



**MUSICARES<sup>®</sup>**  
Annual Report

**FISCAL YEAR 2021/2022**  
(8/1/2021 - 7/31/2022)

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MUSICARES  
SAFEGUARDS THE  
WELL-BEING OF ALL  
MUSIC PEOPLE.



“Humans require holistic care, and we prioritize the totality of issues when our community calls on us for help.”

Dear MusiCares family,

We thank you all, our MusiCares community, for your continued support. Our commitment to you is integral in all that we do. Our mission is to help the humans behind the music because music gives so much to the world.

But what do we mean “the humans behind the music?”, well we mean you. Music is made by a community of creators, writers, performers, musicians, executives, event staff and the fans and supporters who make it all possible. We know the importance of music and that it is far more than merely entertainment. Music heals, it uplifts, it calms, it excites, it inspires and comforts. It is our shared universal language and needs to be respected as such. For music to thrive, the people who make music need to thrive.

This is why MusiCares exists. To be a safety net for the music community. We are there in times of need, but we are also there before and after those moments of crisis.

In 2004, our preventative programs, aptly named Healthy Essentials, aided 3275 clients. In this past year alone, we have served 11518 clients through educational classes, panels, workshops, health clinics, hearing clinics and recovery groups, a nearly 250% increase since its inception. Our Healthy Essentials are a way to brush up on new or emerging trends in health and healing. They are also very practical clinics to ensure health fundamentals are addressed for music people who often deprioritize health maintenance or don't have health insurance and can't afford preventative care.

Our crisis response is what MusiCares is most known for, and it is how we serve the most clients each year. This past year we met the highest level of need, second only to the COVID-19 Pandemic Relief. Since the pandemic first devastated the music industry in May 2020, and until now at the end of 2022, we are helping people at record high numbers. We have distributed 35 million in aid to over 47,000 clients and their families in need. Despite today's challenging levels of need, we are thankful that major relief efforts are rare in comparison to the ongoing drum beat of MusiCares' assistance to individuals facing personal crises over the years. If a music person faces a health or human service challenge, they know they can turn to MusiCares for a listening ear, resources to help, and a promise of confidentiality.

Determined to be there at each step of way, MusiCares invests in preventative services, crisis response, as well as the recovery journey. We know that dealing with an emergent need is often just the start of a much longer healing process. From inpatient addiction recovery placements to therapy and psychological support, MusiCares can help with the various stages of treatment too. Humans require holistic care, and we prioritize the totality of issues when our community calls on us for help.

For everyone in the music community, no matter the profession -- for each step in health and human crisis prevention, response and recovery – MusiCares is here. But we also know MusiCares is here because YOU are. MusiCares is strong and remained consistent in our mission for over 30 years thanks to our community of supporters who make it all possible.

Thank you for your ongoing support, it allows us to do the same for the music community who needs it.

Warmly,  
Laura Segura



Executive Director

# A MILESTONE YEAR

## Completed COVID-19 Relief Efforts

In March 2020, MusiCares activated our COVID-19 relief efforts providing emergency aid to music people in need. Through July 2022, MusiCares assisted over 47,000 music professionals through \$37.5 million in grants. While the MusiCares COVID Relief Fund closed in July 2021, the urgent COVID need among the music community did not end, and MusiCares remained steadfast in our support.

## Clients Served

Over the past year, we served a record number of clients through financial assistance grants: 9,794 music professionals, including 4,026 individuals who received aid through our second annual Help for the Holidays initiative. This is an increase of 15% from our last landmark year.

## Diversity, Equity, & Inclusion

MusiCares remains committed to ensuring our services are inclusive and available to all. Last year, we pledged to not only maintain our current rate of outreach to Black music professionals, but also to double our activations serving women, LGBTQIA+, and Latin members of the music community. We delivered. Outreach to the Black music community increased by 12% and our activations supporting Latin music makers tripled. Furthermore, our outreach to women and the LGBTQIA+ community increased by twelvefold and thirteenfold, respectively.

