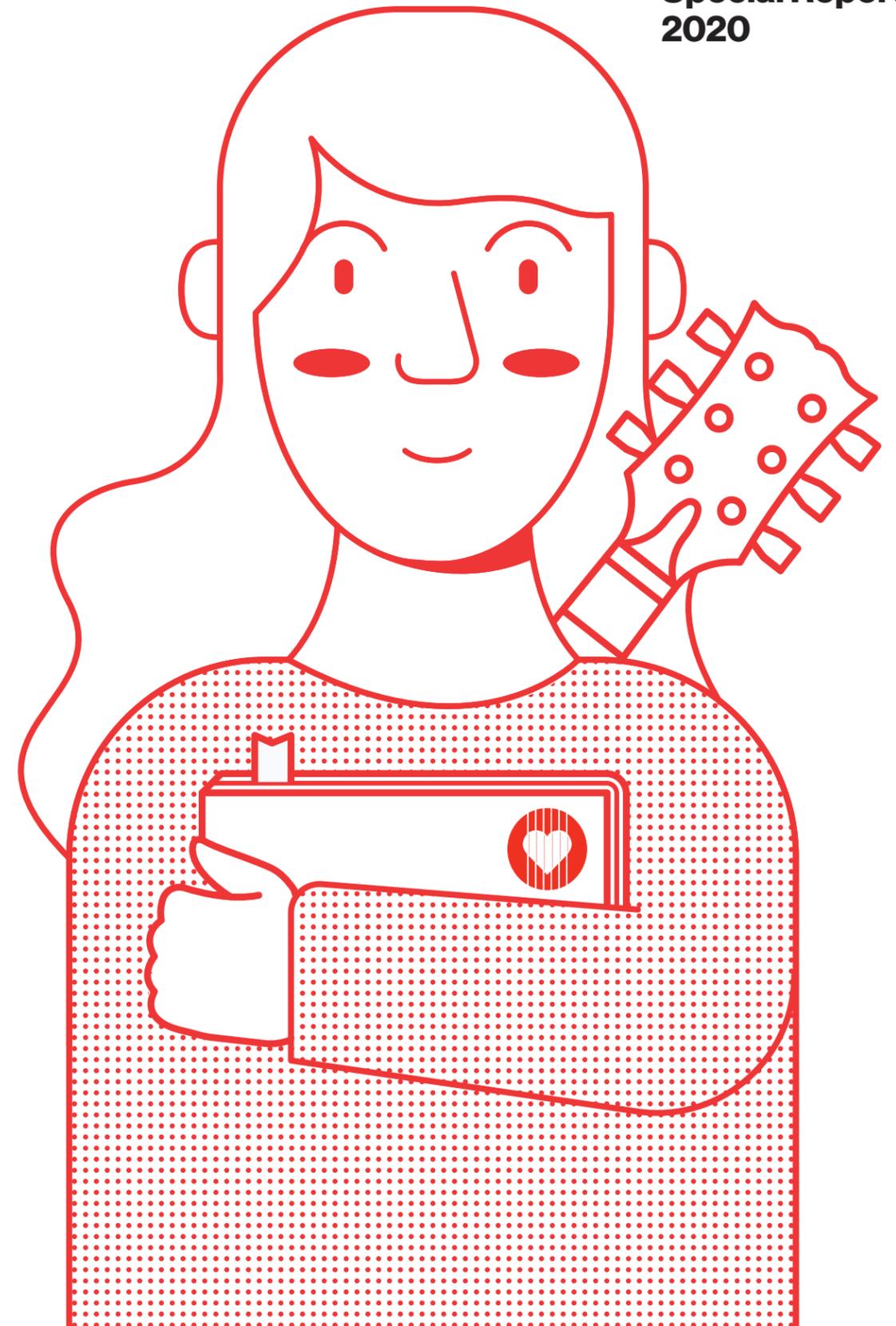


**D'Addario
Foundation**
Special Report
2020



D'Addario Foundation

daddariofoundation.org • foundation@daddario.com

631.439.3255 • brooklyn • new york



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Letter from the Director

Resilience

In the midst of a dangerous time for the world, our energy has been focused on navigating this great pivot in 2020; ensuring safety, trying to identify opportunities and addressing alternative ways to serve our constituency.

Most children in the U.S. are participating in some form of online learning. In this environment, what has bubbled to the surface for educators and parents is how effective music instruction is in this medium. It's interactive nature is three dimensional, actively engaging students in an otherwise one dimensional space. Now more than ever we see the positive benefits of music as a form of exercise for the brain and fuel for the spirit.

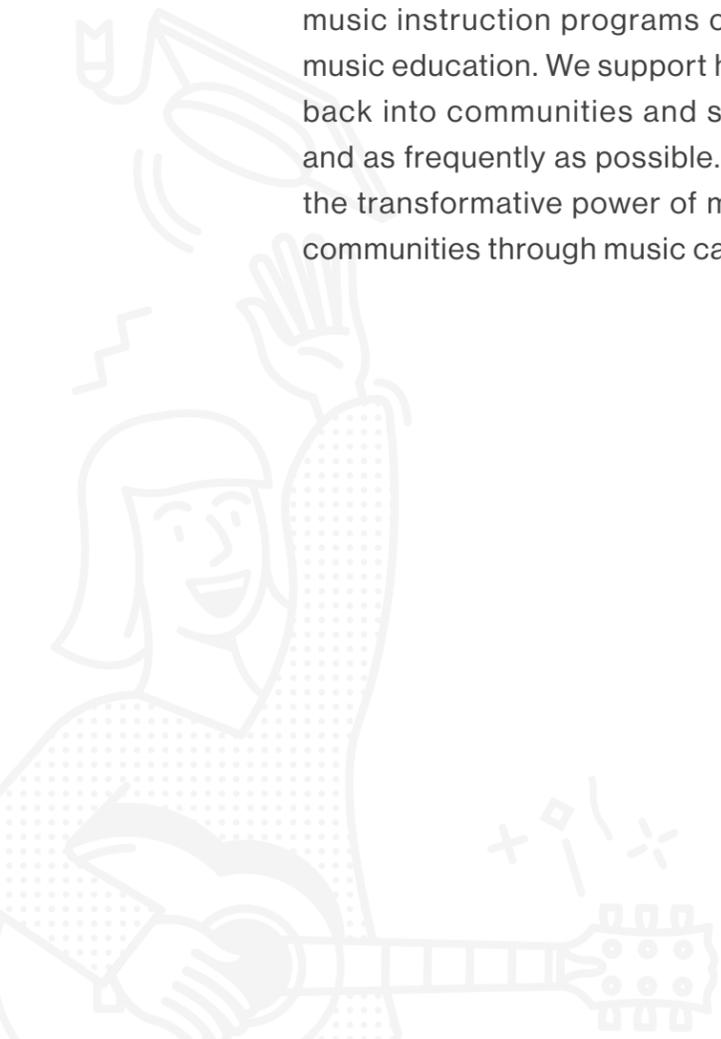
Rather than deliver an annual report for the previous year of which feels disconnected from the life we are currently living, we thought it more important to report to our advisors and supporters what we are doing right now to ensure as many children as possible have access to the benefits of music as part of their education.

