Overture Center for the Arts Annual Performance Contract Report
Prepared for Madison Arts Commission
Reporting period: July 1, 2022 – June 30, 2023 (FY2023)

Executive Summary

Thank you to the City of Madison Room Tax Commission for the $2,095,000 grant to support Overture Center for the Arts' general operations and capital investments in fiscal year 2023. 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 2023 results with the Madison Arts Commission in this report and the attached appendices. While the organization is continuing to rebuild its activities, operations and foundation coming out of the pandemic, the 2023 fiscal year was a concerted step forward.

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
Dr. Ed Holmes, Chief Equity & Innovation Officer
Tim Sauers, Chief Artistic Experiences Officer
Chris Vogel, Chief Financial Officer/Chief Business Officer

Appendices

A. Overture Center for the Arts Annual Report to the Community
B. FY2023 Audited Financial Statements
C. Education and Engagement Budget Report
D. Resident Company and Local Arts Subsidy Report
E. 2022/23 Season Artists List
F. Community Ticket Program Partners

Overture Center for the Arts Mission

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

Vision

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).

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.

FY23 Organizational Goals and Progress

Overture Center's shared leadership team develops annual organizational goals in alignment with the strategic plan, which are communicated to all Overture regular employees. Departments create operational plans to achieve organizational goals and employees are required to align their personal goals with departmental goals to support direction, alignment and commitment throughout the organization. The four pillars of Financial Stability, Artistic Excellence, Operational Excellence and Engaged Workforce are steadfast, however, the goals and key performance indicators change from fiscal year to fiscal year to build upon the previous year's work and incorporate forward-looking challenges and opportunities.

Overture Center for the Arts was closed for 18 months during the COVID-19 pandemic, which required the organization to reduce all expenses, including its workforce, to 35% of regular operations. This extended business interruption allowed the organization to rebuild its business by establishing stronger foundational supports for the arts, people and building that are essential for Overture's mission and operations.

In preparation for reopening, the organization took a measured approach to returning to full operations, resuming or expanding key organizational operations and programs based on public health conditions, resources and demand. Fiscal year 2023 was the first season in four years that was not interrupted by COVID impacts and while most programs resumed, not all were at pre-COVID levels. While this year has been the most "normal" since 2018/19, the organization is continuing to rebuild processes and activities to respond to post-pandemic needs and conditions.

Financial Stability: The financial freedom to create extraordinary experiences for all.

Goal	Result
Earned revenue goal met	Exceeded goal by 20%
Contributed revenue goal met	Under budget by 4%
Overhead expense managed to budget	Under budget by 5%
Campaign cash/pledges	Under budget by 80%
Restore reserve of 12 months of operating cash flow	Achieved

- In September 2022 the Overture Forever Campaign Cabinet decided to pause campaign plans to bring on a consultant to help revive the effort in a post-pandemic climate. A consulting firm came on board in December 2022 to review campaign plans, expand cabinet leadership and refine the case. By June 2022 the cabinet had doubled its membership and gift conversations began in July 2023.

Programming Excellence: The public thinks of Overture first for their artistic experiences.

Goal	Result
4+ star artistic quality rating	3.96
300,000 artistic experiences (in-person)	523,781
Establish digital engagement baseline	670,117 online engagement (video, social) 13,830,323 web views 1,856,196 web sessions
Grow "the buzz" through PR presence	4,493 media mentions 1,230,738 audience reach $39,063,618 ad value

- Artistic quality rating is based on post-show survey responses.
- See artistic experiences in the Annual Report to the Community (Appendix A) for a breakdown.
- Web views are the number of website pages viewed, and web sessions are the number of visits to the site during which multiple pages may be viewed.
- Public Relations presence is calculated using Critical Mention tracking software.

Operational Excellence: Consistently deliver extraordinary experiences for all.

