

## Application Submittal Checklist

*The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.*

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
  - a) Budget request by source of funds ([Link](#))
  - b) Personnel salaries and wages ([Link](#))
  - c) Equipment and motor vehicles ([Link](#))
  - d) Capital project details ([Link](#))
  - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing

 Jonathan Parrish, Executive Director 1/15/19  
AUTHORIZED SIGNATURE PRINT NAME AND TITLE DATE

**THE THIRTIETH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating                       Capital

Legal Name of Requesting Organization or Individual:    Db:

Hawaii Symphony Orchestra

Amount of State Funds Requested: \$ 500,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):

Operating grant to enable the Hawaii Symphony Orchestra to (1) continue to present the highest quality classical and popular programming and expand service to a broader community and (2) continue to cultivate Windward, West Oahu and neighbor island venues and support, in order to reduce reliance on the Neal Blaisdell Concert Hall in preparation for the venue to be shutdown for renovations in late 2020.

Amount of Other Funds Available:

State:            \$ 0  
Federal:        \$ 0  
County:        \$ 0  
Private/Other: \$ 0

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 810,000

Unrestricted Assets:

\$ 0

New Service (Presently Does Not Exist):     Existing Service (Presently in Operation):

Type of Business Entity:

501(C)(3) Non Profit Corporation  
 Other Non Profit  
 Other

Mailing Address:

3610 Waialae Ave

City:

Honolulu

State:

HI

Zip:

96816

Contact Person for Matters Involving this Application

Name:  
Jonathan Parrish

Title:  
Executive Director

Email:  
jparrish@hawaiisymphonyorchestra.org

Phone:  
808-380-7722

Federal Tax ID#:

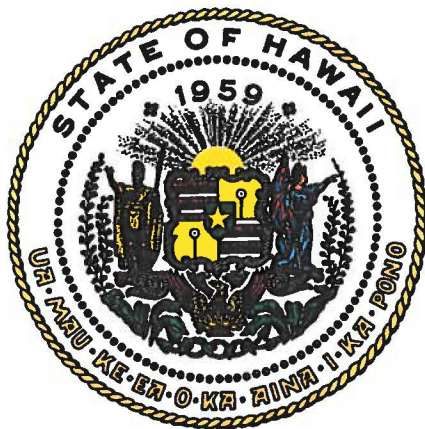
State Tax ID#

  
Authorized Signature

Jonathan Parrish, Exec Director  
Name and Title

1/18/19  
Date Signed

**received**  
1/18/19 2:07p JP



## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

**HAWAII SYMPHONY ORCHESTRA**

was incorporated under the laws of Hawaii on 06/13/2011 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 16, 2019

Director of Commerce and Consumer Affairs



**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAI'I REVISED STATUTES**

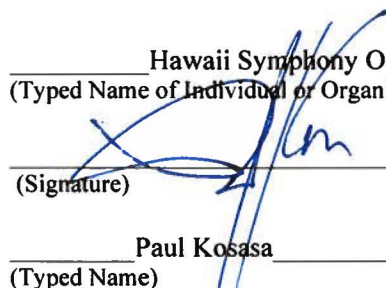
The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawai'i Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawai'i Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Hawaii Symphony Orchestra  
(Typed Name of Individual or Organization)

  
(Signature)

1/18/19  
(Date)

Paul Kosasa  
(Typed Name)

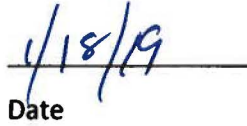
Chair  
(Title)

**CERTIFICATION OF COMPLIANCE WITH  
SECTION 42f – 102, HAWAII REVISED STATUTES**

The undersigned certifies that this grant will be used for a public purpose pursuant to Section 42F – 102, Hawaii Revised Statutes.



