



**Overture Center for the Arts Annual Performance Contract Report**  
**Prepared for Madison Arts Commission**  
**Reporting period: July 1, 2024 – June 30, 2025 (FY2025)**

**Executive Summary**

Thank you to the City of Madison Room Tax Commission for the \$2,190,00 grant to support Overture Center for the Arts' general operations and capital investments in fiscal year 2025. The City's support is essential to ensuring Overture Center can sustain the delicate balance of maintaining an incredible architectural landmark, investing in the equipment necessary to create extraordinary experiences in the arts, and upholding its steadfast commitment to high-quality, accessible arts experiences for all through free and low-cost programming.

We are proud to share Overture Center's fiscal year 2025 results with the Madison Arts Commission in this report and the attached appendices.

Respectfully submitted by Overture Center's Executive Leadership Team,

Mike Conway, Chief Operations Officer  
Jenie Dahlmann, Chief Marketing & Communications Officer  
Emily Gruenewald, Chief Development Officer  
Tim Sauers, Chief Artistic Experiences Officer

**Appendices**

- A. Overture Center for the Arts Annual Report to the Community
- B. FY2025 Audited Financial Statements
- C. Education and Engagement Budget Report
- D. Resident Company and Local Arts Subsidy Report
- E. 2024/25 Season Artists List
- F. Community Ticket Program Partners
- G. City Grant Funding Accounting Summary
- H. Overture Center for the Arts Strategic Plan

## Overture Center for the Arts Mission

To support and elevate our community's creative culture, economy and quality of life through the arts.

## Vision

To create extraordinary experiences through the arts.

## Land Recognition Statement

Acknowledging Ho-Chunk Nation's ancestral lands, Overture Center for the Arts celebrates the rich traditions, heritage and culture that thrived long before our arrival. Overture respectfully recognizes this Ho-Chunk land and affirms that we are better when we stand together.

## Annual Economic Impact

Released in May 2023, an economic and fiscal impact analysis by the University of Wisconsin-Whitewater Fiscal and Economic Research Center reported that Overture Center contributed \$34,480,000 to the Madison economy during its 2021/22 season (September 2021-June 2022). Overture plans to conduct an updated study in FY2026 now that operations have stabilized following the pandemic.

View the full report here: [Overture Center Economic Impact Survey by Overture Center for the Arts - Issuu](#)

## Annual Report to the Community

Please review **Appendix A** Annual Report to the Community for an overview of Overture's community impact through programs, partnerships, performances and the organization's financial performance. The Annual Report to the Community includes much of the requested data regarding artistic experiences breakdown, touring and local artist engagement, local versus visitor ticket sales, and program service, etc.

## FY2025 Organizational Goals and Progress

Goal	Progress	Notes
1) Grow total artistic experiences by 3%	514,817 total artistic experiences, a 12% increase over FY24	New Activities: Fringe Festival pilot
2) Maintain at least 30% of total artistic experiences through free/low-cost education and engagement programs	37% of artistic experiences provided through education and engagement programs, on par with FY24	New Activities: My Melody pilot, Middle School Musical Theater Festival
3) Use the 20 <sup>th</sup> anniversary to increase mission awareness	Hosted 20 <sup>th</sup> anniversary party, \$20 community tickets, institutional messaging campaigns to highlight the programs, personal stories, and impact of Overture on the community	A perception survey will be completed in FY26 to identify opportunities for increasing public understanding of Overture and where Overture may need to direct attention.
4) FY2025-27 Strategic Plan established	Presented to board and staff spring 2025	Plans balances exploring new opportunities in the arts while creating internal efficiencies to improve team communication, collaboration and performance.

5) Achieve budgetary targets	\$2M operating deficit, slightly above planned \$1.8M planned deficit. Net change in assets after the campaign was positive \$1.7M compared to \$1.5M budget projection.	Earned revenue and expenses performed as expected, annual fund contributions fell short due to more people deciding to support the Overture Forever Campaign
6) Build long-term financial stability through the \$30M Overture Forever Campaign	Public campaign launch in July 2024; as of June 30, 2025, 90% of the campaign goal has been raised	\$7.8M has been pledged in planned gifts and cash gifts may be pledged over 5 years
7) Maintain at least 4-star customer ratings for artistic quality, customer service and facility experience	4.8 star rating across all three markers based on post-show surveys	
8) Invest in capital projects to ensure the building and equipment work properly to support health, safety and artistry.	\$3.47M was invested in 23 capital projects	See Capital Investment Breakdown below.
9) Instill and socialize cultural beliefs throughout organization.	Cultural belief work launched with directors summer 2024, across org in fall 2024 and incorporated in regular check-in schedule.	Cultural beliefs are Welcoming, Ensembling, Learning & Developing and Taking Responsibility
10) Identify and implement new revenue streams.	Increased catering revenue through pilot of pre-show dining events for Funny Girl New Year's Eve show and Wicked run.	

