



piece by piece

2023  
ANNUAL REPORT





LETTER FROM THE  
FOUNDER & BOARD CHAIR

**Sophie Alpert**

**Reflecting on the past year, I am filled with immense gratitude and pride. Our 2023 Annual Report is more than a summary of our activities; it's a celebration of growth, creativity, and the profound impact we've made in the community.**

At the heart of Piece by Piece is a vibrant community of artists, supporters, and believers in the transformative power of art. This year, our commitment to empowering individuals through art has been stronger than ever. We offered over 150 mosaic classes this year, bringing in an influx of new artists that resulted in a 50% increase in participation in addition to infusing our programs with fresh perspectives and energy.

We've broadened our horizons by introducing monthly creativity classes in various mediums and launching soft skills sessions. These initiatives are crucial for personal and professional development, helping our artists bridge gaps in skills and knowledge. We've tackled food insecurity by serving 2,041 meals to our participants in order to nourish their bodies and fuel their artistic expression.

Our participant artists have been nothing short of extraordinary. Twelve artists achieved certification, and together, they completed 38 commissions. In total, our artists created 1,193 mosaics, earning over \$160,000 and repurposing over 700 lbs of materials into stunning art pieces.

We're immensely grateful for the support from the Picerne Foundation grant, which enabled us to welcome instructor Wendy, a fantastic addition to our team. The Perenchio Foundation Capital Grant allowed us, for the first time in our 17 year history, to upgrade our equipment and create a professional studio setting for the social enterprise. Our participation in the REDF Accelerator program and the Skid Row Arts Alliance were significant milestones, offering us invaluable insights and growth opportunities. I am

grateful to all of our funders and supporters.

Our Creative Forces grant and project with LA Metro allowed us to work closely with veterans, a project that holds a special place in our hearts. Our collaboration with the Downtown Women's Center on candles was a glowing success, and we're equally proud of our partnerships with Procure Impact, Bank of America, UCLA Anderson, and USC Impact.

The role of our volunteers in the Piece by Piece family cannot be overstated. We welcomed new board members Donna, Virginia, and Mercedes. We are grateful to Patricia, Chris, Shelia, and Ally for their invaluable contributions. Their involvement has been instrumental in our success. The staff at Piece by Piece are the unsung heroes, a gift to our participants and to all of us.

The achievements of this year, including enhanced systems and infrastructure, lay a strong foundation for even more impactful work ahead. We remain committed to our mission of transforming lives through the art of mosaics, one piece at a time.

Thank you to each and every one of you who has been a part of this incredible and inspiring journey.

With heartfelt thanks,

Sophie Alpert  
Founder and Board Chair



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# Year in Review

**12** new certified artists



MARGARITA



RENAE



HECTOR



JOHN



CLIFF



RICARDO



JONATHAN



VATERIA



ANDREA



JEANETTE



ROSA



SIDNEY

We envision a world where art is recognized as transformative and healing for everyone and where arts education is available to all. We see these essential ideals supporting meaningful individual creativity, which in turn enriches our collective society.

**\$160,000** participant earned income

Piece by Piece generates revenue to support our artists and nonprofit through the creation of mosaic artwork. We create small-scale housewares and art as well as large scale art commissions.



“When I create art I’m transmitting and sharing my thoughts and my being.”

Victor J., Mosaic Artist

**28** outreach events connecting with **6,275** Angelenos

Connecting with and engaging with the Los Angeles community to promote awareness, education, and share the therapeutic craft of mosaics.

Our mission is to empower residents who have experienced homelessness or economic insecurity by providing free mosaic art workshops enabling them to build confidence, earn supplementary income, promote wellness, and improve their quality of life.



**1,214** mosaics created and sold by artists

The Piece by Piece Social Enterprise’s objectives are to provide a supportive community and a path towards self-sufficiency, self-love, and economic stability.

**2,041** meals served

We ensure every participant receives a healthy meal each day they attend classes or contribute to the social enterprise.

**1,636** hours volunteered

Volunteers provide invaluable support to our programs.



