

20
21-22

BALTIMORE
SYMPHONY
ORCHESTRA

Annual Report





BALTIMORE
SYMPHONY
ORCHESTRA

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THE BIG PICTURE:

A Transformation Plan, Refocused

Even before the President & CEO position came into focus, my eyes were fixed on the Baltimore Symphony Orchestra. For years, programs like OrchKids and BSO Academy have been the standard for orchestras across the country. In 2019, I watched from afar as you charted a new path – *the BSO's Strategic Plan* – shaped by the collective input of musicians, management, community members, and civic leaders. I was inspired by the outpouring of philanthropic support given to stabilize the organization and spark change. And I was continually impressed by the Orchestra's response to the pandemic and the racial and social justice movements shaping our industry and country, sharing powerful music when it mattered the most.

My arrival this past spring was aligned with a swell of activity evolving from that inclusively crafted, state-endorsed Strategic Plan. The Orchestra was moving out of our Halls and into the community, bringing music to all Marylanders. Not only did the 2021 – 22 season introduce innovative new programming and inspiring interpretations of the classics, but it was arguably the most diverse in the institution's history. Perhaps the most exciting development of all, and after an intensive, international search, we appointed our next Music Director, Jonathon Heyward. My first day here in April was the BSO's Benefit Concert for Ukraine, the Orchestra's second magnetic experience with Maestro Heyward. The musicians were radiant, the crowd was mesmerized, and **we were all in it together.**

The goals of the BSO's 2019 Strategic Plan remain ever-sound, and the case for the arts has never been more compelling. What has also become clear to me over the last six months is that our strategies must evolve to meet current needs, to realize untapped opportunities, and to sustain the BSO in its next era with our new Music Director.

Together with a new management team, with the voices of musician and staff colleagues, and with strong community support, we are bringing a new mindset to our work – that of a *"107-year-old startup"* that learns from the past, listens intently, and dreams boldly. We have identified four key reprioritization areas to help make BSO the best it can be starting now.

I invite you to learn more, and to take great pride in the successes of the BSO and our evolving story as you explore these pages. I also ask that you join us for the exciting adventure ahead. With your continued support, we are poised to do great things, bringing the magic of the BSO to more people, more often.



Mark C. Hanson

Mark C. Hanson, President & CEO

1 Artistic Planning

2 Community Engagement & Education

3 Staffing

4 Fundraising

5 Board Development

6 Marketing

7 Patron Experience

8 Statewide Service

9 Musicians

10 Technology

2022 Re-Prioritization

A Hall for All

The Meyerhoff is an asset that will be more fully explored and utilized for the benefit of our community and the BSO. Activating more parts of the Hall, from the auditorium to the lobby, at concert events and on non-concert days, requires an expanded approach to community partnerships, audience engagement, rentals and presentations.

Destination Events

For many of us, the most compelling two-hour BSO concert is all that we need. For many others, that may not be enough. We are changing the way we do business to focus on offering a more compelling patron experience, including engagement from the stage, a robust array of pre- and post-event activity, and a reimagined food and beverage program. This strategy is not limited to one Hall but will extend to wherever we perform.

BSO for More

A concept reflected in our dual Baltimore/Montgomery County mandate and recently piloted Music for Maryland Summer Tour, we can do more, with even greater intentionality, for children and adults throughout the State. We can bring the Orchestra to traditional and less traditional venues all with programming that is relevant for every venue. This strategy includes pop-ups like Symphony in the City, but also extends to new concert options for audiences that prefer to attend closer to their home as well as expanded educational programming.

Partnerships

Simply, we can only realize new potential with more artistic, community and funding partners, and by being a true partner in return. This strategy will be central to Jonathon Heyward's tenure, with "hyper-local" partnerships informing his inaugural 2023-24 season.

These strategies are independently important and interconnected. Our intent is to expand our valuable relationships across Maryland, nurture a growing sense of community with many more audiences, and build higher levels of donor confidence. In this way, we can make music an accessible, relatable, and integral part of every Marylander's life; fulfill our promise to our musician colleagues; and create the culture of sustainable philanthropy that the Orchestra deserves.



ARTISTIC HIGHLIGHTS



In three programs crossing multiple genres through musical mashups – such as Mahler’s Resurrection Symphony with the music of The Notorious B.I.G. and Tupac Shakur, BSO Fusion was the best-selling series of the season.

