

Connecting People Programs & Practices

To Unlock Opportunity
for Boston's Youth of Color



A New Chapter Begins

In August 2019, Trinity Boston Connects (formerly Trinity Boston Foundation) announced a new name and a new leader. Charmane Higgins has succeeded founding executive director Louise Burnham Packard, taking the helm of an organization renamed for what it does best: connecting people, programs and practices to unlock opportunity and change the odds for Boston's youth of color.

Since 2000, when the Trinity Education for Excellence Program (TEEP) launched at Trinity Church and 2002, when the Trinity Boston Counseling Center opened its doors, Trinity has responded to needs identified by the community with programs that engage the community in their creation. In 2007, Trinity Church put the two programs into this separate 501(c)(3) organization, in order to establish a permanent vehicle for community engagement in the work of social justice, healing and reconciliation.

Partnership is in the DNA of Trinity Boston Connects. We understand that no single organization can alone effect large-scale change. Our board of directors and donor community include a broad range of stakeholders from across Boston and beyond. While centered at Trinity Church and grounded in its social justice mission, the organization not only encourages partnership between the church and the city, but also partnerships with, and among, other youth-serving non-profits, schools and institutions.



Our mission is to unlock opportunity and change the odds for youth of color in Boston. We recognize the racial disparities present across a wide range of important youth outcomes such as: drop-out rates; high school and college graduation rates; physical and mental health including the experience of trauma; involvement in the foster care and juvenile justice system. Black and brown youth are not flourishing at the same rates as white children for reasons that clearly point to the impact of systemic racism and thus call for structural change. Through our programs and partnerships, Trinity Boston Connects seeks to support the current generation of youth of color and, at the same time, work toward system change. We believe that a key strategy for both efforts is to increase the adoption of three essential community practices: racial equity,

trauma inclusion and restorative justice. Taken together these practices can help dismantle systemic racism while building safe and supportive communities that set the context for growth in social and emotional learning, the skills that research shows best predict life success.

Our aspirations are high for every young person growing up in Boston and they are equally high for our city to be a community united by our commitment to them. If you are a longstanding member of the Trinity Boston Connects community, we thank you for sharing these aspirations. If you are learning about our work for the first time, we invite you to consider how you might join us. Be sure to sign up for our email newsletter at trinityconnects.org, make a financial gift, and/or come to an event.

Together we can change the odds.

“Recognizing that racism has significant adverse effects on the individual who receives, commits, and observes racism, substantial investments in dismantling structural racism are required to facilitate the societal shifts necessary for optimal development of children in the United States.”

—2019 Policy Statement,
American Academy of Pediatrics



Three Essential Community Practices

Racial Equity

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

[Source: Center for Assessment and Policy Development]

Trauma Inclusive Practices

A program, organization, or system that is trauma-inclusive **realizes** the widespread impact of trauma and understands potential paths for recovery; **recognizes** the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and **responds** by fully integrating knowledge about trauma into policies,

procedures, and practices, and seeks to actively resist re-traumatization.

[Source: The Substance Abuse and Mental Health Services Administration (SAMHSA)]

Restorative Approach and Practices

The restorative approach is rooted in a philosophy that sees healthy relationships as central to learning, growth and overall wellbeing. Restorative justice is an approach that addresses harm done to people and communities by addressing people who are most impacted and having them determine what is needed to make things right. Restorative practices are formal and informal processes that build connection at all levels while responding when there is wrongdoing. Having a community where connection is central makes it easier to trust and harder to fear and hurt one another.

[Source: International Institute of Restorative Practices: IIRP]

TEEP and Sole Train

Developing Skills for Life in Communities that Care

Together the programs of Trinity Boston Connects serve over 800 young people each year, helping them build the social and emotional skills that research shows increase positive peer and adult relationships, academic accomplishments, physical and emotional health and contributions to community.