### **Capital Investment Breakdown**

\$3,470,000 was invested in 20 capital projects to protect the building's integrity, replace outdated equipment and support mission-critical operations, including:

- Significant technology upgrades throughout our performance spaces, ensuring our technical capabilities remain state-of-the-art. These upgrades include:
  - Replace audio amplifiers in Capitol Theater and the Playhouse - \$159,000
  - Replace audio consoles in numerous performance spaces - \$270,000
  - Upgrade to LED CYC lighting throughout the building - \$217,000
  - Moving light theatrical package for theaters - \$357,000
  - Wireless microphones - \$57,000
  - Replace rigging system in the Playhouse and Overture Hall phase 2 - \$657,000
- Replacing building-wide systems that have reached the end of their useful lives with more energy-efficient equipment to lower our energy usage. These systems include:
  - Rebuilding one chiller - \$343,000
  - Replacing two boilers - \$189,000

- Building-wide technology upgrades to increase our capacity and improve the experience of our patrons and employees including:
  - Upgrading our building-wide Wi-Fi infrastructure - \$78,000
  - Replacing outdated network servers - \$60,000
  - Website accessibility updates - \$42,000

Utilities are a substantial annual cost for Overture, thus investing in technology and equipment that reduces energy consumption is highly desired both to be good environmental stewards and to reduce costs. When replacing theater equipment, if an item has a usable life Overture often donates it to community theaters or schools.

### **Operating Reserves Progress**

Overture Center's operating reserves as of June 30, 2024, total \$18,629,838. This consists of general operating funds of \$16,459,838 and a Board Designated Reserve of \$2,170,000.

### **Overture Forever Capital Campaign Progress**

Overture announced the Overture Forever Campaign publicly July 25, 2024. The campaign goal is to secure \$30 million to establish a capital fund (\$10 million target) for current capital projects and a capital endowment (\$20 million target), the returns of which will fund future capital projects. As of June 30, 2025 \$27.1M has been raised for the campaign, or 91% of the \$30M target. This influx of capital into the endowment fund prompted the board to take the first draw of \$150,000 to support FY2025 capital projects. While this progress is exceptional, note that \$7.8M has been pledged to the campaign via planned gifts that will be realized upon the death of the individual and \$11M will be paid via pledge payments over the next five years. The Room Tax Commission grant remains critical to Overture's ability to address capital projects.

### **FY2024 City Grant Expenditures**

Per the terms of Overture Center's Structural Agreement with the City of Madison, the City Grant shall be used by Overture Center for general operations and capital expenditures. In FY2025, the City Grant was used for such expenses, allowing Overture to further invest and expand many of the Education and Engagement Programs described in the program narratives.

The funding from the City Grant specifically was used to fund:

- approximately \$977,000 of the more than \$3.47 million in capital projects that were purchased and installed during fiscal year 2025. This was a significant investment in our facility that was timed with Overture's 20<sup>th</sup> anniversary, but also a needed investment given the age of the building and the systems and technology within it.
- \$639,000 in direct wages and \$150,000 in benefits and taxes for employees across the organization to execute performances and programs held at Overture during the 24/25 season. These payments included employer paid medical insurance and 401(k) contributions for full-time AFSCME and IATSE employees.
- \$195,000 in wages paid to variable AFSCME and IATSE stagehands who worked directly on Education and Engagement programs.
- \$114,000 in wages paid to our full-time staff who worked directly on Education and Engagement programming.

- \$117,000 of the grant funding was used to defray approximately \$886,000 in annual utility costs incurred this year to heat, cool, and maintain proper humidity controls for building functionality, contacted stage temperatures, and support guest comfort.

