



Mark Hanson
Executive Director & CEO
Houston Symphony

Mark Hanson joined the Houston Symphony as Executive Director & CEO in May 2010. Houston's largest performing arts organization with an annual operating budget of \$29.6 million, the Houston Symphony appointed Colombian-born, Vienna-trained conductor Andrés Orozco-Estrada as its new Music Director in January 2013. Over the course of his inaugural 14-15 season, Orozco-Estrada is leading performances at Jones Hall, Miller Outdoor Theater, and Rice University's Stude Concert Hall, the site of a new *Musically Speaking* Series that is featuring English and Spanish onstage commentary from Orozco-Estrada. Currently in the midst of a Dvorak Symphony recording project, the Houston Symphony is planning a June 2016 tour to Mexico and Colombia.

Early in Hanson's tenure, the Houston Symphony Board adopted an ambitious five-year plan covering fiscal years 2011 through 2015 that has sought to expand the Symphony's audience and donor bases through expanded community partnerships and performances, new concert formats and multi-media projects, and increased marketing and visibility. During time period, annual contributed income has more than doubled, earned revenue has grown by 20%, attendance has increased from 286,789 to 339,063 people and four consecutive balanced budgets have been achieved.

Following a yearlong cross-constituent planning process that drew on the contributions of over four dozen board, orchestra, staff and community members, the Houston Symphony Board of Trustees approved a new strategic plan in December 2014 that aims to make the Houston Symphony America's most relevant and accessible top-ten orchestra. One of the first initiatives to emerge from the strategic plan is a Community-Embedded Musicians program designed to embed musicians more deeply in the community and to better represent and serve the diverse population of Greater Houston. Through this new program, the Houston Symphony will hire an initial set of up to four string players whose primary role is to be embedded in Houston schools, neighborhoods and health-care settings as teaching artists and performers, while also performing on stage with members of the Houston Symphony in at least 25 concerts each year.

Through a even larger cross-constituent planning process, the Houston Symphony planned a robust schedule of celebratory activities for its 2013-2014 Centennial Season, including a free outdoor 100th Birthday concert that attracted a live audience of 17,000 and a television/radio audience of over 250,000, an inaugural Day of Music event that featured performances by 30 partner organizations, and culminating performances of Mahler's Symphony of a Thousand.

Prior to joining the Houston Symphony, Hanson served as Executive Director of the Milwaukee Symphony Orchestra (2004-1010), Knoxville Symphony Orchestra (2001-2003) and Rockford Symphony Orchestra (1998-2000). A native of Boston, Hanson began his undergraduate studies as a cello performance major at the Eastman School of Music in Rochester, NY. After transferring to and graduating from Harvard University with a bachelor's degree in Social Studies, Hanson participated in the League of American Orchestras' Orchestra Management Fellowship Program, a year-long leadership training program. As a Management Fellow, Hanson trained at the New York Philharmonic, Houston Symphony and Syracuse Symphony Orchestra. He and his wife, Christina, are parents to Nicholas (9), Christopher (6) and Andrew (3).



Jim Hirsch
Executive Director
Chicago Sinfonietta

Jim Hirsch has served as Executive Director of Chicago Sinfonietta since August of 2004. During his tenure at the Sinfonietta the organization's budget has increased by over 65% and programming has expanded in important new directions including its Project Inclusion initiative, a fellowship program that serves early career diverse musicians and conductors. He helped guide the Sinfonietta through the retirement of Founding Music Director Paul Freeman and the appointment of his successor, Mei-Ann Chen in July of 2011. Prior to his work at Chicago Sinfonietta, Jim served as Executive Director of the Chicago Theatre and of the Old Town School of Folk Music. He has served as a grants panelist for the Illinois and Oregon

Arts Councils and as a member of NARAS (Grammy) Awards and Nominations committee. He produced a nationally syndicated radio program for NPR and has released three commercial recordings. He was chosen by Crain's Chicago Business for their annual 40 Under 40 article that honors Chicago's up-and-coming business executives under 40 years of age and was named Chicago Arts Entrepreneur of the Year in 1996 by Columbia College. In 1998, he was chosen as one of Chicago Magazine's Chicagoans of the Year. In 2011 Jim received a Midwest/Chicago Emmy Award for Best Arts and Culture Documentary as Co-Producer of "Chicago Sinfonietta: Sounds of Diversity".



Carmen Morgan
Diversity and Inclusion Consultant

Carmen Morgan is a well-respected national consultant on diversity, inclusion, and equity issues. She has served as a facilitator, consultant, leadership and organizational development coach to staff, executives, and boards for over 100 non-profit organizations. For the past seven years, she has served as the Diversity and Inclusion Consultant for the Oregon Shakespeare Festival (OSF), where she addresses structural and organizational issues of inclusion and equity. With her guidance, OSF has implemented innovative programming, policies, and has created new organizational structures to support ongoing diversity & inclusion efforts.

In addition, Carmen currently serves as the Diversity Consultant for Theatre Communication Group (TCG) where she provides guidance for their diversity and inclusion initiatives and programming. In 2012, Carmen partnered with TCG to launch a national Diversity and Inclusion Institute that now supports 22 theatre organizations throughout the US addressing diversity, inclusion, and equity issues. She provides resources, intensive skills-building, and programmatic oversight for this national cohort. Carmen created the concept and has led the strategic planning of this three-year collaborative effort.

Carmen provides customized resources and training around diversity and inclusion issues to theatres, non-profit organizations, and foundations nation-wide, such as Portland Center Stage, Theatre Puget Sound, Cal Shakes, Steppenwolf, Center Theatre Group, Association for the Performing Arts Service Organization, Robert Wood Johnson Foundation, and The California Endowment, to name a few. Carmen is also currently the Director of Leadership Development in Intergroup Relations (LDIR), a nationally recognized program co-sponsored by Asian Americans Advancing Justice, the Central American Resource Center, and the Martin Luther King Dispute Resolution Center. She co-wrote and edited *ExpandingLDIRship: A Resource Promoting Positive Intergroup Relations in Communities Through Awareness, Skills and Actions*, which remains the center piece of LDIR's community programming and training.

Carmen is a founding member of the California Chapter of the National Association for Multicultural Education (NAME), a former Human Services Commissioner, and is currently on the Board of Directors for Black Women for Wellness, a community-based organization serving women in South Los Angeles. She has presented at numerous national conferences including the National Conference on Race and Ethnicity, National Association for Multicultural Education, Grant makers for the Arts, and Americans for the Arts to name a few.



Anne Parsons
Detroit Symphony Orchestra
President and CEO

Anne Parsons arrived in Michigan in 2004 and has led the Detroit Symphony Orchestra through a challenging decade of change as President and CEO. For over 30 years, Ms. Parsons has served in management positions for a variety of major arts organizations, including the New York City Ballet, the Hollywood Bowl in Los Angeles, the Boston Symphony Orchestra and the National Symphony Orchestra in Washington, D.C. She received a Bachelor of Arts degree from Smith College and was in the first class of the American

League of American Orchestras

Symphony Orchestra League's Management Fellowship program. She currently serves on the League's board, in addition to the boards of New Detroit; Midtown Detroit, Inc.; and the Curtis Institute of Music; and she serves as a mentor for Women of Tomorrow Mentor and Scholarship Program, Inc. She lives in Grosse Pointe Farms with her husband of 27 years and their 17-year-old daughter.