Goal	Result
4+ star patron facility experience	3.87
4+ star customer service rating	4.25
80%+ net promoter rating for non-performance events	100%
Investment in building to complete Priority A list capital projects on time and on budget	15 projects completed on time, on budget

- Patron facility rating is based on post-show survey responses. Most common patron building concerns: stained carpeting needs replacement, restrooms need renovation and worn-out seats.
- Customer service rating is based on post-show survey responses.
- Net promoter rating based on a post-event survey sent to meeting/event contacts. 100% of respondents would recommend Overture.

- $2,372,512 was invested in 15 capital projects to protect the building's integrity, replace outdated equipment and support mission-critical operations:

    - Replace Carpeting, Promenade Lobby, Terrace, Rotunda; Upper Lobby, Rotunda
    - Griswold valves, water
    - Roof section replacement
    - Replace/repair PL backstage doors
    - Generator Power Supply
    - Rotunda Lobby Improvement
    - Replace Projectors, Lenses & Associated Equipment - Rooms & Theaters
    - Laundry updating throughout - 5 washers and 5 dryers
    - Re-terminating fiber cable
    - Fall Arrest systems
    - Wood Shop Technology Upgrades
    - Grease trap replacement
    - Employee Computer Station Updates
    - Replace 1 AC Split Unit
    - Back-up Server

Engaged Workforce: World-class employee engagement to drive extraordinary experiences for all.

Goal	Result
Employee engagement >60%	93%
Employee participation in engagement survey >50%	81%
Establish quarterly performance review process	Completed on time
Establish baseline for employee DEI training participation	889
Establish baseline for employees attending Overture performances	1,066 at 37 shows

- Overture deployed its first employee engagement survey in over 5 years and had better than average employee participation and engagement rates.
- The employee performance review process was updated to reflect a changed approach to performance goals. FY2022 was the first year the organization established organizational goals aligned with its strategic plan and in FY2023 employee performance goals cascaded from the organizational goals to ensure direction, alignment and commitment across the organization.
- See DEI training later in this document for more information.
- Employees were encouraged to attend performances using complimentary staff rush tickets and share their feedback as a patron to better inform the patron experience and to encourage employees to engage in our mission outside of their regular work.

Operating Reserves Progress

Overture Center's operating reserves as of June 30, 2023 total $18,856,259. This consists of general operating funds of $16,686,259 and a Board Designated Reserve of $2,170,000.

Overture Forever Capital Campaign Progress

As stated earlier, the Overture Forever Campaign was slated to launch a silent phase in 2020 to secure early leadership gifts before the campaign would be made public. The death of then-CEO Sandra Gajic and the pandemic delayed these plans. However, since that time $6M has been raised for the campaign, roughly $3M in cash/pledges for current capital projects and the endowment, and $3M in pledged planned gifts for the

endowment. The campaign goal is to secure $30M to establish a capital endowment ($20M target) and a capital fund ($10M target) for current capital projects.

FY2023 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 operations and capital expenses. In our fiscal year 2023, the City Grant was used for such expenses, allowing Overture to further invest and expand many of the Education and Engagement Programs described below. The funding from the City Grant specifically was used to fund approximately $1.5 million of the nearly $2.4 million in capital projects that were purchased and installed during fiscal year 2023. In addition, this funding helped defray the approximately $885,000 in annual utility costs that are incurred each year to heat, cool, and maintain a pleasant environment for our employees, performers, and guests. Finally, the City Grant funding helped cover many of the direct and indirect expenses of our Education and Engagement programs as listed in Appendix C. While Overture receives direct revenue and sponsorships to help defray the costs of our Education and Engagement programs, not all of the direct and indirect costs associated with these programs are covered. The City Grant assists in covering these financial shortfalls, allowing for these programs to be enacted to their fullest potential.

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

Disney Musicals in Schools: Creating sustainable musical theater programs in elementary and middle schools.