Paul Kosasa  
Chairman of the Board  
Hawaii Symphony Orchestra



Date

## Application for Grants

**If any item is not applicable to the request, the applicant should enter "not applicable".**

### **I. Certification – Please attach immediately after cover page**

#### **1. Certificate of Good Standing (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2018.

#### **2. Declaration Statement**

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes. ([Link](#))

#### **3. Public Purpose**

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes. ([Link](#))

### **II. Background and Summary**

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

#### **1. A brief description of the applicant's background;**

The Hawai'i Symphony Orchestra (HSO) was established in 2011 by a group of visionary community leaders to re-launch a professional symphony orchestra for our state. The HSO is the successor organization to the Honolulu Symphony, which was founded in 1902 and performed for more than a century before ceasing operations and filing for bankruptcy in 2009. The HSO has presented seven seasons of classical Masterworks, musicthatPOPS and musicthatROCKS concerts, family, education and community concerts attended by more than 250,000 people on O'ahu and three neighbor islands since its debut in 2012.

The mission of the Hawai'i Symphony Orchestra is to present the highest-quality performances of great music, bringing national and international distinction to the orchestra and its community; to delight and educate audiences of all ages and backgrounds, and enhance the cultural vitality and quality of life in these Islands; and to operate in a financially sound manner.

The Board of Directors is composed of volunteer civic and business professionals who dedicate considerable time, expertise and resources to oversee the organization's financial stability and effectiveness. The Board and the professional staff are committed to careful growth and to presenting musical offerings that reflect our community's cultural diversity.

The support of 1,200-1,500 subscribers and individual ticket buyers per concert indicates a growing audience for all of the HSO offerings, including the classical Masterworks, pops, free community concerts and the education outreach programs.

The orchestra employs 64 professional musicians who are contracted for 16 weeks. This is the minimum core personnel used for pops, community, and educational programs. For our Masterworks series, an additional 20 musicians are contracted. Without these musicians, the HSO would not be able to perform most of the standard classical symphonic repertoire. The musicians' professionalism, training, dedication and willingness to share their expertise with the community helps define the unique value of the new HSO. Artistic Advisor JoAnn Falletta, a renowned American conductor who has conducted orchestras around the world, leads the HSO creative team. Acclaimed by *The New York Times* as "one of the finest conductors of her generation," she also serves as Music Director of the Buffalo Philharmonic Orchestra and the Virginia Symphony Orchestra and as Principal Guest Conductor of the Brevard Music Center.

The current 2018-2019 HSO season opened in September and will bring national and international artists to Hawai'i for a total of 12 Masterworks, six music that POPS family-friendly concerts, three music that ROCKS concerts, as well as special events and free community concerts. A new educational program was the result of collaboration between the HSO, UH Manoa Music and Biology departments and Bishop Museum. "Symphony of the Hawaiian Birds" debuted in May 2018 and was reprised in November for more than 5000 Oahu school students.

Our Community Outreach and Education program also exposes young people to the orchestra through small ensemble performances and engages senior citizens with live music in their own retirement communities. Each one-hour presentation includes performance, instrument demonstration and discussion by quartets or quintets.

2. The goals and objectives related to the request;

The HSO is seeking Grant-in-Aid funds to broaden community access to world-class symphonic performances for general audiences, families, youth and senior citizens with its eighth season of concerts and Community Outreach and Education sessions.

- 1) The HSO's primary objective is to present its professional symphony to growing local audiences through 12 Masterworks classical concerts with national and international guest conductors and soloists, six musicthatPOPS concerts (including our popular movie with live soundtrack format), three musicthatROCKS concerts, free family-friendly community concerts, educational programs, and dozens of music education sessions featuring small ensembles at schools, youth centers and senior residences.
  - 2) The HSO also plans to continue cultivating venue and audience potential in Windward and West Oahu, and on the neighbor islands. Building audiences in new areas and venues is an especially important activity, since we anticipate that our primary venue, the Neal Blaisdell Concert Hall, will become unavailable in late 2020 for a period of two to three years. During that period it will be important for the HSO to continue to serve our loyal audience members in alternative spaces, find new ways to engage the community, and continue to provide employment for our professional musicians in order to retain the talent that makes our performances possible.
3. The public purpose and need to be served;

Music is human expression at the highest level that communicates across the generations, cultures and geographic locations. Music adds a dimension to the quality of life that enables people of diverse backgrounds to come together and relate to one another through a shared non-verbal language. For most people, music is a soundtrack to our daily lives. It's on the radio, TV, in retail stores, and in your headphones with a personal iTunes playlist. But it is more than entertainment. When you listen to music, multiple areas of your brain become engaged and active and *playing* music is "the brain's equivalent of a full-body workout." (Source: Educator Anita Collins and animator Sharon Colman Graham on TED-Ed's animated video, "How playing an instrument benefits your brain.")

