

A **BIG** IMPACT



ANNUAL REPORT 2021 / 2022

M*S***O** MILWAUKEE
SYMPHONY
ORCHESTRA
KEN-DAVID MASUR / MUSIC DIRECTOR

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For all intents and purposes, the Milwaukee Symphony Orchestra's 2021.22 season was our first full season in the Bradley Symphony Center. After a week of tuning rehearsals and free performances for all of Milwaukee, including a day of music celebrating the opening of our new home, we were finally able to hear our full orchestra on stage in all its glory.

I am sure it wasn't lost on any of you that our opening subscription concert featured Stravinsky's *Firebird* Suite, signaling the adversity we had all overcome, and we finished our season with Beethoven's Symphony No. 9, which includes the universal message of the "Ode to Joy." Throughout this season, Ken-David's riveting performances confirmed that the MSO remains in rare form and Allen-Bradley Hall sounds as good as it looks.

We introduced our artistic partner Aaron Diehl to Milwaukee, saw the return of Edo de Waart and Andreas Delfs, and said farewell to Frank Almond. We were able to offer the full range of symphonic programming that the MSO does so well, and for the first time, our theater returned to its original purpose as a movie palace. However, unlike in 1931, the films were all accompanied live by the MSO. Finally, the Milwaukee Symphony Chorus persevered while singing with masks for our ever-popular Holiday Pops, Handel's *Messiah*, Duruflé's *Requiem*, and Beethoven's Symphony No. 9.

We had kids in the building! Our Concerts for Schools and Arts in Community Education (ACE) program returned with thousands of young people marveling at the music and the space with many staying to eat lunch in the Checota Atrium. It is a great joy for the musicians on stage as well as for all of those in the offices to see buses lining the streets and students back in our hall.

The season did not go forward without its challenges. The omicron variant required vigilant testing protocols and a tremendous amount of flexibility. Yet through these most difficult of times, the MSO canceled zero performances. I want to write that again. The Milwaukee Symphony canceled zero performances. This is a remarkable feat and is a testament to the professionalism and commitment in our orchestra and production team.

Yet despite all of this hard work and fantastic performances of a variety of repertoire, we had an average capacity of 54% for the season. That is about 700-800 audience members per concert in a 1650 seat concert hall. This is nowhere near the audience sizes we expected pre-COVID. However, this was consistent or slightly better than what other orchestras around the country are experiencing. Fear not, the audiences will return, but it is clear this will take time and remains at the forefront of our priorities as we look to the future.

For me personally, what will stay with me forever from the 2021.22 season is the loss of my friend and colleague, Susan Loris. I still do not have the words to express exactly how her loss has affected all of us, but I know she loved this orchestra and the people who make what we do possible, and I miss her every day. While her day-to-day presence is missed by so many, her efforts continue to impact the organization. More than ever, in this moment, we realize that collaborative effort is key to our success. In that spirit, I thank you all for what each of you have done to make what we do possible during these most extraordinary of times.



Mark Niehaus

President & Executive Director
Milwaukee Symphony Orchestra

Performances

The 2021.22 season was one of celebration as we marked the Milwaukee Symphony Orchestra's official opening and first full season in the Bradley Symphony Center. It was a joy for the MSO to welcome audiences of all ages back to live, in-person musical experiences.

As we look back at the 2021.22 season, we recognize the audience's slow return to concerts resulting from the COVID-19 pandemic. However, it is also important that we acknowledge the incredible success of last season. In addition to performances at the Bradley Symphony Center and throughout the city and state, the MSO reached audiences across the nation through the Milwaukee PBS broadcast of our opening concert in October and the rebroadcast in December on National PBS that reached audiences coast to coast. The MSO and the Bradley Symphony Center had a record-setting season with performances in person, virtually, and through television to well over 320,000 people. That does not take into account the millions of people who listen to our radio broadcast series each season.

Although the 2021.22 season was Music Director Ken-David Masur's third with the MSO, it was his first full season with the orchestra. That season included the incredible opening concerts with the premiere of Eric Nathan's *Opening* and with our Artistic Partner Aaron Diehl, the return of the Milwaukee Symphony Chorus for Holiday Pops, Beethoven's 9th Symphony and Handel's *Messiah*, the semi-staged production of *Peer Gynt*, and performances of classical masterworks and stunning new pieces throughout the year.