Resilience, positivity, and dedication endures. We are pleased to share stories of this with you. Thank you for your unwavering support of our efforts and for recognizing (because many of you with children have seen it with your own eyes) the value of music in children's lives.

Suzanne D'Addario Brouder
D'Addario Foundation Director

Our Mission

The D'Addario Foundation is a unique non-profit grant-making organization providing monetary and product support to high-quality music instruction programs on the front line to improve access to music education. We support hundreds of programs that bring music back into communities and schools and get kids playing as early and as frequently as possible. The D'Addario Foundation believes in the transformative power of music and that mentoring and building communities through music can positively affect social change.





Why Music Education?

Music education has a trifecta of impacts; academic, social/emotional and communal.

Studies and data has shown conclusively that immersive music education programs could be the single, most effective way to engage students, build self-confidence and create community.

Engaging students is incredibly challenging in the current environment. Online learning allows for easy distraction. Active music instruction effectively combats that challenge. Music instruction has a universal ability to apply to children of all ages with adaptable curriculums, simple tools and naturally interactive opportunities.

The infusion of music instruction into everyday learning has the ability to enhance auditory and literary development. And, literacy is a key indicator of economic success.

Music

engagement buffers declines in literacy performance observed in socioeconomically impoverished students

Research

has shown that poverty negatively influences brain function, resulting in less efficient, less consistent, "noisier" sound processing. Music training helps erase this poverty signature

Children

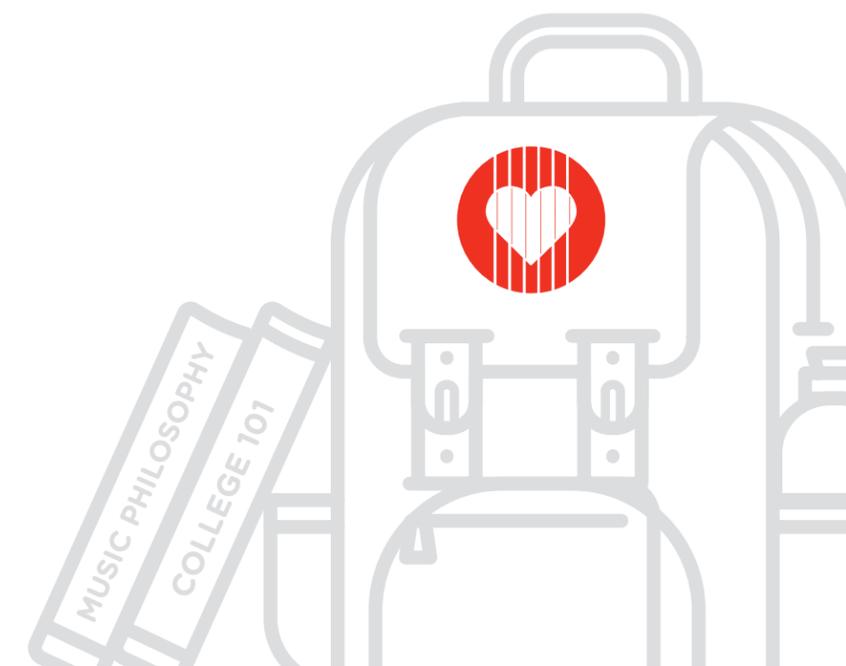
with music training have significantly stronger listening skills including the ability to perceive speech in noisy background, pay attention, and keep sounds in memory





How We Operate

Thanks to D'Addario & Company underwriting all of our operating costs, **100% of every dollar** raised goes directly to support efforts to get kids involved in community music programs, acquire and maintain instruments, provide college scholarships, and support new innovations in music education.



Board of Directors



John D'Addario Jr., Co-Founder and President, has dedicated his life to supporting music education and has held a leadership role in the industry for over 50 years. He represents the eighth generation of D'Addario musical craftsmen, and the third in the US. He has overseen the Foundation as its mission broadened to inspire and advance music appreciation in underserved communities by supporting educational programs. John also helped develop the guitar program at Midori and Friends in New York City that now serves thousands of inner-city children.

Jonathan Turitz is the Chief Marketing Officer for D'Addario & Company, Inc. In his role, Jonathan manages a team of over 50 creative, strategic and digital specialists. Formerly a partner at VSA Partners, one of the country's leading brand and marketing firms, Jonathan began his career as a copywriter, eventually rising to the position of SVP/Creative Director at Leo Burnett, where he managed a host of clients, including Hallmark, McDonald's, Morgan Stanley and P&G. For his work, Jonathan has garnered numerous industry awards including Clio's, Andy's, Effie's, and Cannes Lions.



Josh Lohrius named one of the industry's "Innovator 25" by the Holmes Report in 2014, has served as the developer and keeper of Olson Engage's planning and creative process since the day it opened its doors (as Dig Communications) in 2004. As Olson Engage's Executive Creative Director, Josh provides strategic and creative direction across a client roster that includes blue-chip accounts from marketers such as MillerCoors, Wrigley, Kraft Foods, GoPro and McDonald's. He attributes much of Dig/Olson's success what he considers to be a very Chicago-style approach to marketing: be bold, be authentic, and don't be like anybody else.



