

ZUMiX



Annual Report
2024-2025

**EMPOWERING
THE NEXT
GENERATION
OF CREATIVE
LEADERS**

Dear Friends,

As I reflect on ZUMIX's 34 years, two words keep coming to mind: **courage** and **love**.

ZUMIX began as a dinner table conversation among friends, with a simple question that continues to guide us: What would you do if money didn't matter? That conversation sparked a vision rooted in possibility—and the rest is history.

Our earliest participants—brave teens seeking refuge from the violence of 1991—taught us how to listen to young people and help them find their voices. Over time, our vision grew. In 1993, we secured our first grant. In 1996, we moved out of our home and secured our first dedicated space. In the following decade, we grew to serve more than 350 youth per year.

When we purchased our Firehouse facility in 2009, we established more than just a building—we created a community where everyone was welcome, and safe to express themselves. It was a leap of faith and took courage to believe we could raise the funds needed to own and operate our own space. It took love to renovate it, make it green, and fill it with music, joy, and possibility. Today, that same unwavering love and courage fuel us, as we uplift and support more than 1,000 young people each year.

ZUMIX has always evolved with the times. Since moving to the Firehouse, we've deepened our professional collaborations, expanded our school partnerships, and extended our reach—serving more young people across Boston, Chelsea, Revere, and beyond. Through it all, we've listened closely as our youth shared what support they need to navigate an increasingly uncertain world.

There is no finish line where we can say, "We did it! ZUMIX can stop now." As our world becomes more and more polarized, our incredible staff continue to show up—with strength, love, creativity, and optimism, making ZUMIX a safe, welcoming space where young people and their families can thrive.

The future will require compassionate leaders, bold innovators, and fearless dreamers—and we intend to help our youth successfully tread this path. For them—and for a brighter future for all—we carry on, holding ourselves to the highest standards, fueled by love, and courage.

We invite you to be a part of our community, and to support the transformative work we do 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, with \$200 and a strong belief that music could save lives, Madeleine Steczynski and Bob Grove welcomed 24 young people into their East Boston home. During one of Boston's most violent periods for youth, they offered free music classes, and a safe space where young people could explore ideas, share experiences and create original work. From day one, ZUMIX was about empowerment.

More than three decades later, youth leadership remains at the heart of our work. Teens help shape curricula, inform organizational direction, and contribute to program delivery. With their partnership, ZUMIX has grown to serve more than 1,000 youth annually—both at our beloved Firehouse, and through school-based partnerships. This youth-centered, community-driven approach has made ZUMIX a national model for creative youth development, and earned us numerous awards, including the prestigious National Arts & Humanities Youth Program Award, presented to us by First Lady Michelle Obama at the White House.

Over the years, ZUMIX youth have had the extraordinary opportunity to learn from and perform alongside artistic legends including Roger Waters, Eddie Vedder, Sting, Cindy Blackman Santana, Kool & The Gang, and Cheap Trick. They've collaborated with local icons such as Will Dailey, Oompa, Tim Hall, and Lake Street Dive. They have performed the national anthem at Fenway Park and Gillette Stadium, run live sound for Celebrity Series of Boston, earned public recognition for producing compelling audio stories, partnered with Boston Children's Chorus, Boston Public Schools, and Brighter Boston, and traveled internationally to perform in London, Paris, and at the Panama Jazz Festival.

Flexibility and resilience have been essential to our success. During the pandemic, we pivoted to virtual programming while also supporting our community with food and instrument distributions, rental relief assistance, public health information, and emotional support for our young people. Post-pandemic, we strengthened partnerships, expanded service in the public schools, and came back stronger and more connected to our mission than before. A recent \$2 million anonymous gift has allowed us to invest in what matters most: our staff, ensuring that the people who bring our mission to life are valued and supported.

Today, as we face mounting political, racial, and economic instability, our work is more important than ever. For the predominantly low-income, immigrant, and first-generation youth we serve, the fear in our community is real—threats of deportation, job loss, and rising hostility toward immigrants, people of color, women, and the LGBTQ+ community weigh heavily on us.



The present moment is testing our resilience. As new policies threaten decades of hard-fought protections, our commitment to the ZUMIX community only grows stronger. We remain rooted in East Boston—a working-class, immigrant neighborhood that is changing at unprecedented speed—and we know our mission has never been more relevant.

In response, we have expanded our capacity to connect youth and alumni with professional and leadership opportunities that align with their aspirations. We are not just responding to the present moment—we are building for the future.

