

2025-2026 TWA Grant Application

Contact Information

Organization Name:	<u>Zachary Scott Theatre Center</u>
Contact Title:	<u>Grant Manager</u>
Contact Name:	<u>Steven Reily</u>
Address:	<u>1510 Toomey Road</u>
City:	<u>Austin</u>
Email Address:	<u>screily@zachtheater.org</u>
TWA Sponsor:	<u>Mindy Ellmer</u>
TWA Sponsor Email:	<u>me@mindyellmer.com</u>

Artistic Significance & Project Innovation and Creativity: (Question 3)

Organization's Mission:

Zach creates theater, education, and training programs that ignite connection between artists, audiences, students, and the community.

Name of Project/Program to be Funded:

Zach Theater's Family & School Series – School Field-Trip Ticket Subsidy Initiative

Project Description:

Zach's Family & School Series provides TEKS-based live theater to Central Texas students through three productions and subsidized access with free or discounted tickets for Title I schools and others.

Project Purpose: What are the goals of the project/program?

The Family & School Series introduces students to live performance through stories that build creativity, literacy, cultural awareness, and social-emotional learning. Free or deeply discounted tickets ensure equitable access for all students and prioritize access for Title I and economically disadvantaged schools, allowing all children, regardless of financial circumstance, to benefit from high-quality, curriculum-aligned arts experiences.

Is this program offered at a cost to children? If there is a fee for this program, please enter the cost in numerical dollar amount per child to enroll.

No, student fees are paid by an enrolling entity, such as a campus or district. The student, family, parent and guardian(s) are not responsible for payment.

What is the expected number of children to be directly served by project/program?

29230

What is the age range of children served by this project/program?

K-5th grade

Identify the artistic discipline(s) included in this project/program: Check all that apply.

Literary Arts, Musical Theatre, Theatre, Theatre Set-Design

Project Innovation and Creativity: (Question 4)

Describe how this program provides arts access for children.

The program provides accessible, high-quality theater supported by TEKS-aligned Enrichment Guides. While weekend public tickets average \$29.75, deeply subsidized school matinees remove cost barriers, providing \$496,790 in student ticket support last year and serving children from 243 schools across 12 districts. Many students experience live theater for the first time through these field trips.

Explain what makes this program/project innovative. Program/Project innovation differs for each community. If your program is a traditional arts experience but is unique to your community, please specify. If your program is innovative, relative to traditional arts offerings in your community, please specify.

The Series blends multiple artistic forms to engage children. For example, "Charlotte's Web" features aerial performance and original bluegrass music, while "Zapata!" uses bilingual folklórico storytelling. Each school receives a pre-show classroom workshop and TEKS-aligned study guides, creating immersive learning experiences that introduce many students to live theater for the first time.

What type or level of arts experience do children have as a result of your program? Please select one.

Student Introduction: Children observe arts examples and are provided age appropriate introduction of knowledge, skills, and content related to the observation.

Is this a new program? If the answer is NO, how long has the program been in existence?

Fifty years.

Organizational Management and Capability: (Question 5)

The organization has the following human capital. Check all that apply.

Board, Staff, Project Manager/Director, Volunteers

Describe your organization's staffing structure.

Number of full-time employees	59
Number of part-time employees	5
Number of volunteers	100

Describe the qualifications and experience of the individuals who will provide this programming and work directly with children.

Zach Theater's Family & School Series is led by an experienced team of arts educators and professional theater makers who specialize in high-quality creative learning for young audiences. The program is overseen by Director of Youth Engagement Nat Miller, who has more than 20 years of experience developing TEKS-aligned youth programming and building strong partnerships with schools across Central Texas. Each production is guided by accomplished artists with deep expertise in both professional theater and arts education. Jesse J. Sanchez—who wrote the book, music, and lyrics for "Zapata!" and whose credits include work with the Broadway companies of "Hamilton" and "In the Heights"—creates culturally rich musical storytelling that connects deeply with students. Two-time Emmy Award-winning composer and music director Allen Robertson brings extensive children's theater experience to "Charlotte's Web," crafting an original bluegrass score that blends artistic excellence with child-centered engagement. In conjunction with this artistic leadership, Zach employs a team of trained teaching artists and youth programming specialists with backgrounds in early childhood education, literacy development, bilingual instruction, and drama-based pedagogy. These educators lead pre-show classroom workshops, develop TEKS-aligned study guides, and collaborate closely with teachers to ensure meaningful curricular connections. This combination of artistic excellence and educational expertise ensures high-quality, developmentally supportive arts experiences for children across Central Texas.

