A Year of Gratitude

Looking back on the momentous fiscal year that began on April 1, 2020—marked by the global pandemic of Covid-19, the national reckoning with racial justice, the launch of our new Strategic Plan, the 30th anniversary of Clayton’s restoration and public opening, and the 50th anniversary of The Frick Art Museum’s founding—we have much to be thankful for.

You, our members and visitors, found new ways to engage with the Frick—through online programming and the extended opening of our garden site—even during periods when our museum buildings were closed (from March 16 to August 15, 2020, and November 21, 2020, to January 23, 2021). As the museums reopened (initially, with admission capped at 10%), you were patient with our new safety measures, including timed reservations and face mask requirements.

When all of our income streams—from investments, donations, and sales—faced precipitous declines, our dedicated team shouldered tiered salary reductions and deep budget reductions. Foundations and regional funders provided leadership support for our essential operations when we needed it most. Our Board stepped forward with additional donations that allowed the early restoration of staff salaries. Individuals whose circumstances allowed renewed their memberships and made additional gifts. Thank you, all.

As the pages that follow reveal, the Frick has emerged from this year a more flexible, humble, and socially committed organization. We concluded the year without a deficit, ahead of schedule in our strategic plan, and focused on opportunities to serve full-heartedly our entire community, including visitors of color who haven’t previously thought of the Frick as a place for them.

Thank you. We look forward to seeing much of you in the year ahead.

Elizabeth E. Barker, Ph.D.
Executive Director
WHEN WE REFLECT ON 2020, the murder of George Floyd and the groundswell in the movement for racial justice come front of mind. At the Frick, this groundswell prompted our staff and Board to look inward, at ourselves as individuals and at the activities and structures of our institution. Guided by our Diversity, Equity, Accessibility, and Inclusion (DEAI) consultant, Cecile Shellman, we recognized ways in which we have participated in structures of oppression—and we committed to change. As the first steps on our journey to become an actively anti-racist organization, we pledged:

1. to support the Black Lives Matter movement and its commitment “to create space for Black imagination and innovation”;
2. to cultivate a staff and Board that oppose all discrimination and are actively anti-racist;
3. to create an environment of physical and psychological safety for our Black staff and visitors;
4. to require that selection pools of prospective employees and vendors include qualified Black and other diverse candidates;
5. to publish a diversity audit of our collections and establish diversity goals for acquisitions;
6. to consult with Black stakeholders to shape relevant programs, communications, and activities;
7. to expand our professional networks to include diverse organizations; and
8. to develop strategies to diversify our leadership and Board.

We then set to work on enacting these commitments. We completed a psychometric assessment of our intercultural fluency, which captured the work ahead and our hunger to reach our goals. We began to update our recruiting and purchasing practices, and merged the Governance and DEAI committees of our Board.

In the fall, we examined the social and economic conditions in which our collection and institution were formed in the exhibition The Frick Reflects: Looking Back, Moving Forward. In 2021, we welcomed Vanessa German to a three-year artist residency; her first installation, Reckoning: Grief and Light, features memorial altarpieces to Breonna Taylor, George Floyd, and Elijah McClain, and casts museums as spaces of public reckoning and social healing.

Outside the galleries, we forged new partnerships, including with the youth violence prevention program Voices Against Violence and the multidisciplinary women artists’ group #notwhite Collective. We crafted an organizational DEAI statement to further define our commitments.

A commitment to anti-racism redefined our institution this year, and public accountability is a part of that commitment. We will continue to share updates in future annual reports.
Going Virtual

When we closed our physical doors, we opened new windows on the web.

- **673,951** website views
- **14,855** Facebook followers
- **156,680** website users
- **15,437** Instagram followers
- **28,580** Virtual Museum visits
- **8,974** Twitter followers
- **64,474** Google Arts & Culture assets views
- **22,961** YouTube views
- **1**MM points of digital engagement

Inspired by the Frida Kahlo exhibitions on view at The Frick Art Museum, the multicultural women’s artist group #notwhite Collective kicked off a live Saturday cooking series sharing family stories, photos, and recipes from their cultures on the Frick’s Instagram.