Janet D'Addario, a lover of all things music from a very early age, studied piano and taught herself to play guitar in high school. In 1981, she and her husband Jim, and brother-in-law John, founded the D'Addario Foundation and began sponsoring young classical guitarists in a series called "Debuts and Premieres" at Merkin Concert Hall in NYC. Mrs. D'Addario is also the President of the Board of Directors for Providence House, Inc., a non-profit organization that helps support homeless, abused and/or formerly incarcerated women and their children in eleven shelters in Queens, Brooklyn and the Bronx.



Amy D'Addario attended The Tisch School of Arts, Dramatic Writing Program at NYU, where she earned her BA and MFA. She built an impressive career in film and television, working with both major film studios and TV networks, including Disney, Spyglass Entertainment, Paramount and CBS and NBC, as well as independent film companies including Anonymous Content and Indigent Films. In the Fall of 2010, Amy joined D'Addario and Company and spearheaded the rebranding and reinvention of the company's approach to marketing as Director of Brand until 2018.



Doron Ofir is the Television Executive Producer of #RichKids of Beverly Hills (E!), F in Fabulous (BET), and the original casting director of more than 120 reality productions, from American Idol to RuPaul's Drag Race, Millionaire Matchmaker to Jersey Shore. He is one of the first in the world of entertainment to create fully functioning brick-and-mortar talent-integration casting and development companies. Doron Ofir Casting, a division of Popular Productions, Inc., is an independent casting company that is inspired by and directly contributes to the world of pop culture.



Tom Szaky is the Founder and CEO of TerraCycle, a global leader in the collection and repurposing of otherwise non-recyclable post-consumer and post-industrial waste. Across 23 countries, TerraCycle creates national platforms to recycle products and packaging that currently go to landfill or incineration, in collaboration with the world's largest brands, retailers, and cities. Tom and TerraCycle have received over 200 social, environmental and business awards from a range of organizations including the United Nations, World Economic Forum, Forbes Magazine, Ernst & Young, and the Environmental Protection Agency.



Dahlia Ambach Caplin is an Award-winning music executive and celebrated recipient of Billboard's 2019 Women in Music Award. As SVP of A&R at Verve Label Group (which includes legendary label impulse records, Verve Records, Verve Forecast, among others) she has most recently signed Grammy nominated Jon Batiste, Tank and the Bangas, Cynthia Erivo, Brandee Younger, saxophonist Shabaka Hutchings and his groups Sons of Kemet and Shabaka & the Ancestors, the band The Comet Is Coming, among many others. Dahlia also executive produced the 2008 Grammy winning Album of the Year by Herbie Hancock, River: The Joni Letters.



Margaret Martin is a doctor of public health. She is the Founder of Harmony Project, a non-profit organization that engages, challenges and mentors under-resourced children through music 5 to 10 hours per week, year round. Now operating across multiple states, Harmony Project goes straight into low-income high crime neighborhoods, engages children in learning to play increasingly challenging music with one another and builds bands and orchestras with these children in their own neighborhoods after school hours, providing they remain enrolled in school. Dr. Martin speaks frequently throughout the country about how the power of music can be used to enable vulnerable children to close the literacy and achievement gaps and express themselves with dignity, power and grace.

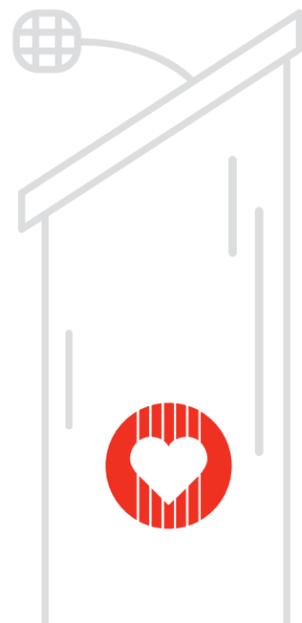
Board of Advisors

Mark Nuccio **Snake Sabo**
Sarah King **Lou Carlozo**



Grant Making

At the D'Addario Foundation, we are not the champions. Our job is to find the champions. We support focused teams deeply trusted by the communities they serve executing immersive and enduring music education and youth development programs. We provide services, resources (instruments and accessories), and development opportunities constantly. We are committed to leveraging our experience as longtime music education advocates in order to extend the impact & sustainability of the programs we support. **The deep and personal partnerships we cultivate with our grantees is what distinguishes us from typical grant-makers.**



1

What We Give

Financial and in-kind product grants annually

2

Where We Give

Programs are supported in US cities with some of the highest poverty rates

3

Duration

Partner programs engage students for as long as possible in their education

4

Graduation Rates

96% of students in our best programs graduate high school in areas where the graduation rate hovers at 50%

5

College Enrollment

Students in our partner programs are applying to college in record numbers

Our Partner Programs

- Fulfil a need in their community
- Are free or affordable
- Provide frequent & robust instrument instruction
- Implement mentorship models
- Have innovative leadership
- Maintain sound budgets

2019–2020 Support

\$972,500 Donated

\$773,250 monetary | \$199,250 product



315
Grantee Partners



Grantees in
41 US States
189 Cities

Students in grantee programs receive on average 6 hours of instrument instruction per week

90% of Foundation grantee programs provide additional guidance in the form of homework help, mentor training, and performance opportunities – all of which are positive youth development strategies.



Estimated
250,000+
Students Served

2020 Outlook

In the Spring of 2020, The D'Addario Foundation's grantees were dramatically impacted by school closures and social distancing due to COVID-19. Some programs operated by independent arts partners functioning as after-school initiatives were able to pivot to online learning fairly quickly while others that are dependent upon their local school systems were left without resources to establish online learning or even reach their students. By the summer months, the great majority of our partners who conduct summer programming were able to do so, albeit remotely.

Financially, small and mid-sized arts organizations were also deeply affected by both loss of earned and donated revenue as well as unexpected increases in expenses to accommodate training and technology needed to shift to online or hybrid learning platforms.

Anticipating the continual safety needs of our students and programs as we headed into the Fall, the D'Addario Foundation adjusted our grant proposal process to accommodate revised applications from non-profits that took into account the completely new learning environment and addressed the current challenges COVID has imposed.

The bottom line is that while there has certainly been an abounding positive response to music curriculum in the virtual learning environment, community music programs are struggling with retaining the number of students they once served. The communal element many of our programs hold as a critical component of their work is missing and that absence will unfortunately result in many consequences. If this limitation persists, it will be difficult for some of these wonderful programs to stay afloat. However, we would like to focus on the positive and inspirational work we have seen thus far in this crisis.



