

Return of Organization Exempt From Income Tax

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public Inspection

A For the **2022** calendar year, or tax year beginning **JULY 01**, 2022, and ending **JUNE 30**, 2023

B Check if applicable:

<input type="checkbox"/> Address change	C Name of organization MUSIC TO LIFE INC Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite PO BOX 409 City or town, state or province, country, and ZIP or foreign postal code WILDER VT 05088	D Employer identification number 82-0938729
<input type="checkbox"/> Name change		E Telephone number 802-683-9212
<input type="checkbox"/> Initial return		G Gross receipts \$ 136,594
<input type="checkbox"/> Final return/terminated		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Amended return		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No

F Name and address of principal officer:
SEE ATTACHMENT #1

H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c)() (insert no.) 4947(a)(1) or 527

J Website: **N/A**

K Form of organization: Corporation Trust Association Other **L** Year of formation: **2018** **M** State of legal domicile: **VT**

Part I Summary			
1 Briefly describe the organization's mission or most significant activities: MUSIC TO LIFE CONNECTS SOCIALLY CONSCIOUS MUSICIANS WITH THE MENTORS, RESOURCES, AND TRAINING NEEDED TO REALIZE THEIR BOLD VISIONS FOR COMMUNITY CHANGE.			
2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
Activities & Governance	3 Number of voting members of the governing body (Part VI, line 1a)	3	18
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	16
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	3
	6 Total number of volunteers (estimate if necessary)	6	
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	
	b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0
	Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year
9 Program service revenue (Part VIII, line 2g)		303,872	116,212
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		125	2,460
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		7,400	17,922
12 Total revenue -- add lines 8 through 11 (must equal Part VIII, column (A), line 12)		311,397	136,594
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		6,438
	14 Benefits paid to or for members (Part IX, column (A), line 4)		
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	54,187	154,625
	16a Professional fundraising fees (Part IX, column (A), line 11e)		
	b Total fundraising expenses (Part IX, column (D), line 25)	13,298	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	60,355	50,965
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	114,542	212,028	
19 Revenue less expenses. Subtract line 18 from line 12	196,855	-75,434	
Net Assets or Fund Balances		Beginning of Current Year	End of Year
	20 Total assets (Part X, line 16)	216,555	146,629
	21 Total liabilities (Part X, line 26)	170	5,934
22 Net assets or fund balances. Subtract line 21 from line 20	216,385	140,695	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer ELIZABETH SUNDE	Date EXECUTIVE DIRECTOR
	Type or print name and title	

Paid Preparer Use Only	Print/Type preparer's name RUSSELL NORTH	Preparer's signature RUSSELL NORTH	Date 06-14-2024	Check <input type="checkbox"/> if self-employed	PTIN P00005889
	Firm's name NORTH BUSINESS SERVICE DBA HR BLOCK			Firm's EIN 263202321	
	Firm's address 61 DEPOT ST UNIT 6 WILDER VT 05088			Phone no. (802) 295-9093	

May the IRS discuss this return with the preparer shown above? See instructions Yes No

For Paperwork Reduction Act Notice, see the separate instructions. Form **990** (2022)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III []

1 Briefly describe the organization's mission:

CONNECTING SOCIALLY CONSCIOUS MUSICIANS WITH MENTORS, RESOURCES AND TRAINING NEEDED TO REALIZE THEIR BOLD VISIONS FOR COMMUNITY CHANGE

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 105,734 including grants of \$) (Revenue \$) SEE ATTACHMENT #2

4b (Code:) (Expenses \$ 32,534 including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ 24,400 including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 162,668

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements for various schedules (A through H).

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 22-38 covering various IRS requirements.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V []

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 1a-1c regarding Form 1096 and gaming winnings.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)			Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a		
				3
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b		N/A
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		N/A
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		N/A
7	Organizations that may receive deductible contributions under section 170(c).			
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		N/A
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		X
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		X
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		X
9	Sponsoring organizations maintaining donor advised funds.			
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		X
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		X
10	Section 501(c)(7) organizations. Enter:			
a	Initiation fees and capital contributions included on Part VIII, line 12	10a		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11	Section 501(c)(12) organizations. Enter:			
a	Gross income from members or shareholders	11a		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		X
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		0
13	Section 501(c)(29) qualified nonprofit health insurance issuers.			
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a		X
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c	Enter the amount of reserves on hand	13c		
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b		N/A
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953? If "Yes," complete Form 6069.	17		X

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (18), 1b (16), 2, 3, 4, 5, 6, 7a, 7b, 8, 8a, 8b, 9.

