoriam)
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Tori Weyers
David Wilcox
Fred Winters
C. Daniel Yates



In memory of Greg Loewen, who joined the Board of Directors in 2015 and went on to become Treasurer, Vice Chair, and Chair. His dedicated service and visionary leadership will continue to inspire his colleagues as they carry on his legacy of service to the community.

Indianapolis Symphony Orchestra Foundation Board of Directors

Mark Mutz, Chair
Robert (Bo) Ramsey III, Secretary
Jill Margetts, Treasurer
Scott Davis
Tom Grein

Martha Lamkin
Susan Ridlen
Mark A. Stempel
John Thornburgh

Board of Trustees

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A message from James M. Johnson, CEO



While the music director of a major American orchestra is best known for conducting concerts, that is just one task among many leadership responsibilities. When **Jun Märkl** began his tenure as the eighth music director of the ISO in the 2024-25 season, he embraced all that the job entails. Connecting with community members and ISO patrons, collaborating with arts organizations and other nonprofits, creating new programs to grow the audience for classical music—Maestro Märkl was nonstop in pursuing new initiatives at the start of his tenure. Apart from these endeavors, he was focused on nurturing the orchestra's artistic excellence, welcoming more than 20 new musicians in his time as

Artistic Advisor and now Music Director, and programming challenging music for the orchestra to play. This dedication to the success of the Indianapolis Symphony Orchestra remains the focus of our music director to this day. It informs all that we do to ensure that the ISO thrives by fulfilling its mission to inspire and unite our community through our music.

Jun Märkl's tenure began under auspicious circumstances as we launched a new strategic plan and completed an assessment of our facilities. By reenvisioning the role of the orchestra in our community and reimagining how our theater can better serve musicians and audiences, we believe we will forge a path first to sustainability and then growth. Our sights are set on achieving key strategic milestones by the ISO's 2030 centennial. In the 2024-25 fiscal year, we pursued the next steps in our planning work, engaging partners, and building the team that will enable us to reach our objectives.

While pursuing these longer-term goals, we celebrated new achievements in the 2024-25 season, reaching new audiences and engaging more members of our community through programs outside the concert hall. We can be justifiably proud of serving tens of thousands of community members through the musical and educational programs described in these pages. The team that supports this work lost a key member in the year past when our board chair, **Greg Loewen**, passed in July after bravely battling an illness. Our thoughts remain with his family and colleagues. I am deeply grateful to Eric Sutphin, who stepped in as interim chair, and led the board with dedication and purpose through important deliberations during a difficult time.

The Indianapolis Symphony Orchestra is dedicated to serving Central Indiana with programs that bring us together and encourage us to dream big. I am honored to have as partners in this work conductors, musicians, administrators, teachers, technicians, board leaders, and volunteers who are not satisfied with anything but excellence in all that we do.

James M. Johnson, CEO

A handwritten signature in black ink that reads "James M. Johnson". The signature is fluid and cursive, with a distinct "J" at the beginning.

A message from Eric Sutphin, Chair



Thanks to the leadership of the Board of Directors, administrative staff, and musicians, work has begun to build a thriving future for the Indianapolis Symphony Orchestra. The strategic plan and facilities assessment work completed in the prior fiscal year is now underway. This work sets the ISO on a path to long-term sustainability. Through expanded community partnerships that grow audiences and internal initiatives to address the ISO's infrastructure, the ISO is laying the foundation for a successful future.

The business plan provides the ISO a path to continued sustainability and will provide a base of support for the artistic vision of Jun Märkl, who began his tenure as the ISO's eighth Music Director during the 2024-25 season. Maestro Märkl challenges the orchestra to reach new heights of musical excellence while finding new ways to connect our community through music. From 'Symphony in the Parks' and 'Symphony on the Circle' to the Indianapolis Ballet collaboration supported by the Allen Whitehill Clowes Charitable Foundation, the ISO is expanding its presence in the community and reaching new audiences. Partnerships with Butler University and the University of Indianapolis further enhance these efforts, along with artistic initiatives like 'Into the Music' and more opportunities for families to engage in the Teddy Bear Concert Series.

All these efforts are reinforcing the ISO's position as a vital community asset. As we look ahead and prepare for a comprehensive fundraising campaign, the ISO can be confident in the community's support that will be fundamental to the campaign's success. I am grateful to the members of the Board of Directors for their continued participation in leading and support. I look forward to what the future holds as we embark on this new chapter in the ISO's history.

Eric Sutphin, Interim Chair

Total Ticket Sales

(Excluding off-site performances)



\$8,377,888
TICKET SALES

167,452
TOTAL PAID TICKETS



2024-2025 by the Numbers



110.61%
TO GOAL

\$2,875,946
IN SALES

35,716
TOTAL PAID TICKETS



98.2%
TO GOAL

\$2,743,767
TICKET SALES

70,086
TOTAL PAID TICKETS

Financial Summary

SUMMARY OF GENERAL OPERATING RESULTS AND CASH FLOWS (in thousands of dollars)

August 31
2025

August 31
2024

REVENUE

Earned Revenue		
Ticket Sales & Fee Income	9,393	9,304
Rental Income	518	570
Program Advertising	52	68
Education	72	68
Other Earned Revenue	218	150
Total Earned Revenue	10,253	10,160
Contributed Income		
Annual Fund	8,068	7,984
Designated Income	-	615
Campaign	203	-
Total Contributed Income	8,271	8,599
ISO Foundation		
Total Revenue	26,435	24,212

EXPENSES

Orchestra Operations	10,137	9,776
Concert Production	6,426	6,631
General & Administrative	2,748	2,972
Marketing	2,433	2,021
Facilities	2,087	2,210
Development	1,424	1,330
Learning Community	817	699
Patron Services	260	311
Depreciation	329	332
Other	220	243
Total Expenses	26,881	26,525

CHANGE IN NET ASSETS, GENERAL OPERATING

(446)

(2,313)

ADJUSTMENTS TO CALCULATE NET CASH FLOW

Depreciation Expense	329	332
Capital Expenditures	(736)	(248)
Change in Net Assets With Donor Restrictions	4,999	(1,354)
Change in Receivables	(1,291)	1,134
All Other Cash Flows (Net)	810	51
NET CHANGE IN CASH	3,665	(2,398)

