



CHARLOTTE
SYMPHONY

CELEBRATING 90 YEARS

...and pivoting to the next decade.



Mission Statement

The Charlotte Symphony uplifts, entertains, and educates the diverse communities of Charlotte-Mecklenburg and beyond through exceptional musical experiences.



Vision Statement

Reaching out through the transformative power of live music, the Charlotte Symphony will be a civic leader, reflecting and uniting our region.

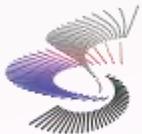
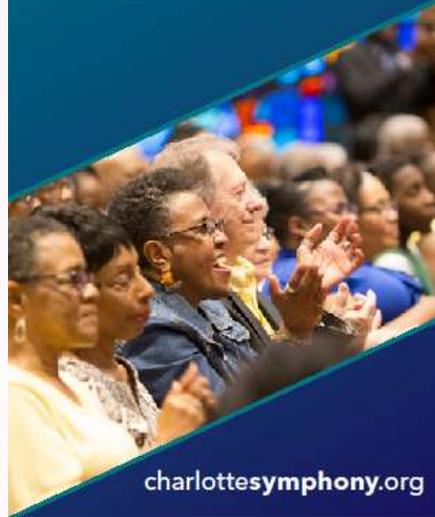


CHARLOTTE
SYMPHONY
CHRISTOPHER WARREN-GREEN
music director

STRATEGIC PLAN

2021-2025

charlottesymphony.org



CHARLOTTE
SYMPHONY
2021|2022 SEASON



Areas of Strategic Focus

Artistic Vitality & Growth

Education

Financial Health & Sustainability

Innovation

Organizational Culture

Public Relevance

Audience Development

Strategies to advance our commitment to Diversity, Equity, and Inclusion (DEI) are incorporated within each area.



Our Statement of Commitment to Diversity, Equity, & Inclusion

The Charlotte Symphony Orchestra is on a learning journey.

Music has the power to be a unifying force, bridging differences and bringing us together in the shared enjoyment of its beauty and emotion. In this way, The Charlotte Symphony aspires to be a civic leader but can only do so if we actively reflect our region and make sustained structural changes that embed diversity, equity, and inclusion in all we do.

We recognize the systems of inequity that have permeated American orchestras over many decades, as they have our society as a whole. These systems have created an environment where only some have felt welcome to enjoy and participate in symphonic music. Others have felt uncomfortable and excluded or encountered outright barriers to participation.

We, along with other orchestras throughout the country, share in the consequences. We are an orchestra that does not yet truly reflect the full and rich diversity of the communities of Charlotte-Mecklenburg: in who we are as an organization, in who we are onstage, and in what we do to be inclusive and welcoming to all.

We acknowledge that overcoming these systems of inequity and realizing our vision will require education, actively seeking input from the many communities in our region, a listening ear, and honest self-evaluation in order to implement lasting change.

We have begun this work and commit to sustaining it through the seven areas of focus in our Strategic Plan, which follows. As you read through it, you will find specific strategies and steps we will take to advance diversity, equity, and inclusion by addressing:

- Internal Culture
- Community Engagement
- Accessibility
- Recruitment and Retention
- Internal Education
- Internal and External Communication
- The Audience Experience
- Personal and Organizational Accountability

In addition, we will challenge ourselves to explore new ways of thinking as we do our work by continually asking:

What will we do differently to advance diversity, equity, and inclusion?

We will have in place a process and tools to internally monitor our progress. However, a critical measure of our success will be how we are perceived by our communities. To be publicly accountable and to encourage dialogue, click here to view periodic updates on the work underway and to give us feedback: charlottesymphony.org/strategic-plan.