Incredible stories of transition

“Despite these challenges, within two weeks 100% of NPF’s on-campus strings programming as well as programs across 22 schools successfully made the transition to distance learning, impacting a total of 1,350 students. Interestingly, throughout the pandemic our teachers have been instructing students from across the country as well as South Korea and Japan. Not only did NPF instruction transcend geographical barriers, but private instruction was extended an extra month through the end of June at the request of many of our parents. In addition, staff successfully mounted a three-day virtual recital this May, providing our students the opportunity to showcase their progress.”

— The Noel Pointer Foundation



Programs reach more students

“An upside to this virtual format is that it allows us to reach approximately 200 students—nearly triple the number of students who normally participate in Simply Strings each year. We also see this as an opportunity to inspire more students to join our in-person program once we return to normal.”

**— Santa Rosa Symphony Association’s
Simply Strings Program**

In 2020, support was provided to:

Programs able to effectively transition to different learning mediums in order to continue to bring quality instruction to their constituency.

Programs able to cooperate with their local school districts to continue to apply music instruction in online and hybrid models.

Programs that created additional learning opportunities for their students such as camps, master classes, and global exchanges with students around the world.

Programs that went door to door checking in with their students and providing resources such as tuned instruments and technology in order for students to participate.

Programs able to adjust their curriculum from ensemble based to online music theory or other alternatives while also providing individual lessons.

Programs with sound operating budgets making it possible to weather the storm.

Student participation in virtual music instruction was better than expected, and in general, the online learning experience has been well-received. Many of those that were able to conduct virtual lessons reported that students were accelerating through the curriculum, perhaps because they had more time to practice.

Programs connect students with others from all over the globe

“Students hosted several ‘breaking bread’ virtual moments where together they shared culture over traditional Kenyan dishes with international music students from Kenya.”



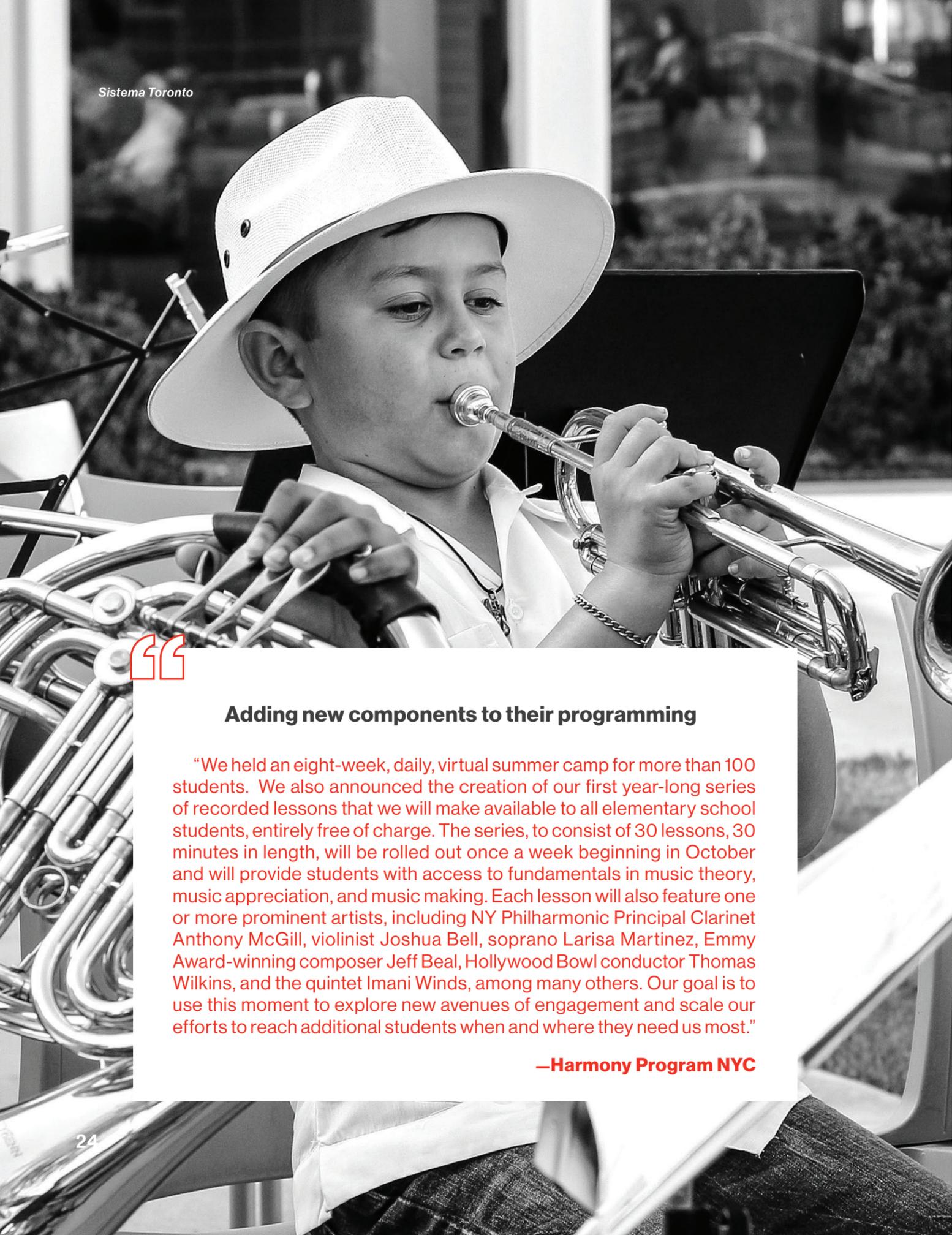
— Chicago Sinfonietta



Programs developing innovative ways to assist the new needs of their community

“Instead of a snack since we are not in-person, we are using our snack budget to provide grocery gift cards to a widely available discount grocery store in Toronto to families so our students can continue to access healthy food. In lieu of community concerts, our students have worked on music videos that have been compiled with each of them singing or playing their instrument and then the music is put together.”

