

**VISION** To be a prominent civic and artistic leader in Chicago and nationally, distinguished for creating experiences that make connections across our diverse communities and sparks reflection and dialogue about the intersection of past, present and future.

**MISSION** TimeLine Theatre Company presents stories inspired by history that connect with today's social and political issues. Our collaborative organization produces provocative theatre and educational programs that engage, entertain and enlighten.

**VALUES** TimeLine Theatre is:

**ACCESSIBLE**

Advancing access in all its forms

**ANTIRACIST**

Prioritizing racial equity and inclusion as we build a just future

**COLLABORATIVE**

Valuing teamwork and mutual respect as a creative force

**COMPASSIONATE**

Nurturing wellness in a humane and caring culture

**EXCEPTIONAL**

Pursuing excellence and innovation in everything we do

**FISCALLY RESPONSIBLE**

Ensuring effective stewardship of our resources

**INCLUSIVE**

Welcoming people of all identities

**INTIMATE**

Creating a close connection between art and audience

## PRIMARY GOALS

### EVERYONE'S HISTORY

Embracing a multitude of perspectives to achieve equity across our organization and programming

- Ensure broad representation and equity in all elements of our organization
- Engage, uplift and learn from the voices of our communities, especially historically marginalized people
- Grow and retain our audiences and community partnerships via expanded inclusiveness, accessibility, and authenticity of our productions, facilities, and other initiatives
- Continually improve via self-examination, evolution, and growth within and beyond our core stakeholders

### THE TIMELINE ENVIRONMENT

Fostering a healthy and sustainable culture where art, innovation and collaboration thrive

- Integrate wellness and antiracist policies and practices into all aspects of our work environment
- Ensure equitable pay across TimeLine
- Commit to collaborative, inclusive, and transparent policies and decision making, ensuring equity and accountability throughout TimeLine
- Invest in the growth and professional development of our people
- Champion sustainable and green practices

### THE TIMELINE EXPERIENCE

Cultivating transformative and immersive experiences that foster lasting connections and learning

- Activate the new building beyond performances, through deep community engagement and innovative new programming activities
- Create multiple opportunities for audiences and communities to collaborate with TimeLine, fostering dialogue and agency in concert with our artistic works
- Expand the engagement we create for audiences by curating compelling and transformative experiences inspired by our mission on and beyond our stages

### ORGANIZATIONAL CAPACITY

Growing in an equitable and financially sustainable way

- Revolutionize our own operational and financial model, creating new revenue sources and expanding upon existing ones
- Attract passionate leaders who reflect a multitude of perspectives, embrace our values, and commit to equitable management and governance
- Pursue inclusive fundraising and audience development policies that invite expanded participation and celebrate all contributions

### NEW HOME DEVELOPMENT

Establishing a new home to better fulfill TimeLine's mission and foster audience and community engagement

- Secure needed funding to build the new facility
- Manage the transition from 615 W. Wellington to 5035 N. Broadway
- Prioritize flexibility and creativity as we establish the operational and financial model that ensures sustainable success at 5035 N. Broadway

## STRATEGIES