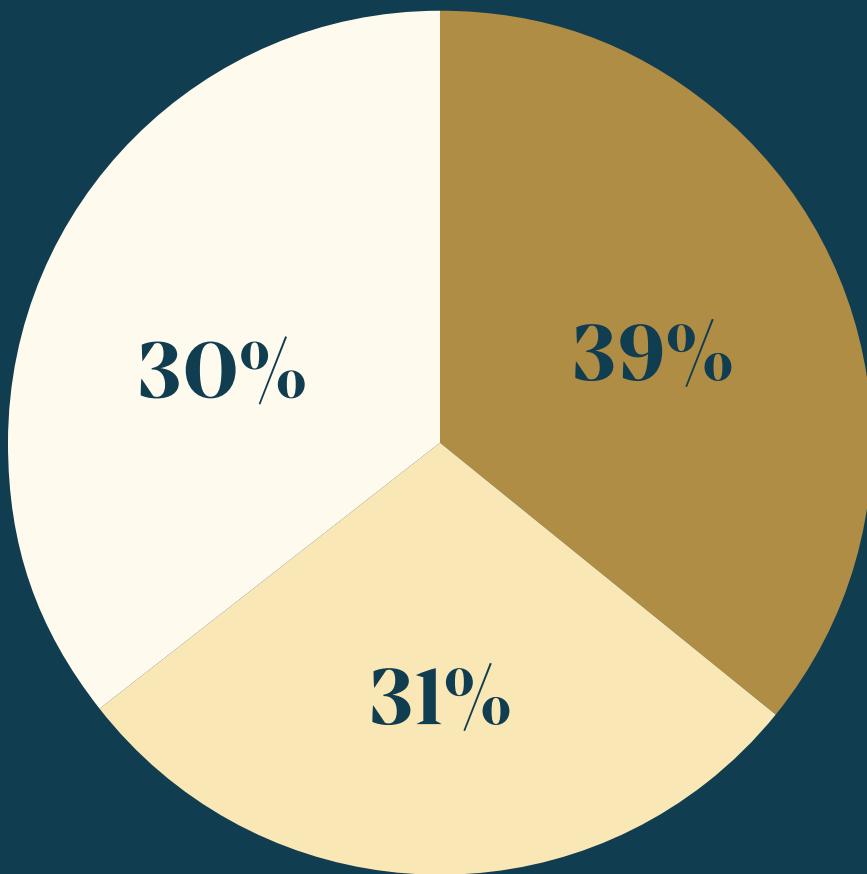
Financial Summary

SUMMARY OF FINANCIAL POSITION (in thousands of dollars)

	August 31 2025	August 31 2024
ASSETS		
Cash	5,164	1,500
Pledges & Other Receivables (net)	3,251	1,999
Prepaid Expenses & Other Assets	774	829
Right-of-use Asset	2,852	3,103
Property & Equipment (net)	1,968	1,561
Interest in Net Assets of the ISO Foundation	122,848	121,059
Total Assets	136,857	130,051
LIABILITIES		
Accounts Payable & Accrued Expenses	1,827	1,371
Other Liabilities	396	397
Deferred Revenue	3,347	3,104
Lease Liability	3,049	3,283
Pension Liability	255	429
Total Liabilities	8,874	8,584
NET ASSETS		
Without Donor Restrictions		
General Operating	(781)	(335)
Pension Plan	(1,182)	(1,356)
Total Net Assets Without Donor Restrictions	(1,963)	(1,691)
With Donor Restrictions		
Society	7,098	2,099
ISO Foundation	122,848	121,059
Total Net Assets With Donor Restrictions	129,946	123,158
Total Net Assets	127,983	121,467
TOTAL LIABILITIES AND NET ASSETS	136,857	130,051