123

TOTAL MSO PERFORMANCES

114

TOTAL BRADLEY SYMPHONY CENTER PERFORMANCES

15

TOTAL MSO PERFORMANCES AT OTHER VENUES

48

CLASSICS SERIES PERFORMANCES

25

POPS SERIES PERFORMANCES

15

FILM SERIES PERFORMANCES

2

OPERA PERFORMANCES

7

TOTAL VIRTUAL PERFORMANCES

66

MUSICIANS

188,000

TOTAL HOUSEHOLDS WHO VIEWED THE NATIONAL AND LOCAL PBS BROADCAST

Ken-David Masur
Music Director

In addition to our opening and live broadcast, highlights of the 2021.22 season included welcoming amazing guest artists like **Karen Gomyo**, **Ronald Brautigam**, and **Alessio Bax**, and performing under the baton of **William Eddins**, **Thomas Wilkins**, and **Ruth Reinhardt**. The season also included MSO performances with **Andrea Bocelli**, **Stewart Copeland**, and **Renee Elise Goldsberry**. The Bradley Symphony Center also hosted **Yo-Yo Ma** and **Kathryn Stott**, **Tori Amos**, and **Hannah Gadsby**.



More than
320,000
TOTAL PEOPLE
REACHED
IN 2021.22

Education

While schools in the area were back to a more normal year in September of 2021, many had not yet added field trips to their docket of activities.

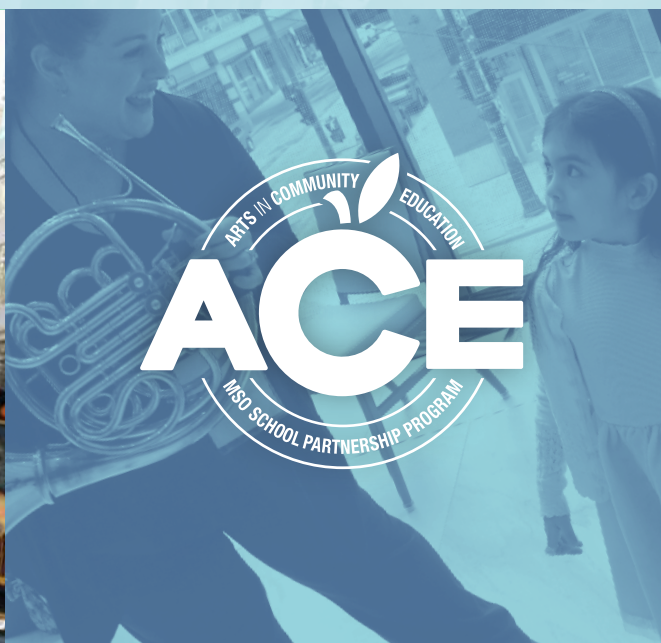
The education department had to pivot once again to virtual offerings in October, holding off on live, in-person concerts until schools felt safe bringing their students to the concert hall.

Concerts for Schools returned to in-person performances in February 2022 with smaller-than-average, but very enthusiastic, audiences who were happy to be together again for their first performances in Allen-Bradley Hall. In April and May, we welcomed our Arts in Community Education (ACE) students to the Bradley Symphony Center.

In-school ACE visits returned after the New Year, with ensembles being welcomed back to classrooms to share integrated arts education with all students. Some ensembles did remain virtual this season, offering recorded content for students to engage with and enjoy.

This season included the return of our in-person Bach Double Violin Competition, and those students were once again able to perform with the MSO for the 3rd grade ACE concert.

Stars of Tomorrow returned to an in-person competition in 2022, and 37 students auditioned, including Amelia Zitoun, daughter of MSO cellist Adrien Zitoun. Amelia went on to win the competition. Finally, the MSO presented its first-ever sensory-friendly performance, designed for people of any age on the autism spectrum or with sensory sensitivity and their families. *Symphony Spring Break* took the audience on a tour around the world without leaving the concert hall. For more information about what a sensory-friendly concert experience is like, please visit mso.org/sensory.



