

**VISION** To be a preeminent Chicago arts organization and nationally recognized leader by creating theatre that makes history resonate with today's society, sparking reflection and dialogue.

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

**VALUES** TimeLine Theatre is:

- COLLABORATIVE**  
Valuing teamwork as a creative force
- EXCEPTIONAL**  
Demanding excellence and innovation in everything we do
- FISCALLY RESPONSIBLE**  
Managing resources effectively and appropriately
- INCLUSIVE**  
Embracing diversity in all its forms
- INTIMATE**  
Creating a close connection between art and audience
- RESPECTFUL**  
Listening and being open to everyone's perspective

## PRIMARY GOALS

### TIMELINE CULTURE AND ENVIRONMENT

Provide a work culture and environment for artists, technicians, staff, board members and volunteers that embodies professionalism and that facilitates doing great work.

### THE TIMELINE EXPERIENCE

Create unique and insightful artistic works and theatre going experiences that engage growing, enthusiastic audiences.

### FINANCIALLY SOUND AND WELL-MANAGED GROWTH

Develop a sustainable growth strategy that supports and advances TimeLine's mission, vision and values.

### FACILITY EXPANSION

Develop a new TimeLine Theatre Center that supports the long-term needs of TimeLine's production and education programming while respecting TimeLine's culture and its desire to engage with multiple audiences.

## OBJECTIVES

- Recognize the nature of our current culture/environment and set explicit plans to maintain, enhance and monitor a positive culture/environment.
- Recognize and pay all employees and independent contractors equitably and competitively.
- Continuously improve available physical plant and production resources.
- Diversify the stakeholders involved with the organization.
- Foster an inclusive culture of collaboration and community.
- Provide an environment that allows stakeholders to develop professionally and maximize their learning experience while at TimeLine.

- Enhance the visibility of our mission, vision and values.
- Expand TimeLine's visibility locally, regionally, nationally and internationally.
- Expand TimeLine's artistic network locally, regionally, nationally and internationally.
- Expand and create avenues for dialogue and learning.
- Enhance and expand education and outreach programs that extend our experience to broader communities.
- Enhance the process for choosing and developing a pool of plays to produce.
- Focus on audience's customer service experience.

- Ensure the successful implementation of TimeLine's 2011-2014 Strategic Plan.
- Ensure that TimeLine has a Board of Directors who are enthusiastic advocates, bring needed financial resources and are prepared and willing to guide the organization through its next phase of development.
- Ensure that TimeLine has a Company that is prepared and willing to guide the organization through its next phase of development.
- Ensure that TimeLine has the human capital it needs to achieve institutional goals.
- Leverage and enhance TimeLine's technology resources to support staff, programming and operations.
- Maximize earned and contributed revenue.
- Develop the platform required to create, fund and operate the new TimeLine Theatre Center.

- Present scenarios for a new TimeLine Theatre Center to Board of Directors for consideration and decision making.
- Understand and plan for the potential impact of a new TimeLine Theatre Center on the organization's operating budget and structure.
- Conduct appropriate studies to assess feasibility of pursuing a new TimeLine Theatre Center.