

## Strategic Plan: TO THE 50<sup>TH</sup> SEASON & BEYOND

*OPERA THEATRE'S MISSION is to shape a vibrant future for opera by connecting, inspiring, and entertaining our communities through the power and beauty of the art form; to foster the next generation by empowering a diverse group of artists, artisans, and administrators at the highest level; and to make opera accessible and inclusive through innovative and collaborative storytelling that reflects, engages, and strengthens the St. Louis community, and attracts national and international audiences.*

### Our Goal:

**We seek to create an inclusive opera company that authentically reflects and engages with the St. Louis community, while being a national incubator for the art form – creating art and fostering artists and artisans of the highest level.**

### Our Strategic Priorities

#### ADVANCING THE NEXT GENERATION

**Incubate the next generation of excellence in opera** across all sectors of our company, anchored by our beliefs in fostering opportunity, expanding innovation, and advancing diversity.

- *We will continue to identify the next great on-stage talent through our young artist programs.*
- *We commit to implementing new and expanded ways to attract, train, and advance careers of rising opera professionals, building even more robust learning experiences for emerging talent in the production and administrative areas of the field.*
- *We understand that a stronger commitment to broadening access and increasing diversity will enhance the quality of our work. We will invest in providing additional equitable and inclusive hiring practices for all staff and company members.*

#### EXPANDING ACCESS & CONVENING OUR COMMUNITIES

Expand our impact and our audience through **increased access to opera** and **convening our communities** through operatic storytelling.

- *We will create works that inspire discussion in St. Louis and ignite the opera world.*
- *We will "show up" in more parts of our community more frequently throughout the year with stories that foster dialogue.*
- *We will engage passionately to educate and invite audiences of the future – diverse across lines of race, ethnicity, geography, age, ability, and background – to feel at home within the OTSL family.*

#### BUILDING FOR THE FUTURE – TO OTSL'S 50<sup>TH</sup> & BEYOND

Create the infrastructure of physical, human, and financial resources that will **sustain a vibrant future as we honor OTSL's 50<sup>th</sup> Season.**

- *We will identify and cultivate the next generation of Opera Theatre, building a robust, vibrant, and diverse board, staff, and family of supporters.*
- *We commit to identifying the next step, and taking action, to ensure we have facilities that elevate the artist and audience experience.*
- *We will plan a robust celebration of our 50<sup>th</sup> Season, honoring the traditions and successes of the past fifty years and setting an exciting vision for OTSL's next half-century.*
- *We will identify ambitious and appropriate goals that will sustain a responsible financial model, effectively address the company's facility needs, and support OTSL's continued artistic excellence.*

### Grounded in EDI

**All of Opera Theatre's work must be grounded in the values of equity, diversity, and inclusion.**

This is not only essential to the future of our organization, but it is uniquely aligned with OTSL's mission of shaping the future of opera and nurturing opera's next generation.

Fostering a culture that enhances EDI ensures that the work of OTSL reflects the breadth of experiences, cultures, and perspectives found in our community, that the company becomes relevant and welcoming to everyone, and that OTSL remains a vibrant component of the St. Louis and national arts ecosystem.