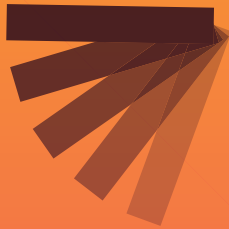


# SHIFT WORKS

Community + Public Arts



Impact Report  
2023-2024



*The Redd Studio*  
by Marques Redd, 2022,  
a project of The SEED  
Money Fund,  
photo by Chetuan Amina



*We Are Windows* by Jason McKoy, 2023,  
photo by Ishara Henry

photo by sarah hurny young



**Dear Friends, Collaborators, and Supporters,**

As I reflect on the work of the past few years, I am filled with immense pride and gratitude for all that we have accomplished together. It has been a time of collaboration, creativity, and transformation—one in which we have collectively demonstrated the power of art to shape not only the physical landscape of our neighborhoods but also the social and cultural fabric of our communities. This transformation is also reflected within the changes that our organization has undergone over the past several years, including the transition from the Office for Public Art to Shiftworks Community + Public Arts.

At Shiftworks, we hold fast to the belief that artists are agents of social, civic, and cultural change. In every artwork, installation, and event that has come to life through the collaborations that we support, we have witnessed the profound impact of art on the public imagination. From partnerships with local artists to engagements with community leaders, we have used art to spark conversations, foster empathy, and envision new possibilities for our region. Whether addressing issues of environmental justice, racial equity, or economic mobility, the artists we work with are committed to amplifying the voices that need to be heard and challenging the systems that need to change. Their participation in the work has directly shaped the creation of programs such as the Pittsburgh Creative Corps, which seeks to not only bring more art into public spaces, but also ensure that paid opportunities to work on these projects support and, dare we say, uplift the economic health of artists working in the region.

**Our experiences remind us that community members are more than spectators in this work—they are our partners, collaborators, and co-creators. Over the past few years, we deepened our relationships with neighbors across our region, ensuring that their expertise in their communities was at the forefront of every project.**

We listened to the ideas, stories, and visions of those who know their communities best, and invested time and resources to bring those visions to life. The result has been projects that are truly reflective of the people they represent and serve—including an expanded partnership with the visionary team of Sibyls Shrine, a dynamic program born from the collective input and shared experiences of Black m/others.

As we celebrate our collective accomplishments, it is crucial to acknowledge that equity and social justice remain the foundation of all that we do. In a time when systemic inequities continue to persist, we are more committed than ever to using our platform to dismantle barriers and create spaces where all voices are valued. Whether through our initiatives such as SEED Money, to bring the work of more Black artists into the public realm, or our efforts to prioritize communities hardest

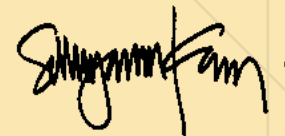
hit by the COVID-19 pandemic via initiatives such as Public Art and Communities, we are striving to create a more inclusive, equitable public art landscape. This work is ongoing, and we recognize that true justice requires constant vigilance, reflection, and action.

Finally, I want to express my deep appreciation for the vibrant network of public art practitioners who make our work possible. From our staff and board to our collaborators, funders, and volunteers, our successes have underscored the importance of a thriving, interconnected public art community. It is through this network that we find the strength, resources, and inspiration to push boundaries and dream bigger. Together, we are building a public art ecosystem that is sustainable, resilient, and capable of driving lasting change.

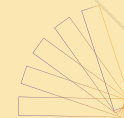
As we look toward the future, I am excited by the possibilities that lie ahead. With your continued support, we will keep pushing the envelope, challenging the status quo, and creating art that not only beautifies our region but also serves as a catalyst for meaningful change.

Thank you for being part of this journey.

With gratitude,



**Sallyann Kluz**  
Executive Director  
Shiftworks Community + Public Arts





*Play in peace* by Cheryl Capezzuti, 2023,  
a welcoming event for Little Amal,  
photo by Renee Rosensteel



This past year marked a significant evolution for our organization. In January, we proudly transitioned from the Office for Public Art to **Shiftworks Community + Public Arts**, unveiling a new name and brand identity that more authentically reflects our mission, the people behind our work, and the artists and communities we serve.

