HEALING THROUGH ACTION '21
As a nation, we saw white supremacy culture and racial injustice hyper-exposed as causing ongoing harm and trauma for both Black, Indigenous, and people of color (BIPOC) and white people throughout 2020 and 2021. Trinity Boston Connects (TBC) determined that 2021 would be a new season, a time for collective healing of ourselves and the three populations on whom we center our work: youth of color, youth workers, and leaders of youth-serving organizations. Healing for an Equitable Boston will always remain our mission, and Healing through Action became our clarion call in 2021.

Throughout the year we elevated the necessary yet often difficult work of racial healing, focusing on healing through action in a hybrid model of programming. As called for in our strategic plan, we more tightly connected and converged TBC’s five programs within three healing pathways (Youth Development and Leadership, Clinical Care, and Organizational Change) to effect systemic healing. Our holistic approach to healing is anchored by our three essential community practices: racial healing, restorative justice, and trauma-inclusive care.

Healing began by giving young people an opportunity to experience beloved communities like the ones they found at Trinity Education for Excellence Program (TEEP), Trinity@ McCormack, or on their Sole Train team. We trained middle and high school students in our three community practices, enabling them to co-create beloved communities and be better mentors.
With this support our young people strengthened the social emotional learning skills they need to successfully navigate toward academic, career, and life goals.

It is critical for the adults surrounding these young people to find healing themselves. That is why our Trinity Boston Counseling Center (TBCC) provided individual and group therapy to youth workers at schools and community organizations across the city. When we help these workers therapeutically heal, we also enable them to create healing relationships with the youth and adults they see every day within their workplaces.

Our Organizational Equity Practice (OEP) provided both short- and long-term trainings, monthly POC healing support spaces, and customized consulting to non-profit organizations, leaders, and staff. The resulting heart and mindset shifts create sustainable change by helping to build racially equitable organizations in which youth of color are better supported.

Every day we are encouraged by you, TBC’s beloved community of supporters, partners and friends who know that the vision of an equitable Boston is one worth fighting for. You see the healing mission of Trinity Boston Connects as an important strategy for achieving it, and for that, our gratitude abounds.

Thank you for your generosity, your commitment, and for choosing to be a part of our healing movement this year and beyond.

Charmane Higgins
Executive Director

I have seen and felt the community of support that TBC engenders. My engagement with TBC has encouraged me in my racial identity journey as a white man. I believe Charmane and I have forged the kind of partnership, along with our generous supporters, that accelerates TBC’s healing work throughout the city. I invite you to engage in this vital work with us.

- David Aldrich, TBC BOD Chair
OUR MISSION
The mission of Trinity Boston Connects (TBC) is to heal the traumatic impact of systemic racism in Boston and create a more equitable city in which youth of color can thrive.

OUR 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 2021 STRATEGIC RESPONSE

In 2020, the twin pandemics of COVID-19 and widespread visible racial unrest changed the world right before our eyes. In 2021, their impact continued to inflict harm upon individuals, organizations, and institutions as the social, economic, and structural disparities faced by young people of color and their families were further exacerbated. Despite this, we never lost sight of each other as a community, or our vision of an equitable Boston.

Healing was (and still is) needed in a big way. As such, at Trinity Boston Connects, we embrace Healing Through Action to listen to the concerns of all those involved and adapt our services to meet the moment.
Over the years, we have identified and identified a set of practices that when used in an integrated way uniquely address the traumatic impact of systemic racism.

We call these our three Essential Community Practices or ECPs.

1. **Racial Equity** is defined as the condition that would be achieved if racial identity no longer predicted life outcomes. We work to build up the capacity of individuals to develop positive racial identities and organizations to become change agents in the work to dismantle systemic racism.

2. **Trauma-Inclusive Care** identifies the signs and symptoms of trauma and responds with practices and policies that support healing. Utilizing a trauma-informed lens, we help youth and adults actively resist re-traumatization and integrate knowledge about trauma into policies, procedures, and programs.

3. **Restorative Justice** attends to those who are most impacted and allows them to participate in determining the solutions. This alternative approach to punishment gives young people choices, provides clear expectations, and involves and maintains connection to community.

The heartbeat of our work is the nourishing connection between youth of color and the adults who work with them. Through our ECPs we repair the relational fabric damaged by systemic racism. As we strengthen these relationships and co-create healing communities, youth of color can thrive, live fulfilled lives, and make a difference in their communities.

**TBC’S HEALING PATHWAYS**

Guided by our three Essential Community Practices, we work along three healing pathways: **Youth Development and Leadership**, **Clinical Care**, and **Organizational Change** in service of youth of color, youth workers, and youth serving organizations.
This pathway utilizes a healing approach rooted in social emotional learning (SEL) to enhance:

- Academic enrichment and admissions assistance
- Paid meaningful employment and peer mentorship
- Mental and physical health support

Research shows that youth with strong SEL skills are more likely to achieve academic and career success, foster positive relationships, and attain better physical and mental health.