Race and Ethnicity

Describe the race proportion of your:	Staff	Board
African American	0	0
American Indian or Alaska Native	0	0
Asian	3	2
Black or African American	7	10
Native Hawaiian or Other Pacific Islander	0	0
White	69	67
Two or More Races	7	4

Other	14	17
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Describe the ethnicity of your:	Staff	Board
Hispanic/Latino	14	17
Not Hispanic/Latino	86	83

Outside Support: (Question 5 continued)

List community partners supporting the program:

Zach partners with more than 240 public schools across 12 Central Texas districts, including: Austin ISD, Del Valle ISD, Hays CISD, Manor ISD, Pflugerville ISD. These partnerships support TEKS alignment, field-trip coordination, and access for Title I campuses. Zach also engages in occasional project-based collaborations with local cultural organizations, such as Austin PBS. These partnerships are pending as production dates approach.

Organizational Funding: (Question 5 continued)

Has the organization received a TWA Grant in the past? If so, which years?

Yes, 2022, 2020, 2018

Budget at a Glance

Total Organization Budget Amount	14111130
Total Program/Project Budget	1040484
TWA Grant Request	30000
Grant request's percentage of total organization budget. Cannot exceed 25%.	.21

If awarded the full grant request, what amount of TWA funding would support the following categories? Please provide a numerical dollar amount for each area.

Staffing/Salaries	8500
Operational Expenses	
Supplies and Materials	5000
Facilities (Rent/Mortgage)	
Technology Equipment	
Instructional Resources and Curriculum	
Student Transportation Fees	
Other: Please specify	15000 Ticket Subsidies for free & reduced tickets / Title 1 & other schools

Attachments Included

1. Organization's current year budget.
2. Organization's final/actual budget for the previous year.
3. Program/project budget

Other sources of revenue (\$2,000 or more) for the project/program: Provide a list of sponsors, grants, etc., and include dollar amounts.

The following is a list of pending grant requests to fund this program. Currently, there are no other sponsors, grants, etc. Applied Materials -\$15,000-Requested Texas Women For the Arts-\$30,000-Requested

Planning, Implementation, and Evaluation: (Question 5 continued)

Program Implementation (if new) or Operational Plan: How will/is this project/program administered? Limit 1500 characters including spaces. Please include details such as where the program will be hosted, how children will be enrolled, how students gain access to this program, if transportation is needed or provided, and how the program will be administered.

The Family & School Series is administered by Zach Theater's Youth Programming, Box Office, and Production Departments on Zach's downtown Austin campus, with performances hosted in the Topfer, Kleberg, and Whisenhunt Theatres. Schools enroll by reserving blocks of seats through Zach's School Show Coordinator, with dedicated outreach to Title I campuses to ensure access. Students attend through district-coordinated field trips or campus-arranged transportation. School performances of "Zapata!" and "Charlotte's Web" are offered Tuesday through Friday at 10:00am and 12:00pm and are designed for young audiences, running 45–60 minutes. Education staff and volunteers greet school groups, assist with seating, and maintain a safe, welcoming environment throughout each visit. The program provides subsidized access for all schools, with Title I campuses paying \$0–\$6 per child and non-Title I campuses paying \$6–\$12 per child, depending on production and seating. Teachers receive TEKS-aligned Enrichment Guides with vocabulary, discussion prompts, and pre- and post-show activities that extend classroom learning. After the performance, teachers lead classroom reflection using these materials to reinforce comprehension, literacy, cultural awareness, and social-emotional development. Feedback from educators supports continuous improvement, ensuring that students engage directly with high-quality, developmentally appropriate arts programming across all three productions.

Evaluation Plan: How will you evaluate the success of this program? Limit 500 characters including spaces.

Success is evaluated through student attendance, the number of Title I schools served, and comprehensive surveys of participating educators. Every teacher receives a post-show survey assessing engagement, TEKS alignment, accessibility, and learning outcomes. Detailed feedback from teachers and

teaching artists helps identify growth in literacy, comprehension, collaboration, and social-emotional development and directly informs ongoing program improvement and future planning efforts.

Program/Project Timeline: Provide a detailed timeline to implement this program. If you choose to upload a file to answer this question please type, "Project Timeline attached" in the box below. TWA grant funds must be spent between June 1 - May 31. Limit 800 characters including spaces.

Project Timeline attached

Program/Project Timeline: Optional File Upload.

FY%2025_26%20-%20FAMILY%20%26%20SCHOOL%20SERIES%20%E2%80%94%20TIMELINE.pdf

Impact: (Question 6)

Demographic Information of Children Served

Demographic description of the children served by this project/program: Check all that apply.

At-Risk of dropping out of school* See explanation in #18

Low Socioeconomic

Low arts access

Children served represent cultural diversity

What percentage of children served by this program are considered at-risk? The term at-risk is used to identify students or groups of students who statistically have a higher probability of failing academically or dropping out of school.

65

What percentage of the children served by this program are economically disadvantaged?

50

Describe the community served by this program: Check all that apply.

Urban, Inner City, Major Metro Area, City- Large

Project Need: What need(s) does this project/program fulfill? Limit 200 characters including spaces

Budget cuts limit arts instruction, leaving Title I schools unable to meet TEKS standards. This program provides curriculum-linked theater that, for many students, is their first live performance.