“All of us here are like a mosaic ourselves. We’re all a little broken, but when we’re here we’re one big beautiful piece.”

Margarita M., Mosaic Artist





## Ricardo's Mosaic Journey

# Embarking on an Artistic Odyssey

Step into the realm of creativity and follow us on a captivating journey as we delve into an in-depth account of Ricardo's journey, the latest Certified Artist to grace the ranks at Piece by Piece. Ricardo's story is one of serendipity and passion, a tale that showcases the transformative power of art in one's life.

Formerly working as a pizza delivery person, Ricardo's daily rounds through the neighborhood often led him to the doorstep of Piece by Piece. Mesmerized by the studio's mosaic creations, he found himself captivated by the vibrant colors and intricate designs that adorned its walls. Despite being drawn to the artistry within, Ricardo's busy schedule initially prevented him from actively engaging with the studio. However, the seeds of inspiration had been planted and were waiting for the opportune moment to flourish.

Fueled by an unwavering passion for art and a desire to contribute to something greater, Ricardo embarked on a journey to become a part of the Piece by Piece community. Driven by determination, he found his way into the studio, ready to immerse himself in the world of mosaic art and to infuse it with his unique vision and style.

What sets Ricardo apart is not just his artistic talent, but his ability to find beauty in every project he undertakes. With an open-hearted approach to his craft, he sees each piece as a canvas for self-expression, a reflection of his innermost thoughts and emotions. Whether it's the shimmering allure of glass or the intricate patterns of vibrant materials, Ricardo's creations resonate with both

him and his audience on a profound level.

Drawing from a diverse palette of artistic influences, Ricardo's journey is enriched by his background in painting, drawing, and even the art of repurposing books. These varied forms of expression intertwine seamlessly, lending depth and complexity to his mosaic work, and showcasing a harmonious fusion of techniques and perspectives.

But Ricardo's journey doesn't end with the mastery of his craft; it is a continual quest for growth and self-improvement. At Piece by Piece, he finds himself surrounded by a wealth of knowledge and talent, eager to absorb and apply it to his own artistic endeavors. It is this pursuit of excellence that drives him forward, propelling him towards new heights of creativity and innovation.

Joining Piece by Piece has been a transformative experience for Ricardo, both artistically and personally. Immersed in a world of creation, he has found solace and joy, shedding worries and embracing a newfound sense of purpose. His journey is one of self-discovery and evolution, a testament to the studio's commitment to nurturing artistic growth and fostering a community of like-minded individuals.

As Ricardo's artistic journey unfolds, his mosaic creations, brimming with his unique style and vision, are set to be showcased on Piece by Piece's website for all to admire and acquire. Visit the Piece by Piece website to own one of Ricardo's works and support him on his creative journey.

## Meet Sidney

# An Inspiration to our Community

We are delighted to interview Sidney, an incredibly talented mosaic artist who has joined our program here at Piece by Piece. As a veteran, Sidney's unique perspective and resilience shines through his artwork, making him a true inspiration for the entire community.

### How did you hear about Piece by Piece?

I heard about Piece by Piece through Dawn and Bea, who were at a Metro veteran event. They told me about the program we have here, and I was interested because it offered an opportunity to expand my learning and pursue my interest in art.

### Have you tried mosaic before joining Piece by Piece?

Before joining Piece by Piece, I had some experience with art. I worked on a chess board with a group of veterans, but it was just a side project. In the past, I had worked with pottery, ceramics, and watercolors in a veteran housing unit where I participated in an art therapy program. I also taught in local schools and volunteered at A Place Called Home. So, I have experience in different art forms, but mosaic art was new to me.

### What has been your favorite project so far?

My favorite project so far was the first class I joined. We made these little picture frames, and I worked on a landscape. I was pleased with the outcome. Another interesting class was the recent one about glass on glass mosaic. It was challenging because the glass pieces kept sliding around.

