

2023  
ANNUAL  
REPORT



**TRANSFORMING  
LIVES THROUGH  
MUSIC**

Photography by Rue Sakayama



Photography by Graham Goubeau

# CMCB

## A Letter from Lecolion



**What a year we had in 2023!** It's hard to believe that last year was our first full year back together in the building after the Covid closures of 2020-2022. We are so proud of all that the CMCB community accomplished last year that it is extremely difficult for me to find 1, 2, 3, 10, or even 100 individual accomplishments to highlight in an annual report letter such as this. That being said, there are a few successes that I think we can lean into.

We received funding from the **National Endowment for the Arts**, in partnership with the City of Boston **Mayor's Office of Arts and Culture**, for a program supporting young students who are interested in careers, not only in the arts, but also in

the leadership and administrative components of working in arts organizations. After a hiatus, we were able to re-institute the **Intensive Study Project (ISP)** for students who are interested in deeper music learning, and this newly re-envisioned program led to some amazingly thoughtful culminating events.

We had a truly transformative program as part of the **Russell Elementary Multicultural Night**. The families at this event let us know how excited they were to have CMCB supporting them as they had their first full in-person event for students and families since the beginning of the Covid pandemic. We also led several field trips around the city, including a visit to **The Record Co.** and to **Symphony Hall**. Not only were the students able to attend a BSO concert at Symphony Hall, but we were also able to rent space for lunch inside the hall where students drew pictures of themselves as performers on the Symphony Hall stage. It was part of our belief that places such as Symphony Hall are, above all things, **meant to be community spaces that belong to all of us**.

Finally, we launched the public phase of the Valuing All Voices capital campaign. To date, we have now raised \$11.2 million of our \$15 million goal. We're excited to say that this capital campaign has opened our eyes to so many new opportunities. This includes not only programmatic **opportunities, but has also set our sights towards envisioning a world in which CMCB has a permanent home!** Stay tuned this year for more information.

You all have given in so many ways. When I think about what it means to give and when I look at each person listed in this annual report, I notice that you can primarily see the names of those who have made financial gifts. **What I appreciate about this list of individuals is that the vast majority of the CMCB community does so much more than solely giving financially.** People have opened their homes to us. People have shared their networks with us. People volunteered to move us into the building when Fête was rained out, and the list of giving goes on and on.

I often say that since its inception, CMCB has answered Boston's call for support. Now, we get to thank all of you for answering CMCB's call in exactly the same way that CMCB has answered Boston's call over the years. **It is because of you that we are able to set our sights so much farther, so much bigger, and so much broader than we ever could have thought possible.** On behalf of the Community Music Center of Boston faculty, staff, and board, we thank you for being part of our community, for inspiring our community with your support, and for ensuring long-term health and success. Have a wonderful remainder of your year, and we look forward to seeing you all at our upcoming gala on November 8!