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include 10a, 10b, 11a, 11b, 12a, 12b, 12c, 13, 14, 15, 15a, 15b, 16a, 16b.

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed NONE
18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c) (3)s only) available for public inspection.
19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
20 State the name, address, and telephone number of the person who possesses the organization's books and records

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ELIZBETH STOOKEY SUNDE	30.00	X		X	X			34,618	0	0
(2) EXECUTIVE DIRECTOR DAVID ALTSCHUL	4.00	X		X				0	0	0
(3) CHAIR JEFF BIRDSONG	1.00	X						0	0	0
(4) BOARD MEMBER NANCY BUFFINGTON	1.00	X						0	0	0
(5) BOARD MEMBER ANDREW CASILLAS	1.00	X						0	0	0
(6) BOARD MEMBER BELINDA CHIU	1.00	X						0	0	0
(7) BOARD MEMBER RICHARD CHOI	1.00	X						0	0	0
(8) BOARD MEMBER KAREN HUDSON	1.00	X						0	0	0
(9) BOARD MEMBER KAMICA KING	1.00	X						0	0	0
(10) BOARD MEMBER DEANA MCCLLOUD	1.00	X						0	0	0
(11) BOARD MEMBER AMANDA PASCALI	1.00	X						0	0	0
(12) BOARD MEMBER EDWARD SAWICKI	1.00	X						0	0	0
(13) BOARD MEMBER RUTH SCHEER	1.00	X						0	0	0
(14) BOARD MEMBER LAURA SHEN HEJTMAN	1.00	X						0	0	0

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15) BOARD MEMBER PERI SMILOW	1.00	X						0	0	0
(16) BOARD MEMBER NOEL PAUL STOOKEY	2.00	X						0	0	0
(17) BOARD MEMBER ADRIANNE WADDELL	1.00	X						0	0	0
(18) BOARD MEMBER										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
1b Subtotal								34,618		
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								34,618		

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants, and Other Similar Amounts	1a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, & similar amounts not included above	1f 116,212					
	g Noncash contributions included in lines 1a-1f.	1g \$					
	h Total. Add lines 1a-1f		116,212				
Program Service Revenue	2a Business Code						
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		2,460			2,460	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	(ii) Personal				
		6a					
		b Less: rental expenses	6b				
	c Rental income or (loss)	6c					
	d Net rental income or (loss)						
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		7a					
		b Less: cost or other basis and sales expenses	7b				
	c Gain or (loss)	7c					
	d Net gain or (loss)						
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18	8a					
	b Less: direct expenses	8b					
c Net income or (loss) from fundraising events							
9a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	10a 1,362						
b Less: cost of goods sold	10b						
c Net income or (loss) from sales of inventory		1,362	1,362				
Miscellaneous Revenue	11a PARTNERSHIP REVENUE						
	b		711300	16,560	16,560		
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			16,560			
12 Total revenue. See instructions			136,594	17,922		2,460	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.		(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	6,438	6,438		
2	Grants and other assistance to domestic individuals. See Part IV, line 22				
3	Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	34,618	27,694	6,924	
6	Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7	Other salaries and wages	116,751	82,313	22,610	11,828
8	Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9	Other employee benefits				
10	Payroll taxes	3,256	2,605	651	
11	Fees for services (nonemployees):				
a	Management				
b	Legal				
c	Accounting	5,449	4,359	1,090	
d	Lobbying				
e	Professional fundraising services. See Part IV, line 17				
f	Investment management fees				
g	Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	225		225	
12	Advertising and promotion	200	200		
13	Office expenses	7,656	3,828	3,063	766
14	Information technology	5,415	3,790	920	704
15	Royalties				
16	Occupancy				
17	Travel	11,858	11,858		
18	Payments of travel or entertainment expenses for any federal, state, or local public officials				
19	Conferences, conventions, and meetings	30	30		
20	Interest				
21	Payments to affiliates				
22	Depreciation, depletion, and amortization				
23	Insurance	582		582	
24	Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a	COMMUNICATIONS	19,550	19,550		
b					
c					
d					
e	All other expenses				
25	Total functional expenses. Add lines 1 through 24e	212,028	162,665	36,065	13,298
26	Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) . . .				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash -- non-interest-bearing	216,555	1	107,205
	2 Savings and temporary cash investments		2	39,424
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		10c
	b Less: accumulated depreciation	10b		
	11 Investments -- publicly traded securities		11	
	12 Investments -- other securities. See Part IV, line 11		12	
	13 Investments -- program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 33)		216,555	16	146,629
Liabilities	17 Accounts payable and accrued expenses	170	17	5,934
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	170	26	5,934
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/>			
	and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	216,385	27	140,695
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/>			
	and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
30 Paid-in or capital surplus, or land, building, or equipment fund		30		
31 Retained earnings, endowment, accumulated income, or other funds		31		
32 Total net assets or fund balances	216,385	32	140,695	
33 Total liabilities and net assets/fund balances	216,555	33	146,629	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	136,594
2	Total expenses (must equal Part IX, column (A), line 25)	2	212,028
3	Revenue less expenses. Subtract line 2 from line 1	3	-75,434
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	216,385
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	-256
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	140,695

