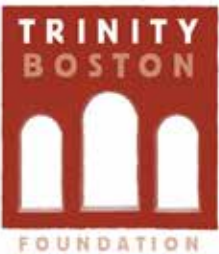


TRINITY BOSTON FOUNDATION



# ANNUAL REPORT



# VISION & MISSION

**T**RINITY BOSTON FOUNDATION seeks to build a more equitable Boston where all young people can achieve their full potential.

In 2016, the graduation rate for students in the Boston Public Schools topped 72%, up from just under 60% a decade earlier. While this increase represents significant progress, it is also true that white (82.5%) and Asian (88.2%) students continue to graduate at higher rates than black (69.3%) and Latino (67.1%) students. Racial disparities also show up in statistics on health; youth employment; school discipline and suspension rates; college enrollment and completion.

Racial disparities reveal systemic inequities, both in terms of barriers to student success and unequal access to opportunities and resources. Trinity Boston Foundation's mission is to unlock opportunity and change the odds for the youth of Boston by addressing systemic inequity in two ways:

- 1) providing students of color with the safe and supportive communities, resources and opportunities they need to succeed, and
- 2) working for organizational and systemic change to lower the barriers that impede their progress.





## WHAT WE KNOW

- 1 Boston is filled with young people who are smart, creative, caring and resilient.
- 2 Systemic racism is the root cause of racial disparities in educational achievement, health and income.
- 3 Safe and supportive communities are essential for young people to develop their full potential.
- 4 Youth of color do not in general feel safe and supported in Boston—such communities must be intentionally created at a smaller scale.
- 5 Effective, collaborative networks of organizations can bring about lasting change across Boston.

## HOW WE WORK

With these beliefs in mind, the work of the Trinity Boston Foundation is grounded in three essential community practices that are foundational to the creation of supportive environments in which youth of color can thrive:

- Trauma-Informed Practices
- Restorative Justice
- Racial Equity, Awareness and Learning

The three practices build on each other to develop positive, empathetic relationships among peers and adults and to hold up the value of making intentional choices, staying resilient in the face of challenges, and awareness of the dynamics of systemic racism.



# 3

## essential COMMUNITY practices

### TRAUMA-INFORMED PRACTICES

Traumatic experiences in infancy through the teen years are wide-spread across all populations and have a significant impact on individuals' lifelong health, the ability to form and sustain positive relationships and to achieve their full potential. Poverty and racism add layers of chronic, toxic stress that are additional barriers to healthy development. When adults who work with young people understand trauma and its symptoms, they can develop consistent responses to behaviors that stem from it. This in turn helps young people build resilience to trauma. Trinity Boston Foundation draws on the ARC framework (Attachment, Regulation and Competency), developed by practitioners at Justice Resource Institute's Trauma Center, to help staff adopt practices that reduce symptoms of trauma and stress and improve long-term outcomes. Alleviating staff burn-out is also an important goal of trauma-informed practices, as adults are most able to stay calm and consistent when they are rested and feel supported. Yoga and mindfulness practices are tools that can help both adult staff and young people. As young people begin to develop consistent relationships and master self-regulation skills, they have an increased sense of ownership of their trauma, and can experience success in overcoming its impact.



## RESTORATIVE JUSTICE

Restorative justice is a framework for building and maintaining the relationships that form a community in a way that makes the well-being of the community everyone's responsibility. When rules are broken or harm is done, the restorative response is to gather in a circle, understand what happened and discern how to achieve meaningful justice for all involved. As a tool for school discipline, this is a major paradigm shift away from punishment-based practices that typically lead to suspension and isolation. Circles are powerful tools for both individual healing and community learning. Sitting in circles is inherently democratic: everyone is equal in standing and worth.



## RACIAL EQUITY, AWARENESS AND LEARNING

Communities that strive for racial equity do so at many levels. Adults frequently engage in conversations and trainings to help them become more aware of and adept at discussing race and their own racial identities, including the ways that they have learned bias. Policies and practices are put in place that aim to dismantle the dominant culture in which white people wield the most power. Youth and adults build critical consciousness of systemic racism. And young people of color learn histories of those who look like them—history that may not be emphasized in their everyday textbooks. All of this work helps youth develop a positive racial identity, helps youth-serving organization attract staff who look like their students, and builds up the capacity of the organization to be a force in the social effort to dismantle racism.