Our new identity signifies more than just a visual change—it represents the growth of Shiftworks as an independent 501(c)(3) organization, allowing us to deepen our commitment to fostering community-led change through public art and creative collaboration.

As part of this exciting new chapter, we were thrilled to welcome two new members to our Board of Directors: **Courtney Abegunde**, Operations Director of Steel Smiling, and **Sarah Long Holland**, a strategic fundraising consultant with deep connections to Pittsburgh and Boston, now serving as our Treasurer. Their expertise and dedication will help guide Shiftworks as we continue to support the artists and communities shaping the future of public spaces.



**Courtney Abegunde**

photo by Eric Blackwell, of  
Blackwell Soundz

**Sarah Long Holland**

photo by Sean T McGill  
Photography





## Areas of Impact

Shiftworks operates at the convergence of public art and civic design in the Pittsburgh region.

This work is guided by four principles:

*Sibyls Shrine,*  
photo by Melike Konur

Artists are agents of social, civic, and cultural change. We support them to work with communities.



*The Redd Studio* by Marques Redd, 2022, a project of The SEED Money Fund,  
photo by Chetuan Amina

Community members are highly valued collaborators with expertise in their neighborhoods. We build capacity for them to engage with artists.

*Black Queer Affinity Series* by Noa Mims, 2023,  
photo by Ishara Henry

Equity and social justice are the foundation of our work. We center equitable and just practices through commitments to staff as well as in our programs, partnerships, and collaborations.



A successful public art landscape depends on a thriving network of public art practitioners. We build tools and systems to support the public art ecosystem in the region.



*Trail Meander* by Carin Mincemoyer, 2023,  
photo by Sean Carroll

*We listen to the ideas, stories, and visions of those who know their communities best, and invest time and resources to bring those visions to life.*





## A quick glance at the numbers:

# \$1.6+M

Dollar Value of Public Art  
Commissioned and/or Supported

Since its launch in late 2020, the **Pittsburgh Creative Corps** has leveraged over **\$1.5 million (\$1,608,550 as of October 2024)** in public art investments, boosting the region's cultural landscape.

# 98

Number of Artist  
Projects Supported

**98 individual artists** have worked with us through paid opportunities over the past two years, contributing their creativity and expertise.

# 1,500+

Attendance of  
Public Programs

Since July 2022, we've paid **\$776,651** to artists and creative industry contractors, supporting those who make our work possible.

# \$450K

Money Paid to Artists

From July 2023 to October 2024, we've paid nearly **\$450,000** to artists and creatives in the Pittsburgh region, with **74%** of those fees going to **Global Majority<sup>1</sup> artists and creatives**, reflecting our deep commitment to equity and inclusion.

# 28

Number of  
Public Programs

We've hosted **28 public programs** in the last 12 months, engaging **over 1,500 participants** from across our communities.

<sup>1</sup> see page 27 for definition

## A Day of Craft and Connection: Shiftworks Staff Retreat at Touchstone

In June 2024, the majority of Shiftworks staff spent a rejuvenating day at the Touchstone Center for Crafts in Farmington, Pennsylvania. Our visit included a tour of the campus and gallery exhibition, followed by a hands-on blacksmithing workshop led by Glen Gardner, one of Touchstone's expert instructors. After working the forges, we shared a delicious meal crafted by Culinary Director Tom Shuttlesworth, while exchanging ideas and insights.

We didn't just leave with our handmade marshmallow skewers—we left with renewed energy, fresh perspectives, and the joy of creating together. It was a day to recharge, connect, and get our hands a little dirty, reminding us of the importance of making time for both craft and community.



