



# HEALING EVERY DAY



TRINITY  
BOSTON  
connects



youth·community·equity



# A MESSAGE OF HEALING

In March 2020, we awoke to a new world — one in which going about our daily activities could be life-threatening for us and our loved ones. In response to this danger that we could not control but were forced to live with, we experienced real and enduring trauma. For the last 20 months, we all got a taste of what many young people of color experience daily, through the pandemic of systemic racism.

Despite the debilitating impact of COVID-19, and unbridled racism affecting every stratum of society we, as a city, demonstrated our collective ingenuity to develop new and innovative supports, to rally our resources to help people get through hard times, and to come together to reaffirm our self-determination in times of stress and fear. Trinity Boston Connects (TBC) was very grateful and humbled to be the beneficiary of COVID-19 relief funding from the Federal Government's Payroll Protection Program, Boston's Resiliency Fund, and a number of our longtime, and some new, philanthropic partners. Our 2020 Board of Directors (BOD) which was 64% White and 36% People of Color (POC), stepped up individually and collectively in newly informed ways. We are particularly grateful to Mike Parker, TBC's BOD chair of three years, as he shared his personal racial equity journey in an inspirational letter to our constituents.

By the end of 2020, Trinity Boston Connects, with the guidance of Social Venture Partners, completed a rigorous strategic planning process aimed at achieving deeper and broader impact in the city of Boston through clearer focus and increased integration of program offerings.

---

From that process we asserted our belief that the next step in racial equity for our city is healing — and specifically healing our young people of color and the systems and spaces within which they live, work, and play.

---

Additionally, we created three new pathways under which each of our existing five programs operate: Youth Development & Leadership, Clinical Care, and Organizational Change. TBC began implementing this new strategy in 2021, involving a reorganization of staff, with new roles and greater collaboration and integration, all with the aim of better, more holistic support of the youth and organizations that we serve.

From that process we have also learned that TBC enacts healing on several dimensions - with intention, in community, and every day. In doing so, TBC integrates our three essential community practices — Racial Equity, Trauma Inclusive Care, and Restorative Justice - into our programs and practices creating pathways to healing and life success for young people of color in Boston.

Over the next three years, TBC will capitalize on our organizational strengths, create tighter programmatic linkages, become more financially sustainable and most importantly, deliver deeper impact to the young people, youth workers, and leaders of youth-serving organizations whom we serve.

Our ongoing fight against COVID-19 has shown us that we can change, we can heal, we can grow in new supportive ways that embrace everyone in society.

In fact, there is no better time than THIS moment to become change agents in addressing the pandemic of racism.

We invite you to join us in this movement of community healing through sharing your time, talent, and treasure. We believe that financial generosity is one way in which we show what we value. Please consider investing as generously as you can in the shared value that Trinity Boston Connects delivers daily. Together let us collectively commit to creating a more equitable Boston!



In grateful community,

A handwritten signature in black ink that reads "Charmane Higgins". The signature is written in a cursive, flowing style.

**Charmane Higgins**  
Executive Director, Trinity Boston Connects

"I see clearly that I have been living in a bubble that allowed me not to see many of the fundamental problems in our society. My vision of progress has been revealed as an illusion. The thinness of that 1960s vision (I long held) is apparent.

Yet, I am not without hope. The spontaneous protests across the country and the world are generating incredible momentum for positive change with an intensity I have not seen in the last 50 years. A great opportunity is at hand. Please stand with me in support of Trinity Boston Connects' important work."

— Mike Parker, 2020 Open Letter as TBC BOD Chair



# HEALING FOR AN EQUITABLE BOSTON

## TBC Vision

We envision Boston as a fully equitable city, where systemic inequities are eliminated for youth of color, so they can enjoy equal status and access to resources as their white peers, grow up in healing and just communities, and thrive as leaders.

## TBC Mission

The mission of Trinity Boston Connects is to heal the traumatic impact of systemic racism, and to create a more equitable Boston in which youth of color can thrive.

- TBC brings clinical expertise and deep experience working with youth of color and youth-serving organizations. We co-create healing communities where youth and youth workers are seen, heard, and able to express their full authentic selves.
- Ending systemic racism requires organizational healing that changes hearts, minds, and behaviors. TBC's training, coaching, and counseling to leaders and staff transforms organizations and dismantles structural barriers to success.

## TBC's Pathways to Healing

Racial healing is deep, nuanced, work that requires relationship building and trust. Unfortunately, we are socialized to have misconceptions about each other, and begin relationships from a place of mistrust.

That is why, through two decades of youth development work, Trinity Boston Connects has identified 3 Essential Community Practices that, when integrated, **build trust, support youth development, create safe and inclusive communities**, and **effectively promote racial healing** for youth and adults of color.

### ...Three Essential Community Practices (3 ECPs)



- **Racial Equity** is the condition that would be achieved if racial identity no longer predicted life outcomes.



- **Trauma-Inclusive Care** identifies the signs and symptoms of trauma and responds with practices and policies that "prevent retraumatization" and support healing.



- **Restorative Justice** prioritizes *relationships* and addresses harm done to individuals and communities. It attends to those who are most impacted and allows *them* to determine the solutions.

### ...Serving Three Populations

- **Youth of color** in Boston, grades 6–12.
- **Youth workers** who spend the bulk of their time providing services for — mentoring, supporting, and/or teaching — these youth.
- **Youth serving organizations** who impact these youth.

### ...Along Three Healing Pathways

We facilitate healing through **youth development and leadership**, **clinical care**, and **organizational change** pathways.