Financial Summary

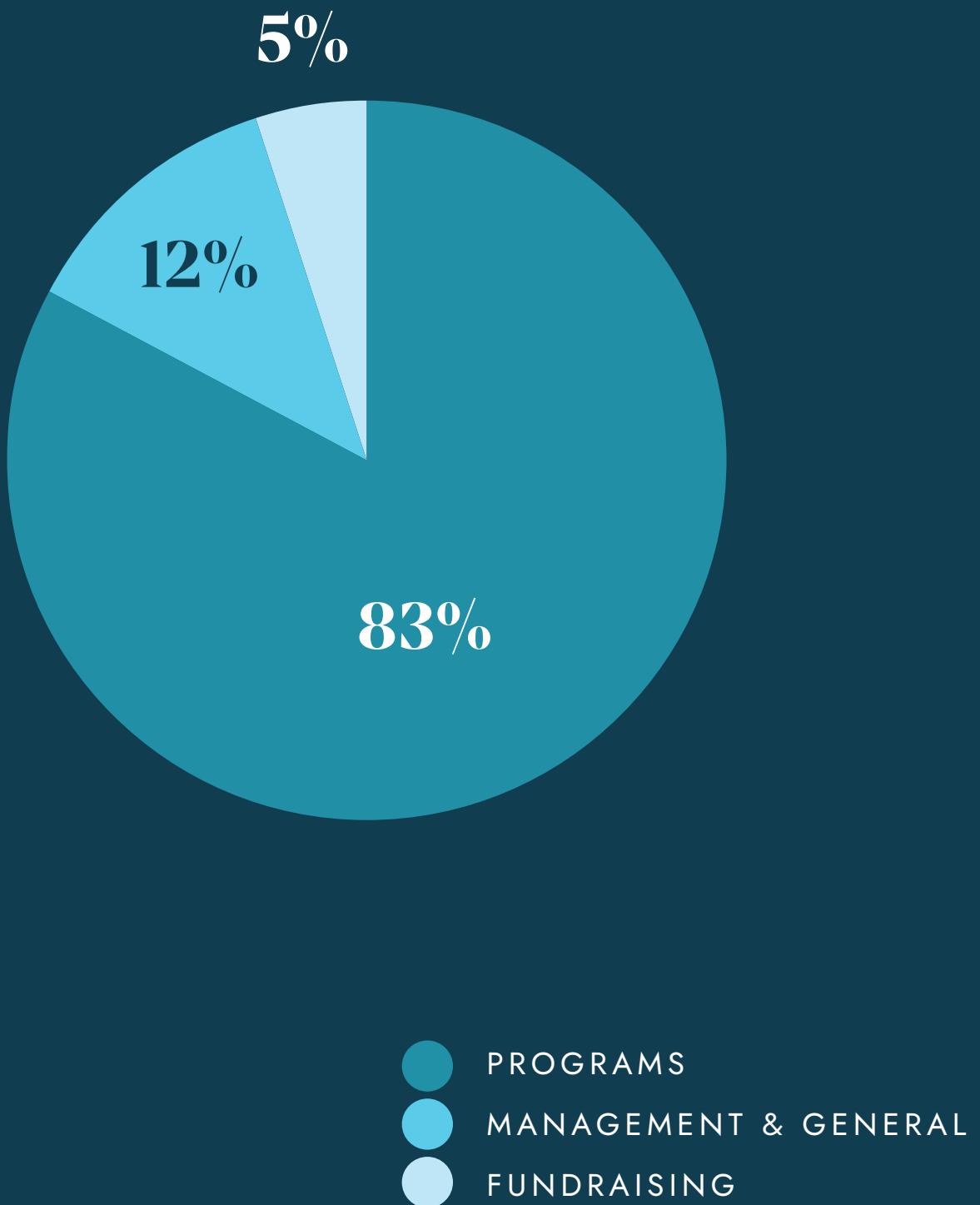
FY25 Operating Income by Source



- EARNED REVENUE
- CONTRIBUTED INCOME
- ISO FOUNDATION

Financial Summary

FY25 Operating Expense by Function



Top Headlines



**JUN MÄRKL BEGINS
TENURE AS THE ISO'S
EIGHTH MUSIC DIRECTOR**



**PIANIST CONRAD TAO SHINES AT
OPENING NIGHT GALA**



**WORLD PREMIERE COMMISSIONED CONCERTOS HIGHLIGHT TALENTS OF
ISO MUSICIANS IVY RINGEL, JENNIFER CHRISTEN & JU-FANG LIU**

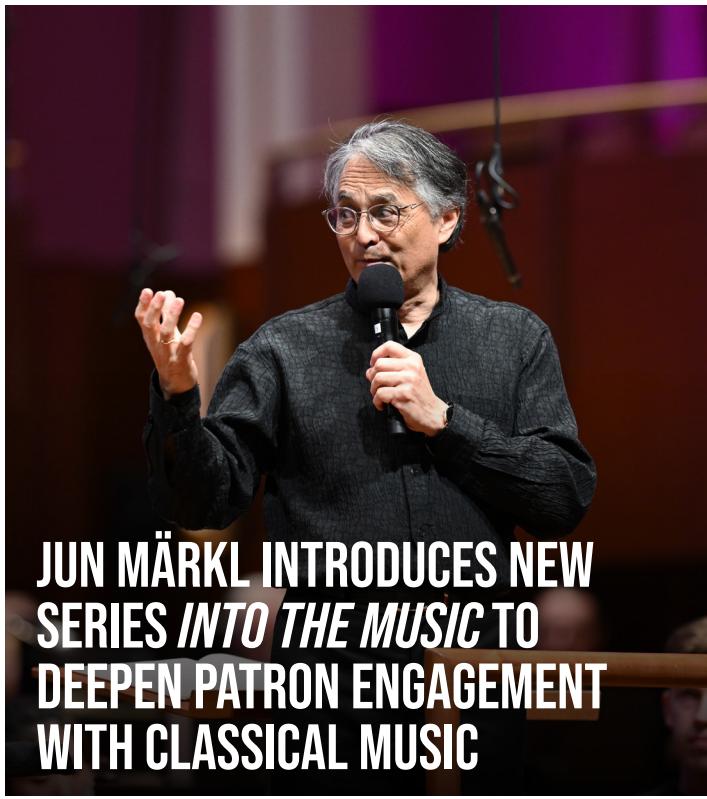


**CONTRIBUTIONS EXCEED
GOAL WITH \$9.1M IN
SUPPORT OF THE ISO**



**ISO BEGINS IMPLEMENTATION OF
STRATEGIC PLAN**

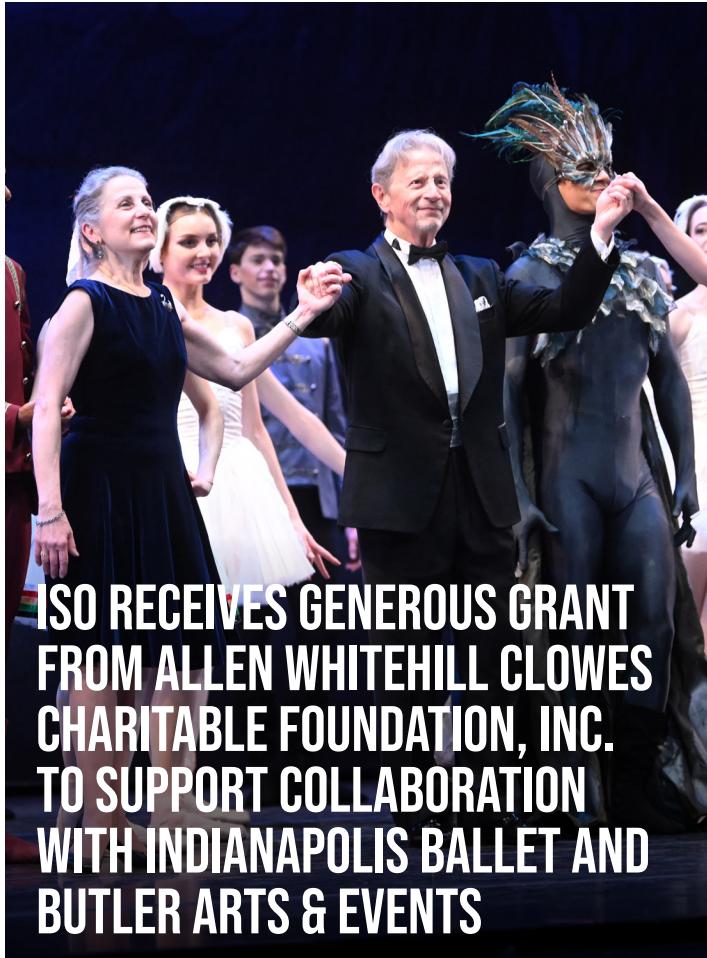
Top Headlines



JUN MÄRKL INTRODUCES NEW SERIES *INTO THE MUSIC* TO DEEPEN PATRON ENGAGEMENT WITH CLASSICAL MUSIC



ISO LAUNCHES NEW COLLABORATION WITH BUTLER UNIVERSITY JORDAN COLLEGE OF THE ARTS TO HIGHLIGHT ISO MUSICIANS SERVING AS BUTLER MUSIC FACULTY



ISO RECEIVES GENEROUS GRANT FROM ALLEN WHITEHILL CLOWES CHARITABLE FOUNDATION, INC. TO SUPPORT COLLABORATION WITH INDIANAPOLIS BALLET AND BUTLER ARTS & EVENTS



SANDI PATTY CELEBRATES FINAL YEAR AS AES INDIANA YULETIDE CELEBRATION HOST

Strategic Plan Update

In 2024, the Board of Directors of the Indiana Symphony Society adopted a new five-year strategic plan. In the 2025 fiscal year, the ISO worked to develop tactics to accomplish the strategic objectives outlined in the plan. In addition, a new Strategy Implementation Committee of board, staff, and musicians met to identify metrics to measure the success of the plan. While this important work was being completed, significant progress was made toward achieving the goals to provide a head start for the activation of the plan in the 2026 fiscal year.

GOAL I. INNOVATE, COLLABORATE, AND STRENGTHEN CAPACITY

Objective 1. Expand audiences by investing in innovative programming and marketing.

Progress in FY25:

- » Expanded the popular Film Series by adding an additional film to the series.
- » Re-introduced the ISO Symphony in the Parks performances at Garfield Park and Rock the Ruins at Holliday Park.
- » Engaged Borshoff to conduct market research to inform implementation of an institutional brand awareness campaign to increase visibility throughout Central Indiana.

Objective 2. Develop artistic partnerships to grow orchestra's reach.

Progress in FY25:

- » Developed partnership with Indianapolis Ballet and Butler Arts & Events, culminating in three performances of *Swan Lake* at Clowes Memorial Hall in March 2025 with the ISO conducted by Jack Everly. This partnership, supported by the Allen Whitehill Clowes Charitable Foundation, greatly exceeded attendance goals.
- » Continued partnership with Butler University, performing four chamber music concerts on campus for students, faculty, and the greater community.
- » Started partnership with University of Indianapolis, which will result in four chamber music concerts in the 2025-26 season.

