



Dear Zeno Community,

On behalf of the children, families, and partners we reach, thank you for your support for a successful year!

When Julie shared her decision to depart Zeno and her recommendation that I be her successor, the swiftness of the decision left me a bit breathless. COVID-19 was sweeping the world and the pandemic was altering life and work at a rapid pace. Simultaneously, there was a loud call to change flawed systems and ensure the most marginalized people in our society could access opportunities necessary to navigate their lives with dignity. I could not help but reflect on the through lines of this moment to the mission of Zeno's work and its impact on the communities, families, and children we reach.

In October of 2020, I became the Executive Director full of hope, aspirations, and with a little trepidation about the state of the world. As a Black and Native Hawaiian girl from Tacoma, math was an equalizer in my life and career trajectory. As a mother of two multiracial boys, I struggled with navigating the onslaught of racial discourse while balancing their physical, emotional, and psychological wellbeing amid our nations racial reawakening. As an educator and engineer, I knew the success of any movement or strategy relied on the people trusted with the work. Our focus is on results and keeping the needs of those we serve at the center of every decision. I see Zeno's work as creating conditions that I did not have growing up. Did you know that only 58% of Black, Indigenous, and kids of color in Washington State are math ready for kindergarten? In 2021, nearly 6,000 families experienced Zeno's math FUN-damentals.

The below report highlights some of our many accomplishments in 2021. Please know it is your support and collaboration that made it possible to reach more children and inspire their love of learning math as they prepare to enter kindergarten and begin their academic journey. As you peruse this report, we hope you share our sense of pride and celebration. Thank you again for your ongoing support and commitment to the importance of math as an equalizer!

In deep gratitude,
Maile Hadley
Executive Director

New!

Mission

Spark joy and inspire a love of math in young children and families through racial equity, family engagement, and play, all centered in the experiences of communities of color.

Vision

A racially just world where every child and family is a doer and lover of math.



Our Equation for success



Start Early

+



Make it Fun

+



Include Families

+



Work with Partners

+

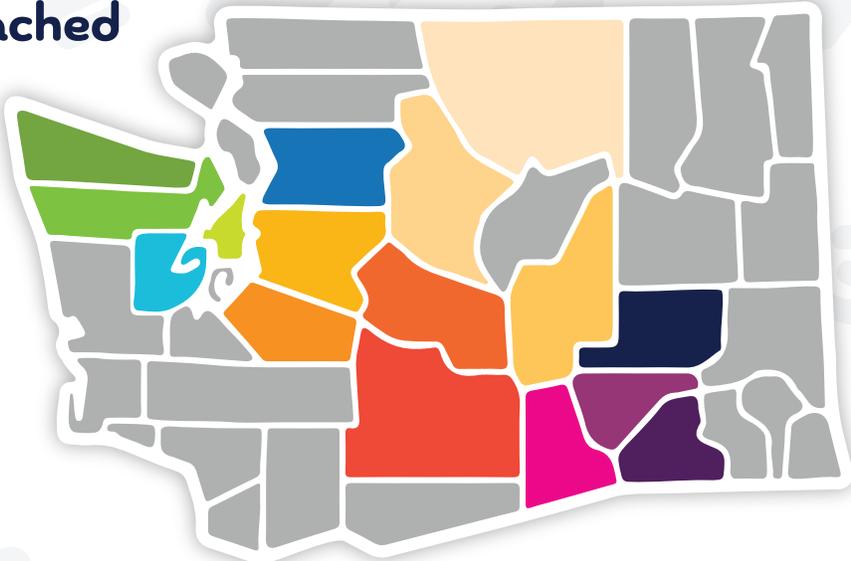


Center Racial Equity

6,000 Families reached

104 Partner Organizations

800 Educators



16 WA Counties

- Chelan
- Okanogan
- Grant
- Yakima
- Kittitas
- Benton
- Franklin
- Walla Walla
- Adams
- Pierce
- King
- Snohomish
- Kitsap
- Jefferson
- Clallam
- North Mason

We proudly distributed **31,000** Zeno games!

For the first time ever, Zeno games became available for purchase with the launch of Zeno's game store. Two of our beloved games, Find Zeno Bear and Are We There Yet?!, won the Creative Child 2021 product of the year award. Our games are published in 10 different languages and represent the races, ethnicities, and cultures of the families we reach.

