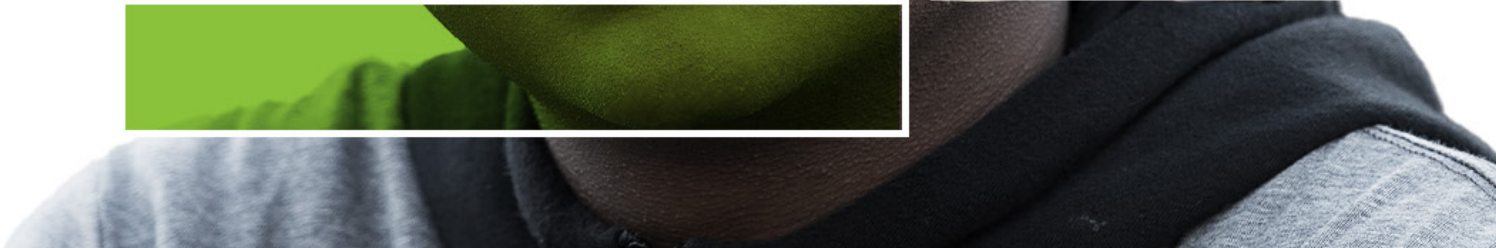
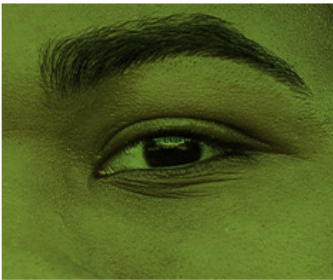




# HEALING IN BELOVED COMMUNITY



## A MESSAGE OF HEALING



**A**t Trinity Boston Connects (TBC), we know that like us, you believe that when we center youth of color in healing communities of support through direct service and the empowerment of youth workers and youth-serving organizations, together we will create a more fully healed and equitable Boston where youth of color can thrive, free of systemic barriers.

Throughout 2021-2022, TBC anchored our work in the core principles of beloved community – interdependent relationships of love, mutual respect, and care that seek to realize justice within a community and in the broader world. Each of our program pathways endeavored to create stronger and denser networks of caring relationships between youth and adults. We expanded that principle through unique engagements with long-time community partners, new training workshops focused on racial identity development and deeper school-based healing coaching for teachers and administrators.

Within our Youth Development & Leadership Pathway, Sole Train piloted its first class of “Mid Soles.” These former Young Soles, now high school students, were employed and trained to support the new generation of Young Soles as they inspired them to stay active in and out of the classroom. They further strengthened their own relationships with Old Soles. Likewise, paid high school counselors from the Leadership Development Program (LDP) guided Trinity Education for Excellence Program (TEEP) youth through a hybrid summer focused on wellness and community building, with clinical care available on site.

Within our Clinical Care Pathway, Trinity@McCormack hosted its 3rd annual Summer Learning Institute for teachers, administrators, and school-based mental health professionals. The experiential workshops equipped them with the tools to implement and embed trauma-inclusive, restorative practices in their schools. Trinity Boston Counseling Center (TBCC) welcomed a diverse cohort of masters and doctoral-level clinical interns from UMass Boston and other surrounding universities. Clinicians provided critically needed mental health support to youth workers at youth-serving organizations throughout greater Boston, including City Year and the Massachusetts Department of Youth Services (DYS).

Within the Organizational Change Pathway, Organizational Equity Practice’s (OEP) 5th year Racial Equity Senior Leaders Learning Circle fostered cross-organizational learning, collaboration, and dialogue through a peer learning community, specifically created for leaders engaging in race-based organizational transformation work.

Recognizing that the work of systemic healing requires collaborative partnerships, TBC's development and communications team amplified the collective power we all have as they created our first-ever #TBCRacialHealing social media campaign. We developed a new series, TBC Community Conversations where we featured the racial equity and diversity efforts of long-time partner, the Boston Athletic Association, and its Boston Running Collaborative initiative. We also launched our first podcast series, a special four-part presentation where staff and friends in our extended community shared their perspective on the theme: *What does healing look like?*



Through our pathways and partnerships, Trinity Boston Connects provided opportunities for youth and the adults who work with them to expand their awareness, deepen their understanding, and spread the adoption of racial equity, trauma-informed care, and restorative justice - TBC's three essential community practices (3ECPs). When integrated, these 3ECPs support the growth and development of individual youth and adults, create safe and supportive communities, and help dismantle systemic racism.