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? N/A. If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits N/A.		

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support
Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization

MUSIC TO LIFE INC

Employer identification number

82-0938729

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33¹/₃ % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33¹/₃ % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).**
Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule A (Form 990) 2022

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.

If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")		54,458	77,751	103,871	116,112	352,192
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5.		54,458	77,751	103,871	116,112	352,192
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year		1,852	9,110	17,914		28,876
c Add lines 7a and 7b		1,852	9,110	17,914		28,876
8 Public support. (Subtract line 7c from line 6.)						323,316

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6		54,458	77,751	103,871	116,112	352,192
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)		54,458	77,751	103,871	116,112	352,192

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests -- 2022. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests -- 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Name of the organization

MUSIC TO LIFE INC

Employer identification number

82-0938729

PART III, LINE 4A - THE NATIONAL CHANGE MAKER ACCELERATOR (MCA) IS THE FIRST INCUBATOR OF ITS KIND TO HELP MUSICIANS DEVELOP SUSTAINABLE, MUSIC DRIVEN PROGRAMS FOR COMMUNITIES FACING PERSISTENT ECONOMIC, ENVIROMENTAL AND RACIAL INJUSTICIES THROUGH WORKSHOPS AND THE MCA ACADEMY. MORE INFORMATION ABOUT THESE PROGRAMS IS DETAILED ON PAGE 3 OF THE ATTACHED REPORT AND BY REQUEST.

PART III, LINE 4B - PERFORMANCE PLATFORMS INCLUDE ALL INITIATIVES TO HELP PROMOTE MUSICIANS, THEIR TALENT AND THEIR STORIES OF COMMUNITY CHANGE THROUGH PROMOTION OF THEIR EFFORTS AND SUCCESSES. MORE INFORMATION THE SPECIFICS OF THESE PROMOTIONAL PROGRAM ACTIVITES IS AVAILABLE ON PAGE S 2& 3 OF THE ATTACHED REPORT AND UPON REQUEST.

PART III, LINE 4C - NATIONAL NETWORK CONNECTS ARTISTS WITH EACH OTHER, SEASONED MENTORS AND OPPORTUNITIES TO COLLABORATE AND LEARN. MORE INFORMATION ABOUT THESE EFFORTS IS AVAILABLE ON PAGE 3 AND UPON REQUEST.

PART VI, LINE 2 - THE ORGANIZATION IS RUN BY A FATHER AND DAUGHTER ALONG WITH OTHER BOARD MEMBERS. A PRIVATE FOUNDATION RUN THE FOUNDERS GAVE A GIFT OF \$5,000

PART VI, LINE 11B - THE 990 IS REVIEWED BY THE EXCUTIVE DIRECTOR AND OPERATIONS MANAGER WITH THE PREPARER

PAGE 1, PART 1 LINE 19 REVENUE LESS EXPENSES - THE EXCESS OF EXPENSES OVER REVENUE OF \$(75,434) WAS ANTICIPATED AND PLANNED AS THE ORGINAIZATION RECIEVED A \$150,000 FROM A FOUNTATION IN FISCAL 21. THAT GRANT WAS RECOGNIZED AS INCOME IN FISCAL 21 TO FUND OPERATIONS OVER THE NEXT FEW YEARS AND HELP THE ORGANIZATION CONTINUE ITS' WORK AND REACH MORE DONORS.