Trinity Education for Excellence Program (TEEP)

TEEP is a peer mentorship program for 120 middle and high school students of color who engage with a values-based curriculum that centralizes personal and community growth. TEEP's mission is to co-create a safe and supportive community where every member is inspired to discover, empowered to achieve and individually affirmed. Middle school students participate in a five-week summer program for three consecutive summers. As they transition to high school, they can join the year-round Leadership Development Program and become paid counselors. In August 2019, TEEP celebrated the 20th Anniversary of its founding.



The community here at TEEP is very important. I have met new people here who are welcoming and caring. This community has made me feel as if it were my own family.

Something new I have learned at TEEP are the 5 R's: respect, responsibility, restraint, reciprocity and redemption. The 5 R's are important because they are used in everyday life and they can be used to change the world. The 5 R's also help me be a better person.

I know to respect people if they need personal space. I know how to be responsible for my own actions. I know how to use restraint, especially when I am "hangry" which is a word that means hungry and angry. I know how to use reciprocity by giving back to my community, and last but not least I use redemption to forgive.

—Stacy, TEEP 7th grader

Sole Train: Boston Runs Together

Sole Train is a community building and mentoring program that uses running as a vehicle for setting and achieving seemingly impossible goals. In 2018-19, Sole Train served over 400 youth (Young Soles) at 21 schools and community sites across Boston with the help of more than 130 adult volunteers (Old Soles). Sole Train teams practice twice a week during the school year and come together for community building events and races, leading up to Sole Train's culminating goal race: Boston's Run to Remember, a five-mile race or half marathon.

Our vision is that one day every young person in Boston will be able to join a Sole Train team. In school year 2019-20 Sole Train is expanding to 30 teams engaging more than 500 youth. With sustainable funding and additional Old Sole volunteers, we can continue to grow. In 2021-22 we could serve 1000 young people at 50 schools and community organizations across the city.



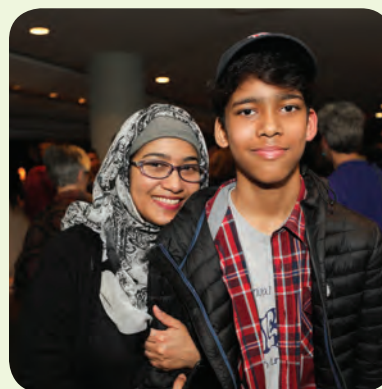
At the beginning of the year, I didn't have any friends and was worried people wouldn't like me. But my teacher, Mr. Hamilton, told me about Sole Train and encouraged me to join.

The community in Sole Train is very supportive because it doesn't matter if you're slow or you feel like you can't do it—everyone cheers you on, tells you to keep going, and helps you make it across the finish line. That's how I made my first friend: he was flagging at a practice and stopped, so I went to him, told him he could do it, and helped him finish the run. He was so proud.

In Sole Train, you get to express your opinions and feelings in circle, and when one person is talking, everyone is listening respectfully, so they get to be better at listening and respecting others. Most of our Sole Train team members have become leaders. In the classroom, they're the ones encouraging other students to stop goofing around and listen to the teacher. Sole Train also helped me see that being a leader doesn't mean you always have to be in the front; it means making other people feel good and feel encouraged.

Before joining Sole Train, I didn't think I'd be able to even run a mile because I had never run long distances before. The first time I ran a mile it was hard. But I pushed myself to get better, and I learned to pace myself. If you had told me before I started Sole Train that I could accomplish a half marathon, I wouldn't have believed it. But I chose the half marathon and I finished it!

—Anas, Young Sole at McCormack Middle School
(below, with his mother)



Working with our Partners to Create Systemic Change

Our systems change work is primarily driven through our Organizational Equity Practice (OEP), Trinity Boston Counseling Center (TBCC), and Trinity@McCormack Program as we work with partners to integrate the essential community practices of trauma inclusion, restorative justice and racial equity within their operations and approaches. The OEP offers racial equity training to all youth-serving organizations, while Trinity@McCormack offers its clinical and whole-school support within the Boston Public Schools

and the TBCC offers restorative justice and clinical support services within all of Trinity's programs and youth-serving organizations such as City Year Boston and the MA Department of Youth Services, the state's juvenile justice system. As we strengthen these organizations and individual youth workers through our program offerings, Trinity Boston Connects has a positive impact on more than 15,000 youth of color served by our partners.