### What keeps you coming back?

The challenge of each project and the goal to learn more are what keep me coming back. I want to become like the other artists here at Piece by Piece. I learn a lot from each individual in the program, and their contributions are instrumental in my growth. It's a collaborative effort that drives us all.

### Since coming to Piece by Piece, how have you seen yourself change or grow?

Being part of Piece by Piece has helped me apply myself to the style and concept of mosaic art. I have learned that it's not a rush and that perfection isn't necessary. Mosaic art has taught me the value of time and patience. By being surrounded by fellow artists, I have witnessed some phenomenal work. Seeing the dedication others put into their pieces inspires me to work harder and invest more time into my own creations.

### Do you have a particular art style you lean towards?

I tend to lean towards abstract art. It has always intrigued me, and I naturally gravitate towards it. Although I started with portraits, I realized that people didn't always want to see their imperfections. So, I shifted towards abstraction, where imperfections don't exist. It's more about capturing movement and emotion. In its imperfection, abstract art becomes perfect. I enjoy focusing on specific aspects and incorporating them into the whole piece I'm creating.







# Program Highlights

**Piece by Piece workshops build community and a sense of belonging. Learners are inspired to set goals for themselves and are invested in the success of others. The resulting impact is improved connection, self-esteem, and motivation leading to increased stability and a better quality of life.**

## Class Themes

Classes have monthly themes that guide our workshops and broaden our larger vision of art. Each month, we take a look at all aspects of a subject and piece together ways to interpret our discoveries into mosaic. Our themes for 2023 were:

<b>January</b>	Natural Materials
<b>February</b>	Andamento: the flow of a mosaic
<b>March</b>	All About Glass
<b>April</b>	Recycled Materials / Pique Assiette
<b>May</b>	Color Theory
<b>June</b>	Micro Mosaic
<b>July</b>	Portraiture
<b>August</b>	No class
<b>September</b>	Cultural Symbolism
<b>October</b>	Sculpture / 3D
<b>November</b>	Tools of the Trade
<b>December</b>	Working with Smalti



## How It All Comes Together

Many of our participants start their mosaic journey in our free workshops, then move into the Certification Program. As they progress through four levels, they qualify to earn income as artists in the social enterprise. Artists are encouraged to create their own work as well as participate in the creation of retail items, custom awards and commissions, and large scale community projects. Recycled and donated materials are used in the creation of our work, saving 100s of pounds of materials from landfills.

## Open Studios

In 2023, Piece by Piece offered an unprecedented **75 open studio sessions**, providing participant artists with essential time and space to pursue projects from classes as well as their own designs. These sessions foster creativity and provide a space for artists to immerse themselves in their work. They are supported by a community of peers and instructors ready to offer advice and encouragement. These open studios highlight our commitment to the transformative power of art, offering not just a workspace but an opportunity for artists to explore their potential, learn, and grow within a vibrant, supportive community.

## Creative Force Classes for Veterans

Thanks to generous funding from **Creative Forces®: NEA Military Healing Arts Network** — an initiative of the **National Endowment for the Arts** in partnership with the **U.S. Departments of Defense and Veterans Affairs** — Piece by Piece launched new, free classes specifically for veterans. This initiative is aimed at enhancing the health, well-being, and quality of life for veterans, their families, and caregivers.

## Financial Workshops

**Bank of America** is providing onsite financial workshops exclusively for our talented participant artists. This collaboration is designed to empower our artists with the essential financial knowledge they need to thrive, covering crucial topics such as the basics of financial management, credit management, savings strategies, and so much more. At Piece by Piece, we believe in supporting our artists not just in their creative endeavors but in all aspects of their lives. This partnership with Bank of America is a commitment to their overall well-being and success. Through these workshops, our artists will gain valuable tools and insights to navigate the financial landscape with confidence, enabling them to make informed decisions that will benefit their personal and professional lives.

