



El Sistema USA®



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# MEMBERSHIP GUIDE

## El Sistema USA® Membership

2023 – 2024

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## Who We Are

### STAFF

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### BOARD OF DIRECTORS

**Chair and Executive Committee Chair**

**Armand Hall**, Rochester, NY

Artistic & Executive Director, ROCMusic

**Co-Vice Chair and Advancement**

**Committee Chair**

**Lauren Shelton**, Butler, IN

Director, Butler Community Arts School

Butler University

**Co-Vice Chair and Governance**

**Committee Chair**

**Monique Van Willingham**, Boston, MA

Director of Cultural Equity and Belonging,

New England Conservatory of Music

**Treasurer and Finance Committee Chair**

**Robert Gofourth**, Durham, NC

Vice President, Operational Strategy &

Performance, Blue Cross Blue Shield NC

**Clerk and Membership Engagement**

**Committee Chair**

**Jessica Zweig**, Philadelphia, PA

Program Director, Play On, Philly!

**Membership & Engagement Committee**

**Co-Chair**

**Isaac Sinnett**, Chicago, IL

Sr. Associate Director, Reach\*Teach\*Play\*,

Sistema Ravinia

**Trina Christensen**, West Valley City, UT

Director, Sistema Utah

**Mark Churchill**, Boston, MA

Founder, El Sistema USA; Dean Emeritus,

Preparatory-Continuing Education, New

England Conservatory

**Reynaldo Ramirez**, Newport News, VA

Program Director, Soundscapes

**Rodrigo Guerrero**, Boston, MA

Assistant Director of Creative Youth

Development, New England Conservatory

**Linda Bunce**, Alexandria, VA

Nonprofit executive

**Camille Delaney-McNeill**, Los Angeles, CA

Director, YOLA Beckman Center

**Hermes Camacho**, Austin, TX

Program Director, Austin Soundwaves; Co-

founder, Picardy; Adjunct Faculty, UIW

**Roberto Zambrano**, Dallas, TX

Artistic Director, Dallas Symphony Orchestra

Young Musicians

**Julie Duty**, Phoenix, AZ

Founder & Executive Director, United

Sound

Butler University

**Roger Bernstein**, New York, NY

RJB Law

**Mateen Milan**, Baltimore, MD

Manager, Tuned In & Baltimore-

Washington Pathways

**Tomisha Price-Brock**, Las Vegas, NV

President, HBCU National Band and

Orchestra Directors' Consortium

**Brian Wiebe**, Elkhart, IN

President/CEO, Horizon Education Alliance

**Alonzo Chadwick**, Portland, OR

CEO, Bravo Music and Arts Academy

**Kaitlyn Korogy**, San Diego, CA

Program Manager, The Opus Project at the

San Diego Youth Symphony

**Ciyadh Wells**, Austin, TX

Development Manager, Austin Soundwaves

### MISSION:

To support and grow a nationwide movement of programs inspired by El Sistema to effect social change through music for children.

### VISION:

El Sistema USA is a national voice for the intersection of musical excellence and equity in music education, with a focus on student agency and voice.

## Criteria for Membership

### Social Change

- Central to the mission of the program is a demonstrated commitment to music as a vehicle for social impact.
- Program has key individual or institutional partners that provide expertise in both music and community/youth/social development.

### Intensity

- In order to provide all children with intensive opportunities to practice and excel, students have access to at least 5 hours of musical instruction per week.

### Access

- Primarily serve children with financial access barriers to other high-quality music programs.
- Provide programs in a manner that ensures equal access to all children regardless of ability to pay.

### Ensemble

- Emphasize ensemble programming as a core element of curriculum.

### Nucleo Environment

- Students gather in a central location that serves as the program's home and is a safe haven and emblem of music as a social impact agent in the community.
- Programs demonstrate unifying practices that encourage students and teachers to know and support each other and develop a unique culture characterized by student driven activities, and instructor mentorship where students feel loved and valued as a member of the nucleo community.

