



ANNUAL REPORT
FISCAL YEAR 2020-2021

*If we can learn what it means to really love ourselves
Then we can learn to love our neighbors as we love ourselves
And we can live in harmony, see ourselves as a family
This is my prayer for humanity -India Arie*

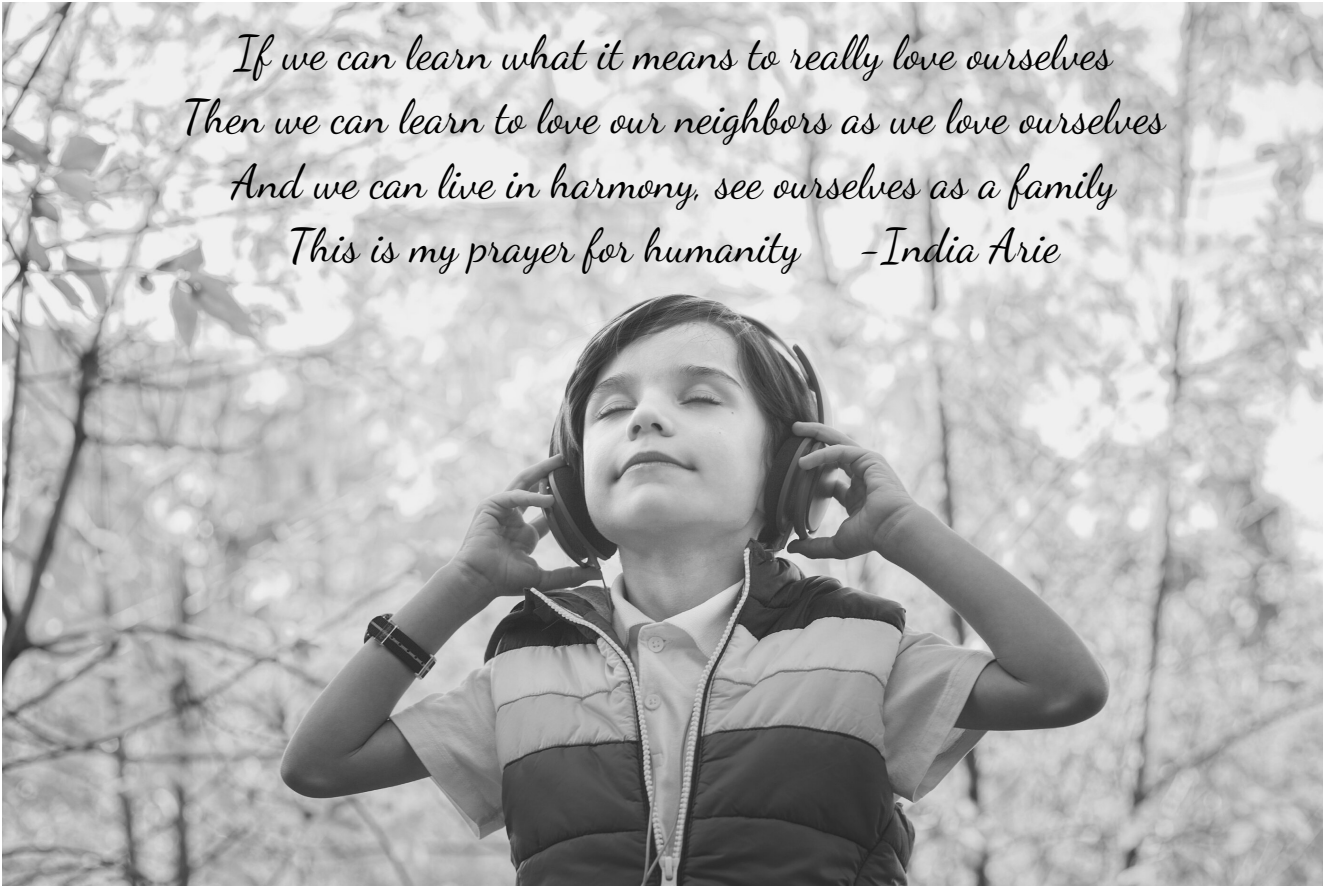


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2020-2021 Board of Directors

- Kathryn Bates, President
- Margaret Gudbranson, Vice President
- Marlee Poitinger Gannon, Treasurer
- Maria Fesz, Secretary
- Danielle Musat, MT-BC

Staff

- Alicia Bousner Hrubey, M.M., MT-BC, Executive Director
- Abbey Fistek, MT-BC, Director of Programming
- Anna Popa, MT-BC, Clinical Music Therapist

Letter from the Executive Director



Alicia Bousner Hrubey,
Executive Director & Founder

For more information on In Harmony Therapeutic Services, follow us on social media, visit www.inharmonyservices.org or contact info@inharmonyservices.org.