Imagine watching a movie like "Star Wars" with the dialogue but no music. What is it about the music swelling up at just the right moment that captures our emotions? The "Star Wars" film score was composed for a full symphony orchestra and, thanks to the presence of the HSO, O'ahu audiences have heard live excerpts in concert on multiple occasions.

The presence of a world-class symphony orchestra is a hallmark of the cultural vitality of a great city. Honolulu was a cultural leader when it established its first symphony more than a century ago. For 100+ years, symphonic music was one of Hawai'i's most treasured resources. When the Honolulu Symphony Orchestra closed in 2009, it left a marked gap in the musical and cultural quality of life and music education options for the community.

Our community's remote location limits the variety of live touring performances and workshops by trained, professional musicians. The HSO's presence strives



to provide local audiences of all ages with ample opportunities to hear the excitement and magic of professional live musical performances by nationally and internationally known artists. How else will young people experience the engagement between performer and audience, see and hear the instruments that comprise a symphony orchestra, and identify them by name and sound? The virtual or on-line musical experience can simply not compare.

The new HSO is re-establishing its presence as a vital resource for musical and educational experiences throughout our community. Our symphony musicians provide the essential live professional orchestral component for Hawaii Opera Theatre, Ballet Hawaii, and the O'ahu Choral Society performances, enhancing the scope of cultural activities in Honolulu. The musicians also provide private instruction to hundreds of students of all ages, including those in the Hawai'i Youth Symphony, which requires its top orchestra members to study weekly with a private teacher.

The public benefits of the HSO as a resident professional orchestra impact the community in the following positive ways:

- The arts and culture sector drives the local economy through job creation and by stimulating the growth of goods and services.
- According to the Arts & Economic Prosperity Calculator 2010 produced by Americans for the Arts ([www.AmericansForTheArts.org](http://www.AmericansForTheArts.org)), direct economic activity in the Hawai'i arts sector totaled \$159,605,567; event-related spending by arts and culture audiences totaled \$70.3 million excluding the cost of admission, revenue generated to the local government was \$3.188 million and revenue generated to the state government was \$14.306 million.
- It is the state's largest single employer of professional performing musicians, many who otherwise would not be in residence in Hawai'i.
- It employs a professional staff, stagehands, and security personnel.
- It brings to Hawai'i internationally-known guest artists whom most residents would not otherwise have the opportunity to experience in person.
- Its musicians are essential to the productions of ballet, opera, and chamber music in Hawai'i.
- Its musicians, as employees of the orchestra, visit schools and senior residences to perform for and educate students and senior citizens about music and music instruments.
- Its musicians, outside of their employment in the orchestra, teach students in grades K-12 and in colleges and universities, and individual adults pursuing music studies.
- Its presence has a positive impact on the professional quality of other leading arts organizations and possibilities for collaboration.

- Free community concerts foster an atmosphere of joyful interaction, strengthen social networks and reduce the isolation of individuals and families.
- Organized civic and cultural activities are associated with positive outcomes for families.
- Discounted tickets are extended to students and members of the military, who would otherwise not be able to afford to attend concerts.
- The visitor industry, as an economic driver of our state, demands that our destination continue to be recognized for its cultural offerings as well as for its natural beauty and climate.
- It is a cultural attraction and entertainment option for visitors.
- As an integral part of Hawai'i's cultural landscape that enhances the quality of life, it attracts business executives, university personnel, and others to live and work in Hawai'i.

4. Describe the target population to be served; and

- Resident audiences of all ages and socio-economic status, non-resident visitors and business travelers;
- Senior citizens who are entertained and educated by HSO musicians;
- Students in schools and at youth centers.

