



**INDIANAPOLIS
SYMPHONY
ORCHESTRA**



2022–2023
ANNUAL REPORT

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*Executive Committee

**In Memoriam



A message from Greg Loewen, Chair

The past year has been an important one in the ISO's continued path toward recovery. Ticket sales and contributed income increased materially as compared to the previous fiscal year (with both AES Indiana *Yuletide Celebration* and our *Uncharted Series* setting new all-time records). We continued to rebuild and expand the ISO's community impact through the Metropolitan Youth Orchestra and other programs – a vital part of our mission. Most important, we were so very proud and appreciative of the dedication and professionalism our musicians demonstrated through their work on stage, their engagement with patrons and supporters, and the time they volunteered to support the ISO's education and community initiatives. Many of our patrons have told me that the orchestra has never sounded better and I wholeheartedly agree!

While we look back with appreciation for the progress that has been made, a lot of work remains to be done in FY24 and beyond. In the 2023-24 season, we look forward to embarking on a comprehensive strategic planning process and finalizing our search for the ISO's next Music Director, to build upon the ISO's legacy of artistic excellence. And, of course, we eagerly anticipate another season of outstanding performances across all our concert series.

In closing, I would like to thank my colleagues on the ISO Board for their incredible investment of time, energy, and resources. And on behalf of the entire ISO Board I would like to thank all our donors for their continued generous support of the ISO. Finally, I would like to recognize the tireless efforts of the ISO's management team, staff, artistic leadership and, again, all of our musicians for the work they do every day to make central Indiana a better place to live through the ISO's work.



A message from **James M. Johnson, CEO**

During the 2022-23 season, the Indianapolis Symphony Orchestra laid the groundwork to begin a new strategic plan. This initiative, made possible through a generous grant from the Lilly Endowment, Inc., encompasses all aspects of the organization and will inform our vision to create a vibrant, sustainable orchestra for decades to come. The ISO is grateful for the support of the Lilly Endowment, along with the Board of Directors and Trustees, ISO musicians and staff, and all community participants who are making this critical work a reality.

The musicians, board members, and administrative staff of the Music Director Search Committee continued their important work in 2022-23 to identify the ISO's next music director. Seeking a conductor with not only exceptional musical artistry but a commitment to engage meaningfully with the community, the committee considered many candidates and plans to announce their choice soon.

The 2022-23 season saw continued revenue growth in all areas, reaching a 14% year-to-year increase in overall ticket sales and a 4.8% increase in Annual Fund contributions. The ISO achieved a 11% increase in corporate sponsors and welcomed more than 700 donors at open rehearsals, meet-and-greets, and other events this past year. Successful engagement with the ISO's key stakeholders, from first-time single ticket buyers to long-time subscribers and donors to community members, played an important role in revenue gains during the 2022-23 fiscal year.

The ISO's community engagement initiatives grew significantly during 2022-23, with more than 3,000 community members participating. ISO musicians are an essential part of these efforts, as they volunteered more than 300 collective hours to connect with our community. The Metropolitan Youth Orchestra provided students with music education, career preparation, art therapy, and life skills training.

Meaningful, creative engagement, paired with the desire to gather our community around shared musical experiences, helped drive encouraging growth during 2022-23. Along with many performing arts organizations seeking to expand audiences after the pandemic, the ISO recognizes there is still work to be done. The ISO continued with its initiative to encourage first-time patrons to make return visits to Hilbert Circle Theatre. We also extended discounts or complimentary tickets to educators and community organizations to make the ISO's music accessible to new visitors. These are just a few examples of a larger, multi-faceted approach to audience development that will form the cornerstone of the organization's long-term strategic plan.

I N M E M O R I A M



Marianne Williams Tobias

ISO Program Note Annotator

November 14, 1940 – July 12, 2023

The Indianapolis Symphony Orchestra honors the memory of Marianne Williams Tobias, our longtime friend and supporter. Through her generous philanthropy, enduring friendship, and tremendous musical expertise, Marianne made a lasting impact on the Indianapolis Symphony Orchestra and the communities we serve.

