Dear Friends,

For ZUMIX, 2011 was a year of milestones. We were recognized by First Lady Michelle Obama as a leader in youth arts and humanities programming and completed our 20th year of service. We reached over 950 youth through after-school programming and in-school partnerships at East Boston High School and the Mario Umana Academy.

When I think of the early days, offering programming in our studio apartment, I am reminded that despite all of the changes, some things have stayed the same. Although there have been significant demographic shifts, East Boston remains isolated and under-served. We are the only youth arts organization in a neighborhood of over 6,000 youth.

Another constant is the spirit and tenacity of our youth. Whether they are performing in their first recital, presenting at a Board meeting, or saying goodbye as they head off to college, our youth inspire us every day. Here are some examples of our participants’ achievements.

- In the past 4 years, 92% of our seniors were accepted to college.
- In 2011, five of our students were accepted to Berklee College of Music, three on full scholarship!
- Our current high schools students have been accepted to Harvard’s Crimson Academy, Berklee’s City Music program, and Milton Academy—all on full scholarship.

Recently I was asked a very difficult question—“what will ZUMIX look like in five years?” Thoughts raced through my mind. Would we have a sister site in Haiti? Would our first floor performance hall become a full-service venue? Could we launch additional school partnerships?

And then I had a grounding realization. In 2017 Angelina Botticelli will be 16 years old. Mauricio Villanueva will be 15. My aspiration for ZUMIX is that in five years our younger participants will have grown up with us—that they will have blossomed personally and artistically, engaged in their communities, and that they will have the opportunities to match the successes of today’s graduates.

In times of expansion and growth, this vision of our youth reaffirms my belief in the importance of our mission, using music and the arts as a tool to empower youth and elevate our community. I hope that you will partner with us as we build a future for ZUMIX and our youth.

Cheers,

Madeleine Steczynski
Co-Founder/Executive Director
ZUMIX was founded in 1991 as a response to a wave of youth violence. As the only youth arts organization in East Boston, a culturally diverse working-class community, ZUMIX provides top-quality arts and cultural programming as a means to transform lives and elevate community. ZUMIX's mission is empowered youth who use music to make strong positive change in their lives, their communities, and the world.

From our modest beginnings, serving 24 youth on a $200 budget, ZUMIX continues to grow and expand with the changing needs of our constituents. We now serve over 950 youth per year in our after-school programs and school partnerships. We reach more than 10,000 additional youth and adults through workshops, community events, and outdoor concerts. Our program model has been nationally recognized as an innovative approach to youth development, combining artistic growth, personal development, and civic engagement designed to increase 21st Century Skills, educational attainment, and creative career opportunities for local youth.
On November 2, 2011, ZUMIX received a tremendous honor, a National Arts and Humanities Youth Program Award, which recognized ZUMIX as one of the top 12 youth arts and humanities programs in the country. Executive Director Madeleine Steczynski and youth participant Ixchel Garcia traveled to the White House where they were presented with the award by First Lady Michelle Obama.

Back at ZUMIX, over 200 youth and community members gathered to watch footage of the ceremony and create photo ops with Mrs. Obama. For us, the award is a celebration of community, and receiving this recognition on the heels of our 20th “birthday” was particularly poignant. We could not have achieved this honor without the excellence, dedication, and support of the entire ZUMIX community—staff, youth, alumni, Board, parents, neighbors, and you.

“It was a wonderful experience and a rewarding feeling of accomplishment as a mother. I felt proud seeing my daughter standing side by side with the First Lady.” — Marta Muralles
For the past nine years, ZUMIX has been a huge part of my life. I started in the theater program at age 12, learned to play piano and guitar, and was one of the first trained ZUMIX Radio DJs. As I look back on all these experiences, the most profound skill that I developed at ZUMIX is the ability to express myself through music.

When I was younger I went through a lot of difficult stuff with my family, and it was really hard for me to articulate what I was feeling and make sense of it. Through ZUMIX songwriting programs, I was able to process and heal. They gave me a sense of clarity that I couldn’t find anywhere else.

By the end of high school I knew that I wanted to take what I learned at ZUMIX and use it to help others. I’m now in my junior year at Lesley University, studying Expressive Arts Therapy with a minor in Psychology.

I have also made a choice to give back to ZUMIX. I have taught with the summer songwriting program for three years and that experience has been amazing. To be able to help others grow through music, to help them make better decisions—that is really special. This is a new phase for me at ZUMIX, but it is the best one yet.
ZUMIX exists at the intersection of four core concepts: Youth, Music, Community, and Excellence. This combination ensures that our programs provide youth with the skills needed to meet their full potential.

**YOUTH**
Whether they are participating in programs, working as youth staff or technicians, hosting radio shows, or performing at events, the creativity and commitment of our youth is the pulse of ZUMIX. We evaluate participants’ Personal Development through carefully crafted materials designed to gauge their progress over time. These findings inform and direct our services.

