

A photograph of a woman in a blue and white floral dress singing into a microphone at a podium. In the background, a woman in a black top is seated at a Steinway & Sons grand piano. The scene is set in a room with warm wooden paneling. The foreground shows the blurred backs of audience members.

# 2024 ANNUAL REPORT

HEAR.  
UNDERSTAND.  
PLAY.  
PERFORM.  
**LOVE.**  
MUSIC.

## STRATEGIC PLAN & COMMUNITY FOCUS



Dear CCM community,

Music connects us—fostering rare moments of unity. Concord Conservatory of Music cultivates lifelong musical passion, profoundly impacting lives. As we approach our 20th anniversary in 2025, with record enrollment, we face crucial questions about our future. These accomplishments are the invaluable foundation for this strategic plan. Now, the question is, where do we go from here? We must address physical and financial constraints to expand our reach. We aim to nurture our holistic approach while ensuring accessible music education for all, including diverse learners.

A dedicated committee led by Ann Budner has crafted a five-year strategic plan, informed by stakeholder feedback, to guide our mission. This plan lays out our goals and strategies to live our mission. Our plan focuses on four key pillars: **developing holistic musical experiences, increasing community awareness, strengthening infrastructure, and ensuring financial health.** This plan is a guideline, not an edict. We will continue to change over the next five years in response to our community's dynamic needs. This plan is a guide, adaptable to our evolving community.

We thank the Strategic Planning Committee, Board, faculty, staff, students, families, and supporters for their contributions. We are excited to see this plan come to life. To see how these goals are already being realized and to explore the impact of CCM's work, please turn the page and delve into the highlights of our 2024 annual report.

With gratitude,

**Kate Yoder**  
Executive Director & Founder

**Amanda Young Hickman**  
Board Chair

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# Program Highlights



## got theory? Unlocking the Doors to Creativity and Mastery with Music Theory

This program demystifies music theory, providing students with the tools to deepen their understanding of music. Through engaging lessons and practical application, participants unlock new levels of creativity and mastery in their musical pursuits.



## Early Childhood and Development Group Classes

These classes provide a nurturing and stimulating introduction to music for young children. Through playful activities, songs, and movement, we foster early musical development, creativity, and social skills, laying a strong foundation for a lifelong love of music.



## Singing with Parkinson's

Our 'Singing with Parkinson's' program offers a supportive and therapeutic environment for individuals to experience the joy of singing. This program helps improve vocal strength, breath control, and overall well-being, fostering connection and empowerment through music.



## 2024 Concert & Lecture Series Highlight

CCM presented the concert Music & Invention, a groundbreaking evening with Tod Machover of MIT Media Lab on March 8, 2024. The concert explored music and invention, featuring works from Bach to Machover's U.S. premiere of 'Resolve Remote.' CCM faculty and MIT students performed, showcasing music's evolution from traditional to AI-driven, inspiring and delighting the audience.

## CCM BY THE NUMBERS



# 675

students served annually

# 17,800

lessons and classes taught each year,  
building lifelong skills.

# 37

faculty members whose talent  
inspires community members of all  
ages and abilities through music.



# \$35,000

in financial assistance funding and free  
partnership programming make music education  
accessible without financial barriers.

# 19

years of providing high-  
quality music experiences

# 17

communities served

# 6

concerts & lectures  
presented to the community

# 17

instruments and  
voice are taught



Students ages **1 to 89**,  
nurturing their creativity and  
fostering social connections.



# CCM Program Areas

## Nurturing Young Minds

Early childhood programming, private lessons on 17 instruments, group classes, ensembles, workshops, and monthly performance opportunities.

Community site partner with the Acton Infant Toddler Children's Center.

## Adult Learners and Lifelong Learners

Individual, group, and ensemble instruction, weekly bluegrass jams, and summer instruction are available on 16 instruments, voice, and more. CCM's renowned faculty caters to all levels, from beginners to advanced musicians of all ages and abilities, with convenient daytime classes for senior learners and onsite classes at Newbury Court.

## Inclusive Excellence

A weekly music education program at the Boys & Girls Club of Assabet Valley at no cost to the Club or families, featuring the ukulele to foster creativity and lifelong skill development.

Tones of Fun Music classes for neurodiverse children in partnership with the Berklee Institute for Accessible Arts, the only program of its kind in Metrowest.

Singing with Parkinson's Chorus serves those living with Parkinson's disease and their family members/caregivers, providing music therapy and connection in a supportive environment.

# Concert & Lecture Series

CCM strives to create a community that fully appreciates and enjoys music. For the 2023-2024 season, we presented a diverse series featuring our faculty's exceptional talents and notable guest artists. Performances and lectures cover a range from classical to American Roots and jazz to the unique intersection of music in our everyday lives. Live concerts nurture the appreciation of music and provide the opportunity to make social connections with like-minded individuals.





“Playing the violin gives me a sense of calm and ease, and I wholeheartedly believe that it has made me a better person. It is due to my instructor’s tremendous support and guidance that I have reached a high level of musical maturity.”