ZUMIX youth continue to inspire and empower us. They push us to dream bigger, to reimagine what is possible, and to face the future with courage and hope. They remind us that we're not walking this path alone—we are part of a thriving, supportive community, built by all of us, for all of us.

Our vision remains clear: a world where all people prosper through the power of creativity, self-actualization, and collaboration. We invite you to be a part of this journey. Join us as we empower young people to lead, create, and shape a better and more just world.

PROGRAMMING OVERVIEW

At ZUMIX, we believe in the transformative power of music and creativity. Our programs are designed to nurture young people as artists, leaders, and changemakers. Whether through music, audio technology, radio, or performance, each of our program areas offers youth the opportunity to explore their passions and develop real-world skills in a supportive, inclusive environment.

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 music, dance, and theater pieces, shared at open mics, community events, and through original recordings.

Instrumental Music Through private and group music instruction in piano, guitar, bass, drums, voice, brass, woodwinds, and African drumming, young musicians develop technical skills and artistry. As participants continue their studies, music theory classes and ensembles, prepare youth to perform confidently at a variety of events throughout the city.

Creative Technology Z-Tech is a training program that introduces young people to audio, video, and computer technologies using an experiential and interactive approach. Classes include live audio engineering, studio recording, video production, and beatmaking. 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 Broadcasting live on 94.9 FM and streaming online at zumix.org, our youth-run radio station gives participants a platform to share their ideas and perspectives with the world. Through DJing, audio storytelling, and radio journalism classes, participants develop marketable technical, leadership, and communication skills in the context of civic engagement and community building.

Sprouts (Ages 7-11) Sprouts engages our youngest participants in year-round artistic exploration through music, dance, and theater, in a fun, nurturing environment. These young artists perform on-site at ZUMIX for family and friends, and in the community, bringing joy to seniors, children, and neighbors at local events and festivals.

Community Arts Our community arts events make music 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. Through free public events, youth share their talents, while helping shape the cultural identity of our community.

In-School Partnerships School partnerships enable ZUMIX to serve hundreds of students by offering music and radio journalism classes during the school day. We serve students in seven local public schools, including East Boston High School, the James Otis, Donald McKay, Patrick Kennedy, Dante Alighieri, and Samuel Adams in East Boston and the Garfield in Revere.

Pathways Our Pathways program provides leadership development as well as academic supports, preparing youth for college and careers through workshops, tutoring, site visits, guest speakers, and mentorship.

Spanish-Language Programming Our Radio en Español and Coro Latinoamericano programs provide space for our Spanish-speaking youth to create, connect, and express themselves in their first language. East Boston is a predominantly immigrant community, and these programs ensure accessibility as we strive to create a welcoming environment for all students in our multilingual community.



OUR IMPACT

In Fiscal Year 2025, ZUMIX served more than **845** young people, **435** through out-of-school creative youth development programming, and **410** through our partnerships with **7** public schools in East Boston, Revere, and Chelsea.

We are committed not just to participation, but to real-life opportunities. Last year, ZUMIX youth collectively earned **\$99,860** through paid roles as course co-facilitators, youth interns, Teen Council members, musicians, live sound technicians, radio producers, studio engineers, and audio storytellers. These jobs are more than a paycheck—they are professional stepping stones.

Last year, all **34** of our seniors graduated from high school, meeting our goal of a **100%** graduation rate among participants. They were accepted to colleges such as: Berklee College of Music (full scholarship), Suffolk University (full scholarship), and Northeastern University (partial scholarship).

Our Latin ensemble, ¿Porque Puma?, returned to the prestigious Panama Jazz Festival in January 2025, where they performed for international audiences, led a masterclass for **60** global music students, and participated in workshops, for which they earned Berklee College of Music credit.

We believe representation matters, and we are dedicated to leadership that reflects our community. Currently, **50%** of our Board and **59%** of our staff identify as people of color. **73%** of our Program Leadership Team are people of color and co-lead our programs in partnership with our teens. **47%** of our staff are women, and **50%** are fluent in a language other than English—mostly Spanish and Portuguese.

Gender equity is also important to us. While creative tech fields remain male-dominated, in FY25 girls made up **60-70%** of our Audio For Live Events and Fix It classes. Across all our Creative Media and Technology programs (audio, radio, and video) **49%** were girls, and when we expanded our summer youth employment in 2024, **59%** of our **22** youth employees were girls.





"The togetherness is my favorite thing about ZUMIX," says Kenneth Palacios, ZUMIX student, radio host, photographer, and guitarist for rock ensemble Beware of Denise. "The community here is tight-knit, but we're open. Everyone who walks through the door can join in. It doesn't matter how long you've been here, or what you know. Everyone is welcome the same way."