*TBC applies the 3 ECPs to every aspect of our programming and training, creating a new way to 'be' for youth, youth workers, and youth serving organizations.*

# YOUTH DEVELOPMENT & LEADERSHIP

Our Youth Development and Leadership (YDL) programs aim to build the foundational social emotional skills young people need to heal and thrive as our next generation of leaders. During 2020, TBC delivered its programming in-person through March, and then virtually through the end of the year. While it was difficult to measure precisely how many of our youth were able to access virtual programming, we consistently offered support to all. Throughout this difficult period, program staff listened to the evolving needs of our students, adapted programming, increased clinical care, and increased case management and access to basic needs services for our families.

## Trinity Education for Excellence Program (TEEP)

TEEP is a six-year pipeline program for low-income middle and high school youth of color, that includes academic enrichment, leadership development, meaningful employment experience, peer mentoring, and high school and college admissions support.

Nineteen students in TEEP's Leadership Development Program worked with staff to reimagine and produce a successful five-week virtual summer camp program, offering mental health and wellness, case management, and a healing community in which youth built a sense of agency, self-efficacy, and voice.



"TEEP has always been an uplifting community and seeing how we were still able to reach out to campers during COVID was heartwarming."

—Ava, Rising HS Senior

## Social-Emotional Learning (SEL)

Research shows that youth with stronger SEL are more likely to make meaningful contributions to society & gain:



ACADEMIC & CAREER SUCCESS

POSITIVE RELATIONSHIPS

BETTER PHYSICAL & MENTAL HEALTH

## Sole Train: Boston Runs Together

Sole Train uses running as a vehicle to build a healing community in which youth achieve seemingly impossible goals. Middle and high school students (Young Soles) train together with adult mentors (Old Soles) to complete a long-distance goal race in a non-competitive fashion. With the support of mentors trained in TBC's three essential community practices, through weekly practices, students identify the steps needed to achieve big goals and develop the self-confidence necessary to accomplish them.

Sole Train pushed through the pandemic with three noteworthy changes to promote health and healing:

- Community Sole Train Practices became Saturday morning virtual events with Zoom workouts and group check-ins, open to all.
- Practices were recorded and stored in a video bank for convenient access for all.
- The annual Run to Remember event was held virtually with guest speakers, community-building activities, and at-home exercises.

# CLINICAL CARE

TBC's clinical care pathway starts with youth and extends to youth-serving adults to ensure everyone involved in youth development is supported. We focus on youth and adults of color who are affected by trauma that stems from systemic racism. Clinical support continued virtually throughout 2020.



## Trinity Boston Counseling Center (TBCC)

TBCC provides clinical care and clinically informed training and coaching to improve outcomes for youth of color in Boston by supporting the healing of youth workers. Systemic racism increases stress for youth workers and further complicates equitable ways to meet youth needs, particularly youth of color. The twin pandemics of COVID-19 and racial injustice intensified the need for this work during 2020.

TBCC's healing approach increases self-efficacy, social-emotional well-being, and professional growth for over 50 youth workers annually. Further strengthening the sector, TBCC hosts 4–6 interns through a Clinical Intern Training Program with a mission to train clinicians, particularly those of color, to provide effective, culturally competent mental health services to youth of color and their families.

"Thank you, TBCC! I would not be able to help my kids if it wasn't for the work you have done to help me. What we do here helps me serve my kids."

— An adult TBCC client who works with youth of color in Boston

## Trinity@McCormack

Trinity@McCormack is an embedded clinical program at the McCormack Middle School. We foster a trauma-inclusive, restorative school environment to support the holistic needs of 300+ students and provide direct clinical support to about 20 students identified as high risk of not graduating high school. Trauma and chronic stress impact students' young minds, bodies, and emotional health. These negative factors have immediate impacts on their ability to trust others and navigate the world in which they live, leading to disruptive classroom behaviors.

Through intensive clinical care from dedicated clinical therapists, students gain social and emotional skills critical to school engagement and well-being, i.e. self-regulation and relational skills necessary to:

- Set and achieve goals
- Build relationships with different groups of people
- Advocate for their needs in appropriate ways
- Persevere through challenges

Building community in-school allows us to further walk with youth, supporting them daily. During the 2020 school closures, our model proved to be invaluable as staff adapted interventions by providing virtual programming, at-home coping tool kits, and access to basic needs resources for families.

Youth workers are essential to the health and wellness of the youth they serve. However, youth work is often stressful, as evidenced by a high turnover rate of two to three years due to exposure to high youth needs within the context of little to variable support in their role (Decker et al., 2008; Wif et al., 2011).

# ORGANIZATIONAL CHANGE

TBC's racial equity organizational change work builds the capacity for individual youth and youth workers to heal and fully be themselves, as it works to sustainably build healing environments in support of youth of color throughout Boston.

Since March 2020, the demand from youth-serving organizations for racial equity and trauma inclusive training and POC support spaces has increased tremendously. As we entered fall 2021, this demand showed no signs of slowing down.

While OEP strategically guides TBC's organizational change programming, **Trinity@McCormack** and **TBCC** work directly with BPS schools and the Department of Youth Services MetroWest Region through a variety of trainings, strategic advising, and clinical support to enable individual healing and shift organizational thinking. Their work creates trauma-inclusive, restorative, healing spaces within large institutions.

*Social-Emotional Learning (SEL) is an integral part of individual human development. It is equally important at the systems level, in advancing educational equity and excellence through authentic partnerships between schools, families, and communities.\**

*\*CASEL.org. 2020. What Is SEL?.*

## Organizational Equity Practice (OEP)

OEP works to dismantle organizational barriers rooted in systemic racism by training, coaching, and supporting leaders and staff of youth serving organizations in dynamic and holistic learning communities. Since 2017, we have helped individuals within over 220 non-profit organizations build the capacity to heal.