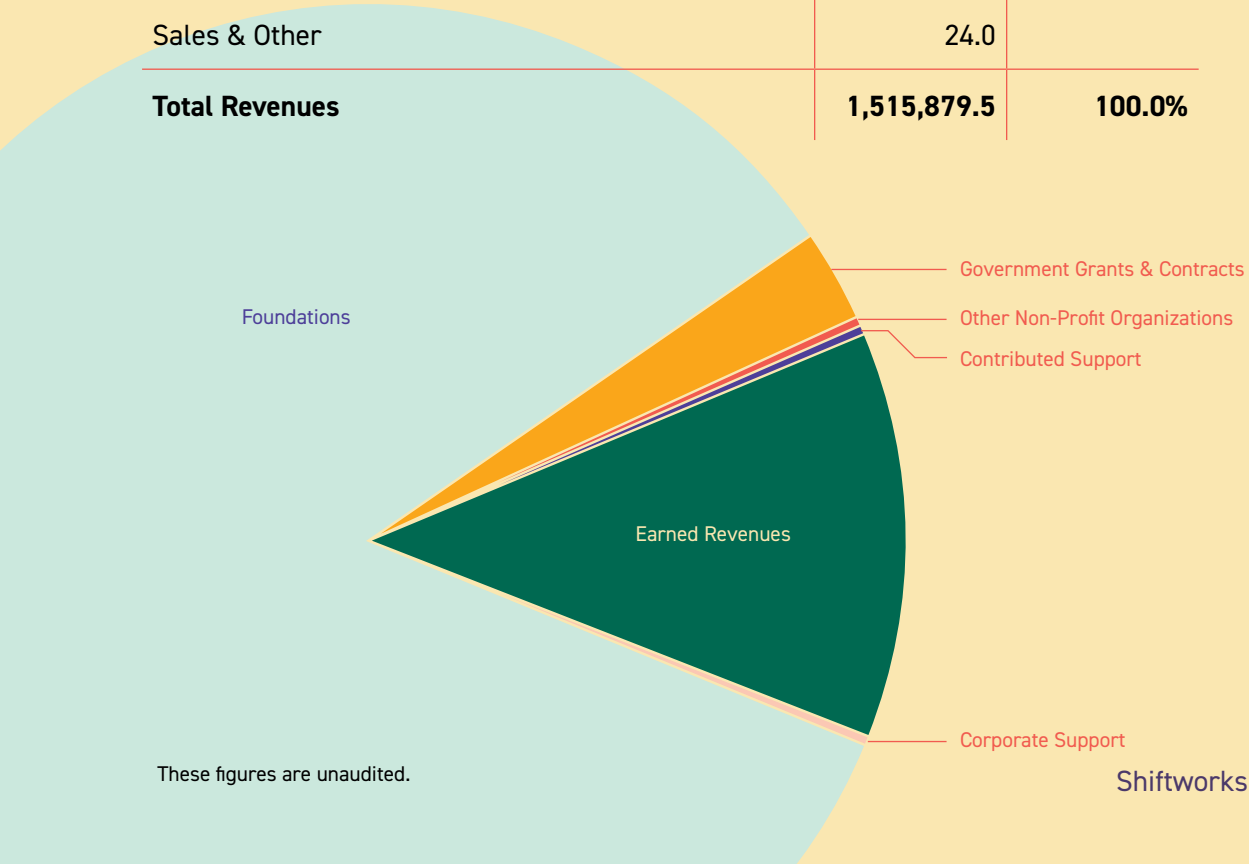
photo courtesy Shiftworks



# Fiscal year 2024 revenue and expenses

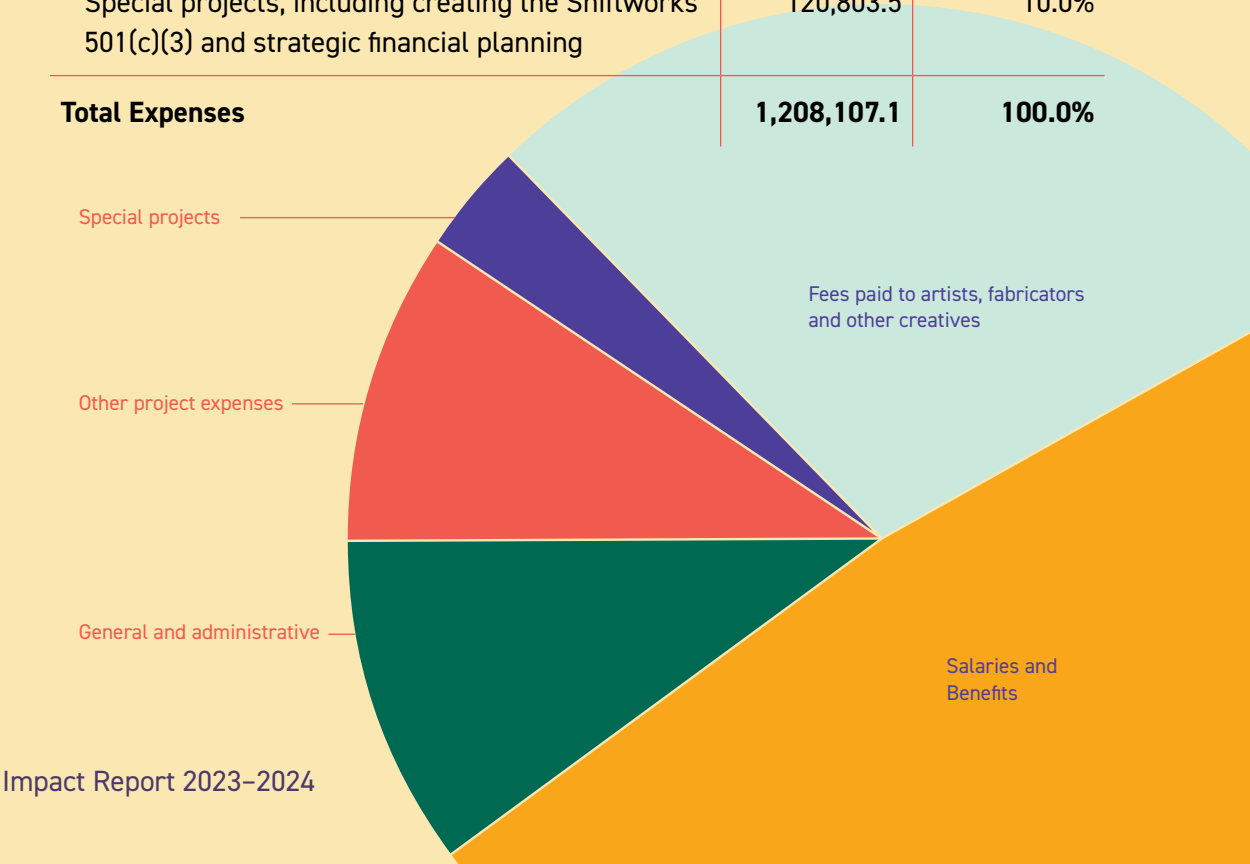
Period July 1, 2023–June 30, 2024.

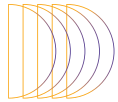
Revenue	Actual FY2024	Percent of total
Contributed Support	3,740.0	0.3%
Foundations	1,277,191.5	84.3%
Government Grants & Contracts	41,500.0	2.7%
Other Non-Profit Organizations	6,485.6	0.4%
Corporate Support	5,000.0	0.3%
Earned Revenues	181,938.5	12%
Sales & Other	24.0	
Total Revenues	1,515,879.5	100.0%



These figures are unaudited.