"I was able to calm my body and calm my mind. Yoga helped me give back more to the youth we serve."

—Steve Geter,
Program Director,
Suffolk Secure Detention, DYS

"Trinity's relationship to the Department started in 2004 through a re-entry grant... Trinity was our main partner in getting services wrapped around kids as they reentered their communities. What was innovative then isn't any more. To me, that's such a compliment to Trinity and their work with us. What started as something radical back in 2004 is now our regular daily business, not just in Boston but throughout the state... Now we are moving the bar again, trying new things like yoga and restorative justice."

—Dan O'Sullivan, Director of
the Metropolitan Region, DYS

Trinity Boston Counseling Center

Trinity Boston Counseling Center connects youth and adults who work with youth to culturally competent mental health and wellness services. By increasing the health and wellness of youth workers, we increase the quality of care to Boston youth.

Clinical Counseling: We offer direct clinical services to youth and youth workers. When we cannot provide services to those seeking care, we connect them with clinicians and other partners who can.

Yoga and Mindfulness: We offer trauma-informed, culturally responsive yoga classes to youth in the juvenile justice system. A new partnership convenes leadership from both the Department of Youth Services and the Prison Yoga Project to expand yoga and mindfulness programming to youth in DYS care across the state.

Training: Every year, the Counseling Center hosts 4-6 interns who are graduate students working toward their masters or doctoral degrees in social work or psychology. Our training curriculum includes addressing racial dynamics within the therapeutic setting and helping clients bring their whole selves, including their spiritual lives, to therapy.

We also support the work of the Yoga Diversity Initiative to train yoga teachers of color to bring the benefits of yoga and mindfulness to youth and adults of color in greater Boston. A robust partnership with the Kripalu Center for Yoga and Health has supported the participation of more than 35 staff at DYS and the McCormack Middle School to participate in multi-day trainings for youth workers through the Kripalu RISE program.

Trinity@McCormack

Trinity@McCormack connects students and staff at the McCormack Middle School in Dorchester to support and resources that assist the school in becoming a healing and inclusive educational community. In the six years since its inception, the program has grown into a collaborative partnership to create an educational environment that understands, embraces, and supports the holistic needs of each student – specifically focused on the needs of students dealing with trauma and toxic stress.

The Trinity@McCormack program runs three complementary initiatives for the McCormack community:

- **Direct clinical support:** holistic, trauma-informed mental health care, case management, social-emotional learning and school engagement support to students identified at highest risk for not attaining a high-school diploma.
- **Trauma-Inclusive and Restorative Culture development:** helping school staff develop the skills and practices that create a trauma-inclusive and restorative school community.
- **Creating a village of support:** bringing together community partners, local resources and private donors to meet basic needs of students and families (ex. food, clothing, dental care)

I started my journey with Trinity Boston Connects at TEEP in 2007. I was a recent immigrant to the country, so it took me a while to embrace all the warmth that surrounded me. I completed three years as a camper, then in high school became a Counselor in the Leadership Development Program. I also joined Sole Train in my junior year of high school and ran the B.A.A. Half-Marathon — an accomplishment I never imagined.



I recently earned a master's degree in Mental Health Counseling at Boston College. For my final year, when applying for internships. I wanted to work with disadvantaged youth, and I wanted an agency that incorporated social justice and trauma-informed care. Trinity Boston Counseling Center and Trinity@McCormack were two of the very few mental health programs that had that mission and were actively living it out. So I found myself right back at my second home at Trinity Boston Connects, doing work that I love with people that I love.

—Kerlie Merizier, TEEP and Sole Train alumna; Counseling Center Intern, 2018-19

Organizational Equity Practice

Organizational Equity Practice connects individuals and organizations committed to racial equity to dynamic, holistic, learning opportunities. Our vision is a racially equitable Boston where all residents can live full lives unencumbered by structural barriers.