**YOUTH DEVELOPMENT AND LEADERSHIP (YDL) PATHWAY**

**TRINITY EDUCATION FOR EXCELLENCE PROGRAM (TEEP)**

TEEP is a pipeline program for middle and high school students, which includes academic enrichment, leadership development, paid employment experience, peer mentoring (led by Leadership Development Program students), and admissions support. TEEP empowers youth to develop their identity and voice, grow as mentees and mentors, and prepare for right-fit schools and careers. Alumni become leaders in the community and workforce. Additionally, we employ a full-time clinician during summer programming, ensuring both students and staff have access to invaluable mental health support.

**SOLE TRAIN: BOSTON RUNS TOGETHER**

In Sole Train, middle school students (Young Soles) train together with adult mentors (Old Soles) to complete a long-distance race in a non-competitive fashion. Through weekly practices, Young Soles identify the steps needed to set and achieve seemingly impossible goals. Sole Train welcomes all running abilities and provides running shoes and gear, allowing access and success for all participants.

Our newest initiative, Mid Soles, is a paid leadership opportunity for Sole Train alumni currently in high school. These students assist Site Coordinators with program administration, take part in monthly leadership development training, and attend practices to inspire Young Soles.
**CLINICAL CARE PATHWAY**

This pathway builds healing communities for youth through:
- Individual and group clinical therapy
- Support for adults to work toward their own self-awareness and growth
- Basic needs assistance for families

We have found that youth workers need much more mental health support. When increased support is provided, youth workers help create better outcomes for the youth they serve.

**TRINITY BOSTON COUNSELING CENTER (TBCC)**

TBCC provides free and reduced fee clinical care and clinically informed training to youth workers (individuals who spend the bulk of their time supporting youth) to improve support for youth of color. Our outpatient services of individual and group therapy, consultation, and training with organizations such as **City Year, Life Together, and Massachusetts Department of Youth Services** (DYS) focus on building restorative cultures for youth and staff.

TBCC’s programming also includes a **Clinical Intern Training Program** with a mission to train clinicians, particularly those of color, to provide effective culturally competent mental health services.

**TRINITY@MCCORMACK**

As an embedded clinical program at the McCormack Middle School, one of the most under-resourced schools in Boston, we support the school’s youth and staff through:

- **Direct Clinical Support**, providing holistic mental health services and social emotional learning to support students identified at the highest risk for not graduating high school
- **Trauma-Inclusive and Restorative Justice Training**, utilizing individual and group coaching, peace corners, and restorative justice circles to guide staff in fostering a healing school environment
- **A Village of Support**, bringing together community partners to collectively meet the basic health needs of students and families (health care, food, clothing, etc.)

**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.

— **Adult TBCC youth worker**
ORGANIZATIONAL CHANGE PATHWAY

This pathway forwards healing by training, coaching, and supporting:
- Individuals working directly with youth of color
- Leaders in key roles in organizations that serve youth of color
- Cross-organizational learning communities engaged in systemic change

ORGANIZATIONAL EQUITY PRACTICE (OEP)

OEP works to change the policies and processes that perpetuate systemic racism by building relational connections that allow people across the organizational hierarchy to see each other as whole human beings. Healing the traumatic impact of systemic racism on youth of color in Boston and dismantling the barriers to their success require collective thinking, commitment, and action. As such, OEP centers learning in community through the following offerings:

- **Cross-organizational collaboration and dialogue**, through a variety of workshops for specific audiences (teachers, clinicians, non-profit staff, volunteers, etc.)
- **The Racial Equity Senior and Emerging Leaders Learning Circles (SLLC, ELLC)**, peer learning communities for leaders engaging in race-based organizational transformation work
- **Short-term and long-term training and consulting opportunities** for local and regional organizations
- **Free monthly supportive healing spaces**, such as POC TeaTime, for people of color working in the non-profit sector

“Tea Time has given me a space to share, be heard and know that I am not alone in how I am feeling. Working in a predominately white space really makes it difficult and isolating to process things, and I’m grateful to have found a space that allows for that safe processing.”

— Emerging Leader
COMMUNITY SUPPORT AT A GLANCE

860 bags of food were distributed to McCormack middle school families

220+ hours of clinical counseling provided for youth workers

15 Sole Train school/community sites served throughout Boston

12 POC Tea Time healing spaces held for nonprofit workers in Boston

11 high schoolers on the YDL pathway earned a wage while learning valuable job skills
Rooted in the three Essential Community Practices, Trinity Boston Connects’ pathways and programs connect and integrate to achieve our mission of healing for youth, youth workers, and youth serving organizations. With this multifaceted approach, we believe we can achieve deep impact at individual, programmatic, organizational, and institutional levels throughout Boston.