Learning and Curatorial staff brought the galleries to virtual museum visitors.

Our annual RADical Day in recognition of the continued support of the Allegheny Regional Asset District (RAD) typically includes large crowds, free exhibition admission, a Clayton open house, and family art activities. This year, the Frick turned itself inside out online by giving virtual audiences a peek at spaces typically unseen by the public, including collections storage, the Clayton Vault, the Playhouse bowling alley, and a many-compartmented 17th-century cabinet that belonged to Mr. Frick.

The Frick, along with August Wilson African American Cultural Center, Fallingwater, Mattress Factory, and The Westmoreland Museum of American Art, was jointly awarded a $200K grant from the Richard King Mellon Foundation to develop and implement a new virtual tour technology created by students at Carnegie Mellon University’s Center for Entertainment Technology.

- **46** BLOGS SHARED
- **52** KIDS’ ACTIVITIES SHARED
- **70** ONLINE PROGRAMS
- **4,529** ONLINE PROGRAM PARTICIPANTS
Collections & Exhibitions
Smaller crowds, big projects.

11,894
> COLLECTION OBJECTS

122
> NEW ACQUISITIONS

5
> OBJECTS CONSERVED

EXHIBITIONS

- Chinese Porcelains from the Collection
- Maker & Muse: Women and Early Twentieth Century Art Jewelry
- Bouke de Vries: War & Pieces
- The Frick Reflects: Looking Back, Moving Forward
- Frida Kahlo—An Intimate Portrait: The Photographic Albums
- Frida Kahlo: Through the Lens of Nickolas Muray
- Reckoning: Grief and Light
- Mrs. Peacock is a cover girl!

Like many homeowners, we did some improvement projects this year. On the landing of Claytor’s front porch stairs, O.A. Bertin Company reset terrazzo pieces conserved by McKay Lodge Art Conservation Laboratory in 2018, color-matched and poured new terrazzo where necessary, and—finally—ground, polished, and sealed the mosaic. Upstairs, storm windows protecting the stained glass windows of Mrs. Frick’s bathroom were reglazed, and a new project involving the Juliet balcony, roof, and dormer above Mr. Frick’s bathroom began. Lead paint remediation, metal restoration, and masonry repair are underway.

The Frick welcomed Homewood-based artist Vanessa German for a three-year residency beginning in March 2021 with Reckoning: Grief and Light, an immersive, multi-sensory installation in our Italian gallery. Three altarpieces elegizing George Floyd, Breonna Taylor, Elijah McClain, and other lives ended at the hands of police face Renaissance devotional paintings. Selections from Unburied, Unmourned, Unmarked: Requiem for Rice, a contemporary symphony about the history of Africans enslaved on Lowcountry South Carolina and Georgia rice plantations, accompanies.

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Mrs. Peacock is a cover girl! An article about the socialite, Gilded Age Pittsburgh, and portraitist by Curator Dawn R. Bream is featured in the Spring 2020 issue of Nineteenth Century, The Magazine of the Victorian Society in America.

This photograph of a Spence School play was gifted to the Frick by Richard A. Smith, Jr. in memory of art historian Katherine McCook Knox (fourth from left). Classmate Helen Clay Frick (second from right) is, ironically, the maid.
As Mr. Frick amassed an impressive collection of paintings in the early 20th century, he sought decorative arts of the same renown for his homes, acquiring a large collection of Chinese porcelains from the Qing Dynasty period (1644–1912) to decorate both Clayton and his summer estate, Eagle Rock.

In conjunction with our institutional anniversaries, our Curatorial staff took a critical look at the social context in which the Frick family lived; the perspective with which Helen Clay Frick founded our institution; and the values and viewpoints her collection reveals in The Frick Reflects: Looking Back, Moving Forward. Turning the spotlight on rarely seen objects, this project considered the collection—assembled in privileged and turbulent circumstances—from new perspectives, including those of our own time, exploring how museums, curators, and visitors participate in the construction of knowledge, meaning, and memory.