## Mentorship

In 2023, Piece by Piece proudly launched a new mentorship program, designed to deepen the support and guidance we offer to our community of artists. This program pairs experienced artists and instructors with newer artists, creating a nurturing environment where knowledge, skills, and experiences are shared. Participants in the program have the flexibility to choose a mentor based on their specific needs—whether that's mastering a particular mosaic technique, enhancing general artistic skills, navigating work in the social enterprise, or even addressing personal challenges. It's about creating a space where artists feel empowered to explore their creativity, overcome obstacles, and achieve their full potential, both within the studio and beyond.



“Working with Piece by Piece has enhanced my life to keep moving, thinking, and creating.”

June C., Mosaic Artist



“This is what drives me, it’s what gets me up in the morning these days. I’ve found a talent that gives me reason for being. My fear is dead, my depression vanquished, my hope has been restored.”

John M., Mosaic Artist

“It has helped me to make extra money for my expenses. It has also helped me personally. I’ve learned to guide a group, and share with different people of various nationalities and learn from them.”

Jose M., Mosaic Artist



# Meeting Artists’ Needs

Abraham Maslow’s Hierarchy of Needs, presented in 1943, continues to influence psychology and health practices, shaping our understanding at Piece by Piece as we observe its relevance in individuals’ lives daily.

In 2007 Sophie Alpert had an epiphany. On a trip to South Africa, she observed micro-enterprise agencies helping women build economic opportunity. Using the model of empowering individuals to express their creativity to earn income, she was inspired to found Piece by Piece. Sophie intentionally selected the mosaic medium that uses low-cost and ecologically sustainable materials (recycled tile, glass, and china) repurposed into beautiful works of art that embody the metaphor of participants creating new life. Today, Piece by Piece provides on-site and online mosaic art workshops, community events, and a social enterprise that employs participants to work on the design and production of large-scale murals, public art, commissioned awards, and corporate gifts.

Piece by Piece provides the building blocks for greater emotional and financial stability, empowering the individual’s journey toward personal fulfillment, self-actualization, and living life to one’s full potential. With much support from the community, Sophie’s original inspiration has grown, enabling thousands of individuals from South LA and beyond to harness the power of Piece by Piece services and transform their lives - a profound manifestation of what is possible when basic human needs are met.

At the very basic levels of need [Maslow’s Level 1: Physiological Needs, Level 2: Safety Needs], we all need air, water, food, clothing, sleep, shelter, and then personal security, employment, resources, health, and property. These two tiers

of need are fundamental to human survival. When these needs are unmet — particularly for significant lengths of time — the experience is one of deprivation and trauma. For some participants, when they first joined Piece by Piece, even their basic needs for food, shelter, and security were unmet. Piece by Piece not only provides a safe place, it also helps address food insecurity through free lunches, provides a means of employment, and connects participants with resources for their other basic needs.

The work of Piece by Piece more deeply intersects with Maslow’s next three levels of need [Level 3: Love and Belonging, Level 4: Esteem, and Level 5: Self-actualization]. Informed by experience and increasing research on the healing effects of art, Piece by Piece first looks to create a safe and welcoming community of belonging. Our therapeutic art workshops uplift the creative spirit and foster socio-emotional well-being while building confidence, self-esteem, and respect for others. Piece by Piece provides the tools needed for participants to achieve their individual, creative, and financial goals, helping them fulfill their innate potential

As we focus on adding more direct needs-based services and building a network of referrals to outside sources, we continue to consider Maslow’s Hierarchy of Needs as we help participants build pathways for their success. A few examples of new programs we are bringing to Piece by Piece are “benefits cliff” coaching using the Leap Fund platform, financial literacy provided by Bank of America, team coaching, peer mentorship, art therapy, and arts education training specifically requested by participants to deepen and broaden their skills.





# Social Enterprise

The Piece by Piece Social Enterprise’s objectives are to provide a supportive community and a path towards self-sufficiency, self-love, and economic stability. Participants create mosaic art, earn income, and gain soft skills training while beautifying Los Angeles.