ARTS IN COMMUNITY EDUCATION

5,277

TOTAL STUDENTS

115

IN-SCHOOL VISITS

20

SCHOOLS

3,284

STUDENTS QUALIFIED
FOR FREE & REDUCED LUNCH

257

VIRTUAL SCHOOL
PRESENTATIONS

9

SCHOOL DISTRICTS (7 PUBLIC,
1 CHARTER, 1 PRIVATE)

CONCERTS FOR SCHOOLS

59

SCHOOLS ATTENDED IN PERSON

4,050

STUDENTS ATTENDED IN PERSON

98

SCHOOLS ATTENDED VIRTUALLY

8,494

STUDENTS ATTENDED VIRTUALLY

13

COUNTIES

59

ZIP CODES

BACH DOUBLE

27

STUDENTS AUDITIONED

5

STUDENTS PERFORMED AT
THE 3RD GRADE ACE CONCERT

STARS OF TOMORROW

37

STUDENTS AUDITIONED

13

STUDENTS PERFORMED
WITH THE ORCHESTRA

3

FINALISTS SOLOED
WITH THE ORCHESTRA

Amelia Zitoun

Stars of Tomorrow
Competition Winner 2022

Community Engagement

The Milwaukee Symphony Orchestra was thrilled to celebrate the opening of the Bradley Symphony Center with the entire community in 2021.22. It began with several free performances in September.

Before we began our season in October, it was crucial for the acousticians from Akustiks to tune the hall using some of the architectural elements that have been built into the stage. These adjustments are intended to make sure that both the orchestra and audiences hear a balanced, rich, clear sound onstage. In order to do that effectively, having an audience in the space is essential. A free performance was offered to friends and family on Thursday, September 23.

The MSO opened the Bradley Symphony Center to the full Milwaukee community on Sunday, September 26, for Historic Milwaukee, Inc.'s Doors Open event.

The orchestra offered free performances throughout the day. Local musicians also performed in various parts of the Bradley Symphony Center as attendees enjoyed the facility on self-guided tours. More than 3,200 people explored the MSO's new home.

Once again, the MSO performed at Humboldt Park in Bay View's Chill on the Hill concert series. It was exciting to be back for the event, performing outdoors for 5,000 members of our community.

Finally, the Lullaby Project enjoyed its fifth year in 2021.22 and once again partnered with Sojourner Family Peace Center. Six participants, whose lives were all touched by domestic violence, developed unique lullabies with teaching artists that included MSO musicians as well as community partners Meaghan Heinrich, John Tanner, and Eric Segnitz. The project culminated in a public performance on June 7, 2022, where participants were able to perform their lullabies with professional musicians or have those lullabies performed for them. The lullabies were then recorded and gifted to the participants.



Lullaby Project

“Thank you for this healing opportunity.
It has completely transformed me.
I’ve been given courage in this project.
You have given me back my voice.
Thank you. I still have a long way to go.
But, I’m not so afraid anymore.”

- Lullaby Project Participant

SIX PARTICIPANTS WORKED WITH TEACHING ARTISTS

MSO bassoonist and Lullaby Teaching Artist
Beth Giacobassi performs with a Lullaby Project
mother at the 2022 Celebration Concert.

Equity, Diversity, and Inclusion

The Milwaukee Symphony Orchestra continues to make significant progress in our equity, diversity, and inclusion (EDI) initiative. A sample of some of the wide-ranging activities that occurred last season include:

- Developed a robust EDI future vision including creation of an EDI action agenda
- Established sensory-friendly programming including training for board, staff, orchestra, and volunteers, and certification of the Bradley Symphony Center as a sensory-friendly venue
- Established virtual orchestra auditions to allow for greater access to auditions
- Focused attention on HR policies and procedures, including hiring, onboarding, and updating employee handbooks through an EDI lens
- Engaged in conversations around a staff pay equity study, developing greater diversity in board representation, and addressing racial diversity among orchestra members
- Developed an initial internal and external communications plan for EDI

The MSO continued our partnership with consultants from The Impact Seat this year, as we transitioned our EDI work from a data collection phase (2020.21) to a strategic planning and implementation phase (2021.22).

As we continue to make progress toward our strategic goals in the area of EDI and ensure that these values are embedded into the MSO's "business as usual," we look forward to engaging more members of the MSO family as well as the greater Milwaukee community.

More than 150 members of the MSO continued to participate fully in equity, diversity, and inclusion this season

We believe in a Milwaukee Symphony Orchestra that reflects the diversity of where we work and live and that invites all people in, treating them equitably.

- Excerpt from the MSO Equity, Diversity, and Inclusion Commitment Statement, 2020

Volunteers

With the opening of the new Bradley Symphony Center, the Milwaukee Symphony Orchestra needs to rely on a larger number of volunteers than ever before.

