



Creating Communities Where Boston's Youth of Color Thrive

Investing in the Unlimited Potential of Youth

From Our Leadership

The heartbeat of Trinity Boston Foundation is in the nourishing connection between young people of color and adults who champion their potential and invest in their success. Our work spans programs like TEEP and Sole Train that engage young people in healthy communities of support and extends to programs and initiatives like Trinity@McCormack, Trinity Boston Counseling Center and the Racial Equity Learning Community that help youth workers and youth-serving organizations thrive.

Our aspirations are high for young people of color and for our city to be a community that supports them. If you are a longstanding donor of Trinity Boston Foundation, we thank you for sharing this aspiration. If you are learning about us for the first time, we invite you to consider how you might join with us. Contact us via our website at trinityinspires.org and stand as a champion of the great potential of young people of color in Boston.



*The Trinity Boston Foundation Leadership Team and members of the Board Executive Committee.
Front row: Sophia Brion-Meisels, Priscilla Andrade, Rebecca Jackson, Asha Ragin
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**Young people in Boston are brimming with talent and potential.
Trinity's programs and partnerships invest in their success.**

Trinity's direct-service programs help more than 575 young people each year develop positive relationships with adults and peers, increase self-efficacy, and build resilience to trauma — **all core competencies directly related to improved life outcomes.**

Trinity Boston Foundation **shares its expertise** with schools, government agencies, and community organizations across Boston that **together serve more than 15,000 young people.**

Our Approach: 3 Essential Practices

Trinity Boston Foundation fosters safe and supportive **communities** that **inspire Boston's youth of color** to **discover their voices, develop their leadership, and achieve their goals.**

Our expertise lies in three Essential Community Practices – **Trauma-Informed Care, Restorative Justice** and **Racial Equity Awareness and Learning** – that together work to:

- support the growth and development of individual youth,
- create safe and supportive communities, and
- help dismantle systemic racism



Trauma-Informed Care

Trauma-informed programs promote stable, safe, authentic relationships with caring adults and peers. These programs help young people regain a sense of control in their lives by providing them with options, and inviting opportunities for leadership. This approach also informs staff self-awareness and training to ensure that interactions, programming, and policies equitably affirm cultures, languages and identities of all staff, youth and families.

Restorative Justice

Restorative justice is a trauma-informed approach to accountability that gives young people the opportunity to repair harms done. It is an alternative approach to traditional punishment, and gives young people choices, provides clear expectations, and involves and maintains connection to community. Restorative justice supports all involved to see the larger implications of their actions or behaviors.

Racial Equity

Communities that strive for racial equity do so at many levels. Adults become more aware of and adept at discussing race and their own racial identities. Policies and practices are put in place that aim to disrupt the dominant culture in which white people wield the most power. Youth and adults build critical consciousness of systemic racism. These practices build up the capacity of individuals and organizations to become change agents in the work to dismantle systemic racism.

"You have to be committed and you have to be forward thinking ... Trinity Boston Foundation does that. They are giving the youth in our community a voice ... they are giving them focus and guidance, and specifically showing them how great they can be."

*—Boston Police Commissioner
Willie Gross*



3 Essential Practices In 5 Programs

Three practices, **Trauma-Informed Care**, **Restorative Justice**, and **Racial Equity**, core to all of Trinity's programs, are essential for individual and community wellbeing.



Trinity Education for Excellence Program (TEEP) empowers **120 middle- and high-school students** to achieve excellence through tuition-free **character and leadership development programs**.

*"The **real impact** of TEEP comes through its continuity. Students growing together over three years, and mentors growing with and alongside those students, create a safe, supportive community in which they can become leaders for the community, for the city. When you invest in a student at TEEP, you are really investing in your own city and your own life."*

—Priscilla Andrade, Director, TEEP

Trinity@McCormack provides a team of clinical life coaches and clinical interns to foster a sense of belonging and success among students who face high levels of risk, and develop a safe and supportive community at the McCormack Middle School in Dorchester, which serves *the well-being of all—students, families, teachers and administrators*.

Providing Safe Spaces

Trinity@McCormack counselors created a **"re-regulation" room** – a safe space with activities to help students center themselves when they might otherwise be disrupting or skipping class. Students **gain the skills they need to calm themselves** and increase their learning time when they are feeling upset, angry, overwhelmed or sad. In its first year, these students were able control themselves more quickly, which led to more time in class, **improved attendance, and improved grades**.