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ISO Top Headlines 2022–23

Thanks to a generous grant from the Lilly Endowment, Inc., the ISO launched a vital strategic planning process to assess the long-term sustainability of the organization and craft a successful path forward during the next decade. This process, which includes internal and external stakeholders, will determine the ISO's economic impact on the City of Indianapolis, as well as assessing the ISO's infrastructure, mission, vision, and values, and the organization's role within the central Indiana community.

Ticket sales rebounded in 2022-23 with a 14% year-to-year increase overall and a record-setting year for AES Indiana *Yuletide Celebration* sales. Kroger *Symphony on the Prairie* ticket sales increased 8% from the previous fiscal year (\$2.75M).

Corporate sponsorships grew by 11% year-to-year, while support from foundations grew by 15%. This success sets the stage for further growth and development in the coming year. With 858 first-time donors and more than 700 attendees at donor benefit and engagement events, the ISO found innovative ways to nurture donor relationships during the 2022-23 season.

Thanks to the leadership of Artistic Advisor Jun Märkl and Principal Pops Conductor Jack Everly, the ISO created energizing new programming to delight new and returning audiences alike. From Printing Partners *Pops Series* concerts that included stellar vocalist Capathia Jenkins' tribute to Aretha Franklin and a celebration of Stephen Sondheim's legacy, to DeHaan *Classical Series* featuring top talent George Li, Håkan Hardenberger, and Julia Bullock, among many others, the ISO's artistic leadership placed the orchestra at the center of the Indianapolis arts community.

The ISO concluded its 2020 Beethoven Commission Project, a fusion of classical and contemporary artistry. This initiative paired each of Beethoven's nine symphonies with modern compositions, including Donnacha Dennehy's *Brink* with the 8th Symphony, Augusta Reed Thomas's *Sun Dance* for the 6th, and ISO librarian James Norman's *Where I Find This, There Is My Home* alongside the 7th.

Spring 2023 marked the return of a full seven-concert run of the *Discovery Concert Series*, presented by Community Health Network. More than 7,600 students attended,



representing 11 Indiana counties. Reflecting the ISO’s renewed and expanded focus on community engagement, the ISO’s cello ensemble recorded a music video on an IndyGo bus for the award-winning Music in Transit Series in collaboration with Square Cat Vinyl and GANGGANG.

In collaboration with multiple ISO stakeholders, the Diversity, Inclusion, Equity and Belonging (DEIB) Committee announced the ISO’s DEIB vision statement, which reflects the work of musicians, board members, and administrative staff to reaffirm the ISO’s commitment to sustaining a diverse and equitable environment where artistic excellence thrives. The vision statement, which is available on the ISO website, encompasses programming, people and culture, and community building. The ISO is grateful for the continuing work of the DEIB committee, and for the leadership of past committee chair Kiamesha Colom and current chair Dr. Sean Huddleston.

Through the *Unheard Voices* project and Sphinx partnership supported by Eli Lilly & Co. Foundation, the ISO continued its commitment to diverse programming throughout the 2022-23 season. Featuring works by Florence Price, Carlos Simon, Pavel Haas, and others in the DeHaan *Classical Series*, *Unheard Voices* explored the work of historically underrepresented composers. The ISO collaborated with the Sphinx organization to host free concerts at venues around Indianapolis to reach new audiences and highlight this partnership to promote diversity and inclusion in classical music.

In July 2023, Principal Pops Conductor Jack Everly received the Sagamore of the Wabash award, the State of Indiana’s highest honor. Gov. Eric Holcomb presented Maestro Everly with the award during a surprise on-stage appearance at Kroger *Symphony on the Prairie*.