In 2020, OEP provided supportive, challenging virtual trainings that helped participants better understand themselves and the systemic barriers their organizations replicate. Through various entry points (individual workshops, 6–10-month trainings, or longer-term consulting projects), OEP helps organizations grow in community to better support their staff and clients, particularly young people of color.

The 4th cohort of the Racial Equity Senior and Emerging Leaders Learning Circles had 47 participants representing 40+ organizations. As part of a peer learning community, participants unpacked various personal and professional challenges that arise when leading race-based organizational transformation work and gained tools to implement learnings.

Additionally, in the wake of the many racial uprisings of 2020, we began to offer a monthly online POC Tea Time, a free 75-minute space for solidarity, reflection, and healing for POC in the nonprofit sector, supporting mental and emotional health.



# SYSTEMIC IMPACT

## ...Along Three Healing Pathways

TBC's focus on racial healing has touched 1000 youth in our YDL programs, 50+ youth workers through clinical care, and another 15,000 youth served by the 220 organizations OEP has helped change.



**Clinical Care:** Youth workers' mental health is essential to the care they provide Boston's youth of color

### Healing Happens With Clinical Support — Trinity Boston Counseling Center

Youth workers' clinical distress levels steadily decreased over time from "severe and moderate" to "normal" levels.

**961 counseling hours provided to 57 clients** (over half POC)

Achieved **positive gains in the areas of self-efficacy, job focus, leadership skills, and relationships with students** and co-workers.

**Organizational Change:** Racial healing is equally important at the systems level impacting the organizations and space within which youth and youth workers of color live, play and work.

### Healing Happens In Community — Organizational Equity Practice

**47 Senior and Emerging Leaders** attended 6–10 months racial equity cohort-based trainings in 2020. Many of the 126 leaders trained over four years continue to meet with their cohorts.

**80%** "deepened their understanding of how internalized racism or internalized racial superiority impacts their behavior as a leader"

**70%** plan to "write racial equity, inclusion, and diversity policies to implement at their own organizations"

SEED Impact Competency Ladders™ chart young people's Social-Emotional Learning (SEL) growth in the domains of Being (Character & Resilience), Doing (Self-Efficacy) and Relating (Community Connectedness) in our YDL programs.

### Youth Development and Leadership:

YDL students saw an average of **18% advancement** up each ladder, or nearly a full stage jump in SEL growth.

### Healing Happens On The Go — Sole Train

"When I exercise, I am in a better mood. Sole Train helped with that. It also felt cool to work-out and talk with people I didn't know. I feel more comfortable talking with strangers now."

— Stephanie, Age 12

**99% of Young Soles** improved their ability to set & achieve wellness and academic goals

**15% overall increase in the SEL domain of Doing** for Young Soles

### Healing Happens When You Lead — TEEP

**24% SEL gains** from September to June, as youth leaders collaborated to reinvent the summer program. An **additional 8% gain** as they successfully implemented the new plans for the virtual summer program.

**26 young adults of color** gained meaningful employment experience and earned a wage

**100% college acceptance** rate for high school seniors vs. 60–65% average for BPS seniors

### Healing Happens Inside And Outside The Classroom — Trinity@McCormack

Created coping toolkits for 20 high-need students to **self-regulate, decrease stress, and emotionally re-center, wherever they may be.**

**81%** of students agreed that Trinity@McCormack helped them manage the changes/stress from COVID-19

**100% of BPS staff participants** agreed that the Summer Learning Institute provided them with **new skills/techniques/strategies they hope to use in the upcoming year**

# HEALING IN COMMUNITY

## 2020 Bostonians for Youth Virtual Gala

On October 14th, TBC hosted our first ever virtual gala celebrating our city's youth. We were thrilled to honor **Louise Burnham Packard**, TBC's founder, with the *Leader of Change Award*. Under her direction, TBC lives out our commitment to racial equity, externally through our programs and internally within our organization. It is only fitting that the event's theme, *Healing through Connections*, was a call for healing from the traumatic effects of structural racism in our country's moment of reckoning. The virtual gala allowed us to share enhanced storytelling videos to our community across the nation as more than 700 viewers tuned in for the live broadcast which raised over \$400,000.

Thank you!



**Louise Burnham Packard** — TBC's founder, with the Leader of Change Award

## 2020 Sole Train 5K

The 7th annual Sole Train 5K was like no other — Boston Public School students, parents, and staff were back to fully remote learning once again due to COVID-19. While the setbacks prevented meeting in person, the team rallied and kicked off the **Sole Train Virtual 5K** festivities on October 31<sup>st</sup>. Boston's youth and families had the opportunity to attend the Old Sole-led live-stream home workout, a community chat, and run their own 5K route throughout the week.



## Boston Marathon

For the first time in its history dating back to the late 1800's, the **Boston Athletic Association (B.A.A.)** announced that the running of the 2020 marathon would be postponed and reformatted into a series of virtual events in September. A diverse and mission aligned team of ten marathoners and two affiliate runners formed our 5th B.A.A. charity team. This supportive community persevered through the uncertainty surrounding the event and exceeded the \$100k team goal, raising critical funds for our Sole Train and TEEP youth programs. We are especially proud of each member of this 2020 team for overcoming the many unprecedented challenges and disappointments along the way.

Thank you for being TBC's front line fundraising heroes!