For a second consecutive year, In Harmony has earned Guidestar's Gold Seal of Transparency, a visual representation of In Harmony's commitment to being honest and transparent with donors, partners, and other stakeholders.

There are moments in which I sit with the past year and let the magnitude of the loss, grief, angst, fear, hope, love, joy, and perseverance wash over me. It feels both like an insurmountable mountain and a fleeting butterfly. In these moments I inevitably end up in a place of gratitude.

In Harmony Therapeutic Services met the challenges of 2020-2021 with energy, creativity, and a fierce commitment to continue serving the children and adolescents of our community throughout the pandemic and beyond. And we could not have done it with you.

In Harmony grew this year in both people and programs. Abbey Fistek, MT-BC, was hired as Director of Programming. Abbey used information and data regarding academics and mental health needs to anticipate what might be needed as we moved through and beyond the pandemic. She also utilize feedback from teachers, administrators, parents, and community members to create a menu of programming options to meet those needs. These programs - Rock 'n Read, Sticks!, My Social Emotional Self, Music Speaks, and Alphabet Action will be offered throughout the Greater Cleveland area this school year. This summer also saw the hiring of Anna Popa, MT-BC, as a Clinical Music Therapist.

Thanks to the generosity of our supporters, In Harmony had a very successful fundraising year. Our 2020 end-of-year social media fundraiser raised over \$6,000 to support programming in 2021. Additionally, our in-person event Picnic in the Park was a smashing success. Not only did we raise over \$4,000 to support the operations of In Harmony, but we were able to support another one of our community partners, Motivated and Empowered, and recognize three of our steadfast supporters.

As we enter this next school year we are looking forward to what comes next. This past year has been a time of reflection, readjusting, and responding. We are prepared to move into a time of growth and expansion as we work to meet the needs of our community. Our hope is to not only develop new programming for schools and agencies, but also increase our services to individuals, continue providing professional development to other professionals, provide trauma-informed care and the arts, and support the music therapy field through advocacy and opportunities for students.

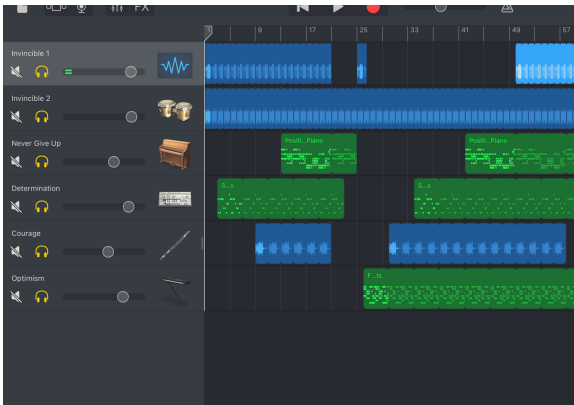
As I reflect on where we are and how far we've come, I realize that gratitude and hope emerge. I am so grateful our clients, our staff, our Board of Directors, and you - our fabulous supporter - for getting this organization to a place in which we can really make a difference in the lives of children and adolescents in our community. Thank you.

Highlights



In Harmony's staff and contractors provided 895 hours of service to our clients, serving approximately 1,000 children and adolescents throughout Greater Cleveland. The In Harmony team is proud of our response to the COVID-19 pandemic and the flexibility demonstrated in order to meet our clients where they were and continue providing our unique brand of trauma-informed music therapy and music enrichment. This year, services were provided to groups and individuals, in-school and in-home, virtually and in-person.

Supporting our community includes sharing our knowledge of trauma-informed care with other professionals. This year Executive Director Alicia Bousner Hrubey presented several local and regional professional development courses, including a course distributed nationally through Music Therapy Ed. This course focused on a foundational understanding of trauma and trauma informed care and contained a discussion of the ethical implications of this work for music therapists.