BY THE NUMBERS

2022–23

DEVELOPMENT

\$7,010,324 RAISED
FOR OPERATING FUNDS

\$3,126,191

INDIVIDUAL

\$1,293,964

CORPORATE*

\$308,870

SPECIAL EVENTS

\$2,120,345

FOUNDATIONS AND
GOVERNMENT

\$160,954

ISOA

*\$50,000 restricted funds reported in FY23 Development
Numbers, but recorded in FY24 Financials

2,708

DONORS

858

FIRST-TIME DONORS

1,700

FOUNDERS' ROOM
ATTENDEES

57

CORPORATE SPONSORS

700+

ATTENDEES AT DONOR BENEFIT
AND ENGAGEMENT EVENTS

MARKETING

\$7,695,662
TOTAL SALES

↑ 14%

190,884 ↑ **7%**
TOTAL TICKETS

SOCIAL MEDIA



FOLLOWERS

16K
↑ **25%**

ENGAGEMENT

96.6K
↑ **401%**



40.4K
↑ **6%**

455K
↑ **62%**



4.42K
↑ **16%**

3.22K
↑ **1,097%**

aes Indiana
YULETIDE
CELEBRATION

\$2,657,184 ↑ **29%**
SALES

38,658 ↑ **15%**
TICKETS SOLD



\$2,758,743 ↑ **8%**
SALES

91,966 ↑ **3%**
TICKETS SOLD

EARNED MEDIA

3,244
STORIES

\$3.4M
VALUE

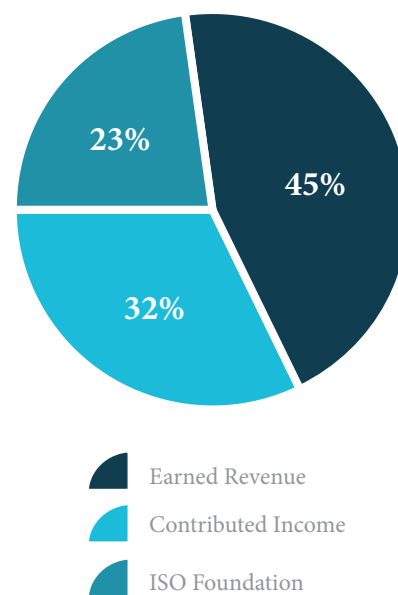
TOP PUBLISHERS:



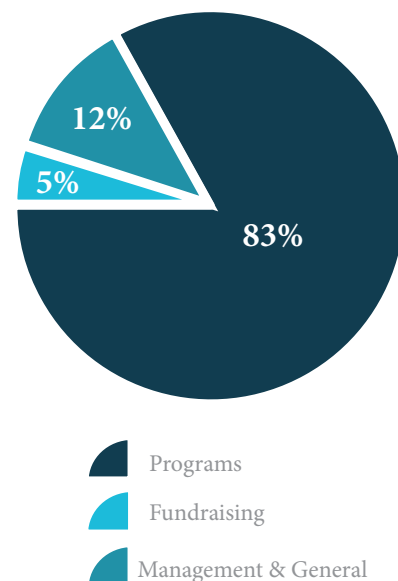
Financial Summary

Summary of Financial Position (in thousands of dollars)	August 31, 2023	August 31, 2022
Assets		
Cash	3,898	5,519
Pledges & Other Receivables (net)	3,155	2,794
Prepaid Expenses & Other Assets	1,034	961
Right-of-use Asset	3,104	-
Property & Equipment (net)	1,645	1,715
Interest in Net Assets of the ISO Foundation	114,730	117,564
Total Assets	127,566	128,553
Liabilities		
Accounts Payable & Accrued Expenses	1,447	1,828
Other Liabilities	408	383
Deferred Revenue	3,212	2,756
Lease Liability	3,263	-
Pension Liability	1,284	1,732
Total Liabilities	9,614	6,699
Net Assets		
Without Donor Restrictions		
General Operating	1,978	4,231
Pension Plan	(2,210)	(2,659)
Total Net Assets Without Donor Restrictions	(232)	1,572
With Donor Restrictions		
Society	3,454	2,718
ISO Foundation	114,730	117,564
Total Net Assets With Donor Restrictions	118,184	120,282
Total Net Assets	117,952	121,854
Total Liabilities and Net Assets	127,566	128,553