TBC has proven expertise in creating safe, healthy environments where youth can thrive. We are proud of the impact we have across Boston and know that without you, this work would not be possible. Thank you to our staff, donors, and community partners who support our mission and continue to sustain our healing work. Together, we make up TBC's Beloved Community, and we are deeply grateful for every one of you.

Charmane Higgins  
Executive Director



*"We all know these are trying times for our country and for our world, but the work of Trinity Boston Connects offers a powerful example of what is possible when we engage thoughtfully with one another in the hope of finding new ways of healing."*

Christopher Smart  
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 2022 STRATEGIC RESPONSE

Despite the rippling impacts of COVID and the harmful effects of systemic racism that persist in our communities, we have hope. TBC continues to provide healing support to young people of color and the adults who serve them as they navigate these challenges. Our collective vision of an equitable Boston through healing is the way forward.

Such an ambition will not come to fruition by happenstance, nor in silos. Our individual efforts are amplified when we lean into each other. That is why we are calling you into our **Beloved Community** and ask for your ongoing engagement.



# HEALING IN BELOVED COMMUNITY

Central to TBC's approach to healing is the integration of three Essential Community Practices (ECPs) delivered along three healing pathways.

These **practices and pathways are interwoven** to support and strengthen one another, allowing us to address the traumatic impact of systemic racism for youth of color and work toward equitable cultures. **TBC's roadmap creates healing environments characterized by authentic relationships and trust.** Our approach allows people to engage in deep, courageous conversations required for individual and community learning and healing leading to beloved communities. **Beloved communities in which we see each other as equals and ourselves as a community**, not a collection of individuals, **allow youth and adults** to transcend isolation, learn together, and acquire social emotional skills **to achieve healing and growth.** The **diversity, equity, and inclusion** change work necessary **to sustain healthy organizational cultures** now becomes possible

## TBC's Three Essential Community Practices define a new world view and ways of being:

- 1) Racial Equity** focuses on building up the capacity of individuals to develop positive racial identities and of organizations to become change agents in the work to dismantle systemic racism.
- 2) Trauma-Inclusive Care** helps youth and adults actively resist re-traumatization and helps organizations integrate knowledge about trauma into policies, procedures, and programs.
- 3) Restorative Justice** attends to those who are most impacted and allows them to determine the solutions: giving choices, providing clear expectations, and involving and maintaining connection to community.

### TBC'S HEALING PATHWAYS

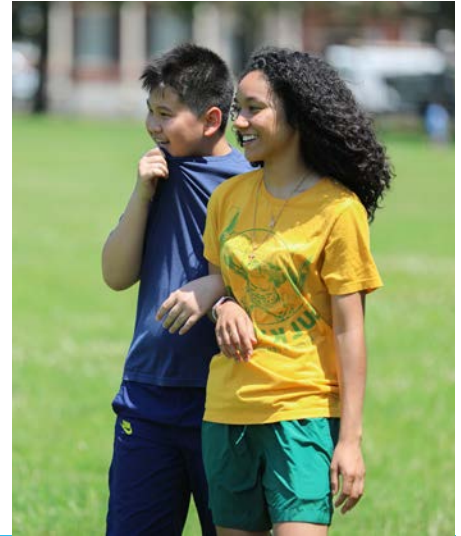
TBC's Three Healing Pathways bring this new world view and ways of being to youth, youth workers, and youth-serving organizations: **Youth Development and Leadership, Clinical Care, and Organizational Change.**



## YOUTH DEVELOPMENT AND LEADERSHIP (YDL) PATHWAY

The YDL 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



Youth develop values, SEL skills, confidence and character for themselves and with their peers within beloved community to propel them to succeed in school, in college and career, and lead a contributory life.

### SOLE TRAIN: BOSTON RUNS TOGETHER

In Sole Train's **restorative running and mentorship program**, middle school students (Young Soles) train together with adult mentors (Old Soles) to complete a long-distance race as one in a non-competitive fashion. High School students, who are Sole Train alum (Mid Soles), receive **leadership development training in a paid work experience** to assist Site Coordinators with program administration and inspire Young Soles. Through **weekly practices and City-wide community events**, 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**. Both the youth and adults experience greater appreciation for each other, gaining a sense of beloved community within, and beyond, their **15 school and community center campuses**.



### TRINITY EDUCATION FOR EXCELLENCE PROGRAM (TEEP)

TEEP is a **pipeline program** for middle and high school students that nurtures a love of learning, community, and self within a trusting community using the 5Rs (Respect, Responsibility, Restraint, Reciprocity, and Redemption). Through **academic enrichment, admissions support, leadership development, peer mentoring, and progressive paid employment experience** for high school alumni (LDP), youth develop their identity and voice, grow as mentees, mentors, and leaders, and prepare for right-fit schools and careers. A **full-time clinician** ensures both students and staff have access to invaluable **mental health support** during summer programming. Alumni become leaders in the community and workforce.



