

# ZUMIX



ANNUAL REPORT 2010 AND 2011



Dear Friends,

As many of you know, I co-founded ZUMIX in 1991 in a tiny studio apartment in Maverick Square. We started with 24 youth, \$200, and a simple theory: getting kids off the streets and involved in music could change lives and transform communities.

When I think about the history of ZUMIX, I am truly amazed by how far we've come. The last two years have been particularly incredible, as we completed a \$4.6 million dollar capital campaign and renovated the Engine Company 40 Firehouse into a state-of-the-art music and performance center – allowing us to significantly increase staffing, programs, and the number of participants served.

We've been very busy, but the real work is just beginning. While the Firehouse is amazing, our mission is and always has been to use the power of music to transform young people's lives, transmit the highest values, and unite and elevate our community.

Here are some recent examples of our participants' successes.

- In 2011, all of our seniors have been accepted to college.
- In the summer of 2010, nine of our high school students were accepted to the City Music Program, six on full scholarship. Four of these students have just been accepted to Berklee College of Music for undergraduate studies. This summer, they each have a chance to win a coveted full four year scholarship through the City Music program.
- Over the past year, four of our youth have been employed at ZUMIX as Youth Arts Curators. In addition, fifteen youth have been hired as qualified Live Sound Technicians. ZUMIX is providing youth with valuable real-life work experience while helping them decide on a career path.

As we look forward, we grapple with deep questions: How are we impacting young people's lives? How can we continue to grow while maintaining an intimate sense of family that has been a hallmark of our work? What will success will look like over the next five years? These questions inspire me to work hard, to engage others, and to have faith in the power of music to reduce poverty, improve quality of life, and increase social equity. I invite each and every one of you to partner with ZUMIX as we enter the next chapter in our history.

Cheers,



Madeleine Steczynski  
Co-Founder/Executive Director



Photo Credit: Erik Jacobs / Jacobs Photographic



**ZUMIX** is a non-profit cultural organization dedicated to building community through the arts.



ZUMIX was founded in 1991 as a response to a wave of youth violence. As the only youth arts organization in East Boston, a geographically isolated working-class community, ZUMIX provides top-quality arts and cultural programming as an alternative to the streets. ZUMIX's mission is empowered youth who use music to make strong positive change in their lives, their community, and the world. Our work is based on the involvement of racially and ethnically diverse, low-income, underserved youth — both as program participants and as an integral part of our organization. From our modest beginnings, serving 24 youth in the studio apartment of one of the co-founders, ZUMIX has continued to grow and expand with the changing needs of our constituents. We now serve over 400 youth per year in our after-school and summer programs, and over 300 youth through a partnership with East Boston High School. We reach more than 6,000 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, personal, and civic engagement designed to increase 21st Century Skills, educational attainment and creative career opportunities for local youth.

## OUR NEW FIREHOUSE – DOORS OF OPPORTUNITY

On a cold January morning in 2010, a light snow fell from the sky. This wasn't any winter morning, it was Martin Luther King Day, a traditional day of service – and ZUMIX moving day!

In a symbolic effort to connect our past, present and future, we invited staff, board, youth participants, parents, alumni, neighbors and friends to join with us in the creation of a three-block-long fire brigade. Michelle Botticelli, one of our most active parents, was the first to arrive. She brought a box full of Munchkins, enough coffee for an army, and dozens of red fleece scarves she had made the night before. In the following 10 minutes, more than 200 spirited volunteers arrived — friends and strangers eager to lend a hand. We gathered in the dark, musty front room at 202 Maverick Street, ZUMIX headquarters for 13 years, broke into teams of 10, gave a quick pep talk and moved into position. We watched in amazement as the first box made its way down the line, arriving quickly and safely at its final destination. Everyone worked together, passing guitars, drums, keyboards, trumpets, mic-stands, mixers, boxes and other ZUMIX belongings from our old space to the beautifully renovated Engine Company 40 Firehouse, our new home.

