Dear Friends,

I am so proud to say that we just wrapped up our 25th year – a year in which we successfully launched a broadcast radio station (on the dial at 94.9 FM!), served 1,025 youth through our award-winning programs, and provided over 200 professional, paid work opportunities to our youth artists and technicians.

If you had asked me back in 1991 when I started ZUMIX with 24 kids and $200 dollars, I could have never predicted this moment in time.

25 years later, we provide over 1,000 kids each year with a safe space to explore their interests and skills in a supportive and nurturing environment. ZUMIX owns a beautifully restored building in the heart of East Boston, bringing art and music to our neighborhood at a time when the need for inclusive, welcoming community spaces is as vital as ever.

Since ZUMIX was founded, over 10,000 youth have come through our doors, gaining the skills and encouragement to become the next generation of artists and community leaders in our city. I am incredibly grateful for all of the support ZUMIX has received over the last 25 years. It is only through the generosity of our supporters and community members that we have been able to keep our programs free or low-cost for all of the young people who want to enroll.

Your support is deeply appreciated, and sends a strong message – that you believe in the potential of our young people to do amazing things in their career and in their community. We hope our achievements resonate as deeply for you as they do for us. We invite you to be a part of our community and help us lay the foundation for another successful 25 years.

Cheers,

Madeleine Steczynski
Co-Founder & Executive Director
Our Impact

• During the past year, we served 1,025 youth - 504 through on-site programming in the Firehouse and 521 through partnerships with East Boston High School and the Mario Umana Academy.

• In the last year, 100% of our seniors graduated from high school and 90% of our seniors were accepted to college.

• Our high school seniors have been accepted into colleges such as Berklee College of Music, Columbia University, Northeastern University, and UMass Lowell.

• Over the past year, our youth collectively earned over $35,000 through skills they learned at ZUMIX. They were employed as performing musicians, live sound technicians, teaching assistants, youth staff, and radio journalists.

• On average, youth participate in ZUMIX programs for three years, and some participate for up to 11 years!

• Many program alumni go on to become full-time staff. We currently employ seven ZUMIX alumni in both administrative and program roles.

• In September 2016, ZUMIX Radio transitioned from an online-only station to a terrestrial low-power FM station, broadcasting locally at 94.9FM, providing youth and community members a broad platform to share their voices.
KADAHJ BENNETT

Kadahj Bennett first joined the ZUMIX family in 2003 at the age of 12. Hooked immediately, Kadahj participated in numerous classes, gravitating toward songwriting and music production. After graduating from the Boston Arts Academy, Kadahj was selected as a POSSE Foundation Scholar, receiving a full scholarship to Hamilton College where he majored in Theater for Social Justice. During his college years, Kadahj would return to ZUMIX each summer to co-teach classes alongside his long-time mentor Corey DePina.

“At ZUMIX I learned how to be a performer and a team player but on top of that, I was given my first teaching opportunity,” says Kadahj.

Since then, Kadahj has gone on to be a music and theater teacher. Currently, Kadahj is a Stage One Teacher at Company One Theater where he is placed as a theater instructor at various BPS schools. “He’s an absolute pleasure,” says Mark Abby VanDerzee, Education Director at Company One Theater, “His energy is infectious. As a part of teaching, he really brings his musicality to the classroom and to his curriculum to help students find their voice through both performance and poetry.” Kadahj also currently works with ZUMIX as an artist-in-residence on-site at East Boston High School.

In addition to teaching, Kadahj regularly performs around Boston both as an actor and musician with his two projects the Downbeat Keys and Dancelujah. Recent acting credits include the web series The Halls (Beyond Measure Productions) and numerous Company One Theater productions including: How We Got On, The T Party, and Peerless. “He is one of my favorite people to work with, he’s got a good heart and spirit. He gets that what you’re working on is bigger than just a production,” says Summer L. Williams, Associate Artistic Director at Company One Theater, who has worked with Kadahj since he was in high school.

Looking to the future, Summer sees nothing but possibility for him: “I’m so excited by the artist that he is and I can’t wait for the world to discover him.”
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, 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) Video Production. Z-Tech empowers youth 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 ideas and perspectives 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 on our website at www.zumix.org and broadcasts live at 94.9 FM.

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 instrumental and vocal instruction to students at the Umana.

PATHWAYS – Through our 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.
SARAH COELHO, AGE 17

Sarah Coelho’s introduction to ZUMIX came at a uniquely early age - she wasn’t even born yet when her older brother became a participant. By the time she turned seven, she was already showing a love for music, and her parents enrolled her in a music appreciation class.

Fast forward 10 years, and Sarah’s covered most of the programs offered here: from theater to Rock Ed, to private lessons in voice, piano, drums, bass, and guitar.

“ZUMIX was what pushed me to really go after music; it was taking the programs at such a young age that encouraged me to pursue my craft,” says Sarah.