PAGE 1, PART 1 LINE 8 CONTRUBTIONS AND GRANTS - IN FISCAL YEAR 2021, THE ORGANIZATON RECEIVED AN UNSUAL GIFT IN THE AMOUNT OF \$150,000 FROM A FOUNDATION TO SUPPORT OFVER THE NEXT FEW YEARS AS THE ORGANIZATION EXPANDS ITS' DONOR LIST AND DIVERISTYS IT'S SOURCES OF REVENUE.

2022 FORM 990 PRINCIPAL OFFICER NAME AND ADDRESS15

ATTACHMENT 1: FORM 990 PAGE 1, LINE F

OPEN TO PUBLIC INSPECTION For calendar year 2022, or tax period beginning 07-01-2022, and ending 06-30-2023.

Name of Organization MUSIC TO LIFE INC Employer Identification Number 82-0938729

990, Page 1, Line F

Principal officer name ELIZABETH STOOKEY SUNDE

or Business Name:

Street Address PO BOX 408

U.S. Address:

Zip code 05088 City WILDER State VT

Foreign Address

City

Province or State

Country

Postal code

2022 FORM 990 PART III - STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENT

ATTACHMENT 2: FORM 990 PAGE 2, PART III

OPEN TO PUBLIC INSPECTION	For calendar year 2022, or tax period beginning 07-01-2022, and ending	06-30-2023.
Name of Organization MUSIC TO LIFE INC	Employer Identification Number 82-0938729	

Part III - Statement of Program Service Accomplishments

Code:	Expenses: 105,734	including Grants of:	Revenue:
Exempt Purpose Achievements			

SEE SCHEDULE O, PART III, LINE 4A TRAINING THE MUSIC CHANGE ACCELERTOR IS THE FIRST OF ITS KIND TO HELP MUSICIANS DEVELOP SUSTAINABLE, MUSIC DRIVEN PROGRAMS FOR COMMUNITIES FACING PERSISTENT ECONOMIC, ENVIROMENTAL AND RACIAL INJUSTICES. SOME THE SPECIFIC EXAMPLES OF THE SOCIAL ISSUES ADDRESSED BY THE ARTISTS WERE DISMANTLING WHITE SUPREMACY, CREATING SAFE SPACES FOR AT-RISK YOUTH AND ENCOURAGING AN EQUITABLE AGRICULTURE INSUDSTRY. SEE PAGE 2 OF THE ATTACHED REPORT FOR MORE DETAILED INFOMRATION.

2022 FORM 990 PART III - STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENT

ATTACHMENT 2: FORM 990 PAGE 2, PART III

OPEN TO PUBLIC INSPECTION	For calendar year 2022, or tax period beginning 07-01-2022, and ending 06-30-2023.
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Name of Organization MUSIC TO LIFE INC	Employer Identification Number 82-0938729
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Part III - Statement of Program Service Accomplishments

Code:	Expenses: 32,534	including Grants of:	Revenue:
Exempt Purpose Achievements			

990 PART III, LINE 4B PERFORMANCE PLATFORMS INCLUDE ALL INITIATIVES TO HELP PROMOTE MUSICIANS, THEIR TALENT AND THEIR STORIES OF COMMUNITY CHANGE. THESE PERFORMANCE PLATFORMS INCLUDE ARTIST NEWSLETTERS,, ONLINE LEARNING COMMUNITIES AND OUR MCA ACADEMY WORKSHOPS. SEE PAGES 2 & 3 OF THE ATTACHED REPORT FOR MORE DETAILED INFORMATION.,

2022 FORM 990 PART III - STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENT

ATTACHMENT 2: FORM 990 PAGE 2, PART III

OPEN TO PUBLIC INSPECTION	For calendar year 2022, or tax period beginning 07-01-2022, and ending 06-30-2023.
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Name of Organization MUSIC TO LIFE INC	Employer Identification Number 82-0938729
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Part III - Statement of Program Service Accomplishments

Code:	Expenses: 24,400	including Grants of:	Revenue:
Exempt Purpose Achievements			

990, PART III, LINE 4C NATIONAL NETWORK CONNECTS ARTISTS WITH EACH OTHER, SEASONED MENTORS AND OPPORTUNITIES TO COLLABORATE AND LEARN. EXAMPLES OF THESE EFFORTS INCLUDE MELODY UNCHAINED, (A BI-MONTHLY NEWSLETTER), CHANGE MAKER EXCHANGE (AN ONLINE LEARNING COMMUNITY, WORKSHOP REUNIONS AND THE DEVELOPMENT OF A SPEAKERS BUREAU. SEE PAGE 3 FOR MORE INFORMATION.

