



ZUMiX

ZUMiX Annual Report
2022-2023



Dear Friends,

Welcome to three decades of ZUMIX.

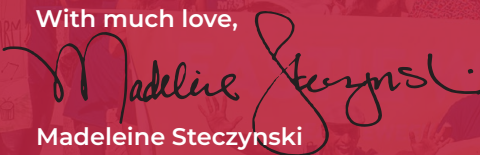
I can hardly believe that what began in a living room off Maverick Square with \$200—and a desire to help young people find something to spark their creativity—has endured for more than 30 years and continues to empower young people in our city today.

We're looking back at the past several years: how we've toasted our 30th anniversary, celebrating and reflecting on the community we've built together and the challenges we've overcome. How we survived a global pandemic: going virtual for the safety of our community, teaching and making music together remotely for more than a year, then coming back slowly and safely to in-person classes at the Firehouse and gigs around town for music and live sound. We've reflected together as our country has faced heightened racial unrest, and we've listened to our teens, including the ZUMIX Teen Council, as they've told us what they want and need from this place. We've received several transformative gifts from individuals and organizations who believe passionately in our work, and consistent support from longtime and new donors. Through it all, we have continued to do what we've done for 32 years: provide resources and programming that empowers young people to build successful futures for themselves.

In these pages, you'll find profiles of individuals who embody our values of leadership, courageous creativity, accountability to community, and deep love and empathy. You'll find facts and figures that give you a fuller picture of where we stand, financially and otherwise, as we enter our 33rd year. You'll find quotes from our participants about what keeps them coming back to ZUMIX. And I hope you'll find the joy, excitement and creativity that ZUMIX embodies and perpetuates.

We invite you to be a part of our community, and to support our transformative work in the lives of young people. Thanks for reading, and please come visit us at the Firehouse!

With much love,



Madeleine Steczynski
Co-Founder & Executive Director, ZUMIX



ZUMIX: PAST, PRESENT AND FUTURE

In 1991, Madeleine Steczynski and Bob Grove welcomed 24 young people into their home in East Boston, starting with \$200 and a belief that music could save lives. Coming out of the worst period of youth violence in Boston's history, Madeleine and Bob gave access to instruments and a safe space for young people to explore ideas, share experiences and create. From the beginning, they sought to empower young people, including a Youth Advisory Board in their decision-making.

Today, ZUMIX continues to put youth front and center in our work. The ZUMIX Teen Council and Leaders in Training participate in program design and delivery, and inform organizational direction. With their support, we have grown to serve more than 1,000 youth per year, on-site in our Firehouse, and through school partnerships. Our youth-centric and community-involved approach has earned us many awards, including a National Arts & Humanities Youth Program Award from the White House. Over the years, ZUMIX has become a national model for creative youth development programs, and in our 30th year, we were thrilled to receive an unsolicited \$1 million gift from philanthropist MacKenzie Scott.

During the COVID-19 pandemic, we offered virtual programming for more than a year, and also served our community through mutual support initiatives including food distribution, help with rental relief, and emotional support for our young people. We have gradually transitioned back to in-person programming at the Firehouse and through in-school partnerships, connecting with and strengthening our community.

As we look to the future, we are aware that our East Boston community, and the world around us, is changing. We are working to expand our capacity to connect youth and alumni with professional opportunities. We recently received an anonymous \$2 million grant which allowed us to begin increasing salaries for our remarkable, dedicated staff. We remain committed to our mission of helping young people develop their personal, artistic, creative and civic leadership skills.

ZUMIX youth empower us. They empower us to dream of what ZUMIX could be, and how we can adapt to our changing world. They inspire us to face the future head on, because we aren't doing it alone. We have a community, a safe space, built by all of us, for all of us. We envision a world where all people prosper through the power of creativity, self-actualization, and collaboration. We hope you will join us in this important work.



OUR IMPACT

- In fiscal year 2023, we served more than 1,319 young people, 427 of whom participated through our out-of-school creative youth development programming (ages 7-18) and 892 participated through our in-school partnerships.
- ZUMIX youth earned more than \$50,000 last year, as course co-facilitators, youth interns, Teen Council Members, performing musicians, live sound technicians, radio producers, studio engineers, and audio storytellers.
- Our Program Leadership Team is 88% people of color and drives decision-making for our programs in partnership with our youth. Our Senior Management team is 25% people of color. Our total staff reflects the population we serve: 64% are people of color, 39% speak fluent Spanish, and 46% are women.