Sarah gives ZUMIX credit for inspiring her to become a leader, now at the helm of a pop/rock ensemble made of ZUMIX participants, aptly named Firehouse.

“At ZUMIX,” she says, “people look up to each other. I looked up to so many people who were leaders and wanted to be like them. Now I feel like an outlet for other young artists.”

Sarah’s experience with ZUMIX has brought more to her life than just exposure to music. She also discovered a love for travelling, after performing a small tour in Europe with her band, Annual Snowfall, in 2012. She sees more travel in her future, ideally in support of her musical aspirations. But even with her love of performing in new venues as far away as Paris and London, the ZUMIX Firehouse always holds a special place.

Sarah says, “I love ZUMIX because it’s my musical home. I feel artistically free here, and it’s helped me become who I am.”
ZUMIX Community

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 + Indicates ZUMIX alumni

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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!
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# Statement of Activities and Changes in Net Assets

## Revenues / Where the Money Comes From

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Individual Donors</td>
<td>$129,224</td>
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<tr>
<td>Foundations</td>
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<td>Corporations</td>
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<tr>
<td>Earned Revenue</td>
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<td>In-Kind</td>
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<td>Government</td>
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<tr>
<td>Interest Income</td>
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<td><strong>Total Revenue</strong></td>
<td><strong>$1,288,602</strong></td>
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## Expenses / Where the Money Goes

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<th>Category</th>
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</thead>
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<td>General Administration</td>
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<td>Fundraising</td>
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<tr>
<td>Facility &amp; Other Capital Expenses</td>
<td>44,898</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$1,237,293</strong></td>
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</tbody>
</table>

**Adjacments**

- **Change in Net Assets**: $51,307
- **Adjustments**: $(15,600)
- **Change in Cash Position**: $35,707

## Statement of Financial Position

### Assets

<table>
<thead>
<tr>
<th>Item</th>
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<tbody>
<tr>
<td>Cash</td>
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<tr>
<td>Cash Held for Other Entities (Fiscal Agent)</td>
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<td>Accounts Receivable</td>
<td>194,649</td>
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<td>Prepaid Expenses</td>
<td>158,625</td>
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<td>Property &amp; Equipment</td>
<td>133,126</td>
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<td>Long Term Assets</td>
<td>2,145,562</td>
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<td><strong>Total Assets</strong></td>
<td><strong>$3,154,389</strong></td>
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### Liabilities and Net Assets

<table>
<thead>
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<td>Net Assets</td>
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<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$3,154,389</strong></td>
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## Financial Notes

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.
**Capitalization Strategy**

ZUMIX is committed to capitalization and has maintained a stable financial position by achieving reasonable, modest end-of-year surpluses. We have done this by: 1) budgeting for depreciation, 2) designating +/- 3 months of reserves, and 3) maintaining healthy operating funds.

---

**ZUMIX’s Cash Breakdown (As of March 31, 2016)**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Cash Balance</td>
<td>$515,712</td>
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<tr>
<td>Temporarily Restricted Net Assets</td>
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<tr>
<td>Management Designated Reserves</td>
<td>$332,943</td>
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<tr>
<td><strong>Total Cash Balance</strong></td>
<td><strong>$894,595</strong></td>
</tr>
<tr>
<td><strong>Cash Balance Less Restricted &amp; Designated Funds</strong></td>
<td><strong>$136,826</strong></td>
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<tr>
<td>Average Monthly Operating Expenses</td>
<td>$100,863</td>
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<tr>
<td>Months of Designated Reserves</td>
<td>3.3</td>
</tr>
<tr>
<td>Months of Operating Funds</td>
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</tr>
</tbody>
</table>
“ZUMIX is the place where I feel comfortable with myself. When I am there I can express myself and be happy. Also it has made me feel like I am a big part in my community.”

- MARIANA, ZUMIX YOUTH, AGE 13

“Even though our programs are rooted in music, it’s really about empowerment through music. Not everybody who comes into our space is going to be a musician or an audio engineer, but everyone has a voice and an opinion, and everyone needs love. That’s what they get here; they feel like they have access to opportunities and people who care about them.”

- COREY, ZUMIX STAFF & ALUM

“ZUMIX is a real treasure in East Boston. My girls have learned to read music, they play the trumpet, tuba, and flute and my younger daughter is now learning how to work back stage at events. They both started when they were 8 and 10 years old, and now they are 14 and 16 years old and still enjoy the program so much.”

- AMANDA, ZUMIX PARENT

“Both me and my cohost are not usually talkative people. But for some reason when we’re in the radio room here at ZUMIX, everything just clicks and we can be ourselves; we can express ourselves through radio, and it’s really an awesome thing.”

- KAYLENE, ZUMIX YOUTH, AGE 16

“Having supportive staff at such a young age gave me a boost of self confidence. They taught me that my creativity mattered and my voice mattered. Now as a staff, I can do that for the younger generation.”

- RENEE, ZUMIX STAFF & ALUM