The Piece by Piece Social Enterprise is here to help those who have experienced homelessness and/or economic insecurity, especially those who live in or around Skid Row and South Los Angeles. Piece by Piece provides on-the-job training and supportive services, infusing trauma-informed care and therapeutic wellness approaches, and providing opportunities for leadership and community engagement. Participant Artists earn income through their creative talent by producing individually designed and created mosaic artworks, gaining artistic and entrepreneurial skills, and publicly showing their work (both online and in-person) to increase their financial independence and self-confidence.

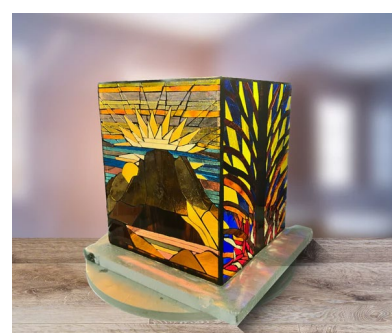
**“We couldn’t be more grateful to Sophie Alpert and the entire Piece by Piece community for this wonderful commissioned replication. It holds a special place in our hearts, commemorating the custom-stained glass windows that were set to be removed from a synagogue our extended family supported.”**

Lisi Teller

## A Special Commission

Recently, Piece by Piece was approached with a heartwarming commission request from Lisi Teller. Lisi envisioned a surprise for her parents: a creation that would not only honor the memory of a departed loved one but also encapsulate the beauty of the stained-glass windows commissioned by their family in 2008 and installed at the American Jewish University (AJU). The windows had been crafted by the talented Michelle and David Plachte-Zuieback; the window panels are nothing short of a masterpiece.

To pay homage to the original artwork and elevate the sentiment it embodies, we treated this project as a mini-stained glass artwork. The work on this commission began with meticulous reviews of photos of the original and crafting templates that mirrored the windows in black and white miniature work. Jose Morales, our diligent program assistant, ensured the reproduction was as accurate as possible, capturing the essence of the design and the vibrancy of the colors.



From left: Two of the original windows the commission was based on, and the finished 16 x 10-inch glass mosaic box.

## Awards

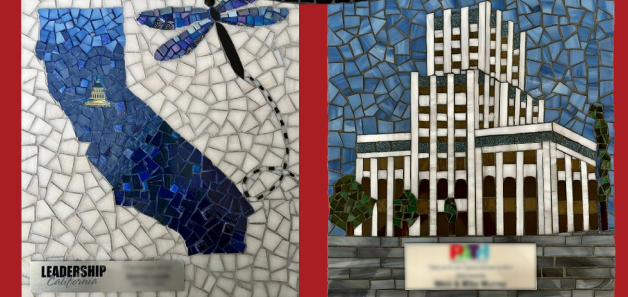
At Piece by Piece, we believe that every award should tell a story, a unique narrative that honors and celebrates the achievements and milestones it represents. That’s why each custom award is a collaborative masterpiece, designed hand-in-hand with each client. Whether commemorating a special event, recognizing an individual’s outstanding efforts, or marking a significant occasion, we ensure that every detail of the award is tailored to the client’s specifications. Our dedicated team of artists works closely with you to bring your vision to life, creating not just an award, but a true work of art that captures the essence of the moment in a way that is both meaningful and memorable. With Piece by Piece, you’re not just giving an award; you’re giving a lasting tribute that celebrates achievement with elegance and creativity. In 2023 Piece by Piece was honored to work on awards for Legal Aid Foundation of Los Angeles, A Place Called Home, Women’s Leadership Network, Eisner Health, Downtown Women’s Center, National Recreation and Park Association, West Valley Food Pantry, Esperanza Community Housing, Southern California Association of Nonprofit Housing, PATH, Leadership California, Unite LA, Jewish Community Foundation, California Resource Recovery Association, Universal Studios, Discovery Cube, United Way and more.

## Retail

Nestled in the heart of South Los Angeles, our studio is a treasure trove of artist-designed mosaics, enchanting home goods, exquisite jewelry, elegant vases, and mesmerizing votives, among many other artisan-made wonders. With a collection that spans over 700 unique items, our website offers an array of choices, ensuring there’s something special for everyone.