FY23 Operating
Income by Source



FY23 Operating
Expense by Function



Summary of General Operating Results and Cash Flows (in thousands of dollars)	August 31, 2023	August 31, 2022
Revenue		
Earned Revenue		
Ticket Sales & Fee Income	8,981	7,119
Rental Income	634	607
Program Advertising	66	54
Education	41	44
Other Earned Revenue	124	34
Total Earned Revenue	9,846	7,858
Contributed Income		
Annual Fund	6,960	6,643
COVID-19 Funding	-	3,507
Total Contributed Income	6,960	10,150
ISO Foundation	5,091	4,680
Total Revenue	21,897	22,688
Expenses		
Orchestra Operations	9,150	8,759
Concert Production	5,960	6,168
General & Administrative	2,400	2,152
Marketing	1,789	1,340
Facilities	1,986	1,837
Development	1,263	1,050
Learning Community	595	379
Patron Services	265	488
Depreciation	416	447
Other	326	182
Total Expenses	24,150	22,802
Change in Net Assets Before Nonoperating Loss	(2,253)	(114)
Loss on Disposal of Property & Equipment	-	(54)
Change in Assets, General Operating	(2,253)	(168)
Adjustments to Calculate Net Cash Flow		
Depreciation Expense	416	447
Capital Expenditures	(346)	(100)
Advances/(Payments) on Debt, net	-	(2,623)
All Other Cash Flows, net	562	1,721
Net Change in Cash	(1,621)	(723)

Development News

THE ISO IS GRATEFUL FOR OUR CORPORATE SPONSORS

“Community Health Network continues to proud title supporter of the *Discovery Concert Series*, which enhances the health and well-being of the students who participate. Over the past two decades, studies have demonstrated that music education has multiple favorable effects on a host of mental and functional processes, it literally changes the brain structure. Musical training has been shown to have a positive effect beyond the impact on hearing, speech and coordination including improving IQ levels and school grades.”

–Joyce Irwin, President and CEO of Community Health Network Foundation

“Part of our mission is to support community organizations that serve our clients. The Indianapolis Symphony Orchestra offers culture and entertainment to the people of Indianapolis and the surrounding areas. As an ISO partner, we are proud to support an organization that is enriching our communities and the lives of people we also serve.”

–Greg Wells, President of Williams Comfort Air and Mr. Plumber

“We are thrilled to share that our family foundation will again support the Metropolitan Youth Orchestra (MYO)! It’s essential for young folks to have a chance to escape from technology and other distractions, and MYO provides such an opportunity. Plus, it’s fantastic to see that they encourage family participation. We are so proud to be part of this program!”

–Generous Anonymous Supporter



DONORS ENJOYING ENGAGEMENT EVENTS

Many donors are taking advantage of the opportunities that come with their donations. Over 700 donors attended open rehearsals, artist meet and greets, donor appreciation events, and Kroger *Symphony on the Prairie* gatherings this past year. Donors who made gifts of \$2,500+ also enjoyed access to the renowned Founders’ Room during intermission (located on the second floor of Hilbert Circle Theatre) for classical and pops performances. Donors and patrons visited the Wood Room over 1,700 times.

“Not only are donors feeling connected to the performances they see each week but also through the many meaningful opportunities for deeper engagement with the ISO. The sense of community felt by each person is always instant feedback! It’s wonderful to see donors connecting with each other and seeing their dollars at work.”

–Stephanie Hays-Mussoni, Vice President of Development.

SUCCESSFUL SUMMER \$100,000 MATCHING CHALLENGE

Toward the end of the fiscal year, generous donors step up and provide a match for the community to help encourage giving during a time that can be slow for most organizations. This past summer, a generous donor provided a \$100,000 match for the community, and the ISO’s incredible supporters raised over \$300,000 to meet this past summer’s matching challenge.



FORTE

The mission of FORTE is to develop a network of supporters for the Indianapolis Symphony Orchestra by offering engaging, symphony-focused opportunities for young professionals.