Thank you,

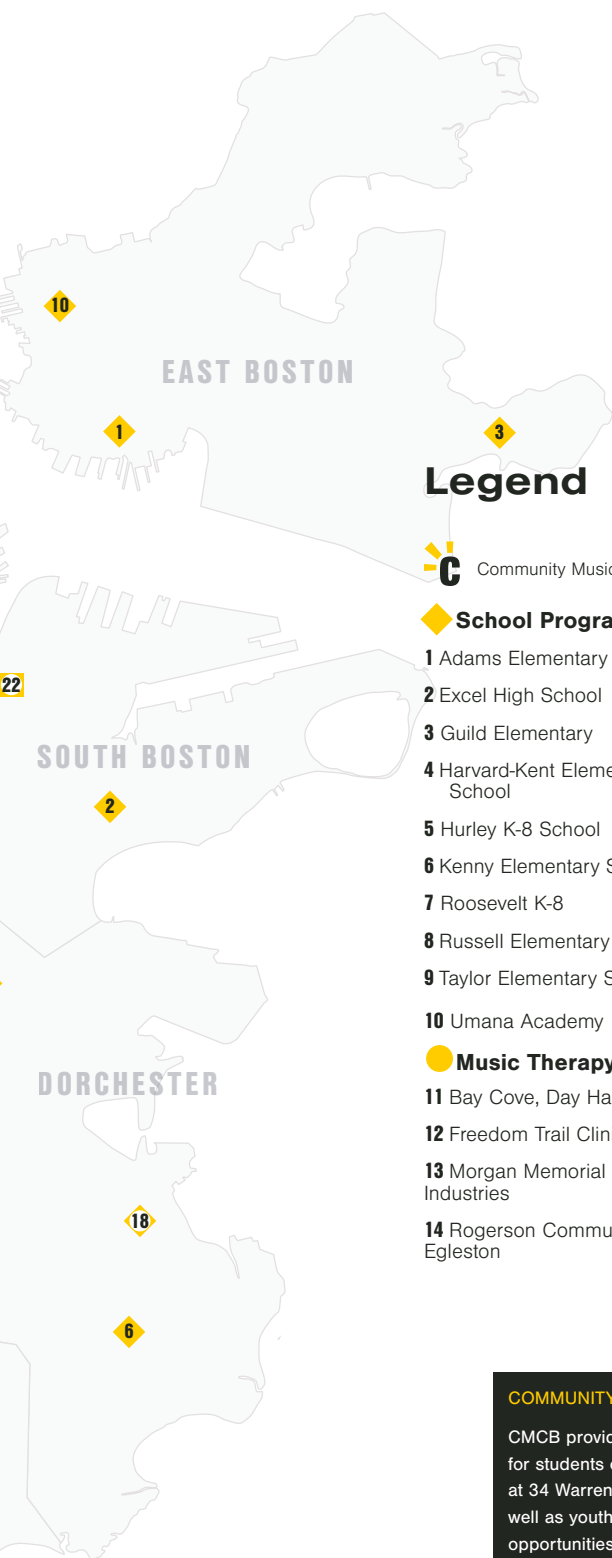
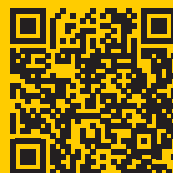
# OUR REACH

## MUSIC IN YOUR NEIGHBORHOOD

With programs throughout virtually every neighborhood in Boston, CMCB operates innovative Community Music School Programs at our headquarters in Boston's South End and Community Engagement Programs with 24 partners throughout Boston.



Scan the QR code to see an interactive map of our sites!



## Legend

 Community Music Center of Boston

### School Programs

- 1 Adams Elementary School
- 2 Excel High School
- 3 Guild Elementary
- 4 Harvard-Kent Elementary School
- 5 Hurley K-8 School
- 6 Kenny Elementary School
- 7 Roosevelt K-8
- 8 Russell Elementary School
- 9 Taylor Elementary School
- 10 Umana Academy

### Music Therapy

- 11 Bay Cove, Day Habilitation
- 12 Freedom Trail Clinic
- 13 Morgan Memorial Goodwill Industries
- 14 Rogerson Communities, Egleston

15 Rogerson Communities, Roslindale

16 Smart from the Start

17 West Zone ELC

### Music Therapy and School Program Partnerships

18 Murphy K-8 School

### Our Town Partner Sites

19 Abilities Dance

20 Boston Chinatown Neighborhood Center

21 Castle of Our Skins

22 Dunamis

23 Teen Empowerment

24 The Record Co.

### COMMUNITY MUSIC SCHOOL (CMS)

CMCB provides lessons, ensembles, and classes for students of all ages at our headquarters located at 34 Warren Avenue in Boston's South End, as well as youth leadership and paid employment opportunities for students age 14-24.

### COMMUNITY ENGAGEMENT PROGRAMS (CEP)

CMCB's School, Community, and Music Therapy Partnerships provide culturally inclusive and accessible music instruction and music therapy to students in public, private and other educational settings.