### Excellence

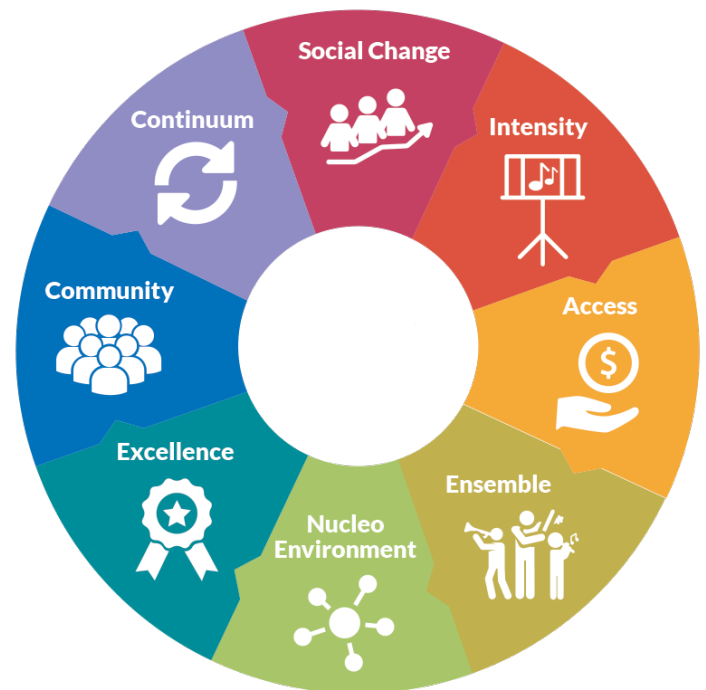
- Programs are of high quality; defined in part by regular musical instruction and established practices for measurable outcomes in both musical growth and positive social impact.
- Central to the curriculum are practices which foster musical excellence at all stages of development.

### Community

- Proven parental involvement and community engagement practices.

### Continuum

- Programs serve children for a minimum of 3 years and aspire to serve them beyond childhood and into young adulthood.





## Member Benefits

### Learning & Networking Events



**SAVE THE DATE!**

El Sistema USA®  
**NATIONAL SYMPOSIUM**

**JUNE 13-15 2024**

**Butler University, Indianapolis, IN**



### National Symposium

El Sistema USA® is proud to announce that we will host the 2024 National Symposium in partnership with Butler University from June 13-15, 2024. Save the date, more information to come.

El Sistema USA's 2024 National Symposium is a multi-day conference which will provide professional development, resource sharing, networking, and youth leadership opportunities for ESUSA members as well as individuals and partner organizations working in the field of music for social impact and creative youth development. The symposium is scheduled for Summer 2024, at Butler University. The conference will be hosted in partnership with local arts organizations to highlight community partnerships, collective impact, and youth voice. ESUSA will continue to prioritize youth leadership through the Youth Ambassador Program, where students and alumni will be paid to plan and execute content for both adults and students at the symposium. The event will be made possible in part by a \$20,000 grant from the National Endowment for the Arts.

## Youth Ambassador Program

Each year El Sistema USA® selects 10+ high school youth ambassadors to prepare and present content at the National Symposium. Learn more about last year's 2023 Youth Ambassador Cohort [here](#). Stay tuned for more information and applications for the 2024 cohort. The Youth Ambassador Program is led by Daniel Trahey; Founder of Tuned-In at the Peabody Institute, Elizabeth Perez-Hickman; current student at the Peabody Institute & Miami Music Project alumni, and Ebonie Pierce; Tuned-In alumni.

## Regional Seminarios & Gatherings

Each year, we support and encourage the gathering of students, teaching artists, and leaders regionally at regional seminarios and events. These are one-to-three-day events intended to bring students and/or staff from El Sistema USA Member Organizations together to network, learn, and make music, friends, and memories.

## El Sistema USA Virtual Working Groups

In addition to our in-person gatherings, El Sistema USA hosts online virtual gatherings monthly from October to June for two Forums. Led by facilitators in the field, these are opportunities for leaders, administrators, and teaching artists to gather online to share resources, hear from external speakers, resource share, and network. [Register for the Virtual Forums Here](#).

In 2023-2024, those groups are:

- **Teaching Artists Forum** | Facilitated by Anna Barson in partnership with [the Teaching Artists Training Institute](#)

The Teaching Artist Forum aims to provide a space for Teaching Artists working with El Sistema-inspired programs to collaborate, network, and workshop teaching ideas and strategies. Through six discussion-based forums facilitated in partnership with the Teaching Artists Training Institute (TATI), participants will explore best practices in music education by looking at case studies from peer Teaching Artists, address common classroom success and challenges, and idea swap tools for implementing new teaching techniques.