### 2020 MARATHONERS

Taylor Best  
Katonya Burke  
Elizabeth Conner  
Jason Grode  
Christian Habermann  
Hannah Hall  
Abby Lebovitz  
Hunter Levitan  
Garett Levy  
Rochelle Solomon  
Graham Youtsey  
Richard Webster



## Rodman Ride for Kids

Members of Team Trinity stepped up in support of TBC's TEEP program. The 2020 team made history with the highest number of participants in over 20 years — 33 Rodman Ride participants including staff and Board members completed their ride or adventure, exceeding their fundraising goal of \$50k. Riders/Adventurers participated virtually throughout the state and across the country from Arizona, to Arkansas, Maine, New Hampshire, and western Massachusetts, to the Cape.

Congratulations Rodman Ride Team Trinity!

### 2020 RODMAN RIDERS

Melinda Berry  
Jane Bowers  
Marty Childs  
Harvey Davidson  
Matt Diver  
David Donelan  
Sean Dunn  
Katherine Gross  
Daisy Guzmán  
Pauline Haddad  
Nate Harris  
Charmane Higgins  
Pamela Hughes  
Rebecca Jackson  
Emilee Killian  
Betsy Kimball  
Mark King  
Lonsdale Koester  
Lois McCloskey  
John Medeiros  
Marva Nathan  
Ann Nathan  
Dewey Nichols  
Jill Norton  
Sarah O'Donnell  
Louise Burnham Packard  
Mike Parker  
Sheila Peterson  
Christopher Smart  
Rachel Spero  
Erik Sternlof  
Jody Tejada  
Jay Uhler



2020 TEAM TRINITY

# THANK YOU TO OUR 2020 DONORS

You stood with us in this very challenging year of the twin pandemics of COVID-19 and racial turmoil. We are forever grateful.

"The COVID-19 pandemic further altered their [children, adolescents, and young adults] experiences at home, school, and in the community, and the effect on their mental health has been devastating. The future wellbeing of our country depends on how we support and invest in the next generation".

— Vivek Murthy, M.D.,  
US. Attorney Surgeon, 2021

## (\$300,000 +)

The Willow Tree Fund

## (\$100,000 to \$299,999)

Aldrich Family Charitable Foundation\*  
Persis Levy  
Team Trinity (Boston Marathon)

## (\$50,000 to \$99,999)

Income Research + Management  
Team Trinity (Rodman Ride for Kids)

## (\$25,000 to \$49,999)

Anonymous  
Blue Cross Blue Shield of Massachusetts  
The Boston Foundation  
The Charlotte Foundation  
City of Boston - Boston Resiliency Fund  
Josephine and Louise Crane Foundation  
Global Companies, LLC  
Barbara and Amos Hostetter  
David\* and Stephanie Lawrence  
Liberty Mutual Foundation  
Martin W. Richard Charitable Foundation, Inc.  
Herman and Frieda L. Miller Foundation  
William E. and Bertha E. Schrafft Charitable Trust  
Laurie and Eric Slifka

## (\$10,000 to \$24,999)

Anonymous (3)  
Rita and Binpin Avashia  
The Beker Foundation  
Alexandra Burke and Christopher Birch  
BV Investment Partners  
Dean Welfare Trust  
Orville W. Forte Charitable Foundation Sandy  
and Dozier Gardner  
Susan Halby  
John W. Alden Trust  
Abby Johnson and Chris McKown  
Elizabeth L. Johnson  
Lula Kopper  
Pamela Warren and Peter Lawrence  
Murray Metcalfe  
Louise Burnham Packard  
Martha and Michael\* Parker  
Addie Swartz and Joel\* Rosen  
Jeanne and Daniel Ross  
Ann-Elizabeth and Philip Rueppel  
Saucony Run for Good Foundation  
Social Venture Partners  
Stephen Hendrickson Foundation  
Judith and William Steul  
Trustees of Sears and Other Funds  
Pamela and Peter Voss  
The Wold Foundation

**(\$5,000 to \$9,999)**

Anonymous  
 Barings, LLC  
 Shanuah Beamon\*  
 Boston Evening Clinic Foundation  
 Boston Public Health Commission  
 Edward Buckbee  
 The Reverend Rainey Dankel  
 Don and Marilyn Rodman Foundation  
 Allison and David\* Donelan  
 Enhancing Tomorrow Foundation Trustees  
 Fenway Sports Management  
 Sula Fiszman\* and Jack Bergman  
 Gardiner Howland Shaw Foundation  
 Sophia and Edward Garmey  
 Shari Gelber  
 Elisabeth and George Ireland  
 Justice Resource Institute  
 Jill and Stephen Karp  
 Sidney and Geoffrey Kenyon  
 Judith and Mark King  
 Shari Loessberg and Christopher Smart\*  
 Pam and Stuart Mathews  
 Sarah McGinty  
 Morgan, Lewis and Bockius, LLC  
 Mark Morrow and Kathleen Hirsch  
 Margaret and Al Mulley  
 Perspecta Trust  
 Philanthropy Massachusetts, Inc.  
 Plymouth Rock Foundation  
 Public Welfare Foundation  
 Rae Family Charitable Foundation  
 Janet Roche  
 Geoffrey Smith  
 Elizabeth\* and Robert Smith  
 Darisse and Hans Strauch  
 TJX Foundation, Inc.  
 Peter and Alice von Loesecke  
 Sukey Wagner  
 Caroline and Liam Walsh  
 Jenny and Sandy Weymouth  
 Windhover Foundation  
 Elisabeth Frost and Paul Zintl  
 Megan and David Zug

**(\$1,000 to \$4,999)**

Ronald Akie and David Mooney  
 Anonymous  
 Bank of America Matching Gifts  
 Jan Beaven  
 Mimi and George Bennett  
 Adrienne Benton  
 Eloise Biscoe  
 Priscilla Bok\*  
 Phyllis Brooks  
 Elise and Pierce Browne  
 Mary and Brad Burnham  
 Charina Foundation, Inc.