# PROGRAMS & INITIATIVES

**T**RINITY EDUCATION FOR EXCELLENCE PROGRAM (TEEP) offers two tuition-free year-round and summer programs to 130 Boston middle and high school students of color annually. The TEEP Summer Program for middle school students is a 5-week, values-based mentorship program, offering a collaborative curriculum that includes academics, arts and enrichment activities. The TEEP Leadership Development Program for high school students—all of whom are graduates of TEEP’s middle school program—offers 1:1 mentorship, leadership training, academic support, college planning, and opportunities for paid employment as counselors in the Summer Program.

## 2016 HIGHLIGHT

Priscilla Andrade was hired as the third director of **TEEP** in January 2016, having previously served as the program’s Ninth Grade Site Director and academic faculty member since 2009.

## 2016 HIGHLIGHT

**SOLE TRAIN** expanded to 15 schools including new teams at Boston International Newcomers Academy, Community Academy of Science and Health, McKinley South End Academy Elementary School, Edwards Middle School and Browne Middle School.

**S**OLE TRAIN: BOSTON RUNS TOGETHER is a community-building and mentoring program that uses long-distance running as a vehicle for young people to “deconstruct impossible” by setting and achieving previously unimaginable goals. In 2016-17, 232 student runners (Young Soles) and 115 adult volunteers (Old Soles) formed teams at 15 Boston Public middle and high schools. Practicing twice a week, the teams run together throughout the academic year to train for Boston’s Run to Remember five-mile or half marathon race. Sole Train is committed to growth and aims by 2020 to have teams at 35 Boston Public Schools, serving over 500 young people and engaging more than 250 adult volunteers.



**R**ACIAL EQUITY LEARNING COMMUNITY (RELC) draws together the staff of youth-serving organizations, faith communities, academics and other leaders into a learning community for those seeking to build anti-racist organizations. At recent gatherings, more than 100 people from 20+ organizations have participated. This work has led to requests for organizational assessments and professional development for staff.

**T**RINITY BOSTON COUNSELING CENTER (TBCC) provides clinical services to students with trauma histories and professional development training for youth-serving staff.

TBCC delivers 8,000 hours of services/year, with a direct clinical caseload of 150 students across five organizations.

Through the Trinity@ program, clinicians are embedded four days a week in partner organizations to

augment clinical services to youth by helping staff adopt the Foundation's three essential community practices.

Together we help enhance safety and support for youth and staff alike including crisis intervention and support. Trinity@ currently works with McCormack Middle School, City Year Boston, the MA Department of Youth Services, St.

Stephen's Youth Programs, and College Bound Dorchester.

Through this work we have an impact on over 10,000 young people each year.



### *2016 HIGHLIGHT*

College Bound Dorchester retained **TRINITY BOSTON COUNSELING CENTER** to provide embedded clinical support and organizational consulting. Blanca Valentin joined the TBF staff as the Clinical Manager for Trinity@ College Bound.

# PROGRAMS & INITIATIVES

2016 HIGHLIGHT

**T**RINITY@McCORMACK is the most multi-faceted of our embedded contracts and serves as an Innovation Laboratory to discover what works for youth of color in Boston Public Schools. In addition to helping McCormack Middle School adopt our three essential community practices, a team of clinical social workers offer trauma-informed individual and group therapy, school success planning, classroom support and family case management to 20-30 students at high risk for dropping out of high school. Students are referred based on challenges with attendance, interpersonal behavior, and school engagement.

In addition, Sole Train has had a team at McCormack for four years and TEEP recruits rising seventh graders from the McCormack to join the Summer Program.

More than 20 volunteers from the Trinity Boston community are engaged at the McCormack School. In a project dating back to January 2016 volunteers helped convert a former

conference room into a thriving lending library with over 7000 books. In the 2016-17 school year, the library, staffed entirely by volunteers, was open

four days a week and helped to promote a culture of reading at the school.

Chanelle John joined the staff of **TRINITY BOSTON COUNSELING CENTER** as a yoga and mindfulness specialist. at McCormack Middle School and the Department of Youth Services, the state's juvenile justice system. She is also building a partnership with Kripalu Center for Yoga and Health to increase the health (and reduce burnout) of adult staff.