We pursue this vision through two channels: 1) the Racial Equity Learning Community, which fosters cross-organizational learning, collaboration and dialogue through a variety of workshops and resources and 2) training and consulting contracts with local and national mission driven social change agencies, with a particular focus on youth-serving organizations. Our offerings have evolved over the years, and the continuum now includes quarterly convenings on dismantling white supremacy culture in nonprofits; trainings on topics such as Facilitating Caucus in Your Organization, Building Relationships Across Difference, White Supremacy Culture 101,

and the cohort-based 10-month Racial Equity Leaders Learning Circle for senior leaders and 6-month Emerging Leaders Learning Circle for mid-level leaders.

95 Organizations have participated in racial equity trainings and workshops since 2016.

16 Organizations have become clients of OEP, receiving customized training and consultation.

“The cohort model gave me an opportunity to build trusting relationships across organizations. I really valued being part of such a thoughtful group of leaders.”

—Participant, Racial Equity Leaders Learning Circle

“Research confirms that youth with stronger SEL [skills] are more likely to have academic and career success, positive relationships, better physical and mental health, and meaningful contributions to society.”

—Aspen Institute, 2017



Helping Young People Thrive

We have designed our direct-service programs to help young people gain the social and emotional learning (SEL) skills that research shows predict positive life outcomes including: college entrance and graduation, career success, positive work and family relationships, better mental and physical health and meaningful contributions to society. Measuring growth in these skills is critically important to understanding the effectiveness of our programs. To this end, Trinity Boston Connects has partnered with SEED Impact. Using the **SEED COMPETENCY LADDERS™** we measure three dimensions:

Growth in **Being** suggests that youth are more composed, capable, confident and self-directed. There is an elevation of spirit, more optimism about self and world.

Competency in **Doing** affirms how youth make choices and take actions. There is evidence of more able decision-making and readiness to take on bigger challenges.

Gains in **Relating** indicate increased feelings of security and belonging, comfort interacting with others, and greater interest in the successes of self and others.

Each program defines its goals in these three areas so that student skill levels can be charted by site coordinators or program staff, and growth over the course of a year expressed numerically.

The methodology enables us to see that, for example::

- Analyses of 2017-2018 data from our three youth programs point to a 37 percent gain achieved in SEL development.

We also survey youth participants to understand their experience of the program. Two years of data across our three youth programs reveal that *participants enjoyed the programs and self-reported significant life impacts, more confidence in setting and achieving goals, and greater optimism for success in the next school year.*

Youth self-ratings had moderate-to-strong correlations with the competency assessments made by staff, strengthening the validity of both sets of data.

Every fall, working with SEED Impact, we publish reports on the impact of each of our programs. These reports are available on our website, trinityconnects.org. More information about SEED and its methodology can be found at www.seedimpact.org/social-emotional-learning.

Celebrating the Trinity Boston Connects Community

Bostonians for Youth

Our annual fundraising gala is both a celebration of youth and a call to action to build a more equitable Boston where every young person can thrive. This is Trinity Boston Connects largest fundraiser of the year and offers our donor community an opportunity to connect with the people and programs that their gifts support.



Bostonians for Youth also honor leaders of change in Boston: in 2018 we honored Chrystal Kornegay (above), the first woman and person of color to lead MassHousing; and Bill and Julie Thompson, whose \$2.5 million gift created the Thompson Lloyd Endowment Fund to support the work of Trinity Boston Connects. In April 2019 we honored Suffolk District Attorney Rachael Rollins for her historic election as the first woman and person of color to serve as D.A. We also welcomed Trinity Church's new Rector, the Rev. Morgan Allen, in an evening of celebration and commitment.