Marty Childs  
 Elaine Chow\* and Danny Kalmar  
 Chu, Ring & Hazel, LLP  
 Eddie and Clarke Coggeshall  
 Rose Frances Connelly  
 Martha and Robert Cowden  
 Cummings Properties, LLC  
 Jay Cushman and Janet Shipman  
 Joan and Colin Diver  
 Nicolle and Matt\* Diver  
 Happy and Robert Doran  
 Simon Eccles  
 Enhancing Tomorrow Foundation Trustees  
 Peter and Paige Fisher  
 Judy and Doug Fitzsimmons  
 Maryann and John Gilmartin  
 Anne and Michael Hayes  
 James Houghton and Connie Coburn  
 Judith Hurley  
 John Snow, Inc.  
 Judith Malone and Stephen Kidder  
 William Kieffer and James May  
 Pam Lassiter and G. Bickley Stevens  
 John Lemly and Catharine Melhorn  
 The Liberty Mutual Group  
 Barb and Bob Ludwig  
 Patrick MacCurtain  
 Sandra and M. Holt Massey  
 The McCance Foundation  
 Laura McTaggart and Thomas Nolan  
 Paul Merrill  
 Elizabeth and Keith Morgan  
 Joyce and Jim Morgan  
 JD Moriarty  
 Nina and Marshall Moriarty  
 Pipier Smith-Mumford\* and Gregory Mumford  
 David Fuller and Dewey Nichols  
 Catherine Owens  
 M.J. and Al Park  
 Suzanne and Peter Read  
 Louise Riemer  
 Teresa Rodriguez\*  
 Lisa Rubin-Johnson and Glenn Johnson  
 Friedman Savitz Charitable Organizaion  
 Susan and Robert Schechter  
 Jean Ann Schulte  
 Nancy Scull  
 Wendy Shattuck and Sam Plimpton  
 Shawmut Design and Construction  
 Lynn and Peter Smiledge  
 Helen and Joe Soussou  
 Stone Soup Fund  
 Mary and Scott Street  
 Jason Targoff  
 Margaret and Olie\* Thorp  
 Jackie Vanderbrug and Brad Johnson  
 Anne Williams  
 Eric Williamson

**(\$500 to \$999)**

Alice and Rich Alsterberg  
 Anonymous  
 Gabriela Artavia  
 William Asher  
 Baker Root Family Foundation, Inc.  
 Alice Bartram  
 Barbara Bauman and Roland Barth  
 William Brooks  
 Diana and Jonathan Carson  
 Angela Cason  
 Charles River Associates  
 Barbara Chesler  
 City of Boston Credit Union  
 Leslie Colburn  
 Elizabeth Cook  
 Sarah and David Delmar  
 Ellen and Richard Dinolfo  
 Epsilon Associates  
 Alicia Gennaro  
 Jamie Genser  
 Tricia and John Glass  
 Kelly and Mike Glew  
 Google Inc  
 —Benevity Community Impact Fund  
 Pauline\* and Alberto Haddad  
 Joan Hadly  
 Gael Henville  
 Linda A. Hill and Roger Breitbart  
 Holly and Peter Howe  
 Inversant, Inc  
 JP Centre Yoga, LLC  
 Peter Kelly and Ruth Morris  
 Lonsdale and Torin Koester  
 Jean and Jordan Krasnow  
 Thomas Larsen  
 Kathy Le and Michael Warres  
 Anne Marcus  
 Lois McCloskey  
 Laetitia and Stephen Mead  
 Nancy Monaghan  
 Namrata Narain  
 Anne and Henry Ogilby  
 Elizabeth Patton  
 Constance and Dain Perry  
 Sheila and John Peterson  
 Keith Prata  
 Prudential Financial Matching Gifts  
 Khushboo and Abizer\* Rangwala  
 Jonathan Rotenberg  
 Susan Ayers and Nancy Salonpuro  
 Tricia and Chris Schade  
 Eve Schooler and Robert Felderman  
 ServiceNow  
 St. Stephen's Parish  
 Ania G. Wieckowski  
 Graham and Virginia Wilson  
 Patricia and Douglas Woodlock  
 Jean and Colin Zick

**(\$100 to \$499)**

Chris Alaimo and Joel Beckman  
Amazon Smile Foundation  
Ronald Anderson  
Anonymous  
Pam Atanasoff  
David Ball  
Paul Barbone and Debora Compton  
Mello Barros  
Alexandra Bauermeister and Maria Kogan  
Thaddeus Bereday  
Judith Bergamesc  
The Reverend Lawrence R. Bergstresser  
and Barbara I. Duhamel  
Melinda Berry  
Barbara Best  
Xenia Bhembe  
Doreen Biebusch  
Beth and Howard Birnbaum  
Stephen Blossom  
Brianna Boggs and Sean Best  
Jane Bowers  
Elizabeth Breadon  
Alana Brennan  
Linda Brion-Meisels  
David Brown  
John Brown  
Laurie and Jay Buchta  
Paul Burnham  
Heather and David Burnham  
Cornelia and Stephen Burnham  
Kathryn Burns and Michael Greeley  
Andrew Cahill and Erica Magro  
Jeanette Callahan  
Michelle Carleton  
Clarke and Ethel Coggeshall  
Charlotte and David Cohen  
Gail and Hardin Coleman  
D. Jarrett Collins  
Debora Compton and Paul Barbone  
Barbara and Jim Conen  
Comfort and Greg Cope  
Beverly Crawford  
Chris Crowley  
Suzanne Culhane  
Marion Cunningham  
Jeanne Cutrona  
D & B  
Linda and Harvey Davidson  
Sarah and David Delmar  
Melody and Maxwell Denmat  
Lisette Diamant  
Barbara and William Dickinson  
Catherine Donaher  
Elizabeth Drolet  
Nicole Dumas  
Richard Dupee  
Tiffany Ely  
Kim and Jamie Emery  
Annissa Essaibi-George  
Jeannette and Joshua Fiala  
Linda Finn  
Paul Finnegan  
James Fiore

