Dear Friends,

From 2010 to 2013, we grew from serving 350 to over 500 youth per year through after-school programming, plus an additional 500 youth through in-school programming at East Boston High School and the Mario Umana Academy. Throughout this growth, we are proud to have successfully maintained our quality of service, and the warmth that has made ZUMIX a “second home” to so many of our participants. Just the other day, Lisnette, one of our 10-year-old participants, said to us, “I love ZUMIX because it’s my family. ZUMIX is like a home to me.”

In January 2014, we had the privilege of taking the ZUMIX Jazz Allstars to the Panama Jazz Festival. This was ZUMIX’s second international journey, and one of the highlights of our 23 years of service. In one intensive week of workshops, clinics, presentations, and performances, we saw the transformative power of music in action. Watching them evolve as artists and young adults was a gift beyond words.

2014 was also our busiest year ever in terms of paid work opportunities for our youth. Over the past year, our youth collectively earned over $30,000 as live sound technicians, musicians, radio journalists, and youth staff. Our youth were hired to run sound and perform at numerous events and venues across the city, including Mayor Marty Walsh’s inauguration party, Arts on the Arcade at Faneuil Hall, and many more.

When we look at the amazing accomplishments of our youth and alumni, and their dedication to building positive futures for themselves, we are truly inspired. They embody our mission, using music and the arts to empower themselves and elevate their community.

We cannot thank you enough for your crucial support in creating this impact and we hope you will partner with us as we continue this transformative work.

Cheers,

Madeleine Steczynski  
Co-Founder & Executive Director

Chrissy Holt  
Board President
On average, we offer 220 hours of youth programming at the ZUMIX Firehouse each week.

In the past 4 years, 99% of our seniors graduated from high school (compared to 58% of East Boston High School seniors, and 66% of BPS seniors city-wide).

In the past 4 years, 90% of our seniors were accepted to college (compared to 65% of East Boston High School graduating seniors, and 70% of BPS graduating seniors city-wide).

During the past year, we served 1,170 youth - 506 through on-site programming in the Firehouse and 664 through partnerships with East Boston High School and the Mario Umana Academy.

This year, our high school seniors have been accepted into colleges such as Berklee College of Music, New School for Jazz and Contemporary Music, Northeastern University, Stonehill College, UMass Amherst, and Merrimack College.

In the summer of 2014, we celebrated our 20th anniversary of our partnership with the Vermont Arts Exchange with a special tour featuring performances from both our Street Program and DiverCity Band.

In January 2014, the ZUMIX Jazz Allstars taught and performed at the Panama Jazz Festival, our second international tour.

Over the past year, a total of 50 youth collectively earned over $30,000 through skills they learned at ZUMIX – 30 as performing musicians, seven as live sound technicians, six as teaching assistants, four as youth staff, and three as radio journalists.
This year, ZUMIX is proud to partner with Boston-based Ethiopian pop band, Debo Band, as our second annual Artist Ambassador.

Debo Band is an 11-member group led by Ethiopian-American saxophonist, Danny Mekonnen, and fronted by charismatic vocalist, Bruck Tesfaye. Since their inception in 2006, the band has won raves for their groundbreaking take on Ethiopian pop music, which incorporates traditional scales and vocal styles, alongside American soul and funk rhythms, and instrumentation reminiscent of Eastern European brass bands. To learn more and listen to their music, visit www.deboband.com.

Debo Band will provide unique performance and learning opportunities for ZUMIX participants and we look forward to this exciting partnership!

“As long-time fans of the inspiring youth programs and mission of ZUMIX, Debo Band is thrilled about the opportunity to serve as their Artist Ambassador. We all look forward to Debo Camp and other chances to connect and return the inspiration!” – Danny Mekonnen
JULIANNA QUIROZ, AGE 19

Julianna first came to ZUMIX as a quiet, introverted 11-year-old. She loved theater and was searching for creative outlets.

“ZUMIX answered my prayers. I knew I had a lot of creative abilities, but I was so shy. ZUMIX really pushed me out of my shell.”

