

I. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL SUMMARY SHEET

One page only. This page will be shared electronically with Grant Panel Members & Fund Advisors.

Date: 3-25-21

Contact Information

Organization Name: Kennett Symphony of Chester County ED Name: Monica Buffington
Address: P O Box 72, Kennett Square, PA 19348 ED E-mail: mbuffington@kennettsymphony.org
Phone: 610 444 6363 Board Chair Name: Timothy Murnane
Website: KennettSymphony.org Board Chair Approval (check here):
Year Incorporated: 1940 Primary Contact Name: Monica Buffington
FEIN: 23-2017980 Primary Contact E-mail: monicabuffington@kennettsymphony.org

Organization Information:

Field/s of Interest:

Arts, Culture & Humanities ___ Environment/Animal Welfare ___ Education
___ Health ___ Human Services ___ Religion

Mission: Present a wide range of symphonic music at an affordable price to entertain and enrich the lives of our audience; Educate young and underserved audiences; Provide opportunities for young artists and capable musicians to perform

Geographic Area Served All of Chester County, PA; Additional Regional presence serving audiences from Montgomery, Delaware, Berks & Lancaster Counties, PA; New Castle County, DE; and Cecil County, MD

Describe Population Served & Annual Number of People Served: Audience of 5,000 annually of all ages and backgrounds

Annual Budget In a Non-COVID Season: \$335,000 1 # of Full-Time Equivalent Paid Staff
86 % of budget for program expenses 15 # of Board Volunteers
12 % of budget for administrative expenses 30 # of Active Non-Board Volunteers
2 % of budget for fundraising expenses 135 hrs per month # of Volunteer Hours
100 % total

Top 3-5 funding sources: Ticket Sales, Annual Fund, Sponsorships, Fundraising Events, and Grants

Capacity Building focus is:

___ Mission, Vision & Strategy ___ Governance & Leadership ___ Partnerships & Collaborations
___ Fundraising, Development & Marketing ___ Technology **Diversity Equity Inclusion**
Other: _____

Grant Amount Requested from the Community Foundation: \$4,000

Proposal Summary: The Kennett Symphony (KS) seeks \$4,000 to partially fund the expense of hiring an EDI consultant. The KS has been awarded a \$16,000 national grant that at this time is confidential until it is announced nationally in May 2021. This is the KS's first national grant award in its history. The national grant is contingent in part on the KS being able to demonstrate that we can raise 20% (\$4,000) of the consultant's total \$20,000 consultant fee. The purpose of the national grant is to hire an EDI consultant to assist the Kennett Symphony in the creation of a short-and long-range EDI plan to advance the work of the Symphony in the communities that we serve.

II. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL NARRATIVE

Provide clear, concise information. 3 pages maximum.

1. Nonprofit's history, goals, key achievements & distinctiveness

Founded in 1940, the Kennett Symphony (KS) provides the musical landscape of an historic region renowned for the arts. All ages who want music to enrich their lives are given the opportunity to experience the world of music through a fresh approach to classical and contemporary symphonic works. The Symphony's engaging environment allows all to share in the uplifting experience of quality live music in an approachable and affordable way.

Of distinction is that the Kennett Symphony is the only fully professional symphony orchestra in Chester County, Pennsylvania, and the Symphony's home in Kennett Square, PA is one of the smallest communities geographically in the United States to support a year round, fully professional symphony orchestra (source League of American Orchestras).

GOALS:

WE PERFORM: Comprised of professional musicians from Pennsylvania, Delaware, New Jersey, and New York, the Kennett Symphony offers 6 orchestral concerts and 3 community events per season.

WE ENGAGE: The KS is committed to bringing the art of music to all. We present events that engage audiences in a way that suits their interests including a wide variety of symphonic music (classical concerts, pops concerts, family concerts, and education concerts), and events including our Beat Beethoven 5K and Classics at Brantwyn. Our office space on State Street in vibrant downtown Kennett Square gives us regular visibility and the opportunity to meet with all who live, work and play in Kennett Square. We extend our reach by partnering with leading regional arts and civic organizations including: Arts & Business Council of Greater Philadelphia, The Curtis Institute of Music, Philadanco, and the Academy of Vocal Arts.