— Sistema Toronto



Adding new components to their programming

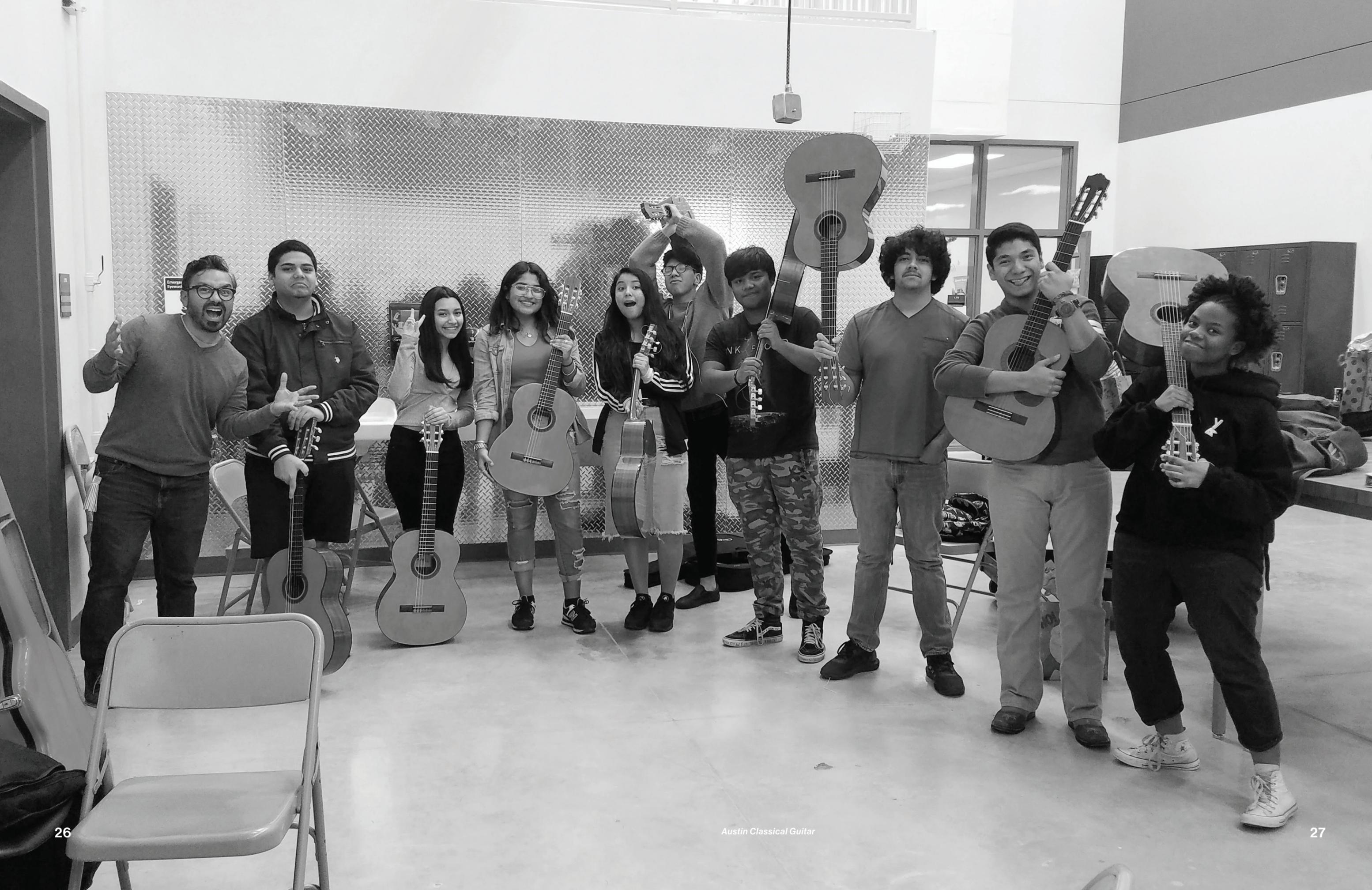
“We held an eight-week, daily, virtual summer camp for more than 100 students. We also announced the creation of our first year-long series of recorded lessons that we will make available to all elementary school students, entirely free of charge. The series, to consist of 30 lessons, 30 minutes in length, will be rolled out once a week beginning in October and will provide students with access to fundamentals in music theory, music appreciation, and music making. Each lesson will also feature one or more prominent artists, including NY Philharmonic Principal Clarinet Anthony McGill, violinist Joshua Bell, soprano Larisa Martinez, Emmy Award-winning composer Jeff Beal, Hollywood Bowl conductor Thomas Wilkins, and the quintet Imani Winds, among many others. Our goal is to use this moment to explore new avenues of engagement and scale our efforts to reach additional students when and where they need us most.”

—Harmony Program NYC

Programs effectively executing in-person learning safely

“The Omaha Conservatory of Music has been able to continue our String Sprouts program with a combination of in-person and virtual lessons. In western Nebraska, we have been able to provide in-person lessons practicing social distancing due to very low Covid infections in that part of the state. In the Omaha metro, we have pivoted to virtual lessons for all students except those classes which occur on our campus. Our in-person classes have been reduced from 15 to 10 students each in order to allow for social distancing. We fully expect to go to all in-person classes before the end of the year and as soon as schools reopen for class.”

—Omaha Conservatory of Music





College Scholarship Program

Thanks to a generous donation from the Rita & Herbert Z. Gold Charitable Trust, in 2019 the D'Addario Foundation established the College Assistance Scholarship Program. This scholarship is awarded to students who have dedicated themselves for many years to their community music programs, and is designed to further nurture their educational development by helping pay for college.

In 2019 and 2020, D'Addario Foundation College Scholarships were awarded to ten students each year who participated in robust instrument instruction programs across the country. These twenty students total – sixteen of them being the first generation in their family to attend college – are supported for four years with a scholarship that helps cover college expenses such as books, transportation, and food.