Objective 3. Build organizational capacity to achieve long-term sustainability.

Progress in FY25:

- » Started planning for a comprehensive fundraising campaign to grow the endowment, update and upgrade facilities, and support annual fundraising.

GOAL II. PRIORITIZE COMMUNITY ENGAGEMENT AND ADVOCACY

Objective 4. Position the ISO as a leader in the arts

Progress in FY25:

- » Focused media engagement on ISO's activities in the community, both from the perspective of event-specific content and broader strategic messaging.

Objective 5. Heighten impact of education and community engagement.

Progress in FY25:

- » Launched *Into the Music*, a free series of informative performances hosted by Music Director Jun Märkl and local television personality Ryan Ahlwardt on select Thursday evenings before weekend classical concerts to invite listeners to explore major musical works in a fun and relaxed setting.
- » Increased performances for the Teddy Bear Concert Series for young children throughout the Indianapolis and surrounding counties in response to surging demand.

Objective 6. Embrace and amplify the vibrancy of our community.

Progress in FY25:

- » Symphony on the Circle increased the number of participating partners and visitors to celebrate the power of the performing arts in bringing the community together.
- » Through its ongoing partnership with Sphinx, a nationwide organization dedicated to transforming lives through the power of the arts, the ISO reached new audiences in venues across the region, including the Madam Walker Legacy Center.

GOAL III. IMPROVE OUR FACILITY

Progress in FY25:

- » Conducted thorough assessment of space needs, infrastructure, facilities usage, and safety.
- » Developed list of needs and potential additions, redesign of spaces, and important infrastructure updates.
- » Conducted prioritization of each idea and need.

Artistic

The 2024/25 season was a momentous one for the ISO with the start of Jun Märkl's tenure as the organization's eighth Music Director. His long-standing relationship with ISO, going back 25 years to his first appearance in 2000 and near annual visits since then, as well as three years as Artistic Advisor, allowed him to begin seamlessly in his formal role as artistic chief. His creativity in programming, world class leadership on the stage, and engaging, humble personality brings optimism for the future under his leadership.

The season had many artistic highlights. In the classical series, from the Opening Night Gala with Mario Venzago and Conrad Tao, two world premiere commissioned concertos by Jim Beckel for Ju-Fang Liu and by Hanna Benn for Jennifer Christen and Ivy Ringel, the season finale with Mo. Märkl conducting Beethoven's 9th Symphony, and many other memorable performances throughout the season. In Pops, we welcomed Enrico Lopez-Yáñez as Principal Guest Conductor of the Pops series along with notable performances from Ashley Brown, Norm Lewis, Time for Three, and Pink Martini, as well as Sandi Patty's final run as host of AES Indiana Yuletide Celebration, which garnered record-breaking ticket sales.

New programs expanded audiences and strengthened their engagement. *Into the Music*, led by Mo. Märkl, welcomed patrons seeking a deeper understanding of classical

music. The casual format of the program shares insights into compositions as it highlights interaction between the conductor and the orchestra. Looking beyond the ISO's home at Hilbert Circle Theatre, the ISO partnered with Butler University's Jordan College of the Arts to showcase ISO musicians who serve as faculty. Along with the University of Indianapolis partnership, these initiatives provide opportunities to meet audiences where they are.

The through-line, and the primary reason every performance at the ISO is an experience to treasure, are the world-class musicians that make up our orchestra. We had four wonderfully talented musicians join in 2024-25 who are now tenured players, including Principal Second Violin Bryson Karrer, Associate Principal Viola Zhanbo Zheng, Principal Harp Claire Thai, and Second Oboe Tanavi Prabhu. In addition to these new players, two section violinists won promotions: Bella Seo to Associate Principal Second Violin and Marisa Votapek to Assistant Principal Second Violin. The exceptional talent of ISO musicians shone brightly in 2024-25, and together with Mo. Märkl's artistic leadership, the stage is set for more impressive achievements to come.



Development

THANKS TO OUR DONORS, THE ISO EXCEEDED ITS GOALS

The Indianapolis Symphony Orchestra is grateful for another extraordinary year of generosity, with total contributions of \$9,178,660 in support of the ISO at the Hilbert Circle Theatre and throughout the community. This achievement was made possible by individuals, corporations, foundations, and government partners who invested in our musicians, performances, community and education programs, and long-term financial sustainability. Their commitment sustained the ISO's artistic excellence and helped ensure orchestral music remained vibrant and accessible in Indianapolis.

Support for the ISO continued to grow throughout the season, with 756 first-time donors joining our loyal community of returning supporters, and monthly giving through the Forever

Sound Society increasing to 139 members. Together, this generosity reflects strong relationships built around a shared belief in the power of music.

These contributions allowed the ISO to take artistic risks, commission new works, and expand access to orchestral music across Central Indiana. Thanks to these shared experiences and investments, the Indianapolis Symphony Orchestra continues to inspire and unite our community through music, enriching lives for generations to come.