BY THE NUMBERS

179
CONCERTS

43 GUEST
ARTISTS/
CONDUCTORS

21 BSO
DEBUTS

THREE
COMMISSIONS/
PREMIERES

13,989
VIEWS ON
BSO OFFSTAGE

After eighteen months at a distance, the full Orchestra and in-person audiences returned to the concert hall for an Opening Night program featuring the great Itzhak Perlman.

The 2021-22 Season of Discovery to follow introduced special artists and new music; explored forgotten works and repressed voices alongside beloved repertoire; and saw our community rediscover the magic of experiencing live music together again.

Together with the debut of Artistic Advisor James Conlon and the return of Music Director Laureate and OrchKids Founder Marin Alsop, established and emerging guest conductors from around the world dominated the classical series as part of an international Music Director Search, documented in a fourteen-episode, second season of BSO Sessions. Season highlights included the BSO premiere of Clara Schumann’s Piano Concerto performed by Isata Kanneh-Mason; a multi-media presentation of Kevin Puts’ *The Brightness of Light* with operatic superstars Renée Fleming and Rod Gilfry; and the world premiere of James Lee III’s *Freedom’s Genuine Dawn*, inspired by the words and life of Frederick



Together with partners at the Creative Alliance, our Ukraine Benefit Concert raised \$40,000 in humanitarian funds for the International Rescue Committee.

Douglass, with BSO Artistic Partner Wordsmith. Most significantly, the season led us to Music Director Designate, Jonathon Heyward. In just two programs, leading the Orchestra in its first performance of Shostakovich’s Symphony No. 15, and curating a Benefit Concert for Ukraine that invoked reflection and inspired unity, Jonathon captured the hearts and minds of musicians and audiences alike.

In addition to an expanded Pops series and the return of celebrated family-friendly Holiday traditions and Movie with Orchestra programs, we piloted BSO Fusion with arranger/conductor Steve Hackman. The BSO also expanded its hybrid platform. For the first time ever, most classical and pops programs were available live or on-demand via BSO OffStage.

Reflecting our Communities

As part of an institutional commitment to welcoming more BIPOC individuals and women to the stage, podium, and score, the Orchestra adopted audition guidelines from Sphinx Organization, focused on increasing representation of Black and Latinx artists in classical music.

A Legacy Gift

In January 2022, Marshall and Sarellen Levine endowed the Associate Principal Cello Chair – the Orchestra’s fourth endowed / position in four years. The current holder of the chair, Lachezar Kostov, has been Marshall’s private cello instructor for three years - a personal connection that made the gift even more meaningful.

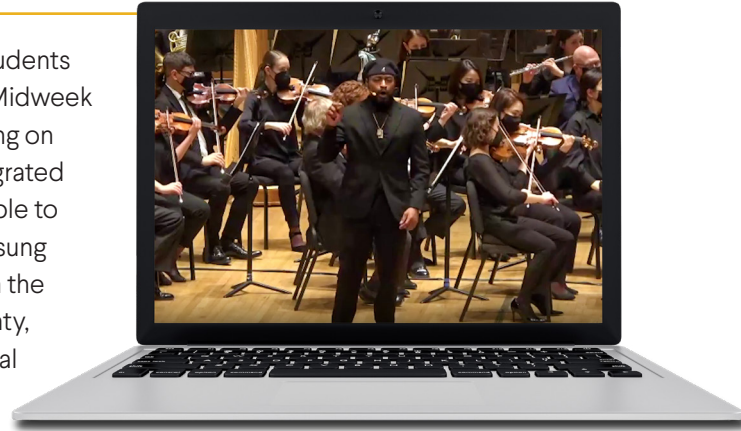
“We feel like we are an integral part of the BSO. It is something that we have always aspired to do, but we didn’t have the personal connection with someone like Lachezar. We hope that our investment will encourage others to do likewise.”

Marshall and Sarellen Levine



EDUCATIONAL PROGRAMMING

The BSO continued to rely on technology to bring music to students across (and beyond) Maryland. The second digital season of Midweek Education Concerts remained the highest viewed programming on BSO OffStage, reaching 29,000+. Not only were four, arts-integrated programs available free and on-demand, but they were relatable to every student, featuring spoken words from Wordsmith on unsung heroes, the Ballet Theatre of Maryland, a student violinist from the BSYO, and an astrophysicist from NASA. In Montgomery County, 300+ students across eleven schools participated in free virtual OrchLab residencies with BSO musicians.