Photo: ZUMIX board members at Walk for Music 2022



2022

- ZUMIX alumnus and Director of Programs Corey DePina received a 2020 Black Excellence on the Hill award from the Massachusetts State House through the Massachusetts Black and Latino Caucus for his work at ZUMIX and as the founder of the FOGO Project. ZUMIX alumnus and Songwriting & Performance Manager Kadahj Bennett was named to the WBUR ARTery 25, a group of Boston-area artists of color making change through their art.
- In FY23, all 28 of our seniors graduated high school, and 3 earned full scholarships to Berklee College of Music! Others were accepted to colleges such as Suffolk University (full scholarship), Northeastern University (partial scholarship), Boston College (full scholarship), and UMass Amherst (full scholarship). Our graduation rate of 100% is far above the Boston Public Schools average of 77%.



ALUMNI SPOTLIGHT: CARLOS SAAVEDRA

A longtime community organizer who immigrated to the U.S. from Peru at age 12, Carlos began taking guitar lessons at ZUMIX as a 14-year-old. "I learned so much from that process," he says, recalling his early lessons with veteran ZUMIX instructor Leo Colon. "I love all kinds of music, but Leo really got me into bossa nova, and into so much good rock and roll."

During and since those years at ZUMIX, Carlos has worked with people and movements to create change and pursue social justice in various arenas. He became the national

coordinator for the United We Dream Network, the first immigrant youth national organization, in 2009. “I’ve been organizing in the immigrant rights movement for 20 years,” he explains, “to get people who have no immigration status to have immigration status in this country. They’ve dealt with very difficult situations, whether it’s deportation, raids – waiting for a long time and being in limbo because of their documentation.” Carlos played a key role in organizing the End Our Pain and Right to Dream Campaigns (2011-2012), which led to legal relief for 1.4 million undocumented youth in the U.S.

In 2013, Carlos founded the Ayni Institute to provide training, coaching and incubation of new projects towards social change. He has worked with organizations creating change in a variety of areas, such as affordable housing, community development, or combating the environmental crisis. “A lot of what I try to do, and a lot of what this work is about, is creativity,” he says. “You wake up and think: we have a big problem to solve in the world, and how can we think about it differently? How can we do something differently?”

That creativity, Carlos says, was sparked by ZUMIX and informs his leadership today.

“What ZUMIX helped me do as a teenager was to really explore my creative side,” he says. “I don’t know if I would be as creative if it wasn’t for my experience in ZUMIX of having good teachers, seeing other students and people falling in love with music. I don’t think I would have been able to sustain this many years of my life without music, and ZUMIX is a big part of my music history: loving music, playing music, supporting music, and playing music for others.”

His work and his travels, Carlos says, have given him a sense of how special ZUMIX truly is.

“It’s extremely rare to find a place like ZUMIX that is supporting music, especially for young people,” Carlos says. “Who knows what those students will become—what they will do—or even how much having music will help them deal with their everyday problems and help them grow to be better, healthier individuals. ZUMIX is a place for everyone to fall in love with music, or support the love that we already have for music. If you’re thinking of getting involved, please do!”



PROGRAMMING OVERVIEW

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 writing and recording original songs.

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, video, and computer technologies using an experiential and interactive approach. The training component includes live audio engineering, studio recording, video production and editing, and beatmaking and music 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 in-school partnerships enable us to serve a broader range of the East Boston school population, offering artistic integration into students' daily lives through music, poetry, performance, and radio journalism programming. We serve students across six local public schools, including East Boston High School; the Kennedy, McKay and Otis Schools in East Boston; Excel High School; and the Revere Community Center.

