Sphinx Organization

Year in Review
2020 - 2021
Dear Sphinx La Familia,

As I reflect on our year together, I am filled with a sense of admiration and gratitude toward our artists and the greater community. We are humbled to witness a moment in history when our vision is being realized through collaboration with more than 20 music schools, over 100 orchestras, and nearly 200 partner organizations worldwide.

Despite a year of challenges brought on by the dual pandemic of COVID-19 and racial injustice, record high participation in programming reflect that our collective voice continues to gain momentum. We expanded our online learning opportunities for our youngest artists through our education programs while launching new groundbreaking initiatives such as the first-ever national Sphinx Orchestral Partnership Excerpt Competition, which provided a platform for nearly 100 orchestral musicians, generating an unprecedented number of 75 weeks of paid work. Our five professional touring ensembles took to the digital stage with new performance packages, and our global convening, SphinxConnect: UNITY, welcomed 2,200 participants. All the while, our digital imprint grew by 1000%, reaching a total of 66 million people.

We have witnessed the ripple effect of centering our artists’ voices and empowering them to narrate our history. Generations of our alumni are actively building their own ventures and networks, which propel our shared dream of artistic excellence through inclusion. They continue to break down barriers and stereotypes while actively leading the way toward a more reflective and vibrant industry landscape.

Together with our far-reaching community, we are proud to lead the movement that is changing the face of our field and society while building upon social impact for generations to come. We hope that you will join us in the charge to champion a more just and equitable future as we look ahead.

Afa S. Dworkin
President & Artistic Director

A LETTER FROM OUR PRESIDENT
PIVOT 2020

Through SUPPORT, ADVOCACY, and RESILIENCE, Sphinx has been able to further our mission of transforming lives through the power of diversity in the arts during these unprecedented times. Communities of color have been affected in a disturbingly disproportionate manner and countless artists have been silenced due to loss of work. In response, Sphinx mobilized immediately to use our creativity, adaptability, and passion to pivot quickly from in-person to virtual programming in the areas of Education & Access, Artist Development, Performing Artists, and Arts Leadership.

Sphinx quadrupled the reach of DEI focused artist development programming

462% increase in direct digital engagement

To date 400+ auditions have been taken by NAAS/SOPA musicians

Sphinx featured in 4 New York Times articles highlighting Sphinx's DEI leadership & impact; 10+ total feature articles in national and trade publications

1,000% increase in digital engagement via Sphinx online media partners

66+ Million people reached via media coverage

462% increase in direct digital engagement

Sphinx Match Project. Sphinx's earliest response to the global health pandemic, awarded 7 artists with matching grants to support their online concert initiatives.

Sphinx Artist Fund provided financial support to our Sphinx community members most in need. Through the fund we've been able to support over 60 Sphinx alumni.

I am so incredibly grateful to receive support from The Sphinx Artist Fund – this help in the time of COVID-19 is so incredibly appreciated, and also necessary for artists, especially artists of color. This summer was supposed to be the first where my quartet was going to travel overseas for a European tour, and all of that was (rightfully) canceled due to the pandemic. Of course, the money lost was a huge dig into our lives, as I know myself, and so many of my musical colleagues are feeling. This fund is allowing me to continue to be able to create music and provide online education in a safe way by having a space for it in my own living quarters. Thank you so much for providing this help; words cannot express how grateful I am to be able to continue creating music right now!“

– Marza Wilks, cellist

70+ Sphinx alumni received funding as part of Sphinx Artist Fund, Match Project, and MPower

$120,000 Awarded through the Sphinx Artist Fund, Match Project, and MPower
I’m deeply honored and grateful to the Sphinx Organization for being the lighthouse for many young artists like me...By winning the 24th Annual Sphinx Competition, I have been able to increase my impact and to continue with my artistic purpose of educating and sharing with the young generations the art of violin playing.”

– Samuel Vargas, violin, 1st Place Sr. Laureate of the 2021 Sphinx Competition

The help of Sphinx has directly impacted the progress that I have been able to make in the last couple of years, getting closer and closer to my career goals.”

- Levi Jones, bass, NAAS Grantee

The LEAD program positively changed me in ways I could never have planned for or imagined. It provided tools and opportunities for me to realize the leader I am and the career I aim to achieve.”

– Yvette Loynaz, Sphinx LEAD Cohort 2
EDUCATION & ACCESS
Making classical music accessible to communities historically underrepresented in the field through education initiatives and community engagement.

The Sphinx Performance Academy is an opportunity for me to be fully immersed in classical music each summer. Each year I learn from both the faculty and other students, and look forward to seeing my Sphinx Family.

– Kendall Gonzales
Cellist, age 14

SPA is a full-scholarship intensive summer performance program with a focus on cultural diversity for string musicians ages 11-17.