While field trips and in-person classroom visits remained on pandemic-hold, several important education programs resumed in-person. Students in Howard County joined in a special Side-by-Side program including a concerto competition and a concluding concert at the Meyerhoff Hall. The Baltimore Symphony Youth Orchestras (BSYO) resumed in-person rehearsals, and by the end of the season, saw all 215 students across three ensembles perform on-stage at the Meyerhoff Hall – kicking off their 10th year anniversary season. In June, BSO Academy, a weeklong fantasy camp for adult amateur musicians, returned under the leadership of orchestra member Jane Marvine and the baton of Associate Conductor, Jonathan Rush.

Education and family programming was also critical to year one of our Music for Maryland Tour – our commitment to visiting all 24 unique Maryland jurisdictions over three years. In Calvert, Carrol, Kent, and Prince George’s Counties, the BSO shared intimate performances of *Peter and the Wolf* at no cost with families and our youngest audiences.



An Academy to Remember

In June, 80 adult amateur musicians from 19 states traveled to Baltimore for a weeklong, side-by-side experience. Inspired by their experiences over one or up to ten years (after a responsible hiatus, 2022 marked the 10th summer Academy), many BSO Academy alumni made unsolicited donations. Several returning alumni made extraordinary in-kind and outright contributions to expand the Orchestra’s percussion collection including an upgrade from plastic to calfskin timpani heads.

“Please accept my donation to the BSO Academy. I give this still filled with gratitude and happiness from my 2022 BSO Academy experience and looking forward to next year’s event!”

Anonymous Donor



BY THE NUMBERS

TOTAL EDUCATIONAL FOOTPRINT
37,491
STUDENTS OF ALL AGES

27 BSO MUSICIANS ENGAGED IN BSYO MASTERCLASSES, WORKSHOPS, AND SECTIONALS

232+ SCHOOLS SERVED BY DIGITAL MIDWEEKS
17 ACROSS COUNTIES AND BALTIMORE CITY

ORCHKIDS

The return to in-person programming for OrchKids was a time of persistence, commitment, and triumphs. Ultimately 1,897 students engaged in no-cost, in-school and after-school programming during the academic year across nine dedicated sites, drawing from more than 27 Baltimore City Schools. Included in this enrollment were ~150 students participating in the afterschool instrumental program, inclusive of Saturday private lessons for highly motivated students. With partners helping to offer pathways to personal enrichment, mental health and wellness, and fun, our students excelled. In musical assessments, 68% of students progressed to the next level of musicianship compared to 60% in the last (virtual) year.

In addition to welcoming our first class of OrchKids alumni as staff, mentors, and teaching artists, we achieved other milestones such as our first performances in two years – concerts featuring 7th grader Nyla Hill in her conducting debut. In addition to conducting lessons for middle and high schoolers like Nyla from BSO Associate Conductor Jonathan Rush, Artistic Partner Wordsmith shared poetry and song with our youngest students. We also developed new plans to deepen the program's artistic and social excellence in time for our 15th anniversary year. We introduced a new pay structure to help hire exceptional talent, increase market competitiveness, and retain the great teachers we have on staff; and we invested in new software to better track (confidential) student data.

BY THE NUMBERS

12,112
HOURS OF
INSTRUCTION

89%
DAILY
ATTENDANCE

TWO
GRADUATES
ATTENDING
COLLEGE
THIS FALL

ENGAGEMENT INITIATIVES

As the only major American orchestra founded as a part of its municipality, the BSO has a special bond and commitment to the communities we serve.

Through Kids Listen Free (free access for children aged 7 to 17 to most subscription concerts) and robust Student Select, rush, and complimentary ticket programs, price was once again never a barrier to attendance. Perhaps the most important expansion of the season, we took our commitment to bringing the Orchestra to our community to a new level. With Family and College Night concerts to kick-off the season, three Symphony in the City concerts, an expansive Star-Spangled Celebration, and more, residents experienced their Orchestra in parks, churches, museums, libraries, and other traditional and adopted concert stages across Baltimore City and 8 Maryland counties at no-cost or "pay as you wish" pricing.