Youth Spotlight:

KENNETH PALACIOS

Kenney joined ZUMIX in the spring of 2023, after hearing about it from his middle school band teacher and fellow students in Revere Public Schools. "I started with guitar lessons," he explains. "I was already playing, but I wanted to get better. Then that fall, I started taking radio classes."

As he learned the ropes of radio—interviewing, mixing, operating equipment, and crafting stories—he fell in love with the medium. After spending several semesters co-hosting our ZUMIX Firehouse radio program, and co-facilitating our Spanish-language radio class—Radio en Español, he now hosts his own show on 94.9FM, called "In and Within with Kenneth."

"It's a tongue twister!" he jokes about the show's name. "But it also means something about us as people. Everybody has a story, and we can all learn from each other. I want to capture that idea of the stories 'in and within' us as people. We're not all strangers."

Kenney has also worked as a youth staff member for ZUMIX, as part of our Creative Media & Technology team. Last summer, CM&T students filmed events and programs at ZUMIX, including our annual Walk for Music and Summer Concert Series in Piers Park. Kenney helped teach our teens interview skills as well as audio and video editing, and they collaborated on radio and video projects with other ZUMIX participants.

"Teaching radio opened up new horizons for me," says Kenney of his summer work. "I made some friends, met some people. We all go on our different paths, but being able to teach someone something is important." He also highlights the intangible skills he's learned from co-facilitating ZUMIX programs: "I grew more confident in talking to people and synthesizing my ideas. I've grown as a person through co-teaching, and being a part of the Leaders in Training team."

Part of that growth has come through Beware of Denise. Kenney auditioned for the rock ensemble when a guitarist spot opened up, and says he enjoys discovering new music and playing with fellow musicians. "Lots of us are in the Revere High School rock ensemble together," he says. "Those experiences mix and match. ZUMIX is a very lively place, and such a supportive environment. The performance opportunities are awesome, too."

Besides performing with Beware of Denise and hosting his own radio show, Kenney has begun bringing others into the ZUMIX fold: inviting friends to attend events, and hosting a radio interview with staff members from Root North Shore, a local culinary school focused on youth empowerment. "That's part of our mission, too: supporting other organizations," he says. "Building those relationships is important."

Kenney plans to keep playing music and hosting radio shows at ZUMIX, and recently, he's taken up live music photography, shooting photos and videos at several concerts through ZUMIX's partnership with Bowery Boston and the new Stage at Suffolk Downs. His experiences at ZUMIX are helping him develop confidence, artistic vision, and other skills. "We consider ZUMIX a space to grow in music and technology, but I've also grown as a person here," he says. "My experience at ZUMIX has built my character." Kenney's self-awareness, initiative, and generosity are emblematic of ZUMIX's goals for young people.



Alumni Spotlight:

IXCHEL GARCIA

"A lot of what I've done in my life is because of ZUMIX," says alumna Ixchel Garcia. An experienced sound engineer, musician, and creative entrepreneur, in 2023 Ixchel opened Soulcialta, an art space and event studio just a few blocks from the ZUMIX Firehouse. "So much of what I'm doing now, I never had formal training for," she explains. "I know how to do it because I've been doing it, and many of those seeds were planted at ZUMIX."

Ixchel's journey with ZUMIX began with classical guitar. At the age of seven, she began studying with Leo Colon. She stuck with the instrument for more than a decade. As her passion for music grew, she plunged into ZUMIX's Z-Tech program, becoming a youth sound technician and building her skills working numerous events. "I definitely wanted all the audio gigs I could get," she says of her Z-Tech work. "It's really interesting, and I found there's an intuitive component to it, alongside the technical skill." As she took on more leadership at ZUMIX, Ixchel was chosen to travel to Washington, D.C. with ZUMIX staff members to accept the 2011 National Arts and Humanities Award from First Lady Michelle Obama at the White House. The following year, her all-girl band Annual Snowfall was the first ZUMIX ensemble to travel internationally, performing in London and Paris in 2012.

"ZUMIX has helped me in so many ways," Ixchel explains, citing not only her technical skills but also her confidence, collaboration, and ability to think on her feet. "Sometimes you're exposed to high-pressure situations," she says of her technical work. "You have to adapt and adjust, and figure out: How do I collaborate with other people to make something that makes sense for the audience? And you start to realize: I am capable, and I am organized."