## Fundraising

MusiCares is grateful for the dedicated supporters who power our mission. MusiCares continues to grow our fundraising initiatives and connect deeper with music fans. We prioritized engaging with our supporters beyond Person of the Year through the Coalition, public auctions, and private events. Through brand partnerships and sponsorships, MusiCares worked with generous companies who value music people.

## Person of the Year

MusiCares welcomed new producers for an incredible GRAMMY Week event honoring the great Joni Mitchell on April 1, 2022. Mitchell's career was celebrated with performances and artists who emotionally recalled the moments that her music inspired them.

## New Providers

As musicians began to return to life on the road, MusiCares recognized the growing need for nationwide care options. Over the course of this year, we increased our provider network by 35%, with a specific focus on expanding our network of national providers. Highlights include: smoking cessation services through Optum Quit 4 Life, eight new therapists for additional mental health support options, and representatives from the American Foundation for Suicide Prevention working alongside our staff at music festivals.

## Growing Team

MusiCares is growing our headcount so we can expand our reach. In the previous fiscal year, we built two new revenue generating departments to increase the amount of dollars we distribute. This year, MusiCares added staff to each of those teams. In addition, staff was added to our Health & Human Services Team, the specialized boots-on-the-ground individuals carrying out our mission on a daily basis.



**\$6.7 MILLION**

DISTRIBUTED TO MUSIC PROFESSIONALS

**21,097**

MUSIC PROFESSIONALS SERVED

**9,794**

music professionals received emergency financial assistance grants, with a median grant of \$1,837

**7,106**

music professionals served through educational programming

**1,037**

music professionals served through support groups

**3,160**

music professionals served through clinics

**796**

outreach activations

“

*Thank you and the people at MusiCares for your support and help through this very tough time for those of us lucky enough to be in the music community. I'll be returning to touring this summer and because of MusiCares, I was able to make good decisions at a time when many were forced to choose poorly.*

**61-YEAR-OLD PIANIST**

”

# TARGETED CAMPAIGNS

<p><b>JAN - FEB:</b> GRAMMY Season</p>	<p><b>APRIL:</b> Financial Literacy Month</p>	<p><b>JUNE:</b> Inclusivity - Black Music &amp; Pride Month</p>	<p><b>SEPTEMBER:</b> Recovery Month</p>	<p><b>NOV - DEC:</b> Giving Season</p>
<p>Though Person of the Year was postponed, MusiCares provided virtual <b>Safe Harbor Rooms</b> to support the music community during GRAMMY Week.</p>	<p>Did you know that MusiCares helped music professionals take proactive steps towards financial wellness? Presentations like <b>Financial Wellness: Psychology of Money</b> explained the emotional facets of money management and strategies for financial success, while <b>Socials Shorts: Empoderamiento: Bienestar Financiero</b> included financial wellness tips for the Latin music community.</p>	<p>From our ongoing emotional wellness support group for LGBTQIA+ music professionals, to events like <b>Hip Hop &amp; Mental Health: Facing the Stigma Together</b>, MusiCares emphasized the importance of serving all members of the music industry with empathy and cultural sensitivity.</p>	<p>MusiCares is proud to be one of the only organizations that can provide 30 days of inpatient care and detox, free of charge to our clients. We also offered six free <b>ongoing addiction recovery support groups</b>, which are open to anyone in the music industry. During Recovery Month, our programming highlights included <b>Addiction &amp; the Aging Community: An Unspoken Topic</b> alongside <b>Healthy Touring in Sobriety</b>.</p>	<p>For our second annual <b>Help for the Holidays</b> initiative, MusiCares granted \$250 gift cards to 4,000 music professionals and their families during the holiday season. This program provided support for groceries and other basic necessities.</p>
<p>MusiCares offered programs supporting female-identifying members of the music community. We hosted a candid conversation about women's music industry careers during our <b>EVOLUTIONARY WOMEN: Personal Growth &amp; Imposter Syndrome</b> panel and highlighted our ongoing women's emotional support group.</p>	<p>MusiCares provided four ongoing emotional support groups free of charge to music makers, along with specialized programming such as <b>Talk Saves Lives</b> with the American Foundation for Suicide Prevention and <b>Living Your Best Life: General &amp; Music-Based Approaches to Stress Management</b>.</p>	<p>Along with webinars like <b>Body Tuning: Mobility &amp; Lung Support for Peak Wellness</b>, MusiCares hosted <b>preventative care clinics</b> across the country to ensure music makers had access to a comprehensive network of providers as they returned to the road.</p>	<p>Music professionals are almost four times more likely to suffer noise-induced hearing loss than the average person. From providing free, custom ear-plugs to artists and crew during festivals, to panels such as <b>Hearing Conservation for the Music Industry</b>, MusiCares helped our community dial down the decibels.</p>	
<p><b>MARCH:</b> Women's History Month</p>	<p><b>MAY:</b> Mental Health Awareness Month</p>	<p><b>AUGUST:</b> Wellness Month</p>	<p><b>OCTOBER:</b> Protect Your Hearing Month</p>	