Smaller BSO musician ensembles also brought intimate musical experiences to communities where it was needed most. A



pop-up partnership with GBMC continued to provide respite and recognition to our health workers, and BSO musicians traveled across Montgomery County to share the power of music on Giving Tuesday. We also continued to leverage our Membership Events to intentionally support smaller, minority- and women-owned businesses, including hosting our first Chamber Music event at the White Hall Mill.

An intern from the Miller Senate Building was among the guest conductors that picked up the baton as we brought our first 'Conduct Me' pop-up to the hallowed halls in Annapolis during Session 2022.



Music for Maryland

"It's the first time I've ever seen a black symphony conductor. While his ethnicity shouldn't be important, and plays no part in his skill level, it was inspiring to see. I'll definitely be in the Maestra Circle in due time, but today was an occasion I'll never forget!"

Anonymous Donor

A Summer Home

For three weeks in June and July, 150 OrchKids students descended on the campus of Goucher College for an immersive, 5-day per week summer music camp experience. At the same time, nearly 40 OrchKids students attended formative (inter)national music camps. The partnership of Goucher College, the anonymous gifts of friends of the BSO and Goucher, and the increased giving of long loyal supporters like Dave and Tom Imre made these experiences possible.

"OrchKids ability to keep music alive with Baltimore City school children is such an important element in building our community's culture and future. We were particularly happy to support the summer program at Goucher this year as an investment in our talented Baltimore City children, one they so deserve."

Dave and Tom Imre



BY THE NUMBERS

4,497
PASSPORT, STUDENT
SELECT OR KIDS
LISTEN FREE TICKETS

55,000+
ENGAGED
VIA PARTNER RADIO AND
BROADCAST PROGRAMMING

100 TOY
DONATIONS
COLLECTED FOR TOY STORY
LIVE IN CONCERT WITH KENNEDY
KRIEGER INSTITUTE

MAKING HEADLINES

With in-person concerts returning, an international Music Director Search and announcement, and many major milestones (including a new President & CEO and statewide tour), our Marketing and Communications team secured significant coverage in regional and industry publications, major national outlets and broadcast opportunities. We also

intentionally expanded our internal communications and publications. In addition to a new design approach to our official program, *Overture*, we engaged 7 new diverse voices as annotators for program notes across the season and turned the longstanding Impromptu feature into a video series to introduce our musicians and their personal interests to audiences on social media.

The Washington Post

“It is no small feat for an orchestra to shift from symphonic acrobatics to the demands of Wagner’s musical dramas – let alone in the span of a single evening. The BSO turned this test into a treat, the force of the first half finessed by the sensitivity of the second.”

Arts Critic Michael Andor Brodeur documented his first experience of the BSO at Strathmore

The New York Times

“For decades, the 25 largest orchestras in the United States have been led almost exclusively by white men. That is going to change. The Baltimore Symphony Orchestra announced on Thursday that it had chosen Jonathon Heyward, a rising African American conductor, as its next music director.”

The New York Times, with media at home and around the world, covered Jonathon Heyward’s appointment in July 2022.

THE BALTIMORE SUN

“The upcoming [2022-23] season provides a glimpse of a BSO on sturdier footing. If there were a theme for the season, it could be one of expansion: geographically, musically, and culturally.”

The Baltimore Sun was among the outlets in attendance for the season announcement.

BY THE NUMBERS

614
ARTICLES/SEGMENTS
PRINT, DIGITAL AND
BROADCAST

\$341,334
EARNED
MEDIA VALUE
IN BROADCAST
COVERAGE SECURED

10M
SOCIAL MEDIA
ENGAGEMENT
FROM JOURNALIST
SHARES ALONE

AN HISTORIC APPOINTMENT

On July 21, 2022, we announced Jonathon Heyward as the BSO’s next Music Director, bringing to conclusion a nearly two-year international search. Formerly a student of the Charleston, South Carolina Public School System, Jonathon had a cello placed in his hands at the age of 10. Currently the Chief Conductor of the Nordwestdeutsche Philharmonie in Germany, Jonathon’s appointment followed two successful engagements with the BSO. His appointment and initial five-year contract (beginning September 2023) caught the world’s attention and imagination.



*“Doctor’s heal your illnesses,
musicians heal your soul.”*

*Jonathon
Heyward*



Following his announcement as BSO Music Director, Maestro Heyward together with his wife Millie joined for three-days of celebrations and introductions including an Orioles’ home game, tours of Baltimore City Hall and the Baltimore Museum of Art, the opportunity to break bread with leading BSO friends, and a meeting with 15 BSO OrchKids and parents.