Above: Homestead Strike, July 6, 1892. Courtesy of The Frick Collection/Frick Art Reference Library Archives.
Education & Community

We were thrilled to come together online and in person with so many near and far.

Dr. Gretchen Sorin joined us to discuss her new book Driving While Black: African American Travel and the Road to Civil Rights, the first stop on our research road trip for a great migration exhibition debuting at the Car and Carriage Museum in 2023.

More than a dozen Black womxn and femme writers and artists from Pittsburgh shared new works from TENDER a literary anthology and book of spells: evidence, a collection of poetry, prose, and art edited by Artist-in-Residence Vanessa German and PEN/Faulkner Award-winner Deesha Philyaw.

La Tanya Autry, co-founder of the Museums Are Not Neutral movement, joined us and other Pittsburgh-based arts organizations for a discussion about power, privilege, and perspective in the museum world, themes explored in our 50th anniversary exhibition The Frick Reflects.

We rolled out the virtual red carpet for a screening of Ken Love’s latest film Jewish Memories of Pittsburgh’s Hill District, a documentary exploring the lives of Jewish immigrants who came to the Hill from Europe in the late 19th and early 20th centuries and became part of a multi-ethnic community that included African Americans, Italians, and Eastern Europeans.

Dutch-born, London-based ceramist Bouke de Vries was supposed to travel to Pittsburgh to install his 26’ tablescape of shattered porcelain and give an artist talk. Instead, online audiences got a behind-the-scenes tour of his studio and finished works installed in his home.

We thanked our friends at City of Asylum for hosting Summer Fridays at the Frick on their virtual performance platform.

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We found over 60 adult program participants.

73% of public programs were free to all participants.

5 Summer Fridays performances 1,031 Summer Fridays viewers

Thank you to our friends at City of Asylum for hosting Summer Fridays at the Frick concerts on their virtual performance platform.

Left: Success to Beethoven pannists.

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Left: Success to Beethoven pannists.
In the spring of 2020, the Frick expected to welcome thousands of students into our museums and classrooms. Instead, we found ourselves in a new world where schools were closed and students were learning from home. Continuing to serve local schools and other longstanding community partners, even when in-person museum programming was not possible, became our priority.

Frick museum educators delved wholeheartedly into creating live, interactive Digital Learning Experiences that were free for all classes. We purchased supplies and created art kits for students at Pittsburgh Faison K-5; made videos to keep our pre-K friends at Crescent Early Childhood Center learning about color, shape, and line; and worked with partner teachers at Propel McKeelapse and Sterrett Classical Academy to create live, virtual museum visits that kept students engaged in the learning and conversations we started together in person earlier in the school year.

Out of challenge can come great opportunity, and our new relationship with Voices Against Violence, an organization in south Pittsburgh whose mission is to reduce interpersonal conflict among youth, was one of the brightest spots of the year. In the summer of 2020, Voices Against Violence summer campers visited the Frick and created the “Beautifully Black in Red and Green” outdoor art installation that still stands near The Frick Art Museum. Since then, our partnership has grown and is ready to become a year-round collaboration, engaging families as well as youth in shared experiences exploring art and history.

At the time of this report, our Learning team is striving to serve our community partners in ways that best meet their needs, including making outreach visits to schools, supplying art materials and lesson plans to classroom teachers, engaging students online in virtual programs that bring students right into the galleries, and welcoming students back to the Frick for safe, in-person visits. We stand committed to being a place of learning for all community partners, and look forward to welcoming friends old and new in the coming year.

In 2020, we took art and education outdoors. Beautifully Black in Red and Green was created by Voices Against Violence summer campers ages 8–14 who visited the Frick gardens for a socially-distanced field trip.