- **Program Directors and Managers Forum** | Facilitated by Gabrielle Molina

The Program Director & Manager Forum is an action-oriented, working group focused on sharing best programmatic tactics, strategies, and practices within the field. These sessions are aimed at Program Directors, Program Managers, Site Directors, but may be useful and applicable to other program decision makers and Teaching Artists.

As Program Directors & Managers, your position within an organization is unique in that you interface with many stakeholders within the program, whether that be students, families, teaching artists, and executive staff. Some of you may also deal with community partners, donors, and boards.

These sessions are intended to create a network of Program Directors and share out best practices collectively. Sessions will be a hybrid of some panel discussions and group discussions.

In addition to meeting bi-monthly, the resources generated from these groups will be available online for all members.

## Professional Development Webinars

ESUSA offers regular online professional development for program administrators and teaching artists. *See below a list of upcoming and past webinars.*

### Upcoming Webinars

#### Pathways to College - Unlocking Your Musical Journey with ESUSA at the Peabody Conservatory of the Johns Hopkins University

October 12, 2023 at 7:00-8:30 pm ET

Facilitators: Sheila Esquivel & Mateen Milan

### Previous Webinars

#### Creating Inclusive Music Classrooms and Ensembles

September 20, 2022, 7 pm ET

Facilitator: Vivian Gonzalez

[View Recording on Resource Hub for Free as a Member](#)

#### Peabody-ESUSA Scholarship Program: Preparing Students for College

October 11, 2022, 7 pm ET

[View Recording on Resource Hub for Free as a Member](#)

#### Child Abuse Prevention Forum

December 7, 2022, 12 pm ET

Facilitator: [Andrés Tucci Clarke](#)

[View Recording on Resource Hub for Free as a Member](#)

### Design & Implementation of Strategic Plans

Thursday January 19, 12pm ET

Facilitator: Peter Compoo, author of the book [The Emergent Approach to Strategy](#)

[View Recording on Resource Hub for Free as a Member](#)

[Visit the ESUSA Website to get updates on new webinars throughout the year](#)

## Funding & Partnership Opportunities

### Scholarships & Partnership Opportunities

Through partnerships with organizations and institutions, we offer a variety of scholarships and special opportunities for members. These have included the following:

- [Full-tuition scholarships to the Peabody Conservatory at Johns Hopkins University](#) designated for students in El Sistema USA Member Organizations
- The Longy School of Music offers two 50% scholarships to the [Master of Music in Music Education Online](#) programs to ESUSA members.
- A partnership with Conn Selmer resulting in a [Special Pricing Program](#) that allows members to:
  - Purchase instruments at 75% reduction
  - Free access to Allegro by Cut Time
  - Free access to MusicProfessor.Com
  - [Learn More](#)
- A partnership with [Noteflight Learn site](#) that allows El Sistema USA members free access to create and share music in a private online community. [Learn More](#)
- The Eastman Institute for Music Leadership is proud to collaborate with El Sistema USA to offer up to five full-scholarship seats to El Sistema USA® leaders to the [Eastman Leadership Bootcamp](#).
- A partnership with Things 4 Strings, line of durable and award-winning instrument accessories, resulting in exclusive preferred pricing on all Things 4 Strings Studio Kits. [Learn More](#)
- Are you a Sistema-inspired program working in Canada? All Sistema Canada Network members are automatically members of El Sistema USA. [Learn More](#)



## Evaluation & Research

### ESUSA Social Emotional Survey Tool

ESUSA is launching a new data initiative for the 2023-24 school year free of charge to members. ESUSA will provide a standardized student survey tool for programs to use which can be matched to measure change over time. We are developing an online portal with DART Analytics which will allow programs to upload their survey data and to view the results of their individual program. The database will also include program demographic data. The power of this system is in the collective impact of widespread standardized data collection. [Learn More](#).

### ESUSA Studies & Reports

**ESUSA Census** | ESUSA implements a Bi-Annual Census which provides benchmarking data for the field. Current and past [Census Reports](#) can be found on the ESUSA Website.

**ESUSA Salary Report** | The latest 2022 Salary Report can be found on our [Annual Reports](#) page.

**ESUSA 2023 Mid-Year Report** | View ESUSA's 2022-23 activities in the [Mid-Year Report](#).

**Elements of Organizational Success Report** | View the published study, "[Elements of Organizational Success](#)", on our website which was a study we completed with Duke University through funding from the National Endowment for the Arts.