“You don’t have to be a classical music aficionado, or a fan of the arts in general, to appreciate the impact of the Baltimore Symphony Orchestra’s appointment of Jonathon Heyward as its new conductor. This young man of international stature will surely have a profound and delightful influence on our community.”

Kurt Schmoke, University of Baltimore President and former Mayor

2022-23 SEASON PRIORITIES

Anniversaries abound in the 2022-23 season, including the 40th birthday of our “owned” home in Baltimore City, the Joseph Meyerhoff Symphony Hall; 30 years of the Legato Circle, the giving circle for those who have remembered the Orchestra and the Baltimore Symphony Endowment Trust in their estate plans; the 15th academic year of OrchKids; and, the 10th season of the Baltimore Symphony Youth Orchestras, to name a few.

In addition to celebrating these milestones, we are committed to celebrating BSO Principal Pop Conductor Jack Everly in his final season with the Orchestra, as well as preparing to welcome our new Music Director Jonathon Heyward. If you haven't yet had the opportunity to see Jonathon conduct, be sure to mark your calendars for May 4-7 and May 19-21, during which he will lead two subscription weeks as our Music Director Designate – at both the Meyerhoff and at Strathmore.

In addition to the areas of refocused attention listed on page 7, additional priorities include:

- Welcoming the return of in-person education programming and school field trips, including Music Box, Family Concerts, and Midweek Education Concerts, while also expanding our education programming to better serve community needs
- Learning from our first leg of the Music for Maryland Tour to plan more residencies and performances throughout the state in Summer 2023
- Building on strong momentum at the management and Board tables, building an increasingly diverse staff and Orchestra
- Investing in our “owned” Joseph Meyerhoff Symphony Hall and campus to ensure this venue continues to inspire 21st century patrons.

Maryland's largest arts organization, the BSO is unique by having a full-time ensemble of 81+ musicians – creative citizens who live, teach, and contribute in our communities.

FINANCIAL REPORT

Our 2019 Strategic Plan called for multi-years of decreasing deficits on the road to financial sustainability. What this plan did not anticipate was the prolonged realities of the pandemic, nor a delayed return to our second home at The Music Center at Strathmore to start the 2021-22 season. These were the largest levers influencing the fiscal year ending August 31, 2022 (FY2022). Inclusive of one-time relief support (PPP and Shuttered Venue Operating Grants), we forecast a FY2022 deficit of -\$2.7M against our ~\$30M budget.

Considering that 40,000+ households have not yet returned since the 2017-18 season across all venues, and the latest subscription renewal and acquisition trends (with more patrons attending less frequently), we are recognizing a future reliant upon more loyal audiences returning and many new audiences experiencing the Orchestra for the very first time.

Looking ahead to an expanded patron revenue model, we were grateful to receive catalytic capital support to invest in our patron experience, including the Joseph Meyerhoff Symphony Hall. A \$1.8M capital grant from the State of Maryland will support several projects as part of a five-year capital plan kicking off around the Meyerhoff's 40th anniversary in September 2022.

As a non-profit organization, the BSO makes its Audited Financial Statements and Form 990 available to the public. Read more at BSOmusic.org/reports

BY THE NUMBERS

254
FT/PT STAFF
INCLUDING ORCHESTRA
AND ORCHKIDS

600+
VOLUNTEER
HOURS

3,502
DONOR
HOUSEHOLDS
ACROSS ALL CAMPAIGNS
AND EVENTS

\$5.2M
PAYOUTS
TO MARYLAND
BUSINESSES AND
INDEPENDENT
CONTRACTORS



Barry F. Rosen
Board Chair

ORCHESTRA ROSTER

Jonathon Heyward, Music Director Designate

Marin Alsop, Music Director Laureate and OrchKids Founder

James Conlon, Artistic Advisor

Jack Everly, Principal Pops Conductor

Jonathan Rush, Assistant Conductor and Artistic Director of the BSYO McClelland Sponsorship*