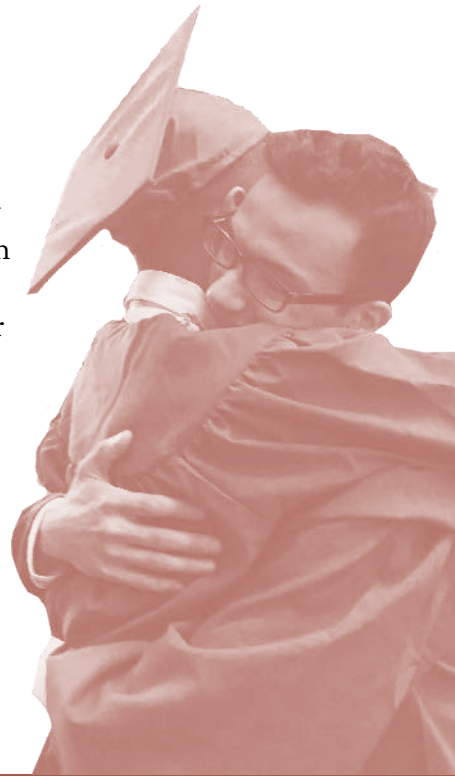






## NETWORKS AND LEARNING

**N**ETWORKS AND LEARNING COMMUNITIES are essential for large-scale social change. In addition to the Racial Equity Learning Community, we participate in multiple networks and partnerships. We have formed a Mental Health Collaborative for organizations offering counseling and addiction services to court-involved youth in the metro area. We partner with the Danielson Institute at Boston University for our work at City Year—the Danielson and TBCC are both accredited by the Samaritan Institute and together we engage with over 60 counseling centers nationwide. We are a member of the Boston Public Schools Mental Health Collaborative and host its annual day-long training for over 200 clinicians and counselors in BPS. TEEP participates in The National Partnership for Educational Access (Steppingstone), Boston After-School and Beyond, and has developed partnerships with Roxbury Presbyterian Church, Future Chefs and Thompson Island Outward Bound to name a few. Sole Train has formed a learning community with similar running programs in Philadelphia and New Orleans.



## IMPACT

**Y**OUNG PEOPLE engaged in our direct-service programs show gains in essential social-emotional skills forming and developing positive relationships with peers and adults; setting and achieving goals; making intentional choices and staying resilient in the face of challenges. Research shows that increases in these skills improve the likelihood of high school and college graduation. Data collection and analysis across our programs is central to the ongoing refinement of our work and informs our contributions to learning communities and networks.

# Thank you to our 2016 DONORS

## \$100,000+

Anonymous  
The Willow Tree Fund  
Lookout Foundation  
William F. and Juliana W. Thompson  
Charitable Fund  
Trinity Church in the City of Boston

## \$50,000 TO \$99,999

Aldrich Family Charitable Trust  
Rodman Ride for Kids (Team Trinity)

## \$25,000 TO \$49,999

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\* *In-Kind Contribution*

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# \$1,000 TO \$2,499

## 2016 HIGHLIGHT

Bostonians for Youth  
2016, chaired by Mary  
Renner and Chris  
O'Brien, raised over  
\$350,000 to support  
Trinity Boston  
Foundation programs.

Anonymous (2)  
Gabriela Artavia  
Bob Atchinson  
Barbara Bauman and  
Roland Barth  
Beverly and Dale Bearden  
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Brookline Bank  
Joan and James Brooks  
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Marlene and Bill Walch  
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Richard Webster  
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Melinda Berry  
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Gaye and Alex Bok  
Boston Police Athletic League  
Amy Bratskeir  
David Brown  
Joseph & Carolyn Campanelli  
Julie Carlson and Josh Groves  
Diana and Jon Carson  
Nancie and Miceal Chamberlain  
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Judy and Douglas O.  
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Nicholas and Paula Gleysteen  
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Bridget Rodriguez and  
George Anderson  
Joseph Roger

## 2016 HIGHLIGHT

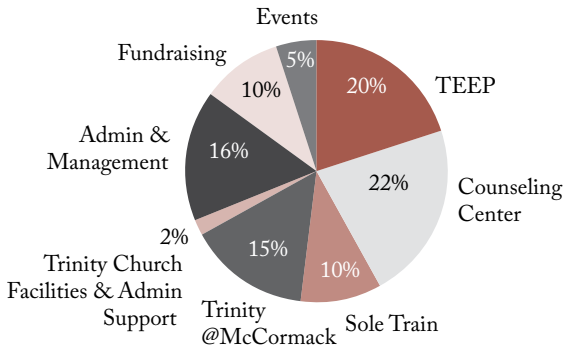
The Boston Athletic Association selected Trinity Boston Foundation as an official charity for the 2017 Boston Marathon. Through our 10 runners, we raised over \$95,000 for our programs.