Serving Our Community Partners in New Ways

- 21 SCHOOLS made virtual visits, allowing students farther afield to experience the Frick.
- 396 STUDENT PARTICIPANTS
- 100% FREE TO SCHOOLS
- 57% RETURNING SCHOOLS
- 43% FIRST-TIME SCHOOLS

In 2020, ART KITS distributed to students at Pittsburgh Faison K-5 in neighboring Homewood, one of our community partner schools. Frick educators made regular virtual visits to Faison, along with Sterrett Classical Academy and Propel McKeelapse, throughout the school year.
Despite the significant operational challenges that Covid-19 brought to the organization, FY21 ended with a surplus and a renewed focus on implementing the strategic plan. The Frick carried no debt aside from a second Paycheck Protection Program (PPP) loan, to be utilized and forgiven in FY22. The surplus will be used for capital maintenance projects that were planned for but unable to be performed during extended closures. Personnel remain our most valuable resource at more than half of the annual budget. The Frick is focused on creating fairer employment structures, including shifting 29 hour/week employees to full-time. Organizationally, we are ensuring that our enterprises are break-even or profit-producing and increasing our emphasis on using Minority, Women, and Disadvantaged Business Enterprises (MWDBE). Your support sustained the Frick during a challenging period, and we thank you.

**Stewardship & Support**

---

**MEMBERSHIPS**

- **3,343** MEMBERSHIP RENEWALS
- **443** NEW MEMBERSHIPS
- **1,091** FY21 ANNUAL FUND DONORS

**$71,485** DONATED TO FY21 ANNUAL FUND

**2.6x**

**MEMBERSHIPS**

- **4,183**

**MEMBERSHIP RENEWALS**

- **443**

**NEW MEMBERSHIPS**

- **1,091**

**$2,024,256** DONATED TO FY20 ANNUAL FUND

**1.6x**

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**Impact of Covid-19**

The Frick started our fiscal year on April 1, 2020, with our doors closed due to Covid-19. Membership sales and earned revenue stopped for several months before gradually returning, and philanthropic support dipped as giving was appropriately focused on meeting basic human needs. An initial PPP Loan enabled us to retain most of our staff, and, as the year continued, we were grateful to receive sustaining Covid-19 relief funding from local foundations, federal and state government, and friends and supporters like you. Covid-19 caused delays for our large capital projects, and we anticipate at least a three-year recovery timeline as we build back to pre-pandemic operating budgets and membership participation. With your continued support, the Frick will continue to innovate our programs and services as we work toward full recovery.

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**EXPERIMENT**

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Mr. and Mrs. Anton Zidansek
Mr. and Mrs. Thomas L. Wentling, Jr.
Mr. and Mrs. David Werner
Mr. Alex W. Well and Mrs. Anita King
In memory of Fred A. Whitehouse
Maureen Whitehouse
Mr. and Mrs. David Werner
Mr. Alex W. Well and Mrs. Anita King
Mr. and Mrs. David Werner
Mr. Alex W. Well and Mrs. Anita King
Mr. John P. and Elizabeth L. Surma Family Fund
Mr. James J. Sterne
Mr. and Mrs. William L. Standish
Mr. and Mrs. Lloyd F. Stamy, Jr.
Mrs. Helen Stamatelos
Mrs. Maureen Staley Szabo and Mr. Miki Szabo
Mr. and Mrs. John A. Staley IV
Mr. and Mrs. James C. Stalder
Mr. and Mrs. Frank Brooks Robinson
Mr. and Mrs. Robert Weiner
Mrs. Alice R. Snyder
Mr. * and Mrs. Mark A. Snyder
Dr. Felicia Snead and Mr. James Saal
Mr. and Mrs. W. Keith Smith
Mr. and Mrs. Paul C. Smith
Mr. and Mrs. Douglas J. Sisson
Mr. and Mrs. Mark A. Snyder
Mr. and Mrs. Brian Sloan
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The Frick Pittsburgh occupies ancestral lands of the Haudenosaunee, Lenape, and Shawnee peoples. As a place of history and nature, the Frick recognizes the cultural importance of land and the role of cultural institutions in the formation of collective memory. Displacement and erasure are not just histories for native peoples. Land acknowledgments, historic site acknowledging, are exercises in preservation and reconciliation, engaged with past, present, and future.
In March 2020, the Frick adopted the following 38 goals. Together, they chart an inclusive, visitor-focused, and sustainable course. Our Strategic Plan is adaptable, allowing our team to develop realistic work plans in response to changing circumstances as each fiscal year approaches. This flexibility served us well this year. Despite the serious challenges of Covid-19, as this Annual Report attests, we advanced our goals in ways that met our community’s evolving needs. Every Annual Report will contain a progress report like the following until all our goals are met—at which point, we will share new ones.