**Appendix G** summarizes the accounting detail supporting the use of the funding as described here.

### **Free and Low-Cost Education and Engagement Program Descriptions and Service**

Overture is committed to providing at least 30% of annual artistic experiences through free and low-cost education and engagement programs to provide access to the arts at every stage of life. Overture is a member of the Kennedy Center Partners in Education program and participates in the Arts Education Roundtable to promote arts in schools. The following programs represent Overture's primary Educational and Engagement Programs.

See **Appendix C** for the Education and Engagement Budget breakdown.

#### **Disney Musicals in Schools: Creating sustainable musical theater programs in elementary schools.**

Overture Center for the Arts partners with Disney Theatrical Group to bring Disney Musicals in Schools to the Madison area. The program creates sustainable musical theater programs in elementary schools and middle schools by providing school instructors with the training and tools necessary to do so and to share their students' success. Over the course of 22 weeks, a team of Overture's Teaching Artists guides school instructors through the process of mounting a musical. Schools receive performance rights, rehearsal materials and Teaching Artists at no cost. The residency culminates in a 30-minute Disney KIDS Musical at each school. In late spring, all schools are invited to the Student Share at Overture's Capitol Theater where each school performs a production number from their show for an audience of peers, parents and community members.

Learn more about this program here: <https://www.overture.org/blog/2025-may-disney-musicals-in-schools/>

- 510 participating students (47% growth over FY24)
- 5 alumni elementary schools
  - Hawthorne Elementary Schools
  - Henderson Elementary School
  - Leopold Community School
  - Mendota Elementary School
  - Nuestro Mundo Community School
- 2 alumni middle schools
  - Whitehorse Middle School
  - Toki Middle School
- 1 prep-year elementary school
  - Heugel Elementary
- 1 first-year middle school
  - Sennett Middle School



Disney Musicals in Schools Student Share

#### **The Middle School Program: Supporting school theater programs at every age.**

Following a pilot in FY24, the Middle School musical theater program continues to grow and support artistic experiences for students. Schools establishing new musical theater programs may engage in the Disney

Musicals in Schools program to develop a program through a 3-year partnership, then continue as “alumni”. New this season middle school students were invited to participate in a full-day theater festival with workshops, including a dance workshop with the dance captain from the National Tour of “& Juliet”

- 400 students in the Showcase performance and workshops

### **The Jerrys and the Jerry Ensemble: Recognizing excellence in high school musical theater.**

The Jerrys, one of Wisconsin’s high school musical awards programs, encourages, recognizes and honors excellence in high school musical theater. The program began in the 09/10 school year as the Tommy Awards and was renamed in the 17/18 season The Jerrys after philanthropist and arts supporter W. Jerome Frautschi. Educators and industry professionals review productions at nearly 100 high schools in 31 counties around the state providing valuable feedback. The program elevates the importance of musical theater within high schools.

School and student achievements are honored and featured in an awards show held at Overture Center in June and two outstanding performers are selected to represent the program at **The National High School Musical Theater Awards** (The Jimmys). Learn more about the 2025 record breaking season here:

<https://www.overture.org/blog/2025-may-jerry-awards/>

- 116 productions reviewed
- 105 participating schools and community theaters
- 11,600 students participating
- Almost 1,000 performers across two awards shows

“No matter what I do after high school, the work ethic, leadership skills and public speaking skills I have learned [in the Jerry Ensemble] have become an integral part of who I am and will continue to influence the trajectory of my life.” —*Leena Rathgeber, junior at Monona Grove High School*

### **Lullaby Project: Creating lullabies to help new and expectant parents express their hopes and dreams through music.**

The Lullaby Project uses the creative process of songwriting to help new and expectant parents express their hopes and dreams for the future through music. The project pairs local singer-songwriters, mothers and mothers-to-be to create personal lullabies for their children, supporting maternal health, aiding child development, and strengthening the bond between parent and child. Overture Center is pleased to be one of over thirty organizations across the country and the world to be a Lullaby Project partner, a program of Carnegie Hall’s Weill Music Institute. This season the team celebrated writing the 100<sup>th</sup> lullaby in the program (and their first sea shanty!)

Current community partners in the project are MMSD’s Capital High Parenting, UnityPoint Health – Meriter and Madison Public Library.