English	Arabic
Spanish	Oromo
Chinese	Somali
Vietnamese	Tigrinya
Amharic	Russian

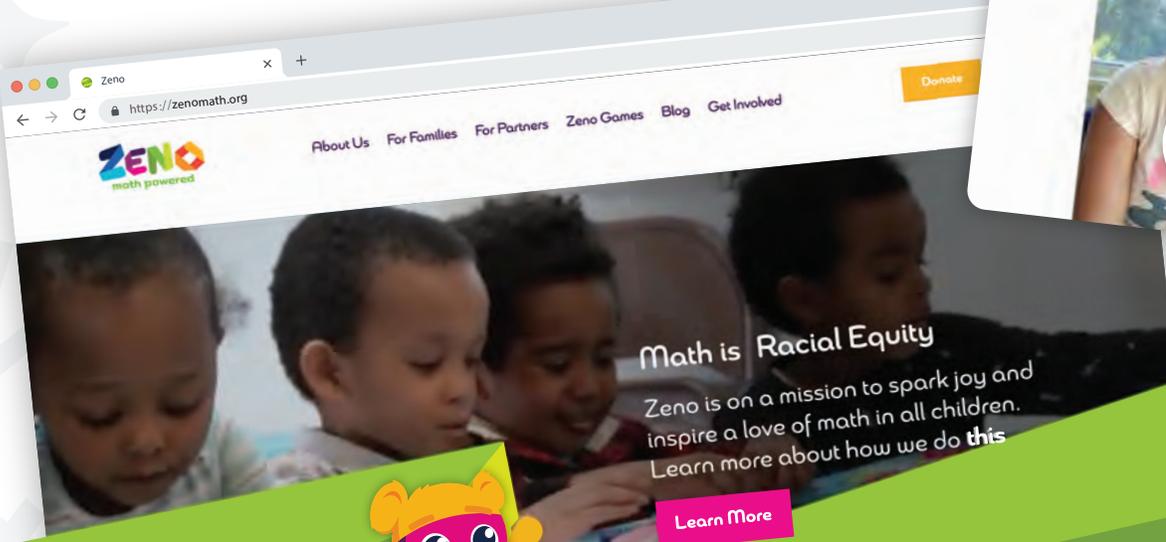


and created
12,000,000
minutes of play!

2x as many families and providers "Strongly Agree" that they identify as a math person as a result of their work and play with Zeno!

Our Program's Highlights

We took on the challenge of pivoting to virtual events and planning to reach partners, families, and supporters in more creative ways than ever before!



 <p>Launched Zeno's new website</p> 	<p>50</p> <p>Hours of Professional Development</p> 	<p>10</p> <p>Family + Community Engagement events hosted</p> 	<p>102</p> <p>Hours of math coaching</p> 	<p>2</p> <p>Animated learning video series released</p> 
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We firmly believe in important and transformative work you all are doing! Thank you for investing in our youth!

Love Comment Share

Thank you to an incredible organization that has helped us and so many others become better leaders, teachers, parents, and advocates! Math is my SUPER POWER!

Love Comment Share

I ♥ ZENO

From, Zeno Family

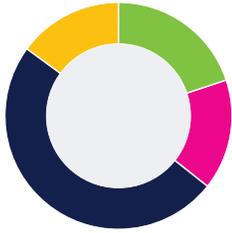
Math is a doorway to equity. Zeno helps open that door. Thanks for all you do for children and families of color!

Love Comment Share



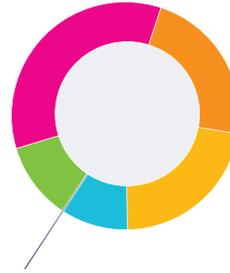
Financials

Expenses: \$1,522,882



- Programs: \$752,402
- Admin: \$302,999
- Fundraising: \$239,885
- Products (Games): \$227,596

Income: \$1,483,373



- Corporate + Institutional Giving: \$516,219
- Foundations: \$333,262
- Government: \$329,197
- Individuals: \$163,411
- Program Revenue: \$139,353
- Interest + Dividends: \$1,931



10 Members

We launched Infinity Club!

Thank you to the 10 members who helped launch Zeno's Infinity Club with recurring monthly or quarterly gifts. Your support helps children and families become math ready as they prepare to begin their education journey.

Corporate + Foundation Supporters

1st Security Bank

BMGI Group

Discuren Foundation

First Republic Bank

King County Department of
Community + Human Services

Magic Cabinet Foundation

Medina Foundation

Microsoft Corporation

Norman Raab Foundation

Overdeck Family Foundation

School's Out Washington

Seattle Pride

Stolte Family Foundation

The Boeing Company

The Norcliffe Foundation

Treeline Foundation

Sponsors



Partners



United Way of King County



A Note from Zeno's Board

We couldn't have done it without you!

2021 marked a defining moment for Zeno, a year when our community – including our staff, board, funders, and partners – decided to take a leading role in the movement to create a racially just world where every child and family is a doer and lover of math. During a tumultuous year for our country and for many of us individually, Zeno seized the moment, doubling down on our commitment to racial equity and centering the experiences of communities of color in our work. With Maile Hadley at the helm for her first year as executive director, the data says it all: mission, vision, and strategic plan refreshed; over 40% more families served; 35 new partners established in Washington State; two Zeno games received Creative Child Product of the Year Awards; and two board seats added in preparation for national growth. An inspiring year, to say the least.

2021 marked a defining moment for me as well, my last as board chair and as a board member. I leave grateful for the opportunity to serve such a small but tenacious organization, proud of our staff and board who worked determinedly to bring us to this point, and ecstatic to see Zeno's impact in the years to come. On behalf of Zeno's Board of Directors – from one math person to another – thank you for championing Zeno's mission and investing in this work.

Go Zeno!

In community,
Megan Scott
Outgoing Board Chair