The 25 miles went by extremely fast because of the affirmation I got from Katherine. Before I knew it, I was at the finish line and smiling uncontrollably.

Bethel, on Katherine Gross and the Rodman Ride

Annual Report 2012
Trinity Boston Foundation’s mission is to unlock opportunity and change the odds for the youth of Boston. In partnership with people and organizations across the city, we seek to build communities that affirm, inspire, and empower youth and their families; offer holistic support for the physical, emotional, and spiritual well-being of youth, their families, and those who work with them; and strengthen community health and cohesion across Boston.

We believe that the key to improving outcomes for youth, from reducing violence and incarceration to increasing rates of high school graduation, college access, and college success lies in the quality and density of the relationships and communities which surround and support youth and families.

Highlights of 2012 include the completion of a three-year strategic plan, the adoption by the Counseling Center of a middle school mentoring program developed by the TRUST Project, and the pilot of a school-year model for Sole Train. And at TEEP, we reached an exciting milestone in the maturity of the program: all 41 non-faculty summer staff were graduates of the six-year program.
Redemption and Responsibility

TEEP has been a part of my life since the sixth grade. It taught me one of the most important lessons, the 5R’s: Respect, Responsibility, Restraint, Reciprocity, and Redemption. I do my best every day to follow the 5R’s. I’m a counselor for TEEP now and I can’t tell the younger kids to practice something if I don’t practice it myself.

If I had to choose one R from the five to reflect on, I would choose redemption. Redemption is one of the hardest things to practice. TEEP has forgiven me on many occasions—has given me second chances—and I’ve shown improvement by being a good student athlete and TEEP counselor. As a counselor, I’m able to be with my kids every summer and see how much they have grown and how the 5R’s have impacted their lives.

Redemption and responsibility go hand in hand. TEEP is my second home and family and I know that they will always have my back. If it wasn’t for TEEP, I wouldn’t be the young man I am today.

Quinton
TEEP Senior

**TEEP—Trinity Education for Excellence Program**

TEEP is a six-year character and leadership development program that delivers on its mission to create a safe community in which every person is inspired to discover, empowered to achieve excellence, and individually affirmed. In 2012, more than 140 students and families participated in the program. All of our six-year graduates go on to college, with 96% graduating within five years.

TEEP starts with core values we call The 5R’s: Respect, Responsibility, Restraint, Reciprocity, Redemption. Middle school students learn how practicing these values builds habits of excellence. High school students become paid counselors for the middle school students and their focus on character and leadership development leads to academic and college success.

The genius of the TEEP program lies in two core elements: 1) the values-based curriculum that charts a road map for excellence and 2) the responsibility taken by the high school students in TEEP’s Leadership Development Program (LDP) to teach and model those values for the middle schoolers.
Unlocking Opportunities

**Sole Train: Boston Runs Together**
Sole Train is a non-competitive running and mentoring program that builds safe, inclusive communities that support youth and their mentors in life-affirming relationships as they train for and complete a half-marathon. Participants in Sole Train learn that even seemingly impossible goals can be achieved when they identify necessary steps, attain the appropriate support, and develop confidence. Sole Train youth learn to transfer these skills to other areas of their lives and strive to reach their full potential. In 2012, Sole Train served over 100 youth. Our goal is to offer this program to all Boston youth.

**Team Trinity**
Team Trinity combines the fund raising efforts of three events: the Rodman Ride for Kids (cycling), the BAA Half Marathon, and the Boston Marathon. In 2012, 65 runners and riders raised over $120,000 for Trinity Boston Foundation programs.

“If I put the time in, I can be successful!”

Without TEEP I do not think I would have accomplished most of the things I have to date. For example, without TEEP I do not believe that I would have made the Honor Roll. I have been struggling in school for about four years now because I was reading below grade level. TEEP has made me more confident and now I believe I can do anything I put my mind to—if I put the time in, I can be successful!

I am grateful that I am part of a program like TEEP. I can give back to my community and to the younger generation as a TEEP counselor, which means a lot to me because I have been given so much. I show my gratitude when I excel in my school work and when I demonstrate reciprocity within my community. TEEP has changed my life for the better. I am so thankful for this program.