– Udayan Basu, CCM student age 16

# Our 2024 Faculty

Maxfield Anderson  
Weronika Balewski  
Yelena Beriyeve  
Kitty Cheung-Evans  
Mike Connors  
Michael Dinallo  
Peter Evans  
Manuel Garcia-Baro  
Emma Gies  
Susan Gottschalk  
Yoko Hagino  
Rose Hegele  
Lorna Henderson  
Tsuyoshi Honjo

Holly Jennings  
Anthea Kechley  
Keith Kirchoff  
Jay Lane  
Sora Lee  
Chieko Loy  
Cathy Marks  
Stephen Marotto  
Fabrizio Mazzetta  
Kayla McLaughlin\*  
Justin Meyer  
Aaron Myers  
Long Okada  
Margaret Romero

Phil Sargent  
Brooke Sofferman  
Rich Stillman  
Keun Young Sun  
Melissa Tucker  
Angel Valchinov  
Bjorn Wennas  
Masako Yotsugi  
Jimena Zubieta Figueroa\*

\*Berklee Institute for  
Accessible Arts faculty  
teaching CCM's Tones of Fun

# Our 2024 Board of Directors

Peter Blum  
Steve Camp  
Elizabeth J. Cobb  
Sophia Garmey  
Amanda Hickman, President  
Chris Johnson  
Jack Kelleher  
Tenley O'Shaughnessy, Clerk  
Evan Ricker, Treasurer  
Alison Ruch  
Kate Yoder, Founder and Executive Director

# Financial Statement

*Fiscal Year: September 1, 2023 – August 31, 2024*

Last fiscal year marked continued growth in our enrollment, with over 675 students making music at CCM and our partner sites. Earned revenue increased by 12% compared to the previous year, and there was a 100% increase in financial assistance and free programming provided. Along with enrollment growth, the year also saw an investment in our infrastructure as we strategically planned for future growth and financial sustainability. We extend our heartfelt gratitude for your ongoing partnership and unwavering support in advancing our mission to cultivate a love for music and its lifelong benefits through high-quality, accessible instruction, performance, and community engagement.

<b>Support and Revenue</b>	<b>FY2024</b>	<b>FY2023</b>
Tuition and Fees	\$986,963	\$896,104
Contributions	\$228,610	\$296,037
Miscellaneous	\$252,138	\$125,845
Total	\$1,449,055	\$1,307,434

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## **Expenses**

Program Services	\$1,013,545	\$901,819
Management and General	\$207,068	\$161,328
Fundraising	\$89,000	\$99,720
Total	\$1,309,804	\$1,162,867

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## **Net Assets**

Increase in Net Assets	\$139,251	\$144,567
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“CCM has a sense of family. The first week I was here we had a faculty meeting — but it was really less a meeting than a conversation about music and how we can help the kids. Everybody was so engaged. There was so much care in the room — for the music, for the students, for the process, for the craft of being a teacher. That meeting solidified the feeling that CCM is the place to be. I sensed not just a love for the students, but a love for the entire community. That’s priceless.”

– CCM Guitar Chair Lautaro Mantilla

# CELEBRATING OUR PARTNERS IN GIVING

We are deeply grateful to each of our donors for their generosity and belief in the power of music education. Your support makes it possible for us to inspire, teach, and bring music to our community—thank you!

*Gifts received September 1, 2023 through August 31, 2024*

## **MAESTRO \$10,000 - \$24,999**

Peter and Sarah Blum *In honor of Lorna Henderson*  
Tim Fredette and Sarah Vitelli  
Jack and Julia Kelleher  
Steven Kirincich and Susan Mahan

## **SYMPHONY \$5,000 - \$9,999**

Todd Brady and Andrea Darling *In honor of Angel Valchinov*  
Steve and Kathryn Camp  
Emerson Health  
Frances Friedman  
Edward and Sophia Garmey  
Phillip and Elizabeth Gross  
Tom Kaegi and Kathy Corkins *In honor of Kate Yoder*  
Robert and Cynthia Miselis  
James and Tenley O'Shaughnessy  
Richard and Susan Walters  
Douglas and Kate Yoder

## **CONCERT MASTER \$2,500 - \$4,999**

Dominick and Mika Minots  
The Ramsey McCluskey Family Foundation

## **QUARTET \$1,000 - \$2,499**

Anonymous *In honor of Laurence Constable*  
Brigitte Senkler & Associates, Inc.  
Cambridge Savings Charitable Foundation  
Robert and Kate Chartener  
Laurence and Molly Constable  
Elizabeth Crowell and Cheryl Flynn  
Michael and Tara Edelman  
Kevin Foley and Leah Flanigan

Theodore Friedman  
Walter and Amanda Hickman  
John and Suzanne Hogan  
Charles Jennings and Karen Brown Jennings  
Rodd Malitsky and Karen Turk  
Middlesex Savings Bank  
Steve and Christine Mylon  
New England Deaconess Association  
Alison and Baird Ruch