Organizational Equity Practice fosters the dismantling of systemic racism, a fundamental barrier to the success and well-being of youth of color. Consulting services, ongoing training and the work of the **Racial Equity Learning Community** help youth-serving organizations translate racial equity commitments into every aspect of institutional practice.

“Game-Changing”

The Racial Equity Learning Community was recognized as one of Boston’s ten game-changing equity ideas by Get Connected at a spring 2018 event at The Boston Foundation.



Trinity Boston Counseling Center (TBCC)

serves the **mental health and wellness needs** of young people and the adults who work them by providing on-site clinical presence, individual counseling, training and support. New clinicians and graduate students learn Trinity’s practices and approach through internships and early-career opportunities.

Sharing Knowledge

Every January, Trinity Boston Counseling Center hosts the Boston Public Schools Behavioral Health Collaborative’s day-long **training for over 200 clinicians and counselors working in BPS**. Trinity Boston Foundation staff presented three sessions in January 2018.



Sole Train: Boston Runs Together is a community building and mentoring program that uses running as a **vehicle for setting and achieving seemingly impossible goals**. Sole Train engages **300 students in grades 4-12** and 100+ adult volunteers at **20 schools across Boston**.

Reaching More Students

Boston Public Schools believes in the power of Sole Train and has offered to help raise funds to expand the program. Our goal is to scale up Sole Train’s reach – **to 50 schools and more than 1,000 students in the next five years**.

Innovation

*"In 6th grade I had lost hope in my own potential. Trinity helped me re-gain that hope. This year, I am a leader in my high school. I received honor roll and have good relationships with my teachers. People listen to me more now, but it was **Trinity that listened to me first, and helped me realize that what I had to say was important.***

*I am on my way to achieving my goals. But I would not have these goals if Trinity hadn't listened to me when I had no goals -- when I didn't believe in goals. **Trinity helped foster both my internal motivation and my internal self-worth** and I am grateful to them for their friendship."*

—J., an alumna of Trinity@McCormack



Supportive Community = Increased Learning

As the **McCormack School** adopted restorative justice practices and made gains in supporting youth with trauma, the total number of days lost to **out-of-school suspensions dropped** from 149 in 2015-2016 to 82 in 2016-2017—a 55% improvement. Even better results are anticipated for 2017-18.

Tools for Resilience

Trinity Boston Foundation introduced **yoga and mindfulness teaching** as part of our services to **MA Department of Youth Services**, the **McCormack School**, and at **TEEP** to allow youth – and the adults who work with them – to build strength, flexibility, self-awareness and calm, tools that are invaluable in navigating the effects of trauma.



& Impact

After more than a decade, we're seeing real results from our work, not only in individual lives, but in an evolving community.

“Gold Star” Performance

In an evaluation by the National Institute on Out-of-School Time, **TEEP was rated a top performer** among 163 Boston-area summer learning programs. Areas measured were Program Organization and Structure, Supportive Environment, and Engagement in Activities and Learning.

Improving Relationships

More than half of **Sole Train's** mentors—Old Soles—are **Boston Public School** staff. They report that Sole Train gives them the opportunity to recognize strengths in their students that they may not have seen before, which contributes to changed relationships in the classroom and an **improved learning environment**. Students also report better understanding of their teachers, which leads to **increased classroom engagement**.



Care for the Caregivers

Working with young people involved with gangs or in detention is challenging and stressful. For partners such as **College Bound** and the **MA Department of Youth Services**, **Trinity Boston Counseling Center** supports leadership and staff in self-care and mindfulness practices to alleviate stress. Services also include monthly counseling and consultation, yoga classes, and access to staff trainings at **Kripalu Yoga and Retreat Center's** RISE Immersion offering.

Working Together for Boston's Youth

Working together, we can build a more equitable Boston that is invested in the success of every young person.

Built into the fabric of Trinity Boston Foundation is the understanding that no single organization can achieve systemic change. Every Trinity program works in partnership with other organizations. We collaborate, we share what we know, and we learn and innovate together with our partners.