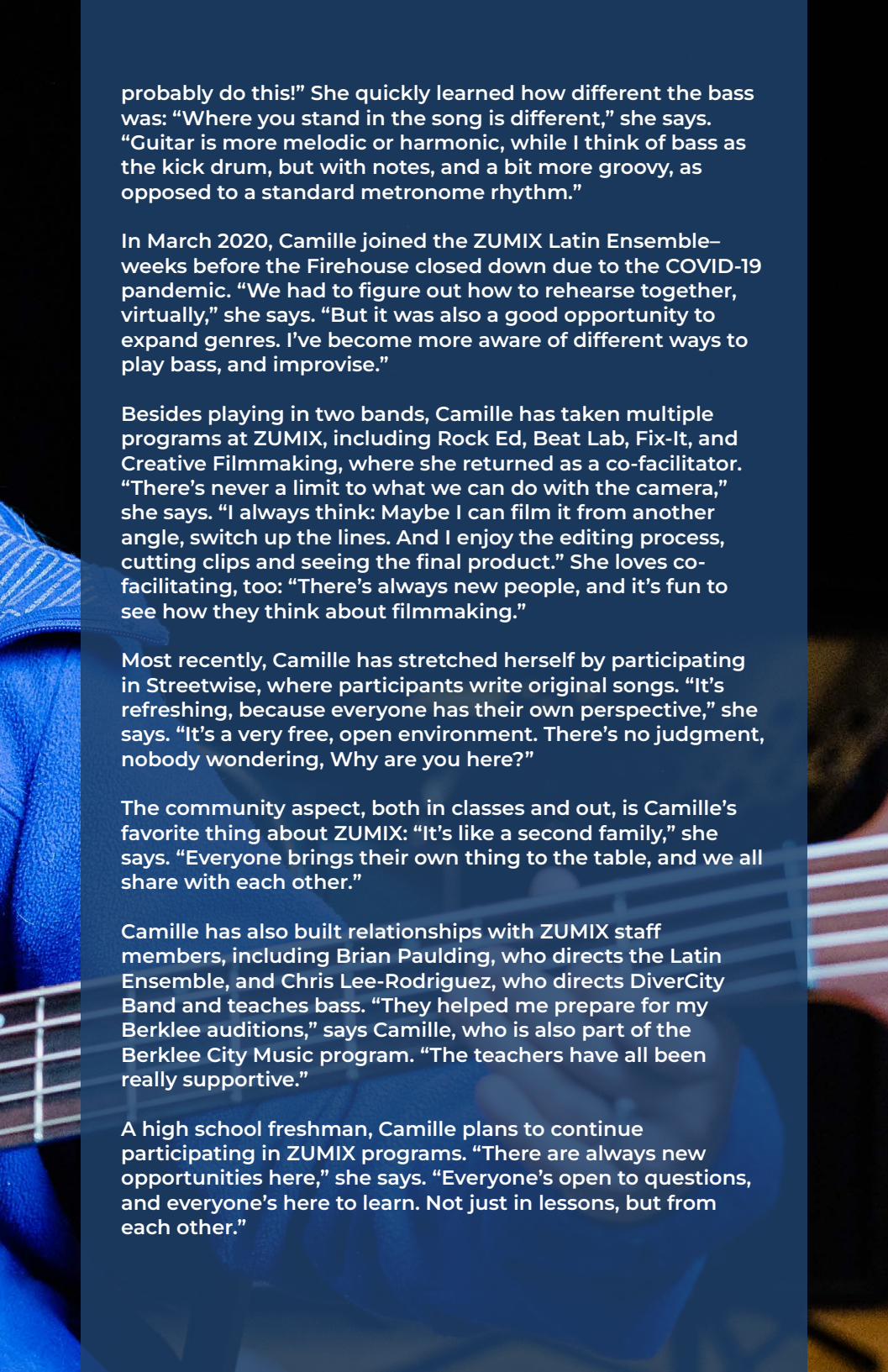
PATHWAYS – Through our Pathways program, we provide academic and vocational support to our youth through workshops, tutoring, site visits, guest speakers, and connections with academic and vocational institutions throughout the Greater Boston Area.



YOUTH SPOTLIGHT: **CAMILLE PUMA**

“I loved the bass even before I started playing it,” says Camille Puma, the bassist in ZUMIX’s Latin Ensemble and DiverCity Band. “I used to love the way the vibration felt, going to concerts. Once I joined DiverCity Band, I realized how important the bass was, and how groovy it can be.”