The 2022-2023 season saw an expansion of FORTE programming, with thirteen young professional events, including FORTE Nights at the Symphony, exclusive networking opportunities at the ever-popular *Uncharted Series* performances, and Classical Revolution at the Chatterbox Jazz Club. Aiming to engage emerging professionals across town, FORTE partnered with Newfields for the first-ever “Strike a Chord” series event, a networking opportunity featuring the ISO’s cello ensemble and Newfields’ staff exhibit “Artists Among Us.” FORTE also welcomed two new leadership members and reached pre-pandemic membership numbers.



“After many decades of enjoying the beautiful music of the ISO, it occurred to us that we have never formally shared our appreciation and gratitude for the orchestra, a real treasure in our community. Music has played a significant role in our lives. Ned’s introduction to the orchestra came in 1947-1948 when he attended a special ISO concert at the Murat Theatre and was overwhelmed by its magnificent sound. He was hooked! In addition to the deep pleasure our season tickets have provided over many years, we appreciate the ISO’s community outreach, educational programs, and the Metropolitan Youth Orchestra. We thank the musicians, talented artists, staff, and supporters who make this great gift of music possible. We send warm wishes for success as you continue making this fantastic contribution to our community!”

– Dr. Ned and Martha Lamkin

INDIANAPOLIS SYMPHONY ORCHESTRA ASSOCIATION

The ISOA raised \$160,000 for the ISO this past year and reported 13,079 volunteer hours from their membership, totaling a value worth \$415,912, according to the Nonprofit Leadership Center.

The 2023 ISOA Spring Jubilee, held in April, was also a great success, with a net profit of \$116,000. Other fundraising dollars came from luncheons, style shows, making bread, jazzy mustards, and candy.

We are grateful for all the hard work this amazing team of volunteers does to ensure ISO education programs and the Metropolitan Youth Orchestra (MYO) are available to actively serve the community.





“MYO has been a dependable, familiar and loving aspect of my life since I was 7. I have met my best friends and inspiring mentors here. It has shown me that I am capable of acquiring challenging skills and working through obstacles. Music has improved my life in ways I couldn’t name or even recognize. MYO changes lives.”

—Himiko Ogawa, MYO Alumna 2023



Education and Community Engagement

METROPOLITAN YOUTH ORCHESTRA

The Metropolitan Youth Orchestra continued to serve students and families in the Indianapolis community with so many special opportunities and performances. This year the ISO welcomed bassist and MYO alum Sharif Ibrahim. The MYO students also had the opportunity to play alongside the ISO in a memorable performance and incredible evening of music making. Other highlights include:

- Student and teacher 2-day DEI workshops with Child Advocates
- Visits from DePauw admissions counselors
- New partnership with IndyGo featuring transit training for students
- Guest artist encounters with Steve Hackman, IVCI participants, and several Sphinx artists including Ruben Rengel, Kebra-Seyoun Charles, and Brendan Elliot



158
PARTICIPANTS

75
PARENTS

20
PERFORMANCES

8
ENSEMBLES

+1
PARENT ORCHESTRA

20
TEACHERS

55%
TEACHERS OF COLOR

5
ALUMNI

3
3 ISO MUSICIANS

2,154
LESSON HOURS

90
TEACHER MENTORING HOURS

\$225
TUITION PER STUDENT


OVER
95%
STUDENT RETENTION EVERY YEAR

OVER
100
MEALS SERVED WITH **Second Helpings**

385
REHEARSAL HOURS



**TEDDY BEAR
CONCERT SERIES**

Title Sponsor: 

1,700+
CHILDREN SERVED



3 BOOKS
AVAILABLE FOR
PURCHASE ONLINE

VIOLIN
PETTING ZOOS
AT EVERY CONCERT



17 LOCATIONS
IN
7 COUNTIES ACROSS
CENTRAL INDIANA

ALL PERFORMANCES
FREE
AND OPEN TO THE PUBLIC

TEDDY BEAR CONCERT SERIES

This past season, the popular *Teddy Bear Series*, presented by the Indianapolis Colts, launched their newest book, *The Runaway Strings*. The beloved program performed five different original stories for children ages 3-6, written by ISO violinist Victoria Kintner Griswold, at 12 public locations in the community. Young children were introduced to instruments of the orchestra through interactive stories and hands-on experience.