Jonathan Rotenberg  
Linda and James Ryan  
Doris Sasser  
Julie Scallen  
Margot & Mark Schmid  
James Segel  
Wendy Shattuck &  
Sam Plimpton  
Teresa and Jon Shipp  
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Margot and Olie Thorp  
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Shelby and David Wright

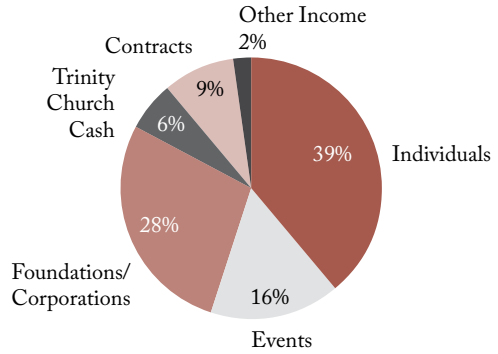


# FINANCIAL SUMMARY

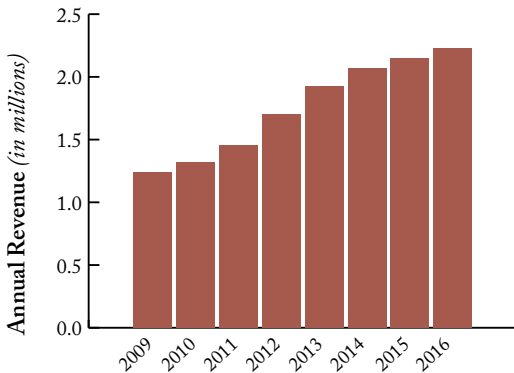
## EXPENSES BY PROGRAM 2016



## REVENUES BY SOURCE 2016



## FINANCIAL HISTORY



## REVENUE & EXPENSE SUMMARY

	Budget 2017	Actual 2016	Actual 2015	Actual 2014
<b>Revenues</b>	\$2,521,857	\$2,232,559	\$2,145,264	\$2,069,695
<b>Expenses</b>	\$2,521,857	\$2,207,868	\$2,189,689	\$2,129,489
<b>Net</b>	\$-	\$24,692	\$(44,425)	\$(59,794)

# STAFF & LEADERSHIP

## TRINITY BOSTON FOUNDATION

Mello Barros, Finance and Operations Manager  
Donna Desilus, Manager for Individual Giving  
Anne Hayes, Acting Chief Operating Officer  
Rebecca Jackson, Director of Community Learning and Racial Equity  
Louise Burnham Packard, Executive Director  
Erin Truex, Development Manager

## TRINITY BOSTON COUNSELING CENTER

Sophia Brion-Miesels, Clinical Manager for Student Support,  
Trinity@McCormack  
Adina Davidson, Clinical Manager of School Climate  
and Restorative Practices, Trinity@McCormack  
Nate Harris, TBCC Director  
Jenesse Kaitz, Mental Health Research Assistant  
Keila Ovalles, Clinical Coordinator-BJRI, Trinity@DYS  
Asha M. Ragin, TBCC Associate Director of Clinical Services  
Gesibela Sousa, Clinical Life Coach, Trinity@McCormack  
Robin Usher, Clinical Life Coach, Trinity@McCormack  
Blanca Valentin, Clinical Manager, Trinity@College Bound Dorchester

## TRINITY EDUCATION FOR EXCELLENCE PROGRAM

Priscilla Andrade, TEEP Director  
Ana Gonzalez, TEEP Associate Director for Middle School  
Sheila Gunn, Program Operations Manager

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Nathaly Figueroa, Sole Train Program Coordinator  
Jess Leffler, Sole Train Director  
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*Credits/Cover art and graphic concept: TEEP graduate Laura Paola Gonzalez; Layout: Brigitta Patterson*



## TRINITY BOSTON FOUNDATION

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