Stories from this year's participants can be enjoyed here:

<https://www.overture.org/blog/2025-april-lullaby-project/>

- 75 events
- 102 participants
- 634 artistic experiences
- 38 completed lullabies
- 137 lullabies completed since 2019

---

I got the final version of my son's lullaby today, and I have tears of joy listening to it. It's so beautiful and special to have this for him (and for me!). I cannot tell you enough how wonderful I think this project is and the fact that you make it available to parents and babies at no cost is such a blessing. I will treasure this special song always. —Alison B., *Baby Hour* participant

**NEW in 2025: My Melody:** My Melody uses songwriting to bring the power of music and creative expression to individuals in the early stages of dementia, along with their care partners. Through the program, participants reflect, connect and create something meaningful together. Along the way, the experience opens a space for joy, curiosity and shared discovery.

Each participant is paired with a professional teaching artist. Together, they write an original song inspired by personal memories, stories and dreams. The process is as unique as the person behind it, sometimes reflective, sometimes humorous but always deeply human.

The project launched in 2025 through a pilot program at Verona Senior Center. In addition to songwriting sessions, the partnership has included a celebration concert, ongoing opportunities for matinee performances at Overture Center and a special intergenerational performance of [Kids in the Rotunda](#) hosted at the senior center.

Program design was shaped by Overture's education and engagement team, input from Verona Senior Center staff, expert advisors from the [Institute for Music and Neurologic Function](#), [TimeSlips Creative Storytelling](#) and practicing music therapists. A video sharing the participants experience is available here:

<https://youtu.be/AweWbg8S6eU?si=xth1VzJHpGPY2lZr>

- 5 events
- 8 participants
- 60 artistic experiences
- 5 songs created

**Kids in the Rotunda: Free Saturday performances designed to captivate families of all ages.**

For over forty years, Kids in the Rotunda (KIR) has presented free Saturday arts experiences to Madison-area families throughout the school year. From renowned folk singers to drum lines, from hilarious kid-friendly improv to vibrant Indian dance, our handpicked lineup guarantees an unforgettable experience for families. Three performances are offered on October-April Saturdays at 9:30 am, 11 am and 1 pm (including American Sign Language interpretation). One performance each month is livestreamed reaching, on average, an additional 100 households. Overture hosts an accessibility hub nearby with coloring materials, noise-canceling headphones, hearing assist devices, fidget toys and more to help everyone enjoy a show. In summer 2025, Overture hosted KIR Summer Sessions, which took performances outside of Overture, to Baraboo Public Library, Verona Senior Center, Black Earth Children's Museum and season announcement party at the Madison Children's Museum.



See Appendix E for the roster of 2024/25 Kids in the Rotunda artists and community partners.

- 274 performers
- 29 featured performance groups
- 86 performances
- 23,229 total attendees (includes livestream views)
- 7 Art After Overture sessions with the Madison Public Library
- 6 Little om BIG OM sessions



A performance by artist L.E.X.

### OnStage Student Field Trips: Offering diverse performances that connect to content across school curriculums.

The OnStage Student Field Trip series is designed for students from schools and homeschools. They offer a diverse range of performing art forms, connect to content across the curriculum and feature various cultural perspectives. To deepen the student experience, we write and distribute Educator Resource Guides filled with curriculum-focused lesson ideas for each show. **Overture provides ticket and transportation subsidies to under-resourced schools. In FY2024, those subsidies exceeded \$33,000.** See Appendix E for the 2024/25 artist roster.

- 17,776 participating students and chaperones
- 18 performances
- 237 schools/groups (72 new to the program this year)
- 47 touring artists
- 70 Madison artists (UW Varsity Band)

*"It's lovely to watch the young kids come in for their field trips and to see their wonder and amazement as they enter the space and experience the show." — Erica Gottschalk, recently retired educator at Cherokee Heights Middle School*

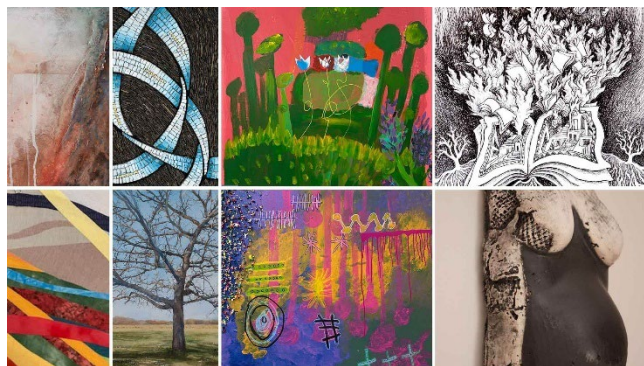
### Duck Soup Cinema: Celebrating the legacy of the Capitol Theater's silent film heritage

In its 45th anniversary season, Duck Soup Cinema continues to welcome all who wish to experience the magic of silent films, complete with local vaudeville-style acts showcasing the Grand Barton Organ. Overture's Grand Barton Organ is one of handful of silent movie organs still in use in its original theater. Over the years the series has evolved to program groundbreaking films featuring some of the earliest diverse actors, directors and stories in addition to crowd favorites. Film historians help to provide context and educate audiences about the significance of the films they are about to see.