**PROGRAM**

SEED Impact Competency Ladders™ chart our students’ SEL growth in terms of Character & Resilience, Self-Efficacy, and Community Connectedness.

We observed a **17%** average increase in these SEL measures for YDL students during the past two years. This is noteworthy as students nationwide experienced significant social and emotional setbacks linked to the pandemic.

**Serving**

320+ middle and high school youth

**TEEP**

100% of high school seniors graduated vs. 62 - 69% for BPS students. TEEP has maintained this graduation rate since its inception 23 years ago.

**SOLE TRAIN**

The pilot cohort of Mid Soles successfully supported 2-3 school/community sites each, as they participated in leadership development training, developed job skills, and earned a wage.

160+ Old Soles fostered community, built positive mentor/mentee relationships, and together with Sole Train staff, collectively worked to improve students’ physical health and overall wellbeing.
**TBC PROPELS CITYWIDE HEALING FOR**

| 670+ youth through direct service | 15,000+ youth through partnerships with youth serving organizations | 220+ organizational partners, through individual and group racial equity training |

**Clinical Care Pathway**

**TBCC**
- Provided 250+ free and reduced fee clinical sessions in 2021, expanding access to mental health services, regardless of ability to pay.
- With therapy, youth workers reported significant increases in positive coping and self-efficacy, lowering stress, a marked improvement in a time of high pandemic related stress.

**TRINITY@McCORMACK**
- Students in the clinical caseload for three to four years achieved a 35-40% increase in all SEL skill areas throughout this time.
- School staff reported that TBC effectively supported student's self-regulation, ability to manage relationships, and mental health throughout the school year.

**Organizational Change Pathway**

**OEP**
- 18 senior leaders met for ten monthly sessions, 12 led a change with others in their organizations, and 2 modeled deep change and led cross-organizational initiatives.
- 13 organizations engaged with TBC on an ongoing basis, 8 learned new practices, and 5 integrated new practices into their organizational culture.
2021 BOSTONIANS FOR YOUTH VIRTUAL GALA

Live from Fenway Park, Bekah Salwasser, Executive Vice President of Social Impact for the Boston Red Sox hosted TBC’s 14th annual Bostonians for Youth (BFY) gala. Our theme and call to action, Healing for an Equitable Boston, called for a movement of healing from the traumatic effects of structural racism. We heard of TBC’s impact through the voices of Franklin Ortiz, a youth worker supported by TBCC, and Joaniris Baez, a high school graduate who was supported in middle school by our McCormack program.

We honored The Boston Foundation CEO and President, and former president of Emerson College, M. Lee Pelton with our Leader of Change Award. A strong, committed, collaborative leader in every aspect of American life, Lee has dedicated his life’s work to social justice, especially for young people who grew up like him. The event also featured a keynote presentation from Pulitzer Prize-winning journalist, Isabel Wilkerson, author of Caste: The Origins of our Discontent, and included a live Q&A segment with the audience. Thanks to our generous donors we exceeded our $400k fundraising goal!

2021 SOLE TRAIN 5K

Smiling faces of youth and adults alike re-energized the 8th annual Sole Train 5K which was back in person at Franklin Park on October 30. Young and Old Soles of all ages enthusiastically came together to put their passion for achieving seemingly impossible goals into action during the run. Community leaders and members, parents, donors, and supporters joined in this community celebration of healing and wellness.

The Sole Train program gained even more steam with its selection as a member of the Boston Athletic Association (B.A.A.) Boston Running Collaborative Grantees group. The Boston Running Collaborative is comprised of organizations and individuals committed to building a diverse Boston running community. We’re thrilled to be a part of this amazing effort!

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.

– Stephanie, Sole Train

“Healing is not and cannot be a buzzword, flashpoint, or a moment; it is an act of resistance, resilience, and restoration. Healing must happen with intention, in community, every day.”
THANK YOU, BOSTON MARATHON FINISHERS

The 125th Boston Marathon returned in person with a never-before seen scenic Fall landscape, marking TBC's 6th year as a B.A.A. Charity Partner. The eager and diverse Team Trinity, made up of 10 marathoners from varying locations, cultural backgrounds and social classes, stepped up and followed the iconic blue lines that make up the 26.2 miles. With the common goal of finishing the marathon in support of Sole Train, they navigated a shortened training window amid the blistering summer heat and a tight fundraising timeframe to collectively raise over $75k.