FIRST VIOLINS

Jonathan Carney J
Concertmaster,
Ruth Blaustein Rosenberg
Chair

Audrey Wright †
Associate Concertmaster,
Wilhelmina Hahn Waidner
Chair

Boram Kang
Acting Assistant
Concertmaster

Kevin Smith
Acting Fourth Chair
Fishman Sponsorship°

Kenneth Goldstein*

Holly Jenkins †
Paul and Amy Sponseller
Chair

Chelsea Kim

Wonju Kim

Gregory Kuperstein

Gregory Mulligan
Coutts Sponsorship°

Agnes Tse

Ellen Pendleton Troyer
Shubin Sponsorship°

Andrew Wasyluszko

Jerry Xiong

SECOND VIOLINS

Qing Li
Principal, E. Kirkbride and
Ann H. Miller Chair

Ivan Stefanovic
Associate Principal,
Rosen Sponsorship°

Angela Lee J
Assistant Principal

Leonid Berkovich

Leonid Briskin

Katherine Kobylarz**

June Lee**

Julian Maddox**

Sunjoo Park

James Umber

VIOLAS

Lisa Steltenpohl J
Principal, Peggy Meyerhoff
Pearlstone Chair

Jacob Shack
Associate Principal

Karin Brown
Assistant Principal

Helen Hess

Peter Minkler

Colin Sorgi

Delmar Stewart

Jeffrey Stewart

Mary Woehr

CELLOS

Dariusz Skoraczewski † J
Principal, Joseph and
Rebecca Meyerhoff Chair

Lachezar Kostov
Associate Principal, Marshall
and Sarellen Levine Chair

Bo Li J

Seth Low

Esther Mellon
Berndt Havard Sponsorship°

Kristin Ostling

Se-Doo Park*

Lukasz Szyrner
Phares Sponsorship°

BASSES

David Sheets
Associate Principal

Drew Banzhaf**

Nina DeCesare

Mark Huang

Jonathan Jensen

Charles Paul*
Rosenblum Laitman
Sponsorship°

Eric Stahl

FLUTES

Christine Murphy
Assistant Principal

Marcia McHugh
Pence Sponsorship°

Rachel Blumenthal**

PICCOLO

Amal Gochenour
Bunting Sponsorship°

OBOES

Katherine Needleman
Principal, Robert H. and
Ryda H. Levi Chair

Melissa Hooper
Assistant Principal,
Knepper Sponsorship°

Michael Lisicky

ENGLISH HORN

Jane Marvine
Kenneth S. Battye and
Legg Mason Chair

CLARINETS

YaoGuang Zhai
Principal,
Jensen Sponsorship°

Vitor Trindade
Meyers Sponsorship°

BASS CLARINET

William Jenken

BASSOONS

Harrison Miller
Principal,
Amico Sponsorship°

Julie Green Gregorian
Assistant Principal

Schuyler Jackson

HORNS

Catherine Turner**
Acting Principal

Gabrielle Finck
Associate Principal

Lisa Bergman

Austin Larson

Beth Graham

TRUMPETS

Andrew Balio
Principal,
Harvey M. and Lyn P.
Meyerhoff Chair

Rene Shapiro
Assistant Principal

Nathaniel Hepler

Matthew Barker

TROMBONES

Aaron LaVere
Principal, Alex Brown & Sons
Chair

John Vance
Assistant Principal

Daniel Cloutier**

BASS TROMBONE

Randall S. Campora

TUBA

Aubrey Foard
Principal

TIMPANI

James Wyman
Principal, Levi Family Chair

PERCUSSION

John Locke

Brian Prechtl
Levi Gerstung Sponsorship°

HARP

Sarah Fuller**
Acting Principal

KEYBOARD

Lura Johnson
Resident Keyboardist,
Sidney M. and Miriam
Friedberg Chair

ORCHESTRA PERSONNEL

Jinny Kim
Director of Orchestra
Personnel

Kathryn Nottage
Assistant Personnel Manager

LIBRARIANS

Michael Ferraguto*
Principal

Douglas Adams
Acting Principal

Raymond Kreuger
Associate Principal

STAGE PERSONNEL

Todd Price
Head Stagehand

Mario Serruto
Assistant Head Stagehand

Charles LaMar
Audio Engineer

Jacob Sturgis
House Electrician

MJ Marqua
Assistant

Matt Bittman
Assistant

*On leave

**One-year musician
Performing with an
instrument (†) or a bow (J)
on loan to the BSO from the
private collection of the
family of Marin Alsop.
The musicians who perform
for the Baltimore Symphony
Orchestra do so under the
terms of an agreement
between the BSO and
the Local 40-543, AFM.