Describe the race percentage of the student population served by the program. Please enter a numerical percentage for each. Percentages must add up to 100%.

American Indian or Alaska Native	1
Asian	4
Black or African American	9
Native Hawaiian or Other Pacific Islander	1
White	27
Two or More Races	6
Other	52

What percentage of the children served by this program are Hispanic/Latino? Enter a numerical response totaling 100%.

Hispanic/Latino	63
Not Hispanic/Latino	37

Optional Content Provided

Is there anything else that should be considered about this project/program? (Optional)

Extensive research confirms that arts participation significantly improves academic and social outcomes for children, particularly those identified as at-risk. A 2012 National Endowment for the Arts longitudinal study found that students from low-income households who engage in the arts are more than twice as likely to graduate from college and achieve higher standardized test scores. Americans for the Arts' 2013 Arts Education Navigator: Facts & Figures similarly shows that arts learning strengthens literacy, creative problem-solving, and social-emotional development across grade levels. The Family & School Series directly supports these outcomes by providing high-quality, curriculum-aligned arts experiences to thousands of Central Texas students, many of whom attend Title I campuses and face multiple at-risk indicators. By ensuring equitable access to live theater that reinforces TEKS learning standards, this program fulfills a core objective of Texas Women for the Arts: supporting initiatives that help children thrive academically, socially, and emotionally through meaningful arts engagement. Zach Theater remains deeply committed to ensuring that every child, regardless of income, background, or circumstance, can benefit from the transformative power of the arts. Please note: For Question 34, "How many volunteers serve the organization?" The portal would not allow an entry over 100. We actually have 416.

Internal Revenue Service

Department of the Treasury

**P. O. Box 2508
Cincinnati, OH 45201**

Date: July 8, 2003

Zachary Scott Theater Center
1510 Toomey Road
Austin, TX 78704-1078

Person to Contact:

Mrs. Jones 31-03886
Customer Service Specialist

Toll Free Telephone Number:

8:00 a.m. to 6:30 p.m. EST
877-829-5500

Fax Number:

513-263-3756

Federal Identification Number:

74-1369410

Dear Sir or Madam:

This is in response to your request of July 8, 2003, regarding your organization's tax exempt status.

Our records indicate that a determination letter issued in July 1933 granted your organization exemption from federal income tax under section 501(c)(3) of the Internal Revenue Code. That letter is still in effect.

Based on information subsequently submitted, we classified your organization as one that is not a private foundation within the meaning of section 509(a) of the Code because it is an organization described in section 509(a)(2).

This classification was based on the assumption that your organization's operations would continue as stated in the application. If your organization's sources of support, or its character, method of operations, or purposes have changed, please let us know so we can consider the effect of the change on the exempt status and foundation status of your organization.

Your organization is required to file Form 990, Return of Organization Exempt from Income Tax, only if its gross receipts each year are normally more than \$25,000. If a return is required, it must be filed by the 15th day of the fifth month after the end of the organization's annual accounting period. The law imposes a penalty of \$20 a day, up to a maximum of \$10,000, when a return is filed late, unless there is reasonable cause for the delay.

All exempt organizations (unless specifically excluded) are liable for taxes under the Federal Insurance Contributions Act (social security taxes) on remuneration of \$100 or more paid to each employee during a calendar year. Your organization is not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the excise taxes under Chapter 42 of the Code. However, these organizations are not automatically exempt from other federal excise taxes.

Donors may deduct contributions to your organization as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to your organization or for its use are deductible for federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Zachary Scott Theater Center
74-1369410

Your organization is not required to file federal income tax returns unless it is subject to the tax on unrelated business income under section 511 of the Code. If your organization is subject to this tax, it must file an income tax return on the Form 990-T, Exempt Organization Business Income Tax Return. In this letter, we are not determining whether any of your organization's present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

Section 6104 of the Internal Revenue Code requires you to make your organization's annual return available for public inspection without charge for three years after the due date of the return. The law also requires organizations that received recognition of exemption on July 15, 1987, or later, to make available for public inspection a copy of the exemption application, any supporting documents and the exemption letter to any individual who requests such documents in person or in writing. Organizations that received recognition of exemption before July 15, 1987, and had a copy of their exemption application on July 15, 1987, are also required to make available for public inspection a copy of the exemption application, any supporting documents and the exemption letter to any individual who requests such documents in person or in writing. For additional information on disclosure requirements, please refer to Internal Revenue Bulletin 1999 - 17.

Because this letter could help resolve any questions about your organization's exempt status and foundation status, you should keep it with the organization's permanent records.

If you have any questions, please call us at the telephone number shown in the heading of this letter.

This letter affirms your organization's exempt status.