As the last guitar made its way into the new building, we came together for steaming hot chocolate and the first public performance in our new space: 15-year old Jennifer Aldana, one of our most talented singer/song-writers shared her love of music with hundreds of guests. As we looked over a sea of friends – old and new – we were overwhelmed with gratitude. Our organizational transition had begun, and our community was united and ready to make history.

Photo Credit: Erik Jacobs / Jacobs Photographic



The Firehouse renovations transformed a long-abandoned building into a beautiful, functional, and inspiring cultural and performance space for ZUMIX programs, our young participants, and the East Boston community at large. The process, which began with an RFP from the City of Boston Department of Neighborhood Development in 2004, evolved into a 5 ½ year \$4.6 million capital campaign. We are extremely proud of our success, which includes Gold LEED certification and a 2010 Preservation Achievement Award from the Boston Preservation Alliance.

At 9,000 square feet, the Firehouse is nearly three times the size of our old, leased space. The open layout of the first floor serves as a welcoming classroom by day and community performance space during the evenings and weekends. The basement level contains 3 music instruction rooms, a multimedia production lab, our radio station, and a small group instruction room. The second floor contains a state-of-the-art recording studio, complete with control room, live room and isolation booth; as well as a small kitchen, lounge area, administrative office, and conference room.

The Firehouse will allow us to expand our after-school and summer programs to serve 500 youth per year by 2013. We are also exploring partnerships with local schools which will utilize the facility during daytime hours. In addition, the Firehouse is enabling ZUMIX to broaden Community Arts programming, allowing ZUMIX to serve as a dynamic community hub for arts and culture.

## OUR PROGRAMS

ZUMIX believes that arts and cultural opportunities are fundamental to human progress and are the most powerful means to building community. Since 1991, ZUMIX has provided safe space after school and during the summer months for young people to participate in music and related arts programs – to explore who they are and what they would like to become.

Our HANDS-ON Youth Development Programs are designed to support long-term, sequentially challenging engagement in the arts – particularly in music. Emphasizing personal, artistic and civic development, HANDS-ON programs focus on four distinct areas:

- Songwriting And Performance
- Instrumental Music
- Music Technology
- Community Radio

COMMUNITY ARTS Youth In Action programs enable 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 events, our youth earn income as musicians and sound engineers, serve as organizers, promoters and hosts, and gain 21st Century Skills necessary to compete in higher education and employment settings.



## ONE YOUTH'S PERSPECTIVE



Moises Angulo (13 years old) immigrated to Boston in June of 2010 seeking political asylum from his native Colombia. Since childhood, he has developed his passion for the performing arts in multiple disciplines. Moises has been involved in ZUMIX's Vocal Group, Theater Troupe and the Con la Corriente dance ensemble. The following is an excerpt from an essay Moises recently wrote.

*ZUMIX is a place where every kid and teenager can express themselves through art — acting, singing, dancing — and learn how to be successful in life doing what they most enjoy. I am proof that ZUMIX is a wonderful place where the people are just like you. ZUMIX is also a place where all the students help the community and society. ZUMIX represents a big family and all the family is focused in one thing, helping you to be you.*

*A lot of people come to ZUMIX and each one of them come to this place just for one thing, reaching their dreams. In my case, I go to ZUMIX because I want to be a famous singer. The reasons why I come to ZUMIX are that I feel that this place is where I belong, that this place is the place that has*

*all my family, and that this place is the place that will guide me to what I want to be.*

*When I moved to the USA, ZUMIX helped me to make more friends and open my heart for all those people that wanted to help me to adapt myself to a new life. I'm happy that there are people that help ZUMIX to be how it is, and I'm happy that ZUMIX exists for all those teenagers that want to express themselves and use their talent to become something good in the world.*



## THE ZUMIX MODEL

ZUMIX exists at the intersection of four core concepts: Youth, Music, Community, and Excellence.