# WHO IS MUSICARES HELPING?



**Songwriters**



**Instrumentalists**



**Tour Staff**



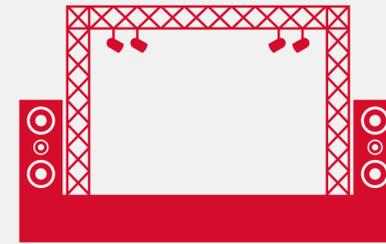
**Vocalists**



**Engineers**



**EVERYONE WORKING  
IN MUSIC**



**Production Crews**



**Business Professionals**



**Band Members**



**Producers**

MUSICARES

AT EVERY TURN IN  
THE ROAD,  
**MUSICARES IS THERE  
FOR MUSIC PEOPLE.**

MUSICARES

# HOW IS MUSICARES HELPING?

## Preventative

A guitar player attends a free MusiCares dental clinic before her show. During the dental cleaning, the dentist observes the guitar player is in need of a root canal.

## Emergency

In order to get the root canal, the guitar player must cancel upcoming gigs – she was relying on that income to pay for her rent. She also does not have dental insurance and cannot afford the procedure on her own. MusiCares provides funding for one month of rent and the root canal.

## Recovery

After receiving the root canal, the guitar player is back at work. She attends a MusiCares workshop on dental insurance coverage and obtains low-cost dental insurance which she uses for regular dental check-ups.



# HOW IS MUSICARES HELPING?

## Preventative

An engineer hears about an upcoming financial wellness presentation hosted by MusiCares. She decides to attend the program and learns a few easy methods to begin building a small savings account based on her monthly income.

## Emergency

A year later, the engineer is traveling to an out-of-town gig and leaves her gear in her car overnight. The next morning, she discovers her car has been broken into and all her gear has been stolen. MusiCares covers the replacement costs of the stolen gear.

## Recovery

While waiting for her replacement gear, the engineer uses some of her savings to cover her living expenses for a month while she's unable to work. After her new gear arrives, she begins working again and uses the tips she learned from MusiCares' financial wellness presentation to start replenishing her savings.



# HOW IS MUSICARES HELPING?

## Preventative

A dad whose son is the lead singer of a band signs up to attend a panel discussion about mental health care in the music industry. A MusiCares staff member is one of the panelists and the father learns about the programs and support available for industry professionals.

## Emergency

A few months later, the son embarks on his first major tour with his band. His father notices the stress and constant pressure have begun to have a negative impact on his son's mental health. After his son confirms he is struggling and reveals he has also been using alcohol to cope, the dad remembers MusiCares covers 30 days of inpatient treatment for the son's addiction.

## Recovery

Once he has been discharged from treatment, the son begins attending one of the MusiCares' weekly addiction support groups to aid in his recovery journey. Since they're virtual, he is able to make each meeting even while on the road during his next tour. He also utilizes MusiCares' Safe Harbor Rooms at major music festivals so he can have a safe space to relax and meet other industry professionals who are in recovery.



