

# STRATEGIC PLAN

## 2025-2028



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**TASMANIAN**

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**YOUTH**

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**ORCHESTRAS**

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for the love of music



## WE ARE TYO

A vibrant music community for young people aged seven to 25.

A place where creativity is nurtured, musical skills developed; and enduring friendships formed.

A vital development organisation within Tasmania's creative ecosystem, a valued collaborative partner in performance, composition and research, an important employment option for music specialists; and a year-round contributor of inspiring live and digital performances.

This is TYO.

*In the spirit of reconciliation, Tasmanian Youth Orchestras acknowledges, with deep respect, the traditional custodians of the land Lutruwita/Tasmania.*

*We acknowledge that it is a privilege to stand on Country and walk in the footsteps of those before us.*

*We pay our respects to elders past and present and extend that respect to all Aboriginal and Torres Strait Islanders.*

# THIS STRATEGIC PLAN

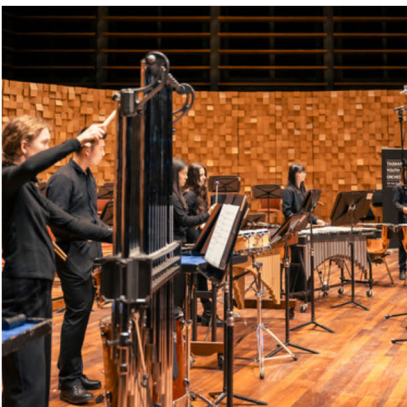
Formed in 1965, TYO has been the foundational musical home of thousands of young Tasmanians. TYO in 2025, our 60<sup>th</sup> anniversary year, is home to three orchestras, two chorales and specialist ensembles – and a vibrant cohort of young people aged seven to 25. TYO programs provide opportunities for a wide range of participants – from those new to ensemble music, through to accomplished young adults who are already experienced performers.

TYO programs are designed with intent and care to be of outstanding quality and benefit – increasing musical participation, promoting skills development, linking young people with professional pathways, growing lifetime musicians and supporters of the arts; and fostering social connectedness, resilience, wellbeing and belonging.

As TYO celebrates our 60th anniversary in 2025, we also move into the period of our next Strategic Plan. It is recognised, however, that at this juncture, music education within Tasmania is critically reduced at primary, secondary and tertiary levels; and opportunities for young Tasmanians, particularly in the classical space, are severely constrained.

Within this environment, TYO's diversity, accessibility, connections and reach are vital. TYO stands as a constantly evolving, high quality and deeply connected creative lifeline for Tasmania's young musicians; and is a vibrant thread in the fabric of Tasmanian life.

We welcome you to TYO 2025-2028 and invite you to join us as we play on: for the love of music.



*"Some of my friends were involved with TYO and they recommended that I give it a shot. I attended a TYO flagship concert and I fell in love with the quality of the music and the sense of community that came with it."*



*"I had so much fun, learned so much and found so many new friends at TYO this year. I can't wait to do it all again!"*



*"I've really enjoyed the repertoire: it's been difficult enough to challenge me, but not too difficult that it felt overwhelming."*



*"Through the supportive community at TYO, my son has found a sense of belonging, purpose, and emotional release that has been vital to his wellbeing."*



*"Being a part of the TYO community is very rewarding as there is always something going on. It is very exciting in the way it brings together such a broad range of people. And the genuine investment from both participants and staff in making some really good music is so wonderful."*

## OUR VISION

Tasmania is a vibrant place of musical excellence, where young people thrive.

## OUR PURPOSE

To provide outstanding orchestral and choral development, education and performance programs to young Tasmanians – and to connect with audiences statewide and beyond.

## OUR VALUES

### COMMUNITY

We make music together. We weave the joy of music into the fabric of Tasmanian life.

### RESPECT

We commit to our musical journey. We respect, support, include and challenge each other along the way.

### CREATIVITY

Creative expression is at the heart of all our actions.

### EXCELLENCE

We value the traditions of our artform. We always aim for excellence and we celebrate growth.



# OUR PEOPLE

## ARTISTIC SPECIALISTS

Conductors  
Tutors  
Repetiteurs  
Composers & arrangers  
Music educators  
Guest artists

## SUPPORTERS & ENABLERS

TYO families & friends  
Audiences: live & digital  
Festival & collaborative partners  
Donors, sponsors & funders  
TYO alumni

## AT THE HEART: FOR THE LOVE OF MUSIC

Tasmanian musicians  
& singers aged 7-25  
Collaborative performers

## TYO TEAM

Board  
Management  
Program staff  
Volunteers

## CLOSE CONNECTIONS

State Government of Tasmania through  
Arts Tasmania & DECYP  
Australian Network of Youth Orchestras  
Tasmanian schools  
TSO  
UTAS

## AREAS OF FOCUS & GOALS 2025-2028

### ARTISTIC & EDUCATION

TYO, as a leader in youth music education, will deliver accessible programs of outstanding excellence and quality to young musicians statewide, and exceptional performances to audiences in Tasmania and beyond.

### COLLABORATIONS & ENGAGEMENT

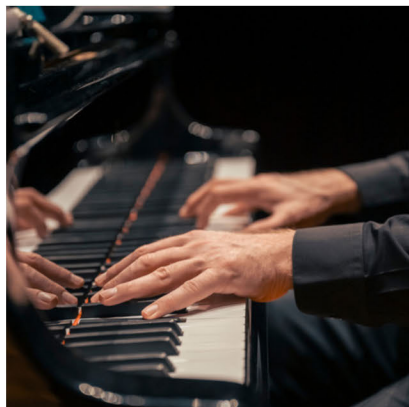
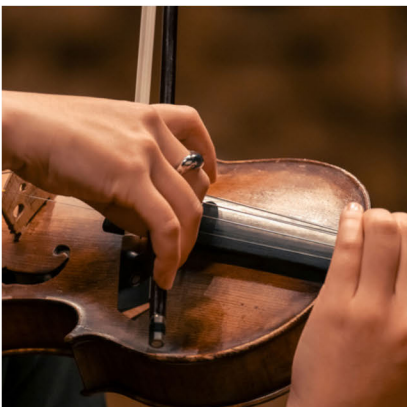
TYO will be recognised and celebrated by communities statewide as a Tasmanian cultural treasure and will be regarded as a partner of choice within a vibrant and collaborative musical community.