Expenses	Actual FY2024	Percent of total
Salaries and Benefits for staff (7 ½ FTE)	584,115.7	48.3%
Program Expenses		
Fees paid to artists, fabricators and other creatives	350,022.6	29.0%
Other project expenses, including supplies, hospitality, and travel for artists	42,574.4	3.5%
General & Administrative Expenses		
General and administrative expenses required to run the organization, including rent, software, insurance, bank fees, etc.	110,591.0	9.2%
Special projects, including creating the Shiftworks 501(c)(3) and strategic financial planning	120,803.5	10.0%
Total Expenses	1,208,107.1	100.0%





## Pittsburgh Creative Corps

14

First established in 2020 as a partnership between Shiftworks and Riverlife to address the impacts of the COVID-19 pandemic, the Pittsburgh Creative Corps has grown into a vital and lasting resource that supports artists working in public spaces. Creative Corps opportunities are diverse, ranging from paid roles on selection panels and public art events to large-scale infrastructure commissions. Through these opportunities, our region's artists gain essential skills that allow them to grow their practices and qualify for larger projects in the region and beyond.



*400 Million Years of Water*  
by John Peña, 2023,  
photo by Kahmeela Adams

15

*Turtle Cove Kayak Tour*  
by Monica Cervone  
McElwain, 2023,  
photo by Ishara Henry



Shiftworks' collaboration with the Pennsylvania Department of Transportation (PennDOT) on the reconstruction of the Fern Hollow Bridge exemplifies both the short-term and long-term impacts of the Creative Corps. When plans for the bridge's reconstruction were announced in the spring of 2022, Shiftworks partnered with PennDOT's District 11, the City of Pittsburgh, and the Pittsburgh Parks Conservancy to host a workshop exploring the integration of public art into the design of the new bridge.

**Nine Creative Corps artists were hired to participate in this visioning process. For several of the participating artists, it was their first opportunity to collaborate directly with municipal agencies and influence a major public project.**

The workshop's outcomes, combined with Shiftworks' advocacy and support from PennDOT's District 11 staff, had a significant impact. The Federal Highway Administration, which was funding the emergency bridge reconstruction, agreed to allocate \$256,000—1% of the project's total cost—for public art. Through a competitive selection process, two Creative Corps artists, John Peña and Carin Mincemoyer, were chosen to create site-specific artworks. Additionally, Creative Corps artist Deavron Dailey was hired by Mincemoyer as a studio assistant, gaining valuable experience



in the process of collaboratively fabricating large-scale public art. The resulting works, Peña's *400 Million Years of Water* and Mincemoyer's *Trail Meander*, celebrate the unique history and geology of the site while creating spaces for community engagement and exploration.

This successful collaboration not only highlighted the value of public art but also opened new doors for artists in the region. In September 2024, PennDOT and Shiftworks announced a new public art opportunity for a Creative Corps artist to work with the design and engineering team on a major interchange replacement near Robinson Town Center, with a budget of \$400,000.

This project, alongside others under development, will set the stage for more integrated public art in the region's infrastructure while providing meaningful, well-paying opportunities for artists, supporting them to shape public spaces and further their creative practices.

The Pittsburgh Creative Corps exemplifies Shiftworks' vision of empowering artists to contribute to public spaces that reflect the diversity and values of their communities, while simultaneously building sustainable careers for artists in the public realm.



*Trail Meander* by Carin Mincemoyer, 2023,  
photo by Sean Carroll



## Public Art and Communities

The Public Art and Communities (PAC) program was designed to bring artists and communities together to respond creatively to the challenges of the COVID-19 pandemic and the intersecting public health crises it exposed. From 2021 to 2023, four artists—Jason McKoy, Noa Mims, Rell Rushin, and Lindsey Peck Scherloun—collaborated with community partners to develop and implement temporary public artworks in Pittsburgh neighborhoods. These projects addressed not only the immediate effects of COVID-19, but also the deeper issues of racism, food insecurity, social isolation, and mental health that were exacerbated by the pandemic.

One of these powerful collaborations is *Frofully Connected*, a mural by artist Rell Rushin in partnership with FroGang Foundation, Inc. *Frofully Connected* celebrates natural Black hair and culture while affirming self-love, sisterhood, confidence, and connection. The mural reflects FroGang's mission to cultivate positive self-images in young Black girls, helping them recognize their inherent worth and see beauty when they look in the mirror.





