

# 2024 New Year Report

Photo Credit: El Sistema NJ Alliance



El Sistema USA®

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



Dear El Sistema USA Supporters and Partners,

Happy New Year! We are in the midst of a busy year at El Sistema USA® with lots of new and exciting activities. I'm reaching out to give you an update on our work as we enter 2024. It has been an honor to support and amplify the work of all our incredible member programs, uniting many individual voices into a movement for excellence and equity in music education.

Thanks for all you do to support our programs and to keep the music alive!

Sincerely,

*Elizabeth Moulthrop*



Liz Moulthrop  
Executive Director  
El Sistema USA

## CONTENTS

ESUSA Overview.....	3
2023 Professional Development .....	5
2023 Data.....	8
2023 Student Learning .....	10
Looking Forward.....	11

# ESUSA Membership at a Glance



**25,000**

Students



**6,000+**

Teaching  
Artists



**35**

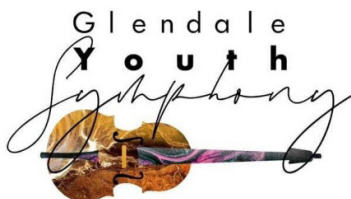
States &  
Provinces



**140**

Member  
Organizations

## Welcome 2024 New Members



Peterson  
Conservatory of  
Music and Arts



El Sistema Congo



El Sistema USA.

# ESUSA Team



**Elizabeth Moulthrop**  
Executive Director



**Paloma Udovic Ramos**  
Business and  
Memberships Manager



**Gabrielle Molina**  
Lead Program Consultant



**Angie Scala**  
Graphic and Web  
Designer



**Grace Clements**  
Social Media Intern

## Youth Leadership Team



**Daniel Trahey**  
Manager of Creative Youth  
Voice & Leadership



**Ebonie Pierce**  
Alumni Leader



**Elizabeth Perez-Hickman**  
Alumni Leader

## ESUSA Board of Directors

Dr. Armand Hall, Chair  
Monique Van Willingham,  
Vice Chair  
Lauren Shelton, Vice Chair  
Robert Gofourth,  
Treasurer

Mark Churchill, Founder  
Mateen Milan, Secretary  
Roger Bernstein  
Linda Bunce  
Liber Cuervos  
Karen Cueva

Alonzo Chadwick  
Trina Christensen  
Camille Delaney-McNeil  
Julie Duty  
Rodrigo Guerrero  
Kaitlyn Korogy

Carol Minter  
Tomisha Price-Brock  
Isaac Sinnett  
Ciyadh Wells  
Brian Wiebe  
Roberto Zambrano



247  
Attendees



13  
Webinars &  
Forums

Baltimore Symphony Orchestra  
ORCHkids

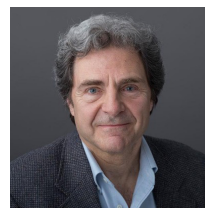
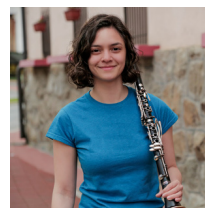


JOHNS HOPKINS  
PEABODY INSTITUTE

TEACHING  
ARTISTS  
TRAINING  
INSTITUTE

AIM  
ACADEMY  
FOR IMPACT  
THROUGH  
MUSIC

ARTS ED  
Newark



## Webinars and Virtual Forums

In 2023 ESUSA hosted a variety of virtual sessions for Teaching Artists, Program Managers, and CEOs, including:

### Teaching Artist Forums with Anna Barson of Teaching Artists Training Institute

- *Celebrating Hispanic Heritage Month in Music Classrooms* with Felipe Morales-Torres, Assistant Director, The Bornoff Foundation for Advancement of String Education (FASE)
- *Backwards Design Lesson Planning*
- *Culturally-Relevant Pedagogy*
- *Setting Up for Summer*

### Program Director Forums with Gabrielle Molina

- *Internal Professional Development*
- *Program Design: The Critical Piece That Impacts Everything We Do*
- *AIM 5 Pillars for Program Directors* with Eric Booth
- *Program Design - Challenges and Opportunities*

### CEO Forums

- *Program Structure & Curriculum*
- *The Power of Strategic Planning* with Nick Skinner of Orchkids

### Webinars

- *Pathways to College – Unlocking Your Musical Journey* with ESUSA at the Peabody Conservatory of the Johns Hopkins University
- *Healing Centered Engagement* with Arts Ed Newark
- *Design & Implementation of Strategic Plans Webinar* with Peter Compo

# El Sistema USA **NATIONAL SYMPOSIUM** 2023 MARCH 9-11, 2023



Nearly 300 attendees from the El Sistema USA® membership gathered for the National Symposium at Butler University in March 2023! Thank you to all those who attended and our sponsors who made the event possible! Highlights included keynote speaker, [Dr. Bettina Love's](#) keynote address on Living a Hip Hop and Abolitionist Life: Resistance, Creativity, Hip Hop Civics Ed, Intersectionality and Black Joy; the Mark Churchill Teacher of the Year Award to Dr. Tia Harvey; the Youth Ambassador Cohort; sessions on Excellence & Equity in Music Education; and musical guest - [The Gateways Brass Collective](#).