# YOUTH EMPOWERMENT AT CMCB



CMCB is making **bold investments** in supporting young people to blaze a trail to livelihoods in the arts and culture sector in Boston and beyond. One of our signature initiatives in 2023 was the **citywide** expansion of our youth employment program to build pathways for young people to grow and develop.

In the Mayor's 2015 "Boston Creates" plan, hundreds of youth surveyed reported feeling **unwelcome** at Boston's cultural institutions—that many are simply "not for them". Many organizations create unnecessary barriers that discourage youth from engagement. Yet, as the "Boston Creates" plan also noted, "Boston youth seek opportunities to create, socialize around arts activities, and enliven public spaces in innovative ways." As a youth-centered arts organization, we seek to create opportunities where youth not only feel welcome, but also **feel safe to express themselves authentically as they learn**.

In FY23, CMCB invested **over \$150,000** in youth economic empowerment through *Our Town*, a citywide youth employment program. This National Endowment for the Arts-funded creative placemaking project launched last Fall in partnership with the Mayor's Office of Arts and Culture. Since then, **16 young arts leaders** from the three youth host institutions, CMCB, The Center for Teen Empowerment (TE), and Boston Chinatown Neighborhood Center (BCNC) selected local nonprofits that encapsulated their individual artistic interests, including Abilities Dance, Castle of Our Skins (COOS), Dunamis, and The Record Co. In addition to their work with these nonprofits, they gathered regularly to develop skills, socialize and commune, and collaborate among their peers.

Collectively, the students in this cohort participated in **on-the-job learning**, often not available in the arts sector. For example, at the Pao Arts Center, Rachel, Christina, and Steven, **curated a Zine library** highlighting the works of AAPI artists in response to times of widespread crisis and upheaval. At Castle of Our Skins, JeanCaleb helped lead children's concerts at Boston Children's Museum, researched Black composers, and **compiled COOS's largest reaching social media post ever**. Bibiana engaged in community outreach and grant writing at Abilities Dance and **explored various styles of non-western music** including the Argentine Tango, Ethiopian music, and music for non-hearing communities for her culminating project.

These examples represent just a sample of the incredible work that all 16 youth leaders accomplished throughout the program. We're proud to have brought to life countless cultural events throughout the city and convened **thriving communities** with our young people.

Scan the QR code to hear from the Russell students themselves!



# SPECIAL EVENTS IN CEP

Photography by Rue Sakayama



## RUSSELL MULTICULTURAL NIGHT

In March 2023, we collaborated with the William E. Russell School on their first Multicultural Night since the beginning of the pandemic. The energy in the room was electric, and it was thrilling to see the community come together so powerfully in support of the Russell students.

"I love bucket drumming because [in] the culture that I come from, Cape Verde, we would just get a bucket and drum on it. It feels very good, and it feels like I'm helping my culture, and I'm learning more about it." - **Anyel, Grade 5**

"Singing in community is like teamwork to make one big masterpiece that represents us all!" - **Tiffany, Grade 4**

With hundreds of attendees, families packed the auditorium and stretched all the way down Columbia Road and around the block. For many parents, it was the first all school convening since their children started there.



## A FIELDTRIP TO THE BSO

In Spring 2023, we brought students from our partner sites, Russell and Adams Elementaries, to the Boston Symphony Orchestra! We adored how the students lit up and engaged with music by composers who shared **lived experiences** and **cultural backgrounds** in common with theirs—like composers Carlos Simon, Valerie Coleman, or Arturo Márquez. After the concert, students stayed for lunch and drew themselves **onstage at Symphony Hall!**

# FY23 HIGHLIGHTS



Photography by Michael Blanchard

## GALA AND CAMPAIGN LAUNCH

In November 2022, at our Music in Motion Gala, we launched our Valuing All Voices capital campaign - a landmark effort to raise **\$15 million by 2025**. We launched with \$8 million already raised, and by one year later in **Fall of 2023** we had raised **\$11 million**.