Sincerely,



John E. Ricketts, Director, TE/GE
Customer Account Services

Zach Theater Financials for the Fiscal Year ending August 31,
2025

DRAFT-Audit in Progress

REVENUE	
Earned	2024-2025 Actuals
Single Ticket Sales	\$ 4,179,643
Subscriptions/Memberships	\$ 694,132
Ticket/Handling Fees	\$ 401,155
Education/Outreach	\$ 1,990,363
Royalties	\$ -
Co-productions	\$ -
Presenter Fees/Commissions	\$ -
Production Enhancement	\$ 30,633
Space Rentals	\$ 391,196
Costume/Step/Prop Rentals	\$ -
Advertising	\$ -
Concessions (net), merchandise sales	\$ 456,173
Other(Parking & Misc Income)	\$ 144,153
Other notes (write out): Shop (net)	\$ 4,465
Total Earned	\$ 8,291,913
Investment Income	
Interest and dividends	\$ 54,901
Gains/(losses) from sales of securities	
Total Investment	\$ 54,901
Contributed	
Board	\$ 280,546
Individual (non-board)	\$ 694,054
Corporations	\$ 154,992
Foundations	\$ 195,263
Federal	\$ -
State	\$ 27,000
City/County	\$ 60,000
Fundraising special events (net)	\$ 362,214
Transfers/releases of temporarily restricted assets	\$ 422,179
In-Kind	\$ 640,049
Other: Endowment Inc, Gains/Losses Net	\$ 8,231
Other details (write out):	
Total Contributed	\$ 2,844,527
TOTAL REVENUE	\$ 11,191,341
EXPENSES	
Artistic Personnel	\$ 1,637,609
Administrative Personnel	\$ 2,173,041
Production Personnel	2,083,366
Education Personnel	\$ 405,906
Production Costs, excluding personnel	341,169
General Management/Operations, excluding personnel	\$ 481,620
General Artistic Expenses, excluding personnel	\$ 213,290
Royalties	\$ 402,546
Commissions	\$ -
Occupancy/Building/Equipment/Maintenance	\$ 990,796
Advertising/Marketing, excluding personnel	\$ 1,191,983
Fundraising/Development, excluding personnel	97,764
Education, excluding personnel	654,367
In-Kind	\$ 640,049
Other (Depreciation)	\$ 396,416
Other (Strategic Expenses)	\$ 166,079
Other details (write out): Front of House/Box Office Exp, parking exp, rentals other exp	\$ 712,251
TOTAL EXPENSES	\$ 12,588,252
SURPLUS / (DEFICIT) without Depreciation	\$ (1,000,495)
SURPLUS / (DEFICIT) with Depreciation	\$ (1,396,911)

*Includes Strategic Spend on Line 59 which come from designated reserve funding.

Zach Theater 2025-2026 Budget	
REVENUE	
Earned	2025 - 2026 Budget
Single Ticket Sales	\$ 5,101,397
Subscriptions/Memberships	\$ 829,195
Ticket/Handling Fees	\$ 490,902
Education/Outreach	\$ 2,292,840
Royalties	\$ -
Co-productions	\$ -
Presenter Fees/Commissions	\$ -
Production Enhancement	\$ 50,000
Space Rentals	\$ 305,337
Costume/Step/Prop Rentals	\$ -
Advertising	\$ -
Concessions (net), merchandise sales	\$ 681,761
Other(Parking & Misc Income)	\$ 200,000
Other notes (write out): Shop (net)	\$ 16,000
Total Earned	\$ 9,967,432
Investment Income	
Interest and dividends	\$ 50,000
Gains/(losses) from sales of securities	\$ -
Total Investment	\$ 50,000
Contributed	
Board	\$ 300,000
Individual (non-board)	\$ 1,075,000
Corporations	\$ 226,000
Foundations	\$ 328,000
Federal	\$ -
State	\$ 27,000
City/County	\$ 105,000
Fundraising special events (net)	\$ 404,500
Transfers/releases of temporarily restricted assets	
In-Kind	\$ 525,000
Other: Endowment Inc, Gains/Losses Net	\$ -
Other details (write out):	
Total Contributed	\$ 2,990,500
TOTAL REVENUE	\$ 13,007,932
EXPENSES	
Artistic Personnel	\$ 2,089,236
Administrative Personnel	\$ 2,402,877
Production Personnel	\$ 2,400,716
Education Personnel	\$ 542,238
Production Costs, excluding personnel	\$ 504,716
General Management/Operations, excluding personnel	\$ 436,905
General Artistic Expenses, excluding personnel	\$ 266,294
Royalties	\$ 571,909
Commissions	\$ -
Occupancy/Building/Equipment/Maintenance	\$ 973,750
Advertising/Marketing, excluding personnel	1,434,445
Fundraising/Development, excluding personnel	90,200
Education, excluding personnel	697,040
In-Kind	\$ 525,000
Other (Depreciation)	\$ 378,000
Other (Strategic Expenses)	\$ -
Other details (write out): Front of House/Box Office Exp, parking exp, rentals other exp	\$ 797,804
TOTAL EXPENSES	\$ 14,111,130
SURPLUS / (DEFICIT) without Depreciation	\$ (725,198)
SURPLUS / (DEFICIT) with Depreciation	\$ (1,103,198)