**YOUTH:** Young people are at the core of our mission and our driving force. Whether they are learning, working, or performing, their creativity and commitment is the heart of ZUMIX. We evaluate young people's **Personal Development** through carefully crafted materials designed to gauge their progress over time.

**MUSIC:** At ZUMIX, music is the pulse 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. 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 ZUMIX youth fostering a sense of ownership in their community. Opportunities for different types of **Community 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, etc. This 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 three 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 frameworks and evaluation tools to be able to analyze our participants' development over time.



#### **OUR IMPACT: OMAR**

Looking back over 11 years of music studies, Omar remembers the moment he became a serious musician. After completing 8th grade Omar traveled to Colombia to spend the summer with his family. Upon his return, he picked up his guitar for a ZUMIX DiverCity Band rehearsal and was disappointed to see how rusty he had become. Omar's long-time friend Matt, another talented ZUMIX guitar player, had clearly been practicing that summer and had learned many new licks. Omar and Matt had both started coming to ZUMIX as young children. They had a lot of respect for each other, but also a dose of healthy competition. Matt's progress motivated Omar to step up his game and take his music and his education seriously.

*"I really have a connection with music — it's what I love and do every day."*

Now, at age 17, Omar's hard work has paid off. He has been a straight-A student all through high school and has managed to balance academics, advanced music studies, and family responsibilities — a very admirable feat. For the past two years Omar has participated in Berklee's City Music Program for high school students on full scholarship. Recently he was accepted through early admissions to Berklee College of Music for undergraduate studies and was awarded a large scholarship. We are tremendously proud of Omar and all his accomplishments and are honored to have had the opportunity to watch him grow — both as a musician and as a remarkable young man.

## OUR TEAM: STAFF, BOARD, AND VOLUNTEERS

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**"MUSIC IS MY PASSION.  
I MIGHT NOT BE THE  
GREATEST MUSICIAN,  
BUT I WILL KEEP TRYING.  
I AM NOT A QUITTER.  
- DANIEL GAVIANI**

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**"SINGING IS A HUGE RELEASE FOR ME. WHENEVER I  
FEEL STRESSED OR BURIED UNDER EMOTIONS,  
I SING A SONG AND FEEL UNDER CONTROL AND READY  
TO FACE THE WORLD." - JENARA BOURGUIGNON**

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 Ron and Lisa MacGeorge  
 Ralph and  
 Rose Marie Madsen  
 James and Evelyn Magjera  
 Ronald Mahdi  
 Kathie Mainzer  
 Vickie Malis  
 Michelle Manion

Regina Marchi  
 Nancy Marcis  
 Andrea Martin  
 Marianne Maruzzi  
 CJ Mayo  
 Christine McArdle  
 Madeline and  
 Robert McComiskey  
 Gregory McGauley  
 Peter and Eileen McSherry  
 Kathleen McVey  
 Tom Mendelsohn  
 Cassandra Meyer  
 Tonya Miller  
 Geoffrey Milstein  
 Elliott Morra  
 Hayes Blythe Morrison  
 Deborah Morse  
 Gloribell Mota  
 Alison Mountz  
 James Newman & Sarah  
 Slaughter  
 Brenda Noel  
 Anne Nofziger  
 Johanna and Wilson Ochoa  
 Brian Olson  
 David Oran  
 J. Archer O'Reilly  
 Pell Osborn  
 Carmen Osuna  
 Elliot Packer  
 Nick Page  
 Thomas Panagoulis  
 Bob and Nancy Paulding  
 JoAnne and  
 Dennis Pellecchia  
 Donna Penn  
 Emilia Perez  
 Oscar and Lilian Perez  
 Kenneth Pfrommer  
 Tom and Anne Phie  
 Nancy Phillips  
 Nicholas Picarsic  
 Suzanne Piening  
 Jeff and Anne Pingpank  
 Jane Poncia  
 Sarah Poulter  
 Jerry and Doffy Preston  
 Marcia Provizer  
 Barbara and Frank Resnek  
 Paysha Rhone  
 Larissa Georgeon Richard  
 Peter Francis & Kris Rine  
 Jacqueline Riskin  
 Christopher Rodrigues