Leading the Leaders

More than 30 executive directors and other senior staff of youth-serving non-profits participated in a seven-session workshop called the **Racial Equity Leaders Learning Community** to discuss the various ways that racism shows up in our agencies, and to **share practices that propel organizations and individuals** on the journey toward racial equity.

As a result of the Racial Equity Learning Community offerings, demand for direct consulting to organizations has grown. Trinity has now created an **Organizational Equity Practice** to offer consulting services to help nonprofits assess and address racism within their own organization.

We also commit for the long-term, knowing that lasting change comes slowly. Trinity's core practices – **Trauma-Informed Care, Restorative Justice, and Racial Equity** – challenge social norms and ways of interacting that are so baked into our culture, habits, and biases that we may have never thought about or questioned them. To adopt these practices as individuals and as organizations takes humility, commitment and focus over the long-term.

Our Community Partners

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Youth Advocacy Foundation

Sole Train 5K

Presented in partnership with the Boston Police Department and the Boston Police Athletic League, the **Sole Train 5K** has become a favorite fall event for members of the Sole Train and Trinity Boston Foundation community. Over 500 runners participated in the 2017 and we expect an even larger turnout for the 5th annual Sole Train 5K on **Saturday, October 20, 2018**.



Corporate Partners, Shared Values

We are excited to partner with three tremendous running companies—Brooks, Adidas and Reebok—who are giving sneakers, gear and other support for the growth of Sole Train.

"In our give-back efforts to Boston during the Marathon, we were searching for a local nonprofit that demonstrated alignment with our mission: to remove barriers to sport for underserved kids. Sole Train shares our belief that through sport, we have the power to change lives. Their running and mentorship curriculum is achieving that vision by reaching kids who can benefit from sport the most."

—Danny Lopez

Senior Sports Marketing Manager, Adidas America



Endowing the Future

In 2017, the trustees of the William F. and Juliana W. Thompson Charitable Fund made a gift of \$2.5 million to establish the **Thompson Lloyd Endowment** at Trinity Boston Foundation. The unrestricted endowment is named for Bill and Julie Thompson, who are longtime supporters of Trinity Church and Trinity Boston Foundation, and the Rev. Sam Lloyd, who served as Rector of Trinity Church from 1993-2004 and 2011-2017. Trinity Boston Foundation honored Bill and Julie Thompson at the 2018 Bostonians for Youth gala in recognition of their extraordinary generosity and commitment.

