

# Northwest Girlchoir Strategic Plan (2024-2029)

## Vision

We envision a just and joyful community in which singers become comfortable in their bodies, confident in their voices, and connected with each other and the wider world of music-makers.



## Mission

Northwest Girlchoir revolutionizes choral education by rejoicing in students' voices and creativity through embodied music-making. Guided by our commitment to anti-racism, we inspire joy, belonging, and confidence, and cultivate community through shared experience. Our treble choirs welcome and affirm girls and all youth marginalized by gender.



## Values

**Equity:** A deliberate, continuous examination and dismantling of barriers and other forms of structural oppression.

**Voice:** Embracing the power within our bodies, minds, and hearts.

**Belonging:** Trust and friendship that build when we feel safe, loved, and included.

**Curiosity:** The spark of wonder that leads to inquiry, empathy, and creativity.

**Community:** Deep-rooted connection and joy among all who support our mission and our singers.



## Priorities

Racial & Gender Equity | Access | Student Voice  
Community | Organizational Health

[www.northwestgirlchoir.org](http://www.northwestgirlchoir.org)

# Northwest Girlchoir

## Strategic Plan (2024-2029)

### Priorities

#### Racial and Gender Equity

Northwest Girlchoir recognizes that everyone benefits from equity work, and that our whole community is richer and healthier when members are treated equitably. We take an intersectional approach to racial and gender equity in our work; we separate them below so that we can accurately measure progress in each area.

##### GOAL

Embed anti-racism and gender equity into all aspects of Northwest Girlchoir.

##### RACIAL EQUITY GOALS

- A. Document and interrogate operational and communication policies with a racial equity lens. Identify opportunities for growth and implement change.
- B. Fund and support racial equity hiring and staffing procedures.
- C. Ensure racially equitable pedagogy and choral programming.

##### GENDER EQUITY GOALS

- A. Document and interrogate operational and communication policies with a gender equity lens. Identify opportunities for growth and implement change.
- B. Create choice and equity regarding performance attire.
- C. Define and market ourselves as a treble choir that welcomes and affirms girls and all youth marginalized by gender.
- D. Ensure that our pedagogy and choral programming uses inclusive language, texts, and performance practices.
- E. Develop resources to support pedagogical needs related to gender and trans vocal use.

#### Access

We work to build pathways for choristers, families, staff, and audience members by identifying and removing barriers to participation. We acknowledge that the concepts of equity and access are intertwined; we address access separately so we can better measure progress toward our goals.

##### GOALS

- A. Analyze and reduce financial barriers for chorister families.
- B. Explore rehearsal facility and transportation options.
- C. Explore solutions for schedule challenges for chorister families and teaching staff.
- D. Assess and reduce barriers to our program and concerts for people with disabilities.

# Northwest Girlchoir

## Strategic Plan (2024-2029)

### Priorities

#### Student Voice

Student Voice encompasses singing – the process of embodied music-making – and students’ ideas, creativity, curiosity, and self-confidence.

##### GOALS

- A. Involve students in the governance of the organization.
- B. Ensure opportunities for student voice in the rehearsal process.
- C. Use pedagogy that connects voice, body, and mind; celebrate the fact that our physical differences create our unique singing voices.

#### Community

Our heart-centered approach to community involves students, parents, alums, and all who support our mission and singers.

##### GOALS

- A. Create opportunities for choristers to connect through choir.
- B. Build community for alums through regular activities and communication.
- C. Build community for chorister parents through engagement activities and volunteering.
- D. Expand and deepen mission-based connections for community members.
- E. Foster mutual connection for Northwest Girlchoir board and staff members.

#### Organizational Health

We pursue stability and flexibility by creating healthy financial, fundraising, human resources, and operations practices.

##### GOALS

- A. Research and implement financial best practices to maximize revenue and stability.
- B. Increase fundraising revenue by leveraging new strategic goals, maximizing major donor cultivation, and improving donor experience.
- C. Document HR practices and develop tactics for staff retention and expansion.
- D. Improve and document operations procedures to increase efficiency, safety, equity, and best practices.
- E. Ensure an active and involved board and improve board governance practices.