HEALING EVERY DAY
A MESSAGE OF HEALING

In March 2020, we awoke to a new world — one in which going about our daily activities could be life-threatening for us and our loved ones. In response to this danger that we could not control but were forced to live with, we experienced real and enduring trauma. For the last 20 months, we all got a taste of what many young people of color experience daily, through the pandemic of systemic racism.

Despite the debilitating impact of COVID-19, and unbridled racism affecting every stratum of society we, as a city, demonstrated our collective ingenuity to develop new and innovative supports, to rally our resources to help people get through hard times, and to come together to reaffirm our self-determination in times of stress and fear. Trinity Boston Connects (TBC) was very grateful and humbled to be the beneficiary of COVID-19 relief funding from the Federal Government’s Payroll Protection Program, Boston’s Resiliency Fund, and a number of our longtime, and some new, philanthropic partners. Our 2020 Board of Directors (BOD) which was 64% White and 36% People of Color (POC), stepped up individually and collectively in newly informed ways. We are particularly grateful to Mike Parker, TBC’s BOD chair of three years, as he shared his personal racial equity journey in an inspirational letter to our constituents.

By the end of 2020, Trinity Boston Connects, with the guidance of Social Venture Partners, completed a rigorous strategic planning process aimed at achieving deeper and broader impact in the city of Boston through clearer focus and increased integration of program offerings.

From that process we asserted our belief that the next step in racial equity for our city is healing — and specifically healing our young people of color and the systems and spaces within which they live, work, and play.

Additionally, we created three new pathways under which each of our existing five programs operate: Youth Development & Leadership, Clinical Care, and Organizational Change. TBC began implementing this new strategy in 2021, involving a reorganization of staff, with new roles and greater collaboration and integration, all with the aim of better, more holistic support of the youth and organizations that we serve.

From that process we have also learned that TBC enacts healing on several dimensions - with intention, in community, and every day. In doing so, TBC integrates our three essential community practices — Racial Equity, Trauma Inclusive Care, and Restorative Justice - into our programs and practices creating pathways to healing and life success for young people of color in Boston.

Over the next three years, TBC will capitalize on our organizational strengths, create tighter programmatic linkages, become more financially sustainable and most importantly, deliver deeper impact to the young people, youth workers, and leaders of youth-serving organizations whom we serve.
Our ongoing fight against COVID-19 has shown us that we can change, we can heal, we can grow in new supportive ways that embrace everyone in society.

In fact, there is no better time than THIS moment to become change agents in addressing the pandemic of racism.

We invite you to join us in this movement of community healing through sharing your time, talent, and treasure. We believe that financial generosity is one way in which we show what we value. Please consider investing as generously as you can in the shared value that Trinity Boston Connects delivers daily. Together let us collectively commit to creating a more equitable Boston!

In grateful community,

Charmane Higgins
Executive Director, Trinity Boston Connects

“I see clearly that I have been living in a bubble that allowed me not to see many of the fundamental problems in our society. My vision of progress has been revealed as an illusion. The thinness of that 1960s vision (I long held) is apparent.

Yet, I am not without hope. The spontaneous protests across the country and the world are generating incredible momentum for positive change with an intensity I have not seen in the last 50 years. A great opportunity is at hand. Please stand with me in support of Trinity Boston Connects’ important work.”

— Mike Parker, 2020 Open Letter as TBC BOD Chair
TBC Vision
We envision Boston as a fully equitable city, where systemic inequities are eliminated for youth of color, so they can enjoy equal status and access to resources as their white peers, grow up in healing and just communities, and thrive as leaders.

TBC’s Pathways to Healing
Racial healing is deep, nuanced, work that requires relationship building and trust. Unfortunately, we are socialized to have misconceptions about each other, and begin relationships from a place of mistrust.

That is why, through two decades of youth development work, Trinity Boston Connects has identified 3 Essential Community Practices that, when integrated, build trust, support youth development, create safe and inclusive communities, and effectively promote racial healing for youth and adults of color.

...Three Essential Community Practices (3 ECPs)
- Racial Equity is the condition that would be achieved if racial identity no longer predicted life outcomes.
- Trauma-Inclusive Care identifies the signs and symptoms of trauma and responds with practices and policies that “prevent retraumatization” and support healing.
- Restorative Justice prioritizes relationships and addresses harm done to individuals and communities. It attends to those who are most impacted and allows them to determine the solutions.