The Milwaukee Symphony Chorus includes 167 volunteer singers who donate hundreds of rehearsal and concert hours throughout the season. Under the direction of Dr. Cheryl Frazes Hill, our chorus has been praised by reviewers for “technical agility,” “remarkable ensemble cohesion,” and “tremendous clarity.” In addition to performances with the MSO,

the chorus has appeared on public television and has been heard on radio stations throughout the country.

For all 114 performances in Allen-Bradley Hall, as well as the myriad of events at the Bradley Symphony Center and throughout the community, volunteers have been instrumental in our continued success. More than 420 volunteers offer their time and talents to ensure that audience members – from school children to season subscribers – have an amazing experience each time they visit.

Visit the MSO website at mso.org/chorus for information on the chorus and auditions, and visit mso.org/volunteer to inquire about the many ways the MSO utilizes volunteers each season.



"I love music so much, it's a huge part of my life, and I see the appreciation other people get from music too. It gives me a thrill to see kids' eyes light up."

- Sherry Johnston, education volunteer

FROM THE STAGE TO THE FRONT OF HOUSE

The MSO relies on our volunteers to provide an exceptional concert experience



Building for the future

The 2021.22 season marked our official first season in the Bradley Symphony Center. The MSO would not have been able to accomplish this amazing feat without the support of our generous donors and patrons, our incredible community, and the countless hours of work from our board, musicians, staff, volunteers, and our many construction partners. Bravo to everyone involved. The MSO is embarking upon a grand future because of you.

EST. 1931

The MSO celebrated the decade the Warner Theater (est. May 1, 1931) opened with a 30s festival



Financial Overview

Following nearly two years of adapted performances due to the COVID-19 pandemic, the Milwaukee Symphony Orchestra was thrilled to welcome audiences back to a full season of programming for the 21/22 season.

As a result, earned revenue increased significantly from \$2.5 million in FY21 to \$5.5 million in FY22. In addition, continued strong support from our committed donors and loyal patrons resulted in an increase of contributed revenue to \$10.6 million, up from \$9.4 million the previous year. In addition, the Milwaukee Symphony realized \$2.6m in Shuttered Venue Operator Grant funds during fiscal 2022, bringing total support to \$13.26 million in fiscal 2022. These funds and donor support were critical to sustaining annual operations and helped minimize an FY22 net loss to operations of (\$1.2) million; primarily the result of COVID suppressed audience attendance.

Fiscal 2022 saw the highest earned revenue in history, and over \$15.2 million was paid on an original \$30 million construction loan.

On a Consolidated basis, the MSO has a strong foundation with an increase in unrestricted net assets of \$27.6 million and an increase of \$6.3 million in total net assets from \$109.6 million to \$115.9 million.

We are grateful for the enthusiasm and support of our donors, patrons, and the wider community who share in our vision of success and look forward to the opportunities ahead in the next fiscal year.

FINANCIAL HIGHLIGHTS

MSO OPERATIONS

	August 31, 2022	August 31, 2021
Performance Revenue	4,506	1,144
Other Revenue*	945	1,423
Total Operating Revenue	5,452	2,567
Total Support	13,264	9,457
Total Revenue and Support	18,716	12,024
Total Operating Expense	19,964	12,006
Operating Income	(1,248)	18
Endowment, beneficial interest in trusts	21,005	24,501
Consolidated Net Assets without Restriction	82,332	54,770
Consolidated Total Net Assets	115,896	109,581

*Includes Employee Retention Tax Credits of \$1.5m and \$370k respectively in FY21 and FY22.

BOARD OF DIRECTORS

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 Julia Uihlein, *Honorary Co-Chair*
 Alyce Coyne Katayama, *Secretary*
 Patrick Murphy, *Treasurer; Chair, Finance Committee*

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 Polly and Bill Van Dyke
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 Jen Dirks
 Marion Gottschalk
 Charlotte Hayslett
 Eric Jorgensen
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 Mark Metzendorf
 Christian Mitchell
 Robert Monnat
 Bruce Myers
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 Dale R. Smith
 Gregory A. Smith, *Chair, Audit Committee*
 Herb Zien, *Chair, Facilities Management Committee*

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 Pegge Sytkowski
 Francis Wasielewski

