

cultureworks
GREATER PHILADELPHIA

ANNUAL REPORT 2023

CELEBRATING THE VIBRANCY OF OUR COMMUNITY



GHOSTLY CIRCUS



PHILLY BLUEGRASS
JORDAN AUGUST PHOTOGRAPHY

FROM THE CO-CHAIRS OF THE BOARD

Dear Friends of CultureWorks Greater Philadelphia,

At a recent board meeting, a board member said, “We are how culture works. We are OF the culture, BY the culture, and FOR the culture.” After a year of reinventions and transformations, we are excited to share with you the accomplishments of our organization and the incredible members we serve across the arts, heritage, and social justice sectors.

This report is a testament to the collective efforts and resilience of our cultural community through challenging times. Over the past year, to provide the highest level of support for our members, we have enhanced our fiscal sponsorship program, upgraded our co-working spaces, and strengthened our administrative systems – all aimed at ensuring our members have the resources they need to grow and thrive. We celebrate the achievements of our members, who are the cultural backbone of Philadelphia.

We extend our deepest gratitude to every member, partner, and friend of CultureWorks for your steadfast support, belief in our mission, and dedication to the cultural vibrancy of Greater Philadelphia. Your contributions, both big and small, have been the cornerstone of our success. As we look forward to the future, we are excited about the new opportunities and challenges that lie ahead and confident in our ability to navigate them together as a community committed to cultural excellence and innovation.



ASIAN MOSAIC FUND



FUTURE OF FOOD PHILADELPHIA



MARÁNGELI MEJÍA RABELL & MICHELE WALLS
CO-CHAIRS



ENSURING SUSTAINABILITY ACROSS CULTURES & CAUSES

CultureWorks Greater Philadelphia is a dynamic organization supporting arts, heritage, and social justice professionals, projects, and initiatives. We're more than a space; we're a community where ideas and resources merge to make significant cultural and social impact. CultureWorks offers equitable access to management resources, empowering individuals and organizations to achieve their potential and thrive.

Our philosophy centers on sharing and leveraging resources to overcome barriers in artistic and cultural expression, particularly for historically marginalized communities. This ethos shapes our services and co-working space management, where members benefit from a collaborative, creative environment.

We remain committed to clarity and trust in our fiscal sponsorship services. In 2023, we updated our fiscal sponsorship agreements and manuals, celebrated milestones for a number of our long-term partnerships, and welcomed seven new initiatives, reflecting Philadelphia's evolving culture. In 2023, we served 88 fiscally sponsored projects: managing over 100 multi-year grants, securing 86 new project grants, executing over 200 contracts, and adding 16 members to projects' payroll.

We worked internally with our staff and board to review policy and programming requests from current members and aligned our financial models accordingly. One example of this project-led adaptivity resulted in a policy where fiscal sponsorship rates are reduced when a project surpasses \$1 million in funding in a fiscal year. We also introduced a new yearly certification process, allowing us to promote more active relationships with our projects. Our updated Grant Reporting Calendar has improved funding tracking and accountability, as well as transparency and trust in project expectations and relationships.

We also relaunched our educational workshops, focusing on supporting ongoing learning and skill development necessary for growing organizations and projects. These workshops offered support and new resources around fundraising and marketing, and we plan to introduce a larger and more diverse slate of programming in the coming year.

DID YOU KNOW? CULTUREWORKS GREATER PHILADELPHIA ADMINISTERS CULTURETRUST, WHICH IS THE HOME FOR OUR FISCALLY SPONSORED PROJECTS.

FISCAL SPONSORSHIP

Red Blanket Singers
Urie Ridgeway
Photo: Max McDonald

After a 3-year hiatus due to the COVID-19 pandemic, we were thrilled to reopen our co-working space in April 2023, reinforcing our role as a hub of creativity, collaboration, and community. We significantly revamped the space, with renovations aimed at shaking off the post-pandemic dust and reintroducing an environment that sparks creativity, interaction, and growth among members. The year's major developments include enhanced security systems, new locks, and digital key fobs for improved access and peace of mind.

Responding to community needs, we boosted our internet service for faster, more reliable digital connectivity, and we introduced shared computing resources, increasing accessibility to technology and promoting a culture of resource-sharing. Significant aesthetic and functional enhancements to the office layout included new, carefully chosen office appliances and furniture. These changes have not only improved members' daily experiences but also fostered an atmosphere conducive to creativity and productivity.

Our updated mail and package management system enables members to manage correspondence and deliveries securely and effectively, thus reducing administrative burdens. These enhancements reflect our commitment to providing a premier co-working environment tailored to the needs of Philadelphia's arts and culture community. Member feedback has been overwhelmingly positive, reaffirming the importance of a well-designed and managed space.

WHERE ARE WE LOCATED? WE ARE PROUD TO HOST A CO-WORKING SPACE IN CENTER CITY PHILADELPHIA.