That confidence helped Ixchel in her early career: working at Angela's Cafe, a beloved Eastie restaurant owned by her family, and eventually working for the Massachusetts Port Authority and in the office of then-Governor Charlie Baker. Much of her work focused on accessibility, small businesses, and diversity, equity, and inclusion. "My work at the State House was really interesting," she says. "It helped me see the world through more of a macro lens, and become a better communicator, so I can explain complex issues in more relevant and simpler terms. And I worked with BIPOC leaders who were true professionals, which helped me see what was possible."

Now, as a small business owner, Ixchel is passionate about providing space for people to connect and share their art and experiences. "People want intimate spaces to connect that aren't just the bar and club scene," she says. "We've had artist pop-ups, photography sessions, even a baby shower. We've done album listening parties and an artist kickback series—kind of like an art gallery vibe, but way more relaxed. I want to create that third space, and have it be accessible to people."

Whether it's at Angela's Cafe, Soulcialta, or elsewhere, Ixchel credits ZUMIX for giving her the confidence to show up in any space and believe she belongs there. "The only reason I'm here is because people have believed in me every step of the way," she says. "And a lot of that started at ZUMIX."



NEW PARTNERSHIP SPOTLIGHTS

Empowering young people is a collective effort. Over the past three decades, ZUMIX has developed strong, collaborative relationships with like-minded partners and supporters who provide funding, resources, and hands-on work opportunities for our youth. A few of these partnerships include:

Celebrity Series of Boston: ZUMIX is completing its third year of partnership with Celebrity Series of Boston. Our Creative Media and Technology students provide live sound, video and radio services for their Neighborhood Arts concert series. This partnership offers our young people hands-on employment experience and exposure to award-winning musicians in various genres each year.

Converse, headquartered in Boston just a few miles from ZUMIX, has supported us in a variety of ways, including significant financial contributions, an annual sneaker donation day, and invitations for our youth and staff to participate in their national Community Conversations conference. Most recently, students from multiple programs were invited to record music at the Converse Rubber Tracks Studio.

Looking forward, we are excited to launch a **new partnership with LEGO**. LEGO has moved its national headquarters to Boston. We recently hosted a two-day LEGO video shoot in the Firehouse, ran workshops and performances at their World Play Day, and are delighted to begin a two-year partnership with them. ZUMIX and LEGO share a belief in the limitless potential of children to shape the future. With their generous support, ZUMIX will be launching *Creative City Builders*, a new initiative designed to harness the power of music, storytelling, and play inspiring young people to connect with their community in new ways, and help make the city more welcoming, playful, and inviting to all.

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 Mitra & Hadi Shavarini
 Pam & Chris Willis
 Patti Intrieri
 Paul & Reema Trunnell+
 Peter Sliker
 Robert Joseph Fiacco, Jr.
 Robert Sanoff
 & Margot Kaplan-Sanoff
 Roberto Gomez
 Ryan & Chantelle Persac
 Sabrina Carretie
 Sal & Lisa LaMattina
 Stefanie Lubkowski
 & Daniel Aronovitz
 Thomas Demers
 Tim Engel
 Toni Elka
 Woodward Family
 Foundation
 Xtalic Savary
 Ysabel Dongo

\$100 - \$249

Aaron Lee
 Abigail Norman
 Adam Klein
 AJ Locke
 Alcione Rosa
 Alex Butensky
 Alex Dimmock
 Alex Tschumakow
 Alexander Davidson
 Amanda Woodward
 Amelie Ratliff
 Amy Advocat
 Ana Arango
 Andie & Jared Egan
 Andrea Castano
 Andrea Cirelli
 Andrea Humphrey
 Andrew Snider
 Ann Burke
 Anni & Christopher Denzel+
 Arianna Diaz-Celon
 Ariella Gayotto Hohl
 Arthur Lundgren
 Atinuke & Joshua Diver
 Audrina Warren+
 Barbara Malinowski
 Ben Kovacs
 Benita Chen
 Bill Goodman
 Brandon Allen & Claire
 Johnson Allen
 Brandon Green
 Brenda van der Merwe
 Brian Cirone
 Brian Fortin
 Brian Nagle
 Brittany Sullivan
 Carissa Casagrande
 Carl Lavin
 Carlos & Lauren Del Valle
 Carol & Tom Catalano
 Carol Lubkowski
 Carole Gonzales
 Carolina Carretie
 Carrie Van Horn
 & David Ingenthron
 Cathy Ivers
 Cathy Kozak+
 Chang Mei Ling
 Charlayne Murrell
 Charles Bent
 Charles Wilson

