

Strategic Plan

2023-2028



We commit to continued dedication to Main Stage productions AND expanding our investment in other performing arts activities to grow the community's access to Lyric, support skill development in a safe way, and expand the types of theater programming for which Lyric is known.

- Increase focus on smaller productions that meet our goals of expanding Lyric membership, skills, and leaders.
- Create operational tools that support efficiency and encourage nimble decision-making and evaluation of unplanned opportunities.
- Clarify roles between staff, Board of Directors, and volunteers in all Lyric productions and activities.
- Continue to create a physical space that is accessible, appealing, and is operationally prepared to host smaller activities, groups, visitors, and community partners.
- Invest in both Main Stage and smaller productions in a manner that is sustainable financially and in terms of available resources.

As a community theater, volunteerism is the foundation upon which Lyric was built, and is critical to its future success. We will strategically and continuously offer opportunities to engage and develop volunteers and retain them over time.

- Use activities, events, and outreach programs to expand Lyric's volunteer opportunities and train volunteers.
- Proactively and strategically recruit and manage volunteer interest by coordinating opportunities that support 3-types of volunteerism:
 - Doing what they know,
 - Learning to do what they want to know,
 - Learning to do what needs to be done in support of organizational needs.
- Use our calendar of events to ensure our volunteers have specific learning and development opportunities including role sharing, mentoring, and technical workshops.
- Ongoing assessment of volunteer population to learn key variables that support engagement and retention over time.

Diversity, equity, and inclusion are central to the value of Community. We commit to fostering a creative environment where all Lyric activities are open to, reaching for, and attended by all who wish to participate by embracing diversity of background, perspective, culture, and experience.

- We actively welcome perspectives and encourage conversations that turn barriers into bridges.
- At each access point into Lyric Theatre (audience, cast, crew, staff, volunteers and outreach), we will continually evaluate our methods, approaches, and ideas through the lens of welcoming those who offer a diverse experience or perspective.

- We encourage our leaders and decision makers to utilize education and training as Lyric Theatre strives to embody current best theatre practices for inclusivity and innovation.
- Processes are developed through a lens of inclusion and creativity to safely surface and address barriers and access limitations.
- Theater productions, community partnerships, and educational programming proactively reach out to and engage with diverse communities.

We sponsor, lead, and partner with others to create and deliver educational opportunities throughout the calendar year, in a manner that incorporates our values of inclusion, grows organizational engagement, and creates opportunities for skill development.

- Expand educational opportunities as a pathway toward increased volunteerism, visibility, and stronger community partnerships.
- Develop workshops and camps that highlight all aspects of theater engagement including performance, craft work, and production.
- Build low-barrier introductions to theater arts, skill development for volunteers, and sharing expertise with those who are interested.

Lyric is a community partner. We actively reach out to educational and other community organizations to enhance our visibility, promote our expertise, and share what we have learned or created.

- Create systems to share resources, usable space, materials, and expertise.
- Evaluate current assets as potential resource sharing opportunities.
- Expand reputation for community collaboration by actively outreaching to educational and other community organizations.
- Identify coalition building opportunities that support the broader arts community throughout the state.