- 3,223 attendees
- 6 performances, educational tours + events
- 3 touring artists
- 32 local artists
- 3 original scores by organists including The Dragon Painter, rooted in Japanese folk music



## Overture Galleries: Creating a forum for diverse artistic expression



Overture Galleries are always free and open to the public, with most artworks available for purchase. The exhibits feature mostly local artists with a handful of Wisconsin and national featured artists and a range of expertise, media, and perspectives. All artists are compensated and exhibits have included children's artwork; work by people early in their careers and those who are well-established; artist collectives; public art projects and exhibits inspired by upcoming performances. Overture has created an on-line store front to promote purchases.

Artist Aaron Laux shares his creative process for his Spring 2025 exhibit in this video:

<https://youtu.be/c66WOUguzVs?si=ezFcQHNAqawmHvFO>

A complete list of Overture Galleries artists is found in **Appendix E**.

- 24 total exhibitions
- 113 total artists (78 from Madison/Dane County, 35 Wisconsin and national artists)
- 14 receptions and community events
- 474 exhibited art pieces
- 1,668 art lovers attended our opening receptions and artist talks
- 105,743 annual Overture Galleries experiences
- 24 artworks were purchased and found a new home
- 100% of artists surveyed said they would “definitely” recommend Overture and/or show with us again

## International Festival: A free festival celebrating the rich cultural heritage and diversity of our community.

For over 40 years Overture Center has presented International Festival, a free open house-style event to celebrate the rich cultural heritage and diversity of our community. Performances are primarily local/regional groups sharing dance, music, language, history and cultural traditions with people of all ages. Guests can shop and learn about local cultural groups in the marketplace and enjoy the cuisine from different countries and cultures from food vendors. Additionally, Overture's education team created a digital International Festival resource center for classrooms, which was used in over 100 classrooms in the state.



See **Appendix E** for the artist, vendor and partner listing and enjoy an artist reflection here:

<https://www.overture.org/blog/2025-february-international-festival-guitar-house/>

- 36 cultures
- 27 performing groups
- 30 crafts/arts and food vendors

- 4,300 online school participants
- Approximately 12,000 attendees

**Community Ticket Program: Ensures all people, regardless of economic ability, have access to the performing arts.**

The Community Ticket Program helps ensure that all people, regardless of economic ability, have access to the performing arts. Through local social service agency partnerships, our program reaches families and individuals of all ages throughout Dane County who can receive tickets for \$3-4.25, including Broadway. Participants receive a coupon code from their organization, which may be redeemed online, over the phone or in-person at the box office. See Appendix F for the complete list of Community Ticket Program partners.

- 46 partnerships with local social service organizations
- 1,232 low-cost tickets distributed

### **Arts Career Exploration Spotlight (ACES) program**

Piloted in the summer of 2019, the ACES program returned in the summer of 2024 to expose middle and high school students of color to the vast array of careers available in the arts. The program expanded participation from 11 students last year to 28 students in 2025. The curriculum included site visits, guest speakers and panels, attending live performances and learning projects. Students also attended a financial literacy workshop and engaged in daily writing exercises. A video sharing participant experiences is available here:

<https://youtu.be/oyPdCo5PFUI?si=f8r6r0YsbtBoc3U1>

- 2 three-week sessions, 11 days each
- 32 field trips/workshops/panels
- 28 student participants
- 23 community partners
- 54% free and reduced lunch
- 13 different MMSD schools represented - Middle (Wright, Hamilton, Toki, Sherman, Sennett, O'Keefe, Cherokee, Whitehorse) and High School (East, West, Waldorf, Shabazz, Operation Fresh Start)