Charlie Rose & Carol Downs
 Cheryl Conner
 Chris Ball
 Christine Marx
 Claudine Malone Trust
 Clinton Conley
 Connie Biewald
 Crystal Brunelli
 Daniel Gaviani
 Daniel Rowan
 Daniel VanHassel
 David Conant
 David & Kathy Ennis
 David Gillies
 David L. Greenstein
 David Lank
 David Tully
 Debra Farrar-Parkman
 & Charbra Parkman
 Diane Schmidt
 Donald & Sandy Perrin
 Donna Coolidge-Miller
 Donna Greer
 Dorothy Vitagliano
 Ed Meradith
 & Quinton Blanton
 Edward O'Connell
 Edward Siegfried
 Elaine Small
 Eleftheria Karakatsina
 Elizabeth Gagnon
 Ellen Baker
 Ellen Conant
 Elsa Campbell+
 Elsa Wiehe & Yasser Munif
 Endicott Peabody, Jr.
 & Andrea Lamp Peabody
 Enrique Garcia
 Eric Packer
 Erica Lindamood+
 Erica Russo
 Esther Miller
 Estiben Avendao
 Ethan Vogt
 Evelyn M. Berde
 Fiona Soni
 Francis "Barry" Thompson
 Gary Wiebke+
 Geoff Edwards
 Gertrude Encarnacao
 Gina Costello
 Giordana Mecagni
 & Peter Chipman

Giselle Briand
 Heather Clark
 Heidi Emerson
 Hilary Detmold
 Humberto Muralles
 Ingrid Gerdes
 Irene Idicheria
 Isa del Rosario Valenton
 Ivana Dimalouw
 Jacob Maliel
 Jake Nunes+
 James Morin
 James Osborn
 James Tingle
 Jamie Sasaki-Febvay
 Jamie Wood
 Janet Breen
 Janet Shulman
 Janice & Richard Erlandson
 Jarrod Pelletier
 Jason Fasano
 Jason Mitchell
 Javier Marin
 Jeeyoon Kim
 Jeffrey Jagiello
 Jeffrey Toback
 Jenara Bourguignon
 & David Arias
 Jennifer Droll
 Jennifer Hoffman
 Jennifer Norton
 Jenny Keller
 Jessica Martinez Frazie
 & Kevin Fraser
 Jessika Medina
 Jill Medvedow
 & Richard Kazis
 Jill Zook-Jones
 Jillian Boylan
 Jim Kaddaras
 Jim Wooster
 Joan McCandlish
 Joanna Bandte
 Jocelyn & John Lee
 Joe Williams
 & Shoshana Zuckerman
 Joey Cuzzi
 John Krivit
 Jonathan Rosenthal+
 Jonathan Rubin
 Joseph Gaeta
 Josephine Lynch
 Joshua Johnson

Judith Smith & Lawrence Blum
 Julie Held
 Kamar Godoy
 Kara Kordas
 Karen A. Christensen
 Karen Butfiglieri
 Karen SooHoo
 Kate Walsh Carioli
 Kathleen
 & Anthony Herrera, Sr.
 Kathleen O'Leary
 Keith Ducey
 Kiera Brosnan
 Kim Carvalho
 Kirsten Chervinsky
 Kirsten Dartnell
 Kristen Audette
 Kristen McGrath
 Larissa Georgeon
 Laura Toni-Holsinger
 Lauren Tereshko
 Leigh Creighton Kelter
 Leigh Kaulbach-Stuhl
 Levi Morgan
 Liliana Mozo
 Lillian Lee
 Linda Mossman
 Liz Freedman
 Luciano Viola
 Luz Zambrano
 Lynne Heitman
 M.B. Nelting
 Manuella & Italo Anorga
 Margaret Mullane
 Mari Brennan Barrera+
 Maria Ann Catino
 Maria Carolina Ticona
 Maria Kucinski
 Marietta Sbraccia
 Marilyn Dale+

Mark Abruzzese
 Marta Muralles
 Matthew Ellenberger
 Matthew Shaw
 Maura Gattuso
 Megan Zygmunt
 Melissa Sorkin
 Michael Demers
 Michael Thomas
 Michael Vaughan
 Miike Cannon
 Mindelynn Godbout
 Mivan Spencer
 Monica Montesinos
 Monika Qoshja
 Nancy & Bob Paulding
 Nick Rodrigues+
 Nikala Adele Pieroni
 Oedipus Foundation
 Olivia Woodilla
 Parth Lakhotiya
 Patricia Kreitzer
 Paul Demosthenes
 & Jeanne Redmond
 Paul Franzese
 Paul & Linda Roy
 Paul Sternburg
 Paula Gravallesse
 Phillip Jones
 Pooja Hoffman
 Raj Merchant
 Rebecca Wasserman
 Reebee Garofalo
 & Deb Pacini
 Regina Marchi
 & Roberto Verthelyi
 Richard Fuller
 Richard Webb
 Richard Wentworth
 Roger Geller
 & Marjorie Suisman