# EMPOWERMENT THROUGH EDUCATION

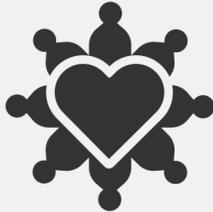
MusiCares partnered with experts on topics tailored to themes from client feedback.



Renters Rights & Eviction Moratorium Series



Men's & Women's Wellness Clinics



Raising the Bottom: An Insight into Intervention & Family Coaching



"DIY" Music Career: Find Your People & Build a Work Support System



23 & Why Me: Exploring Genetic Testing for Inherited Breast Cancer



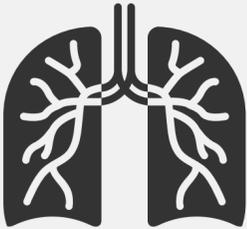
Caregiving & Wellbeing: Tips for Self-Care



Louisiana Post-Disaster FEMA Assistance: Eligibility & How to Apply



Acupuncture & Acupressure: Accessible Relief at Home & on the Road



How You Breathe is Who You Are



*My family and I can't thank you and MusiCares enough for pouring into our household and relieving some of the financial burden over the past couple of months. This program has blessed us in more ways than we could've imagined. It brings me to tears how fortunate we are to have you all. It's moments like these that help to keep my spirits up.*

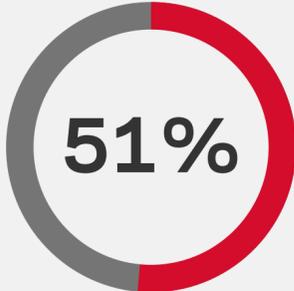
**43-YEAR-OLD PRODUCER**



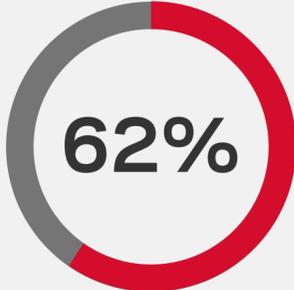
# THE MUSIC COMMUNITY IS HEALING

Our second annual "Wellness in Music" Survey showed improvement in the health and well-being of the music community.

## LAST FISCAL YEAR (20/21)



Respondents who indicated they had low to very low levels of confidence in affording basic living expenses



Respondents who indicated experiencing moderately high to very high levels of financial stress daily



Respondents who sought counseling for depression, anxiety and stress

**More people can afford their basic needs**

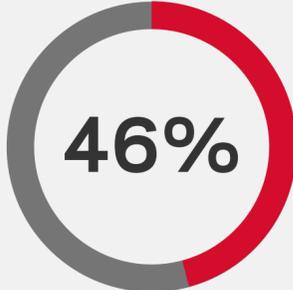
**Less people are experiencing regular financial stress**

**More people are reaching out for help**

## THIS FISCAL YEAR (21/22)



Respondents who indicated they had low to very low levels of confidence being able to afford basic living expenses currently



Respondents who experienced moderately high to very high levels of financial stress daily



Respondents who sought counseling for depression, anxiety and stress

\*All data taken from MusiCares' Wellness in Music Survey

# PANDEMIC IMPACT

Although the data shows improvement in the lives of music professionals, it is still clear from our most recent survey that COVID-19 has left a lasting impact on the music community.