55

CORPORATE
SPONSORS

2,500

INDIVIDUAL
DONORS

756

FIRST-TIME
DONORS

628

HOUSEHOLDS AND PATRONS ATTENDED
DONOR BENEFIT AND ENGAGEMENT EVENTS

27

FOUNDATION
AND GOVERNMENT
SUPPORTERS

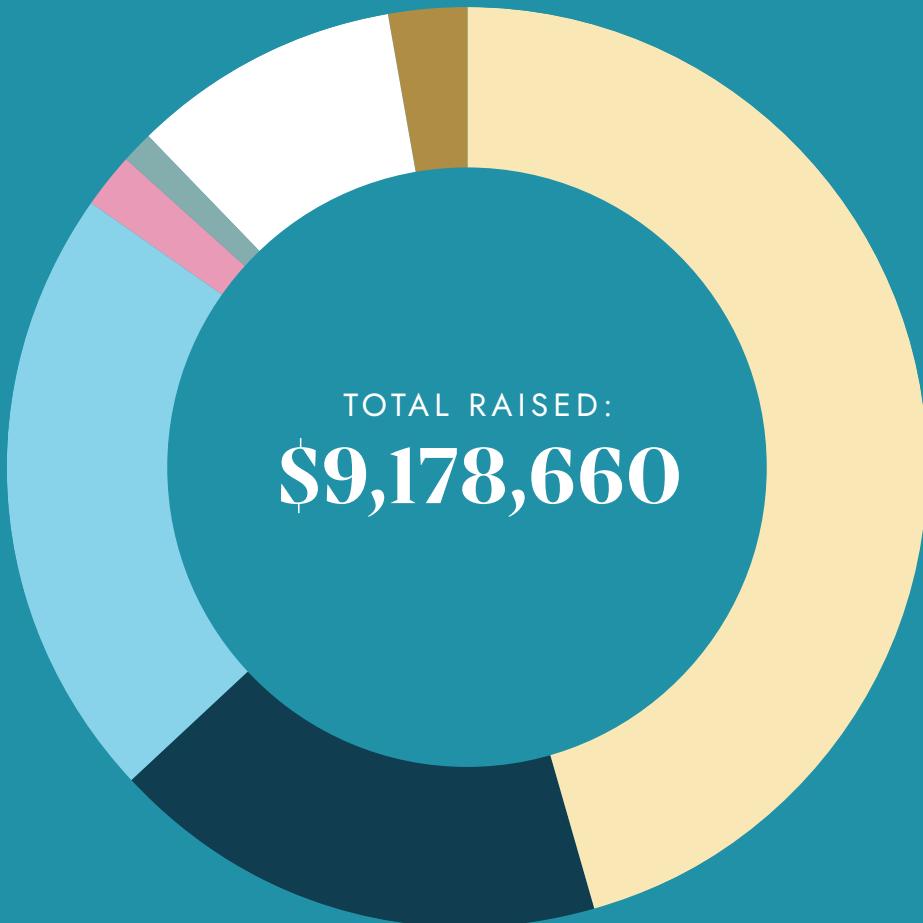
139

DONORS IN
FOREVER SOUND
SOCIETY

2,100

FOUNDER'S ROOM
VISITS DURING
INTERMISSIONS

Development



INDIVIDUAL:	\$4,202,384
CORPORATE:	\$1,603,641
FOUNDATION/GOV:	\$1,989,003
SPECIAL EVENTS:	\$171,673
ISOA:	\$100,950
ISO FOUNDATION:	\$862,598
OTHER	\$248,410

Development

INDIANAPOLIS SYMPHONY ORCHESTRA COLLABORATION WITH INDIANAPOLIS BALLET AND CLOWES MEMORIAL HALL

The ISO was honored to receive a \$250,000 grant from the Allen Whitehill Clowes Charitable Foundation, Inc., to support an artistic partnership with Indianapolis Ballet and Butler Arts & Events Center. This investment funded the full-scale professional ballet production of *Swan Lake* accompanied by live orchestral music in March 2025 at Clowes Memorial Hall. Together, the three organizations are committed to creating world-class artistic experiences that enhance cultural vibrancy in Central Indiana.



SYMPHONY IN THE PARKS

This past summer, the Indianapolis Symphony Orchestra proudly reintroduced a cherished tradition with its new Symphony in the Parks series—a nod to the orchestra's history of performing in parks across the city. This new initiative launched with two free concerts in July: Garfield Park on July 8 and Rock the Ruins at Holliday Park on July 9. The Symphony in the Parks concerts were proudly supported by the Margot L. Eccles Arts & Culture Fund, a fund of the Central Indiana Community Foundation (CICF).

“Our support of the Teddy Bear Concert Series reflects the Community Foundation of Boone County’s commitment to lifelong learning and creating opportunities for children to thrive. The Indianapolis Symphony Orchestra has been an outstanding partner in bringing engaging, age-appropriate arts education to young audiences. We are proud to help make these experiences accessible to the families of Boone County.”

— JULIE REAGAN, CEO OF THE COMMUNITY FOUNDATION OF BOONE COUNTY

Development

DONOR PARTNERSHIPS SUPPORT ARTISTIC INITIATIVES

This season, donor partnerships played a crucial role in advancing meaningful initiatives and opportunities at the Indianapolis Symphony Orchestra—partnerships intentionally designed to bring supporters closer to the music and the musicians who bring it to life.



In May and June, dedicated donors partnered with the ISO to support featured artists and world-premiere performances, including Richard Lin, Jennifer Christen, Ivy Ringel, and composer Hanna Benn. Together, these partnerships totaled more than \$45,000, reflecting how donors are choosing to invest more deeply in the artistry and musicianship that define the ISO.

The May 16–17 weekend presented one of the first highlights, thanks to generous support from Steve Hamilton, who made it possible to feature violinist Richard Lin in a meaningful and memorable way.



The June 13–14 concerts further demonstrated the impact of this approach. Dan and Vicky Hancock partnered with the ISO to support featured musicians Ivy Ringel and Jennifer Christen, and John and Linda Zimmermann supported the world premiere of Hanna Benn's commissioned work. For these donors and their guests, the experience created lasting memories and a deeper sense of partnership with the ISO.

Building on this momentum, the ISO will continue to expand donor partnerships. By offering supporters direct engagement opportunities with the music and musicians, we will continue to deepen connections, celebrate artistry, and invite even more donors to participate in shaping the ISO's performances and programs.

“AAA Hoosier is proud to be a long-time partner of the Indianapolis Symphony Orchestra, which has created beautiful and inspirational experiences for the people of Indiana for nearly a century. From concerts at Hilbert Circle Theatre in downtown Indianapolis to Symphony on the Prairie at Conner Prairie, the Indianapolis Symphony Orchestra provides our members with exceptional opportunities to enjoy music, art and culture in a variety of settings, and we look forward to supporting many more performances and events in the years to come.”

— MATT GOINS, PRESIDENT & CEO OF AAA HOOSIER

Development

DONOR ENGAGEMENT EVENTS

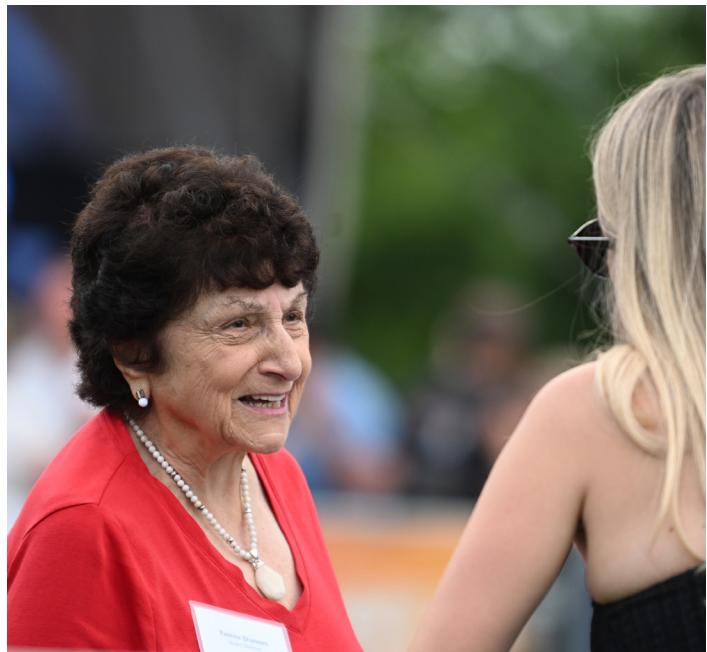
Throughout the year, the ISO welcomed more than 628 supporters through a variety of donor benefits and engagement events designed to offer exclusive access and foster meaningful connections.

During the fall and winter, donors attended open rehearsals, behind-the-scenes tours, and intimate gatherings—including the Symphony Salon with guest pianist Joyce Yang, presented in partnership with Indiana Landmarks—where they enjoyed conversation and artistic insight alongside unforgettable performances.