Rosi & Brian Amador
 Ross Winer
 Ruthzee Louijeune
 Committee
 Salvatore Colombo
 Sam Pratt
 Sandra & Baljinder Nijjar
 Sarah Saydun
 Sarah Shimoff
 Sharon & Chris Timmel
 Sharon & Doug Noah
 Silvia Bajo
 Sonali Duggal
 Stan Barrish
 Stanley Rowin
 Stephanie & Tim Tournas
 Stephen & Susan Small
 Steve Dubb
 Steve & Maria Kirk+
 Summer Williams
 Susan Becker
 Susan Valliere
 Susanna Starrett
 & Jorge Tobon
 Tammie Burns
 Teresa & Emidio DiVirgilio
 Theodore Touloukian
 Theuyen Phan
 Thomas McKitterick
 Tim & Leslie Fraser
 Tim & Gwyneth Sheen
 Timothy McKenna
 Tom & Sabrina Brassil
 Vincent Schrader
 Wendy Holding
 Wendy Skelton
 Will Meyers
 William Bassett
 William Janovitz
 William Lovallo

We deeply appreciate all our supporters! The donor listing reflects gifts from Fiscal Year 2025 (April 2024 - March 2025). Due to space limitations, gifts starting at \$100 are listed.

* = Transformational Gift ^ = ZUMIX Collective Member + = Monthly or Quarterly Sustainer



ZUMIX COLLECTIVE

The ZUMIX Collective is a group of visionary supporters whose multi-year leadership gifts make our long-term growth and impact possible. Their generosity allows us to dream bigger, plan further, and invest deeply in the creative and personal development of hundreds of young people each year. These are not just donations—they are commitments to a future where young artists, leaders, and changemakers rise from our community to shape a more just and vibrant world.

With heartfelt gratitude, we recognize the following individuals for their unwavering belief in our mission and for being an essential part of the ZUMIX Collective:

Dan & Betti Abbas

**Doug &
Heather Brenhouse**

**Jesse & Carolyn
Edsell-Vetter**

**Mark Ethier &
Claire Cheney**

**Vanessa Fazio &
Justin Pasquariello**

**Jennifer Gilbert &
John Ellersick**

**Jonathan &
Alyssa Held**

**Jesse & Claire
Johnson**

**Jack & Tracy
Nedelman**

James Penhune

**Barbara &
Frank Resnek**

John Steczynski

**Nikki Stewart
& Jacob Sconyers**

**Dana &
Robert Smith**

DJ Rob Suave

**Nathan & Angela
Vierling-Claassen**

Join the ZUMIX Collective and become a partner in securing a bold, creative future for our youth. To learn more, contact Alyssa Brassil, Vice President of Advancement, at abrassil@zumix.org or visit www.zumix.org/donate.

Transformational Gifts

Anonymous Family Foundation
Barbara & Amos Hostetter
Candice Swiger Estate
Chey's Foundation for Kids in the Arts
Mackenzie Scott



ZUMIX FY25 FINANCIAL STATEMENTS

FISCAL YEAR ENDED MARCH 31, 2025

Statement of Activities and Changes in Net Assets

Revenues	
Estate Gift	\$183,283
Individuals	\$526,980
Foundation	\$1,247,089
Corporate	\$244,592
Government	\$325,705
Earned Income	\$327,301
Interest & Investment Income	\$126,442
In-Kind	\$13,955
Total Revenues	\$2,995,347
Expenses	
Programs	\$1,904,268
General Administration	\$271,804
Fundraising	\$353,484
Total Expenses	\$2,529,555
Total Net	\$477,392