## Regional Gathering at Eastman School of Music

ESUSA board and members gathered at the Eastman School of Music for professional development with Eastman staff, music, and networking.



## Teaching Artist Training at National Seminario Ravinia

ESUSA conducted professional development sessions on youth leadership and social-emotional learning with Ebonie Pierce, Scott Edgar, and Vivian Gonzalez at the National Seminario Ravinia: Orchestras for All.

NATIONAL SEMINARIO



*"El Sistema USA has provided **vital assistance to me as a Teaching Artist and Program Director** at a lean-and-mean El Sistema Inspired Program in the greater Washington, DC area. At Regional Gatherings, National Symposiums, and virtual forums, I **glean countless practical tools and inspirational takeaways that refresh my vision for my program's path forward**, and I meet the loveliest like-minded music educators, administrators, and supporters of the mission of social change through music education. Then I share these tools and visions with the Teaching Artists on my team."*

**-Cindy Joy Gossman, ASO Sympatico**

# 14

Organizations Who  
Received Grant Writing  
Support

### Fundraising Office Hours with ESUSA Advancement Consultant

ESUSA offered grant writing support to 14 ESUSA member organizations in 2023

# 5

Leaders Attended the  
Bootcamp Free of  
Charge

### ESUSA-Eastman Leadership Bootcamp Partnership

5 leaders from ESUSA member programs attended the Eastman Leadership Bootcamp free of charge in July 2023.



**EASTMAN  
INSTITUTE FOR  
MUSIC LEADERSHIP**

EASTMAN SCHOOL OF MUSIC • UNIVERSITY OF ROCHESTER



El Sistema USA.

# National Standardized Student Survey Tool & Dashboard

ESUSA has launched a standardized student survey tool on social emotional indicators for all ESUSA member programs. ESUSA will collect pre and post surveys which will be matched to measure change over time. Programs can upload their survey data to an online dashboard which will allow programs to view the results and custom analysis of their individual program. ESUSA will also provide aggregated national data analysis. This standardized national survey tool and database will allow for organizations to tell their individual and collective stories of impact. ESUSA is working with Research Consultant, Deborah Ward, Ph.D and DART Analytics on this project. Results will be available in Fall 2024.

***"As a small organization, our membership in ESUSA has been an invaluable resource. The data collection help that ESUSA has spearheaded has been a useful tool that was easy to administer with a small group of volunteers. It has provided deep insight into how our students feel about their developing musical skills, why they continue their studies with us, and how we can improve our program to meet their needs and interests."***

**- Liz Grimshaw, Founder and Executive Director, Crescendo Phoenixville**



# 35

## Participating Programs

Angelica Center for Arts and Music  
ASO Sympatico  
Bakerview Music Academy  
Bay Area Music Project  
Bravo! Vail  
Capital Harmony Works - Trenton Music Makers  
Choir School of Delaware  
Crescendo Phoenixville  
ECoSistema  
El Sistema Colorado  
El Sistema Santa Cruz/Pajaro Valley  
Enriching Lives through Music  
ESYO CHIME  
Greater Twin Cities Youth Symphonies (Harmony Program)  
Harmony School of Music Inc  
INTEMPO  
Junior Orchestra of Yamhill County  
Kawartha Youth Orchestra  
Kids 4 Harmony  
Kidznotes  
New Jersey Symphony  
OrKidstra  
Paterson Music Project  
Project music  
Riverside Arts Academy  
ROCmusic Collaborative  
Sistema Huronia Music Academy  
Sistema Kingston  
Sistema Ravinia  
Sistema Toronto  
Sistema Tulsa  
SONG: Sounds of the Next Generation  
The People's Music School  
The Raleigh Music Collective