County

Fiesha Bell
 Chris Layden
 Garren Randolph

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 Ilana Setapen

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 Richard S. Bibler

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 Thomas E. Caestecker*
 Roberta Caraway
 M. Judith Christl
 Mary Connelly
 Donn Dresselhuys
 Eileen G. Dubner
 Franklyn Esenberg
 Marta P. Haas
 Jean Holmburg
 Barbara Hunt
 Leon P. Janssen
 Angela G. Johnston
 Judy Jorgensen
 James A. Kasch
 Beverly A. Klein*
 Lee Walther Kordus
 Michael J. Koss
 JoAnne Krause
 Martin J. Krebs
 Susan Kurtz
 Keith Mardak
 James G. Rasche
 Stephen E. Richman
 Allen N. Rieselbach*
 Walter L. Robb
 Thomas L. Smallwood
 Joan Steele Stein
 Linda Tojek
 Joan R. Urdan
 Larry Waters
 Kathleen A. Wilson

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 Amy Croen, *Endowment & Foundation*
 Steven Etzel, *Endowment & Foundation*
 Douglas M. Hagerman, *Foundation*
 Allen Rieselbach, *Foundation*

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 Stephen E. Richman (2000-2002)
 Stanton J. Bluestone* (1998-2000)
 Allen N. Rieselbach* (1995-1998)
 Edwin P. Wiley (1993-1995)
 Michael J. Schmitz (1990-1993)
 Orren J. Bradley (1988-1990)
 Russell W. Britt* (1986-1988)
 James H. Keyes (1984-1986)
 Richard S. Bibler (1982-1984)
 John K. MacIver* (1980-1982)
 Donn R. Dresselhuys (1978-1980)
 Harrold J. McComas* (1976-1978)
 Lafflin C. Jones* (1974-1976)
 Robert S. Zigman* (1972-1974)
 Charles A. Krause* (1970-1972)
 Donald B. Abert* (1968-1970)
 Erhard H. Buettner* (1966-1968)
 Clifford Randall* (1964-1966)
 John Ogden* (1962-1964)
 Stanley Williams* (1959-1962)

FORTE

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 Laura Arnow, *Financial Consultant*
 Robert Draper, *Salon Co-chair*
 Alejandro Duque, *MSO Musician*
 Marta Haas
 Elise Libbey, *Volunteer Chair*
 Cindy Mollay
 Angela Pintar, *Secretary*
 Russ Sagmoen
 Nina Sarenac, *Salon Co-chair*
 Amanda Schroder, *Events Chair*
 Linda Tojek

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 Marion Gottschalk (2017-19)
 Nina Sarenac (2014-17)

Maggie Stoeffel (2012-14)
 Marta Haas (2011-12, 1989-91)
 Monica Schick (2009-11)
 Linda Tojek (2005-09, 1997-98)
 Mary Connelly (2003-05)
 M. Judith Christl (2001-03)
 Beverly Klein* (1999-2001)
 Jean Holmburg (1998-99)
 Barbara Hunt (1995-97)
 Eileen G. Dubner (1993-95)
 JoAnne Krause (1991-93)
 Mary Phillips O'Donnell* (1987-89)
 Laura Dresselhuys* (1985-87)
 Judith Berndt* (1983-85)
 Margaret Butter* (1981-83)
 Roxy Heyse (1979-81)
 Eloise Pingry (1977-79)
 Judith Harrison* (1975-77)
 Jane Goldsmith* (1973-75)
 Lillian Johnson* (1971-73)
 Marie Hammermeister* (1969-71)
 Marge Wolfe* (1967-69)
 Audrey G. Baird* (1965-67)
 Beatrice Rubin* (1963-65)
 Jane White Craig* (1960-63)
 *Deceased

ORCHESTRA ROSTER

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 Polly and Bill Van Dyke Music
 Director Chair
 Edo de Waart, Music Director Laureate
 Yaniv Dinur, Resident Conductor
 Cheryl Frazes Hill, Chorus Director,
 Margaret Hawkins Chorus
 Director Chair
 Timothy Benson, Assistant Chorus
 Director

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 Charles and Marie Caestecker
 Concertmaster Chair
 Jeanyi Kim, Acting Associate
 Concertmaster (2nd Chair)
 Chi Li, Acting Assistant Concertmaster
 Alexander Ayers
 Michael Giacobassi
 Yuka Kadota
 Dylana Leung
 Lijia Phang
 Margot Schwartz