Overture Center for the Arts works with Disney Theatrical Group to bring Disney Musicals in Schools to the Madison area. The for the program is to create sustainable musical theater programs in elementary schools by providing schools with the training and tools necessary to do so and to share their students' success. Over the course of 17 weeks, a team of Overture's Teaching Artists guide school teachers through the process of mounting a musical starring student performers in grades 3-5. The residency culminates in a 30-minute Disney KIDS Musical at each school. Then, all students are invited to the Student Share where each first-year school performs a number in the Capitol Theater at Overture Center. All participating alumni schools are also invited to be a part of the Student Share.

Learn more about this program from the teacher perspective here: https://www.overture.org/blog/2023-may-disney-musicals-in-schools/

- 300 participating students
- 6 participating schools
  - Akira Toki Middle School (middle school pilot program)
  - Hawthorne Elementary Schools
  - Henderson Elementary School
  - Leopold Community School
  - Nuestro Mundo Community School
  - Mendota Elementary 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.

Current community partners in the project are MMSD's Capital High Parenting, UnityPoint Health – Meriter and Harambee Village Doulas.

Maggie Mehr from UnityPoint Health-Meriter shared this reflection, "This project is so important because it offers a supportive, personal space for birthing parents and caregivers to share stories they may not otherwise be able to share. And it empowers them to shape the narrative and choose how the story of their birth and child is shared with family, community and the world."

- 335 total participants
- 57 (18 in person; 39 virtual) events
- 27 completed lullabies
- 56 caregivers who wrote music
- 990 concert attendees
- 1 fully recorded album, released on all major streaming platforms and has been accessed from 51 countries

The Jerrys and the Jerry Ensemble: Recognizing excellence in high school musical theater.
The Jerry Awards, 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 to The Jerry Awards after philanthropist and arts supporter W. Jerome Frautschi. Educators and industry professionals review productions at nearly 100 high schools in 30 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) competition in New York City. See student reflections on the program here: https://www.overture.org/blog/2023-january-leela-peterson-and-lucas-finley/

- 100+ productions reviewed
- 97 participating schools and community centers
- 10,700 participating students
- 700 students participated in The Jerry Awards Show in Overture Hall in June

Kids in the Rotunda: Free Saturday performances designed to captivate families of all ages.
For over forty years area families have been enjoying free Saturday arts experiences through Kids in the Rotunda. From renowned folk singers to drum lines, and hilarious kid-friendly improv to vibrant Indian dance, our handpicked lineup guarantees an unforgettable experience for families. During the 2022/23 season two Saturday performances were offered; programming will return to three performances will be offered in the 2023/24 season. In addition to the live performances, Overture livestreams select performances during the season and makes digital programming available to families served at the American Family Children's Hospital. See Appendix E for the roster of 2022/23 Kids in the Rotunda artists and community partners.

A reflection from first-time Kids in the Rotunda artist L.E.X. is available here: 2023 MAR: Artists Have "Extraordinary Experiences" - Overture

- 30 featured performance groups
- 68 performances
- 237 performers
- 17,688 in-person attendees

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 provide Educator Resource Guides for each show filled with curricular-focused lesson ideas. Additional ticket and transportation subsidies are available. See Appendix E for the 2022/23 artist roster.

During the 2022/23 season, the bus driver shortage impacted the OnStage program as some schools were unable to attend because a driver was unavailable or the schedule didn't align with school bus schedules (am/pm routes, athletic games, other field trips). The program saw declined attendance even though educator interest remained strong. Overture staff communicated with educators to explore different show times, however, there was little congruency across different school districts.

A reflection on "Cuentos: Tales from the Latinx World" from Olaya Benavides, 4th Dual Language Instructor at Lincoln Elementary School, Madison: "This performance was incredibly interactive and had our students so engaged the WHOLE time. The cultural relevance made so many students excited and felt 'seen' and they had fun participating in along with the bilingual chants/verses! We were very grateful to be so close to the stage, which allowed us to hear and see the performance so clearly. Overture OnStage has always provided beautiful experiences for our students. So many of them have never been able to participate in what Overture has to offer for the community—simply being downtown is a new experience that they cherish and remember so vividly! THANK YOU to the OnStage program!"