In Harmony participated in an exciting collaboration with the Center for Arts-Inspired Learning and the Fairview Park City Schools. In Harmony staff worked with Fairview Park students in 3rd and 6th grades to create songs reflective of a cross-curricular study of the book *The Boy Who Harnessed the Wind* and their experiences with the character traits of "caring" and "perseverance." The final product was an album that is available online for public consumption.

In Spring 2021, Executive Director Alicia Bousner Hrubey completed a graduate certificate in trauma and learning from Lesley University. This certification as a trauma-informed practitioner will allow the organization to fully integrate trauma-sensitive supports into all of its training and programming. Additionally, Alicia has committed to music therapy advocacy and access by joining the Ohio Music Therapy Task Force - which aims to secure licensure for music therapy in the state of Ohio - as the Public Relations Chair and the faculty of Baldwin Wallace University as a Lecturer in Music Therapy.



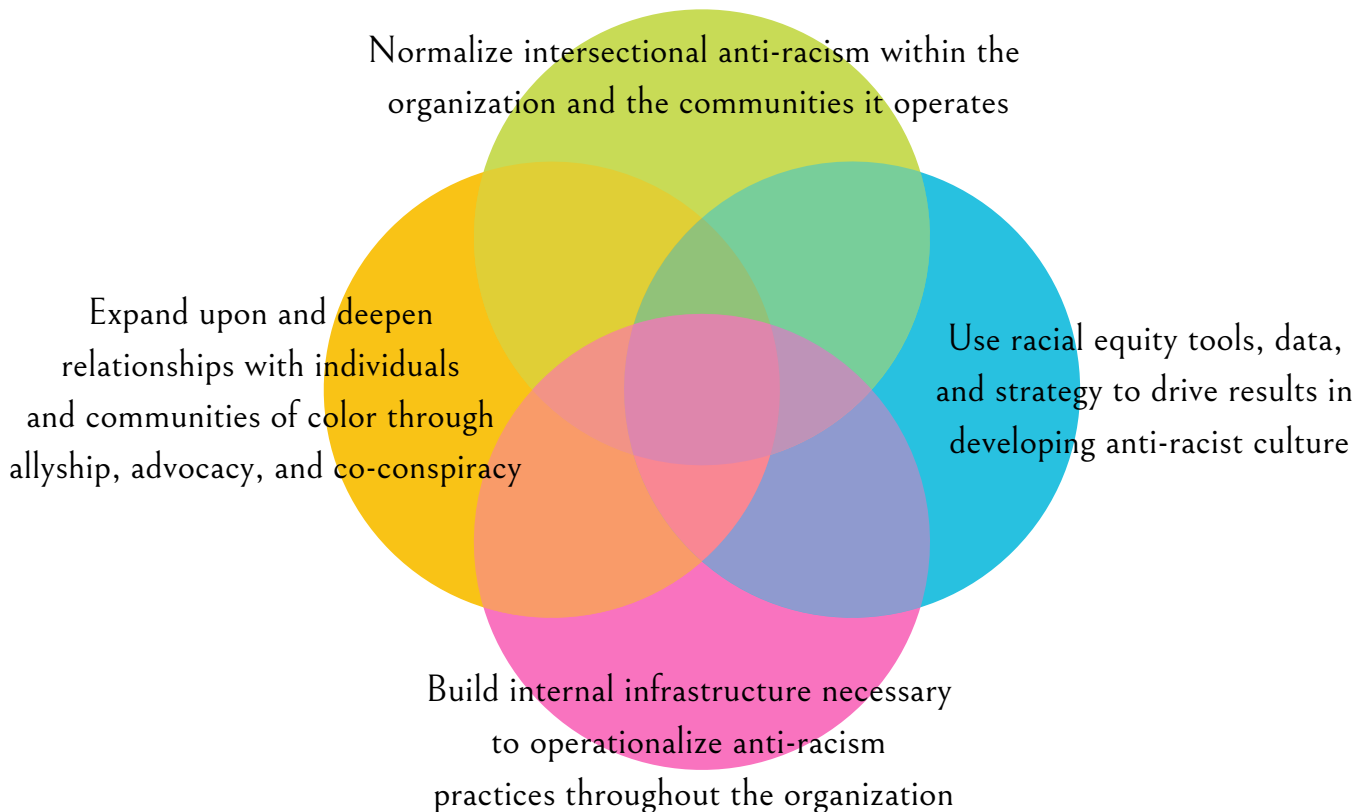
Intersectional Anti-Racism Team Update

During the summer of 2020, the team at In Harmony Therapeutic Services publicly pledged to participate in meaningful and tangible intersectional anti-racism work within our organization, our industry, and our community. We would like to take a moment this year to reaffirm our solidified commitment to these practices and action-oriented work that reflects our values.