I. ACCESS

A. Welcome Diverse Audiences to the Frick

1. Publish a Diversity, Equity, Accessibility, and Inclusion (DEAI) statement
   Our DEAI statement, drafted by our staff DEAI Committee and enthusiastically adopted by the Board in June 2021, is an early step on our collective journey to becoming an anti-racist organization. Read the full text at TheFrickPittsburgh.org/Equity.

2. Adopt a Rooney Rule in our hiring practices
   After implementing this rule, we recognized its insufficiency. In summer 2021, we adjusted our policies to proactively recruit candidates of color by adjusting the phrasing and locations of job postings.

3. Invest in staff training to ensure predictably outstanding services for all visitors
   In 2020, we began to expand professional development opportunities for our team, including workshops in empathy and in verbal de-escalation techniques, complimentary membership in the American Alliance of Museums, and paid access to the Mid-Atlantic Association of Museums annual conference.

4. Seek to develop meaningful, long-term partnerships with trusted organizations in diverse communities
   In 2020, we began to expand professional development opportunities for our team, including workshops in empathy and in verbal de-escalation techniques, complimentary membership in the American Alliance of Museums, and paid access to the Mid-Atlantic Association of Museums annual conference.

5. Be mindful of DEAI as we develop acquisitions, exhibitions, and programs
   In 2020-21, our exciting roster of exhibitions and public programs featured contributions from BIPOC, queer, and disabled artists, and cast fresh light on the Frick’s own institutional origin story.

6. Develop programs for the Martin Luther King Jr. holiday, Black History Month, and Juneteenth
   As with the first two goals listed above, this now seems a rudimentary step in our larger commitment to anti-racism. In 2020-21, we recognized Black History Month with a moderated discussion of Caste, and arranged to host a Juneteenth concert—which was ultimately relocated to Mellon Park when anticipated attendance exceeded the capacity of our site.

7. Implement ongoing visitor assessment
   Throughout 2020-21, we used flash member surveys, electronic assessments from exhibition visitors, and site visit focus groups to assess and adjust our services and offerings.

YEAR 1 OF OUR 7-YEAR PLAN: AHEAD OF SCHEDULE

<table>
<thead>
<tr>
<th>KEY</th>
<th>Completed</th>
<th>In progress</th>
<th>Upcoming</th>
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<tr>
<td>53%</td>
<td>goals in progress</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26%</td>
<td>goals upcoming</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Strategic Goals, 2021–2027

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   - In 2020, we began to expand professional development opportunities for our team, including workshops in empathy and in verbal de-escalation techniques, complimentary membership in the American Alliance of Museums, and paid access to the Mid-Atlantic Association of Museums annual conference.

4. Seek to develop meaningful, long-term partnerships with trusted organizations in diverse communities
   - Drawing on our experience cultivating relationships with local schools, in 2020, we began to forge new partnerships with community organizations such as Voices against Violence (see II.B.3).

5. Be mindful of DEAI as we develop acquisitions, exhibitions, and programs
   - In 2020-21, our exciting roster of exhibitions and public programs featured contributions from BIPOC, queer, and disabled artists, and cast fresh light on the Frick’s own institutional origin story.

6. Develop programs for the Martin Luther King Jr. holiday, Black History Month, and Juneteenth
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7. Implement ongoing visitor assessment
   - Throughout 2020-21, we used flash member surveys, electronic assessments from exhibition visitors, and site visit focus groups to assess and adjust our services and offerings.
C. Attend to Our Visitors’ Human Needs

1. Expand our accommodations for people with disabilities, including by widening curb cuts, automating entrance doors, and creating accessible restrooms in The Frick Art Museum.
   - In 2020–21, we made progress in meeting this multiyear goal by finalizing our plans to improve accessibility onto our campus, within our parking lot, and on our sidewalks (see B.2-3).