Spring brought additional opportunities to connect, from subscriber intermission gatherings and meet-and-greets to

open rehearsals with guest artists and conductors, including Music Director Jun Märkl and Principal Guest Conductor of Pops Enrico Lopez-Yañez. As the season came to a close, supporters gathered for the Donor Appreciation Celebration at Hilbert Circle Theatre, reflecting on a year of shared experiences and impact. Many of the ISO's closest supporters also came together during Kroger *Symphony on the Prairie* to connect with fellow patrons, often joined by CEO James Johnson.

Together, these moments created lasting memories and reinforced the vital role donors play in sustaining the Indianapolis Symphony Orchestra.



Development

FORTE



The FORTE Young Professionals group saw continued growth in the 2024-2025 season, with over thirty new members and an active Leadership Team of sixteen 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 nine 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 an event collaboration with Indianapolis Ballet and Newfields, highlighting Indianapolis Ballet's dress rehearsal of *Be Our Valentine* for a unique and intimate artistic experience.

INDIANAPOLIS SYMPHONY ORCHESTRA ASSOCIATION

The Indianapolis Symphony Orchestra Association (ISOA) had a successful year, proudly supporting the ISO with a gift of \$100,000. Through fundraising, volunteer service, and advocacy, ISOA members once again demonstrated their deep commitment to sustaining the orchestra and enriching the cultural life of our community.

Over the past year, ISOA members organized and supported a wide range of activities, including fundraising events, service events, education concerts and award ceremonies.

9 FORTE NIGHTS @ THE SYMPHONY

4 Classical, 2 Pops, 3 Uncharted

5 ISO SPECIAL EVENTS

Opening Night Gala, Symphony on the Circle, FORTE Yuletide Backstage Tour, FORE! the ISO

2 EXTERNAL FORTE EVENTS

FORTE @ The Chatterbox, Be Our Valentine

2 OUTREACH ACTIVITIES

Indyvolved and Get On-Board

In total, ISOA volunteers contributed 10,980 hours of service, representing an estimated \$349,164 in volunteer value—a reflection of the time, talent, and dedication members bring to the ISO.

As ISOA looks ahead to another vibrant year, its members remain united by a shared passion for music and service, continuing to play a vital role in strengthening and sustaining the Indianapolis Symphony Orchestra.

Education and Community Engagement

METROPOLITAN YOUTH ORCHESTRA

The Metropolitan Youth Orchestra continued to serve students and families in the Indianapolis community through significant partnerships and memorable performances under the direction of Krystle Ford. MYO continued its tradition of playing a wide range of music that strikes a balance between ensuring students learn about a wide variety of genres and representing the families MYO serves. MYO performed modern and classical, works by female composers, and living composers and ended the season with the "Out of this World" concert featuring music from video games, sci-fi shows and space-themed music.



HIGHLIGHTS

- » 8 Chamber Ensemble performances including performing the National Anthem at a Pacers game
- » Performed the music of Taylor Swift at SPARK on the Circle during Swift's concert weekend in Indianapolis (Fall 2024)
- » Performed at Big Car's Vibe Concert
- » Enjoyed new rehearsal space at Butler University
- » Guest artist encounters with Sphinx artists Andres Sanchez and Isabella España, as well as the Juilliard String Quartet
- » Performed with Time for Three in May 2025 during their grand finale for two nights (May 2025)
- » 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
- » Performed sectionals with ISO musicians
- » 7 community partners including Second Helpings, IndyGo, Art of the Soul, Marian University, and many more

Presented by:

BANK OF AMERICA

PREMIER SPONSOR

IBEW
LOCAL 481

ASSOCIATE SPONSORS

Ackerman Foundation, Citizens Energy Group, The Brave Heart Foundation

SUPPORTING SPONSORS

Christ Church Cathedral, The Penrod Society, Indiana Youth Institute

Education and Community Engagement

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

“What stands out about the parents and teachers in MYO is how genuine everyone is. There's no need to pretend—we can all just be ourselves. It's a welcoming, come-as-you-are environment where we're comfortable, connected, and truly care about one another's children.”

— MYO PARENT

SHOWCASE INFORMATION

9
foundation
and government
supporters

11
ensembles, plus a
parent orchestra!

20
concerts and
events this season

average tenure of an MYO teacher is
6–8 years

Over 95%
student retention rate every year

18
teachers, including
5 alumni and **3** ISO
musicians

\$250
tuition per student

50%
teachers of color

115+
meals served with
Second Helpings

2,346
lesson hours

450
rehearsal hours

Education and Community Engagement

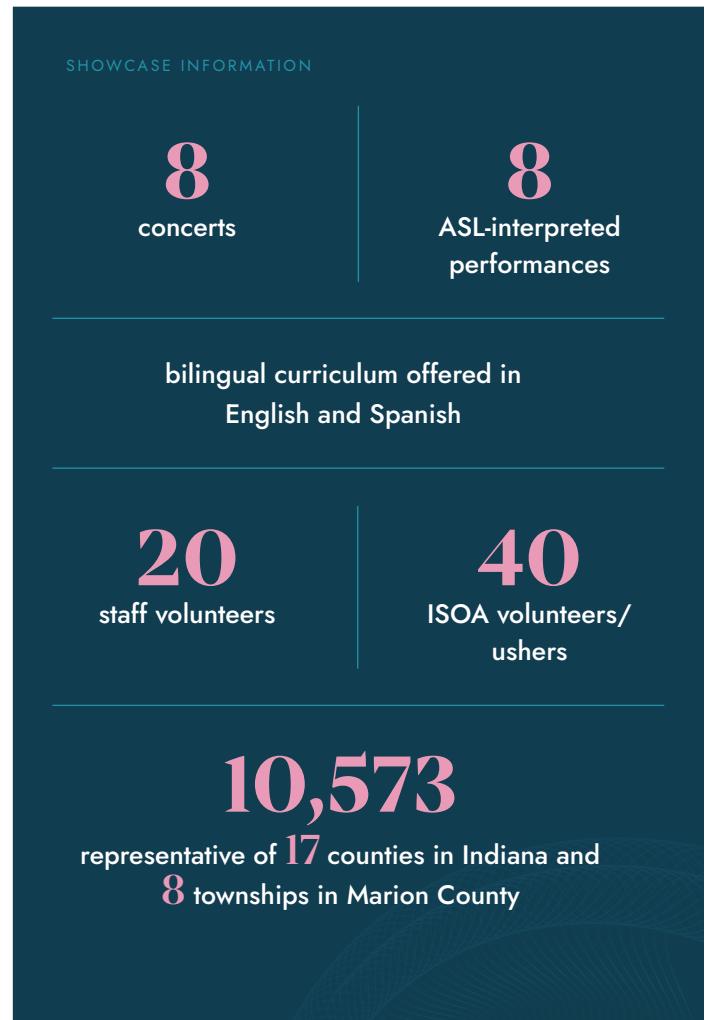
DISCOVERY CONCERTS

The 2025 Discovery Concert Series, presented by Community Health Network, brought students on a musical journey through "Symphonic Stories," an exploration of storytelling in music. The program highlighted beloved favorites including music from *Carmen*, *Romeo and Juliet*, and *Harry Potter*. 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 returning guest narrator Sampson Livingston, along with staff and volunteers, dressed as librarians and guided students through an entertaining, immersive musical experience. 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.