### **Equity and Innovation Community Partner Tickets**

Last year Overture Center provided 574 tickets, meals and programming to community partners at a cost of \$62,503 to support audience development and engagement with diverse populations. As a presenting organization, Overture does not have access to unlimited complimentary tickets to performances. However, attending a performance is often the centerpiece that inspires wrap-around programming to add depth to the experience. Community groups participated in this programming in conjunction with the following performances:

- |              |                     |
|--------------|---------------------|
| • & Juliet   | • A Beautiful Noise |
| • Funny Girl | • Clue              |
| • Shucked    | • MJ the Musical    |

- Wicked
- Hubbard St. Dance
- The Kinsey Sicks
- Black Violin
- Straight No Chaser
- MSO: Coco
- Shrek

### **Equity and Innovation Reflection and Forward Vision**

After eight years serving as Overture's Chief Equity and Innovation Officer at Overture, Dr. Ed Holmes retired in August 2024. The organization took this opportunity to engage Mark Richardson at Unfinished Business to conduct a review of our Equity and Innovation activities to identify opportunities to build upon Dr. Holmes' work to further integrate this work and values throughout the organization.

Staff, board members, the Community Advisory Council, the Equity and Innovation Committee of the OCF Board, and resident companies were surveyed – through an online survey, focus groups and one-on-one interviews. Key takeaways include:

#### **E&I is Central to Our Mission**

- Respondents overwhelmingly agree that advancing equity and innovation is essential to fulfilling Overture Center's mission.

#### **Community Outreach and Engagement Must Be a Priority**

- Many see a need to expand our presence in the community, foster stronger partnerships, and ensure our programming resonates with diverse audiences.

#### **Front-Line Staff and Volunteers Need More Training**

- From ticketing to guest services, staff want additional tools to meet the diverse needs of patrons while embodying our E&I values.

#### **Greater Internal and External Collaboration**

- Improving cross-departmental coordination and building authentic relationships—especially with resident companies—will help embed E&I in day-to-day operations.

#### **Guidance on Applying E&I Principles to Each Role**

- A frequent question was, "How do I incorporate E&I into my specific work?"

#### **Key Recommendations Include:**

1. Create a Chief People Officer (CPO) Role on ELT to integrate culture and E&I values throughout HR policy and employee experience
2. Develop clear metrics and strategy for internal and external E&I work
3. Prioritize community outreach
4. Enhance training and role clarity for employees and volunteers
5. Strengthen communication and collaboration between departments, resident companies and partners to share and build on best practices
6. Demonstrate visible leadership support at the executive and board level

In May 2025 Overture convened a diverse group of arts leaders and public stakeholders to gather input on the proposed Chief People Officer role and qualities they feel are essential for a person in this role. Overture used this input to launch a Co-CEO & CPO role in June 2025 and is currently selecting final candidates. The Co-

CEO & CPO will oversee HR and DEI to design and implement the key recommendations in partnership with the full Executive Leadership Team, Board and staff.

### **Building Community Through the Arts**

Overture Center for the Arts aims to ensure members of our community are represented and included in all facets of Overture Center, creating an environment where everyone is welcome and feels a sense of belonging. Overture achieves this through community partnerships, programs, workshops, employee task forces, recruiting individuals from a variety of backgrounds for employment, board and volunteer service, working with media outlets that serve many local populations, and programming a diverse series of performances. We aspire to break down the social constructs that have served to divide us by race, ethnicity, gender identity, sexual orientation, religion and range of abilities.

### **Engaging Diverse Artists**

Overture Center is committed to presenting a diverse season of productions and artists through Broadway at Overture, Overture Presents, Changemaker Speaker Series, Duck Soup Cinema, OnStage Student Field Trips, Kids in the Rotunda, International Festival and Overture Galleries. However, we do not ask artists nor productions to indicate their personal or cast/crew members race, ethnicity or other identity markers. Therefore, it would be disrespectful to report percentages based on assumptions. Lists of the productions, artists and groups presented are provided in **Appendix E** to share the breadth of touring and local artists engaged at Overture Center.