7 YEARS
AVERAGE PARTICIPATION
IN MUSIC PROGRAMS

11
DIFFERENT INSTRUMENTS
PLAYED

16
FIRST-GENERATION
COLLEGE STUDENTS



Daniel Espinola



2020 Foundation Scholarship Recipients

Amy Chen



Keith Fleming



Stephanie Korley



Keldy Penaranda



Abraham Arteaga



Michael Rodriguez



Flor Retes



Aly Farciert



2019 Foundation Scholarship Recipients

Angelis Lugo • Asia Palmer • Daneyra Mejia • Ethan Chrzanowski • Ivana Avila

**Kyle Tennyson • MaryBeth Perez Castano
Matthew Lewis • Sophia Radford • Tom Cooke**



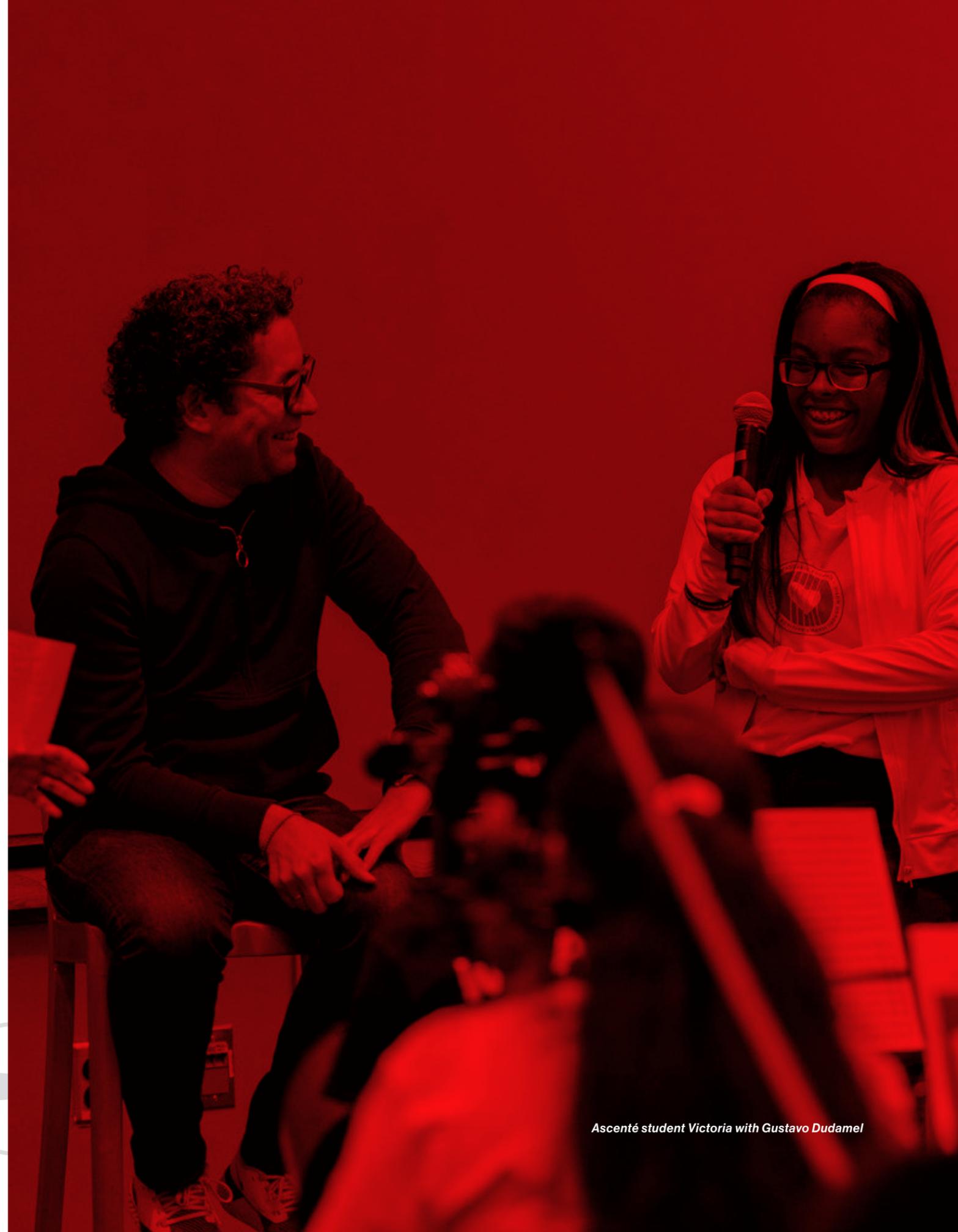
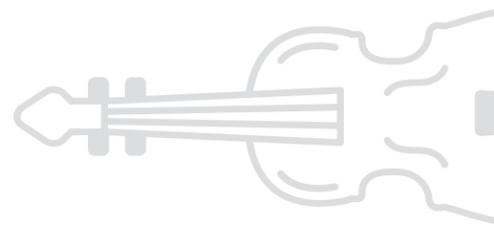


Ascenté Chamber Orchestra

Now in its 7th year of operation, the D’Addario Foundation’s direct service El Sistema-inspired lesson program was established for two reasons: to create a program that supports students in need in our local community, and to acquire a deeper knowledge & empathy for the similar initiatives we support as grant-makers. Running this program not only enriches our ability to identify programs with the greatest potential, but also teaches us more effective ways to support our partners.

One of the most exciting new developments for Ascenté in 2019 is welcoming a new generation of students in grades 1 through 6. This new program named “Prelude Beginner Strings” provides children with their first exposure to stringed instruments & instruction at no cost. Each child is gifted a violin, viola, cello, or bass, and receives high-quality instruction multiple days per week.

In addition to providing free instruments and robust instruction, one of our main objectives for Ascenté is to build a strong, supportive community – a family – where students can grow & learn with one another and their teachers for as many years as possible. One of the ways we build upon this commitment is encouraging our older students to act as peer mentors for the new generation. Along with their own private lessons & rehearsals which total around 4 hours per week, many of the older students act as teaching assistants in the new students’ classes.



Ascenté student Victoria with Gustavo Dudamel



Prelude student, Angela

In early March of 2020, the Ascenté staff quickly shifted to bring lessons & ensemble practice online instead of meeting at the D'Addario facilities in-person, and programming continued virtually throughout the remainder of the academic year. In addition to Ascenté's own 4-week summer camp, students were invited to participate in Metropolitan Youth Orchestra's SummerFest and El Sistema USA's Northeastern Seminario - all of which were conducted online.