Thank You to Our 2017 Donors



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 Shorepoint Capital Partners
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 Ann Marie and Joseph
 Simeone
 Simran Singh
 Kathleen Smith
 Phyllis Spinale
 Muriel Stark
 Eleanor Sterling
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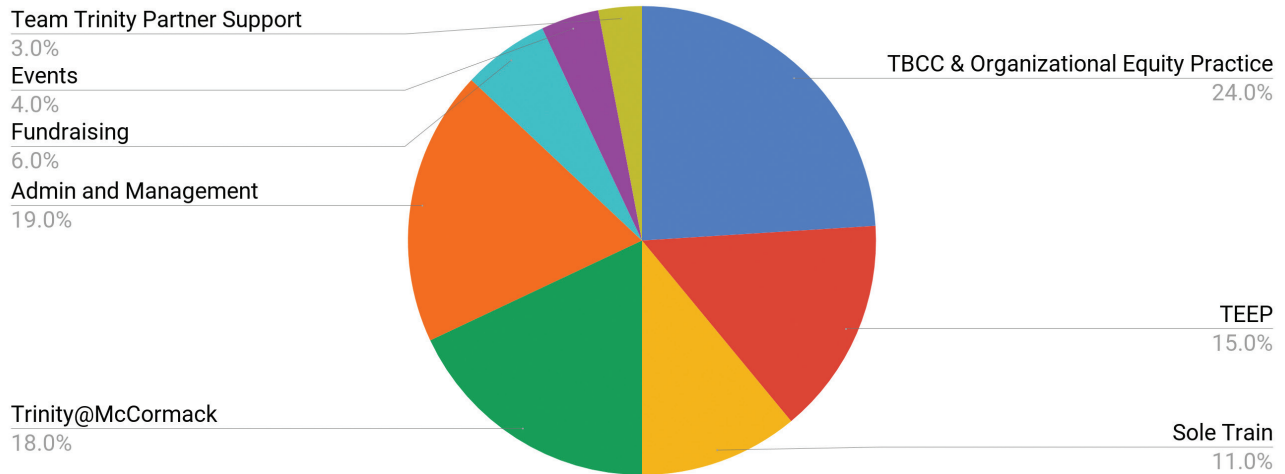
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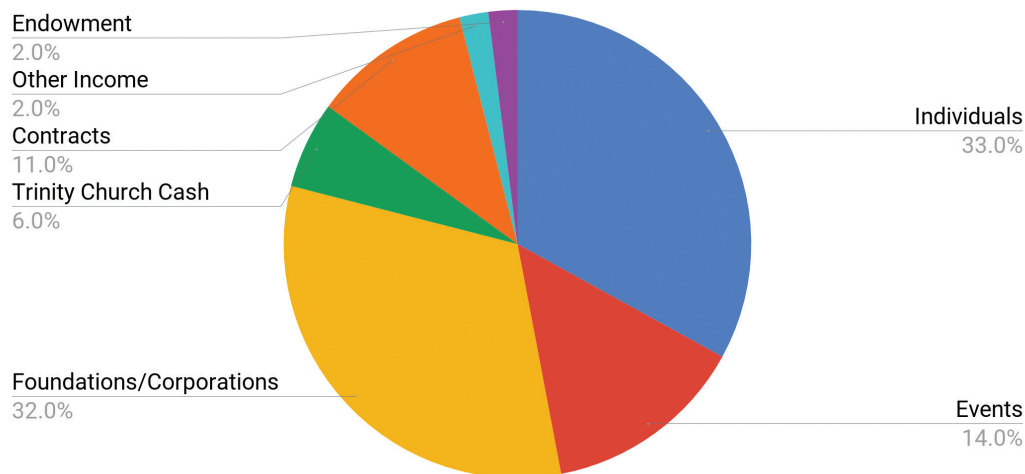
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2017 Financial Summary

Expenses by Program 2017



Revenues by Source 2017



Revenue and Expense Summary

| Cash Basis | Budget 2018 | Actual 2017 | Actual 2016 | Actual 2015 |
|-----------------|--------------|--------------|--------------|--------------|
| Revenues | \$ 2,970,602 | \$ 2,650,798 | \$ 2,232,559 | \$ 2,145,264 |
| Expenses | \$ 2,970,602 | \$ 2,629,972 | \$ 2,207,868 | \$ 2,189,689 |
| Net | \$ - | \$ 20,827 | \$ 24,692 | \$ (44,425) |

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

Staff & Leadership

as of September 1, 2018

Trinity Boston Foundation

Administration and Development

Louise Burnham Packard, *Executive Director*
Anne Hayes, *Chief Operating Officer*
Victor Jose Santana, *Chief Program Officer*
Mello Barros, *Finance and Operations Manager*
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Sheila Gunn, *Events and Development Operations Manager*
Patricia Hurley, *Director of Communications*
Juma Inniss, *Communications Associate*
Erin Truex, *Manager of Institutional Giving*

Trinity Education for Excellence Program

Priscilla Andrade, *Director*
Julian Grullon, *Middle School Manager*
Emelyn Guevara, *Associate Director for High School Programs*

Sole Train: Boston Runs Together

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Alicia Ridenour, *Associate Director*
Nathaly Figueroa, *Program Coordinator*
Keesha Pina, *Operations Assistant*

Trinity Boston Counseling Center

Nate Harris, *Director*
Asha Ragin, *Associate Director of Clinical Services*
Chanelle John, *Yoga and Mindfulness Specialist*
Natalie Adams, *Administrator*
Sae-Mi Jeon, *Mental Health Research Assistant*

Trinity@McCormack

Sophia Brion-Meisels, *Director*
Diana Carson, *New Initiatives Coordinator*
Adina Davidson, *Clinical Manager for Whole School Culture*
Gesibela Souza, *Senior Clinical Life Coach*
Haven Jones, *Clinical Life Coach*

Organizational Equity Practice

Rebecca Jackson, *Director*
Simone John, *Associate Director*
Taylor Cain, *Evaluation Manager*
Aria Pierce, *Administrative Assistant*

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