The development of the mural was sparked by FroGang's desire to address the racism and discrimination faced by Black women and girls in the Pittsburgh region. In 2021, Rushin began attending FroGang's bimonthly Successful Sister Sessions, where Black girls ages 6–16 gather to build confidence, foster sisterhood, and promote positive self-expression.

Over the course of the following two years, Rushin engaged with the girls, drawing inspiration from their experiences and insights. Together, they envisioned a mural that would visually empower the FroGang girls and uplift the broader community.

In April 2024, the mural was installed in the FroGang Lot of Love, a parcel of land at the corner of Climax Street and Curtain Avenue in their home neighborhood of Beltzhoover. FroGang adopted this lot from the City of Pittsburgh in 2023 and remade it through tree plantings, community events, the installation of a free pantry and free library, and ongoing care and maintenance. The FroGang Lot of Love is a central and highly visible entry point into Beltzhoover from Warrington Avenue, prominently displaying the mural's message of self-love and solidarity.

FroGang hopes that the collaborative process of creating *Frofully Connected* will help their girls form new relationships, learn what it means to work with an artist, and understand that their voices matter. The mural serves as a powerful reminder that beauty comes in many forms and that the strength of sisterhood and self-love can transform communities.

In April 2024, Shiftworks and Neighborhood Allies hosted a community celebration at Brew House Arts to mark the successful conclusion of the multi-year PAC program. The event showcased not only Rushin's mural but also the work of the other PAC artist-community collaborations: Noa Mims with Steel Smiling, Lindsey Peck Scherloun with The Brashear Association, Inc., and Jason McKoy with both the Etna Community Organization and Sharpsburg Neighborhood Organization. It was a joyous occasion, bringing together Pittsburgh communities to celebrate the vibrant, impactful artworks created through these partnerships. To learn more about each project and their outcomes, you can download the final program report, written by Jason Vrabel. [Download the Public Art + Community: Building resilience through collaboration report.](#)



*Black Queer Affinity Series* by Noa Mims, 2023,  
photo by Ishara Henry

*We Are Windows* public program with artist  
Jason McKoy, 2023, photo by Ishara Henry





The Public Art and Communities program reflects Shiftworks' commitment to empowering artists and communities to co-create works of public art that are truly reflective of their shared experiences and aspirations.



*Let's Eat: Abundance, Access and Community*  
by Lindsey Peck Scherloun, 2022,  
photo by Ishara Henry

Public Art and Communities Program  
Celebration, 2024, photo by Ishara Henry



## The SEED Money Fund

At Shiftworks Community + Public Arts, we recognize that access to resources often limits opportunities for artists to work in public art, leading to public spaces that may not fully reflect the diversity of the communities they serve.

In 2021, thanks to the generous support of The Pittsburgh Foundation, we challenged ourselves to reimagine how we support artists from historically marginalized communities. In collaboration with consulting artist, curator, and arts administrator Jessica Gaynelle Moss, we launched The SEED Money Fund to explore critical questions:

What would happen if a group of Black artists were given unrestricted funding to use as they saw fit? What kinds of ideas and projects would emerge? What barriers could be removed to allow these artists to focus on their creative work?