5. Describe the geographic coverage.

The HSO serves residents of Hawai'i, primarily on the island of O'ahu. It also serves the Neighbor Islands through statewide radio broadcasts in collaboration with Hawai'i Public Radio. Live performances will also serve the Neighbor Islands, pending additional funding.

### **III. Service Summary and Outcomes**

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;

HSO's 2019-2020 season will run a minimum of 16 weeks from September to June. It will include twelve Masterworks classical programs with national and international guest conductors and soloists, six musicthatPOPS programs, three musicthatROCKS programs, free Keiki, Ohana, and Community Concerts, as well as education sessions featuring small groups of musicians at schools, youth centers and senior citizen residences.

The grant will fund 25% of the musicians' salaries and payroll taxes and 50% of the venue expenses during the fall 2019/spring 2020 segments of the season, depending on the timing of the GIA contract.

Our approach is to present diverse programming that will appeal to a range of audiences from first-time family audiences who will attend our informal community concerts to sophisticated listeners at the concert hall. Concert conversations will take place on stage prior to the Masterworks concerts with a host and the guest performers to provide educational background to audience members about the musical selections and the artists.

The 2019-2020 schedule will build on the programming mix refined over the past several seasons. While the programs, dates and venues are not confirmed at the time of this grant submission, artistic personnel and repertoire will match or exceed the quality of previous seasons.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

January 2019 – September 2019

Planning, contracting, marketing and designing promotional materials

September 2019 – June 2016

- Produce the 16-week season of Masterworks, musicthatPOPS, and musicthatROCKS concerts at the Blaisdell Concert Hall and other venues on O'ahu and the Neighbor Islands.
- Produce two free community concerts and other Education and Outreach events.
- Distribute 250 free tickets to students for Masterworks concerts at the Blaisdell Concert Hall during the season.

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

The artistic components that produce a memorable musical experience for an audience are a brilliant composition, highly-trained, professional musicians who perform live on exquisite instruments, with adequate rehearsal time under the leadership of an experienced conductor in a venue that is aesthetically pleasing and acoustically excellent.

High quality concert experiences also require infrastructure that supports the musical product, including administration, marketing and promotions, ticketing systems, the comfort and amenities available in the facility, the convenience of parking, and the welcoming demeanor of "front-of-house" personnel who assist patrons.

To assure quality, the HSO will provide training, feedback and coaching for its employees and volunteers. We will work with our vendors to monitor their services and conduct periodic surveys of concertgoers to assess their experiences, noting and implementing appropriate suggestions for quality improvements.

The HSO will also work closely with the managers at senior residences and educators in schools in which education programs are presented, as well as with the co-presenters of our free community outreach concerts on O’ahu.

Evaluation tools such as on-line surveys will measure the degree to which the orchestra has met audience expectations and how, together with internal feedback, we can improve the experience.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program’s achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

This program’s effectiveness will be measured by the number of people who attend concerts, the quality of their experiences as measured by the published reviews of professional music critics, the surveys described in #3 above, and the level of financial support from individuals, corporations, and foundations.

The measures of success of the education program will be the number of students and seniors reached and the quality of the experience, as reported in evaluations by the educators and managers who requested the program. Invitations to return to the school or senior residence are an effective measure by which to evaluate our success.

The orchestra will monitor the results periodically and adjust its outreach, marketing plans, programming, and fundraising efforts as appropriate.