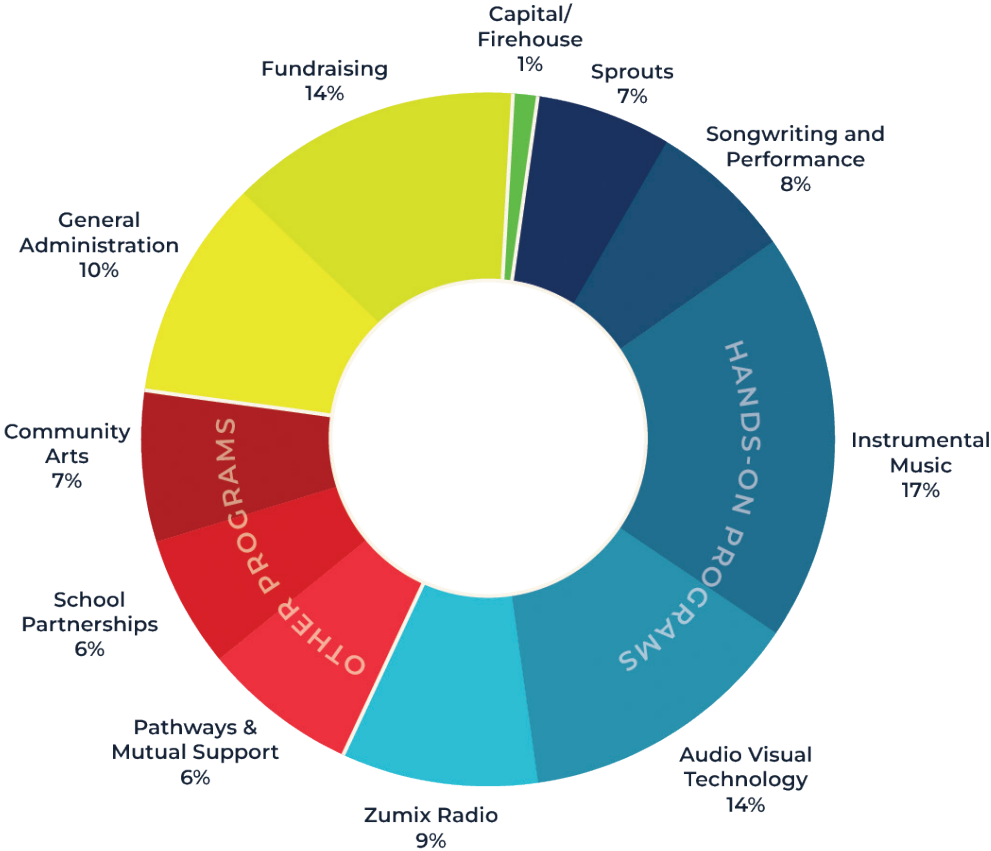
Statement of Financial Position

Assets	
Cash & Cash Equivalents	\$1,863,726
Cash Held for Other Entities (Fiscal Agent)	\$(48,244)
Accounts/Contributions Receivable	\$352,584
Prepaid Expenses	\$155,841
Property & Equipment	\$181,657
Long Term Assets	\$3,357,316
Total Assets	\$5,862,879
Liabilities and Net Assets	
Liabilities	\$156,052
Net Assets	\$5,706,827
Total Liabilities and Net Assets	\$5,862,879

FINANCIAL NOTES

- ~ FY25 financials represent pre-audit review. Audited financials statements anticipated September 2025 and available upon request.
- ~ Revenue figures include net assets released.
- ~ All figures represent ZUMIX, Inc. only, not consolidated statements with ZUMIX Firehouse, Inc.
- ~ Long Term Assets include MacKenzie Scott investment.