"I am so thankful that my students have the ability to come and enjoy this fantastic concert and live music. A majority of my students may not ever have access to this type of experience again in their childhood, or even their life. Giving them the gift of music and its beauty is hopefully something they will treasure for their lifetime! Thank you so much for this gift!"

- PARTICIPATING TEACHER



Education and Community Engagement

TEDDY BEAR CONCERT SERIES

This past season, the popular Teddy Bear Series, presented by the Indianapolis Colts, offered 20 performances. The four 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!



SHOWCASE INFORMATION

20
concerts performed at **18** locations this season,
serving **5** counties in Central Indiana

2,400+
children served

4
books are now available
for purchase online and
at select ISO concerts

all performances are **free** and
open to the public

all Teddy Bear
books are
100%
made in Indiana

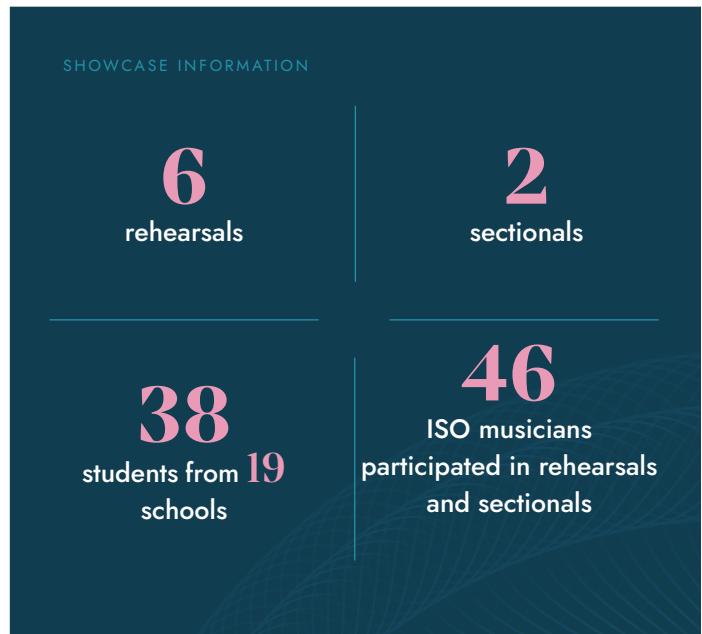
instrument petting
zoos are available after
every concert



Education and Community Engagement

SIDE BY SIDE

The Side by Side program welcomed 38 students from all over Central Indiana. More than 50 students auditioned 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 works by Dvořák and Brahms under the direction of ISO Assistant Conductor Su-Han Yang.



“The experience of creating art with so many musicians was exhilarating and irreplaceable. On top of that, we had the opportunity to connect with professionals who gave valuable advice for us to carry through college and beyond.”

— SIDE BY SIDE STUDENT

Education and Community Engagement

MICHAEL BEN & ILLENE KOMISAROW MAURER YOUNG MUSICIANS COMPETITION

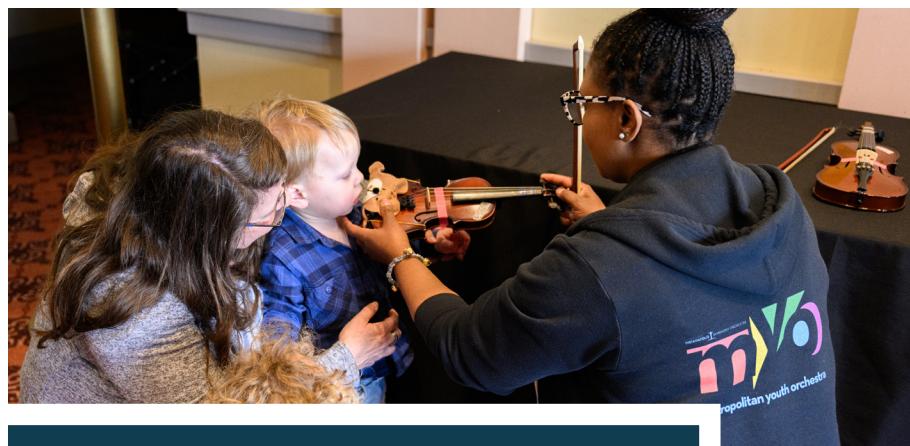
The Michael Ben & Illene Komisarow Maurer Young Musicians Competition offered two categories to support budding musicians under 13 years old. After a preliminary round of video submissions, 8 finalists advanced to perform during the live final round at Hilbert Circle Theatre. Bailey Workman (bassoon) performed Vivaldi's Concerto for Bassoon in Beethoven's Concerto No. 3, Mvt. 1. Both Virtuoso category winners performed alongside the ISO. Miles Pan took first place in the Crescendo category.



Education and Community Engagement

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 History in Harmony 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

6

post-concert Meet & Greets

10

History in Harmony performances



SHOWCASE INFORMATION

5

programs throughout the season

16 Guests

Michelle Cann, Chris Williams, Sampson Livingston, Yuletide Artists, 7 ISO Musicians, and 4 ISO Staff

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!



Education and Community Engagement

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 Mondays with the ISO at Kroger.

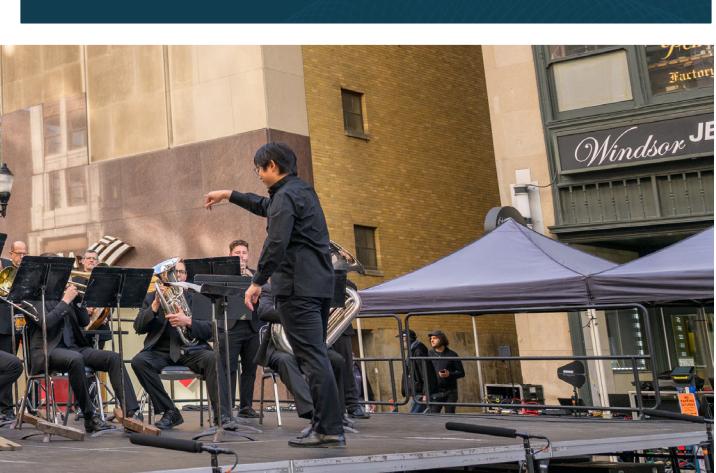


SHOWCASE INFORMATION

28+

community engagement events in the 2024-25 season

engaged over **25,000** community members in the Indianapolis area, including Indy Pride, Symphony on the Circle and other public events