Zach Theater 2025-2026 & 2026-2027 Budget	
REVENUE	
Earned	2025 - 2026 Budget
Single Ticket Sales	\$ 5,101,397
Subscriptions/Memberships	\$ 829,195
Ticket/Handling Fees	\$ 490,902
Education/Outreach	\$ 2,292,840
Royalties	\$ -
Co-productions	\$ -
Presenter Fees/Commissions	\$ -
Production Enhancement	\$ 50,000
Space Rentals	\$ 305,337
Costume/Step/Prop Rentals	\$ -
Advertising	\$ -
Concessions (net), merchandise sales	\$ 681,761
Other(Parking & Misc Income)	\$ 200,000
Other notes (write out): Shop (net)	\$ 16,000
Total Earned	\$ 9,967,432
Investment Income	
Interest and dividends	\$ 50,000
Gains/(losses) from sales of securities	\$ -
Total Investment	\$ 50,000
Contributed	
Board	\$ 300,000
Individual (non-board)	\$ 1,075,000
Corporations	\$ 226,000
Foundations	\$ 328,000
Federal	\$ -
State	\$ 27,000
City/County	\$ 105,000
Fundraising special events (net)	\$ 404,500
Transfers/releases of temporarily restricted assets	
In-Kind	\$ 525,000
Other: Endowment Inc, Gains/Losses Net	\$ -
Other details (write out): (Capital/Strategic Fundraising)	
Total Contributed	\$ 2,990,500
TOTAL REVENUE	\$ 13,007,932
EXPENSES	
Artistic Personnel	\$ 2,089,236
Administrative Personnel	\$ 2,402,877
Production Personnel	\$ 2,400,716
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Commissions	\$ -
Occupancy/Building/Equipment/Maintenance	\$ 973,750
Advertising/Marketing, excluding personnel	1,434,445
Fundraising/Development, excluding personnel	90,200
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In-Kind	\$ 525,000
Other (Depreciation)	\$ 378,000
Other (Strategic Expenses)	\$ -
Other details (write out): Front of House/Box Office Exp, parking exp, rentals other exp	\$ 797,804
TOTAL EXPENSES	\$ 14,111,130
SURPLUS / (DEFICIT) without Depreciation	\$ (725,198)
SURPLUS / (DEFICIT) with Depreciation	\$ (1,103,198)

2026-2027 DRAFT Budget (unapproved)
\$ 5,355,942
\$ 854,071
\$ 515,447
\$ 2,361,625
\$ 51,500
\$ 314,497
\$ 724,710
\$ 204,000
\$ 17,180
\$ 10,398,972
\$ 25,000
\$ 25,000
\$ 315,000
\$ 1,128,750
\$ 237,300
\$ 344,400
\$ 28,350
\$ 110,250
\$ 416,635
\$ 525,000
\$ 500,000
\$ 3,605,685
\$ 14,029,657
\$ 2,156,111
\$ 2,507,415
\$ 2,490,260
\$ 555,505
\$ 518,676
\$ 454,381
\$ 274,283
\$ 591,926
\$ 1,012,700
1,491,823
94,164
710,981
\$ 525,000
\$ 389,340
\$ 821,738
\$ 14,594,303
\$ (186,646)
\$ (564,646)

FY 26/27 – FAMILY & SCHOOL SERIES — TIMELINE

OCTOBER 2026

- October 3–9, 2026: *A Charlie Brown Christmas* Stage Manager Prep
- October 5–6, 2026: *A Charlie Brown Christmas* load-in
- October 7–9, 2026: *A Charlie Brown Christmas* tech
- October 10–23, 2026: *A Charlie Brown Christmas* rehearsals
- October 10, 2026: *A Charlie Brown Christmas* performances begin

DECEMBER 2026

- December 7, 2026: *A Charlie Brown Christmas* final performance
- December 8–11, 2026: *A Charlie Brown Christmas* load-out

JANUARY 2027

- January 7–11, 2027: Family & School Series – TBA (Winter) load-in
- January 12–16, 2027: TBA (Winter) Stage Manager Prep and tech
- January 17–30, 2027: TBA (Winter) rehearsals

FEBRUARY 2027

- February 1, 2027: TBA (Winter) performances begin
- February 3–6, 2027: Family & School Series – TBA (Spring-Bilingual) Stage Manager Prep
- February 6–9, 2027: TBA (Spring-Bilingual) load-in
- February 10–14, 2027: TBA (Spring-Bilingual) tech
- February 15–28, 2027: TBA (Spring-Bilingual) rehearsals

MARCH 2027

- March 1, 2027: TBA (Spring-Bilingual) performances begin

APRIL 2027

- April 4, 2027: TBA (Spring-Bilingual) final scheduled performance
- April 5–11, 2027: TBA (Spring-Bilingual) potential extension window (TBD)