Gregg Fisher  
Addie Fiske  
Tracy Fitzpatrick  
Michael Flaherty  
Ed Flynn  
Scott Gelber  
Joan Goldberg and Tom Malone  
Anne and John Grace  
Deanna Griffin  
Julie Carlson and Josh Groves  
Alesha Gunn  
Peter and Margaret Gunness  
Sue Haff  
Brian Hale  
Marion Hanold  
Elin and John Harris  
Craig Harwood  
Katherine Hein  
Audrey and Richard Henderson  
Erica and Richard Hiersteiner  
Erica Hiesteiner  
Gwendolyn Higgins  
Andrea Hoffer  
Charisse and David Howse  
Damy and Edgar Huerta  
Barbara Hughes  
Olivia Hughes  
Vincent James  
Kevin Johnson and Linda Lynch  
Alan Johnston  
Elizabeth Johnston  
Susan Jordan  
Joanna and Thomas Kennedy  
Barry Kibel  
Robert Kinscherff  
Sarah Koonce  
Caroline Krehbiel  
Edward Kreitman  
Lisa and Bob Kutter  
Melinda and Herndon Lackey  
Patricia Lavoie  
Kitty Lawrence  
Daniel Ledger  
Liberty Mutual  
— Benevity Community Matching Gift  
Rose and Michael Lipa  
Karen Lombardo  
Chris Lowey  
Chi Luu-Tran  
Andrea and William Mackey  
Eric Markell  
Eileen Marks  
Crista Martin  
Michele Martin  
Suzanne and William McCance  
Hilary McCarthy  
Erin Ross and David McFerrin  
Faye McGregor  
Madeline McNeely  
Perry Colmore and Charles Medler  
Britt Mikkelsen  
William Morgan  
Caitlan and Andrew Morris  
John Nadworny

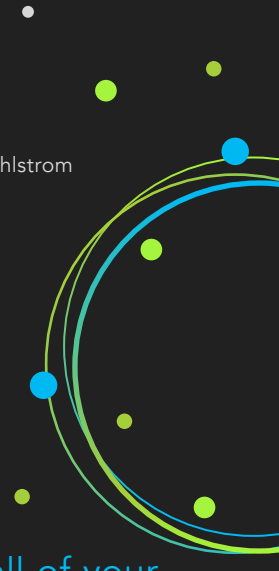
Nahar Yoga, LLC  
Marva Nathan  
Mary Nee-Loftus  
Michael O'Hanlon  
Matt O'Malley  
Barbara Dortch-Okara and Ebi Okara  
Anne Packard  
Michael Pappone  
Carol Paronis  
Christopher Parris\* and Sukaina Garcia  
Leslie Paul  
Elizabeth Peterson  
Patricia and Andrew Peterson  
Eric Peterson  
Judith Lockhart-Radtke and Warren Radtke  
Floranne Reagan  
Joy Restucci  
William Rich and Donald Schiermer  
Sandy and Jim Righter  
Ryan Rodriguez  
Christy Rodriguez  
Michael Rotenberg  
Kenneth Rubio  
Lori Rudd  
Sandra and Stephen Sabbag  
Michael Sabin  
The Samaritan Institute  
Therese Sammons  
Susan and Bill Samuelson  
Eric Santamaria  
Jacqueline Schmitt and Tim Hall  
Elin Schran  
Pamela Seigle  
David Shannon  
Heather Sougaris  
Marlies Spanjaard  
Eleanor Sterling  
Anne Stetson  
Eunice and Desmond Terry  
Emily Tevald  
Meredith and Eugene Thompson  
Geneva and Will Thorndike  
John Tillson  
Paul Toms  
Maria Torres  
Monique\* and Ronald Veale  
Christina Wallace and Keith Cooper  
Patrick Ward  
Darice Wareham  
Wayfair  
Benny Wheat  
Constance White  
Christopher Wilms  
Linda Wolk  
Shelbey and David Wright  
Michelle Wu  
M. Corinne Wyard  
Diana Yin

**(\$99 and below)**

John Anderson  
Benevity Community Impact Fund  
Regina Benjamin  
Brittany Bond  
Patricia Bonner-DuVal and John DuVal  
Raven Bonniwell  
Paul Bowen  
Tehka Bowen  
Alicia Breneman  
Todd Brennan  
Gretchen Brion-Meisels  
Ailie Byers  
Rachel Calabrese  
Laura Campagna  
Chris Campbell and David Shalvoy  
Devon Carleton  
Venna Carroll  
Claire Cassidy  
Amy Chandler-Nelson  
Toni Chavers  
Tammy Chu  
Sofia Ciprian  
James Coats  
Community Resource Consulting  
Paul Connor  
Elsie Costa  
Margaret Countiss  
Sally and James Crissman  
Joan Culpepper-Morgan  
Sara M. Curtin  
Elizabeth Dauterman  
Anna Davidoff  
Anna de Mulder  
Edward DeAngelo  
Melanie DeBarros  
Sandra Deden  
Nickolas Dell  
Karin Denison  
Kate Dowd  
Jeff Driskell  
Ed Dube  
Jill Duff  
Chris Dufour  
Meg Durso  
Katherine Ewen  
Ann Finkel  
Lisette Garcia  
Jan and Ronald Geddes  
Mike Gibbons  
Michele Grossman  
Christine Gumaer  
Wesley Gunn  
Mayada and Vincent Guzmán  
Daisy Guzmán  
Marty Hannan  
Wilba Harrington  
Colleen Hayes  
Prabodh Hemmady  
Laura Herlihy  
Alan Hess  
Ellen Honnet  
Olivia Hunter