**Nick**
TEEP Sophomore

---

Greatness extends beyond race day.

I’ve been lucky enough to witness in Sole Train youth the sort of character that you just can’t teach; the integrity and resolve that you only come by when you’ve seen the backside of impossible. When my young partner and I passed the 10-mile mark on race day—which was the most he’d ever run—I found I didn’t have to tell him to keep running. There was nothing for him to win, no money, no title. Nothing waiting for him other than his team and family. And yet, for no reason beyond the commitment that he’d made to himself and his team, he ran a greater distance than he ever thought possible.

But what was most impressive to me was that somehow he found time along the route to thank individually each volunteer who handed him water. He thanked the people for cheering for Sole Train. Whenever he passed by one of our teammates, he threw up his arms and cheered. This is a kid who had previously spent time in a detention center. On race day, I saw in him all the makings of leadership: commitment, resolve, and a profound and genuine respect for those around him.

David Delmar
Sole Train Mentor
Trinity Boston Counseling Center (TBCC)

TBCC offers spiritually-informed and trauma-sensitive counseling and mentoring services, specifically tailored for the needs of urban youth and their families, as well as the staff of youth-serving organizations. Since opening in 2002, our licensed clinicians and interns from graduate schools of social work have served over 600 individuals.

With support from the Catalyst Fund, TBCC explored a possible merger with the TRUST Project, an organization delivering mentoring services to chronically truant youth within BPS middle schools. When TRUST ceased operations early in 2013, TBCC hired one of its staff members to help develop a version of TRUST’s model at Trinity.

In 2012, TBCC was chosen to be the convener for the Partners Advancing Communities Together (PACT) Initiative, a state-funded effort to strengthen neighborhoods and reduce violence. City, state, and community partners work together to increase access to opportunities and safety for youth who are most at risk of being victims or perpetrators of gun violence.

In the fall of 2012, TBCC formed a new partnership with St. Stephen’s Episcopal Church in Boston’s South End (see box at right), and continued ongoing partnerships with Boston Center for Youth and Families, City Year, Department of Youth Services, Fenway High School, and Roxbury Youthworks.

Friday wasn’t just good, it was great!

Good Friday 2012 was the day I found out I was accepted as an intern at the Trinity Boston Counseling Center. As a clinical intern, I see clients in individual, family, and community settings. As an embedded clinician for TEEP, I attend all the retreats, overnights, and trainings for the high schoolers, supporting students when they need or want it.

While TEEP is focused on leadership, its partnership with TBCC allows a holistic approach to working with students by addressing their social and emotional needs. Working with TEEP students has been amazing. Their heart, insight, and humor make my experience working with them joyous.

I am blessed to have this opportunity and thank TBF for providing this space of empowerment and justice to the Greater Boston community.

Vidya Sivan
TBCC Intern and embedded clinician in TEEP
The whole is greater than the sum of its parts.

The partnership between St. Stephen’s Episcopal Church and Trinity is a natural one—we’re neighbors and sister churches. When St. Stephen’s began to identify the need to provide greater social and emotional support to the 100+ young people that they serve through their B-READY after school program, they called Trinity.

I have the honor of being the manager of this partnership, and along with clinical intern Kevin Harvey, providing clinical services to the teen staff and young people at St. Stephen’s. I have seen firsthand the way that they care for their community, partnering with schools to maximize the educational support they provide, providing a space for parents to have access to computers, and making sure that St. Stephen’s is a safe space for people of all ages. According to Tim Crellin, Vicar at St Stephen’s, the partnership has made a huge difference, allowing them to do “better work” for their community, which is their #1 priority.