Nick Rodrigues  
 Catherine Rogers  
 Maggie Rogers  
 Laura Rollins  
 José Rosado  
 Paul Roy  
 Julie Ryan  
 Sara Sabo  
 Manuel Santos  
 Linda and Elaine Schepps  
 Margaret Schmidt  
 Marvy Schuman  
 PJ Scott  
 Jay Senerchia  
 Steve Shannon  
 Phil and Janet Shepperson  
 Michael Sheridan  
 Sonya Shin  
 Beatice Shu  
 Paulette Simeon  
 George Skinner  
 Elaine Small  
 Gail Small  
 Stephen and Susan Small  
 Judith Smith  
 Leticia Soto-Gil

Rafael Soto-Gil  
 Regan St. Pierre  
 Lorna Stearns  
 John Steczynski  
 Mary Susan Steele  
 David Steinburgh  
 Nikki Stewart  
 Sara Sabo  
 Maureen Stoddard-Folly  
 Ronald Stoia  
 Melissa Strawhecker  
 Alex Sugar  
 Kathleen Sylvester  
 Mayumi Taylor  
 Diane Testa  
 Liz Teutsch  
 Matthew Thornhill  
 David Thornton  
 Janis Townsend  
 Tri Trinh & Loan Tran  
 Olive Hunter Ttee  
 Jerome L. Avorn &  
 Karen F. Tucker  
 Ralph Tufo  
 Christian Uehlein  
 Chiapetta and Vincent Valri

Kathleen E. Van Riper  
 & Janis L. Hanson  
 Laura Vennard  
 Katherine Vincent  
 William Ward & Randall Akee  
 Curtis Warner  
 Wendi Weill  
 Christine and Matt Weinberg  
 Dorothy Weitzman  
 Angela Wessels &  
 Shelly Mains  
 Paul White  
 Agnes and Richard Wiggin  
 Andrew Willemsen &  
 Karen Kuhlthau  
 Justice Williams  
 Micah Wissinger  
 Jonatha Wolf  
 Jaye Woodstock  
 Mr. Benjamin Wyskida  
 Liren Yu  
 Christy Zarlengo  
 Chris Zembower

**"ZUMIX IS A MODEL YOUTH SERVING ORGANIZATION.  
 AN INVESTMENT IN ZUMIX IS AN INVESTMENT  
 IN OUR CITY'S FUTURE.  
 - MAYOR THOMAS MENINO**

## STATEMENT OF FINANCIAL POSITION

Fiscal Year ended March 31, 2011 *(unaudited)*

### Balance Sheet

#### Assets

Cash & Cash Equivalents	\$441,844
Grants Receivable, Short Term	\$11,625
Grants Receivable, Long Term (pledged for FY12 & FY13)	\$300,000
Prepaid Expenses	\$4,750
Property & Equipment	\$275,207
Other Assets	\$2,145,662

**Total Assets** **\$3,179,088**

#### Liabilities and Net Assets

Liabilities	\$60,773
Net Assets	\$3,118,315

**Total Liabilities and Net Assets** **\$3,179,088**

### Statement of Activities and Changes in Net Assets

#### Revenues - Where the Money Comes From

Individual Donors	\$88,398
Foundations & Corporations	\$579,823
Long Term Grants (pledged for FY12 & FY13)	\$300,000
Government	\$43,042
Government (one-time, capital development related fund)	\$360,000
Program Fees and Contracted Services	\$77,251
Interest Income	\$4,400

**Total Revenue** **\$1,452,914**

#### Expenses - Where the Money Goes

Hands-On: Youth Development Programs	\$496,878
Community Arts: Youth In Action Programs	\$58,424
General and Administrative / Fundraising	\$150,943
Firehouse Development (one-time capital expenses)	\$110,535