## Online Resources & Awareness Building

### Online Resources

Our Resource Hub has **hundreds of free resources for Member organizations**. This includes program template documents, funding strategy documents, curriculum resources, repertoire for ensembles, and so much more. Our Video Library contains recordings and materials from all past webinars. The ESUSA website also has an active [jobs board](#), which all members can post on free of charge. Non-members must pay a fee to post job openings.

### Awareness Building

Our presence on social media reaches over **11,000 followers** and our newsletter and nearly **5,000 subscribers**. Through our monthly newsletter and social media marketing, we work to advance the brand of El Sistema nationally and highlight the work of our member organizations around the country.

## Types of Membership

*[Join the movement](#) of 140+ member programs, 25,000 enrolled youth, representing more than 6,000 teaching artists, across 35 US states and territories!*

### 1. Organizational Membership Options

Membership with El Sistema USA is an organizational membership that allows organizations to create an unlimited number of accounts for all staff, teaching artists, board members, volunteers, etc.

- **Organizational Member:** For established El Sistema-inspired organizations that meet the [membership criteria](#) (below).
- **Member in Training:** For El Sistema-inspired organizations in the first year of existence that meet or are working toward meeting the [membership criteria](#).
- **Affiliate Member:** For organizations that align with the ESUSA [core values and vision](#), but may not meet all of the membership criteria OR are not U.S./Canada based.

### 2. Individual Membership

El Sistema USA also offers an individual membership for those not associated with an organization that's already a member. Individual members receive the same benefits as our organization members.

## Membership Dues

Membership Dues are due yearly at the anniversary of their inception date. All Members are welcome to enroll in payment plans to assist with payment. In addition, a limited number of fee-reductions are available on an application basis. Interested organizations should contact Elizabeth Moulthrop at [elizabeth@elsistemausa.org](mailto:elizabeth@elsistemausa.org).

Organizational & Affiliate Member Dues	
Organizational Budget	Membership Dues
Less than \$200,000 / year	\$350 / year
More than \$200,000 / year	\$500 / year
Member In Training Dues: \$250 / year Individual Dues: \$100 / year	



Member Level		Organizational	Member in Training	Affiliate	Individual
Annual Dues		\$350 - Orgs w/ budgets < \$200K \$500 - Orgs w/ budgets > \$200K	\$250 for 1 year	\$350 - Orgs w/ budgets < \$200K \$500 - Orgs w/ budgets > \$200K	\$100
Eligibility		Alignment with the Guiding Principles	Alignment with the Guiding Principles	Alignment with the vision and core values of El Sistema USA	Alignment with the core values of El Sistema USA
Professional Development Benefits	Free Access to Webinars	✓	✓	✓	✓
	Free Access to Resources in Online Store	✓	✓	✓	✓
	National Symposium and Seminario	✓* (Discounted rate, invited to propose sessions)	✓* (Discounted rate)	✓* (Discounted rate)	✓* (Discounted rate)
	"Intro to El Sistema USA" Series	✓	✓		
Mentorship Benefits	New Organization Mentor Role	✓			
	New Organization Mentee Role		✓		
Peer Networking Benefits	Access to Regional Groups	✓	✓	✓	
	Access to Virtual Peer Working Groups	✓	✓	✓	
	Access to Chief Executives Forum	✓	✓	✓	
	Listed in the Directory	✓	✓* (As New Member)	(As Affiliate)	
	Access to the Directory	✓	✓	✓	✓
Information & Resources Benefits	Census Data Input	✓			
	Can View Census Data	✓	✓	✓	✓
	Resource Library (past webinars)	✓	✓	✓	
	Listing on Job Bank	✓	✓	✓	✓* (Discounted rate)
	Access to Listings on Job Bank	✓	✓	✓	✓
	Virtual Publications	✓	✓	✓	✓
	Instrument, Software and Accessory Discounts	✓	✓	✓ - as able	
Musical Activities Benefits	Eligible to participate in ESUSA Seminarios	✓	✓	as available, priority given to full member organizations	
	Eligible to participate in ESUSA Collaborative Projects (i.e. "Hear Our Song" and "Somewhere Across America")	✓	✓	as available, priority given to full member organizations	
Governance Benefits	Participation on Board Committee	✓	✓		✓
	Nominations to the Board of Directors of ESUSA	✓	✓		
	Voting in the ESUSA Board of Directors Election	✓	✓		



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