Rebecca Jackson
LICSW, Clinical Manager for Community Based Contracts, TBCC

**Bostonians for Youth (BFY)**
BFY is both an annual fundraising dinner and a call to action to eliminate youth violence, unlock opportunity, and change the odds for the youth of Boston. Funds generated by BFY support programs that offer services identified as critical to youth violence prevention: year-round mentoring and supportive relationships; a safe and healthy community; promotion of mental, physical and spiritual well-being including treatment for trauma; academic support and meaningful employment opportunities. By bringing these organizations together through a common funding source, BFY enhances collaboration and the effectiveness of each organization. Since 2009, Bostonians for Youth has raised over $1,200,000 to help organizations working to eliminate youth violence.

The 2012 dinner featured actor Jamie Hector (HBO’s The Wire) and honored Dr. Bessel Van der Kolk and the Trauma Center at JRI. The evening raised over $330,000 to support Trinity Boston Foundation’s programs as well as Justice Resource Institute and three organizations chosen by the Youth Violence Prevention Funder Learning Collaborative.

**2012 BFY Partners and Beneficiaries**
Justice Resource Institute
Youth Violence Prevention Funder Learning Collaborative
Diamond Educators Mentoring
Friends of Youth Options Unlimited (Y.O.U.)
InnerCity Weightlifting
**Partnership**

We are grateful to the members of the Trinity Boston Foundation community whose support made our programs and initiatives possible in 2012.

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**Leadership Donors**

**$25,000 and up**
Mimi and George Bennett
Emily C. Hood
Miss Wallace M. Leonard 1969 Trust
Rodman Ride for Kids (Team Trinity)

**$2,500 to $4,999**
Alice and Rich Alsterberg
Josie Greene and Glenn Asch
Alex Burke and Chris Birch
BNY Mellon
Joanna and Stuart Brown
Elie and Pebo Browne
Laurie and Jay Buchta
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**$1,000 to $2,499**
Anonymous
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Kathy Burns and Michael Greeley
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Julie Carlson and Josh Groves
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Joan Hadly
Laura Riley and Scott Henderson
Horace Dawson Foundation
Priscilla and Amym Houghton, Jr.

**Connie Coburn and James Houghton**
Holly LeCrave Howie and Peter Howe
Kim Ogden and Francis Huntowski
Hyde Square Task Force
Allison and Edward Johnson
Elaine Chow and Danny Kalmar
Katzenbach Charitable Foundation
Alix and Peter Keating
Betsy Kimball
David King
Lula Kopper
Barb and Bob Ludwig
Maarten and Mavis Hemsley Family Foundation
Bill Kieffer and James May
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Cheryl McGonagle
Megan and James Mikolaichik
Karen and Mike Miles
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Margaret and Al Mulley
Kathleen and John Murphy
Edward Nagar
Sheila and Difer Nemirovsky
Read and Jill Norton
Anne and Henry Ogilvy
Partners HealthCare
Susie Albert and Andy Pond
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Deborah A. Robbins
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Linda and Michael Schmidt
St. Stephen’s Episcopal Church
Jeanne and Don Stanton
TD Bank
TD Insurance
The Renaissance Foundation
The Stebbins Fund
Tishman Construction Corporation
Marlene and Bill Walsh
Bart Dahlstrom and Richard Webster
Jean and Colin Zick

**Friends**

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Corina Higginson Trust
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Wendy and Barry Rowland
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Nancy and Ron Shaich
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Susan and Ted Stebbins
Tod Putkonen and John Tenhula
Sue and Ted Touliakian
Jay Uhler
Stephanie and David Ward
Patricia Watts
Andrew Taylor and Ron White
Craig Benner and Darren Wong
Elizabeth and Robert Wood