## **APPLAUSE LEVEL**

### **\$500+**

Anonymous (3)  
Concord Cultural Council  
Clint and Lauren Darling  
Alan Lewis *In honor of Emeline and Annaliese Tubbs*  
David Meeker and Sandra Poole  
Evan Ricker and Mara Bonde  
Malcolm M. Walsh  
Alice Wellington *In memory of Robert Bushkoff*

### **\$250+**

Acton-Boxborough Cultural Council  
Kenneth D. and Lynda B. Anderson  
Associated Chamber Music Players Foundation  
John Bemis  
Linda Bentley  
Katherine Brobeck  
Mitchell and Katherine Brooks  
Dennis and Kim Burns  
Mitchell and Denise Butler

Patrick and Nancy Carey  
John and Diana Clymer  
Daniel and Shannon Coleman  
Art Fitzgerald and Barbara Corrigan  
Jon Dabora and Chelsey Remington  
Christopher and Jane Deering  
Michael Dettelbach and Holly Rothermel  
Thomas D'Arcy and Joan Digiovanni-D'Arcy  
Lawrence and Marjorie Franko  
William J. Fry *In memory of Peggy Fry*  
Jason Johannesen and Melina Griss  
Perry Hall  
Carolyn Hardy  
Terry Jones  
Dr. Robert and Mrs. Patricia Kane  
Charles Learoyd  
Khanh Vu and Jacqueline Tran *In honor of instructors Bjorn Wennas and Keith Kirchoff*  
David and Liz Wei  
David and Miriam Zarchan

### **\$125+**

Anonymous *In memory of Alice R. Meltzer*  
Dustin and Meghan Clinard  
Kieran F. Dowd DMD PC and Fabiana Dowd  
Martha Gilpatrick  
Kathy Johnston  
James Kelley and Judith Segal  
Christoph and Betsy O'Donnell  
Charles Stromeyer  
Bert Van Herck *In honor of Yoko Hagino*  
Byron Woodman Jr.

### **UP TO \$124**

Anonymous (3) *In honor of Angel Valchinov (1)*  
David Baskin *In memory of Connie Baskin*  
Reinier and Nancy Beeuwkes  
Peter and Pamela Callahan  
Carolyn Carpenter  
Timothy and Catherine Collins  
Linda Giovinazzo  
Jeff and Dariane Hunt  
Lois Hutchings *In honor of Susan Gottschalk*  
James and Lydia Kanki *In honor of Chris and Marissa Kanki*  
Henry Keutmann and Ilene Gipson  
Peter Kirkman  
Nicholas and Jessica Krefting  
Karl and Sarah Kussin  
Margaret Laneri and Beth Phalen  
Vera Larkin  
Andrew Lee  
Steve and Kathryn Lillis  
Andrew Magee

Lawrence Masland and Pamela Talbot  
Jim McManus and Holly Harrison  
Grant Monahon and Jane Minasian  
Martha Murphy  
Nick Noyes and Ann Oberrender Noyes  
Kevin and Christine Paulsen  
Greg Porter and Susanna Vennerbeck *In honor of Phil Sargent*  
Matthew Proujansky and Kay Bell  
John and Laurelyn Roberts  
Frank and Susan Ruch  
Tom and Mimi Rutledge  
Mark Schofield  
Michael Schulze and Helena Chan  
Maneka Singh  
Adam and Caroline Snodgrass  
Kelly Stanislawzyk  
M. Steinert & Sons Co. Inc.  
Thomas Swaim  
Craig Thompson and Yoojeong Kim  
Henry and Janet Vaillant  
Paul and Irene Vouros

### **IN-KIND GIFTS**

William and Amy Barrett  
Donna Fitzsimmons  
Aryn Murphy  
Thomas Ohalloran

### **GIFTS IN HONOR OF**

Laurence Constable  
Susan Gottschalk, CCM Faculty  
Yoko Hagino, CCM Faculty  
Chris and Marissa Kanki  
Keith Kirchoff, CCM Faculty  
Lorna Henderson, CCM Faculty  
Phil Sargent, CCM Faculty  
Emeline and Annaliese Tubbs  
Bjorn Wennas, CCM Faculty  
Angel Valchinov, CCM Faculty  
Kate Yoder, Executive Director

### **GIFTS IN MEMORY OF**

Connie Baskin  
Robert Bushkoff  
Alice R. Meltzer

### **OUR MATCHING GIFT SUPPORTERS**

Bank of America Charitable Foundation  
Barings, LLC  
Grantham, Mayo, Van Otterloo & Co. LLC  
Johnson Controls





# Invest in the Future of Music at CCM

At Concord Conservatory of Music, we believe in HEAR. UNDERSTAND. PLAY. PERFORM. LOVE. MUSIC. Your generosity directly enables us to:

- Provide music education for all, regardless of financial need.
- Expand vital programs for all ages, including music therapy.
- Strengthen community partnerships.
- Invest in our exceptional faculty.

**Your support makes a difference!**

## Ways to Give:

- Individual Giving
- Encore Leadership Giving Society
- Donor-Advised Funds
- Employer Matching
- Monthly Giving
- Corporate Giving
- Volunteer

**GIVE NOW**