Camille has participated at ZUMIX for four years, taking guitar lessons with Leo Colon and then joining DiverCity. “They didn’t have a bass player, so Chris [Lee-Rodriguez] handed me the bass,” she recalls. “I thought, It looks like a guitar. I can



probably do this!" She quickly learned how different the bass was: "Where you stand in the song is different," she says. "Guitar is more melodic or harmonic, while I think of bass as the kick drum, but with notes, and a bit more groovy, as opposed to a standard metronome rhythm."

In March 2020, Camille joined the ZUMIX Latin Ensemble—weeks before the Firehouse closed down due to the COVID-19 pandemic. "We had to figure out how to rehearse together, virtually," she says. "But it was also a good opportunity to expand genres. I've become more aware of different ways to play bass, and improvise."

Besides playing in two bands, Camille has taken multiple programs at ZUMIX, including Rock Ed, Beat Lab, Fix-It, and Creative Filmmaking, where she returned as a co-facilitator. "There's never a limit to what we can do with the camera," she says. "I always think: Maybe I can film it from another angle, switch up the lines. And I enjoy the editing process, cutting clips and seeing the final product." She loves co-facilitating, too: "There's always new people, and it's fun to see how they think about filmmaking."

Most recently, Camille has stretched herself by participating in Streetwise, where participants write original songs. "It's refreshing, because everyone has their own perspective," she says. "It's a very free, open environment. There's no judgment, nobody wondering, Why are you here?"

The community aspect, both in classes and out, is Camille's favorite thing about ZUMIX: "It's like a second family," she says. "Everyone brings their own thing to the table, and we all share with each other."

Camille has also built relationships with ZUMIX staff members, including Brian Paulding, who directs the Latin Ensemble, and Chris Lee-Rodriguez, who directs DiverCity Band and teaches bass. "They helped me prepare for my Berklee auditions," says Camille, who is also part of the Berklee City Music program. "The teachers have all been really supportive."

A high school freshman, Camille plans to continue participating in ZUMIX programs. "There are always new opportunities here," she says. "Everyone's open to questions, and everyone's here to learn. Not just in lessons, but from each other."

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We couldn't do this work without you!

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Launched on our 30th birthday, The ZUMIX Collective is a group of generous multi-year donors who have pledged their commitment to the long-term success of our young people. Their support, generosity, and belief in our mission has been inspiring to us all. Individual donors are making a greater impact than ever before at ZUMIX, and as we look to the future, we are grateful to have such dedicated partners in our work.

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DJ Rob Suave

Nathan & Angela
Vierling-Claassen

For information about joining the ZUMIX Collective, contact Esther Austin, Director of Development, at esther.austin@zumix.org.

Transformational Gifts

MacKenzie Scott and Dan Jewett
Anonymous Family Foundation
Barbara & Amos Hostetter



ZUMIX FY23 FINANCIAL STATEMENTS FISCAL YEAR ENDED MARCH 31, 2023

(Auditor reviewed, not yet approved)

Statement of Activities and Changes in Net Assets

REVENUES / WHERE THE MONEY COMES FROM

Individual Donors	\$264,211
Foundations	\$713,054
Corporations	\$252,051
Earned Revenue	\$314,996
In-Kind Equipment & Services	\$41,208
Government	\$515,554
Interest Income & Earnings From Investment	\$23,673
Total Revenue	\$2,124,747

EXPENSES / WHERE THE MONEY GOES

Programs	\$1,522,060
General Administration	\$175,665
Fundraising	\$213,709
Total Expenses	\$1,911,434
Change in Net Assets	\$213,313

Statement of Financial Position

ASSETS

Cash & Cash Equivalents	\$1,176,299
Cash Held for Other Entities (Fiscal Agent)	\$49,615
Accounts/Contributions Receivable	\$253,378
Prepaid Expenses	\$43,605
Property & Equipment	\$182,154
Long Term Assets	\$3,293,350
Total Assets	\$4,998,401

LIABILITIES AND NET ASSETS

Liabilities	\$153,189
Net Assets	\$4,845,212
Total Liabilities and Net Assets	\$4,998,401