2022 FORM 990 BOOKS ARE IN CARE OF

ATTACHMENT 3: FORM 990 PAGE 6, PART VI, SECTION C, LINE 20

OPEN TO PUBLIC INSPECTION	For calendar year 2022, or tax period beginning 07-01-2022, and ending 06-30-2023
Name of Organization MUSIC TO LIFE INC	Employer Identification Number 82-0938729

Part VI - Line 20

Individual Name ELIZABETH STOOKEY SUNDE
 or
 Business Name:

Street Address PO BOX 409

U.S. Address:

Zip code 05088 City WILDER State VT

Foreign Address

City

Province or State

Country

Postal code

Phone Number (802) 683-9212

Fax Number

Music to Life
Mellon Interim Report
07/01/2022-06/30/2023

OVERVIEW: Timeline/Benchmarks Achieved

Accelerator Expansion:

- Recruited 67 new artists and diversified the Juried Artist Network (details below)
- Delivered and assessed 1 MCA Academy and 2 MCA Workshops
- Expanded artist support services, performance opportunities and publicity
- Increased program visibility and national presence through partnership cultivation, speaking engagements and strategic digital media

Staff Capacity:

- Expanded core staff to 3 Full Time Employees: Executive Director, Director of Programs and Operations Manager (with funding approved to hire a Development Director)
- Established an Artist Liaison position and increased the hours of contracted Communications/Social Media Manager
- Expanded internship program

Systems Capacity:

- Implemented new digital systems (Google Workspace/Classroom, Square) and restructured/expanded Board to maximize efficiency of time and resources

DETAILED REPORT: GOAL 1

Engage a highly **diverse cohort of activist musicians** (racially, generationally, economically, geographically, and at a variety of career stages) and facilitate their success as community-based, social change entrepreneurs through **training, mentorship, showcasing, and networking.**

ENGAGE DIVERSE COHORT OF ACTIVIST MUSICIANS

Artist Recruitment: 67 new artists; increase in states represented from 23 to 33; Looking ahead, the Artist Liaison will focus on identifying musicians currently underrepresented on our roster: genres (classical, reggae), communities (rural) and abilities (differently-abled).

Juried Artist Info Sessions: Quarterly, virtual informational sessions open to all potential Juried Artists

Juried Artist Roster at a Glance (as of July 2023): 50% people of color, 50% women/non-binary, Ages 18-91, 37 musical genres (Hip-Hop, Folk, Pop, Country, Rock,

Indie+), Issues include: Indigenous Rights, Climate Change, Food Justice, Civil & Human Rights, LGBTQIA Rights, Racial Justice and more.

FACILITATE ARTIST SUCCESS THROUGH TRAINING

One (1) MCA Academy (note: name changed from Activist Musician Accelerator to Musician Changemaker Accelerator or MCA)

- Feb 2023 - Oct 2023, Delivered virtually using Zoom and Google Classroom
- Curriculum: Artist development, Concept Development, Securing Partnerships
- 8 weeks of instruction followed by 6 months of individual coaching
- 10 Artists (see cohort profiles)
- Demographics:
 - Geography: Southwest (TX, OK), West (CA, CO), Southeast (KN, NC, VA), Northeast (ME), Canada (Ontario)
 - Race: 20% Multiracial, 20% White, 20% Latinx, 30% Black, 10% Native American
 - Gender: 40% Men, 50% Women, 10% Non-binary
- Social Issue Areas: Dismantling white supremacy, encouraging an equitable agriculture industry, creating safe spaces for at-risk youth, accessible access to music education, revitalization of the Muscogee Cherokee languages, encouraging tangible action around environmental justice
- Some examples of our National Instructors and Coaches: Vreni Michelini Castillo, San Francisco State University; Elaine Grogan Lutrull, Minerva Financial Arts; Jenifer Simon, Honors in Art, Zakiyyah Sutton, Black and Bold Productions