2. Establish a sanitary, safe place for nursing mothers and caregivers to breastfeed babies, express breast milk, and recharging stations
   - In 2021, we identified a suitable location for this space and set in motion plans for its creation.

3. Develop viable plans for secondary food service on site for visitors not seeking a fine dining experience, such as a coffee bar offering prepared food
   - In 2020, Covid conditions prompted a successful experiment with carryout Café lunches, which continued in summer 2020, Covid conditions prompted a successful experiment with carryout Café lunches, which continued in summer 2020 from a temporary cart in the Grable Visitor Center. The Café at the Frick reopened in summer 2021 with a refurbished interior, expanded hours, and an introductory menu of casual lunch and coffee bar offerings. (As conditions permit, Café services will continue to expand.)

4. Consolidate and update the restaurant and pastry kitchens to provide such expanded food service
   - We discontinued the practice of operating separate pastry and Café kitchens in 2020. A refurbishment of the Café kitchen is still to be developed.

Completed  In progress  Upcoming
Our Team

Our capable and resilient people make possible everything we do.

Staff Committees

- Diversity, Equity, Accessibility, & Inclusion
  - Emily Owan, Publications & Website Manager, Chair
  - Jodi Golomb, Manager of Institutional Support, Co-chair
  - Amanda Clayton, Visitor Services Lead
  - Colin Green, Security & Gallery Attendant Administrator
  - Melanie Greene, Manager of Exhibitions and Registrar
  - Morgan Lawrence, Collectors & Exhibitions Assistant

- Governance
  - Nancy Peeples, Membership & Development Assistant
  - Deborah Tolman, Teacher
  - Lisa Viscusi, Manager of Adult Learning

- Employee Life
  - Keri Golebiewski, Development Operations Coordinator, Chair
  - Jennifer Foster, Human Resources Generalist, Co-chair
  - Olivia Davis, Assistant to the Executive Director

- Safety & Risk Management
  - Greg Lauer, Security Manager, Chair
  - Michael Stuebgen, Co-chair

- Social Media
  - Kaitlyn Clem, Marketing & Communications Associate, Chair
  - Kelly McMasters-Parsons, Coordinator of Learning & Visitor Experience, Co-chair

- Strategic Plan Update
  - Safety & Risk Management
  - Nicki Lauer, Security Manager, Chair
  - Michael Stewart, Co-chair

Welcome to our inaugural Burke Family Fellow! Alonna Carter (center), a graduate student in public history at Duquesne University, will focus her fellowship research on Black experiences during the Gilded Age, working with Frick Learning and Curatorial staff on the development of new interpretive tours of Clayton.

The Burke Family Fellowship was established in honor of dedicated Frick supporters Charles R. “Chip” Burke (left) and Carole King (right).

To help the Frick attract and retain talent, in 2021, we increased our investment in professional development, expanded leadership training for our management cohort, and launched a multi-year pay initiative that seeks to bring all staff to regional parity for their positions or Allegheny County’s living wage, whichever is greater, by the second quarter of 2023.

III. STEWARDSHIP

A. Preserve the Structures and Collections Entrusted to Our Care

1. Remediate the lead paint, conserve the structure, and repaint the exterior of Clayton

2. Complete other repairs, including the Juliet Balcony and Henry Clay Frick’s bathroom

3. Correct the roof leaks, fluctuating climate conditions, and car lift in the Car and Carriage Museum

4. Undertake a comprehensive assessment of The Frick Art Museum and develop a multi-year capital improvement plan

B. Review Certain Activities with an Eye to Sustainability

1. Complete other repairs, including the Juliet Balcony and Henry Clay Frick’s bathroom

2. Undertake a comprehensive assessment of The Frick Art Museum and develop a multi-year capital improvement plan

3. Review the Membership program to ensure that it is distinctive, economical, and well-managed

4. Review the Membership program to ensure that it is meeting our members’ needs, helping to expand the group of prospective supporters, and financially supporting the needs and mission of the organization

5. Review the membership program to ensure that it is meeting our members’ needs, helping to expand the group of prospective supporters, and financially supporting the needs and mission of the organization

- In 2020 and early 2021, we continued to study the sources of water incursion and adjusted our climate control reporting processes. In summer 2021, we conducted repairs to the car lift.