Julianna first participated in Theater programs and piano lessons, and quickly branched out into Songwriting & Performance programs, ensembles such as Voces and African Drumming, and Z-Tech programs. In fact, Julianna is a member of a very elite group of ZUMIX youth and alumni – she is a Z-Tech Wizard, meaning she has graduated from every single Z-Tech program we offer. Now 19 years old, she spent this past summer working at ZUMIX as our Z-Tech Fix-It Scholar through the John Hancock MLK Summer Scholars Program.

“Working at ZUMIX was a fantastic experience. I feel really proud of my accomplishments in Z-Tech and love working in that area. It was great to meet so many new ZUMIX participants and make more friends. It was an awesome way to stay involved and be able to give back.”

Julianna is a sophomore at Skidmore College, where she is studying theater and psychology. She plans to build a career combining her love of education and helping people with her love of creative arts. She credits many of her ambitions to her time at ZUMIX.

“I would love to work with children, using music, acting, and dancing to help them take control of their lives and figure out what they want to do. ZUMIX has been such an inspiration to me. We’re making people’s lives brighter here and I just feel so grateful to be a part of such a creative, friendly, and loving community.”
Looking Forward

Over the past two years, ZUMIX has been implementing a strategic plan focusing on increasing the depth and breadth of our service to young people while diversifying our revenue streams. We are proud to report that we have made significant progress towards these goals and are happy to share the following highlights:

In June 2014, we held a youth-led retreat. With the assistance of an adult facilitator, a group of dedicated ZUMIX youth participants formed a committee, planned, and ran a retreat for ZUMIX youth, staff, and board members, ranging from 8-60 years old. This retreat gave us the chance to hear perspectives of different groups involved with ZUMIX, as well as opportunities to work together and grow closer as a team.

In the summer of 2014, we hired five youth and recent alumni to work at ZUMIX through the John Hancock MLK Summer Scholars Program. They worked with program and administrative staff, leading classes, and planning events. We currently have seven ZUMIX alumni on staff, connecting us to our past and helping lead us toward our future.

In the spring of 2014, we worked with the Nonprofit Finance Fund (NFF) to analyze our business model in three primary ways: 1) Analyze past and current operating financial performance and conduct a Nonprofit Business Analysis; 2) Conduct a comprehensive Program Profitability Analysis, and 3) Overlay an Impact Matrix Assessment to provide mission context for the program profitability model. The results obtained from our work with NFF will help guide future financial and programmatic decisions.

In 2014, we added three new full-time positions: a Community Arts & Events Coordinator to build our Community Arts program and oversee a number of key fundraising events; an AmeriCorps Massachusetts Promise Fellow to serve as a Pathways Coordinator, responding to the huge youth demand for support surrounding academic and career goals; and a Youth & Community Radio AmeriCorps VISTA to strengthen ZUMIX's radio programming. We are also working with an intern from Boston University's Graduate School of Social Work to focus on our Adventures in Music program, with the goal of identifying increased collaboration, performance, and leadership opportunities for youth.
ZUMIX Programming

SONGWRITING & PERFORMANCE – These programs are designed to help youth address life’s challenges in a positive way. Participants develop critical thinking and literacy skills as they analyze, write, and discuss issues that affect their lives. Projects include the creation of original musical, dance, and theater shows, monthly open mic events, and the production of a compilation CD and music videos.

INSTRUMENTAL MUSIC – ZUMIX offers private and group music instruction in piano, guitar, bass, drums, voice, brass, woodwinds, and African drumming. As participants continue their studies, young instrumentalists improve their artistry through Music Theory classes and learn group-building skills in ensembles which allow youth to perform at a variety of events throughout the city.

CREATIVE TECHNOLOGY – Z-Tech is a technical training program that introduces young people to audio and computer technologies using an experiential and interactive approach. The training component is divided into four sections: 1) Live Audio Engineering, 2) Beatmaking & Music Production, 3) Studio Recording, and 4) Audio Troubleshooting & Repair. Z-Tech empowers young people to apply their newfound skills in an entrepreneurial way, as it includes hands-on training and year-round paid contract work for all graduates.