With your support, we will continue providing a safe, accessible, and culturally-inclusive learning environment by expanding our programs, investing in a new state-of-the-art facility, and expanding our endowment to secure our future.

## INTRODUCING STUDENT PATHWAYS

This year, in collaboration with Dr. Tavis Linsin and Creative Inquiry Labs, we rolled out our student pathways, a new educational model that allows our students to have more agency in their musical goals at CMCB. We've coined the following 4 pathways -



**Musical Explorers** engage in the process of examining and being curious about sounds, rhythms and instruments.



**Performing Musicians** focus primarily on composing, conducting, or performing music with the goal of being competitive at a music college, conservatory, or solo competition.



**Community Musicians** work with people to enable them to actively enjoy and participate in music, with people who share common interests, experiences and backgrounds.



**Citizen Musicians** contribute to society either through the transformative power of their artistic abilities, or through other areas of engagement including education, community building, social justice-themed projects, diplomacy, and healthcare.

From our work with WolfBrown, we've learned that students of all ages and backgrounds have an interest in all four of these pathways. Learn more about our recent evaluation process on the next page!



# Student Experiences

At CMCB, we pride ourselves on offering a distinctive educational experience that values social-emotional development and cultural inclusion alongside musical artistry, and doesn't assume the same pathways for all of our students, but instead asks, **"How would you like to grow and how can we support that growth?"**

In many traditional music programs, success is often determined through an assessment of predetermined music skills, narrowly measuring how well students can play a challenging piece the teacher assigns. And while some of our students are focused on pursuing a traditional performance career, many of our students see music as a way to achieve a variety of other goals. We believe in this **enriched definition** of what it means to be a musician, and our educational framework provides an **environment of accountability** to cultural inclusion and social-emotional development that is often absent in a conventional music education.

"The skills I've learned while working here, and will continue to learn, are skills I'll be using every day in my adulthood and my college life. I'm really grateful to CMCB for that."

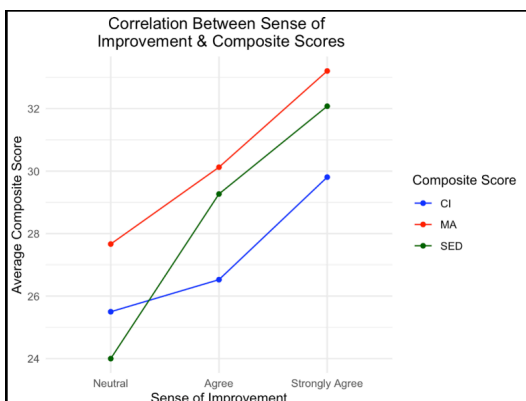
**-JeanCaleb, viola**

First, we gathered **students, teachers, families, and nationally-acclaimed experts** to understand how our communities thought about teaching and learning. We established a set of **12 core competencies** across three goal areas: **Musical Artistry (MA), Cultural Inclusion (CI), and Social-Emotional Development (SED)**. From there, we engaged the firm **WolfBrown** to help design surveying tools for students to report on their learning experiences. Our charge was a survey that could be completed in 30 minutes, get at least a 50% response rate, and help us find correlations in student growth and self-reported success among our core competencies.

Students responded to statements like:

**"Over the past year in my music classes, I ..."**

- often made decisions about what music we should play or sing
- learned about different types of musical cultures
- feel like I have improved as a musician and person



## MEASURING SUCCESS

Data shows that student sense of improvement was positively correlated with the composite measures of *all three* areas of study (Musical Artistry, Cultural Inclusion, and Social-Emotional Development) – highlighting that this three-part focus is correctly addressing student's interests, needs, and goals.