WE EDUCATE AND ENRICH: The KS is committed to our educational programs in the region including our partnership with West Chester Area School District, competitions for young artists, and the Kennett Symphony Children's Chorus. Our Reimagined Symphony Experience breaks down the barriers between audience and orchestra by presenting the orchestra in a unique way.

2. Funding request

• Description of key initiatives

The Kennett Symphony (KS) seeks \$4,000 to partially fund the expense of hiring an EDI consultant. The KS has been awarded a \$16,000 grant that at this time is confidential until it is announced nationally in May 2021. This is the KS's first national grant award in its history. The key initiative of the \$16,000 grant project and the accompanying \$4,000 request to the Chester County Community Foundation is to provide a total of \$20,000 in funds for the KS to hire an EDI consultant to assist the KS in the creation of a short- and long-term EDI plan to advance the work of the KS in the communities we serve.

• **Specific needs & issues to be addressed:** The KS recognizes that there are critical impacts to the KS and the communities we serve if we do not create a short- and long-term plan to address EDI. These impacts include: A continued lack of diversity on our board; loss of credibility with the communities we serve; loss of opportunities from funding sources that expect diversity in the organization that they fund; and the loss of the opportunity to engage professionals with diverse backgrounds.

• **Why it is important to fund this now:** From May - October 2019 the KS completed a board assessment to identify board characteristics. While we learned that we had achieved diversity in some respects, our board's 100% White ethnicity does not represent the community we serve when a

combined 50% of the population of our home base of Kennett Square identify as Hispanic/Latinx or Black/African American. We prioritized recruitment of these ethnicities in our board recruitment and outreach efforts, and while good conversations convened and are ongoing with prospective board members, we have not yet been successful in progressing with board diversity. As EDI simultaneously became an increasing part of the national and local conversation, we recognized that while reaching out to diverse candidates, we were “talking around” EDI principles, and not clearly articulating our organization’s aspirations and organizational strategic thinking with EDI principles. We began seeking help to establish a foundation and path forward, and seek grant funds to help us establish a foundation and path forward so that we can adjust our organizational mindset and prepare for the journey ahead.

- **How impact & results will be demonstrated:** At the conclusion of the grant project, the KS:
 - Will have grown in our ability to
 - Support effective training for board and staff that focuses on personal and organizational development on EDI principles
 - Develop awareness and values, and will have identified opportunities and challenges
 - Allow time for learning, planning, and modeling a future state for the Kennett Symphony
 - Will have begun the process of organizational change
 - Will have created a short- and long-term plan for EDI initiatives

III. ATTACHMENTS

E-mail this support information

- √ 1. Copy of 501 (c) (3) federal tax-exempt letter
- √ 2. List of Board of Directors, with their affiliations
- √ 3. Most recent annual report & financial statement, audited if available
- √ 4. Itemized organizational operating budget with actual results for prior fiscal year & current fiscal year to date
- 5. If capacity building initiative, itemized budget (including external consultant’s proposal, if applicable)
- √ 6. Current strategic plan. If your nonprofit does not have a current strategic plan, explain why.

- Use this form @ www.chescof.org to apply online for grants from all Community Foundation Funds.
- **Email proposals to grants@chescof.org**
- Proposals are considered “complete” when CCCF has **confirmed** receipt of the **Grant Proposal Summary Sheet, Narrative & Attachments**.
- Proposals are shared electronically and online with Fund Advisors, Donors & Grant Panels.
- Per IRS Regulations, applicants must be charitable, tax exempt organizations with 501(c)(3) certification & cannot be individuals.

Please contact Grants Administrator Kevin Baffa at (610) 696-8211 grants@chescof.org with questions.



*Connecting people who care with causes that matter,
so their legacies make a difference.*