**Measures of effectiveness:**

<b>Concert attendance measures:</b>	
Number of audience members at Masterworks, musicthatPOPS, and musicthatROCKS concerts	40,000
Number of discounted student rush tickets sold	1,000
Number of students attending with free tickets	250
Number of audience members at free community concerts	2,000
<b>Education program measures:</b>	
Number of students reached	1000
Number of senior citizens reached	250

Percent of educators and program managers who report they would repeat the experience again	90%
<b>Quality of concert experience measures:</b>	
Percent of press reviews that are favorable	90%
Percent of surveyed concert-goers who report a positive experience	90%
<b>Financial support measures:</b>	
Gross revenue from ticket sales	\$1,800,000
Number of individual contributors	600
Total dollars contributed by individuals	\$850,000
Total dollars contributed by corporate sponsors (includes in-kind)	\$250,000
Total dollars contributed by foundations	\$450,000

**IV. Financial**

**Budget**

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
  - a. Budget request by source of funds ([Link](#))
  - b. Personnel salaries and wages ([Link](#))
  - c. Equipment and motor vehicles ([Link](#))
  - d. Capital project details ([Link](#))
  - e. Government contracts, grants, and grants in aid ([Link](#))
  
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2020.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$100,000	\$150,000	\$150,000	\$100,000	\$500,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2020.

Please see the chart below for potential funding sources for fiscal year 2019-2020 for this project.

<b>Earned Revenue</b>	
Gross ticket sales	1,800,000
Contracted services	75,000
Misc. income (ads/merchandise)	75,000
<b>Contributed Revenue</b>	
Donations	850,000
Sponsorships	250,000
Honolulu Symphony Foundation	450,000

<b>Hawai'i State Grant in Aid</b>	<b>500,000</b>
Other grant income	450,000
<b>Total Revenue</b>	<b>4,450,000</b>

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.

Not applicable

5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2020 for program funding.

None

6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2018.

\$406,844

**V. Experience and Capability**

**1. Necessary Skills and Experience**

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

The Hawai'i Symphony Orchestra has demonstrated its capacity to carry out the project, based on the following financial, administrative and artistic benchmarks:

- Starting with its inaugural season in 2012, it has produced seven seasons of well-received concerts with international and national world-class artists, with heightened marketing and communications to the community at large, season subscribers, individual concert patrons, current and prospective donors and sponsors.

- Presented our first free Windward community concert in 2014, the first symphonic performance there in more than 20 years, which has now become an annual event.
- Launched the HSO musician ensemble visits to schools, youth centers and senior residence communities.
- Opened our own on-site box office, including online purchase capacity and hired a Patron Services Representative to facilitate advance ticket sales, deliver excellent customer service, and cultivates subscriber and individual patron loyalty. We continue to partner with the Blaisdell and Ticketmaster for individual advance and day of show ticket sales.
- Plans for the 2019-2020 season are now in process, with dates pending for concert performances beginning in late September.
- Guest artists and conductors continue to approach us to perform with HSO as word of our resumption of performances and artistic excellence has spread through the industry.

## **2. Facilities**

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

The HSO's principal administrative office and box office are located in Kaimuki at 3610 Waialae Avenue, Honolulu.

Its principal concert venue is the Neal S. Blaisdell Concert Hall, owned and operated by the City & County of Honolulu, which meets ADA requirements. Additional venues include the Waikiki Shell, Hawai'i Theatre, Pearl City Cultural Center, Kailua District Park Pavilion, and school or college/university auditoriums on O'ahu. The HSO also owns a portable stagecover, most recently used for a performance in the new Victoria Ward Park.

For Neighbor Island concerts, private, county, community, school, or university facilities such as Maui Arts and Cultural Center, Kahilu Theatre, University of Hawai'i in Hilo and Kauai Community College Performing Arts Center are appropriate venues.

## **VI. Personnel: Project Organization and Staffing**

### **1. Proposed Staffing, Staff Qualifications, Supervision and Training**

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

The Hawai'i Symphony Orchestra leadership team is composed of the Board of Directors, chaired by Paul Kosasa, and ten other community leaders who serve without compensation, Michael Titterton, the retired General Manager of Hawaii Public Radio who has served as President since 2017, and Jonathan Parrish who has served as Executive Director of the HSO since 2013. Mr. Parrish has been an HSO musician since 1998 (currently on leave), and was General Manager of Chamber Music Hawai'i for a decade.

The administrative staff positions include a General Manager, Director of Finance, Director of Development, Director of Marketing, Patron Services Representative, Personnel Manager/Education Coordinator; and Office Assistant. The professional production team includes the Orchestra Personnel Manager, Music Librarian, Stagehands and Security, who are integral partners for all performances.