- In early 2021, we began a new assessment of our membership program—a project coinciding with a national decline in museum membership during the pandemic.

- In 2020, as a first step in this process, our 25-person leadership cohort completed a three-week course on leading remote teams through times of change.

- The Burke Family Fellowship was established in honor of dedicated Frick supporters Charles R. “Chip” Burke (left) and Carole King (right).
Our Team (continued)

STAFF
Barry Adams, Director of Human Resources
Jo Ellen Abelleira, Director
Sailah Alves, Director
Charles Altman, Director
Carlos Amoroso, Manager of Partnerships & Communications
Babu Amrith, Café Services Associate
Susan Allen, Director
Elizabeth Baker, Executive Director
Charles Barnett, Café Services Associate
Brandon Belker, Grounds
Tommy Bien, Café Services Associate
Jamie Bitner, Director
Nicola Bosley, Director
Amy Jaffe, Docent
Anne Isaac, Docent
Karen Ieong, Docent
James Hughes, Docent
Toni Hill, Campus Safety Officer & Visitor Experience Liaison
Kathleen Hewston, Docent
Donald Henderson, Gallery Attendant
Michael Hatcher, Director of Operations
Melanie Rose Gutowski, Docent
William Griffith, Docent
Rayon Green, Housekeeping
Collin Green, Security & Gallery Attendant Administrator
Seth Graziani, Teacher
Keri Golebiewski, Development Operations Coordinator
Susan Goldman, Teacher
Amanda Gillen, Director of Learning & Visitor Experience
Charles Gibbs, Lead Maintenance Technician
Lisa Gehring, Director of Finance
Rosalie Garfinkle, Events Support
Zanya Frost, Café Services Associate
Katharine Fleischner, Museum Experience Associate
Elise Fanto, Café Services Associate
Chloé Dixon, Assistant to the Executive Director
Carly DiPaolo, Education Program Assistant
JoAnn DeForrest, Docent
Janet DeAngelo, Museum Experience Associate
Emily Davis, Publications & Website Manager
Gary Daniels, Housekeeping
Adrienne Darke, Teacher
Gary Daniels, Housekeeping
Emily Eirin, Publications & Website Manager
Kathy Dao, Director
Janelle Delagua, Museum Experience Associate
Heather Dew, Director
John Defoor, Director
Carlos DiFazio, Education Program Assistant
Chloe Allegro, Assistant to the Executive Director
Elise Fanto, Café Services Associate
Amanda Crytzer, Museum Store Lead
Kristian Cordero, Café Services Associate
Nancy Coleman, Docent
Kaitlyn Clem, Marketing & Communications Associate
Stephen Cicero, Teacher
Kimberly Cady, Assistant Curator of the Holly Burnett, Docent
Dawn Brean, Chief Curator & Director of Collections
Nicole Bosley, Docent
Jamie Blatter, Docent
Trenny Bivens, Café Services Associate
Brandon Below, Grounds
Charles Barmen, Café Services Associate
Susan Bails, Teacher
Rebekah Arndt, Café Services Associate
Caito Amorose, Manager of Partnerships & Performances
Charles Altman, Docent
Sarah Allen, Docent
Barry Adams, Director of Human Resources