- 25 performances
- 374 participating schools/groups
- 18,737 participating students

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 annual exhibits feature mostly local artists with a handful of Wisconsin and national featured artists and a range of expertise, media, and perspectives. 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's galleries partners with LOUD to host the Latino Art Fair, participate in the annual MMoCA gallery night and hosts gallery receptions with artist talks to engage the public in thoughtful conversations about the creative process, inspiration and personal perspectives through visual arts. A complete list of Overture Galleries artists is found in Appendix E. Artist reflections on the Latino Art Fair are included here: 2023 February: Latino Art Fair Rodrigo Carapia and Issis Macias - Overture

Total exhibitions: 17
Total artists = 251

- Madison Artists = 90
- Dane County artists = 133
- WI and National = 55

International Festival: A free festival celebrating the rich cultural heritage and diversity of our community—expanded to two days in 2022/23.

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. In addition to performances, guests can shop and learn about local cultural groups in the marketplace and enjoy the cuisine from different countries and cultures from food vendors. The festival was expanded to two days this year to accommodate the demand for this event. Additionally, Overture's education team has 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: 2023 March: Bill Knoedler Mesoghios Dance - Overture

- 15,068 people attended in-person activities
- 40+ cultures
- 30+ artists
- 30+ craft/arts and food vendors
- 100+ schools joined the festival from their classroom

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 partnerships with more than 70 local social services organizations, our program reaches families throughout Dane County who can receive tickets for $3, and Broadway shows for $4.25. This program is continuing to rebuild due to changes with partner organizations (staffing, capacity, client needs) and is seeking to expand its partner group back up to 100+ organizations. Starting in the 2023/24 season, participants in this program will not need to present a paper certificate in person at the Ticket Office to redeem tickets. Participants will be able to secure tickets online using a promo code, via phone or in person to ease the reservation process. See Appendix F for the complete list of Community Ticket Program partners.

- 70 partnerships with local social services organizations
- 3,530 low-cost tickets distributed

In addition to these programs, Overture also provides general arts education and engagement opportunities throughout the year through partnerships with non-profits, schools and arts organizations to support their programming, such as teacher training and field trips with a participatory aspect. These are tailored to each situation.

Overture Center is also a member of the Kennedy Center Partners in Education program with multiple city partnerships, hosts pre-show public art projects in its Performance Plus program and hires local artists as

vaudeville artists in the Duck Soup Cinema silent movie series in Capitol Theater. Overture is working to create a middle school musical theater program to bridge the gap between the Disney Musicals and Schools and Jerry Awards programs and worked with Akira Toki Middle School to begin testing formats in spring 2023.

See Appendix C for the Education and Engagement Budget breakdown.

Diversity, Equity, and Inclusion Workshops and Participants

At Overture, we continually strive towards being a welcoming, inclusive, and diverse organization. To this end, Overture offered eight diversity, equity and inclusion workshops through the Equity and Innovation Dept to spark thoughtful dialogue, self-reflection, and greater understanding to support a welcoming, inclusive environment for all who engage with Overture.

Approximately 889 attendees participated in the eight training sessions, which included Overture employees FT/PT and Variable, 400+ volunteers, Board members, committee members of the board, Community Advisory Council, resident companies' staff and board members, MMoCA and IATSE local stagehand union members. These programs were offered at no cost to partner organizations.

- Paul Forbes Virtual Implicit Bias Workshop, August 25
- Paul Forbes Social and Personal Identity Workshop Frontline Staff and Volunteers, Sept. 20
- Paul Forbes Social and Personal Identity Workshop FT/PT Employees, Sept. 21
- Centering Disability: A Foundation for Meaningful Disability Inclusion, Dec. 12 and 14
- Right To Be: Bystander Intervention Workshop, March 13
- Right To Be: Conflict De-escalation Workshop, April 3
- Right To Be: Customized Bystander Intervention Workshop Security, Tech, Front of House, April 17

Efforts to Program, Hire and Engage with Diverse Artists and Audiences

Overture Center for the Arts is committed to social and racial justice through a focus on access, equity, diversity and inclusion. We aim to ensure members of our diverse 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, educational workshops, employee task forces, event sponsorships, recruiting diverse individuals for employment, board and volunteer service, working with media outlets that serve diverse populations and programming a diverse series of performances.