Staff:

- Kelly Flynn** - Program Administrator & Educational Director
- Stacy Szabo** - Teacher
- Tommy Wu** - Teacher

4+ Hours
per week of instruction

Grades 1-11

Scholarships
Earned full scholarships to attend Interlochen Summer Camp

Perfect Scores
Received perfect scores at NYSSMA

Leadership
Hold leadership roles at school

Opportunity
Attended 2019 El Sistema Seminario at Princeton with Gustavo Dudamel



Strategic Partnerships

Girls In Music

The D'Addario Foundation's Girls In Music Initiative provides young women with the resources & encouragement they need to study music, as well as the support needed for their personal & professional growth. This initiative not only serves to motivate girls to continue playing, but also nurtures them throughout their educational journeys. Funding for this initiative goes towards scholarships such as the newly established **Women In Guitar Scholarship** from the **Musicians Institute**.

Since 2018, the D'Addario Foundation has partnered with Guitar Center on International Women's Day (March 8th) to raise funding and awareness surrounding the advancement of girls in music. In 2019 and 2020, a combined \$78K+ was raised towards the Girls In Music Initiative with key influencers like **Nita Strauss and David Duchovny** helping garner support on social media.



Musicians Institute Scholarship Winner



The Elevate Necklace. Purchase with Purpose.

Heartstring Jewelry

The D'Addario Foundation, in collaboration with Canadian luxury brand Heartstrings Jewelry, is elevating quality of life through access to music. 100% of the proceeds from each Elevate Necklace goes towards financing community music programs in areas of need.

The Elevate Necklace is a custom creation that transforms retired guitar strings into a stunning, handcrafted sterling silver pendant wrapped with acoustic or electric guitar strings and engraved with the D'Addario Foundation's symbol of community support. The pendant is set against a fine, adjustable sterling silver chain.

Terracycle

In 2016, D'Addario & Company embarked on an innovative venture with Terracycle to encourage the recycling of used instrument strings. That program has grown considerably with over 5.5 million strings recycled to date.

For every 0.25 pounds of recycled instrument strings sent to Terracycle, they donate \$1 to the D'Addario Foundation. Since the Foundation donation option was introduced to the Playback program, more than \$30,000 has been donated to support the development of high-quality music education across the country & beyond.

In 2019 and 2020, **\$6,440** was contributed to the D'Addario Foundation as a result of Terracycle points being redeemed for donations.

Thank you to our instrument donors



Product & Instrument Donation Partnerships

The D'Addario Foundation has the opportunity to offer extra accessories and instruments as a result of D'Addario & Company and our partners generously donating this product to us to then distribute to our network of grantee organizations. Most of our grantees have a continuous need for accessories & instruments for their students and we are dedicated to helping them fulfil those needs beyond our formal monetary and in-kind grant offerings. We are able to do so in a number of ways.

- Donating closeout product from D'Addario & Company that can otherwise not be sold
- Redirecting instrument donations that have been given to the D'Addario Foundation by individual donors or our partners
- Connecting our grantee organizations with contacts at our partner organizations such as: **Hungry for Music, Guitars 4 Gifts, Reverb Gives, and the Guitar Center Music Foundation**

Examples of recent donations

- 4 pallets of woodwind reeds with old packaging from D'Addario Woodwinds facility
- Ascenté violin string beta samples
- Products used as displays at NAMM 2019
- 20 acoustic D'Angelico B-stock guitars
- Violin donations from D'Addario Orchestral clinicians

From Drumhead to Face Shield

In response to the critical need for personal protective equipment, D'Addario and Company embarked on a mission to use its resources to support the global response to the COVID-19 Crisis. Engineers fabricated protective face shields using the clear film from Evans G2 drumheads. A prototype was created in 3 days and FDA approval soon followed. Thousands of face shields were donated to front-line workers first and to D'Addario Foundation programs next.

As of today over 390 face shields have been distributed to community music programs with the expectation that many more shields will be needed as programs transition back to in-person learning.

“

“A huge thank you to our partner, D'Addario Foundation, for these cool face shields! Our students really like them and we will be handing them out to our families & friends around the community. We're always thinking 'safety first' as part of our commitment to make our program a safe & welcoming environment. We feel humbled & very appreciative of this kind gift.”

—Luis Sanchez, Executive Director & Founder, Guitars Antiqua Music Program



Guitar Antiqua Music Program

COVID-19 Aerosol Study

Commissioned by National Federation of State High School Associations and performing arts organizations across the U.S.

The D'Addario Foundation is proud to have joined forces with like-minded performing arts organizations around the country to support the commission of this initiative, which studies the effects of COVID-19 aerosol transmission in performing arts performance settings. This effort is a duplicate study at the University of Boulder and University of Maryland and tests how aerosols can spread from brass and woodwind instruments, the four vocal ranges, theatrical speech, and aerobic breathing. The results of this study will help establish the necessary protocols and modifications to allow people to safely participate in these activities.



“Aerosol generating activities have the potential to transmit COVID as the research shows, but we have very little data on what kinds of generation happen when playing instruments. We will be studying this phenomenon in our aerosol laboratory at the University of Colorado Boulder and with this data, will be able to provide better evidence-based guidance.”

—Dr. Shelly Miller, UC

Study Findings November 2020

- Wind instruments and singing produce aerosol, which vary by instrument as well as intensity. The produced aerosol amount is, on average, similar across all instrument types and singing with the exception of the oboe. Most aerosol is being expelled from the bell of the instruments and from the mouth of the performers.
- At this time, it appears that if players wear surgical style masks with a slit for mouthpiece AND bell covers, aerosol emission is reduced between 60% and 90%.
- Flutes and recorders create a minimal amount of aerosol and it is recommended to play flute with the headjoint between their mouth and mask. Recorder should use the slitted mask used with woodwinds. Both the flute and recorder should use a cloth “mask” at the end of the barrel.
- Bell covers for woodwinds and brass should be made with a multi-layer cover with the center layer being made of MERV-13 filter material, or a 3-layer surgical style mask using a standard such as GB/T32310.
- Plexiglass partitions or barriers between musicians are not recommended due to room HVAC system design limitations. “Dead zones” or areas where aerosol can build-up are a concern of plexiglass partitions are used.
- General procedures - Masks must be worn at all times. Multi-layered bell covers must be used by all wind instruments. CDC guidelines for social distancing of 6x6 feet, with 9x6 for trombone players. Indoors limited to 30 minutes followed by a minimum of one air exchange rate (ACH), preferably 3 ACH, to change the air indoors with outside air. Increase ACH to HVAC maximum, add HEPA Filtration designed for the size of the room. Practice good hygiene by washing hands, using sanitizers, and preventing uncontrolled spit valve release.