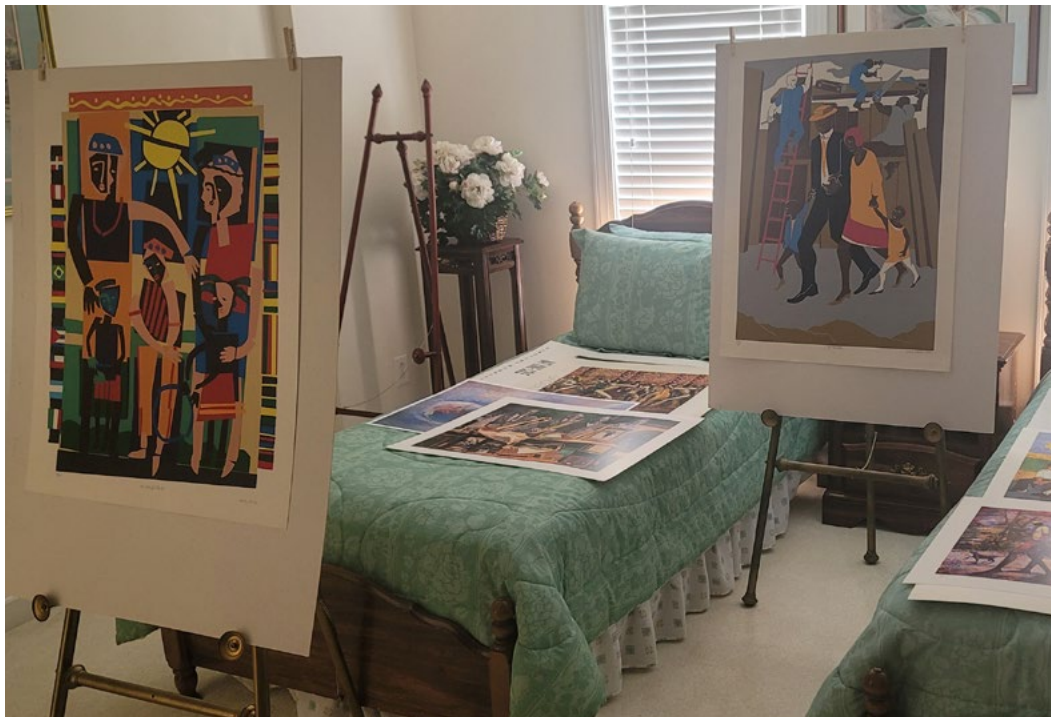
The SEED Money Fund was designed to support Black artists in the Pittsburgh region who were new to public art. Ten artists were nominated by Black arts professionals who had already contributed to public art in Pittsburgh. Of those nominated, six artists completed the program. Each participating artist received \$3,000 in unrestricted funds to invest in their practice, pay themselves for their time, and use in any way that supported their creative journey. Artists were also compensated for attending SEED Money meetings, events, workshops, and lectures, and they were introduced to a national network of Black arts professionals. Additionally, they had access to office hours with experts across the field to discuss challenges or seek guidance.

**“We chose to throw out the script because we had seen firsthand how many artists are disadvantaged in traditional funding processes,”**

said Divya Rao Heffley, PhD, Associate Director of Shiftworks.

The SEED Money Fund reflects our core belief: by making early-stage, unrestricted investments in Black artists, we are planting seeds that nurture not just individual growth but also the flourishing of our communities and the broader public art sector. “It was an opportunity to dismantle everything philanthropy was before and really ask questions about what our community needed, and then see if philanthropy could be the tool to actually answer some of those questions,” Moss explained.

*The Redd Studio* by Marques Redd, 2022, a project of The SEED Money Fund, photo by Chetuan Amina



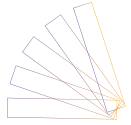
**“As someone at the beginning of my career, it was really helpful to have Jessica think that my ideas are important, my projects are important, and to help me see levels of importance in the work that I didn’t even see. Through conversations with her, I realized this is a project that needs to be done; this is a project that I can do,”**

said Marques Redd, SEED Money Artist.

One of the SEED Money awardees, Marques Redd, exemplifies the program's success. Redd is a traditional African cosmologist, independent scholar, multimedia artist, and co-founder of Rainbow Serpent, Inc., a Black LGBTQ arts nonprofit. His family once owned Miracles Fine Art, a gallery specializing in the work of Black artists. The gallery closed in 2000, leaving its collection of nearly 300 pieces—including masks, carvings, and paintings by artists such as Romare Bearden, Jacob Lawrence, and Kathleen Wilson—packed away for two decades. With the support of SEED Money, Redd developed a plan to digitize the collection and launch The Redd Studio, an online museum. He later leveraged this work to secure an Advancing Black Arts Pittsburgh grant from The Pittsburgh Foundation.