## FINANCIAL IMPACT



48%

**Last Fiscal Year (20/21)**  
Respondents reporting that their level of confidence in paying basic living expenses was **moderately high or high**

38%

**This Fiscal Year (21/22)**  
Respondents reported that their level of confidence in paying basic living expenses is **low, somewhat low, or very low**



Music Professionals Reporting their Annual Income as \$35K or less

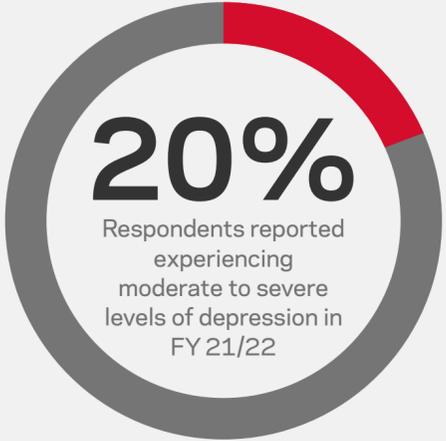
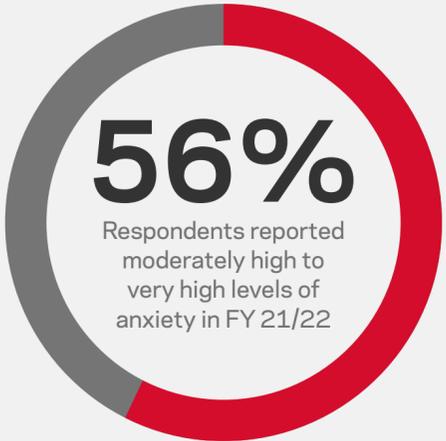


Before the COVID-19 Pandemic



After the COVID-19 Pandemic

## MENTAL HEALTH IMPACT



\*All data taken from MusiCares' Wellness in Music Survey

# COVID-19 RELIEF EFFORT WRAP

As the pandemic raged, MusiCares embarked on the largest relief effort in our organization's history. Our COVID-19 Relief Fund acted as a lifeline to the music community during a time of unprecedented need. Although the fund officially closed in July 2021, many music professionals were still reeling from the pandemic's effects. MusiCares continued providing support to music professionals impacted by COVID through our regular emergency financial assistance channels.

**47,228**

**CLIENTS SERVED**

**\$37.5M**

**DOLLARS DISTRIBUTED**

“

*I wanted to express sincere gratitude to you and the MusiCares team for the approval of the dental treatment. Amazing organization, and I'm supremely grateful to have access to such an amazing resource. Many many thanks!*

**33-YEAR-OLD BASSIST**

”

# OUR VISION

MusiCares helps the humans behind the music because music gives so much to the world.

Offering preventative, emergency, and recovery programs, MusiCares is a safety net supporting the health and welfare of the music community. Founded by the Recording Academy in 1989 as a U.S. based, independent 501(c)(3) charity, MusiCares safeguards the well-being of all music people through direct financial grant programs, networks of support resources, and tailored crisis relief efforts.

# OUR VALUES

## SERVICE

We lead with compassion using expertise to offer customized assistance. We believe empathy and kindness within the music community heals all involved.

## INCLUSIVITY

We provide a sense of belonging in a meaningful community, not just an industry. We unify all people behind music with the people who support them.

## EMPOWERMENT

We uplift the voices of those facing their own challenges, creating a safe space to get advice, access resources, and be heard. We want the music community to thrive, not just survive.

## INTEGRITY

We are committed to our values and follow through on our promises – clients and donors know they are safe with us.

# FINANCIALS

# \$15M

DOLLARS RAISED

# \$6.9M

PERSON OF THE YEAR  
2022 REVENUE

## Trusted Direct Philanthropy Model

MusiCares' 32 years of integrity and transparency has earned the trust of donors around the world. All external charity-rating organizations confirm that MusiCares operates a direct philanthropy model, and that supporters may rest assured their donations are used wisely.