**DISCOVERY
CONCERTS**
PRESENTED BY:  **Community
Health Network**

DISCOVERY CONCERT SERIES

Spring 2023 marked the return of a full 7-concert run of the *Discovery Concert Series*, presented by Community Health Network. 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 guest narrator Sampson Levingston led a sensational program, "Mind, Body, and Soul," featuring 8 pieces exploring the theme of health and wellness. The 2023 curriculum met more Indiana Academic Standards than it ever has before.

7,600+
STUDENTS ATTENDED

from

11
INDIANA
COUNTIES

17
STAFF VOLUNTEERS





54
ISOA
VOLUNTEERS/
USHERS



COMMUNITY ENGAGEMENT

We're committed to learning about the community we serve and meeting people where they are. Many meaningful partnerships were established this season, such as ones with IndyGo, Through2Eyes, ArtMix, Growing Places Indy, Newfields, Marquette Manor, and Arts for Lawrence.

Highlights:

-  The ISO's cello ensemble recorded a music video on the IndyGo bus for the award-winning Music in Transit Series in collaboration with Square Cat Vinyl and GANGGANG
-  Regular performances at IU Hospital Simon Cancer Center and Eskenazi Health Marianne Tobias Music Program
-  FORTE partnered with Newfields and Indy Hub on a joint networking event called Strike a Chord
-  Participated in Eskenazi Hospital's inaugural Make Music Indy Day and so much more

“Thank you so much for this amazing opportunity! Our 5th graders could NOT stop raving about the concert for the rest of the day. A few of them even mentioned to me that they want to be in a professional orchestra when they grow up! Thank you for giving those students a dream and for bringing music to life for all of us.”

–Tiffany Pao, W. D.
Richards Elementary School

50+
COMMUNITY
ENGAGEMENT
EVENTS

3000+
COMMUNITY
PARTICIPANTS

300
MUSICIAN
VOLUNTEER HOURS

Musicians of the ISO

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*
 Philip Palermo, *Associate Concertmaster Emeritus*
 Michelle Black
 Sophia Cho
 Clement Luu
 Joseph Ohkubo**
 Marisa Votapek
 Chak Chi Wong**
 Hán Xiè

Second Violin

Byul (Bella) Seo, *Acting Principal*
 Sherry Hong, *Acting Associate Principal*
 Jennifer Farquhar, *Acting Assistant Principal, The Taurel Chair*
*The Dick Dennis Fifth Chair**
 Melissa Deal
 Hua Jin
 Bryson Karrer**
 Yeajin Kim
 Victoria Kintner
 Seula Lee**
 Jayna Park
 Lisa Scott

Viola

Yu Jin, *Principal, The Schlegel Chair*
 Amy Kniffen, *Acting Associate Principal*
 Zachary Collins, *Acting Assistant Principal*

Caleb Cox
 Yang Guo
 Li Li
 Emily Owsinski**
 Ursula Steele
 Lynn Sue-A-Quan**

Cello

Austin Huntington, *Principal*
 Jonah Krolik, *Acting Associate Principal*
 Nicholas Donatelle, *Acting Assistant Principal*
 CJ Collins**
 James Cooper
 Stephen Hawkey
 Adam Lee**
 Sam Viguerie
 Jung-Hsuan (Rachel) Ko+

Contrabass

Ju-Fang Liu, *Principal*
 Robert Goodlett II, *Assistant Principal*
 Mitchell Ballester
 L. Bennett Crantford
 Sharif Ibrahim
 Brian Smith
 Bert Witzel

Flute

Alistair Howlett, *Acting Principal, The Sidney & Kathy Taurel Chair*
 Dianne Seo**
 Rebecca Price Arrensen, *Assistant Principal*

Piccolo

Rebecca Price Arrensen, *The Janet F. and Dr. Richard E. Barb Chair*

Oboe

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

English Horn

Roger Roe, *English Horn, The Ann Hampton Hunt Chair*

Clarinet

Samuel Rothstein, *Acting Principal*
 Cathryn Gross, *The Huffington Chair*
 Campbell MacDonald,**
Acting Assistant Principal