**The SEED Money Fund is so much more than a financial resource. It is a commitment to empowering Black artists to shape public spaces that resonate with the richness of their communities. Through SEED Money, small seeds of support can grow into transformative opportunities for artists and communities alike.**





## Sibyls Shrine

Sibyls Shrine is an arts collective and residency program rooted in the principles of radical care, rest, and holistic support for Black artists who m/other in Pittsburgh, Pennsylvania and beyond. Sibyls Shrine was founded in 2019 by artist Alisha B. Wormsley in collaboration with Jessica Gaynelle Moss, and in partnership with Shiftworks Community + Public Arts.

Sibyls Shrine directly addresses the inequities faced by Black artists who m/other, ensuring that they have the resources to thrive in their careers despite systemic barriers. Based in Pittsburgh, the initiative provides equitable pay, career development opportunities, and comprehensive support to Black women, trans women, and femmes who m/other. At the core of Sibyls Shrine's approach is a commitment to radical care, rest, and readiness. The program tailors its support to each artist's unique needs by offering access to an extensive network of resources and partnerships, enabling artists to focus on their creative practices while balancing the responsibilities of m/othering.



Sibyls Shrine,  
photo by Ricardo Robinson

In 2023, with the support of the Pittsburgh Cultural Treasures initiative, Sibyls Shrine engaged in a strategic planning process to guide its growth over the next three years. A key recommendation from this process was the continuation of the partnership with Shiftworks. In June 2024, the teams solidified this partnership with a five-year agreement through which Shiftworks will provide fiscal sponsorship, planning support, and administrative services, with options to renew. This partnership structure allows Sibyls Shrine to focus on delivering its visionary support for Black artists who m/other, while Shiftworks ensures the operational foundation needed for long-term sustainability.

For Shiftworks, this partnership deepens our commitment to supporting artists and communities as they drive community-led transformation. Collaborating with the inspiring Sibyls Shrine leadership team of Black artists who m/other—Alisha B. Wormsley, Jessica Gaynelle Moss, Lauren Beachom, and Naomi Chambers—aligns with our mission to amplify creative visions that challenge systemic barriers and create space for new possibilities. It is a privilege to be part of the Sibyls Shrine journey, and we are eager to continue to witness and support the transformative work of this incredible team.

To learn more about Sibyls Shrine, please visit their website: [www.sibylsshine.com](http://www.sibylsshine.com)

Sibyls Shrine,  
photo by Saddik



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Public Art and Communities Program Celebration,  
2024, photo by Ishara Henry



**In addition to individual contributions and fee for service revenue, our work is made possible through the generous support of:**

Arts, Equity,  
and Education Fund

The Benter Foundation

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McCune Foundation

Opportunity Fund

The Our Town program of the  
National Endowment for the  
Arts, a federal agency

The Pittsburgh Foundation

Program to Aid Citizen  
Enterprise (PACE)

Wagner Foundation

## Global Majority

Shiftworks uses the term Global Majority to describe people who are Black, Brown, Asian, Latino/a/e/x, Indigenous American, and/or indigenous to the Global South. We continue to use specific terms that refer to race, ethnicity, or nationality as they apply to individuals and/or groups (i.e. Chinese American, Black, Chicano, etc.).

Our language is informed by the work of Jamaican-British educator Rosemary Campbell-Stephens, who coined the term Global Majority and wrote that, "Globally, these groups currently represent approximately eighty percent (80%) of the world's population making them the global majority." Shiftworks has built upon the work of Campbell-Stephens, adapting the language she developed from within a British context to operate within the context of living and working in the United States.

Shiftworks recognizes that no term used to broadly describe race or ethnicity is comprehensive or adequate. Language and the discussion around race and ethnicity are forever-evolving. As a result, Shiftworks continuously discusses the ethnic and racial terms we use as an organization. Community feedback is encouraged and will be implemented into staff discussions about organizational language. To provide feedback, please contact Dominique Chestand, Shiftworks Operations Manager, at [dominique@shiftworkspgh.org](mailto:dominique@shiftworkspgh.org).



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