The 2020 Sphinx Performance Academy welcomed 84 musicians for virtual sessions in partnership with the Curtis Institute of Music, The Juilliard School, and the Cleveland Institute of Music. During each session, students participate in lessons, studio and guest artist masterclasses, collaborative digital projects, and a range of enrichment activities.

Sphinx Performance Academy students served at top music schools across the country
Sphinx Overture programs

School/community sites in Detroit and Flint area served by Sphinx Overture programs

A Sphinx Story: Zephaniah Pharr
Zephaniah Pharr is a student at Gompers Elementary in Detroit, MI and has participated in the Sphinx Overture program since 2018. This past year, Zephaniah continued his lessons via Zoom with Overture instructor Pia Bucco.

Sphinx Overture provides free access to music education in elementary schools in Detroit and Flint, Michigan through beginning violin group classes and lessons.

In 2020 Overture consisted of over 200 students, 17 faculty members, and took place in 10 different locations. In response to schools closing in March, Overture transitioned to a virtual format and though we were not able to host our annual summer camp, students continued with private lessons online.

84
370+
10+

Sphinx Performance Academy students served at top music schools across the country
Full scholarships to Sphinx education programs
School/community sites in Detroit and Flint area served by Sphinx Overture programs
ARTIST DEVELOPMENT
Empowering emerging musicians by encouraging, developing, and recognizing classical music talent in the Black and Latinx communities.

2021 Sphinx Competition

Sphinx’s flagship program, the Sphinx Competition brings young Black and Latinx string players to Detroit, MI to compete for prizes ranging from $3,000 to $50,000 and to receive guidance & mentorship from established musicians.

SAMUEL VARGAS
VIOLIN
1st Place Sr. Division
Robert Frederick Smith Prize

AMARYN OLMEDA
VIOLIN
1st Place Jr. Division
Audience Choice Jr. Division
Bauder Fellow

JONATHAN OKSENIUK
VIOLIN
2nd Place Jr. Division

LUIZ FERNANDO VENTURELLI
CELLO
3rd Place Sr. Division

DILLON P. SCOTT
VIOLA
3rd Place Jr. Division

CHRISTIAN GRAY
BASS
2nd Place Sr. Division
Audience Choice Sr. Division

SAMUEL VARGAS
VIOLIN
1st Place Sr. Division
Robert Frederick Smith Prize

AMARYN OLMEDA
VIOLIN
1st Place Jr. Division
Audience Choice Jr. Division
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VIOLIN
2nd Place Jr. Division

LUIZ FERNANDO VENTURELLI
CELLO
3rd Place Sr. Division

DILLON P. SCOTT
VIOLA
3rd Place Jr. Division

Audience Choice Sr. Division

National Alliance for Audition Support (NAAS) and Sphinx Orchestral Partner Auditions (SOPA)

The National Alliance for Audition Support (NAAS) and Sphinx Orchestral Partner Auditions (SOPA) programs actively work to advance the careers and placement of Black and Latinx orchestral musicians so that American orchestras reflect the cultural diversity that exists within our communities. NAAS provides artists with mentoring, audition preparation, financial support, and audition previews (SOPA program).

"Having the NAAS [program] available during the pandemic has been very encouraging and had a huge impact on my mental health during the pandemic (professionally speaking). It was powerful to have this cohort of like-minded people to help me keep perspective on the process and on the future.

– Francesca McNeely, cello"

35+ artists have won 45+ auditions and/or placement with orchestras across the country

100+ NAAS/SOPA partner orchestras

250+ NAAS/SOPA artists

$103,000 Awarded to Competition Finalists annually

SOPA Program Updates

This year, Sphinx launched the SOPA Excerpt Competition which provides Black and Latinx orchestral musicians the unique opportunity to audition for a panel representing several orchestras seeking to identify musicians for invitation to auditions, pre-advancement at auditions and/or placement on substitute player lists. As a result,

• Over 100 artists and 75+ orchestras participated in SOPA Excerpt Competition
• 15 SOPA artists received a total of $17,000+ in SOPA awards
• At minimum 75+ weeks of contract work will be awarded to SOPA artists by SOPA orchestra partners
PERFORMING ARTISTS
Sphinx professional ensembles and soloists bring dynamic programming to diverse audiences. Empowering emerging musicians by encouraging, developing, and recognizing classical music talent in the Black and Latinx communities.

EXIGENCE Vocal Ensemble and the Sphinx Virtuosi participated in a combined 20+ virtual residencies which included a concert package along with curated panel discussions and educational activities.

Inspirational Virtual Performances
Visit the Sphinx Organization’s YouTube channel to experience inspiring performances by Sphinx artists.