Mandy Moore

Back 2 School

On Saturday, November 2nd we went Back 2 School at the Palace Theatre in Los Angeles for an unforgettable benefit event. In partnership with The Bluegrass Situation and Kensington Presents, the D'Addario Foundation hosted a stellar cast of musicians & comedians that took the stage to help raise funds to support bringing music education back to schools & communities in underserved areas.

Artists:

The Watkins Family Hour & Mike Viola - House Band • Mandy Moore • Jim James • John C. Reilly • LP • Langhorne Slim • Garfunkel & Oates • Blake Mills • David Garza

Thank You to our Sponsors:

Guitar Center (Headline Sponsor)

Sweetwater • Terracycle • Popular Productions • D'Angelico
Quinlan & Fabish • Gallagher Insurance



John C. Reilly

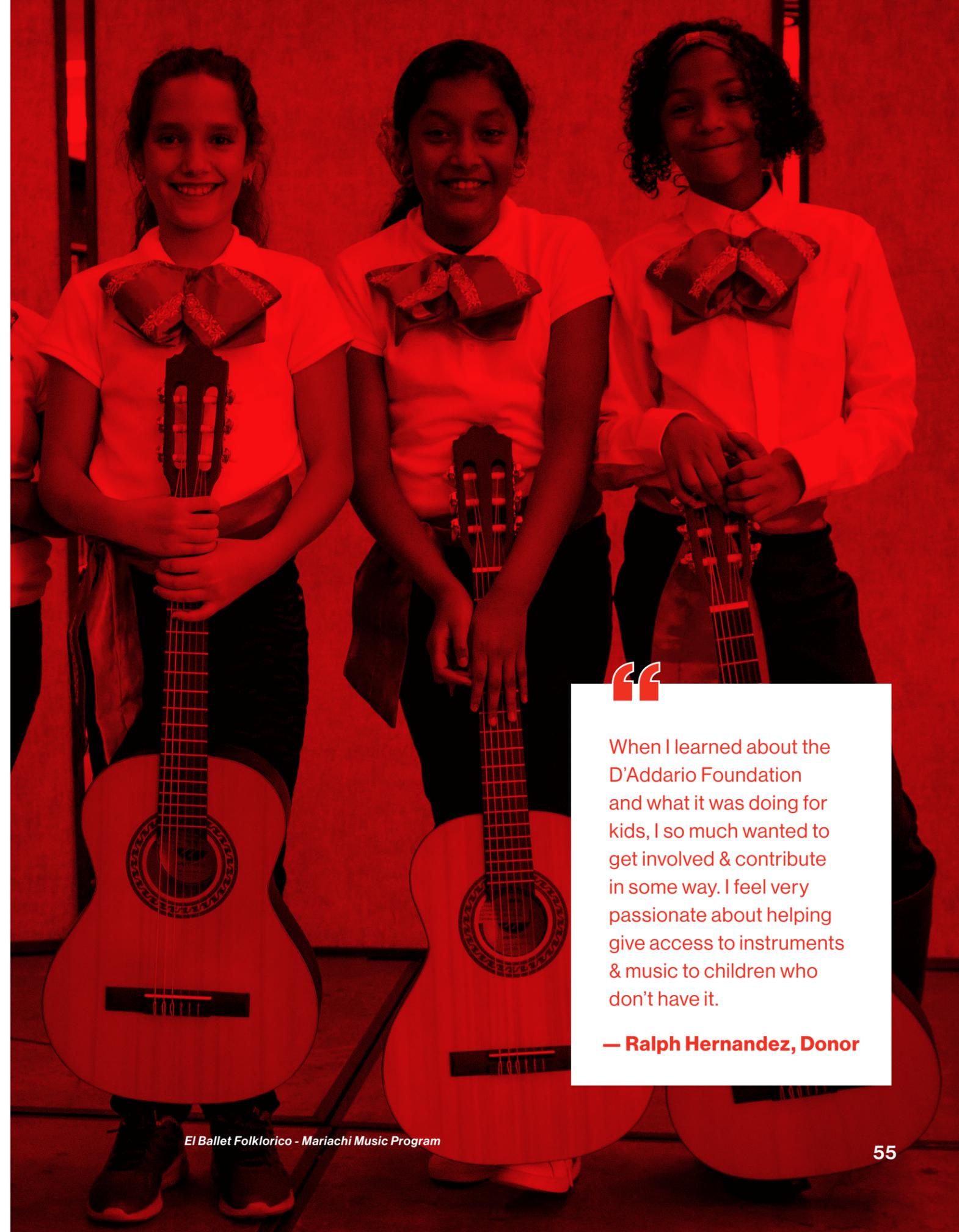


Langhorne Slim

2019–2020 Donors

100% of every dollar donated to the D'Addario Foundation goes towards helping us make music education accessible for children across the country and beyond.

Thank you to our generous supporters that help us fulfil this mission.



When I learned about the D'Addario Foundation and what it was doing for kids, I so much wanted to get involved & contribute in some way. I feel very passionate about helping give access to instruments & music to children who don't have it.

— **Ralph Hernandez, Donor**

Donors

\$10,000 +

John D'Addario Jr.
 Anthony Killough
 Rita and Herbert Z. Gold
 Charitable Trust
 Guitar Center
 Jim D'Addario
 Robert Ulrich & Diane Sillik

\$1,000 - \$9,999

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YOSL has grown so much since its founding in 2013 and has made a real difference in the lives of young people in our community. The D'Addario Foundation was an early and consistent supporter for which we and the many YOSL students are grateful.

— Alicia Benoist, Youth Orchestra of St. Luke's



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Thank You

The global pandemic has amplified the importance of an education rich with creative outlets, engaging activities, and sensitive approaches. We are more determined than ever to ensure that as many school age children as possible have access to music in their educational journey. We are committed to shifting our evaluative approach and fulfillment of needs as necessary to continue to support the impactful work of our community partners all over the world.

Without the consistent support of our board of directors, advisors and generous donors, our reach and impact would be greatly reduced. Thank you for your continued loyalty to our work.

Contact Our Team



Suzanne D'Addario Brouder
Executive Director
suzanne@daddario.com



Danielle Hall
Administrator
danielle.hall@daddario.com