PERFORMANCE HIGHLIGHTS

- » The ISO Brass Quintet performed at the Penrod Arts Fair in September 2024.
- » The ISO reinstated the beloved Symphony in the Parks program, with the orchestra performing at Garfield Park and Holliday Park at Rock the Ruins, connecting with an audience of thousands.
- » The number of Symphony on the Circle participants more than doubled from the previous year, reaching a larger audience.
- » Partnered with SPARK on the Circle for four performances in the fall of 2024

Venue Operations

FOOD AND BEVERAGE

\$648,565.55

TOTAL INCOME

\$306,077.94

TOTAL EXPENSE

\$342,487.61

FY25 NET

VOLUNTEER DATA

7,053.75

VOLUNTEER HOURS
(FY25 grand total volunteer hours
attended across all active volunteers)

Sam Bixler

326.75 HOURS

Carol Bixler

322.5 HOURS

Gregory Larson

318.5 HOURS

RENTAL HIGHLIGHTS

- » ISOA/CICATOS Remember the Paramount
- » Circle of Lights VIP Reception w/ DIA & WTHR
- » Inauguration for Governor Braun
- » Colts Cheerleader Showcase/Tryouts (first time back in several years, and returning again in FY26!)
- » Indianapolis Youth Orchestra
- » Indianapolis Children's Choir
- » Lagers & Leaders Indy Chamber
- » APA Classical Finals
- » WFYI The Moth

Venue Operations



Musicians of the ISO

as of January 2, 2026

First Violin

Kevin Lin, Concertmaster,
The Ford-West Chair
Peter Vickery, Acting Associate
Concertmaster, *The Meditch Chair*
Michelle Kang, Assistant Concertmaster,
The Wilcox Chair
Vincent Meklis, Acting Assistant
Concertmaster
Michelle Black
Sophia Cho
Ziqing Guo
Sherry Hong
Fangming Shen
Chak Chi Wong
Hán Xiè

Second Violin

Bryson Karrer, Principal
Byul (Bella) Seo, Associate Principal
Marisa Votapek, Assistant Principal,
The Taurel Chair
*The Dick Dennis Fifth Chair**
Melissa Deal
Jennifer Farquhar
Hua Jin
Yejin Kim
Jayna Park
Lisa Scott
Claire Thaler**

Viola

Yu Jin, Principal, *The Schlegel Chair*
Zhanbo Zheng, Associate Principal
Zachary Collins, Acting Assistant Principal
Caleb Cox
Nicholas Gallitano**
Yang Guo
Amy Kniffen
Li Li
Emily Owsinski**

Cello

Austin Huntington, Principal
Jiyeon Kim, Associate Principal
Stephen Hawkey, Assistant Principal
CJ Collins**
James Cooper
Nicholas Donatelle
Jonah Krolik Sam Viguerie

Contrabass

Ju-Fang Liu, Principal
Robert Goodlett II, Assistant Principal
Mitchell Ballester
Joseph Everett**
Sharif Ibrahim
Brian Smith
Bert Witzel

Flute

Jungah Yoon, Principal
Alistair Howlett, Acting Assistant Principal
Dianne Seo**

Piccolo

Dianne Seo**
Janet F. and Dr. Richard E. Barb Chair

Oboe

Jennifer Christen, Principal,
The Frank C. Springer Jr. Chair
Tanavi Prabhu
Roger Roe, Assistant Principal

English Horn

Roger Roe, *The Ann Hampton Hunt Chair*

Clarinet

Julianna Darby, Principal
Cathryn Gross
Samuel Rothstein, Assistant Principal,
The Huffington Chair

Bass Clarinet

Samuel Rothstein

Bassoon

Ivy Ringel, Principal
Michael Muszynski
Mark Ortwein, Assistant Principal

Contrabassoon

Mark Ortwein

Horn

Robert Danforth, Principal,
The Robert L. Mann and Family Chair
Richard Graef, Assistant Principal
Julie Beckel
Alison Dresser, *The Bakken Family Chair*
Jeanne Getz

Trumpet

Mark Grisez, Principal Trumpet,
The W. Brooks & Wanda Y. Fortune Chair
Daniel Lewis
Alexander Schwarz**, Acting
Assistant Principal

Trombone

Derek Gullett, Principal
Ryan Miller, Acting Assistant Principal
Bass Trombone
Riley Giampaolo,
The Dr. and Mrs. Charles E. Test Chair

Tuba

Anthony Kniffen, Principal

Timpani

Jack Brennan, Principal,
The Thomas N. Akins Chair
Craig Hetrick, Assistant Principal

Percussion

Pedro Fernández, Acting Principal
Jon Crabiel**
Craig Hetrick

Harp

Claire Thai, Principal,
The Walter Myers Jr. Chair

Keyboard

*The Women's Committee Chair Endowed
in honor of Dorothy Munger*

Library

James Norman, Principal Librarian
Laura Cones, Assistant Principal Librarian
Cynthia Stacy, Assistant Librarian
Susan Grymonpré, Assistant Librarian

Stage

Kit Williams, Stage Manager
P. Alan Alford, Technician
Steven A. Martin, Technician
Patrick Feeney, Technician

*The Fifth Chair in the Second Violin Section
is seated using revolving seating. String
sections use revolving seating.

**Temporary Contract

+Leave of Absence

Administration and staff of the ISO

as of January 2, 2026

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, Director of Venue Operations
Emma Howard, Event Manager
Tara Elliott, Venue Rentals Manager
Max Martin, Operations Coordinator
Samuel Todd, Food and Beverage Manager
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 Cranford, 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
Emily Hoyland, Director of Major Giving
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Liz Marvin, Associate Director of Individual
Giving and Donor Insights
Benjamin Carter, Associate Director of Individual Giving
Emelyn Godby, Corporate Stewardship Manager
Allison Fields, Donor Stewardship & Development Events Manager
Andrew Weller, Grants Manager
Kara Sudheimer, Gift Processor & Development
Database Administrator
Chrissi Laut, Executive Administrative Assistant

Marketing & Communications

Sara Galer, Vice President of Marketing & Communications
Elizabeth Whipkey, Director of Ticket Services
and Database Management
Erin Jeffrey, Director of Communications
Jen Huber, Communications Content Manager
Luke Cooley, Senior Graphic Designer
Olivia Shelley, Graphic Designer
Darcey Laymon, Senior Group Sales Manager
Isabel Bitner, Database Specialist

Patron Services

Full-time staff:

Janine Knuutila: Senior Customer Care Representative
Lakin Schoen: Customer Care Representative
Trevor Conerly: Customer Care Representative
Isabella (Izzy) Steenberg: Customer Care Representative

Part-time staff:

Nick Neukom: Customer Care Representative
Richard Hensley: Customer Care Representative
Abigail Goldman: Customer Care Representative
Hannah Boggs: Customer Care Representative
Kim Lynch: Customer Care Representative
Gwen Pavich: Customer Care Representative
Ava Worthington: Customer Care Representative

Education and Community Engagement

Andrew O'Neal, 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

Finance

Jennifer Janik, Vice President of Finance & CFO
Adam White, Controller
Stephanie Antrim, Staff Accountant
Nate Rushton, Staff Accountant

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



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