Engaging Diverse Artists

Overture Center is committed to presenting a diverse season of productions and artists in its Broadway at Overture, Overture Presents, National Geographic, 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. Overture is unable to share a defined dollar amount paid to diverse artists for that reason. Additionally, artist contracts are considered confidential in the industry and releasing artist fees to the public would negatively impact Overture's ability to program professional performances. 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.

Community Partner Groups and Key Community Leaders in Madison and Dane County

In 2022/23 the Equity and Innovation team worked with 31 community partner groups and key community leaders to advance access and engagement in the arts as well as provide vital feedback to Overture Center on opportunities to expand opportunities for those who have traditionally been left out of traditional arts spaces. This work has resulted in co-sponsorship of arts events taking place at Overture, arts career panels and behind-the-scenes experiences, pop-up shops and vendor relationships, tickets to performances and community conversations. Last season, Overture worked with:

- GSAFE
- Boys and Girls Club
- Black Women's Wellness
- Christ the Solid Rock Baptist Church
- PEBOGA Fall Gospel Fest – Clyde Gaines
- Posse Program- UW Madison
- UW South Madison Partnership Program
- Latino Nation-Verona Area High School
- First Wave-UW Madison
- Office of Multicultural Arts Initiatives-UW Madison
- LOUD
- Latino Chamber of Commerce
- Latino Professionals Association
- CocoVaa
- Seein Is Believin – Prenicia Cliffton
- Big Brothers Big Sisters
- Taiwanese Film Group
- Hmong Institute
- Black Women's Business Group – Holiday Sale
- Climb Youth Leaders – Bob Wynn
- CEO's of Tomorrow – Roxie Hentz
- Urban Triage
- Centro Hispano
- Melly Mel's Soul Food Catering
- La Taguara, Venezuelan Restaurant
- UW School of Dance - Chris Walker
- UW Theater Dept. – Professor Baron Kelly
- These Teens Mean Business Global Excursions – Roxie Hentz
- New Bridge Older Adult Services
- Adrian Dunn Singers
- Upward Bound

Equity and Innovation Community Partner Tickets

Last year Overture Center provided 525 tickets to community partners at the cost of $39,500 to the organization 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. For example, students participating in the BIPOC arts career panel also enjoyed a meal together, attended a performance of Hamilton and shared their reflections on the experience.

- Gladys Knight (26)
- Hamilton (36)
- Fall Gospel Fest (62)
- The Nutcracker (10)
- Jazz at Lincoln Center (10)
- Black Violin (40)
- Step Afrika (40)
- Afro Cuban All Stars (120)
- The Lion King (66)

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 attract and support events led or owned by people of color. Last year Overture co-sponsored 18 activities.

- Boys and Girls Club - Gladys Knight
- Boys and Girls Club - White Party
- Preshow Career Panel and pizza w/ partner youth groups before Hamilton
- CocoVaa Chocolatier Pop Up during Hamilton and Nutcracker Pop Up for the Holidays
- OMAI Passing the Mic/ Line Breaks 15th Anniversary
- Prenicia Clifton's Songs of Hope Concert and Black Holiday Mart
- Holiday Mart - Supporting Black businesses throughout Dane County
- Meet and Greet, preshow reception with Black Violin, "Seein' Is Believin'"
- Juan De Marcos Sound Check with Latino Nation, Dinner (La Taguara Venezuelan Restaurant Latino Business Outreach) and Discussion with UW South Madison Partnership Program
- Taiwanese Documentary Film and Panel Discussion
- First Wave Graduation Celebration
- Hmong Institute Day at the State Capitol

Community Advisory Council

In alignment with the Structural Agreement with the City of Madison, Overture Center continues to maintain a Community Advisory Council (CAC) that provides feedback on outreach activities, connects Overture with community partners to broaden 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 and the CAC hosted its first event.