...Serving Three Populations
- Youth of color in Boston, grades 6–12.
- Youth workers who spend the bulk of their time providing services for — mentoring, supporting, and/or teaching — these youth.
- Youth serving organizations who impact these youth.

...Along Three Healing Pathways
We facilitate healing through youth development and leadership, clinical care, and organizational change pathways.

TBC Mission
The mission of Trinity Boston Connects is to heal the traumatic impact of systemic racism, and to create a more equitable Boston in which youth of color can thrive.

- TBC brings clinical expertise and deep experience working with youth of color and youth-serving organizations. We co-create healing communities where youth and youth workers are seen, heard, and able to express their full authentic selves.
- Ending systemic racism requires organizational healing that changes hearts, minds, and behaviors. TBC’s training, coaching, and counseling to leaders and staff transforms organizations and dismantles structural barriers to success.
Our Youth Development and Leadership (YDL) programs aim to build the foundational social emotional skills young people need to heal and thrive as our next generation of leaders. During 2020, TBC delivered its programming in-person through March, and then virtually through the end of the year. While it was difficult to measure precisely how many of our youth were able to access virtual programming, we consistently offered support to all. Throughout this difficult period, program staff listened to the evolving needs of our students, adapted programming, increased clinical care, and increased case management and access to basic needs services for our families.

Trinity Education for Excellence Program (TEEP)

TEEP is a six-year pipeline program for low-income middle and high school youth of color, that includes academic enrichment, leadership development, meaningful employment experience, peer mentoring, and high school and college admissions support.

Nineteen students in TEEP’s Leadership Development Program worked with staff to reimagine and produce a successful five-week virtual summer camp program, offering mental health and wellness, case management, and a healing community in which youth built a sense of agency, self-efficacy, and voice.

Sole Train: Boston Runs Together

Sole Train uses running as a vehicle to build a healing community in which youth achieve seemingly impossible goals. Middle and high school students (Young Soles) train together with adult mentors (Old Soles) to complete a long-distance goal race in a non-competitive fashion. With the support of mentors trained in TBC’s three essential community practices, through weekly practices, students identify the steps needed to achieve big goals and develop the self-confidence necessary to accomplish them.

Sole Train pushed through the pandemic with three noteworthy changes to promote health and healing:

- Community Sole Train Practices became Saturday morning virtual events with Zoom workouts and group check-ins, open to all.
- Practices were recorded and stored in a video bank for convenient access for all.
- The annual Run to Remember event was held virtually with guest speakers, community-building activities, and at-home exercises.

“TEEP has always been an uplifting community and seeing how we were still able to reach out to campers during COVID was heartwarming.”

—Ava, Rising HS Senior

Social-Emotional Learning (SEL)

Research shows that youth with stronger SEL are more likely to make meaningful contributions to society & gain:

- Academic & Career Success
- Positive Relationships
- Better Physical & Mental Health
TBC’s clinical care pathway starts with youth and extends to youth-serving adults to ensure everyone involved in youth development is supported. We focus on youth and adults of color who are affected by trauma that stems from systemic racism. Clinical support continued virtually throughout 2020.

Trinity Boston Counseling Center (TBCC)

TBCC provides clinical care and clinically informed training and coaching to improve outcomes for youth of color in Boston by supporting the healing of youth workers. Systemic racism increases stress for youth workers and further complicates equitable ways to meet youth needs, particularly youth of color. The twin pandemics of COVID-19 and racial injustice intensified the need for this work during 2020.

TBCC’s healing approach increases self-efficacy, social-emotional well-being, and professional growth for over 50 youth workers annually. Further strengthening the sector, TBCC hosts 4–6 interns through a Clinical Intern Training Program with a mission to train clinicians, particularly those of color, to provide effective, culturally competent mental health services to youth of color and their families.

Youth workers are essential to the health and wellness of the youth they serve. However, youth work is often stressful, as evidenced by a high turnover rate of two to three years due to exposure to high youth needs within the context of little to variable support in their role (Decker et al., 2008; Wlf et al., 2011).

Thank you, TBCC! I would not be able to help my kids if it wasn’t for the work you have done to help me. What we do here helps me serve my kids.”