PART-TIME STAFF

Teresa Polozoff, Head Docent
Lydia Peifer, Museum Experience Associate
Leah Peifer, Housekeeping
Nancy Pedraja, Membership and Development Assistant
Kelsie Paul, Audience Engagement and Interpretation
David Neville, Gallery Attendant Coordinator
Nancy Nernberg, Docent
Beth Muth, Director of Enterprise & Visitor Services
Joan Miles, Docent
Breanna Merritt, Education Program Assistant
Stacey McSorley, Youth & Family Program Coordinator
Kelly McMasters-Parsons, Coordinator of Learning & Visitor Experience
Lori McDermott, Director
Michael McGough, Operations Coordinator
Terry McCaslin, Teacher
Matthew McCleskey, Manager of Adult Learning
Igor Woskoboychnyk, Visitor Experience
Sandra Wind, Visitor Experience
Traci Weatherford-Brown, Director of Advancement & Engagement
Perry Welser, Legal Affairs Coordinator
Philip Welser, Gallery Attendant
Richard Welstead, Education Program Assistant
Dennis Mikulski, Director
Ryna Wolikow, Museum Experience Associate
Susan Wilkerson, Director
Catherine Wright, Director
Kristin Wright, Director
Eliana Yacob, Teacher
Terry Zentzendorf, Museum Experience Associate

Cynthia Poole, Director
Jonathan Bultis, Membership Manager
Judy Zip, Head, Donor Development
Isabella Boller, Museum Experience Associate
Joy Richner, Director
Sharon Beirneon, Teacher
Shawn Robinson, Museum Experience Associate
Brenda Boger, Teacher
Kathleen Boral, Manager of Individual Support
Kimberly Borth, Grasslands Manager
Hilary Boes, Teacher
Rosmary Sainz, Gallery Assistant
William Sonnichsen, Director
June Schulte, Teacher
Carol Simonian, Teacher
Heather Shaktar, Director
Meghan Shokar, Gallery Assistant
Thomas Smith, Legal Affairs Director
Daniel Stirling, Housekeeping
Jenn Stroh, Teacher

BOARDS OF TRUSTEES
David Burdin, Chair
Edward D. Dana, Vice Chair
Frank D. DeNardo, Treasurer
Nancy S. Barry, Treasurer
Shawn M. Stover, Secretary

Mary Louise Boblit
David A. Brownlee**
Alice Budden
Stephen Casey
Natalie Della Ross
Margaret S. Demuro
Dardanil R. Faden**
Kate Fried
Thomas J. Galgiano, Jr**
Leon J. Hayes II
Harry Herington
Robert J. Henderson
Shawn Robinson, Museum Experience Associate
Brenda Boger, Teacher
Kathleen Borth, Grasslands Manager
Hilary Boes, Teacher
Rosmary Sainz, Gallery Assistant
William Sonnichsen, Director
June Schulte, Teacher
Carol Simonian, Teacher
Heather Shaktar, Director
Meghan Shokar, Gallery Assistant
Thomas Smith, Legal Affairs Director
Daniel Stirling, Housekeeping
Jenn Stroh, Teacher

*Term concluded in March 2021  **Trustee Emeritus

ELECTED MARCH 2021

Paul E. Hayes, Ph. D.
Russell R. Lintguth
Museum Stabilization

Maureen Staley Szabo

Robert M. Hernandez

Barbara Noble Howard
Susan Hunter
Ellie Johnson
Jennifer D. Keeler
Carol S. MacPhad
Michelle P. Margolin
Federico Pastora
Carolyn B. Rieker
Robert J. Henderson

*Term concluded in March 2021  **Trustee Emeritus

Nancy D. Washington

Elected March 2021

Tess Zentarsky, Museum Experience Associate
Elisa Yukstas, Teacher
Susanne Wilkinson, Docent
Dennis Wickline, Docent
Philip Weber, Gallery Attendant
Perry Weber, Legal Affairs Coordinator
Richard Welstead, Education Program Assistant
Dennis Mikulski, Director
Ryna Wolikow, Museum Experience Associate
Susan Wilkerson, Director
Catherine Wright, Director
Kristin Wright, Director
Eliana Yacob, Teacher
Terry Zentzendorf, Museum Experience Associate
To Look Forward To

Victorian Radicals: From the Pre-Raphaelites to the Arts & Crafts Movement
THROUGH JANUARY 30, 2022

Judith and Holofernes
APRIL 16–JULY 10, 2022

Romare Bearden: Artist as Activist and Visionary
APRIL 30–SEPTEMBER 18, 2022

Not a member? Join online, by phone, or in person.
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