**MUSIC**
At ZUMIX, music flows through every vein of our organization: it is taught and practiced in our private lessons and group programs, created by our songwriters, engineered by our audio technicians, shared over our radio airwaves, and celebrated at our community events and performances. Music acts not only as something beautiful to experience as a listener or create as a performer, but also as a powerful tool of self-expression that connects people across all demographics. Our focus on Artistic Development is twofold: the growth of our young artists and the cultivation of our organization’s artistic identity.

**COMMUNITY**
At the root of our values is the importance of fostering a sense of ownership in our community. Opportunities for different types of Civic Engagement are abundant in all aspects of our programming and events. We take pride in our role as an asset to the community of East Boston and beyond: a cultural institution where youth and music are thriving.

**EXCELLENCE**
Our organizational culture inspires us to ensure that our programs and events are consistently of the highest quality. Excellence at ZUMIX is defined in many ways: educational achievement, 21st Century Skills development, performance and technical skills gained, work and college readiness, standards of character attained, and more. Excellence is a combination of ensuring tangible skills are gained, coupled with a sense of ownership, confidence, inspiration, creativity, humility, and pride, along with a connection to others.

**EVALUATION**
For the past four years, ZUMIX has been a leading organization in the Boston Youth Arts Evaluation Project (BYAEP). Along with four other prominent youth arts organizations (Hyde Square Task Force, Medicine Wheel Productions, Raw Art Works, and Theater Offensive) we have conceived and implemented a framework and evaluation tools to be able to analyze our participants’ development over time.
ZUMIX Programming

- **SONGWRIITING & PERFORMANCE**
  ZUMIX songwriting programs are designed to help youth address the challenges of urban life in a positive way. Participants develop critical thinking and literacy skills as they analyze, write, and discuss issues that affect their lives. These programs foster artistic development, as well as confidence and teamwork skills as youth express themselves through music, theater, and dance. Projects include the creation of an original show with a two-week summer tour, monthly open mic events, and the production of a compilation CD.

- **INSTRUMENTAL MUSIC**
  Currently ZUMIX offers private and group music instruction in piano, guitar, bass, drums, voice, woodwinds, and African drumming. Our instructors combine the educational and developmental philosophies of mentoring with ZUMIX’s focus on music and the arts as life-sustaining and empowering forms of education. 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 three sections: 1) Live Audio Engineering, 2) Beatmaking & Music Production, and 3) Studio Recording. The motivation generated by music and technology helps to develop focus and discipline in a population at great risk of educational failure and vocational marginality. 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**
  As a means to give voice to Boston’s teenagers by sharing their positive messages with a broader audience, ZUMIX launched a youth-run radio station from our East Boston headquarters. ZUMIX Radio enables our young participants to connect and share their music, ideas, and concerns with listeners while gaining invaluable feedback from local residents. 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**
  Designed as a “feeder” program for our teen programs, Sprouts involves participants ages 7–11 in artistic exploration through music, dance, theater, and set design.

- **COMMUNITY ARTS**
  Community arts programming has enabled ZUMIX to take a leadership role in making arts and culture a more accessible and vital part of local life while providing our youth with opportunities to apply their skills and talents in real-life settings. Through community festivals, summer concerts, cultural events, and collaborative community art projects, our youth earn income as musicians and sound technicians, serve as promoters and hosts, and gain the 21st Century Skills necessary to compete in higher education and employment settings.

PHOTO Danielle Shamlian
HECTOR MEDINA, AGE 17

Hector Medina first learned about ZUMIX through an outreach presentation in his 10th grade English class at East Boston High School. Hector was immediately interested in the music technology programs. He loved hands-on technical work and had been looking for a job—it sounded like a perfect fit.

In the past two years, Hector has taken several Z-Tech programs, learning live sound engineering, music production, and the skills necessary to troubleshoot and repair equipment. Hector quickly became one of our top Youth Technicians, earning income by providing live sound support at gigs on-site at ZUMIX, and for clients throughout the Greater Boston Area.

As a Youth Technician, Hector is gaining valuable real-life work experience as he utilizes professional sound equipment and provides top-quality customer service. In his words, “There are no easy gigs. Some are complicated with setup, others are complicated with issues that come up, but they are all challenging.”

Through this job, he has connected with ZUMIX’s adult mentors, learning the different options that are available in the field of audio engineering. As a senior in high school, Hector is figuring out what his own path will be. He is looking into opportunities to further explore his passion for hands-on technical work, including Wentworth Institute of Technology and Year Up. Wherever he goes, he knows that he will take the knowledge and skills he learned at ZUMIX with him. “If you want to learn something that you’ll remember for the rest of your life, this is the place to come. I’m never going to forget my time here.”