— An adult TBCC client who works with youth of color in Boston

Trinity@McCormack

Trinity@McCormack is an embedded clinical program at the McCormack Middle School. We foster a trauma-inclusive, restorative school environment to support the holistic needs of 300+ students and provide direct clinical support to about 20 students identified as high risk of not graduating high school. Trauma and chronic stress impact students’ young minds, bodies, and emotional health. These negative factors have immediate impacts on their ability to trust others and navigate the world in which they live, leading to disruptive classroom behaviors.

Through intensive clinical care from dedicated clinical therapists, students gain social and emotional skills critical to school engagement and well-being, i.e. self-regulation and relational skills necessary to:

- Set and achieve goals
- Build relationships with different groups of people
- Advocate for their needs in appropriate ways
- Persevere through challenges

Building community in-school allows us to further walk with youth, supporting them daily. During the 2020 school closures, our model proved to be invaluable as staff adapted interventions by providing virtual programming, at-home coping tool kits, and access to basic needs resources for families.
TBC’s racial equity organizational change work builds the capacity for individual youth and youth workers to heal and fully be themselves, as it works to sustainably build healing environments in support of youth of color throughout Boston.

Since March 2020, the demand from youth-serving organizations for racial equity and trauma inclusive training and POC support spaces has increased tremendously. As we entered fall 2021, this demand showed no signs of slowing down.

Organizational Equity Practice (OEP)

OEP works to dismantle organizational barriers rooted in systemic racism by training, coaching, and supporting leaders and staff of youth serving organizations in dynamic and holistic learning communities. Since 2017, we have helped individuals within over 220 non-profit organizations build the capacity to heal.

In 2020, OEP provided supportive, challenging virtual trainings that helped participants better understand themselves and the systemic barriers their organizations replicate. Through various entry points (individual workshops, 6–10-month trainings, or longer-term consulting projects), OEP helps organizations grow in community to better support their staff and clients, particularly young people of color.

The 4th cohort of the Racial Equity Senior and Emerging Leaders Learning Circles had 47 participants representing 40+ organizations. As part of a peer learning community, participants unpacked various personal and professional challenges that arise when leading race-based organizational transformation work and gained tools to implement learnings.

Additionally, in the wake of the many racial uprisings of 2020, we began to offer a monthly online POC Tea Time, a free 75-minute space for solidarity, reflection, and healing for POC in the nonprofit sector, supporting mental and emotional health.
TBC’s focus on racial healing has touched 1000 youth in our YDL programs, 50+ youth workers through clinical care, and another 15,000 youth served by the 220 organizations OEP has helped change.

**Clinical Care:** Youth workers’ mental health is essential to the care they provide Boston’s youth of color

**Healing Happens With Clinical Support — Trinity Boston Counseling Center**

Youth workers’ clinical distress levels steadily decreased over time from “severe and moderate” to “normal” levels.

961 counseling hours provided to 57 clients (over half POC)

Achieved positive gains in the areas of self-efficacy, job focus, leadership skills, and relationships with students and co-workers.

**Organizational Change:** Racial healing is equally important at the systems level impacting the organizations and space within which youth and youth workers of color live, play, and work.

**Healing Happens In Community — Organizational Equity Practice**

47 Senior and Emerging Leaders attended 6–10 months racial equity cohort-based trainings in 2020. Many of the 126 leaders trained over four years continue to meet with their cohorts.

80% “deepened their understanding of how internalized racism or internalized racial superiority impacts their behavior as a leader”

70% plan to “write racial equity, inclusion, and diversity policies to implement at their own organizations”

SEED Impact Competency Ladders™ chart young people’s Social-Emotional Learning (SEL) growth in the domains of Being (Character & Resilience), Doing (Self-Efficacy) and Relating (Community Connectedness) in our YDL programs.

**Youth Development and Leadership:**

YDL students saw an average of **18% advancement** up each ladder, or nearly a full stage jump in SEL growth.

**Healing Happens On The Go — Sole Train**

“When I exercise, I am in a better mood. Sole Train helped with that. It also felt cool to work-out and talk with people I didn’t know. I feel more comfortable talking with strangers now.” — Stephanie, Age 12

99% of Young Soles improved their ability to set & achieve wellness and academic goals

15% overall increase in the SEL domain of Doing for Young Soles

**Healing Happens When You Lead — TEEP**

24% SEL gains from September to June, as youth leaders collaborated to reinvent the summer program. An **additional 8% gain** as they successfully implemented the new plans for the virtual summer program.