Sole Train 5K

Presented in partnership with the Boston Police Activities League, the annual Sole Train 5K has become a favorite fall event for members of the Sole Train and Trinity Boston Connects community. Over 600 runners participated in the 2018 5K at Jamaica Pond. Be sure to run, walk or cheer at the 6th Annual Sole Train 5K to be held at Franklin Park on October 26, 2019 (www.SoleTrain5K.com).



Team Trinity

Trinity Boston Connects has been proud to have been named an official charity of the Boston Athletic Association and grateful for the opportunity to build a [Boston Marathon](#) fundraising team. In 2018, members of Team Trinity raised over \$140,000 for Sole Train and the work of Trinity Boston Connects.

Every fall, Team Trinity participates in the [Rodman Ride for Kids](#), which offers youth-serving organizations an opportunity to raise funds via a 25 or 50 mile bike ride. Team Trinity rides for TEEP and every year, TEEP alumni form the core of the team. For the past five years, we have been thrilled to

watch the growth of our partner Team Merritt's Way, which honors the legacy of Merritt Levitan by raising funds for the Merritt Levitan Scholarship Fund at TEEP and TextLess Live More, an organization founded to end distracted driving, the cause of Merritt Levitan's tragic death at age 18.

Thank you to our 2018 Donors

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Team Merritt's Way)
The Willow Tree Fund

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Janet Morris
Ana Morrison
Kevin Mulligan
Julie Murdock
Carol Myers
Shoichi Nakamura
Anne Nathan
Marva Nathan
Helen Netos and
William Erdman
Alex Ngu
Sean Nicholson
Keryn O'Donnell
Daniel O'Hara
Susan Okerstrom
Robert Oldshue
Sara Ortins
Vishvesh Oza
Painting with a Twist
Priscilla Parker
Leslie Paul
Edward Persley
Jeanne Peters
Barbara Pizzi
Allison Placido
Kelly Post
Richard F. Potter
Prudential Financial
Matching Gifts
Jeff Putnam
Michael Quail
Peter Rait
Bryan Ramsey
Floranne R. Reagan
Redemption City Church
Andrea Reid
Melvin Reid
Susan Reynolds
Catherine Riley
Kimberly Rivera
Kathryn Robbins
Leo Robinson
Elizabeth Rodriguez
Mary Roetzel
Elizabeth Rogers
Jill Rosa
Michael Rotenberg
Andi Rugg
Salem Plumbing Supply, Inc.
Gary Sandison
Dolph Santorine
Raman Santra
Barbara Savacool
Susan Schlichting

Jacqueline Schmitt
 Elizabeth Schwartz
 Duncan Seawall
 Bonnie Sellew
 Carol Sharp
 Karen Shatola
 Teri Shipp
 Martha and Richard Shults
 Susan Silbey
 David Silke
 Ted Silva
 Matthew Simonson
 Marc Sira
 Deborah L. Smith
 Robert Smith
 Ivan Socher
 Mary Ann Sorel
 Bent Sorensen
 Phyllis Spinale
 Muriel Stark
 Ken Stavas
 Eleanor Sterling
 Rob Stewart
 William Stout
 Tara Stradling
 Pete Stroman
 Elaine Sullivan
 Kevin Sullivan
 Elizabeth Swope
 Monique Symes
 Marni Tamarkin
 Raquel Taylor
 Romeeka Taylor
 Tincy Taylor
 Justin Thomas
 Robert Thomson
 Alfred Tringali
 True Vine Church
 James Tyrrell
 Misti Valentine
 Tara Valentino
 Jerry Varughese
 Soledad Vera
 Jill Verhosek
 Ann and Jonathan Walker
 Barbara Walsh
 Natalie Wamester
 Cathy Watts
 Katharine Watts
 Sandra Wedgwood
 David Weil
 Helen Weinland
 Constance White
 Michael Williams
 Howard Wong
 Dawn Woodson
 Megan Woolhouse
 Jarvis Wyche
 Joann Yates
 Chun Ying Wang
 Abbe Young
 Shigeko Yuzawa
 Debora Zalweski
 Gianna Zuccotti and
 David Weinstock