MAY 2027

- May 16, 2027: TBA (Winter) final performance
- May 17–20, 2027: TBA (Winter) load-out

WAITRESS

JOE'S

ZACH THEATER

IMPACT REPORT

LIGHTING THE WAY, TOGETHER

2024-2025 SEASON

Zach
THEATER

All photos by AxelB Photography unless otherwise indicated

A LETTER FROM OUR MANAGING DIRECTOR



Photo by Charles Quinn

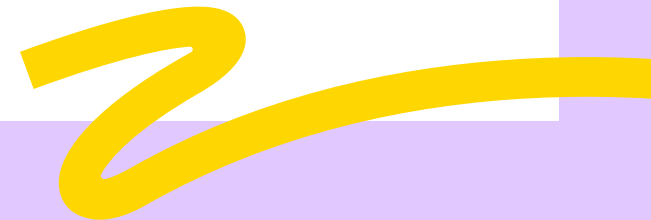
Since 1921, Zach has been Austin's theater — and this year, your support helped us grow into something even brighter. Mirroring the identity of our city, we honor and build upon both our deep roots and that pulse and forward-momentum that makes Austin unique.

In a season of bold reinvention and joyful momentum, we expanded access and invested in the future of theater in Austin through immersive retellings of known stories and new work alike. We welcomed more first-time patrons, reached more students and launched a fresh new look that matches the energy and excellence happening on our stages. We also took important steps toward a vibrant future — deepening our commitment to accessibility, education, and belonging for all.

None of this has been possible without our community of supporters. This report is a celebration of the moments you helped make possible — and a glimpse at what's ahead. Because when we shine together, we light the way for something extraordinary.

Sincerely,

Jamie Herlich
Managing Director
Zach Theater



WHAT GUIDES OUR LIGHT

OUR VALUES

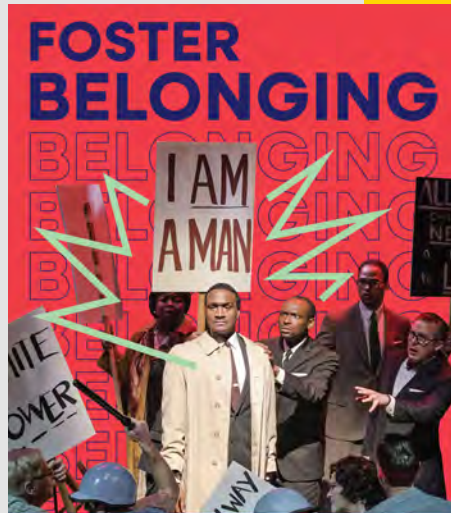
PURSUE EXCELLENCE



ELEVATE ARTISTRY WITH PASSION AND DILIGENCE

Zach

FOSTER BELONGING



CHAMPION INCLUSION TO CREATE A COMMUNITY WHERE EVERYONE THRIVES

Zach

PURPOSE

We tell stories that illuminate our shared humanity.

MISSION

We create theater, education, and training programs that ignite connection between artists, audiences, students, and the community.

VISION

Zach is the place for everyone's story.

EMBRACE INNOVATION



COURAGEOUSLY EVOLVE TOGETHER TO ENSURE ORGANIZATIONAL VITALITY

Zach

ACT WITH INTEGRITY



INSTILL TRUST THROUGH TRANSPARENCY, ACCOUNTABILITY AND DISCIPLINE

Zach

BE BOLD



COMMIT TO AMBITIOUS IDEAS

Zach

CHANEL: ONE NIGHT ONLY



2024-2025 SEASON AT A GLANCE

\$1.1 MILLION
TICKET SUBSIDY



ALICE BY HEART



6 MAINSTAGE PLAYS
AND MUSICALS

FAMILY SERIES SHOWS



442 PERFORMANCES

280+ ARTISTS AND
CREATIVES EMPLOYED

99,927

TOTAL AUDIENCE MEMBERS

25,278

STUDENTS FROM 243
SCHOOLS ATTENDED A SHOW
ON A FIELD TRIP

11,732

STUDENTS WERE FROM
115 TITLE 1 SCHOOLS

45,000

**FREE OR DEEPLY DISCOUNTED
TICKETS FOR FAMILIES AND
SCHOOLS WHO COULDN'T
OTHERWISE ATTEND**


ACCESS FOR ALL:

We ensure that cost, access,
or ability are never barriers to
experiencing the joy and
power of live theatre



WE HAD RECORD-BREAKING ATTENDANCE WITH **SOLD-OUT** PERFORMANCES FOR OUR 10-YEAR ANNIVERSARY PRODUCTION OF A CHRISTMAS CAROL AND **EXTENDED RUNS** OF DON'T LET THE PIGEON DRIVE THE BUS! THE MUSICAL AND WAITRESS.