26 young adults of color gained meaningful employment experience and earned a wage

100% college acceptance rate for high school seniors vs. 60–65% average for BPS seniors

**Healing Happens Inside And Outside The Classroom — Trinity@McCormack**

Created coping toolkits for 20 high-need students to self-regulate, decrease stress, and emotionally re-center, wherever they may be.

81% of students agreed that Trinity@McCormack helped them manage the changes/stress from COVID-19

100% of BPS staff participants agreed that the Summer Learning Institute provided them with new skills/techniques/strategies they hope to use in the upcoming year
HEALING IN COMMUNITY

2020 Bostonians for Youth Virtual Gala
On October 14th, TBC hosted our first ever virtual gala celebrating our city’s youth. We were thrilled to honor Louise Burnham Packard, TBC’s founder, with the Leader of Change Award. Under her direction, TBC lives out our commitment to racial equity, externally through our programs and internally within our organization. It is only fitting that the event’s theme, Healing through Connections, was a call for healing from the traumatic effects of structural racism in our country’s moment of reckoning. The virtual gala allowed us to share enhanced storytelling videos to our community across the nation as more than 700 viewers tuned in for the live broadcast which raised over $400,000.

Thank you!

2020 Sole Train 5K
The 7th annual Sole Train 5K was like no other — Boston Public School students, parents, and staff were back to fully remote learning once again due to COVID-19. While the setbacks prevented meeting in person, the team rallied and kicked off the Sole Train Virtual 5K festivities on October 31st. Boston’s youth and families had the opportunity to attend the Old Sole-led live-stream home workout, a community chat, and run their own 5K route throughout the week.

Boston Marathon
For the first time in its history dating back to the late 1800’s, the Boston Athletic Association (B.A.A.) announced that the running of the 2020 marathon would be postponed and reformatted into a series of virtual events in September. A diverse and mission aligned team of ten marathoners and two affiliate runners formed our 5th B.A.A. charity team. This supportive community persevered through the uncertainty surrounding the event and exceeded the $100k team goal, raising critical funds for our Sole Train and TEEP youth programs. We are especially proud of each member of this 2020 team for overcoming the many unprecedented challenges and disappointments along the way.

Thank you for being TBC’s front line fundraising heroes!

2020 Rodman Ride for Kids
Members of Team Trinity stepped up in support of TBC’s TEEP program. The 2020 team made history with the highest number of participants in over 20 years — 33 Rodman Ride participants including staff and Board members completed their ride or adventure, exceeding their fundraising goal of $50k. Riders/Adventurers participated virtually throughout the state and across the country from Arizona, to Arkansas, Maine, New Hampshire, and western Massachusetts, to the Cape.

Congratulations Rodman Ride Team Trinity!

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2020 TEAM TRINITY
THANK YOU TO OUR 2020 DONORS

You stood with us in this very challenging year of the twin pandemics of COVID-19 and racial turmoil. We are forever grateful.

“The COVID-19 pandemic further altered their [children, adolescents, and young adults] experiences at home, school, and in the community, and the effect on their mental health has been devastating. The future wellbeing of our country depends on how we support and invest in the next generation”.

— Vivek Murthy, M.D., US. Attorney Surgeon, 2021
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Michele Martin
Suzanne and William McCance
Hilary McCarthy
Erin Ross and David McFerrin
Faye McGregor
Madeline McNeely
Perry Colmore and Charles Medler
Britt Mikkelson
William Morgan
Caitlan and Andrew Morris
John Nadworny
Nahar Yoga, LLC
Marva Nathan
Mary Nee-Loftus
Michael O’Hanlon
Matt O’Malley
Barbara Dortch-Okara and Ebi Okara
Anne Packard
Michael Pappone
Carol Paronis
Christopher Parris* and Sukaina Garcia
Leslie Paul
Elizabeth Peterson
Patricia and Andrew Peterson
Eric Peterson
Judith Lockhart-Radtke and Warren Radtke
Floranne Reagan
Joy Restucci
William Rich and Donald Schiermer
Sandy and Jim Righter
Ryan Rodriguez
Christy Rodriguez
Michael Rotenberg
Kenneth Rubio
Lori Rudd
Sandra and Stephen Sabbag
Michael Sabin
The Samaritan Institute
Therese Sammons
Susan and Bill Samuelson
Eric Santamaria
Jacqueline Schmitt and Tim Hall
Elin Schran
Pamela Seigle
David Shannon
Heather Sougaris
Marlies Spanjaard
Eleanor Sterling
Anne Stetson
Eunice and Desmond Terry
Emily Tevald
Meredith and Eugene Thompson
Geneva and Will Thordike
John Tillson
Paul Toms
Maria Torres
Monique* and Ronald Veale
Christina Wallace and Keith Cooper
Patrick Ward
Dance Wareham
Wayfair
Benny Wheat
Constance White
Christopher Wimms
Linda Wolk
Shelby and David Wright
Michelle Wu
M. Corinne Wyard
Diana Yin
Thank you for all of your invaluable work. I have learned so much from you and am excited to keep learning. Thank you!