- **Seven Last Words of the Unarmed**
  - Joel Thompson
  - Performed by Sphinx Symphony Orchestra and University of Michigan Men’s Glee Club

- **Lift Every Voice and Sing**
  - arr. by Joel Thompson
  - Performed by EXIGENCE Vocal Ensemble

- **Bachianas Brasileiras No. 5**
  - Heitor Villa-Lobos
  - Performed by Raquel Gonzalez, Christine Lamprea, Sterling Elliot, Gabriel Cabezas, Patrice Jackson, Gabriel Martins, Thomas Mesa, Ifetayo Ali-Landing, and Kendall Gonzales

- **Seven Last Words of the Unarmed**
  - Joel Thompson
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- **Othello Suite**
  - Samuel Coleridge-Taylor
  - Collaborative performance with musicians from Sphinx and the Chineke! Foundation

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- **Elegy: In memoriam - Stephen Lawrence**
  - Phillip Herbert
  - Performed by the Sphinx Virtuosi

- **“Glory” from Selma**
  - arr. by Eugene Rogers
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- **$250,000+ raised in support of Sphinx’s programs at the intersection of the arts and social justice**
- **15,000 viewers worldwide**
- **58 featured Sphinx Artists and Students**
- **1 New Commission and Premiere**

ARTS LEADERSHIP
Supporting musicians, leaders, and entrepreneurs of color through career development and professional empowerment.

2020 SphinxConnect registrants

SphinxConnect is the annual conference serving as the epicenter for artists and leaders in diversity.

MPower Artist Grants are competitive scholarships designed to empower Sphinx alumni to achieve their career objectives in classical music.

Sphinx LEAD empowers arts leaders and entrepreneurs of color through a year-round curriculum including mentorship, networking, and leadership retreats at top institutions nationwide. Through a virtual pivot in 2020, LEADers had the opportunity to learn from 150+ guest speakers from leading arts institutions around the country.

SphinxConnect: Unity 2021 went virtual with over 20 sessions presented online. More than 90 speakers and keynote addresses were presented by luminaries and trailblazers in the industry, including Opening Plenary speakers Jenn White, Host of NPR’s 1A, and Elizabeth Alexander, President of The Andrew W. Mellon Foundation.

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SPHINX ORGANIZATION GRANTS 2020/2021

<table>
<thead>
<tr>
<th>Grant Type</th>
<th>Grants</th>
<th>Total</th>
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<td>SPHINX TANK (for Arts &amp; Cultural Entrepreneurs)</td>
<td>4</td>
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<tr>
<td>NATIONAL ALLIANCE FOR AUDITION SUPPORT</td>
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<td>SPHINX MPPOWER &amp; ARTIST RELIEF</td>
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<td>SPHINX MEDALS OF EXCELLENCE</td>
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<td>SPHINX VENTURE FUND</td>
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<td><strong>ANNUAL GRANT TOTAL</strong></td>
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<td>$652,138</td>
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<td><strong>TOTAL GRANTS IN THE PAST 5 YEARS</strong></td>
<td>540+</td>
<td>$2,600,000</td>
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2021 Sphinx Venture Fund

More than 150 organizations, 2,000 students, 5,000 audience members, and hundreds of millions of music listeners will be impacted by these Sphinx-funded ventures.

Scoring for Equity in Opera
The Black Opera Alliance (BOA) creates an accountability framework for the opera field as it moves towards truer equity, inclusion, and racial justice.

The Institute for Composer Diversity Database Expansion and Community Impact Initiative
The Institute for Composer Diversity Database Expansion and Community Impact Initiative is a project that will work to create a more diverse and inclusive musical landscape.

Celebrate Diversity in String Music: A Graded Anthology of Works for Solo and Ensemble by Black and Latinx Composers
The University of Tennessee School of Music seeks to address the significant disparities of representation in the pedagogical repertoire of Western Classical Music by creating and distributing graded anthologies of string repertoire for solo and ensemble settings.

Rising Sun Recordings
Curated by renowned pianist and producer Lara Downes in collaboration with a roster of leading American artists, Rising Sun Recordings will release more than 200 years of never-before-recorded music by Black composers.
FINANCIAL HEALTH & SUSTAINABILITY