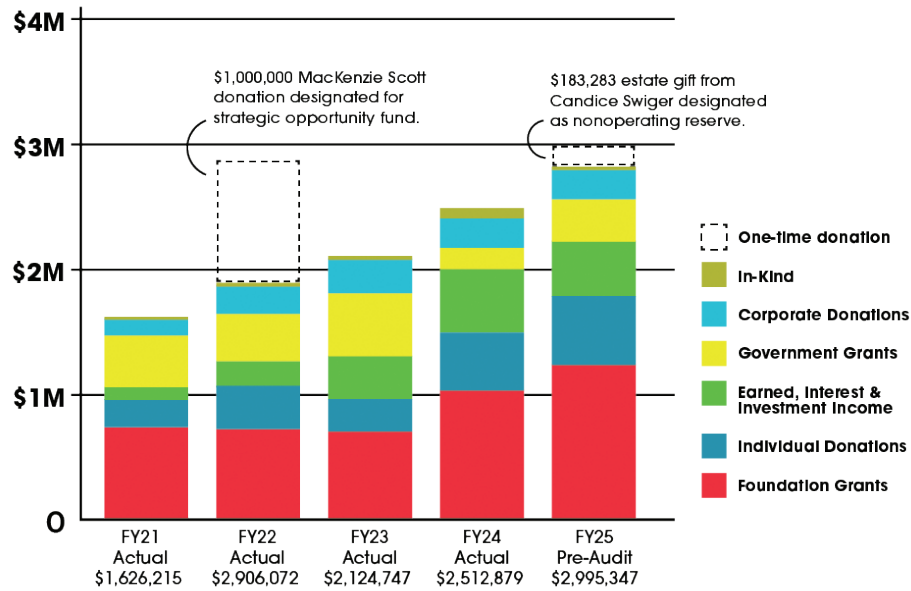
BREAKDOWN OF FY25 OPERATING EXPENSES



CASH BREAKDOWN (AS OF MARCH 31, 2025)

Cash & Cash Equivalents	\$1,863,726
Cash Held for Other Entities (Fiscal Agent)	\$(48,244)
Management Designated Reserve	(\$500,000)
Temporarily Restricted Net Assets	(\$316,906)
Cash Balance for Operations	\$998,576
Estimated Monthly Expenses for FY26	\$236,858
Months of Operating Funds Available	4.2

MULTI-YEAR REVENUE: GROWTH & DIVERSIFICATION



OVERALL FINANCIAL HEALTH

Thanks to the generosity of our community, ZUMIX closed FY25 with a surplus and remains in a strong financial position.

- In FY25, ZUMIX received a six-figure bequest from a longtime supporter which inspired the launch of a formal planned giving program.
- In FY24 and FY25 Barbara and Amos Hostetter made generous six-figure gifts to ZUMIX through their Music Initiative, supporting career pathways in music for Boston's youth.
- In FY23, an anonymous family foundation gifted ZUMIX a \$2 million fund held at The Boston Foundation for salary increases to ensure diversity, excellence and equity in staffing.
- In FY22, we received a \$1 million unrestricted gift from MacKenzie Scott, which has been Board designated for long-term investment as a strategic opportunity fund.

ZUMIX is well-positioned to navigate these uncertain times—delivering impactful programs, uplifting the staff who power our mission, and standing strong with our community.



IN THEIR OWN WORDS

"I've grown in every aspect, both personally and musically, at ZUMIX. This place has helped me learn about myself and become more open to change."
-Angelica

"At ZUMIX, I've found unconditional support that has allowed me to thrive both personally and professionally. It has become my second home, a place where I can truly be myself."
- Pablo

"ZUMIX has supported me in my journey to become a better artist. I feel like I've found my place here. It's home."
-Samantha

"ZUMIX is a safe space for young people to bond with staff, bond with each other, and do creative things together."
-Em

"I love all the people at ZUMIX, and being able to sing and create music together."
-Nora

WAYS TO GIVE

Your generosity powers everything we do. Thanks to you, we continue to provide transformative programs in music, creative technology, and leadership development—empowering young people to thrive as artists and develop into thoughtful, responsible adults. We can't do what we do without you, and we offer many meaningful ways for you to support our mission:

Make a One-Time Gift Support our young people in their creative work! Make a gift online at www.zumix.org or mail a check (payable to ZUMIX) to 260 Sumner Street, East Boston, MA 02128.

Become a Monthly or Quarterly Sustainer Sustainers provide essential ongoing support for our year-round programs. This is an amazing way to keep ZUMIX strong all year long!

Join the ZUMIX Collective Make a multi-year leadership gift and become part of a visionary group helping position ZUMIX for long-term security, allowing us to expand opportunities for hundreds of ZUMIX youth and their families.

Sponsor an Event Partner with us as a corporate or individual event sponsor. Support Walk for Music or our signature gala, The Muze, and raise your visibility while supporting a great cause.

Consider a Planned or Legacy Gift Include ZUMIX in your will or estate plans, and help us make top-quality arts programming accessible for decades to come. You can also honor a loved one with a memorial gift.

Give Through a Donor Advised Fund DAFs are a great way to engage in thoughtful charitable giving. Whether you care about arts education, youth empowerment, equity, or community development, support for ZUMIX will allow you to align your giving with your values and make a sustained, meaningful difference.

Fundraise Through Social Media Start a birthday fundraiser, share our social media posts, or add a "Donate" button to your Facebook or Instagram profile to support ZUMIX with your community.

Double Your Impact Ask your employer if they offer a Matching Gifts Program to multiply your impact.

To learn more or to explore giving options, please contact: Alyssa Brassil • Vice President of Advancement • abrassil@zumix.org / 617-568-9777 x104

