

**VISION** To be a preeminent Chicago arts organization and nationally recognized leader by creating theatre that makes history resonate with today's diverse 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**  
Exemplifying 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
- HEALTHY AND SAFE**  
Ensuring a clean environment and nurturing wellness

## PRIMARY GOALS

**EVERYONE'S HISTORY**  
Expanding diversity in every element of TimeLine's organization and programming.

**TIMELINE CULTURE AND ENVIRONMENT**  
Fostering a collaborative environment where innovation and great work can happen.

**THE TIMELINE EXPERIENCE**  
Creating immersive, impactful experiences that engage the curiosity of expanding and diversifying audiences.

**AUDIENCE GROWTH AND RETENTION**  
Expanding TimeLine's community and ensuring everyone feels invited to engage with TimeLine's mission.

**FINANCIAL AND ORGANIZATIONAL CAPACITY**  
Expanding our capacity to support the growth of TimeLine.

**NEW HOME DEVELOPMENT**  
Establishing a new home to better fulfill TimeLine's mission and foster more robust programming.

## STRATEGIES

- Accelerate the development and implementation of anti-racism policies and practices
- Expand and insist upon diversity and inclusion amongst stakeholders (Staff, Board, Artists, Volunteers, and others who advance our mission)
- Actively listen, respond to, and uplift voices across our communities, including BIPOC, LGBTQx, and other marginalized people—both on our stages and through our community-based programs
- Deliver a diversity of perspectives in programming and expand the inclusiveness, authenticity, and accessibility of TimeLine productions, facilities, and other initiatives

- Cultivate a culture of consent as we maintain a safe, clean, and comfortable space for theatre artists and audiences
- Commit to inclusive and equitable decision making through open dialogue and transparent communication
- Champion sustainable and green practices

- Be a catalyst for revitalizing theater during the pandemic, producing thought-provoking art that speaks to the moment and brings us safely together—in person and virtually
- Create additional virtual experiences, both new and revived content, to engage with our audiences
- Nourish audience and donor relationships—both existing and new—in authentic and unexpected ways

- Employ digital platforms and other resources to reach audiences in ways that are meaningful for them
- Use feedback from students, teachers, CPS, and teaching artists to structure their engagement with TimeLine during this time
- Pursue unique opportunities to invite new audiences to the TimeLine Experience

- Plan and manage our finances for and throughout FY21 to ensure TimeLine has sufficient unrestricted reserves at year end
- Be forthright and transparent with our stakeholders regarding TimeLine finances—including an open recognition of our limitations at this time
- Leverage the talents and resources of Board members to meet specific needs during this crisis

- Update our stakeholders appropriately (donors, audiences, government partners, etc.) on the capital campaign and the development of the new building
- Be flexible and open to all options regarding design and operational plans for our new home (realistic, scalable, within our means)
- Maximize all public and private capital sources to finance our new home