As part of our [Intersectional Anti-Racism Plan \(IARP\)](#), we pledged to create and maintain a non-hierarchical team that would lead the organization in clarifying definitions, gathering data and resources, and applying a critical lens to all aspects of the organization. To date, this team has completed specific actions that align with the short-term and long-term goals within the IARP, including updating our [Guidestar profile](#) to reflect the demographics and diversity strategies used within the organization, and attending one small group training session to foster shared language and understanding of anti-racism work within the music therapy field.

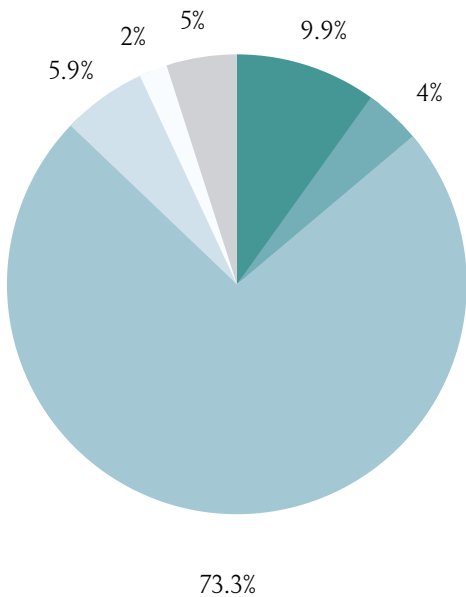
Additionally, the Board of Directors, management, and staff have been and will continue to be assigned specific action items to complete each year. For example, in 2020, the Board of Directors adopted a new organizational value to reflect our commitment to dismantling biases and injustices within our organization and the music therapy field. Our staff and contractors signed formal commitments to research the history of the music they use and its cultural and intersectional undertones before use in sessions, and avoid the use of minstrel music and/or historical music associated with blackface or other racist practices.

Desired Outcomes



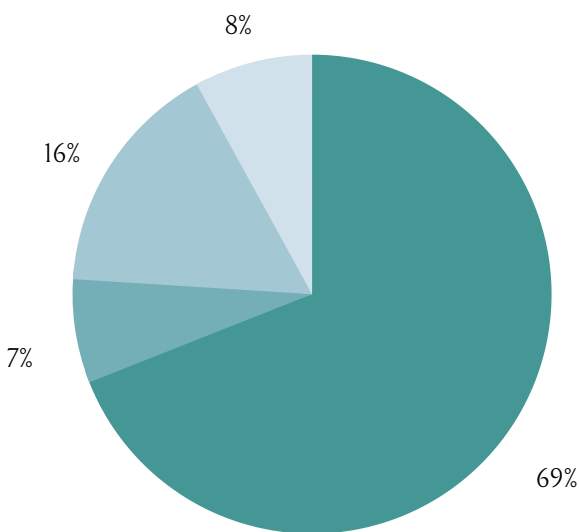
Financial Overview

The 2021 fiscal year was a very successful year financially for In Harmony Therapeutic Services, despite the ongoing effects of the COVID-19 pandemic. As displayed below, total revenue exceeded total expenses, resulting in an increase in our net assets (think: cash in the bank) of over \$12,000. This cash provides flexibility and security for the organization as we continue to grow. In addition, the 2021 fiscal year included a 24% increase in total revenue for the organization when compared against the prior 2020 fiscal year. This increase was driven by growth in both In Harmony’s earned or program income, or the money we make from providing services, and contributed income, or the money we earn through donations, grants, and special events. Each of our donors deserves a big thank you for helping achieve such growth in such a short period of time.



Total Revenue: \$72,860

- Program Revenue - 74%
- Individual Donors - 10%
- Special Events - 6%
- Other Income - 5%
- Foundation & Corporate Support - 4%
- Government Support - 2%



Total Expenses: \$60,815

- Personnel Expenses - 69%
- Program Expenses - 16%
- Administrative Expenses - 8%
- Fundraising Expenses - 7%

Change in Net Assets: \$12,045

Donor List

Individual Donors

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A very special thank you to all of our donors.

* Above lists are for donations received between June 1, 2020, and June 30, 2021