



STRATEGIC PLAN: 2021-2026

MISSION STATEMENT

Mission: The mission of Summit Choral Society is to provide a continuum of musical training for young children through senior adults, produce exceptional choral performances, and preserve the art of choral music for the enrichment and enjoyment of the greater Akron community.

VISION STATEMENT

To provide valuable musical experiences and opportunities based in the rich history of choral music, heritage songs and music education to the greater Akron Community.

BELIEF STATEMENT

SCS believes these services impact the community and its stakeholders by contributing positively to the general health and well-being of greater Akron.

STATEMENT OF EQUITY

SCS is committed to serving a diverse population representative of greater Akron's broad demographic by providing access to high-quality music education and performance programs that complements and enhances a thriving, vibrant community that is equitable and inclusive for all.

NON-DISCRIMINATION POLICY STATEMENT

Summit Choral Society does not discriminate based on race, color, national origin, religion, sex, gender identity, sexual orientation, disability, age, marital status, family status, or political beliefs.

GOALS

PROGRAMMING AND SERVICES

- SCS operates diverse artistic and educational choral music education and performance programs to serve the needs of the greater Akron community with the highest quality programs and services
 - SCS operates music education and performance programs that stimulate personal growth and promote positive development
 - SCS aligns music education performance and education programs and services to best serve the greater Akron community and reflect the needs of the demographics served
 - SCS values performance experiences which represent the highest quality of authentic, live, inspired acoustic music
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COMMUNITY ENGAGEMENT AND INCLUSION

- SCS board, staff and program participants endeavor to reflect the diversity of community demographics of community members served and serving in programs overall by at least 10%
 - SCS will implement a Statement of Equity that reflects the community it serves and its affiliates
 - SCS programs will assess, adapt and evolve to meet the needs of the community based on feedback from surveys, community partners, leaders and participants
 - SCS will maintain funding to provide equitable access for all people with demonstrated financial need for program services
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OPERATIONAL EXCELLENCE: PROGRAMMING

- SCS will endeavor to be recognized by local, state and national organizations for its world class education and performance operations
 - SCS will receive 90% or higher positive feedback from singers, parents, educators, faculty and area stakeholders for its high standard in operations
 - SCS will endeavor to increase participation to pre-Covid-19 numbers by 2025
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OPERATIONAL EXCELLENCE: STRUCTURAL

- SCS will implement a formatted Board of Directors onboarding orientation process, member expectations guide and meeting structure that satisfy the organization and members of the BOD
 - SCS will annually assess Committee Charters and Bi-Laws
 - SCS will Implement an annual strategic analysis plan review
 - SCS will conduct an annual SWOT analysis and historic comparison
 - SCS will create and implement formal assessments for the BOD and staff by 2026
 - SCS will develop and implement an employee and BOD handbook by 2025
 - SCS will annually assess employment structure and positions for efficiency
 - SCS will update job descriptions that address DEI (Diversity, Equity and Inclusion) initiatives by 2023
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FINANCIAL SUSTAINABILITY AND TRANSPARENCY

- SCS will serve all economic stakeholders through transparent, sustainable financial operations
 - SCS will seek to further diversify funding sources by 5% by 2026
 - SCS will set up an endowment by 2026
 - SCS will begin a capital campaign to raise funds for a digital hybrid piano by 2026 with a goal of providing three in total for future programs.
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