2018 Marathon Team

Brittany Bond
 Adrienne Benton
 Raleigh Crowder-Schaefer
 Lauren Deming
 Allyson Dilsworth
 Katie Dohn
 Christian Haberman
 Gu Haiyan
 Ming Jiang
 Matthew Kelly
 Sarah Lelle
 Hunter Levitan
 Dennis Mathew
 Maria Paletta-Shreve
 Natalie Stavas
 Myra Taylor
 Suta Utama
 Richard Webster

In-Kind Donations

Trinity Church in the City of Boston
 Boston Athletic Association
 Boston Police Activities League
 Boston Police Department
 Boston's Run To Remember
 Brooks Sports
 Dorchester Running Club
 Foley Hoag LLP
 HoodFit
 Nubound
 Oiselle Running Apparel
 Reasons to be Cheerful
 Shipp Consulting

2018 Rodman Ride Team Trinity

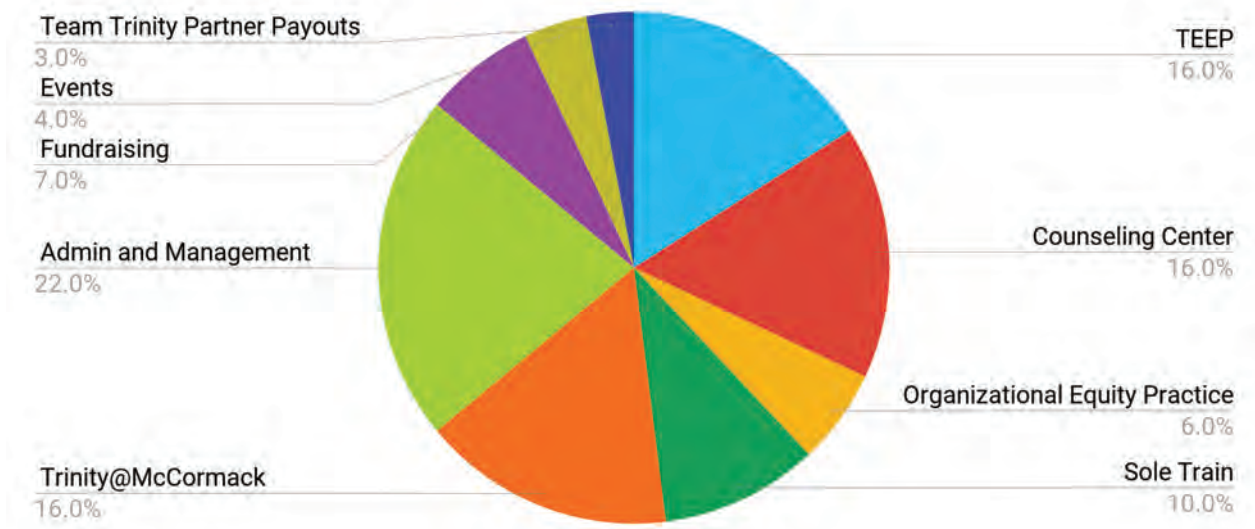
Priscilla Andrade
 Omar Beechman
 Melinda Berry
 Charles Brown
 Harvey Davidson
 David Donelan
 Sean Dunn
 Katherine Gross
 Emelyn Guevara
 Pauline Haddad
 Nate Harris
 Quinton Hurd, Jr.
 Julian Jimenez
 Wayne Johnson
 Elizabeth Kimball
 Mark King
 Roger Lovejoy
 Lois McCloskey
 Marva Nathan
 Dewey Nichols
 Sarah O'Donnell
 Michael Parker
 Rojae Rowe