Data also shows that student scores in the areas of Social Emotional Development and Cultural Inclusion are positively correlated with scores in Musical Artistry as well, which

validates our belief that SED and CI are pivotal aspects of musical education.

What we found to be true about our students was equally true about our faculty: positive scores on Musical Artistry, Social-Emotional Development, or Cultural Inclusion correlated to stronger scores across all three.

## WHAT WE LEARNED

- **100%** of youth employees agreed that their work has had a positive impact on the world around them
- **94%** of students agreed they felt a sense of improvement as a person and musician as a result of their CMCB music classes
- **92%** of faculty members either agreed or strongly agreed that their teaching improved over the past year

# 2023 DONORS

We are grateful for these gifts to CMCB during Fiscal Year 2023: July 1, 2022–June 30, 2023.

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## MATCHING GIFTS

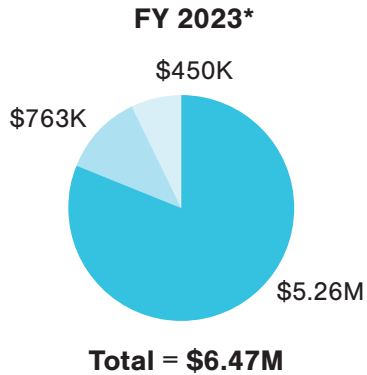
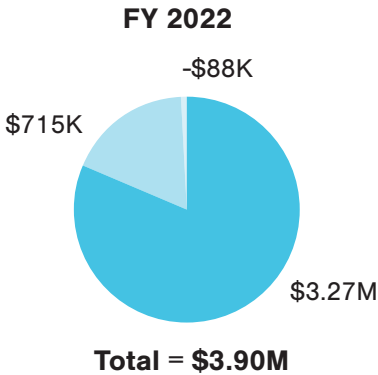
Gartner  
Google  
Hewlett Packard Enterprise Foundation  
Liberty Mutual Insurance Group  
Microsoft  
Spark  
Spectrum Equity  
Vertex Pharmaceuticals, Inc.

*Includes gifts in kind ♦*

*Gifts are for Fiscal Year 2023: July 1, 2022 – June 30, 2023.*

# FINANCES

## REVENUE



Contributed



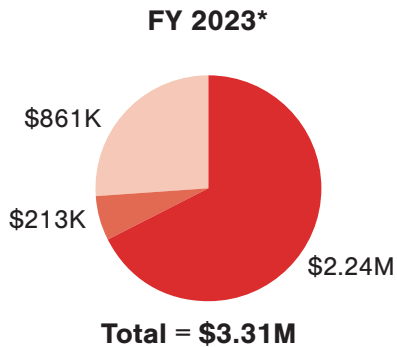
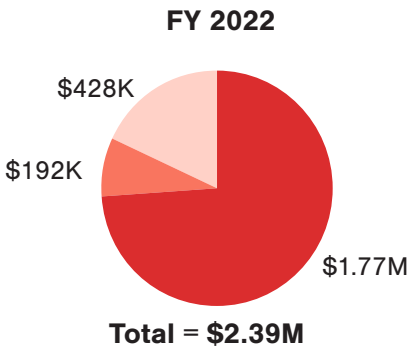
Earned