PHOTO Danielle Shamlian
INDIVIDUAL DONORS

The Klarman Family Foundation
The Kitchen Window Foundation
The Janey Fund
The Foley Hoag Foundation
The Barr Foundation
The ASCAP Foundation
John Hancock Financial Services
J.E. & Z.B. Butler Foundation
The Huntington Theater
Jeveli’s Restaurant
We make every effort to
accurately. If you notice an
error, or you would like informa
tion about making a gift,
please contact Nikki Stewart,
Director of Development, at
nstewart@zumix.org.
ZUMIX FY12 Financial Statements
Fiscal Year ended March 31, 2012 (unaudited)¹

Statement of Activities and Changes in Net Assets

**REVENUES / WHERE THE MONEY COMES FROM**

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<tr>
<th>Source</th>
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<td>Individual Donors</td>
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<td>Foundations &amp; Corporations</td>
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<td>Foundations (Multi-Year Grant)²</td>
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<td>Government</td>
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<td>Program Fees and Contracted Services</td>
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<td>Earned Revenue</td>
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<td>In-Kind Equipment Donations</td>
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<td>Interest Income</td>
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<td>Total Revenue</td>
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**EXPENSES / WHERE THE MONEY GOES**

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<tr>
<td>General Administration &amp; Fundraising</td>
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<tr>
<td>Firehouse &amp; Other Capital Expenses</td>
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<td>Total Expenses</td>
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<th>Item</th>
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<tr>
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<tr>
<td>Adjustments of Non-Cash Equivalents</td>
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<td>Change in Cash Position</td>
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**Statement of Financial Position**

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<tr>
<td>Long Term Receivables (multi-year grants for FY13 &amp; FY14)</td>
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<td>Prepaid Expenses</td>
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<td>Property &amp; Equipment</td>
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<td>Total Assets</td>
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<table>
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<tr>
<th>Liability and Net Assets</th>
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<tr>
<td>Net Assets</td>
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<td>Total Liabilities and Net Assets</td>
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**Financial Notes**

¹ Complete audited financial statements which include our affiliate ZUMIX Firehouse, Inc. available upon request.
² Multi-year $225,000 grant to be distributed evenly ($75K each in FY12, FY13, & FY14).
³ Adjustments of Non-Cash Equivalents = multi-year grants, budgeted depreciation expense, etc.
⁴ Award letter for $60,000 received Q4-FY12, check received Q1-FY13. Multi-year grants totaling $300,000 awarded and accounted for in previous fiscal years, to be received in FY13 & FY14.

Breakdown of Expenses

- **8% CAPITAL/FIREHOUSE $71,168**
  - Instrumental Music
  - Music Technology
- **18% GENERAL ADMINISTRATION/FUNDRAISING $170,532**
  - Community Arts
  - Sprouts
  - ZUMIX Radio
  - Songwriting & Performance
- **74% PROGRAMS $689,836**
  - Instrumental Music
  - Music Technology
  - Community Arts
  - Sprouts
  - ZUMIX Radio
  - Songwriting & Performance

**Return on Investment**

In the past 4 years, 100% of ZUMIX seniors graduated from high school (compared to 58% of East Boston High seniors & 63% of BPS seniors city-wide).

In 2011, three ZUMIX alums were accepted to Berklee College of Music on full scholarship!

In 2011, six ZUMIX teens were accepted to Berklee’s “City Music Program” on full scholarship!

In 2011, our youth earned over $11,000 as live sound technicians, musicians, radio journalists, teaching assistants, and arts curators.

In 2011, three ZUMIX alums were accepted to Berklee College of Music on full scholarship!
Renee Holt is the first ZUMIX participant to write an original song, “Choices.” Renee just received her Masters in Early Childhood Education from UMass Boston. She continues to sing in her church choir!

Corey DePina enrolls in Z-tech. He will go on to participate in almost every program available, becoming an incredible rapper and performer. Corey joined the ZUMIX staff as our Songwriting and Performance Coordinator in 2001, a role that has enabled him to teach, mentor, and inspire a generation of ZUMIX participants.

Justin Zullo joins ZUMIX in our first year of programming on Maverick Street. An accomplished rapper, Justin earned an MA in Ethnomusicology and is now completing his PhD at Northwestern University - both on full scholarship!

Iris St. Meran, participated in the summer Street program, writing an original song about domestic violence. Her interest in social justice and the issues facing her community led her to a career in journalism. Today she is a Videojournalist at YNN in Syracuse, New York.

Carolina Ticona comes to ZUMIX as a recent immigrant with very limited English skills, and no musical training. Today she is a singer-songwriter-piano player-visual artist-brilliant young woman! She studies psychology at Wheaton College.

Hector Granados and Pam Nuñez, incredibly talented Z-Tech technicians, graduate and move on to study engineering on full four-year scholarships at Wentworth Institute of Technology and the University of Pennsylvania.

Chris Frangolini trained as a Radio DJ in 2009 and launched On the Fly, a sports-centered radio program that quickly developed a loyal fan base. This fall he will study Communications at Suffolk University on full four-year scholarship.