

Fine Arts at Bryn Mawr Presbyterian Church
 Strategic Plan
October 31, 2005

I. Our Spiritual Center

1.1. Goal: All Fine Arts activities will include a spiritual component (prayer, devotions, etc.)

	Objectives (or actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
1.1.1	All choir rehearsals will end with prayer	All directors, with participation by volunteers	September 2005	Minimal	September 2005
1.1.2	Vespers will begin with prayer (Invocation)		October 2005	None	November 6
1.1.3					

1.2. Goal: God is at the center of all fine arts programs

	Objectives (or actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
1.2.1	All programs must answer in the affirmative: "Does this program glorify God?"	Fine Arts Council; Fine Arts Staff	Starting September 2005	Minimal	
1.2.2					
1.2.3					

II. Handbell Program

2.1. Goal: Ringers of Bryn Mawr Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
2.1.1	Ringers of Bryn Mawr take a Tour	Ringers of Bryn Mawr			
2.1.2	Participate in Region III Tour	Ringers of Bryn Mawr	March 10-11, 2006		CANCELED
2.1.3	Ringers of Bryn Mawr accompany Senior Choir on a tour	Ringers of Bryn Mawr			

2.2. Goal: Handbell refurbishment

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
2.2.1	Refurbish one of the 5-octave sets of handbells		Summer 2006	\$2,000 (budgeted)	
2.2.2					

2.3. Goal: Tintinabulators Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
2.3.1	Participate in Jubilate tour		April 2006		
2.3.2	Joint concert with Ringers of Bryn Mawr at Rosemont Presbyterian Village				

III. Choirs and Instrumental Ensembles

3.1. Goal: Non-singing children and youth are involved in the Fine Arts Program

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.1.1	Participate in December 18 worship (led by Jubilate Youth Choir)	Jubilate Choir; Sharon Babcock	December 18, 2005	Minimal	
3.1.2	Recruit youth to usher at Fine Arts events				
3.1.3	Youth offer Invocation at Fine Arts Events	JB and Matt Peterson	Fall 2006		
3.1.4	Public Speaking Coaching for teens (leading to increased leadership in worship)				

3.2. Goal: Create a ministry of instrumental music.

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.2.1	Form a BMPC community orchestra	Rob Martin and JB	November 2005	\$1,000-2,000	
3.2.2	Identify small instrumental ensemble opportunities	Rob Martin	Winter 2006	Minimal	

3.3. Goal: Create short-term musical opportunities for adults

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.3.1	Singing men/women of Bryn Mawr	FA staff	January 2006	Minimal	
3.3.2	“Guest appearances” with Senior Choir (2 rehearsals and a Sunday morning appearance)	JB			
3.3.3	Create small ensembles to sing at summer 8 a.m. services	FA staff	Summer 2006	Minimal	

3.4. Goal: Develop fine arts activities for area college students

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.4.1	Determine need for college arts activities at BMPC	FA staff; Tom Lloyd (Director of Choral Activities, Haverford College)	Fall 2006	Minimal	
3.4.2	Involve area college students in BM orchestra (see 3.2.1)	Rob Martin and JB	November 2005		

3.5. Goal: Offer intergenerational musical opportunities

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.5.1	Schedule multi-choir anthems on a periodic basis (including the possibility of scheduling Singing for Life)	FA staff		Minimal	
3.5.2					

3.6. Goal: Create short-term musical opportunities for children.

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.6.1		Children's choirs directors		Minimal	
3.6.2					

3.7. Goal: Develop musical opportunities for older adults.

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.7.1	Singing for Life (older adults choir)	JB; Suzanne Duplantis; Sharon Babcock; Bob Merin; Older Adults Council; medical team	Fall 2005	Covered by registration fee	
3.7.2					

3.8. Goal: Increase Jubilate Choir Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.8.1	Serve as lead choir for worship, December 18, 2005	Sharon Babcock; Jubilate Choir	December 18, 2005	Minimal	
3.8.2	Tour to NYC (including linking with NYC Taizé community)	Jubilate Choir	April 2006		CANCEL
3.8.3	Create Jubilate Choir small ensemble opportunities				
3.8.4	Create "essential repertoire for youth" list				

3.9. Goal: Increase Children's Choir Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.9.1	Children's Choir Musical	FA Staff	May 2006	\$1,500	
3.9.2	Explore "Stepping Stones" curriculum and RSCM for the children's choir program	FA Staff	Fall 2006	Minimal	
3.9.3	Children's Choir Festival (see 4.5.2)				

3.10. Goal: Increase Senior Choir Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
3.10.1	South Africa Tour	JB; Choir tour leaders	Summer 2007		
3.10.2					
3.10.3					

IV. Performing Arts

4.1. Goal: Fine Arts programs will be well publicized

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.1.1	Create publicity plan	Karen Greene	Fall 2005	\$2,000	
4.2.2	Identify graphic designer who will do all design work for programs, publicity materials, etc.	Karen Greene		>\$1,000	Summer 2005

4.2. Goal: Pipe Organ Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.2.1	Form an organ program committee (including one member of the Philadelphia Chapter AGO)	JB	Fall 2005	Minimal	
4.2.2	Create an annual Organ Series	FAC; JB	Fall 2005	\$7,000-10,000	Begun
4.2.3	Build endowment for Organ Programs	FAC; JB; FAC finance committee; BMPC foundation		Target: \$200,000	(Already begun with \$50,000 contribution)
4.2.4	Emerging Artists Series (one "future star" per season)	FAC; JB	2005-2006 season	\$2,000	