The 2021 team embodied the true definition of community as they supported one another in the spirit of TBC's racial healing work. Thanks to all participants for role modeling tenacity and allowing TBC to continue its work with youth in Boston.

Thank you to TBC for the opportunity and congratulations to my teammates! A few months ago, I reached a low in my life where I didn’t know how I was going to crawl out of that place. The marathon gave me a goal to focus on and I could not be happier to have achieved this accomplishment.

– Rosa Del Carmen Gomez, ’21 Boston Marathon Finisher, Fundraiser, and Old Sole

THANK YOU, RODMAN RIDERS/ADVENTURERS

On September 25th, Team Trinity was back on the roads or choosing their own adventures for the Rodman Ride for Kids! Members biked the 25- and 50-miles route in-person in Foxboro while other members participated via unique adventures including hiking the Colorado trails, reading 25 books, walking 25 miles over the course of the summer, and much more. The entire Team finished their rides and adventures in a heroic fashion.

Twenty-nine participants including staff and Board members raised nearly $40k in support of TEEP. We are so grateful for this continuous dedication to TBC and our youth.

2021 Boston Marathoners
Josh Basinger
Angela Benoit
Peter Chan
Tiffany Che
Rosa Del Carmen Gomez
Julie Hernandez
Kasie Patel
Luis Ramirez
Christopher Smart*
Colin Turner

2021 Rodman Riders/Adventurers
Dave Aldrich*
Katie Arraiol
Brittney Berry
Marty Childs
Caitlyn Costello
Harvey Davidson
Emilia Diamant
Matt Diver*
Dave Donelan*
Sean Dunn
Shakira Floyd
Katherine Gross
Pauline Haddad*
Alberto Haddad
Emilee Killian

Betsy Kimball
Mark King
Lonsdale Koester
Lois McCloskey
Colleen Meade
Tuong Ngu
Dewey Nichols
Sarah O’Donnell
Louise Burnham Packard
Mike Parker*
Sheila Peterson
Erik Sternlof
Naomi Ruth Thompson
The Rev. Liz Walker

*denotes 2021 TBC BOD member
THANK YOU TO OUR 2021 DONORS

We are grateful to the contributions of individuals, corporations, foundations, and groups whose generous support carried our healing mission forward. While every effort has been made to ensure accuracy, we regret any errors or omissions. Please email contact@trinityconnects.org with any corrections.

$300,000 +
Willow Tree Fund

$100,000 to 299,999
Aldrich* Family Charitable Foundation
Anonymous
The Boston Foundation
Liberty Mutual Foundation
State Street Foundation

$25,000 to 99,999
Anonymous
The Charlotte Foundation
Sandy and Dozier Gardner
Global Partners, LP
Barbara and Amos Hostetter
Income Research + Management
David* and Stephanie Lawrence
The Llewellyn Foundation
Audrey and Douglas Miller
The Miller Foundation
Rodman Ride for Kids (Team Trinity)
The Schrafft Foundation
Pamela and Peter Voss

$10,000 to 24,999
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The Beker Foundation
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Shari Loessberg and Christopher Smart*
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David McCord and Stephen Hendrickson
Laura McTaggart and Tom Nolan
Joyce and Jim Morgan
Morgan, Lewis and Bockius LLP
National Philanthropic Trust
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Martha and Michael* Parker
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Caroline and Liam Walsh
Windhover Foundation

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Patrick Wynne
Kyle Yee
Skyler Yee
Patrick Yee
Jerry Yuen
Nancy Yuen
Tom Z
Christina Zale
Dorothy and Joseph Zammit
Alejandro Zepeda
Brita Zitin
*Mdenotes 2021 TBC BOD member
2021 Financial Summary

2021 Revenues by Source

- Contracts 11%
- Trinity Church Cash 9%
- Foundations / Corporations 43%
- Individuals 18%
- Events 12%
- Other Income 7%

2021 Expenses by Program

- Admin & Management 20%
- Counseling Center 14%
- TEEP 10%
- Fundraising 10%
- Solo Train 12%
- Trinity@McCormack 13%
- Events 5%

Cash Basis | Budget 2022 | Actual 2021 | Actual 2020 | Actual 2019 | Actual 2018 | Actual 2017
--- | --- | --- | --- | --- | --- | ---
Revenues | $3,870,500 | $3,290,049 | $3,073,846 | $2,844,752 | $2,930,901 | $2,650,604
Expenses | $3,870,500 | $3,036,154 | $2,930,839 | $3,041,439 | $2,827,861 | $2,630,321
Net | | $253,894 | $143,007 | $(196,687) | $103,040 | $20,283

Unaudited cash basis financials. Audited financials are available upon request.
STAFF & LEADERSHIP

AS OF SEPTEMBER 1, 2022

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
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Valete Graham, Institutional Giving Program Manager
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