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 Timothy Klabunde, Assistant Principal
 Glenn Asch
 John Bian
 Lisa Johnson Fuller
 Paul Hauer
 Hyewon Kim
 Shengnan Li
 Laurie Shawger
 Mary Terranova

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 Samantha Rodriguez, Acting Assistant
 Principal, Friends of Janet F. Ruggeri
 Viola Chair
 Alejandro Duque, Acting 3rd Chair
 Assistant Principal
 Elizabeth Breslin
 Nathan Hackett
 Erin H. Pipal
 *Helen Reich

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 Nicholas Mariscal, Assistant Principal
 Scott Tisdell, Associate Principal
 Emeritus
 Madeleine Kabat
 Gregory Mathews
 Peter Szczepanek
 Peter J. Thomas
 Adrien Zitoun

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 Donald B. Abert Bass Chair
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 Scott Kreger
 Catherine McGinn
 Rip Prétat

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 Heather Zinninger, Assistant Principal
 Jennifer Bouton Schaub

PICCOLO

Jennifer Bouton Schaub

OBOES

Katherine Young Steele, Principal,
 Milwaukee Symphony League
 Oboe Chair
 Kevin Pearl, Assistant Principal
 Margaret Butler

ENGLISH HORN

Margaret Butler, *Philip and Beatrice Blank English Horn Chair in memoriam to John Martin*

CLARINETS

Todd Levy, Principal, *Franklyn Esenberg Clarinet Chair*
 Benjamin Adler, Assistant Principal,
 Donald and Ruth P. Taylor Assistant
 Principal Clarinet Chair
 William Helmers

E FLAT CLARINET

Benjamin Adler

BASS CLARINET

William Helmers

BASSOONS

Catherine Van Handel, Principal,
 Muriel C. and John D. Silbar Family
 Bassoon Chair
 Rudi Heinrich, Assistant Principal
 Beth W. Giacobassi

CONTRABASSOON

Beth W. Giacobassi

HORNS

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 Darcy Hamlin

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Dean Borghesani, Principal
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 Chris Riggs

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 Personnel
 Paul Beck, Interim Assistant
 Personnel Manager

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 Anonymous Donor, Principal
 Librarian Chair
 Paul Beck, Associate Librarian

PRODUCTION

Tristan Wallace, Technical Manager
 & Live Audio Supervisor
 Paolo Scarabel, Stage Technician
 & Deck Supervisor

*Leave of Absence 2021.22 Season

ADMINISTRATIVE STAFF

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 Orin Larson, *Individual Giving Manager*
 William Loder, *Annual Fund Manager*
 Tracy Migon, *Development Systems Manager*
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 Emily Santeler, *Advancement Associate*
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 Kathryn Reinardy, *Director of Marketing & Strategic Engagement*
 Adam Cohen, *Patron Systems Manager*
 Marcella Morrow, *Marketing Manager*
 Zachary-John Reinardy, *Lead Designer*
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Marie Holtny, *Box Office Supervisor*
John Hallman, *Patron Services Assistant*
David Jensen, *Patron Services Assistant*
Arianna Witek, *Patron Services Assistant*
Robin Marie Doyle, *Box Office Assistant*
Shanell Housen, *Box Office Assistant*
Effie Atta-Krah, *Box Office Assistant*
Carlos Rojo, *Box Office Assistant*
Sean Jeffrey Schueler, *Box Office Assistant*
Zoe Waeltz, *Box Office Assistant*
Arianna Young, *Box Office Assistant*

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Kayla Aftahi, *Operations Coordinator*
Frank Almond, *Artistic Advisor*
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Elizabeth Fairfield, *Orchestra Personnel & Artistic Administrator*
Patrick McGinn, *Principal Librarian, Anonymous Donor, Principal Librarian Chair*
Kelsey Padron, *Administrative Assistant*
Terrell Pierce, *Operations Manager*
Rip Prétat, *Assistant Orchestra Personnel Manager*
Paolo Scarabel, *Stage Technician & Deck Supervisor*
Emily Wacker Schultz, *Artist Duty Assistant*
Jeremy Tusz, *Audio & Video Producer*
Tristan Wallace, *Technical Manager & Live Audio Supervisor*
Christina Williams, *Chorus Manager*

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Travis Byrd, *Facilities Coordinator*
David Kotlewski, *House Manager*
Zoe Waeltz, *Senior House Manager*
Nathan James Desing, *Front of House Staff*
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