— Lauren Otterman
REVENUES BY SOURCE 2020

- Foundation/Corporations: 29%
- Endowment: 0%
- Other Income: 5%
- Trinity Church Cash: 29%
- Contracts: 10%
- Government Funding: 14%
- Individuals: 20%
- Events: 13%

EXPENSES BY PROGRAM 2020

- Admin & Management: 22%
- Counseling Center: 17%
- Events: 5%
- Fundraising: 7%
- Sole Train: 11%
- Trinity@McCormack: 15%
- TEEP: 12%
- Organizational Equity Practice: 11%

REVENUE & EXPENSE SUMMARY

<table>
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<td>($196,687)</td>
<td>$103,040</td>
<td>$20,283</td>
<td>$24,692</td>
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Unaudited cash basis financials. Audited financials are available upon request.
STAFF & LEADERSHIP

AS OF SEPTEMBER 1, 2021

Executive Team
Charmane Higgins, Executive Director
Sheila Cody Peterson, Chief Development and Communications Officer
Rebecca Jackson, Chief Program Officer

Development and Communications
Daisy Guzmán, Associate Director of Development
Shakira Floyd, Development Operations and Events Manager
Valente Graham, Institutional Giving Program Manager
Juma Inniss, Communications Manager

Finance and Operations
Mello Barros, Finance and Operations Manager
Quinn Tao, Finance Assistant

Trinity Education for Excellence Program
Taneyri DeJesus, Director
Keesha Pina, Associate Director

Sole Train: Boston Runs Together
Jess Leffler, Director
Alicia Ridenour, Associate Director
Nathaly Figueroa, Program Manager
Nahima Soto-Gonzalez, Program Coordinator

Trinity Boston Counseling Center
Nate Harris, Director
Asha Ragin, Clinical Director
Colleen Meade, Administrative Assistant
Ken Herbert, Clinician

Trinity@McCormack
Sophia Briyon-Meisels, Director
Adina Davidson, Associate Director of School Climate and Restorative Practice
Gesibela Sousa, Senior Clinical Life Coach
Mayra Guerra, Administrative and Student Support Assistant

Organizational Equity Practice
Carro Hua, Equity Practitioner
Chanelle John, Associate Director of Wellness and Healing
Danny Pang, Client and Operations Coordinator
Aria Pierce, Administrative Assistant

Board of Directors
David Aldrich, Chair
Chris Parris, Vice Chair
Olie Thorp, Treasurer
Pauline Haddad, Assistant Treasurer
Shanuah Beamon, Clerk

The Rev. Morgan Allen, Rector
Kenzie Bok, Vestry Rep.
Elaine Chow
Matt Diver
Dave Donelan
Charles L. George
Debbie Johnson
David Lawrence
Akindele Majekodunmi
Mike Parker
Abizer Rangwala
Joel Rosen
Christopher Smart
Elizabeth Smith
Piper Smith-Mumford
Monique Veale
Adrian Walker

Board of Visitors
Paul Zintl, Chair
Ron Akie
Mimi Bennett
Alex Burke
Kathy Burns
Hardin Coleman
Sandy Gardner
Katherine Gross
Kevin Hepner
Bill Kieffer
Judith King
Jean Krasnow
Bob Ludwig
Constance Perry
Lisa Pierpont
Bill Steul
Sam Thayer
Pam Voss
The Rev. Liz Walker
Brad Wallace
Shelbey Wright
Colin Zick
From the bottom of my heart, thank you for accepting my son into your program, he truly enjoys participating every day ... He has grown into a mature professional young man. Due to your support and leadership, he is strong and confident in himself. He is able to communicate his needs and wants and accept constructive criticism. I’m confident with your ongoing support, my son will be the next leader in the community.

— TEEP Parent