PHYSICAL SPACE



Managing our members' finances is one of CultureWorks' most important functions. In 2023, we significantly upgraded our financial systems, emphasizing stability and efficiency. We integrated payroll systems to enable detailed financial analysis and allow employees to independently access their pay stubs. We automated steps on our financial platform to replace manual entry, saving time and increasing accuracy for recurring payments. And by adopting diverse payment methods like CashApp, Venmo, and Zelle, we offered our clients and donors greater transactional flexibility and convenience.

Among our internal system improvements, we transitioned to a cloud-based phone system, a major cost-saving initiative, and also implemented virtual card accounts for managing subscriptions and expenses, leading to increased financial security and improved expense management. Additionally, we upgraded security protocols, implementing new antivirus software, VPN services, and a robust password manager to protect our financial data and transactions in the digital age.

These enhancements reflect our dedication to operational excellence and fiscal responsibility, understanding that a robust financial foundation is essential for supporting our members and advancing our mission. We continue seeking improvements to ensure our financial systems remain strong, secure, and responsive to community needs.



2023 MILESTONES

FISCAL SPONSORSHIP

- **Celebrated a decade of collaboration** with longstanding projects while welcoming seven new and diverse projects.
- **Enhanced transparency** with updated Fiscal Sponsorship Agreements and Manuals, improving clarity and trust among all members.
- **Introduced a yearly certification process**, paving the way for the integration of new projects into our community.
- **Managed over 100 project grants**, including 86 new grants, boosting multi-year support for our member organizations.
- **Strengthened our operational capacity** by executing over 200 contracts and expanding our team with 16 new employees, coupled with the relaunch of regular educational and informational workshops.

PHYSICAL SPACE

- **Revitalized our co-working space** with reconfigured furniture, fresh paint, new kitchen equipment, and enhanced security through an upgraded office access system.
- **Provided members with free office supplies and furniture**, supporting their organizational needs without additional costs.
- **Enhanced digital connectivity and efficiency** with an upgraded internet service and provided a communal computer for client use.
- **Streamlined member services** with a new mail organization system and introduced a mid-month newsletter for improved communication.
- **Celebrated a Grand Re-Opening in April**, initiated Open Houses with Da Vinci Arts Alliance to showcase local visual artists, and established a new rental system for the space.

FINANCIAL SYSTEMS

- **Modernized our payroll system for enhanced financial reporting** and easier employee access to paystubs, alongside transitioning to a cloud-based phone system, significantly cutting operational costs.
- **Integrated virtual card accounts for operational expenses**, generating savings through rebates, and diversified transaction methods, including CashApp, Venmo, and Zelle, for varied payment options.
- **Strengthened our digital security framework** with the latest antivirus software, VPN services, and robust password management, ensuring data integrity and protection.
- **Developed financial dashboards for client use and automated quarterly reports** on contracts and grants, facilitating efficient financial management; also introduced visual guides to simplify members' financial processes.
- **Launched a monthly financial and policy newsletter for increased transparency**, established a CultureWorks fundraising account to support operational needs, and encouraged community contributions to aid our ongoing member initiatives.

FISCALLY SPONSORED PROJECTS 2023

As you explore the diverse array of fiscally sponsored projects under the umbrella of CultureWorks, we invite you to delve deeper into the unique stories and missions of each initiative. These projects embody the spirit of creativity, dedication, and community impact that we champion. We encourage you to [reach out to our team](#) for more insights on how you can support these vital organizations. Your engagement and support play a crucial role in sustaining and amplifying the vibrant work of our members, further enriching the cultural fabric of our community.

INTERESTED IN SUPPORTING A PROJECT? REACH OUT TO US AT INFO@CULTUREWORKSPHILA.ORG

[215 FESTIVAL](#)
[AIKAN ACTS](#)
[ARTPHILLY2026](#)
[ASIAN MOSAIC FUND](#)
[AURORA CLASSICAL](#)
[BEARDED LADIES CABARET](#)
[BEYOND THE BELL TOURS](#)
[BLACK HISTORY UNTOLD](#)
[BLUE STOOP LITERARY CENTER](#)
[CALM CLARITY](#)
[CAMBODIAN AMERICAN GIRLS EMPOWERING](#)
[CARIBBEAN COMMUNITY IN PHILADELPHIA](#)
[CASA DE DUENDE](#)
[COMMONSOUL COMMUNICATIONS](#)
[COMMUNITY UNITY MUSIC FESTIVAL](#)
[CONTEMPORARY BLACK CANVAS](#)
[DESIGN ACTIVIST INSTITUTE](#)
[DESIGN ADVOCACY GROUP](#)
[EAST FALLS LOCAL](#)