°Thank you to our musician
sponsors for the 2021-22
season:

Paul and Donna Amico
Rick Berndt and
Marie-Camille Havard
Mary Catherine Bunting
Bob and Ingrid Coutts
Sara Fishman
Alan and Claire Jensen
Kathleen Knepper
Sandra Levi Gerstung
Cathy and Mac McClelland
Sheila Meyers
Bill and Kathleen Pence
Judy and Scott Phares
Barry and Susan Rosen
Bruce Rosenblum and
Lori Laitman
Susan Shubin in Memory of Dr.
Charles I. Shubin

Listing as of August 31, 2022

ADMINISTRATIVE STAFF

President & CEO

Mark C. Hanson

Senior Vice President & Chief Advancement Officer

Allison Burr-Livingstone

Executive Assistants

Melissa Dash

Ashley Humphries

Advancement

Jennifer Barton
VICE PRESIDENT OF ADVANCEMENT

Amy Bruce
VICE PRESIDENT OF DATA ANALYTICS

Andrew Creech
MANAGER OF PARTNER STEWARDSHIP

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DIRECTOR OF DEVELOPMENT,
ORCHKIDS

Amanda Colaianni
DIRECTOR OF PARTNER DEVELOPMENT

Theresa Cameron
VICE PRESIDENT, BSO AT STRATHMORE

Mark Garrison
ADVANCEMENT OPERATIONS
MANAGER

Les Goldsborough
DIRECTOR OF PHILANTHROPIC
PLANNING

LaRay Johnson
VOLUNTEER COORDINATOR

Deborah Kulich
DIRECTOR OF THE ANNUAL FUND

Ben Pierce
ADVANCEMENT OPERATIONS
COORDINATOR

Catherine Ragsdale
ADVANCEMENT COORDINATOR

Joanne M. Rosenthal
DIRECTOR OF PRINCIPAL GIFTS
AND GOVERNMENT RELATIONS

Adrienne Shevchuk
MANAGER OF EVENTS & ENGAGEMENT

Artistic

Matthew Feldman
SENIOR DIRECTOR OF ARTISTIC
PLANNING

Jinny Kim
DIRECTOR OF ORCHESTRA
PERSONNEL

Brooke Mead
MANAGER OF ARTISTIC SERVICES

Kathryn Nottage
ASSOCIATE DIRECTOR OF
ORCHESTRA PERSONNEL

Senior Vice President and Chief Financial Officer

John G. McLean, Jr.