Investments & Other



## EXPENSES



Personnel & Related



Occupancy

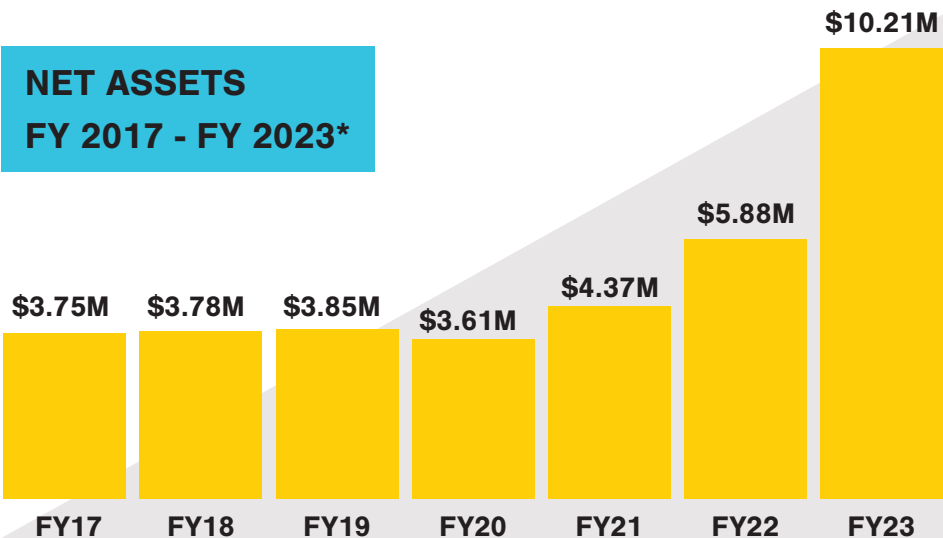


Program & Operating



*\*FY23 figures are unaudited.*

## NET ASSETS FY 2017 - FY 2023\*



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We are grateful to our Board, Corporation, and Staff members who supported CMCB during Fiscal Year 2023.

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Karen Zorn

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Lecolion Washington  
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OPERATIONS

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HUMAN RESOURCES MANAGER

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FINANCE & OPERATIONS  
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EXECUTIVE ASSISTANT

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CHIEF PROGRAMMING OFFICER

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COMMUNITY MUSIC SCHOOL

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COMMUNITY ENGAGEMENT  
PROGRAMS

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COMMUNITY ENGAGEMENT &  
CLINICAL MANAGER

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COMMUNITY ENGAGEMENT  
PROGRAMS COORDINATOR

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COMMUNITY MUSIC SCHOOL  
COORDINATOR

April Medina  
REGISTRAR

Kevin Sullivan  
COMMUNITY MUSIC SCHOOL  
COORDINATOR

Jingyi Zhang  
REGISTRAR

## Kathleen Berger

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PERCUSSION FACULTY  
INSTRUCTIONAL LEAD

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FACULTY INSTRUCTIONAL LEAD

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FRETTED STRINGS FACULTY  
INSTRUCTIONAL LEAD

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INSTRUCTIONAL LEAD

## Manuel Garcia-Baro

PIANO, TECHNOLOGY/THEORY  
FACULTY INSTRUCTIONAL LEAD

## Brenda Herrera

COMMUNITY ENGAGEMENT  
FACULTY INSTRUCTIONAL LEAD

*Staff as of September 1, 2023*

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CMCB!



Photography by Eben Dente

# TRANSFORMING LIVES THROUGH MUSIC SINCE 1910

**Community Music Center of Boston (CMCB) is an arts education non-profit with a mission to transform lives throughout Greater Boston by providing equitable access to excellent music education and arts experiences.**

Over 2,500 students of all ages, from pre-school to seniors, participate in our programs every week. We are proud to act as the largest external provider of arts education to the Boston Public Schools, supporting rigorous, relevant, and culturally-inclusive musical instruction for one of the most diverse school districts in the nation.

CMCB is recognized as a cornerstone for local arts education and a national leader in advancing culturally-inclusive and learner-centered community music education. Throughout our decades of musical instruction, over 100,000 Boston students have benefitted from CMCB's lessons and classes. Our bold vision is one where everyone is treasured for being their best self and where young people can convene and participate in the arts in ways that are joyful, safe, and empowering.



**COMMUNITY MUSIC CENTER OF BOSTON**  
34 Warren Avenue / 537 Tremont Street (elevator) Boston, MA 02116  
PO Box 171737 Boston, MA 02117 | [www.cmcbb.org](http://www.cmcbb.org)