### **Overture In-Kind Co-Sponsored Activities**

Each year Overture partners with local arts, civic groups and small business leaders through in-kind rental and equipment rentals outside of Overture's regular local arts subsidies to support events led or owned by people of color. Last year Overture co-sponsored the following activities:

- Exploring Common Ground on Gun Violence Prevention (Collaborated with local Madison area and WI leaders and Builders); Documentary Screening of "The Tennessee 11"
- Celebrating 50 Years of the Hmong Diaspora
- Total Visibility Through Art and Food
- Christian Cooper: Birding Diversity and the Power to Change the World

### **Community Advisory Council**

In accordance with the Structural Agreement with the City of Madison, Overture Center maintains a Community Advisory Council (CAC). Members of this council provide feedback on outreach activities; connect Overture with community partners, broadening outreach efforts; and serve as ambassadors in the community to support diversity, equity and inclusion efforts. Four meetings of the Community Advisory Council were held last fiscal year. The focus of their work was to recruit members with a broader definition of "diversity" beyond race and culture to provide input to expand access to additional populations who have traditionally been left out of the arts. The council also reviewed and updated its charter to better define its role based on the results of the E&I report. 2024/25 Community Advisory Council Members:

- |                                 |                       |
|---------------------------------|-----------------------|
| • Anna Gonzalez (Chair)         | • Kiah Calmese Walker |
| • Andrea Bonaparte (Vice Chair) | • Ananda Mirelli      |
| • April Kigeya                  | • Kayla McGhee        |

- Dana Pellebon
- Martha Siravo
- Christina Martin-Wright
- Buzz Kemper
- Leah Schultz
- Debra Kirchner
- Jessie Loeb
- Mercedes Brandt

### **Resident Company Advisory Council**

In accordance with the Structural Agreement with the City of Madison, the resident arts companies of Overture Center meet every other month to discuss national and local industry trends, share successes and challenges, and work collaboratively on residency issues and opportunities. The group continues to coalesce accessibility services for patrons and sharing diversity, equity and inclusion practices and successes to support organizations in their efforts. Overture and the resident companies continue to host a separate marketing group to build collaborative audience development strategies. Overture's resident companies are:

- Children's Theater of Madison
- Forward Theater Company
- Kanopy Dance Company
- Li Chiao-Ping Dance
- James Watrous Gallery
- Madison Ballet
- Madison Opera
- Madison Symphony Orchestra
- Wisconsin Chamber Orchestra

Resident arts companies receive a 50% rental subsidy as part of their Overture Center resident agreement. A listing of events and total subsidy amounts are available in **Appendix D**.

### **Accessibility at Overture**

Overture continues to be a leader in the performing arts center space in its efforts to make art forms more accessible for differently abled people. This year Overture brought its accessibility services front and center by creating Accessibility Hubs near each performance space to increase awareness and access to hearing assist devices, audio description services, ear protection, sensory kits, and wheelchairs. Overture became KultureCity certified, which provides training to staff and volunteers to support guests with sensory needs. Our team was invited by KultureCity to provide services at the NFL Draft at Lambeau Field and the Coldplay concert at Camp Randall. Overture also continued to offer complimentary tactile Broadway tours for guests with vision impairments. Full accessibility information is available here: <https://www.overture.org/visit/accessibility/>

A news story about audio described performances is available here:

<https://spectrumnews1.com/wi/milwaukee/news/2025/06/03/everyday-hero--overture-center--madison--dane-county--heather-perkins>

### **Overture Center Foundation Board**

Overture recruits a diverse cross-section of business and civic leaders to serve on its board to provide fiduciary oversight, governance, strategic input, and increase awareness about Overture's mission, programs, and community impact.

- Jim Yehle (Chair)
- Rev. Tony Patterson (Vice Chair)
- Lynette Fons (Secretary)
- Keith Baumgartner (Treasurer)
- Joanna G. Burish
- Mark Clear
- Phil Greenwood
- Peng Her
- Lynn Heslinga
- Ana Hooker
- Cecilia Kress
- Kenneth Lammersfeld
- Kurt Lin
- Julie Marriott
- Oscar Mireles
- Everett Mitchell
- Frank D. Peregrine
- Greg Pfluger
- Lauri Roman
- Christine Senty
- Jim St. Vincent
- Mike Verveer
- Andy White

### **Equal Employment Opportunity Report**

Overture submits an annual Equal Employment Opportunity report with employee demographic information to the City of Madison in December of each year in compliance with the Structural Agreement. Overture recognizes that its employee base, especially in middle and executive management, does not reflect the racial and ethnic diversity of our community. The new Co-CEO & CPO will be charged with creating a multi-year strategy to build community relationships and review HR practices to encourage more diverse candidate pools as well as professional development programs to support career advancement within the organization.