**Total Expenses** **\$816,780**

Change in Total Net Assets	\$636,134
Adjustments: Multi-Year Grants & One-Time Expenses	(\$531,343)
<i>See notes next page</i>	

**Net Cash After Adjustments** **\$104,791**

### FY11 Breakdown of Expenses

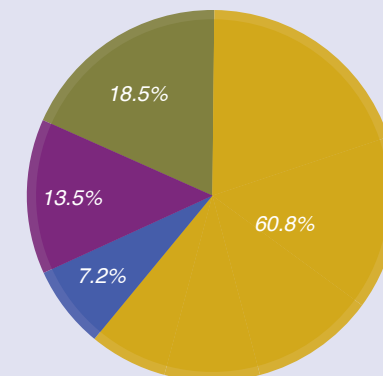
#### ■ Hands-On: Youth Development Programs

Instrumental Music	19.7%
Music Technology	15.2%
Songwriting & Performance	10.8%
ZUMIX Radio	8.3%
Sprouts	6.8%

#### ■ Community Arts: Youth in Action Programs

#### ■ Firehouse Development

#### ■ General Admin. / Fundraising



### Financial Notes

In FY11 we received 2 generous multi-year grants: a 3-year, \$240,000 grant from The Surdna Foundation and a 3-year, \$210,000 grant from The Linde Family Foundation. For accounting purposes, the total of both pledges was booked in FY11. Actual funds will be evenly dispersed (\$150,000 per year for three years), therefore \$300,000 is reflected on our balance sheet as Grants Receivable, Long Term. We also made adjustments for depreciation, loan payments, and capital costs associated with our facility.

We received a \$360,000 government award of Massachusetts Historic Tax Credits. This one-time award recognized our renovation of the historic Engine Company 40 Firehouse building. These funds allowed us to complete construction, pay off all construction loans, and make strategic investments in our infrastructure.

### Return On Investment

- 93.8% of our youth say they feel excited and focused when they are creating art.
- 91.1% of our youth imagine successful options for their future.
- 100% of this year's high school seniors have been accepted to college.
- 100% of Alumni surveyed said ZUMIX contributed to their planning for a career or a future.
- 78% of Alumni surveyed said they are working in the field or profession of their choice.

## ZUMIX – A BRIEF TIMELINE

1990

Gang violence in Boston explodes, 152 homicides, worst year of violence ever.

1991

ZUMIX starts with a simple plan — get kids off the street and involved in music.

1993

ZUMIX broadens its impact with community concerts in Maverick Square.

1994

Community needs assessment lists increased arts as a top priority for East Boston.

1996

ZUMIX chosen to lead Cultural Connections — a three-year, multi-agency effort to increase arts and cultural activity in East Boston, while highlighting our waterfront.

1999

ZUMIX serves as fiscal agent to the newly formed East Boston Artist Group.

2000

ZUMIX serves as youth hub for East Boston's first-ever Open Studios.

2002

ZUMIX partners with Umana Barnes Middle School, offering after-school music.

2003

BHA hires ZUMIX to offer youth arts during reconstruction of Maverick Gardens.

2004

City of Boston announces RFP for Engine Company 40 Firehouse.

2005

ZUMIX chosen by City to buy and develop Engine Company 40 Firehouse.

2005

ZUMIX receives Best Practice Award for Teen Centered Environment from the Boston Foundation and Boston's After-School for All Partnership.

2005

ZUMIX launches ZUMIX Radio, a new student-run community radio station.

2006

ZUMIX receives Social Innovation Award through Root Cause at MIT.

2006

ZUMIX embarks on a \$4.6 million Capital Campaign.

2009

ZUMIX begins construction on Engine Company 40 Firehouse.

2010

Engine Company 40 Firehouse is completed, receives Gold LEED Certification, and opens its doors to the community!

**ZUMIX  
WILL SERVE  
500 YOUTH  
PER YEAR  
BY 2013!**



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FRONT AND BACK FIREHOUSE PHOTO CREDIT: HOTSHOTS