At the core of Piece by Piece, our artists are the heartbeat of our mission. Each one has journeyed through our free training program, emerging not just as skilled artisans but as empowered individuals who can earn a meaningful income through their art. Every purchase from our website goes beyond acquiring a beautiful object; it supports a transformative process, enabling our artists to rebuild their lives with every brushstroke, every mosaic piece, and every creation that comes to life in our studio.

Visit [piecebypiece.org](http://piecebypiece.org) to explore the shop.



Top row: Two awards for Castro Valley Sanitary District; Second row: A Place Called Home; Third Row: Leadership California and PATH; Fourth Row: A few mosaics from The Piece by Piece Shop displayed at a market.



Large-Scale Project

# California Poppies Mural

From start to finish, the Piece by Piece artists poured their hearts and souls into creating this masterpiece, and now we get to see it all come together. We are grateful to our amazing client, LA Family Housing, who entrusted us with this project, giving our artists valuable hands-on experience in both creating and installing large-scale mosaics.

A ten-foot by eleven-foot mural, inspired by the scenic landscapes of California, stands as a testament to resilience and beauty. Crafted from recycled ceramics and stained glass, it embodies the idea of finding value in the discarded. Led by Artistic/Program Director Dawn Mendelson and Commissions Manager/Lead Instructor Luz Mack, the Piece by Piece team embarked on an eight-month journey, involving seasoned artists and newcomers, to bring vibrant poppies and native California flowers to life. This collaborative effort, fueled by meticulous planning and resourcefulness, not only resulted in a kaleidoscope of color and creativity but also fostered a sense of community and shared purpose among the artists.

The mural, installed at the My Angel Apartments, serves as a serene sanctuary for its residents, generously donated by Hal Kassner, a veteran and owner of Angel Appliances. This project exemplifies Piece by Piece's commitment to using art as a tool for healing and empowerment, particularly for veterans. Through collaborations with organizations like L.A. Family Housing, Piece by Piece continues to extend its reach, symbolizing hope, transformation, and the enduring beauty of the human spirit. To view the installation and finished mosaic, visit the Piece by Piece website and witness the profound impact of community-driven artistic endeavors.





# Partners & Collaborations

Piece by Piece is grateful for our partners in the community who help support and promote our mission. Below we highlight a few notable partnerships from 2023.

## Skid Row Arts Alliance

Piece by Piece takes immense pride in its membership within the Skid Row Arts Alliance (SRAA). Established in 2019, this collaborative consortium emerged as a natural network of arts organizations committed to delivering free, accessible programming within the Skid Row Community. Comprising four key organizations—the Los Angeles Poverty Department, Piece by Piece, Street Symphony, and Urban Voices Project—SRAA unites their distinct strategies, experiences, and collaborative initiatives to uplift artists within and around Skid Row.

### A Community United: Weekly Meetings and Collaborations

Bi-weekly community meetings lie at the heart of SRAA's endeavor, inviting anyone from the Skid Row community, neighboring arts organizations, and individuals with ties to the area to contribute to discussions on programming and local concerns. These gatherings foster unity and address gaps in connectivity, strengthening the community's bonds.

### Initiatives That Unite: Arts Zine and Collaborative Events

SRAA has embarked on a range of projects to bridge gaps and foster unity. The Arts Zine, a recurring publication, showcases interviews, activities, and

articles about local artists and programs. Serving as a source of pride for both contributors and readers, the Zine has become a significant success.

The consortium also orchestrates collaborative events that bring together various arts groups under one roof, fostering engagement and community connection. From spontaneous busk fests to well-structured fairs, these activities ensure that every artist finds a space to belong.

### Support in Challenging Times: Navigating the Pandemic

The onset of the pandemic in early 2020 posed challenges, but SRAA responded resolutely. To maintain ties with artists, the alliance assembled arts kits containing personal protective equipment (PPE) and art supplies, distributing them across Skid Row through a dedicated network of volunteers. Recognizing the digital divide, SRAA also provided WiFi hotspots and tech access to artists with limited virtual programming opportunities.