Senior Vice President and Chief HR & Inclusion Officer

Brian Smith

Communications

Tymarra Sherrill

MEDIA & PUBLICATIONS
COORDINATOR

Education

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INTERIM DIRECTOR OF EDUCATION
AND COMMUNITY ENGAGEMENT

Katie Hunt

ASSOCIATE DIRECTOR OF EDUCATION
AND COMMUNITY ENGAGEMENT

Mateo Mendez

EDUCATION PROGRAMS
COORDINATOR

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SENIOR DIRECTOR OF FINANCE

Shawn Burrell

FACILITIES MANAGER

Janice Johnson

SENIOR ACCOUNTANT

Vernon Miller

FACILITIES ASSISTANT

Andrea Roberts

ACCOUNTANT

Donna Waring

PAYROLL ACCOUNTANT

HR & Inclusion

Shea Patel

HUMAN RESOURCES SPECIALIST

Information Technology

Jeff Wright

SENIOR DIRECTOR OF
INFORMATION TECHNOLOGY

Marketing

Danielle Quigley

SENIOR DIRECTOR OF MARKETING

Christina Bilz

AUDIENCE DEVELOPMENT
& SALES MANAGER

Tiffany Bryan

DIRECTOR OF PATRON SERVICES

Bryn Dunbar

ART DIRECTOR

Marketing continued

Theresa Kopasek

MARKETING & PUBLIC RELATIONS
ASSOCIATE

Bianna Schoen

MARKETING AND ADVERTISING
MANAGER

Schuyler Zinser

ASSOCIATE DIRECTOR OF
DIGITAL MARKETING

Operations

Daniel Goldstein

DIGITAL CONCERTS MANAGER

Kimone Kocica

MANAGER OF VENUE SALES

Marshall Mentz

MANAGER OF PROGRAMS

John Waters

RECEPTIONIST

Patron Support

Peter Murphy

DIRECTOR OF PATRON SUPPORT

Timothy Lidard

MANAGER OF VIP PATRON SUPPORT

Morgan Gullard

MANAGER OF SPECIAL EVENTS

Eric Johnson

SENIOR PATRON SUPPORT SPECIALIST

Michael Suit

SENIOR PATRON SUPPORT SPECIALIST

Stage Crew

Todd Price

HEAD STAGEHAND

Mario Serruto

ASSISTANT HEAD STAGEHAND

Charles Lamar

AUDIO ENGINEER

Jacob Sturgis

HOUSE ELECTRICIAN

MJ Marqua

CAMERA ENGINEER

Senior Vice President and Chief Operating Officer

Agnieszka Rakhmatullaev

Senior Vice President and Chief Marketing & Communications Officer

Cyrina Yarbrough

OrchKids

Nick Skinner

VICE PRESIDENT OF ORCHKIDS

Milos Tosico

ARTISTIC AND PROGRAM
OPERATIONS MANAGER

Danielle Williams

DIRECTOR OF EDUCATION

Christy Grace Oscar

ORCHKIDS EDUCATION
COORDINATOR & CELLO
TEACHING ARTIST

Judy Sweet

ASSOCIATE DIRECTOR OF EARLY
CHILDHOOD EDUCATION

Alejandra Santillanes

MUSICIANSHIP/FLUTE FELLOW

Devin Harrington

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Anna Clyne	<i>Color Field</i>
James Lee III	<i>Freedom's Genuine Dawn</i>
Angélica Castelló	<i>Star Washers</i>

2021-22 Estimated Attendance

Total	340,835
In-Person	236,471*
Virtual	104,364
In-Person Events	180
Virtual Events/Episodes	144

*includes enrolled participants in OrchKids, BSYO, BSO Academy, Side-by-Sides

Core Classical, Pops, Special, and Summer Programming (Including BSO OffStage)

	CLASSICAL	POPS	OTC	FUSION	SPECIALS	PRESENTATIONS	SYMPHONY IN THE CITY	SUMMER	MUSIC FOR MARYLAND	BSO SESSIONS
In-Person Paid	46,067	16,117	3,070	3,906	19,042	4,122	—	7,684	1,783	—
In-Person Free	11,149	3,754	920	682	1,889	227	3,345	1,643	1,856	—
Virtual (Paid or Free)	6,965	1,604	—	—	—	—	—	—	—	1,729
Events (Paid or Virtual)	77	27	6	3	14	3	3	7	4	14
Joseph Meyerhoff Symphony Hall	AVERAGE CAPACITY									
	43%									
Music Center at Strathmore	48%									

Education and Family Programming

	MIDWEEK CONCERTS	ORCHKIDS	BALTIMORE SYMPHONY YOUTH ORCHESTRAS	ORCHLAB	SIDE-BY-SIDES, WORKSHOPS, AND MISC.	FAMILY CONCERTS	BSO ACADEMY
In-Person Paid	—	—	1,309	—	—	1,356	—
In-Person Free	—	465	110	300	1,005	499	150
Virtual (Paid or Free)	30,377	399	n/a	—	2,609	—	—
Student Participants	29,974	1,897	215	300	279	—	80
Programs/Events	4	n/a	127	11	86	2	34
Title-I Schools Served	n/a	27	n/a	11	5	—	—

Community, Ancillary and Broadcast Programming (Free Ticketed and/or non-Ticketed Programming)

	DONOR EVENTS	FULL-ORCHESTRA PUBLIC CONCERTS ¹	POP-UP CHAMBER ENSEMBLES ²	SPECIAL EVENTS ³	BSO ENCORE ON WBJC
Estimated In-Person	2,920	7,545	785	90,000	—
Estimated Virtual	260	5,000	4,738	—	50,000
Events/Programs	40	4	12	2	3

1. Free College Night and Family Concerts (September 2021), Montgomery College (February 2022), and a Fourth of July concert at Rash Field (live and broadcast via WJZ)

2. Includes Conduct Me (Annapolis), BWMC partnership, Giving Tuesday pop-ups in Montgomery County, and partnerships with WBAL, The Associated, Pride of Baltimore, and more

3. Includes performances of the National Anthem at M&T Bank Stadium and Camden Yards

BALTIMORE SYMPHONY ORCHESTRA

Joseph Meyerhoff Symphony Hall

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The Music Center at Strathmore

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