Creating Communities Where Boston’s Youth of Color Thrive
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.

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.
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.

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 Konnected at a spring 2018 event at The Boston Foundation.

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.
“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

Innovation

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.
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.

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.

Our Community 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.

2020 On-Site Optometry
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Big Sister Boston
Boston Athletic Association
Boston Police Athletic League
Boston Police Department
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  - Joseph A. Browne School
  - Community Academy of Science and Health
  - The Curley K-8 School
  - Clarence R. Edwards Middle School
  - Excel Academy Charter High School
  - Rafael Hernandez K-8 School
  - Hurley K-8 School
  - John W. McCormack Middle School
  - McKinley Preparatory High School
  - McKinley South End Academy
  - McKinley St. Mary’s School
  - Mildred Avenue Middle School
  - Murphy K-8 School
  - Parent University
  - Roosevelt K-8 School
  - Snowden International School
  - St. Stephen’s Youth Programs
  - Young Achievers Science and Math Pilot School
  - Boston University
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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.
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That's It
Whole Foods

Bryan Stone
Susan and John Stonehouse
Pauline Stonehouse
Abigail Stryker
Deborah Sullivan
Brenda Swayden
Miriam Talamini
Nancy Tavis
Lisa and Kevin Taylor
George Taylor
Tracey Tennant
Dominik Thiel
Priscilla and Robert Thoma
Samuel Thomas
James Thompson
Kelly Tomlin
Heather Trux
United Way of
Massachusetts Bay
Ismael Valenzuela
Victoria Valley
John Van Zanten
Mark Vodhanel
Sandra Vrejan
Adrian Walker
Leslie Ward
Sheri Westfall
Daniel White
Gilbert Williams
Brian Wolff
Kara Yass
Darrell Young and
Jon D’Agostino
Yvonne Zheng
Samantha Zyontz

Katrina Iserman and
Dennis Czech
Alexander Isik
Melissa James
Ed Jameson
John Jannotti
F. Washington Jarvis
Xenia Bhembe
Ondrea Johnston
Gorman Jones
Christopher Joyce
Howard Katzenstein
2017 Financial Summary

Expenses by Program 2017

- TBCC & Organizational Equity Practice: 24.0%
- TEEP: 15.0%
- Sole Train: 11.0%
- Trinity@McCormack: 18.0%
- Admin and Management: 19.0%
- Fundraising: 6.0%
- Events: 4.0%
- Team Trinity Partner Support: 3.0%

Revenues by Source 2017

- Individuals: 33.0%
- Events: 14.0%
- Foundations/Corporations: 32.0%
- Contracts: 11.0%
- Trinity Church Cash: 6.0%
- Other Income: 2.0%
- Endowment: 2.0%

Revenue and Expense Summary

<table>
<thead>
<tr>
<th></th>
<th>Cash Basis</th>
<th>Budget 2018</th>
<th>Actual 2017</th>
<th>Actual 2016</th>
<th>Actual 2015</th>
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</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$ 2,970,602</td>
<td>$ 2,650,798</td>
<td>$ 2,232,559</td>
<td>$ 2,145,264</td>
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<tr>
<td>Expenses</td>
<td>$ 2,970,602</td>
<td>$ 2,629,972</td>
<td>$ 2,207,868</td>
<td>$ 2,189,689</td>
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<tr>
<td>Net</td>
<td>$ -</td>
<td>$ 20,827</td>
<td>$ 24,692</td>
<td>$ (44,425)</td>
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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
Donna Desilus, Manager of Individual Giving
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
Jess Leffler, Director
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-Meels, 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

Board of Directors
Ronald Akie
Dave Aldrich
Barbara Bauman, Vice Chair
Jan Beaven
Elaine Chow
J. Ralph Cole
The Rev. Rainey Dankel
Colin Diver
Dave Donelan
Sula Fiszman, Clerk
Pauline Haddad
Judith King
Michael Parker, Chair
Christopher Parris, Vice Chair
Abizer Rangwala
The Rev. William Rich, Interim Rector
Teresa Rodriguez
Joel Rosen
Phil Rueppel, Asst. Treasurer
Geoffrey Smith, Treasurer
Pipier Smith-Mumford
Anne Stetson
Monique Veale
Rev. David Wright

Board of Visitors
Mimi Bennett
Alexandra Burke
Kathryn Burns
Marty Childs
Hardin Coleman
Sandy Gardner
Katherine Gross
Susan Halby
Kevin Hepner
William Kieffer
Jean Krasnow
Robert Ludwig
Christine McCormick
Christopher O’Brien
Constance Perry
Lisa Pierpont
William Steul
Samuel Thayer
Pamela Voss
The Rev. Liz Walker
Bradford Wallace
Shelbey Wright
Colin Zick
Paul Zintl, Chair