### Artistic Empowerment: A Source of Unity and Growth

Piece by Piece artists have actively engaged in SRAA's activities and contributed to the Arts Zine. This collaboration expands the spectrum of community experiences, offering diverse opportunities for individuals to connect, share, and grow.



## Downtown Women's Center

Discover the radiant glow and transformative power of this special edition candle, a collaborative creation by MADE by DWC and Piece by Piece, two remarkable Los Angeles-based social enterprises championing change and fostering empowerment in marginalized communities. The proceeds from your purchase are reinvested in programs that are crafting new stories of hope and determination, supporting Angelenos on their journey to self-renewal.

Join us in illuminating lives, fostering artistry, and building a community grounded in love and respect. Choose MADE by DWC and Piece by Piece special edition holiday candles — a gift that glows with purpose.

The candle's scent has notes of cotton blossom, linen, and powder. The vessel is reusable and candle refill packs will be available early 2024.



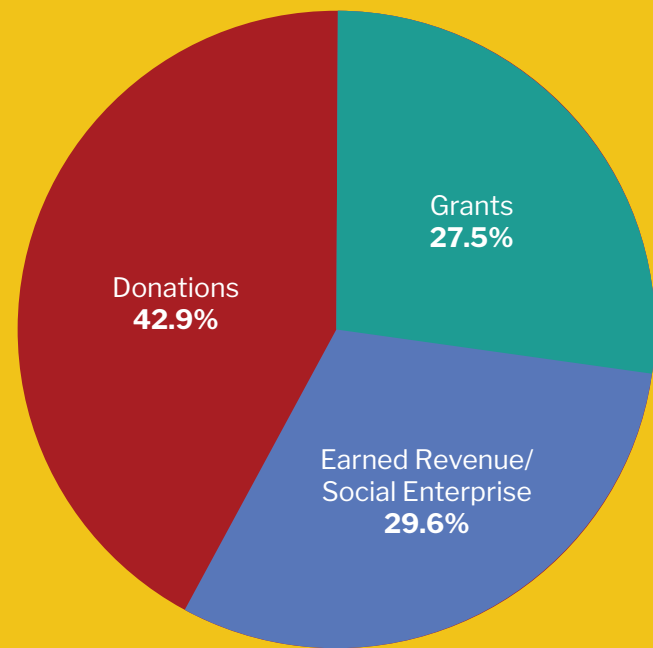
## Procure Impact

Towards the end of 2023 Piece by Piece onboarded to the Procure Impact platform. We're thrilled to be a part of Procure Impact's offerings that provides corporate gifting services and partnerships for social enterprises. This collaboration promises to weave together our shared passion for empowering individuals through the dignity of work. At Piece by Piece, our commitment has always been to unlock the potential of those whose talents are often overlooked. This partnership isn't just about products; it's about creating a vibrant business-to-business marketplace that champions social enterprise and makes a profound impact on lives across the United States. We're filled with anticipation and excitement for the journey ahead and eager to see the places Piece by Piece products will reach through this inspiring partnership. Here's to creating more than just beautiful items—here's to making a difference, one piece at a time.