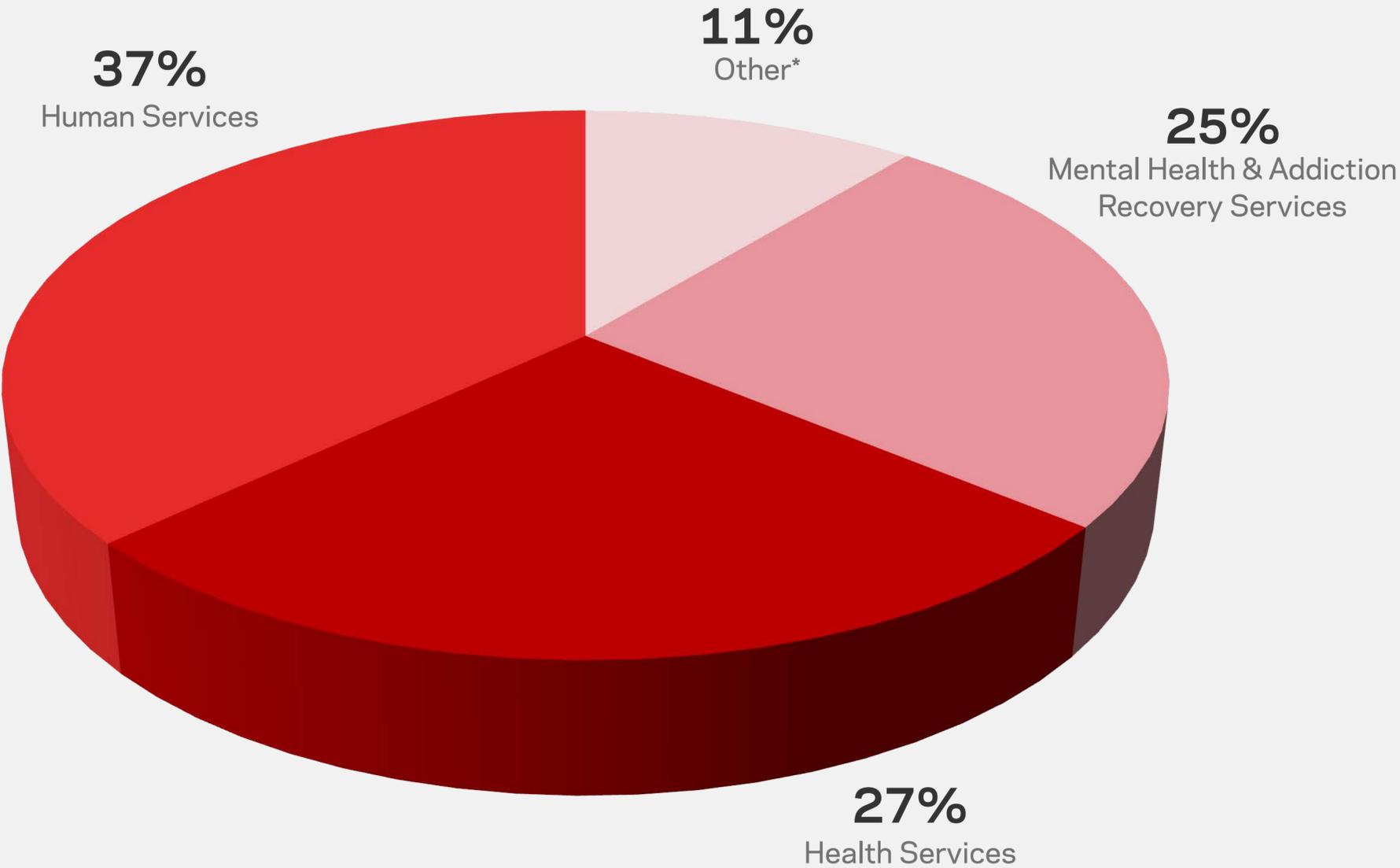
Charity Navigator gives MusiCares a 4-star rating and encourages donors to give with confidence.



MusiCares is a Platinum Candid/Guidestar participant, demonstrating the highest level of transparency.

# MISSION DELIVERY

TOTAL: \$8,902,989



# SUPPORTING EXPENSES

TOTAL: \$7,259,388



\*includes COVID-19 Relief, Disaster Relief, and other program services

“

*You picked up my case from rehab. From there,  
I moved to sober living. I have 100 days now and  
I have no intentions of returning to drinking or using.  
Thank you from my heart for seeing fit to fund me  
through this journey.*

**64-YEAR-OLD DRUMMER**

”

# OUR SUPPORTERS

## Coalition

Thank you to the MusiCares Coalition who champion our mission. This united and diverse group of benefactors is made up of leading philanthropists and corporate partners who believe in the healing power of music. The Coalition believes we need to do more than celebrate music. We need to support those who make it.