Patricia Hurley and Thomas Hulme  
Hailey and Devin Jacobsen  
Michael John  
Chad Johnson  
Christell Jorgenson  
Linda Joy  
Susan Keliher  
Linda Keller  
Tricia Ketchum  
Klarman Family Foundation  
Bruce Kohl  
Marguerite and Donald Koten  
Miriam Krackov  
Gwen Krosnick  
Claire Kublin  
Richard L. Kutter  
Mara Kutter  
Richard W. Kutter  
Jacqueline Lageson  
Tracy Lane  
Hanne Larsen  
Lisa Lawrence  
Shaun Lawrence  
Georgia Lederman  
Michael Lee  
Susan and Alan Leffler  
Leah Lindsay  
Janis and Grubert Lippman  
Janice Litvin  
Christine Lynn  
Gladys Maged  
Richard Mallozzi  
Micaela Malo  
Margot Mansfield  
Alicia Maria  
Virginia Marshall  
Katie Martell  
Kerry McGee-Wilson  
Norma Medley  
Evalyn Mehta  
Edye Merzer  
Microsoft  
— Benevity Community Impact Fund  
Caroline Millot  
Robert Moravec and Sarah Carr  
Eric Moskowitz  
Elaine Murphy  
William Murrell  
David Naimark  
Elizabeth Nametz  
Amanda Northrop  
Kathryn O'Connor  
Lauren Otterman  
Kathryn Patterson  
Pay Pal Giving Fund  
Emilia Pazniokas  
Dale Peak  
Einat Peled-Katz  
Stacey Pelton  
Ron Peracchio  
Cathy Perry  
Seana Peterson  
Lena Pina  
Victoria Rabbat

Larry Raney  
Anu Rayamajhi  
Mary Razook  
Ginger Reilly  
Oren Ridenour  
Cameron Rosata  
Kate Rushford  
Mary Sherman  
Sherry Shulman  
Lillian Siegel  
Laura Skorczeski  
Paul Skowronski  
Cheryl Sparks  
Alexia Spinney  
Catherine Sullivan  
Mary Hall Surface  
Monique Symes  
Kim Talor  
Philip Tavares  
Jody Tejada  
Phyllis Thomas-Fields  
Anna Trieschmann  
Jun Tu  
Valerie Uber  
Amy Van Dell  
Mary Vincent  
Lianne Wade  
Carol and David Walker  
Erin Wallace  
Ryan Walsh  
Stephanie and David Ward  
Tara Brooke Watkins  
Richard Webster and Bart Dahlstrom  
Lorelle Yee  
Kate Yenrick  
Mary and Charles Zeitvogel  
Sara Zietz

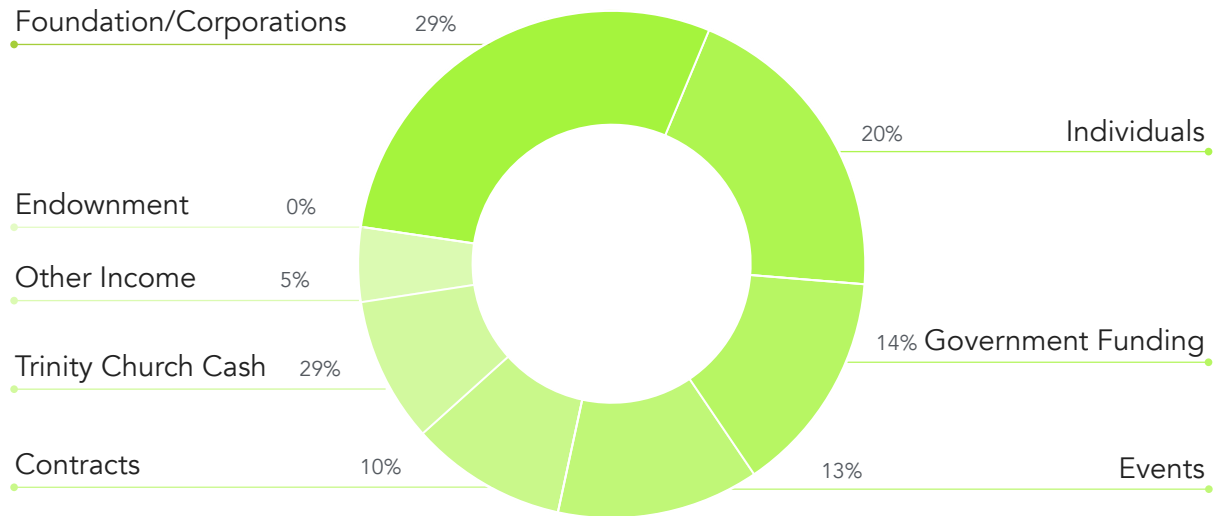


“Thank you for all of your invaluable work. I have learned so much from you and am excited to keep learning. Thank you!”