Two (2) MCA Workshops

1. November 2, 2022, Tulsa, Oklahoma
 - Video Recap
 - 11 artist participants - Participant Statistics
 - Lead Community Partner: Red Dirt Relief Fund
 - Community Presenters: Jeremy Charles, Cherokee Writer/Director/Producer, Bianca Caampued & Chris Davis, Founders of Tulsa Creative Engine; Branjae Jackson, Activist Artist
2. June 20, 2023, Boise, Idaho
 - Video Recap
 - 13 artists- Participant Statistics

- Lead Community Partner: [Boise Hive](#)
- Additional Partners: [Global Lounge](#), [Treefort Music Fest](#), [Music in Common \(Black Legacy Project\)](#)
- Community Presenters: [Leta Harris Neustaedter](#), Arts Educator, Musician and Social Worker; [Tiam Rastegar](#), CEO & Executive Director at Trailhead Boise; [Laura Kendall](#), Exec. Dir. at Morrison Center for the Performing Arts

Assessment Tools Developed

- To thoroughly assess our MCA, we've developed surveys and internal processes to monitor, track and incorporate feedback from artists, instructors, community partners and community presenters. After the 8 weeks of Academy instruction, we provide 6 months of coaching/mentoring to serve as assessments for individual artist progress. Our Artist Liaison maintains relationships with artists to identify needs and Changemaker Exchange topics and additional services. After our Workshop, surveys for artist participants, community partners and community presenters go out directly following the session, as well as a 6-month post-training survey on project progress and periodic check-ins with community partners to share knowledge and gain insight into how/if the training has shaped their operational structure.

FACILITATE ARTIST SUCCESS THROUGH MENTORSHIP, SHOWCASING, NETWORKING

Melody Unchained: Bi-monthly Juried Artist Newsletter (375+ Subscribers) with tools, opportunities and resources (sample: [July Newsletter](#))

Changemaker Exchange: Bi-monthly online learning community of Juried Artists and national thought leaders. Topic areas (ex): Branding with Integrity: How to Amplify Your Work through Effective Partnerships; Grants & Resource Development.

MCA Workshop Reunions: Tri-annual virtual gatherings open to all previous MCA Workshop participants from around the country, creating space for peer-to-peer dialogue, cross-pollination, inspiration & leadership development. Strengthens our National Network.

Brave Troubadours: Live-streamed concert and educational series showcasing front line social change artists from the regions in which we deliver our MCA programs. [Boise: Making Music, Making Change](#), June 7, 2023. Hundreds of views across platforms (Youtube, Facebook, Twitch)

Speakers Bureau: (in development) Created by popular demand from Juried Artists

to connect them with potential clients and paid opportunities across industries and to create an earned income stream for Music to Life (we charge 10% on top of the artists' fee to cover administrative costs). We have already secured contracts valued at \$25K.

HOPE RISES II: National social justice songwriting competition/compilation album, released Nov 2022. 16 cross-genre artists/tracks were selected by industry panelists from 225 submissions across the country. Album has 550+ unique online listeners and 200+ albums distributed. The virtual release party has garnered 650+ views across platforms.

Juried Artist Features: Posted over 15 individual artist features across social media platforms (beginning in Jan 2023) with links to further support their work, providing new audiences for artists. Each bi-monthly *Melody Unchained* Juried Artist Newsletter features a *Juried Artist-in-Action* and 3 recently onboarded Juried Artists with links to their work.

DETAILED REPORT: GOAL 2

Strengthen Mtl's **organizational structure**, prospects for **sustainability**, and **leadership capacity** in the field of arts and social justice.

ORGANIZATIONAL STRUCTURE (AND SYSTEMS)

Establishment of Artist Liaison Role: Allows for systemization and consistency by building artist recruitment & relationship maintenance into the organizational structure as the primary responsibility of a single staff member. The Artist Liaison: systemizes the management of the Juried Artist (JA) Network, communicates the function of JA Network to current/potential Juried Artists, gathers artist resources/opportunities for bi-monthly newsletter and develops new mentorship, networking and paid engagement opportunities (ex: Changemaker Exchange, Speakers Bureau)

Expansion of Operations Manager Role: Increased from part-time position to full-time salaried position. By spearheading the daily operations, other team members can focus on their primary functions, improving overall organizational efficiency.