Bass Clarinet

Campbell MacDonald**

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*
 Jill Boaz

Trumpet

James Vaughen,** *Acting Principal Trumpet, The W. Brooks & Wanda Y. Fortune Chair*
 Daniel Lewis
 Allen Miller,** *Acting Assistant Principal*
 Conrad Jones+

Trombone

Ryan Miller,** *Acting Principal*
 Joseph Aumann,** *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 A. Hetrick, *Assistant Principal*

Percussion

Braham Dembar, *Principal*
 Jon Crabiel**
 Pedro Fernández
 Craig A. Hetrick

Harp

Wendy Muston** *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*

Personnel

Philomena Duffy, *Director of Orchestra Personnel*
 L. Bennett Crantford, *Assistant Orchestra Personnel Manager*

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

Executive Office

James M. Johnson, *Chief Executive Officer*
 Graeme Bice, *Vice President of Venue Operations*
 Edward Parsons, *Vice President of Artistic Operations*
 Stephanie Hays-Mussoni, *Vice President of Development*
 Sara Galer, *Vice President of Marketing & Communications*
 Jennifer Janik, *Vice President of Finance & CFO*
 Larry Baysinger, *Vice President of Human Resources*
 Lee Ann Hall, *Executive Assistant*

Venue Operations

Graeme Bice, *Vice President of Venue Operations*
 Kalyn Smith, *Director of Event Operations*
 Alissa Britigan, *Event Manager*
 Rodney Gray, *Food & Beverage Manager*
 Marcus Mizelle, *Venue Operations Manager*
 Roberto Tapia, *Day Porter*
 Kathryn Thomas, *Rentals & Hospitality Manager*

Human Resources

Larry Baysinger, *Vice President of Human Resources*
 Melissa Sanders, *Human Resource Generalist and Wellness Advocate*

Artistic Operations

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

Development

Stephanie Hays-Mussoni, *Vice President of Development*
 Maggie Leemhuis, *Director of Corporate and Foundation Giving*

Rose Branson, *Director of Annual Giving and Donor Communications*
 Kelli Dawson, *Associate Director for Corporate and Foundation Giving*
 Kellie Kierce, *Assistant Director of Individual Giving*
 Liz Marvin, *Assistant Director of Individual Giving*
 Tim Stephenson, *Assistant Director of Individual Giving*
 Kara Sudheimer, *Gift Processor & Development Database Manager*
 Chrissi Laut, *Development, Executive Assistant*

Marketing And Communications

Sara Galer, *Vice President of Marketing & Communications*
 Jen Huber, *Communications Content Manager*
 Darcey Laymon, *Group Sales Manager*
 Luke Cooley, *Senior Graphic Designer*
 Olivia Burl, *Graphic Designer*
 Erin Jeffrey, *Content Strategist*

Patron Services

Elizabeth Whipkey, *Director of Ticket Services*
 Janine Knuutila, *Customer Care Representative*

Lakin Schoen, *Customer Care Representative*
 Trevor Conerly, *Customer Care Representative*
 Ava Worthington, *Customer Care Representative*
 Nick Neukom, *Customer Care Representative*
 Kim Lynch, *Customer Care Representative*
 Isabelle Kohlberg, *Customer Care Representative*

Education And Community Engagement

Nicha Stapanukul, *Director of Education and Community Engagement*
 Krystle Ford, *Director of Metropolitan Youth Orchestra*
 Liana Powell, *Education and Community Engagement Manager*
 Julia Turner, *Metropolitan Youth Orchestra Administrative Assistant*

Finance

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



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Every effort has been made to ensure the accuracy of this listing. However, we apologize for any inadvertent errors or omissions. If there are questions about your listing, please Rose Branson, Director of Annual Giving and Donor Communications, at rbranson@indianapolissymphony.org or 317-742-9579.

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5,190
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The ISO lost a beloved member of the Volunteer Corps in 2023. Barb Petry-Conger was awarded the first-ever Maestro Congeniality Award for the joy she brought to so many staff and volunteers with her shining personality. She will be dearly missed.





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