4.3. Goal: Carillon Programs

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.3.1	Carillon Concert Series (front lawn)	FAC; JB	Spring 2006	\$1,500	
4.3.2	Build fund for carillon programs	JB		(Will be created through wedding/funeral fees)	

4.4. Goal: Drama Ministry

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.4.1	Readers Theater opportunities	FAC	Winter 2006	Minimal	
4.4.2	Partnership with First African's drama group	FAC	Fall 2007	Minimal	
4.4.3	Develop core of drama enthusiasts	FAC	Fall 2005	Minimal	

4.5. Goal: Collaborations

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.5.1	Area Churches and synagogues Music Festival	JB; Senior Choir	Spring 2008	\$2,000 (including guest director)	
4.5.2	Children's Choir Festival (in collaboration with local Choristers Guild Chapter)		Spring 2007	\$2,000 (including guest director)	
4.5.3	Internal collaborations (e.g. "Singing for Life: FA and Older Adults Councils": see 3.7.1)		Fall 2005		

4.6. Goal: Fine Arts Programs will utilize “high technology” (i.e. internet broadcasting, video, etc.)

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.6.1	Carillon Recitals will utilize video screen	JB	Spring 2006	\$5,000	
4.6.2	Organ Recitals will utilize video screen	JB	Fall 2006		

4.7. Goal: Enhance Vespers

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.7.1	Anniversary Concert will include statement about the founding the Fine Arts Program, including info about those who founded it (e.g. Lois Moon)	JB	Spring 2006	Minimal	
4.7.2	Vespers will be recorded and made available when legally possible	JB			
4.7.3	Participate in regular “brain dump” sessions, developing lists of concert ideas	Fine Arts Council			

4.8. Goal: Replace Choral Risers

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
4.8.1	Replace existing risers (built in 1987) with new, light-weight choral risers	JB; Senior Choir Officers		\$10,000+	

V. Visual Arts

5.1. Goal: Develop a program of art therapy for older adults

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
5.1.1	Artist in residence who will work with older adults to “tell their story” through art	Visual Arts Committee; JB, Becky Brinks or George Apotsos	Spring 2007	Covered by registration fee	
5.1.2	Regaining dexterity through creation	Visual Arts Committee; JB; Richard Chew or Pattie Hallowell, or Valerie Craig	Fall 2007	Covered by registration fee	

5.2. Goal: Facilities

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
5.2.1	Review gallery space and make recommendations for improvements	Visual Arts Committee; Fran Needham; Bill Thomas	Fall 2006	Minimal	
5.2.2					

5.3. Goal: Permanent Art Collection

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
5.3.1	Catalog and appraise all BMPC art	Visual Arts Committee, Linda Webster, Carol Soltis	Winter 2006	Minimal	
5.3.2	Make recommendations for any repairs/restoration needed	Visual Arts Committee	Fall 2006		
5.3.3	“Showcase” selected works in the collection in the Messenger	Visual Arts Committee	Ongoing		
5.3.4	Exhibit works from the permanent collection	Visual Arts Committee	Fall 2005		

5.4. Goal: Develop Art Exhibitions

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
5.4.1	Develop database of BMPC artists	Visual Arts Committee	Winter 2006	Minimal	
5.4.2	Develop database of non-member artists working in Sacred Arts	Visual Arts Committee, Nena Bryans	Fall 2006	Minimal	
5.4.3	Develop relationships with 2-3 churches/religious organizations that lead to shared exhibitions	Visual Arts Committee		Minimal	
5.4.4	Participate in regular “brain dump” sessions, developing lists of exhibition ideas	Visual Arts Committee		Minimal	

VI. Worship

6.1. Goal: Form Worship Committee

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
6.1.1	Form Worship Committee	JB and Richard Miller	Fall 2005	Minimal	August 2005
6.1.2	Initiate conversations about the Sunday morning schedule.	Worship Committee			
6.1.3	Review all aspects of BMPC worship, Sunday a.m., weeknight, Church School, etc.	Worship Committee			

VII. Staff

7.1. Goal: Review and revise FA staff job descriptions

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
7.1.1	Review/revise core staff	JB; FAC chairperson	Spring 2006	Minimal	
7.1.2	Review/revise part-time staff (Stouffer, Martin, Sr. Ch. section leaders)	JB; FAC chairperson	Spring 2006	Minimal	

7.2. Goal: JB sabbatical

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
7.2.1	Submit proposal for sabbatical	JB	Summer 2006	Minimal	

7.3. Goal: Conduct Search for new Fine Arts Staff member(s)

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
7.3.1	Identify all tasks which require professional staffing	FAC	November 2005	Minimal	November 2005
7.3.2	Prepare Search Guidelines	JB	November 2005	Minimal	October 2005
7.3.3	Conduct Search	JB; FAC Search Committee	Spring 2006	\$3000 (transportation, housing, expenses)	

VIII. Finances

10.1. Goal: The Sacred Arts Program is adequately funded

	Objectives (Actions)	Lead Party Responsible	By When	Cost	Actual Completion Date
10.1.1	Form FAC finance committee	JB; FAC chairperson, Bob Holmes,	Fall 2005	Minimal	

		and 1-2 additional council members			
10.1.2	Establish dedicated funding sources for Organ and Carillon concert series (see 4.2.2 and 4.3.2)	(See 4.2.2 and 4.3.2)	(See 4.2.2 and 4.3.2)	(See 4.2.2 and 4.3.2)	
10.1.3	Events with free will offerings include a verbal "appeal"		Fall 2005	Minimal	