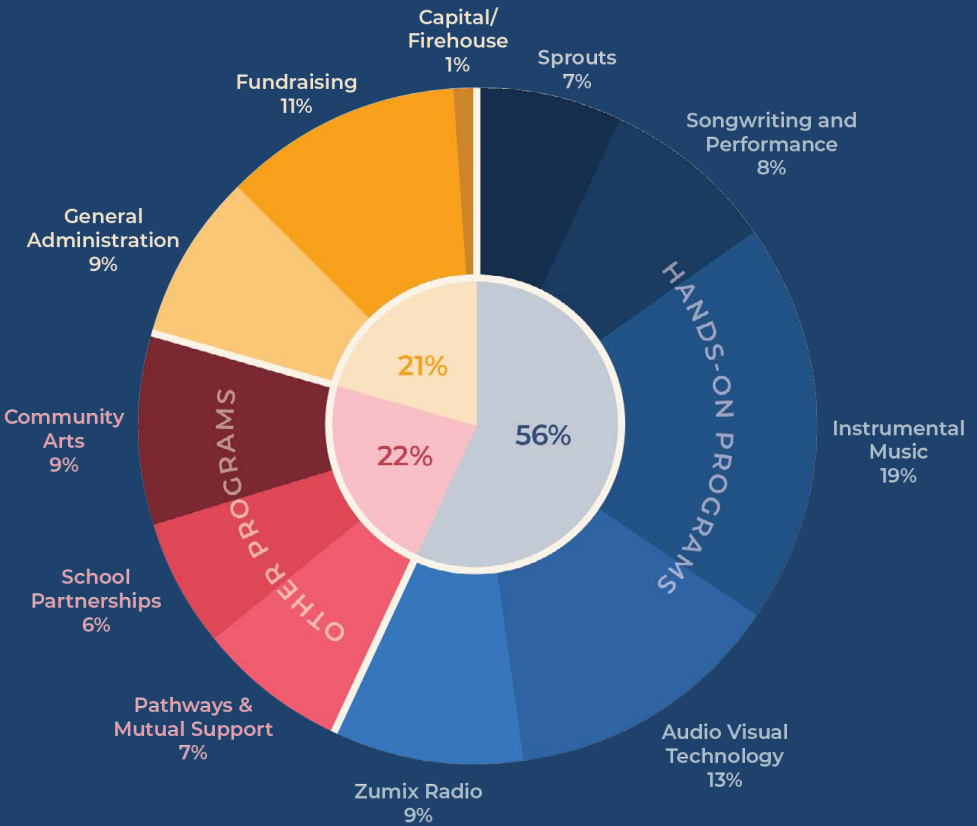
Financial Notes

¹ Financials provided after audit review. Approval anticipated September 2023.

² Complete audited financial statements available upon request.

³ All numbers represent ZUMIX, Inc. only, not consolidated statements with ZUMIX Firehouse, Inc. as represented in the Consolidated Audit.

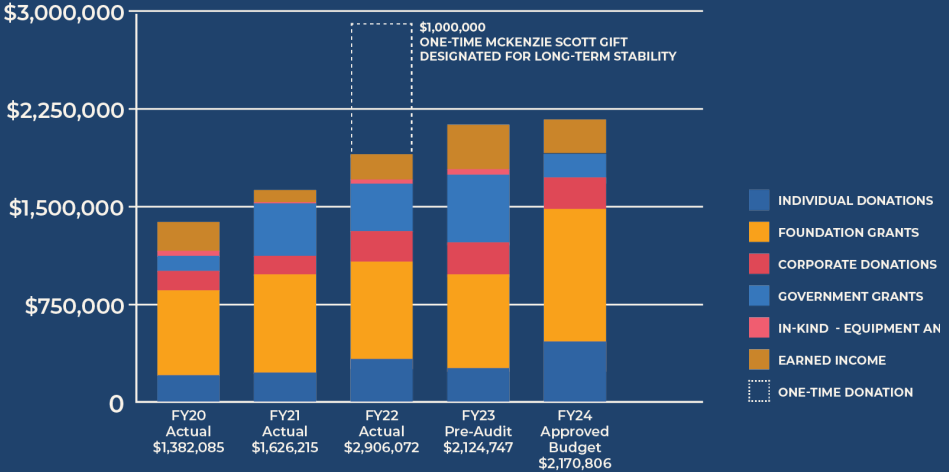
BREAKDOWN OF FY23 OPERATING EXPENSES



CASH BREAKDOWN (AS OF MARCH 31, 2023)