The CAC has taken a more active role in creating space for community conversations about issues relating to race, ethnicity, gender identity, sexual orientation, religion and range of abilities. In May 2023, the Community Advisory Council coordinated the *Intergenerational Women Speak Out about Democracy* panel discussion in conjunction with Overture Galleries' *Democracy* exhibit featuring the work of 50 artists. More information about this event can be found here: 2023 May: Intergenerational Women of Color Speak Out About Democracy - Overture. Sixty community members participated in the event.

Resident Company Advisory Council

In alignment 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. This year the council formed task forces on accessibility to share best practices, lessons and resources from all groups to enhance accessibility across activities and performances. A second task force has formed to examine opportunities for audience development for all resident companies through cross-promotion, audience engagement and shared marketing strategies.

Resident arts companies receive rental subsidies as part of their Overture Center resident agreement. A listing of events and total subsidy amounts are available in Appendix D Res Company and Local Arts Subsidies. Also

included in Appendix D is the list of local arts organizations and events that Overture provided rent and equipment subsidies to in FY2023.

Tactile Tours

Overture Center hosted three tactile tours for guests with visual impairments to enhance their experience attending Broadway performances of Jesus Christ Superstar, Disney's The Lion King and Tootsie. These tours are hosted by cast and crew members who invite guests to touch sets, costumes, and props and explain how these visual elements play a role in the storytelling during the performance. The tours are hosted before audio-described performances, in which guests receive audio equipment to hear descriptions of the stage action and visual elements in real-time. More information on tactile tours can be viewed here: 2023 May: Disney's The Lion King Tactile Tour - Overture

Duck Soup Cinema: "Ten Nights In A Bar Room"

On June 3 Duck Soup Cinema featured "Ten Nights in a Bar Room," a 1926 film produced by the Colored Players Film Corporation of Philadelphia, accompanied by Jelani Eddington on the Grand Barton Organ. This film is one of only two surviving films from the corporation and featured Charles Gilpin and Myra Burwell. Dr. James Spinks, president of the Department of Afro American Research, Arts and Culture's Archive (DAARAC), offered a pre-show workshop on Thursday, June 1 to discuss "race films" and early Afro-American cinema, which were created by and for Black audiences in the early 21st century. Dr. Allyson Nadia Field, professor of Cinema and Media Studies at University of Chicago, introduced the feature film and provided historical context. More information about this program can be viewed here: 2023 JUN: Duck Soup Cinema Ten Nights in a Bar Room - Overture

Sensory-friendly performance of Todd Parr's "It's Okay to Be Different"

Overture Center hosted its first sensory-friendly performance for families in February with a production of Todd Parr's "It's Okay to Be Different", which offered a relaxed performance experience. Relaxed performances are intended to create a safe space where families and youth feel free to be themselves in a judgment-free zone. We worked with our staff, community partners and the show to provide extra support for the entire audience to feel welcome and comfortable while meeting access needs especially around sensory processing. Following this performance, Overture began offering sensory play areas for other family shows, such as Kids in the Rotunda and Disney's The Lion King. More information about this performance and resources provided to families is available here: it-s-okay-to-be-different_020823_approved.pdf (overture.org)

Leadership Diversity

In addition to programming, Overture continues to seek to increase diversity within its employees, board and volunteer leadership. Overture submits an annual Equal Employment Opportunity report to the City of Madison in December of each year in compliance with the Structural Agreement. Current board, leadership and Community Advisory Council makeup includes:

- 8 of 23 Overture Center Foundation board members represent diverse communities, approximately 35% diversity
- 1 of 5 Executive Leadership Team members, 20% diversity
- 8 of 10 Community Advisory Council members represent diverse communities, 80% diversity