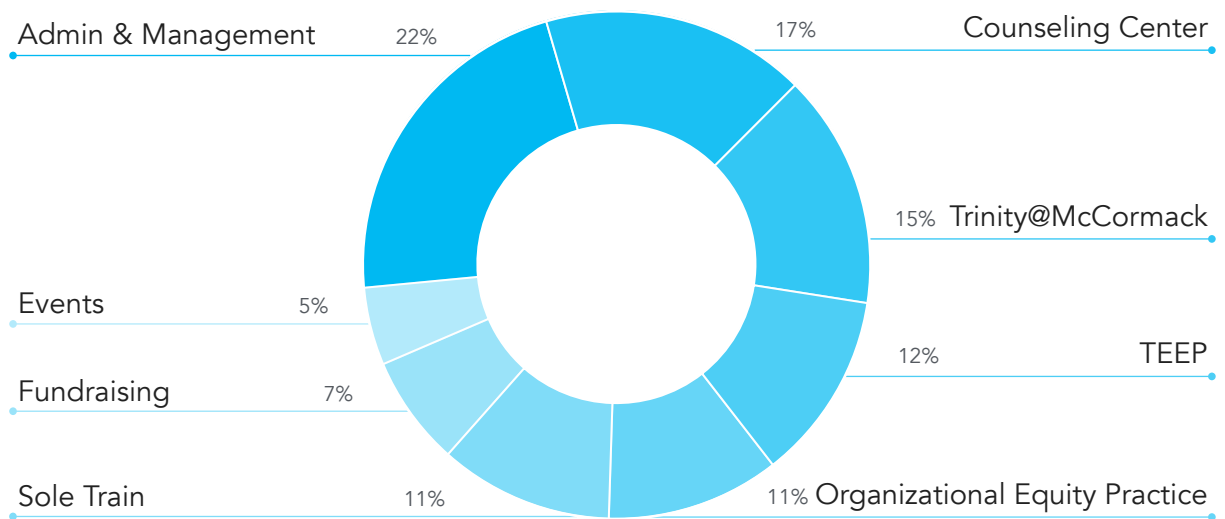
— Lauren Otterman

\*Denotes member of  
TBC 2020 Board of Directors

## REVENUES BY SOURCE 2020



## EXPENSES BY PROGRAM 2020



## REVENUE & EXPENSE SUMMARY

Cash Basis	Budget 2021	Actual 2020	Actual 2019	Actual 2018	Actual 2017	Actual 2016
Revenues	\$3,390,000	\$3,073,350	\$2,844,752	\$2,930,901	\$2,650,604	\$2,232,559
Expenses	\$3,390,000	\$2,930,839	\$3,041,439	\$2,827,861	\$2,630,321	\$2,207,868
Net	-	\$142,511	(\$196,687)	\$103,040	\$20,283	\$24,692

Unaudited cash basis financials. Audited financials are available upon request.

# STAFF & LEADERSHIP

AS OF SEPTEMBER 1, 2021

## Executive Team

Charmane Higgins, *Executive Director*  
Sheila Cody Peterson, *Chief Development and Communications Officer*  
Rebecca Jackson, *Chief Program Officer*

## Development and Communications

Daisy Guzmán, *Associate Director of Development*  
Shakira Floyd, *Development Operations and Events Manager*  
Valete Graham, *Institutional Giving Program Manager*  
Juma Inniss, *Communications Manager*

## Finance and Operations

Mello Barros, *Finance and Operations Manager*  
Quinn Tao, *Finance Assistant*

## Trinity Education for Excellence Program

Taneyri DeJesus, *Director*  
Keesha Pina, *Associate Director*

## Sole Train: Boston Runs Together

Jess Leffler, *Director*  
Alicia Ridenour, *Associate Director*  
Nathaly Figueroa, *Program Manager*  
Nahima Soto-Gonzalez, *Program Coordinator*

## Trinity Boston Counseling Center

Nate Harris, *Director*  
Asha Ragin, *Clinical Director*  
Colleen Meade, *Administrative Assistant*  
Ken Herbert, *Clinician*

## Trinity@McCormack

Sophia Brion-Meisels, *Director*  
Adina Davidson, *Associate Director of School Climate and Restorative Practice*  
Gesibela Sousa, *Senior Clinical Life Coach*  
Mayra Guerra, *Administrative and Student Support Assistant*

## Organizational Equity Practice

Carro Hua, *Equity Practitioner*  
Chanelle John, *Associate Director of Wellness and Healing*  
Danny Pang, *Client and Operations Coordinator*  
Aria Pierce, *Administrative Assistant*



## Board of Directors

David Aldrich, *Chair*  
Chris Parris, *Vice Chair*  
Olie Thorp, *Treasurer*  
Pauline Haddad, *Assistant Treasurer*  
Shanuah Beamon, *Clerk*

The Rev. Morgan Allen, *Rector*  
Kenzie Bok, *Vestry Rep.*  
Elaine Chow  
Matt Diver  
Dave Donelan  
Charles L. George  
Debbie Johnson  
David Lawrence  
Akindele Majekodunmi  
Mike Parker  
Abizer Rangwala  
Joel Rosen  
Christopher Smart  
Elizabeth Smith  
Pipier Smith-Mumford  
Monique Veale  
Adrian Walker

## Board of Visitors

Paul Zintl, *Chair*  
Ron Akie  
Mimi Bennett  
Alex Burke  
Kathy Burns  
Hardin Coleman  
Sandy Gardner  
Katherine Gross  
Kevin Hepner  
Bill Kieffer  
Judith King  
Jean Krasnow  
Bob Ludwig  
Constance Perry  
Lisa Pierpont  
Bill Steul  
Sam Thayer  
Pam Voss  
The Rev. Liz Walker  
Brad Wallace  
Shelbey Wright  
Colin Zick

From the bottom of my heart, thank you for accepting my son into your program, he truly enjoys participating every day ... He has grown into a mature professional young man. Due to your support and leadership, he is strong and confident in himself. He is able to communicate his needs and wants and accept constructive criticism. I'm confident with your ongoing support, my son will be the next leader in the community.

— TEEP Parent