WE TRANSFORMED WAITRESS AND THE WIZARD OF OZ INTO **ONE-OF-A-KIND 360-DEGREE PRODUCTIONS** DESIGNED SPECIFICALLY TO IMMERSE AUDIENCES IN A THEATRICAL EXPERIENCE FOUND NOWHERE ELSE.



WE RECOMMITTED TO **NEW WORK** BY HOSTING PULITZER-PRIZE WINNING PLAYWRIGHT ROBERT SCHENKKAN AS A “PLAYWRIGHT IN RESIDENCE” DURING REHEARSALS OF *BOB & JEAN: A LOVE STORY*.

WE CONTINUED TO DEVELOP OUR COMMISSIONED MUSICAL, *ZAPATA: A FOLKLORICO MUSICAL!* THROUGH A WORKSHOP AND READING.

ZAPATA WILL BE FULLY STAGED AS A NEW MUSICAL DURING THE 25-26 SEASON.

WORKSHOP & READING FOR ZAPATA



ROBERT SCHENKKAN & DAVE STEAKLEY





Photo by Caesar Martinez

CAMPFIRE, OUR ORIGINAL “THEATER FOR THE VERY YOUNG” MUSICAL
CREATED SPACE FOR PLAY, CONNECTION, AND WONDER - SERVING
CHILDREN AGES 6 MONTHS TO 5 YEARS AND THEIR CAREGIVERS.

Zach

YOUTH

TO DISCOVER, GROW AND SHINE THROUGH CAMPS, CLASSES, & PRE-PROFESSIONAL TRAINING



\$193,160

IN FINANCIAL AID WAS AWARDED TO 190 STUDENTS AND FAMILIES — A 36% INCREASE OVER LAST YEAR

ONCE AGAIN, **100%** OF GRADUATING SENIORS FROM OUR PRE-PROFESSIONAL TRAINING PROGRAMS WERE ACCEPTED TO PRESTIGIOUS PERFORMING ARTS COLLEGES

THIS YEAR:

INCREASED THE NUMBER OF YOUTH PARTICIPATING IN OUR PERFORMING ARTS SCHOOL BY 6% TO 4,678 STUDENTS.



ZACH SUMMER CAMPS HIT RECORD ENROLLMENT AT OUR DOWNTOWN CAMPUS AND EXPANDED BEYOND OUR ZACH NORTH CAMPUS INTO ROUND ROCK SERVING 2,476 STUDENTS OVERALL.

ZACH ACADEMY CONTINUES TO GROW, AND LAST YEAR'S PRODUCTION OF INTO THE WOODS WON MULTIPLE AWARDS AT THE HELLER AWARDS FOR YOUNG ARTISTS, INCLUDING BEST PRODUCTION.



Photo by Melissa Taylor

52 STUDENT PERFORMERS PARTICIPATED IN OUR PROFESSIONAL PRODUCTIONS

THEATER BELONGS TO EVERYONE



WHAT THE CONSTITUTION MEANS TO ME

**We bring our community together—
beyond the stage and into classrooms,
conversations, and celebrations.**



Partnered with AISD librarians and teachers to deliver our in-school programs including Readers Theater, reaching 2,180 students across 32 schools in 5 districts — serving 350% more students than last year.



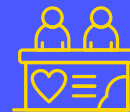
Partnered with Austin PBS to connect audiences, artists and other nonprofit organizations with our work.



Hosted community nights for every mainstage production including Pride and Zachademia Nights.



Hosted post-show panel conversations with artists and community members to help audiences connect to the work on our stages more deeply.



Supported local artists and artisans by hosting Monday night theater industry events and Markets on our Plaza.



Launched a new website and refreshed our visual identity to make access and connection easier.



AMERICAN

Bandstand

A SEASON LIT BY
YOUR GENEROSITY

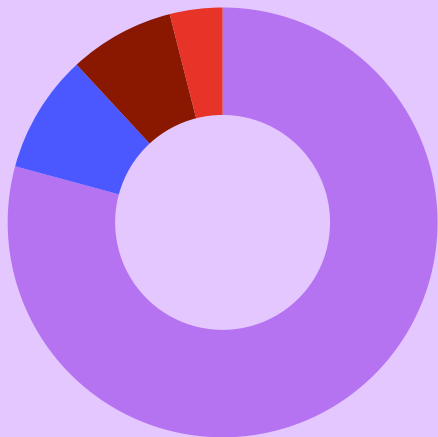
WE TURN SUPPORT INTO IMPACT







Because of you, the lights stay on—literally—and the doors stay open for everyone in our community.

Zach's annual operations cost more than \$12 million, and donor support plays a vital role in making that possible. Last year, contributions accounted for 22% of our total income, ensuring that live theatre remains accessible, inclusive, and artistically ambitious for all.

Thanks to your generosity, annual fund revenue grew by 22% last year, helping us reach more students, expand community partnerships, and invest in bold new creative work that reflects Austin's diverse stories.