### GROWTH & WELLBEING

TYO will be a creative home where young people grow in skill, explore creatively and thrive within a safe, supportive structure tailored to their needs.

### SUSTAINABLE ORGANISATION

TYO will be a best-practice professional arts organisation, operating sustainably under a clear, effective and evidence-based governance structure.



# ARTISTIC & EDUCATION

TYO, as a leader in youth music education, will deliver accessible programs of outstanding excellence and quality to young musicians statewide, and exceptional performances to audiences in Tasmania and beyond.



# ARTISTIC & EDUCATION

## STRATEGIC PRIORITIES 2025-2028

Deliver an exciting, integrated and well-planned program that sets a clear pathway for young people and encourages them to return year on year, involving TYO musicians, singers and the wider TYO family in co-design of programs and works to the greatest extent possible.

Present annual programs of exceptional live performances to audiences around Tasmania and engaging digital performances for audiences anywhere. Include and champion Australian works, First Nations works and works by emerging composers in every annual program.

Engage and work with exceptional artistic staff, guest artists and collaborators to inspire young Tasmanians, develop musical excellence and deliver outstanding educational benefits.

Consolidate statewide delivery which is accessible and inclusive for Tasmanians seven to 25 years old; and which embraces innovation in delivery methods to support equitable access.

Actively participate in initiatives to expand music education and ensemble opportunities for young people across the state; and explore options to more deeply support tertiary music education in Tasmania.

### MEASURES

- Annual program participation numbers across core, regional, accessibility and collaborative initiatives.
- Satisfaction and retention rates.
- Audience numbers and reach of performances.



# COLLABORATIONS & ENGAGEMENT

TYO will be recognised and celebrated by communities statewide as a Tasmanian cultural treasure and will be regarded as a partner of choice within a vibrant and collaborative musical community.



## COLLABORATIONS & ENGAGEMENT STRATEGIC PRIORITIES 2025-2028

Nurture and grow our relationships with our key partners; and build new partnerships with like-minded organisations that are aligned with TYO's vision and values.

Tell TYO stories – past and present – and champion the value and lifelong benefits of music education. Utilise, promote and contribute to the evidence base around arts participation.

Work in close collaboration with Australia's youth orchestras and scope and explore opportunities for other connections and collaborations at statewide, national and international levels.

Develop, promote and deliver an annual in-state touring program with strong focus on accessibility and participation by local young musicians; and scope opportunities for out-of-state touring.

Work with an activated and engaged alumni group that advocates for and supports TYO.

### MEASURES

- Number and range of collaborations.
- Number and range of touring opportunities.
- Media/social media reach, coverage and engagement.
- Number of registered alumni.



# GROWTH & WELLBEING

TYO will be a creative home where young people grow in skill, explore creatively and thrive within a safe, supportive structure tailored to their needs.



# GROWTH & WELLBEING

## STRATEGIC PRIORITIES 2025-2028

Prioritise and ensure a safe, nurturing, accessible and inclusive environment, with clearly articulated and embedded culture, values and behaviours aligned to the Tasmanian Child and Youth Safety Framework.

Sustainably and strategically take meaningful action to advance reconciliation and give effect to the Universal Principle for Aboriginal Cultural Safety.

Embed diversity and inclusion both structurally and culturally, paying particular attention to the physical, psychological and cultural safety of groups of children and young people who have diverse and unique identities and experiences, in recognition of their increased vulnerability.

Ensure all the voices of our TYO community are invited to contribute and be heard, with feedback and ideas informing organisational quality improvement, decision-making and practices.

Develop and implement a targeted framework for the 18-25 cohort focussing on safety and development, from first steps in moving to adult involvement to pre-professional practice.

### MEASURES

- Cohort diversity and age spread.
- Feedback and satisfaction ratings.
- Compliance metrics for relevant frameworks.



# SUSTAINABLE ORGANISATION

TYO will be a best-practice professional arts organisation, operating safely and sustainably under a clear, effective and evidence-based governance structure.



# SUSTAINABLE ORGANISATION

## STRATEGIC PRIORITIES 2025-2028

Scope and secure an appropriate and sustainable 'home of TYO' which can serve current TYO needs, support program growth and be a resource for Tasmania's creative communities, with fully accessible music and instrument libraries and resourced rehearsal spaces.

Achieve diverse and forward-planned revenue sources for greater organisational sustainability, ensuring annual revenue is appropriate to achieve current objectives, plan for ongoing growth and build financial reserves to safeguard future delivery.

Support a skilled, experienced team, with staffing levels supportive of work-life balance and professional development.

Identify and support structured opportunities for volunteers, young people and emerging practitioners to connect, build skills and experience, both in artistic practice and arts administration.

Ensure effective, proportional governance of TYO through a high-performing, skills-based, respected Board with geographic reach and diversity, which evaluates its performance.

### MEASURES

- Sustainable split of philanthropic/earned/grant revenue.
- Increase in number of donors and pledged gifts in wills.
- Annual Board evaluation.
- Number and range of development opportunities offered.
- Achievement of housing certainty.



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# TASMANIAN YOUTH ORCHESTRAS

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for the love of music

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