ZUMIX RADIO – Our youth-run radio station gives ZUMIX participants a platform to share their positive messages with a broader audience. Through DJ and radio journalism training, ZUMIX Radio provides youth with marketable technical, leadership, and communication skills in the context of civic engagement and community building. ZUMIX Radio streams live on our website at www.zumix.org.

SPROUTS – Sprouts involves participants ages 7-11 in year-round artistic exploration through music, dance, and theater. Sprouts perform both on-site at ZUMIX for family and friends, and in the community for seniors at area long-term care facilities, at day care centers, and at local events and festivals.

COMMUNITY ARTS – ZUMIX has taken a leadership role in making arts and culture a more accessible and vital part of the East Boston community while providing our youth with opportunities to apply their skills and talents in real-life settings.

IN-SCHOOL PARTNERSHIPS – ZUMIX works with East Boston High School (EBHS) and the Mario Umana Academy to expand arts opportunities for local high school and middle school students. Funded by EdVestors and the BPS Arts Expansion Fund since 2010, we provide classes in poetry, percussion, radio journalism, and media communications to students at EBHS, and provide group piano, guitar, and vocal instruction to students at the Umana.

PATHWAYS – Through our new Pathways program, we provide academic and vocational support to our youth through workshops, tutoring, site visits, guest speakers, and connections with academic and vocational institutions throughout the Greater Boston Area.
MARIO JARJOUR, AGE 14

Mario started playing the trumpet in fifth grade in his elementary school band and quickly realized how much he loved making music. His middle school didn't offer any music programs so his guidance counselor recommended that he look into ZUMIX. Mario didn't waste any time getting involved.

Over the past three years, Mario has participated in nearly every ZUMIX program area, including Z-Tech Studio, Fix-It, Recording Lab, Rock Ed, Streetwise, Street Program, Con la Corriente, Reality Radio, and Theater. He has also taken private trumpet and drum lessons, and is a member of the ZUMIX Jazz Allstars and Miyagi and the Kids, ZUMIX's Rock Ensemble.

Mario is now a freshman at Revere High School. In addition to being an incredibly active ZUMIX participant, he has also found a passion in photography and graphic design, and often volunteers his skills at ZUMIX events. Of all of the programs he's taken, he's most drawn to the intricacies of Z-Tech's creative technology programs.

“It's cool being on the back end of a finished product. I get to use all of the tools that look really complicated but aren't, work with artists, and be an important part of really fun and unique projects.”

Mario has a few different options in mind for his future, but his number one dream is to earn a scholarship to Berklee College of Music to study Electrical Engineering. He's grateful for the opportunities available to him through ZUMIX.

“ZUMIX has opened up so many doors for me. It's made me more responsible and a better communicator, and I've made so many great friends here. I'm 14 and I get to work in a recording studio, gaining knowledge and skills in the field I want to work - it's pretty awesome.”
We would like to extend a sincere thank you to all of our donors, collaborators, and volunteers. We would not be here today without such an amazing community of supporters!

ZUMIX Community

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BRITTANY THOMAS: Youth & Community Relations Manager
JOE ZIEMBA: Z-Tech Live Sound Coordinator & Ensemble Instructor

*Indicates ZUMIX alumni

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Saphires
Boston After School & Beyond
Boston Causes
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Boston Elderly Commission
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Boston GreenFest
Boston Natural Areas Network
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Boston University Center For Digital Imaging Arts
Boston Youth Arts Evaluation Project
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Cambridge Arts Center
Cambridge Art Center, Cambridge
Company 1 Theater
Consulate of El Salvador
Cooling Towers
Cosmodrome
Debo Band
Design For Change
Donald McKay Middle School
DR Strings
Dr. Loco’s Rockin’ Jalapeño Band
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East Boston Artists Group
East Boston Community Association
East Boston Community Development Corporation
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East Boston Guacemole Festival
East Boston High School
East Boston Neighborhood Health Center
East Boston Neighborhoods Against Substance Abuse
East Boston Open Studios
East Boston Times
East Boston YMCA
Eastie Mug
Estie NOW
El Planeta
Excel Academy
Felix Arroyo For Mayor Campaign
Fenway Alliance
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Prometheus Radio Project
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Revere Youth in Action
Riley Coyote
Sierra Club - Inner City Outings
Smokin Joe & the Henchmen
Squeezebox Stompers
Strong Women Strong Girls
Teen Empowerment
Theatre Offensive
This World Music
Tom Ferrante Big Band
United South End Settlements
Vermont Arts Exchange