## LEADERSHIP LEVEL

Country Music Association  
Recording Academy  
Rita Wilson & Tom Hanks

## ILLUMINATOR LEVEL

Amazon Music  
ASCAP  
Meta  
Dr. David Cooper

## VISIONARY LEVEL

Sony Music Entertainment  
Universal Music Group  
Warner Music Group  
David Civiero  
Julien's Auctions

## CHAMPION LEVEL

City National Bank  
Concord  
Hipgnosis Songs Fund  
Proskauer Rose, LLP  
SoundCloud  
Starbucks  
Ray and Vera Conniff Foundation

## Person of the Year 2022 Sponsors

MGM Grand  
Live Nation  
Vivid Seats  
ELS Studio Premium Audio  
Gibson Gives  
Meta  
Wasserman Foundation  
United Airlines

# OUR LEADERSHIP

## Board of Directors

Manuel Abud

Christine Albert

Tuma Basa

Steve Boom

Donna Caseine

Phylicia Fant

Ben Haggerty

Jeffrey Harleston

Ali Harnell

Lalah Hathaway

Ambrosia Healy

Tammy Hurt

Tamara Hrivnak

Jeff Jones

Rob Light

Michael McDonald

Carianne Marshall

Harvey Mason jr.

Paul "PJ" Morton

Rita Wilson

## Advisory Committee

### Audit

Joe Benincasa

Trey Dunaway

Ken Seitz

Stasia Washington

### Health & Human Services

Dr. James Flowers

Keila Hill-Trawick

Dr. Janice Johnston

Dr. Deena Pegler

Anthea Perkinson

Neeta Ragoowansi

Dr. Steven Shoptaw

Dr. Herbert Steven Sims

Dr. Shatavia Alexander Thomas

# OUR TEAM

**Brendan Berry**

Client Manager, Mental Health & Addiction Services

**Angela Bilkic**

Client Manager, Health Services

**Shannon Bowman**

Executive Assistant

**Lindsey Burris**

Managing Director, Development

**Laura Crawford**

Director, Sponsorships

**Stefanie Curtiss**

Managing Director, Health Services

**Ryan Donahue**

Managing Director, Finance & Operations

**David Enos**

Junior Accountant, Finance & Operations

**Virginia Faddy**

Managing Director, Marketing

**Kate Ferber**

Communications Manager, Marketing

**Mikaela Freeman**

Executive Assistant, Health & Human Services

**Kat Handler**

Coordinator, Development

**Sol Iriarte**

Social Media Manager, Marketing

**Kyra James**

Content Producer, Marketing

**Monica Kim**

Events Manager, Development

**Hannah Kulis**

Operations Manager, Finance & Operations

**Patrick La Cotera**

Event Producer, Development

**Jennifer Leff**

Managing Director, Human Services

**Harvey Mason jr.**

CEO

**Breana Phelps**

Coordinator, Marketing

**Anita Ramsarup**

Client Manager, Human Services

**Carie Salas**

Client Manager, Mental Health & Addiction Services

**Laura Segura**

Executive Director

**Roger Tang**

Supervisor, Accounts Payable and Accounts Receivable, Finance & Operations

**Emanuel Tekle**

Sr. Accounting Coordinator, Finance & Operations

**Janoc Vance**

Managing Director, Mental Health & Addiction Services

**Theresa Wolters**

Vice President, Health & Human Services

**Wynn Wynn**

Senior Director, Development

“

*Wellness and artful joy to you and MusiCares.  
I am most grateful with tearful eyes and heart...  
We will continue to prevail and serve humanity  
artfully on the highest levels.*

**70-YEAR-OLD BASSIST**

”