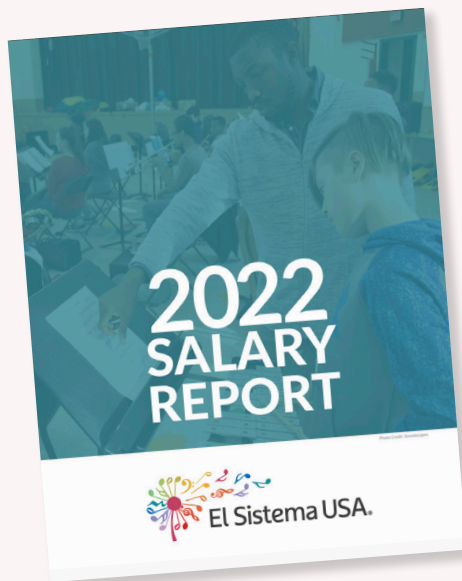
## Bi-Annual Census

ESUSA has launched a standardized student survey tool on social emotional indicators for all ESUSA member programs. ESUSA will collect pre and post surveys which will be matched to measure change over time. Programs can upload their survey data to an online dashboard which will allow programs to view the results and custom analysis of their individual program. ESUSA will also provide aggregated national data analysis. This standardized national survey tool and database will allow for organizations to tell their individual and collective stories of impact. ESUSA is working with Research Consultant, Deborah Ward, Ph.D and DART Analytics on this project.



### What the Data Says

ESUSA has a 10-year legacy of building and growing the sector of music for social impact in the US: **Since 2020, ESUSA Membership grew by 16% to 140 total members.** The field is maturing, with one-third of programs between **9 and 11 years of operation.** The total number of reported **students served increased by 40% to 24,916.**



## 2022 Salary Report

ESUSA surveyed 43 member organizations on staff and faculty salaries. The report provides baseline reference data for the field. The findings demonstrate a need for stronger investment in staff across organizational budget sizes. ESUSA hopes to continue to collect data and continue the conversation with the field on how to build organizational capacity in order to support the people that drive our important work forward.

## Youth Ambassador Program at the National Symposium

The Inaugural ESUSA Youth Ambassador Cohort presented throughout the weekend at multiple sessions. The cohort of 10 young leaders represented nine ESUSA programs and states. YA sessions included:

- Opening Plenary
- It's Not Music Without "Us": The Importance of Representation, Inclusivity, and Cultural Diversity in Music Education
- Diversity in Music Repertoire & Balancing Excellence and Fun

*"I believe [Youth Leadership] is important for students to **connect and collaborate with like-minded students** as a constant reminder that we are not alone in our struggles and they will hopefully **have the opportunity to experience joy and try new things.**"*

**- ESUSA 2023 High School Youth Ambassador**



## Youth Leadership Cohort at Ravinia Seminario

ESUSA facilitated a cohort of 10 young leaders from across the country at the National Seminario Ravinia: Orchestras for All in July 2023.

## ESUSA-Peabody Scholarship



El Sistema USA is proud to collaborate with The Peabody Institute of the Johns Hopkins University to offer up to two full cost of attendance scholarships to the Peabody Conservatory for Fall 2024. El Sistema USA accepts nominations from organizations at any or all of El Sistema USA's national programs. Since the inception of the El Sistema USA Scholarship at Peabody Conservatory in 2018, 7 students have been awarded full scholarships to attend Peabody.

# Looking Forward to 2024

.....

Save the Date for the  
2024 ESUSA National Symposium | June 13-15, 2024



The symposium will feature the [2024 ESUSA Youth Ambassador Cohort](#). Additionally, Butler University will host a Strings Camp the same week, open to regional ESUSA students free of charge. This event is made possible in part by a \$20,000 Grants for Arts Projects award from the National Endowment for the Arts (NEA).

## 2024 ESUSA Youth Ambassador Cohort



KIMBERLY "NOEH"  
OrchKids



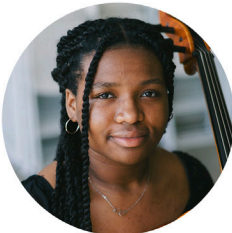
LISA  
Kids 4 Harmony



ELIZALDE  
YOLA



ASHLEY  
OrchKids



HILLARY  
The Raleigh Music Collective



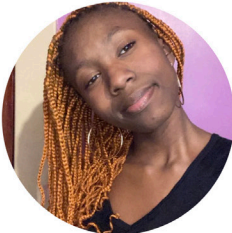
ANGEL  
YOLA



NAY "NEXX"  
ComMUSICation



GUADALUPE  
Ravinia



MAHOGANY  
ComMUSICation



JASON  
Kids 4 Harmony



**To Support El Sistema USA,  
visit [www.ElSistemaUSA.org/donate](http://www.ElSistemaUSA.org/donate)**

**4721 Emperor Boulevard, Suite 130, Durham NC, 27703 | 908-308-4632**

**[www.elsistemausa.org](http://www.elsistemausa.org)**

*El Sistema USA is a charitable 501c3 (Tax EIN: 46-2483315)*