2023 FISCALLY SPONSORED PROJECTS (CONT.)

EDUCATORS FOR CONSENT CULTURE

ENAENSEMBLE

ESCAPE ARTIST INITIATIVE

FIVE SHORTS PROJECT

FOURTH GRADE PROJECT

FUTURE OF FOOD PHL

GET FRESH DAILY

GHOSTLY CIRCUS

GLASS COMMONS

HELLO ARTS

HIDDEN CITY PHILADELPHIA

HISTORY MAKING PRODUCTIONS

HORIZON RECORDS

INKIND BAKING PROJECT

THE INITIATIVE FOR BETTER GUN VIOLENCE REPORTING

JUST MEDIA PROJECT

LAOS IN THE HOUSE

NORTH PHILLY PEACE PARK

CAMBODIAN AMERICAN
GIRLS EMPOWERING



2023 FISCALLY SPONSORED PROJECTS (CONT.)

NORTHEAST PHILADELPHIA CHINESE ASSOCIATION
OLNEY CULTURE LAB
ONYX VALLEY
OUTSIDERS IMPROVISED & CREATIVE MUSIC FESTIVAL
PAST PRESENT PROJECTS
PHILADELPHIA JAZZ PROJECT
PHILADELPHIA LATINO FILM FESTIVAL
PHILADELPHIA LEGACY
PHILADELPHIA OVERDOSE PREVENTION INITIATIVE
PHILLY AUDIO DIARIES
PHILLY BLUEGRASS
PHILLY DRUM PROJECT
PHILLY GAME MECHANICS
PHILLY SLAM LEAGUE
PHILLY YOGA NETWORK
POWER STREET THEATRE COMPANY
PRESENTE! MEDIA
RADICAL ADVENTURES IN WELLNESS
RIVERWAYS COLLABORATION
ROOT QUARTERLY
ROUGH & TUMBLE PRODUCTIONS
ROUGH CUT PRODUCTIONS
RUN BOY RUN PRODUCTIONS
SINE TIMORE THEATRE COMPANY
SOTOMAYOR PRODUCTIONS
STREETBOX PHL
SPIRAL Q LLC
THE HEAD & THE HAND WORKSHOP
THE IMPERFECT GALLERY
THE KEEPING SOCIETY
THE RAYMOND FARM CENTER FOR LIVING ARTS & DESIGN
THEATER OF WITNESS
THEATRE ENCORE
THE BROTHERS NETWORK
TILL ARTS PROJECT
TINY FARM WAGON
TRIBE OF FOOLS
WARRIOR WRITERS
WE ARE THE SEEDS
YOUNG ARTIST PROGRAM



STAFF

CAT ABOUDARA

COMMUNITY OPERATIONS COORDINATOR

JOHNNY GERANT

FINANCE & SYSTEMS MANAGER

JAMES HARO

COMMUNITY OPERATIONS MANAGER

WILFREDO HERNANDEZ

INTERIM EXECUTIVE DIRECTOR

ELLEN SNYDER

SENIOR FINANCE DIRECTOR

BETH WARSHAW

SENIOR FISCAL SPONSORSHIP DIRECTOR

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CARALYN SPECTOR

*BOARD MEMBER AND MEMBER OF CULTUREWORKS



THANK YOU TO OUR SPONSORS AND PARTNERS!

In this moment of reflection and celebration, we extend our heartfelt gratitude to our sponsors and partners. Your support and belief in our mission have been pivotal in shaping the successes of CultureWorks Greater Philadelphia. The collaborative efforts of funders and partners have enhanced our capacity to serve our community and helped us champion the arts, heritage, and social justice sectors.

- Bartol Foundation
- Bread & Roses Community Fund
- Da Vinci Art Alliance
- Greater Philadelphia Cultural Alliance
- Independence Public Media Foundation
- Leeway Foundation
- Lenfest Foundation
- Penn Treaty Special Services District
- Philadelphia Cultural Fund
- Philadelphia Foundation
- Philadelphia Office of Arts, Culture & Creative Economy
- Samuel S. Fels Fund
- Stoneleigh Foundation
- William Penn Foundation



WHAT'S NEXT?

This past year has been a testament to what we can achieve through collective effort and steadfast dedication to our members. The journey ahead is full of potential. Our focus remains on evolving, innovating, and responding to the ever-changing needs of our vibrant community. We move forward with optimism, guided by the lessons of the past and the possibilities that lay before us.

HOW YOU CAN SUPPORT.

Your involvement and support – whether through financial contribution or active participation – are crucial to our success and growth. We invite you to join us in supporting the arts, heritage, and social justice sectors by making a donation to CultureWorks Greater Philadelphia. Your generosity will directly support our initiatives, enabling us to continue providing essential services and space to our members.

For more information on how to contribute or to learn more about our work, please [reach out to our team](#). Together, we can ensure that CultureWorks provides a thriving hub of creativity, collaboration, and cultural enrichment for the Philadelphia community.

**DONATE TO
CULTUREWORKS
TODAY!**



WWW.CULTUREWORKSPHILA.ORG

JOIN US ON OUR JOURNEY.



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