This world music
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Angelo’s Auto Body

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Avid Technologies

Balster Service

Boston Cares

Boston College

Boston Conservatory

Boston School of Modern Languages

Berkeley College of Music

BNY Mellon

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Castillo Liquors

Designs by Annalise

D’Parma

Dough East Boston

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East Boston Neighborhood Health Center

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INE

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Liberty Mutual

LPL Financial

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Maverick Marketplace

Massport

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MHC

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* Indicates an in-kind contribution
### Statement of Activities and Changes in Net Assets

#### REVENUES / WHERE THE MONEY COMES FROM

<table>
<thead>
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<th>Source</th>
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#### EXPENSES / WHERE THE MONEY GOES

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<td>Facility &amp; Other Capital Expenses</td>
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<td><strong>Total Expenses</strong></td>
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**Change in Net Assets**

- **Change in Net Assets**: $1,159,136
- **Adjustments**: $160,714
- **Change in Cash Position**: ($82,707)

### Statement of Financial Position

#### ASSETS

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#### LIABILITIES AND NET ASSETS

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### Breakdown of Expenses

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</table>

### Capitalization Strategy

Historically, ZUMIX has maintained a stable financial position by achieving reasonable, modest end-of-year surpluses. With the added responsibility of facility ownership, ZUMIX has developed a capitalization strategy based on: 1) Contributing to the capital asset replacement reserve an amount equal to budgeted depreciation each year, and 2) Working to maintain three months of unrestricted operating reserves at all times.

#### ZUMIX’s CASH BREAKDOWN (AS OF MARCH 31, 2014)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Balance</td>
<td>$60,351</td>
</tr>
<tr>
<td>Temporarily Restricted Net Assets</td>
<td>88,640</td>
</tr>
<tr>
<td>Capital Asset Replacement Reserve</td>
<td>265,920</td>
</tr>
<tr>
<td>Cash Balance Replacement Reserve</td>
<td>182,080</td>
</tr>
<tr>
<td><strong>Total Cash</strong></td>
<td><strong>$630,567</strong></td>
</tr>
</tbody>
</table>

#### Average Monthly Operating Expenses

- **Average Monthly Operating Expenses**: $92,495
- **Months of Unrestricted Operating Funds**: 3.02

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1. Complete audited financial statements available upon request.
2. Adjustments show cash reality, accounting for multi-year grants, budgeted depreciation expense, in-kind equipment donations, etc
3. ZUMIX received an $80,000 grant at the end of FY13 which was expended in FY14.
“ZUMIX is my definition of happiness.” – IRISBEL, AGE 14, SINGER, BASSIST

“ZUMIX has given me the opportunity to know who I am and the confidence to show my true self to others.” – EMILY, AGE 16, PIANIST

“I come here to pursue my art and get help from my teachers. Everyone is so supportive and welcoming!” – DANIELLE, AGE 15, SINGER

“ZUMIX helps me express myself and find my inner artist.” – TATIANA, AGE 14, SINGER, SONGWRITER

“Through high school, ZUMIX was my second home – I was the first one to show up and the last one to leave. I think it saved my life back then. ZUMIX gave me a creative outlet and a place to feel useful and needed. I was part of something bigger than me. I’m so grateful to ZUMIX for wanting to help kids that needed a voice and an outlet.” – APRIL, ZUMIX ALUMNI

“ZUMIX was the first thing we heard about when we moved to East Boston, and from that first summer concert we attended to our son entering drum lessons as a 7-year-old, we have borne witness to its impact on the neighborhood. I always tell people ZUMIX is like a ray of light in this community, a breath of fresh air. There’s no place like it.” – STEVE HOLT, ZUMIX PARENT & NEIGHBOR