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For further information or to apply for a Board position, please send an email to Richard Horan who can be reached at president@bars-sf.org

Mission: Bay Area Rainbow Symphony (BARS) is an orchestra that provides a safe and inclusive environment for musicians of all sexual orientations, gender identities, and gender expressions. BARS makes cultural, social, and educational contributions to the San Francisco Bay Area by performing ambitious repertoire to a high standard.

History: Founded in October 2007, BARS had its first concert in June 2008. We brought on our first artistic director and obtained 501(c)3 status in 2009. Our current Music Director is Dawn Harms. A Leader in the LGBTQ orchestra movement, BARS is one of just seven LGBTQ symphony orchestras in the US, and one of only twelve worldwide.

About 40% of BARS audience is straight, which emphasizes our widespread appeal. Furthermore, the orchestra has managed to attract a fairly young age group. 46% of BARS musicians are between 21 and 39 years of age, 46% between 40 and 59 years of age, and the remaining 8% between 60 and 75 years of age.

Board of Directors: BARS values diversity and commitment of our board, currently at five members. The entire board generally meets monthly. 20% of the board identifies as straight, and 40% are ethnic minorities. The age of board members range from 30's to 60's. We have diverse incomes as well, and all board members serve on a volunteer basis. The board provides fiscal oversight and reviews and approves an annual budget. Board members are required to make individual donations and participate in fundraising activities including soliciting individual donations. The board provides 24% of the individual donations to the orchestra, and has put about 70% of the organizational effort in writing grant submissions. The board also updates the organization's mission statement, strategic plan, and develops both short and long term plans. They often participate actively in the day to day operations, marketing, and public promotions. The board also hires and supervises both the executive and music directors. We currently have three part time staff members: our Music Director (MD), the Executive Director (ED), and a Front of House Manager.

BARS is proud of the fact that it has operated in the black since its first concert and has had positive cash flow each season, with no short or long-term debt. BARS insurance coverage includes general liability, directors & officers liability, employment practices liability and internet liability.

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Orchestra Performance: We stage five concerts per season, featuring 60 to 80 local musicians per concert and approximately 120 performers each year. Over the past three years, we have performed 16 concerts for consistently sold-out audiences of between 300 and 500 at the San Francisco Conservatory of Music, Everett Middle School, Calvary Presbyterian Church, and other venues in San Francisco. **The BARS LGBTQ Composers and Performing Artist** series showcases LGBTQ composers and/or soloists in every concert. This has included performing works by Ravel, Tchaikovsky, Schubert, De Falla, Poulenc, Corigliano, and Copland, and solo performances by pianist Sara Davis Buechner, mezzo-soprano Jill Grove and violinist Bettina Mussumeli. Other recent highlights include performance by Guest Conductors Michael Morgan and Alasdair Neale, baritone Hadleigh Adams performing Jenifer Higdon's *Dooryard Bloom*, pianist Keith Porter-Snell performing Ravel's *Concerto for Left Hand*, Chirstine Brandes soloing in Mahler's *Symphony No. 4*, and an innovative performance of Benjamin Britten's *Serenade for Tenor, Horn, and Strings* with San Francisco Opera Merola Program Alumnus tenor Brian Thorsett, that integrated readings from Britten's love letters with his life partner, Peter Pears.

Chamber Music and Community Outreach: BARS also showcases small instrumental ensembles. In total, these groups have performed at more than a dozen events, reaching more than 1,000 members of the public. Many of these programs are free of admission or with a suggested donation for a local charity, providing audience members an easy introduction to live classical music in an intimate setting. Our musicians have become a fixture at LGBT community events. They played for hundreds at the annual LGBTQ Pride Committee Event at City Hall in 2010, the Castro Lion's Club anniversary dinner at the War Memorial Building, and at the Castro Street Fair. We raised \$1,000 for Larkin Street Youth Services through a benefit concert at the Calvary Presbyterian Church. At the invitation of the San Francisco Grants for the Arts, we played at the City Hall Rotunda for Same Sex Marriages in June 2008. We have offered tickets to our concerts for other LGBTQ organizations including Giving Concerts, Community Women's Orchestra, Gay and Lesbian Sierra Club, and Strength in Numbers.

Recent Expansions and Improvements: We have several major recent artistic initiatives. We have expanded the reach of our artistic collaboration by inviting soloists from outside the Bay Area. We have broken new ground in the BARS LGBTQ Composers and Performing Artist series by performing works by young local gay composer Marko Bajzer. And we continue to build our relationships with other San Francisco-based performing arts groups, including two appearances at Davies Symphony Hall as guest performers with the San Francisco Gay Men's Chorus. The Chorus has appeared with BARS twice in the past.

Goals: A key goal is to expand our audience capacity. We consistently sell-out our concerts in advance, which often forces us to turn people away at the door. Our primary concert venue, the San Francisco Conservatory, seats 400 people. Because of its outstanding acoustics and large stage to accommodate our 85+ plus orchestra, we would like to keep performing there. Therefore, we are including performances at larger venues such as Everett and Herbst to make it possible for more people to attend.