CLASSICAL SERIES

The Classical Series is presented by
BANK OF AMERICA 

90TH ANNIVERSARY CELEBRATION



MARCH 11 & 12

VAUGHAN WILLIAMS
DONA NOBIS PACEM

MOVIE SERIES



CHARLOTTE
SYMPHONY

STAR WARS™

THE EMPIRE STRIKES BACK
IN CONCERT

March 18 & 19

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March 22nd

7pm

CHARLOTTE SYMPHONY

ON TAP

at **N·O·D·A**
BREWING COMPANY®



FAMILY SERIES

The Family Series is presented by



CHARLOTTE SYMPHONY

THE STORY OF BABAR

May 14

CSO Strategic Plan 2021-2025 Education

Goal, by 2025: *the CSO will be regarded as a regional leader in exceptional music enrichment and learning, through innovative programming that is accessible and valuable to all.*



Educational Programs



Pre-Kindergarten

Family Series Pre-concert Festival
Symphony Guild of Charlotte's
Musical Petting Zoo

K-12 School Education Concerts

Classroom Classics
LinkUp: The Orchestra Rocks!
"One Musical Family" Education
Concert

Educational Concerts

Listen Up, Charlotte!
Small Ensemble Performances
Musical Storytelling
Music & the Holocaust
Prelude Ensembles

University Engagement

CSO On Campus
Internships
Students InTune

Musicians as Instructors

Instrument Coaching
Instrumental Music Initiative
Musician Informances

Adult Education

Symphony 101

CSO Youth Orchestras

Project Harmony
Youth Orchestra
Youth Philharmonic

Community Programs

Beatties Ford Strong
CSO Al Fresco
CSO OnTap
Evenings at the Park
Healing Hands
Pro-Am
Mill Village
Music For All
Sensory-friendly
concerts



1. Continue to grow existing relationships with key partners (e.g. the Symphony Guild), and develop new partnerships throughout the Charlotte-Mecklenburg region.

2. Develop programming that creates a seamless continuum of experiences for learners of all ages (e.g. new pre-K initiatives; a third youth orchestra that builds a pathway for emerging area youth musicians - including Project Harmony graduates - to the Charlotte Symphony Youth Orchestra (CSYO) program; adult education; and CSO programs, e.g. sensory-friendly, for individuals with special needs).



3. Support the CSO's commitment to DEI by featuring works by representative composers on CSYO and education concert programs; engaging guest artists and teachers reflective of our communities; and ensuring that programming is accessible and welcoming to participants of all backgrounds, e.g. especially: underserved students in Charlotte-Mecklenburg Schools.

4. Develop plans to allow for greater participation by CSO musicians in our Education and Community Engagement programs while also providing suitable opportunities for non-CSO artists to work with us.



5. As part of our key partnership with Charlotte-Mecklenburg Schools, continue efforts to establish full grade level field trips ensuring all students have the opportunity to experience a CSO education concert.

6. As part of our strategic focus on audience development, expand the use of digital production and distribution to reach a wider audience for our education programs.

7. Increase access for college students to attend CSO workshops, rehearsals, and concerts, as an extension of their classrooms, while developing unique partnerships with each local university to address their specific needs and interests.



8. Build our fundraising capacity to ensure the long-term financial security of educational initiatives, allowing for growth in both depth and reach through increased stability and affordability of programming.

9. Implement communication plans intentionally around CSO education initiatives and tell our story to the community - raising public awareness, and increasing both participation and support

Public Relevance



6. Pursue a consistent approach to community engagement that prioritizes authenticity, respect, intentional listening, reciprocity, true collaboration, and attention to power dynamics.



7. Build an authentic and diverse set of community partnerships that lead, among other benefits, to invitations to the CSO to participate in local festivals and civic events.



8. Ensure that children and their families have easy access to CSO performances and programs, including students participating in Project Harmony and our youth orchestras, and through our partnership with CMS and other local districts in both North and South Carolina, to help remove barriers to participation and strengthen the CSO's reputation as a welcoming organization.



Guest Conductors





SAVE THE DATE

April 3rd, 2022 at 3pm

Music & Wellness

Sandra Levine Theatre
Queens University