Artistic Advisor JoAnn Falletta, the renowned American conductor who has conducted orchestras around the world, leads the HSO artistic team, which includes an Artistic Administrator. In addition to Ms. Falletta's position with the HSO, she serves as the Music Director of the Buffalo Philharmonic Orchestra and the Virginia Symphony Orchestra and Principal Guest Conductor of the Brevard Music Center.

The Hawai'i Symphony Orchestra employs 64 musicians who are contracted for a minimum of 16 weeks. This is the minimum core personnel used for pops, community, and educational programs. For Masterworks concerts, an additional 20 musicians are contracted. The HSO musicians are members of the Musician's Association of Hawai'i Local 677, the American Federation of Musicians. The members of the stage crew belong to IATSE, Local 665.

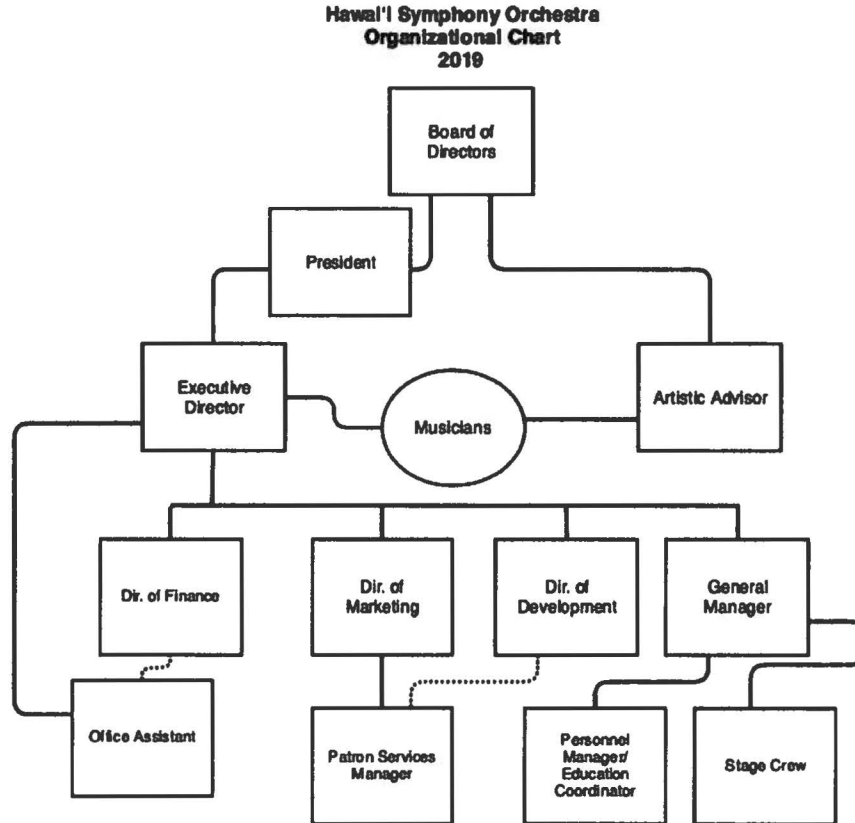
The HSO professional musicians are selected through a highly competitive and anonymous international audition process. All artistic positions require experienced, talented and established professionals who are recognized for excellence in musical accomplishments. Most have studied music since secondary school and have earned degrees in music. Many have graduate degrees and doctorates as well.

Guest artists and conductors are chosen based on artistic merit, reputation, and demonstrated performance ability.



**2. Organization Chart**

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.



**3. Compensation**

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

Executive Director	\$100,000-110,000
General Manager	\$50,000-60,000
Director of Marketing	\$50,000-60,000

**VII. Other**

**1. Litigation**

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

There is no pending litigation

## **2. Licensure or Accreditation**

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

No licensure or accreditation is relevant. However, the HSO is a member of the League of American Orchestras and the Association of Fundraising Professionals, Aloha Chapter.