Contract Partners

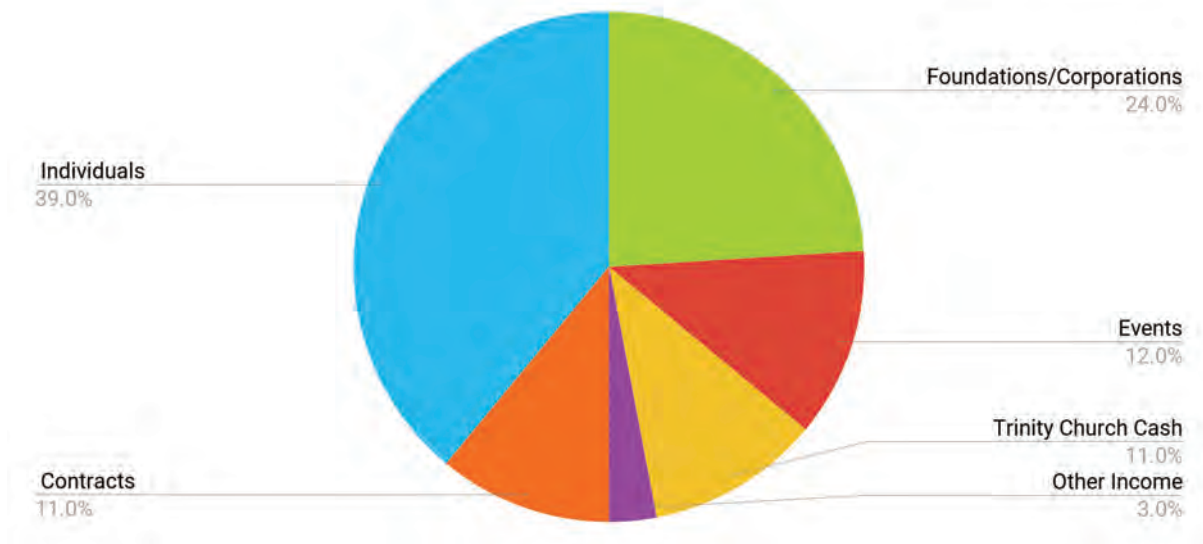
Boston Public Schools
 Citizen Schools
 City of Boston
 City Year, Inc.
 College Bound Dorchester
 Department of Youth Services
 Jumpstart for Young Children, Inc.
 Phoenix Charter Academy
 Pine Manor College
 Silver Lining Mentoring, Inc.
 The Steppingstone Foundation

2018 Financial Summary

Expenses by Program 2018



Revenues by Source 2018



Revenue and Expense Summary

Cash Basis	Budget 2019	Actual 2018	Actual 2017	Actual 2016
Revenues	\$ 3,361,968	\$ 2,930,903	\$ 2,650,604	\$ 2,232,559
Expenses	\$ 3,409,968	\$ 2,827,861	\$ 2,630,321	\$ 2,207,867
Net	\$ (48,000)	\$ 103,042	\$ 20,283	\$ 24,692

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

Trinity Boston Connects

Staff & Leadership

as of September 1, 2019

Administration and Development

Charmane Higgins, Executive Director
Sheila Cody Peterson, Chief Development & Communications Officer
Victor Jose Santana, Chief Program Officer
Mello Barros, Finance and Operations Manager
Sheila Gunn, Events and Development Operations Manager
Sandy Saenbounmy, Institutional Giving Program Manager
Juma Inniss, Communications Manager

Trinity Education for Excellence Program

Priscilla Andrade, Director
Julian Jimenez, 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 Manager
Miguel Perez-Luna, 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
Breanne Schatzman, Administrative Assistant
Sae-Mi Jeon, Mental Health Research Assistant

Trinity@McCormack

Sophia Brion-Meisels, Director
Diana Carson, New Initiatives Coordinator
Adina Davidson, Associate Director of School Climate and Restorative Practice
Gesibela Sousa, Senior Life Coach
Haven Jones, Clinical Life Coach
Jessica Rentsch, School Climate & Clinical Coordinator

Organizational Equity Practice

Rebecca Jackson, Senior Director
Simone John, Associate Director
Aria Pierce, Administrative Assistant

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The Rev. Morgan Allen, Rector
Barbara Bauman, Vice Chair
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Dave Donelan
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Christopher Smart
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Anne Stetson
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