**Up to $499**
Anonymous (2)
Thomas Aaron
Omar Abdillahi
Jess Jeffer and David Abel
Lauren Abrahams
Stephanie Ackerman
Jessica Aguilar
Joanne and Rick Alke
Susan and Rob Alke
Jennifer Allen
Brian Alward
Gabriel Amo
Sukie and David Amory
Martha Anderson
Meredith Anderson
Kate and Scott Anderson
Jessica Angell
Maajal Ansel
Susan Antonio
David Appleyard
Hette Aria
Kathryn Armata
Richard Armstrong
Zoe Arthur
Alyssa Azola
Julie Afton
James Asp
Angela Atchue
Peg and Bill Aurilio
Cackie and Charlie Austin
Senani Wijeyawarden and James Babson
Afiefsa Balgobin
David Ball
Kate Banks
Xenia Barahona
Debora Compton and Paul Barbone
Inbal Barboa
Shauna Barbosa
Elizabeth Barlow Rogers
Henry Barnor
Phyllis and Joel Baron
Beth and Taylor Bayouth
Barbara Beal
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Shar Heaths
Jan Beaven
Ann and Kevin Becker
Kate and Martin Begin
Lee and Michael Bethel
Richard Belin
Gail Bell
Mary Bell
Jeff Bentz
Jerome Berkeley
Sarah Berkley
Beth and Mark Berman
Christina Brown
Wendy and Jeff Bernstein
Melinda Berry
Ryan Bersoni

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We apologize for any errors or omissions. Please contact Jennifer Grandfield with corrections at: jgrandfield@trinityinspires.org
Trinity Boston Foundation Financial Summary

Cash basis

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<th>Budget 2013</th>
<th>Actual 2012</th>
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2012 Revenue by Source

- Government 5%
- Trinity Church (cash and in-kind) 11%
- Foundations 26%
- Management & Fundraising 5%
- Event 20%
- Individuals 28%
- Endowment 1%
- Earned Income & Other 9%

2012 Expense by Program

- Building Preservation, Concerts & Events 12%
- Trinity Public School Partners 2%
- Sole Train 8%
- TEEP 33%
- Counseling Center 22%
- Trinity Church 10%
- Bostonians for Youth Partner Payments 8%
- Road Map to College 11%

Trinity Boston Foundation Staff

- Louise Burnham Packard, Executive Director
- Reena Mathew, VP Programs and Administration
- Jennifer Grandfield, Development Manager
- Emily Rogers, Development Assistant
- Paul Bowen, Founding Director
- Monroe Chase, Food Service Director
- Ana Gonzalez, Assistant Director for Admissions and Summer Operations
- Shelia Gunn, Administrative Manager
- Susan Khurshudyan, Assistant Director for Evaluation and Staff Training
- Sam Mohnkern, Road Map to College Coordinator

Trinity Education for Excellence Program

- Paul Bowen, Founding Director
- Monroe Chase, Food Service Director
- Ana Gonzalez, Assistant Director for Admissions and Summer Operations
- Shelia Gunn, Administrative Manager
- Susan Khurshudyan, Assistant Director for Evaluation and Staff Training
- Sam Mohnkern, Road Map to College Coordinator

Board of Directors (as of December 2012)

- Mimi Bennett, Chair
- Colin Zick, Vice Chair
- Judith King, Clerk
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- Jan Beaven
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- Jon Carson
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- Christine McCormick
- Mike Parker
- Sam Thayer
- Pam Voss

2012 Bostonians For Youth Co-Chairs

- Kathryn Burns & Michael Greeley
- Joe McGrail
- Flora & David Shepherd

Trinity Boston Counseling Center

- Nate Harris, Director
- Tiffany Ames, Re-entry Clinical Coordinator
- Betty Case, Clinician
- Kevin Harvey, Clinical Intern
- Ken Hebert, Clinician
- Rebecca Jackson, Manager of Community-Based Contracts
- Katherine Caseña Macdonald, Clinician
- Vidya Sivan, Clinical Intern

Trinity Public School Partners

- Lallie Lloyd, Coordinator

Sole Train: Boston Runs Together

- Jessica Leffler, Director
- Katherine Caseña Macdonald, Assistant Director
- Trevor Schwartz
- Alex Sendy
- Marie Sheehan
- Janet Shipman
- Yiming Shuang
- Sabrina Smith
- Shannon Smith
- Timothy Smith
- Brad Sootho
- Helen Soussou
- Liz Steen
- Bill Steul
- Catherine Sullivan
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Annual Report: Thomas Skehan
TEEP's Leadership Development Program on retreat at Camp Wing in Duxbury