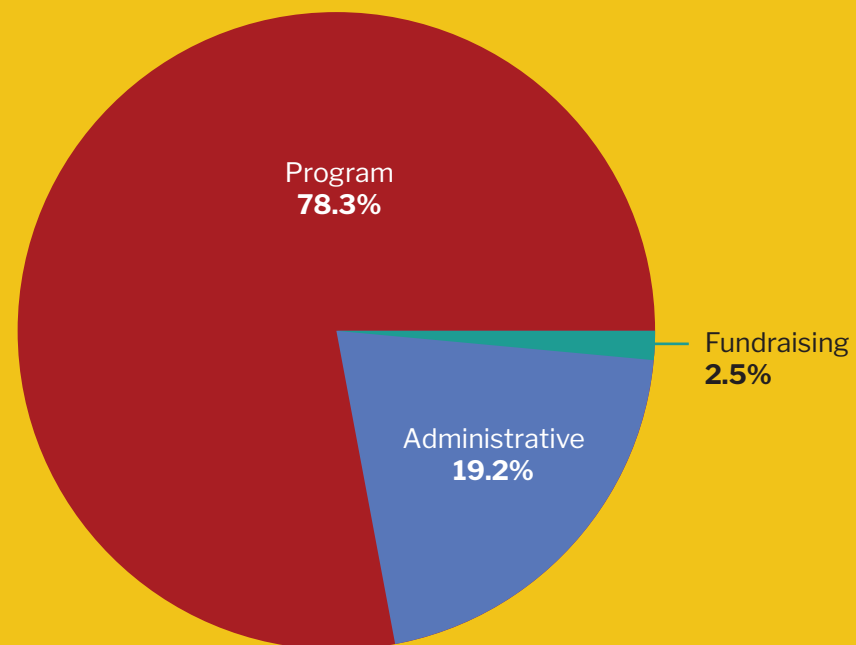


# Financials

## Revenue



## Expenses



## Thank you to our generous funding partners

- AmeriCorps
- American Business Bank
- Asofsky Family Foundation
- California Arts Council
- Creative Forces
- Glickman Family Foundation
- Perenchio Foundation
- Joseph Drown Foundation
- Los Angeles Department of Cultural Affairs - DCA
- National Endowment for the Arts
- NBC Universal Discover A Star
- Rags for Riches Foundation
- REDF
- The Green Foundation
- Picerne Foundation
- Water Buffalo Club



# Leadership

Each member of the team brings a unique skill set and a deep passion for the Piece by Piece mission.



## Board of Directors

- Sophie Alpert** Board Chair
- Alan Alpert** Treasurer
- Derek Alpert** Secretary
- Wendy Colman Levin**
- Virginia Tanawong\***
- Donna Mastropasqua\***
- Mindy Freedman\***
- David Alpert\***
- Ethan Asofsky\***

## Advisory Board

- June Cigar**
- Jose Morales**
- Luz Mack**
- Bea Jones**
- Mercedes Barajas-Tondre\***

## Administrative Staff

- Maggie Bohlman** Executive Director
- Dawn Mendelson** Artistic & Program Director
- Jadie Delgado** Social Enterprise Operations Manager
- Josh Provost** Operations Manager

## Volunteers

- Ally Rose\***
- Patricia Bibik Sezna\***
- Shelia Nash**
- Christine Metro**

## Artistic Team

- Luz Mack** Commissions Manager and Lead Instructor
- Dawn Mendelson** Artistic & Program Director
- Bea Jones**
- Ellen Dinerman**
- Betty Rosen**
- Jose Morales**
- Wendy Viscarra\***

## Visiting Artists

- Carol Shelkin**
- Hannah Maximova**
- Julie Williams**

\* New additions to our team

# Looking Ahead

## Scaling our social enterprise

We are looking to increase the number of artists paid by the social enterprise by 25%. In order to do this we must increase the number of commissions we have each year that will require us to focus on outreach to potential clients and enhance customer supports.

## Increasing program capacity and resources

Creating more opportunities for healing through art is a key goal for Piece by Piece. In 2024, we have a goal to increase class attendance by 25% and add the needed wraparound services to support all participants.

## Expanding our board

In 2023 we began the process of expanding the Piece by Piece board of directors and advisory board. In 2024, we are actively working to further expand both bodies to bring new energy, ideas and expertise to the program and social enterprise.





# Support Piece by Piece

It is because of you that Piece by Piece artists have the tools to transform their lives — thank you! We invite you to volunteer, donate, and share our mission to support the growing need for our offerings. Your support will increase the number of artists who will gain the skills needed to heal from trauma, create mosaic art, and earn income in 2024.



[piecebypiece.org](https://piecebypiece.org)

[info@piecebypiece.org](mailto:info@piecebypiece.org)

[Twitter](#) [Instagram](#) [Facebook](#) [@piecebypiecela](#)