Board Restructuring: Transitioning from a "start-up" working board to a governing board. Based on team presentations, board created plan for restructuring/streamlining committees to better support staff and maximize potential of board as strategic advisors

Implemented Efficient Systems for a Virtual Office:

Migrated existing system into our first online workspace/integrated office using Google Workspace

- Allows for quicker communication and collaboration through instant chat features, cloud-based document sharing and integrated video conference calls

Created a Google Classroom for MCA Academy

- Allows us to easily manage, track and virtually engage students, instructors and coaches in the learning process
- Provides a virtual communal space for participating artists to share ideas

SUSTAINABILITY

National Movement Building: Identified and cultivated relationships with national partners for future collaborative delivery of MCA model on a larger scale. Examples: Black LP, Levitt Foundation, Builder's Vision, National Academy of Recording Arts and Sciences (Grammy Chapters), Music Cities, Folk Alliance International, Imagine Solutions, AmericanaFest

Expansion/Re-Conceiving of Director of Programs Role: Established Director of Programs as a full-time salaried position, shifted focus from developing partnerships to managing and implementing all aspects of MCA trainings. This allows for systemizing of program delivery, making each MCA training less time/labor intensive, enabling Executive Director to shift focus towards high-level organizational strategy and sustainability efforts (i.e. building partnerships with national organizations)

Funding Approved to Hire a Development Director: Funding approved by 6/30/23. Contracted, PT Development Director has been filled by Camryn Wells who is diving into orientation. Camryn will create the organization's first resource development plan and bring a strategic lens to cultivating major donors and high level partners, bringing visibility and unrestricted funds to the organization. She will also help develop an annual event, starting in November 2023.

Expanded Internship Program: Engaged three college students as summer interns (see bios and focal areas here). Each intern worked closely with a member of staff around a range of critical need areas including: evaluation, social media and research. In addition to the work of the organization, interns developed their own learning goals and were included in team meetings and board committees where appropriate. Evaluations were administered and will be used to help strengthen the program in future years.

LEADERSHIP CAPACITY (AND VISIBILITY)

National Speaking Engagements: Showcased MCA model and operating philosophy in music/social justice based organizations and conferences, raising awareness for musicians as tools for social change and Music to Life as a thought leader in the field of social justice in the creative economy. Some examples:

- Music Cities Convention, *Tulsa, OK, November 3, 2022*: Panel moderator
- Braver Angels, *Online, June 3, 2023*: Workshop for artists on "Accessing the Social Change Marketplace for Musicians"
- Folk Alliance International, *Kansas City, MO, February 2, 2023*: Presentation on "Accessing the Social Change Marketplace for Musicians"
- Bookstock Festival of Words, *Woodstock, VT, June 24, 2023*: Hosted an interview and song share with KeruBo, an Afro-Jazz singer/songwriter and pilot MCA graduate
- Dartmouth College, *Hanover, NH, February 22, 2023*: Presented an abbreviated model of the MCA workshop to students studying to become leaders of arts organizations or interested in advocating on behalf of the arts in their professions

Increased Public Visibility via Digital Platforms:

Facebook: 241 new followers (+35.4%) and page visits increased by 70%

Instagram: 128 new followers (+48.5%) and profile visits increased by 48%

Mailing list: 858 new contacts (+39.7%) with a 56% open rate

Board Development: Expanded to 17 active board members (50% BIPOC and women) including 2 MCA graduates; also received another two MBA students from Dartmouth's Tuck School of Business who will join us in the fall 2023. Facilitated the Mellon Advisory Board to help build positive partnerships with stakeholder, act as a sounding board for best practices around artist/community engagement, help the organization integrate DEI practices into all levels of our work and build toward our next full MCA evaluation.

Clarity of Mission-Driven Communication: Created content that clearly explains our work to a variety of stakeholders (artists, funders, community organizations, etc) to foster informed interest. Expansion of Communications Manager role allows for more consistent language and more engaging front-facing materials.

Ex: Effects of MCA Workshop on Artists/Communities, How Community Stakeholders can Engage Musician Changemakers, Resources for Musician Changemakers