**24-25 DONOR SUPPORT
TOTALED \$2,286,550**

-  DONATIONS FROM SUPPORTERS LIKE YOU
-  Companies
-  Foundations
-  Government Grants



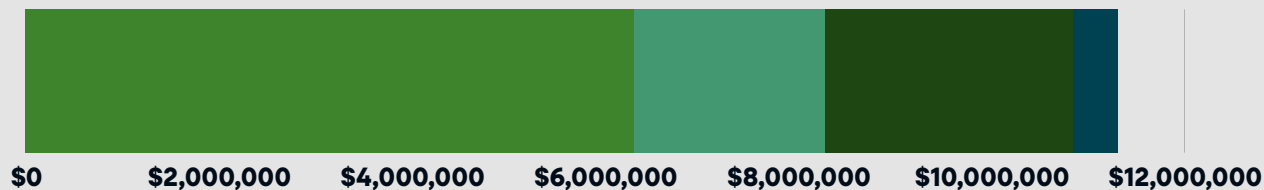
YOUR SUPPORT LIGHTS THE WAY

TOWARD A STRONG AND SUSTAINABLE FUTURE FOR ZACH

Like many theaters nationwide, Zach continues to recover from the lasting financial impacts of the pandemic. This year, we achieved a 26% improvement in our annual operating deficit and are on track for long-term financial sustainability by FY28.

Strategic investments to programming, accessibility, and youth education - as well as marketing - have helped rebuild our audience base and strengthen revenue streams, while donor support remains the cornerstone of our progress.

24-25 REVENUE \$11,308,596



- Tickets & Patron Services \$6,301,051
- Youth Programs \$1,980,414
- Donations \$2,568,828
- Other Income \$458,303

24-25 EXPENSES \$12,270,801



- Artistic & Production Programming \$7,432,976
- Youth Programming \$1,524,968
- Fundraising \$931,102
- Occupancy \$900,939
- Administration \$1,480,816



LIGHTING THE WAY FORWARD

WE'RE NOT SLOWING DOWN - WE'RE DREAMING BIGGER



CELEBRATING 35 YEARS OF VISIONARY LEADERSHIP




A MESSAGE FROM OUR PRODUCING ARTISTIC DIRECTOR

Zach has always championed bold ideas and big dreams—on stage and in the community. Looking ahead, we will build on that foundation with innovative and immersive theatrical experiences, by centering playwrights and artists who are shaping the national conversation, and creating pathways for young artists through our training and education programs. We are committed to creating meaningful and vital theater that inspires, brings our community together, and showcases the transformative power of theater nationwide.

DAVE STEAKLEY,
Producing Artistic Director

Photo by Charles Quinn






A FIVE-YEAR STRATEGIC PLAN IS GUIDING OUR NEXT CHAPTER.

WE'VE SET FOUR BIG GOALS:

- To create and present extraordinary art that's ambitious, expansive, and uniquely Zach.
- To strengthen our capacity—growing the resources, infrastructure, and team we need to thrive.
- To deepen our community connection—with broader audiences, new partners, and more welcoming spaces.
- And to invest in the next generation through transformational education and training programs.

**These goals are bold by design.
They reflect where we believe Zach
can go—and how we can serve this city
in deeper, more meaningful ways.**



RIBBON CUTTING CEREMONY,
REBRANDED TOPFER THEATER,
WAITRESS OPENING.

THE TOPFER
THE TOPFER
THE TOPFER
THE TOPFER

THANK YOU



**ANNUAL
FUND
DONORS
LIST**

**24-25 SEASON
SPONSORS LIST**

To every donor, volunteer, student, teacher, audience member, and artist: thank you. You make Zach possible. Together, we create theater that cultivates empathy, ignites joy, and changes lives. We all shine brighter when we shine together.

Here's to the stories we've told — and the ones we'll create next.



THEATER THAT INSPIRES US EMPOWERS A CITY

TOGETHER, WE LIGHT UP AUSTIN

THE TOPFER
THE TOPFER
THE TOPFER
THE TOPFER

ZACH THEATER FAMILY & SCHOOL SERIES - DON'T LET THE PIGEON DRIVE THE BUS - 2025/2026



ZACH THEATER FAMILY & SCHOOL SERIES - DON'T LET THE PIGEON DRIVE THE BUS - 2025/2026



ZACH THEATER FAMILY & SCHOOL SERIES - DON'T LET THE PIGEON DRIVE THE BUS - 2025/2026



ZACH THEATER FAMILY & SCHOOL SERIES - A CHARLIE BROWN CHRISTMAS - 2025/2026



ZACH THEATER FAMILY & SCHOOL SERIES - A CHARLIE BROWN CHRISTMAS - 2025/2026



ZACH THEATER FAMILY & SCHOOL SERIES - A CHARLIE BROWN CHRISTMAS - 2025/2026



ZACH THEATER FAMILY & SCHOOL SERIES - CHARLOTTE'S WEB - 2016/2017



ZACH THEATER FAMILY & SCHOOL SERIES - CHARLOTTE'S WEB - 2016/2017



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