## **3. Private Educational Institutions**

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

Not applicable

## **4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2019-20 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2019-20, but
- (b) Not received by the applicant thereafter.

The orchestra's business objective is to build a base of contributed revenue from individuals, businesses, grants, sponsorships, and special events to a level that sustains the orchestra (65% of the budget.) Earned ticket revenue covers about 35% of operating expenses. According to the American Symphony Orchestra League, the industry standard range for earned ticket revenue for musical organizations of the size and scope of the HSO is 30-40%.

We believe that public confidence in the HSO is increasing as the organization demonstrates both programmatic excellence and financial responsibility. The requested grant funds this year for critical operational support will enable the HSO to achieve its mission, build its resources and expand its outreach.

By offering another successful season in 2019-2020 that introduces more potential concertgoers to the HSO offerings, solidifies existing business relationships and

develops new business sponsors, grantors and individual donors, we will move toward greater self-sufficiency.

HSO employs professional development staff to plan and execute fundraising initiatives. A committee of the Board of Directors is directly engaged in fundraising, especially in the areas of corporate sponsorships, major gifts and special events. Recurring gifts will provide core support for the HSO, and our plans include increasing the number of donors each year in all giving categories.

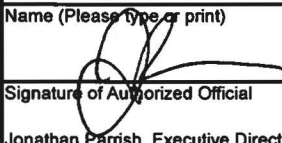
As the business objectives are achieved, the artistic objective of providing access to great symphonic music and music education to Hawai'i's students, adult residents, and visitors can also be achieved, sustained and expanded.

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2019 to June 30, 2020

App

Hawaii Symphony Orchestra

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries	390,000			
2. Payroll Taxes & Assessments	29,835			
3. Fringe Benefits				
<b>TOTAL PERSONNEL COST</b>	<b>419,835</b>			
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space	80,165			
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
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<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>80,165</b>			
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>500,000</b>			
<b>SOURCES OF FUNDING</b>		<b>Budget Prepared By:</b>		
(a) Total State Funds Requested	500,000	Jonathan Parrish <span style="float: right;">808-380-7722</span>		
(b) Total Federal Funds Requested	0	Name (Please type or print) <span style="float: right;">Phone</span>		
(c) Total County Funds Requested	0			
(d) Total Private/Other Funds Requested	0	Signature of Authorized Official <span style="float: right;">Jan. 10, 2019</span> Date		
<b>TOTAL BUDGET</b>	<b>500,000</b>	Jonathan Parrish, Executive Director Name and Title (Please type or print)		

**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2019 to June 30, 2020

Hawaii Symphony Orchestra

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
Orchestra Musicians (84)	10	\$1,560,000.00	25.00%	\$ 390,000.00
Payroll taxes (7.65%)	1.5	\$119,340.00	25.00%	\$ 29,835.00
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
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				\$ -
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				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				<b>419,835.00</b>

**JUSTIFICATION/COMMENTS:**

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2019 to June 30, 2020

Applicant: Hawaii Symphony Orchestra

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				
<b>JUSTIFICATION/COMMENTS:</b>				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>				
<b>JUSTIFICATION/COMMENTS:</b>				
Not applicable				

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2019 to June 30, 2020

Applicant: Hawaii Symphony Orchestra

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2017-2018	FY: 2018-2019	FY:2019-2020	FY:2019-2020	FY:2020-2021	FY:2021-2022
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
<b>TOTAL:</b>						
<b>JUSTIFICATION/COMMENTS:</b>						
Not applicable						

**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

App

Hawaii Symphony Orchestra

Contracts Total:

485,000

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S. / State / Haw / Hon / Kau / Mau)</b>	<b>CONTRACT VALUE</b>
1	City & County of Honolulu Grant-in-Aid,	10-1-16 to 9-30-17	C&C of Honolulu	Honolulu	\$ 125,000
2	CT - DCS - 1700026 for Education & Outreach				
3	Programs				
4					
5	SFCA Project, Touring	7-1-2015 to 10-30-16	SFCA	Hawaii	\$ 360,000
6	Contract # 63898 FY15				
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