Cash balance	\$ 1,176,299
Management Designated Capital Asset Reserve	\$(500,000)
Temporarily Restricted Net Assets	\$(171,631)
Cash balance for Operations	\$504,668
FY24 Avg Anticipated Monthly Expenses	\$194,000
Months of Operating Funds	2.6

MULTI-YEAR OPERATING REVENUE: GROWTH AND DIVERSIFICATION



OVERALL FINANCIAL HEALTH

FY20-FY22 proved a rollercoaster of change, and despite the loss of earned income during the pandemic, through PPP loans, one-time COVID gifts, increased government support, and the launch of our ZUMIX major giving society, we were able to end each year with a surplus.

In FY22, ZUMIX was a recipient of a \$1,000,000 donation from MacKenzie Scott, which has been board designated as a non-operating reserve. In FY23, ZUMIX received a \$2,000,000 designated fund from an anonymous foundation to support significant salary raises for our staff over the coming 4-5 years which we will draw from annually. In early 2023 we were notified of a multi-year 6-figure individual gift from Barbara and Amos Hostetter to support their arts initiative.

Our FY24 budget holds conservative revenue and expense projections with a focus on supporting our high-quality staff who in turn make the magic of ZUMIX happen every day.



IN THEIR OWN WORDS

**"I WOULD LOVE TO THANK THIS ENTIRE BEAUTIFUL WELCOMING COMMUNITY. IT'S REALLY HELPED ME GROW AS A PERSON."
-NORA**

"I LIKE THE ACCESSIBILITY TO SHARED SPACE. YOU HAVE ACCESS TO SPACES THAT YOU NEED, AND THE FREEDOM TO EXPLORE THEM." -CAMILLE

"THE INSTRUCTORS CHALLENGE ME TO BECOME BETTER." -ISAAC

"EVERYONE WHO'S HERE WANTS TO BE HERE. KINDNESS IS VALUED, AND SOMETIMES THERE'S CHICKEN IN THE FRIDGE." -KIRAN

"I'VE LEARNED ABOUT MULTITASKING, TIME MANAGEMENT AND HOW TO WORK WITH DIFFERENT PEOPLE." -SAMANTHA

WAYS TO GIVE

Your support allows ZUMIX to continue providing programs that empower youth through music, creative technology, and personal development. We can't do what we do without YOU!

Make a One-Time Gift

Support our young people in their creative work! You can make a gift through our website, www.zumix.org, or mail a check (payable to ZUMIX) to 260 Sumner Street, East Boston, MA 02128.

Become a Monthly or Quarterly Sustainer

Our Sustainers help provide the core support we need to run our year-round music and technology programs. This is an amazing way for you to help us sustain our work for years to come!

Become a Corporate Sponsor

Partner with us by sponsoring our annual Walk for Music or our gala, The Muze!

Donate Stock or Musical Equipment:

ZUMIX accepts gifts of stock and securities, as well as musical instruments and electronics equipment. These gifts are tax deductible.

Make a Legacy or Planned Gift:

By remembering ZUMIX in your will or other estate planning, you help us make our top-quality arts programming accessible for decades to come.

Double Your Impact!

Ask your employer about their Matching Gifts Program.

Give Through a Donor Advised Fund

Make a contribution to ZUMIX through a Donor Advised Fund (DAF), which gives you the flexibility to recommend how much and how often money is granted to specific nonprofits.



Fundraise Through Social Media

Add a "donate" button to your Facebook or Instagram profile for ZUMIX, or run a birthday fundraiser to support us!

Questions? Call us to discuss options for giving.

All photos by Wayne Earl Chinnock and Agnieszka Rytych-Foster

ZUMiX

ZUMIX • 260 SUMNER STREET EAST BOSTON, MA 02128 • 617-568-9777 • WWW.ZUMIX.ORG