**2020 Income**
$6,317,306

**2020 Expenses**
$4,039,135

**TOTAL NET ASSETS:** $13,782,710

**TOTAL NET ASSETS & LIABILITIES:** $14,092,106

INVESTMENT & PARTNERSHIPS

SUPPORTING SPHINX’S FUTURE

$7.05M secured in multi-year grants to fund Sphinx programming through 2028

STAFF & BOARDS

Sphinx Organization Staff

- **President & Artistic Director** ................................................. Afa S. Dworkin
- **Chief of Artist Engagement** ............................................ Andre Dowell
- **Senior Director of Leadership** ......................................... Anupag Vemman
- **Director of Education** ..................................................... Ana Abrantes
- **Director of Design & Administration** ................................. Ileri Brutos
- **Director of Patron Relations** .............................................. Elizabeth Lanni
- **Manager of Community & Patron Engagement** ................. Gabriela Abalado
- **Senior Director of Institutional Partnerships** ....................... Stephanie Strasburg
- **Director of Corporate Partnerships** ................................. Lauren McNeary
- **Program Manager** ............................................................ Bill Neti
- **Manager of Leadership Programs** .................................... Britton Riley

Program Faculty & Staff

**2020-2021 OVERTURE**

**Detroit Faculty:**
- Ashley Nelson
- Leslie DeShazor
- Maria Fua Buco
- Romona Merritt
- Yuri Pogorevets

**Flint Faculty:**
- Amelia Taylor
- Catalina Barrosa Gerardino
- Chase Ward
- Erm Zucchiarias
- Kristina Zlatareva
- Natalie Frailes

**2020 SPHINX PERFORMANCE ACADEMY**

- **Curtis Institute of Music Faculty**
  - Karla Donehew Perez
  - Sami Merdlinan
  - Melissa White
  - Robyn Quinnet
  - Ilmar Gavilan
  - Paul Laraia
  - Eliesha Nelson
  - Milena Pajaro-van de Stadt
  - Karlos Rodriguez
  - Mary Ann Ramos

- **Juilliard Faculty**
  - Sudiman Tekkal
  - Sami Merdlinan
  - Dana Kelley
  - Thomas Mea
  - Patricia Weitzel
  - Aaron Olgin
  - Michelle Cann, collaborative piano
  - Kelly Lm, collaborative piano

- **Cleveland Institute of Music Faculty**
  - Karla Donehew Perez
  - Joannina Nypress
  - Kyle Lombard
  - Robyn Quinnet
  - Paul Laraia
  - Jennifer Arnold
  - Karlos Rodriguez
  - Mary Ann Ramos

**Staff:**
- Mastela Lemus, Program Manager
- Linton Robinson, Community Advisor
- Rucee Lemus, Community Advisor

Officers of the Board of Directors

- **Terry Woolfold, Chair**
- **Diane Bolen, Vice Chair**
- **Deidre Lambert-Bounds, Treasurer**
- **Anthony Glorie, Secretary**

Chairman Emeritus

William H. Carson, M.D.

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- Vistan Pickard
- Victoria Robey OBE
- Shae Wilson

Strategic Advisor

Andrea Hoffman

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- Juanita Jackson
- Polly Kahan
- Christopher Kendall
- Margaret M. Lisa
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- Lolita Mayadas
- Charlene J. Mitchell
- Jennifer Mitchell Ford
- Lester Montz
- Daniel Roumain
- Aimee Parsons
- Willis Patterson
- David Rudolph
- Sebastian Ruth
- Cassandra Sivendfield Lyster
- George Taylor
- George Trucale
- Albert Webster
- Damian Woetzel

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- David Finckel
- Nikhil Giovannini
- Yiu Han
- Jia Kauffman
- Ani Kavafian
- Nigel Kennedy
- Jamie Laredo
- Tania Leon
- Yo-Yo E. Ma
- Mark O'Connor
- Christopher O'Reilly
- Itzhak Perlman
- Toby Perlman
- Awadagin Pratt
- Bright Sheng
- Leonard Slatkin
- Nadja Salerno-Sonnenberg
- Arnold Steinhardt
- Michael Tilson Thomas
- Jeffrey Zeigler

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THANK YOU TO OUR SUPPORTERS, PARTNERS & COLLABORATORS

Fiscal Year 2020
January 1, 2020 – December 31, 2020

$10,000 - $14,999
The Aronson Family Foundation
Mary Beth Halpin
Melton-Rankin Family
Melton-Rankin Family
Nadja M. Murray
Victoria Relybo DRE

$5,000 - $9,999
Katherine Batch
Deblina & William Buns
The Boucher Family Foundation
Robert F. Smith

$2,500 - $4,999
Anonymous
Cynthia Bowman
David J. Brown, MD
Cherish Chiu, in honor of Robert F. Smith
Martin Davis & Michael S. O'Neal
Alex S. & Anna F. Deutch
Mike Fears & Tom Lockhart, Brainsome LLC
David & Debbie Foster
Sandra L. Gibson & Associates, in memory of Thelma Gibson
Howard & Wendy Hertz

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Dr. Melissa Karr
Ignite Social Media
Robert Lynch
Denise Knowles
Robert Naeger
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Take Five
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