# CLINICAL CARE PATHWAY

This pathway builds healing communities for youth and youth workers through:

- Individual and group clinical therapy
- Supporting self-awareness and growth for adults in a safe community
- Restorative trauma-inclusive training and coaching

To build their psychological resilience, school-aged youth need to be embraced by communities of healthy adults. Mental health support for youth workers ensures they can better serve youth to that end supporting improved life outcomes.

## 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. We provide outpatient clinical services for individual care and work within organizations such as City Year, Life Together, and the Massachusetts Department of Youth Services (DYS) to build a restorative culture 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 clinically informed program** at the McCormack Middle School, one of the most under-resourced schools in Boston, we support the school's youth and staff in beloved community through

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

# ORGANIZATIONAL CHANGE PATHWAY

This pathway advances racial 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

Social-Emotional Learning (SEL) is an integral part of individual human development. It is equally important at the systems level in advancing educational equity and excellence through authentic partnerships between schools, families and communities.

## ORGANIZATIONS SUPPORTED INCLUDE:



## ORGANIZATIONAL EQUITY PRACTICE (OEP)

OEP works to **dismantle institutional barriers rooted in systemic racism** by training and building solidarity among leaders/staff from other youth serving organizations. Healing the traumatic impact of systemic racism on youth of color in Boston requires collective thinking, commitment, and action to change policies and processes. As such, OEP centers learning in beloved community, building relational connections that allow people across the organizational hierarchy to see each other as whole human beings through these offerings:

- **Cross-organizational collaboration and dialogue**, workshops for specific audiences (teachers, clinicians, non-profit staff, volunteers, etc.)
- The **Racial Equity Senior and Emerging Leaders Learning Circles**, peer learning communities for leaders engaging in race-based organizational transformation
- **Training and consulting opportunities** for local and regional organizations
- **Free monthly supportive healing spaces** for POC working in the non-profit sector



# WAYS TO ENGAGE IN OUR WORK

## STAY INFORMED AND LEARN MORE:

- **Visit** our website at [trinityconnects.org](https://trinityconnects.org)
- **Follow us** on Facebook, Instagram, X, and LinkedIn at @tbconnects
- **Email us at** [contact@trinityconnects.org](mailto:contact@trinityconnects.org) to receive newsletters, invitations to events, updates on our programs, or to request a call, visit, or more information.



## GIVE TO TBC ANNUALLY

Make a financial contribution to support TBC now and in the future.

**Make a one-time or monthly contribution** via check, a donor-advised fund (DAF), or online by credit card on our website. Checks made payable to Trinity Boston Connects, 206 Clarendon Street Boston, MA 02116.

**Make a gift in honor or in memory of someone special** in your life. We will inform the honoree or family member of your thoughtful contribution.

**If you work for a company that "matches" charitable donations**, check for eligibility requirements and submit a matching gift request.

## CONSIDER A PLANNED GIFT

Sustain Trinity Boston Connects into the future. Join a growing list of legacy donors who have generously chosen to help ensure ongoing operations through Gifts by Will, from Retirement Plans, and of Life Insurance with Income Retained.

## GROW TRINITY BOSTON CONNECTS' ENDOWMENT

You may choose to designate one-time or planned gifts to increase TBC's Endowment. Endowment gifts may be designated to existing funds or to establish a new fund such as **The Reverend Samuel Thames Lloyd III Memorial Fund, established in 2022.**

Please contact Sheila Peterson, [speterson@trinityconnects.org](mailto:speterson@trinityconnects.org) to find out more.

## VOLUNTEER

Volunteers are vital to sustaining the important work of TBC. A **range of opportunities** include assisting in annual events like the Bostonians for Youth gala and Sole Train 5k, participating as a Team Trinity member via the Rodman Ride for Kids or Boston Marathon, as well as becoming a youth mentor in TEEP or as an Old Sole in Sole Train.

*To learn more about Trinity Boston Connects, its programming, or its volunteer opportunities, please visit our website.*



# P A T H W A Y

## TBC'S HEALING PATHWAYS FOSTER BELOVED COMMUNITY

TBC uniquely centers Boston's youth of color in a healing community of support through direct service and the empowerment of youth workers and youth-serving organizations. TBC's pathways integrate to create powerfully grounding, affirming experiences that guide youth and adults in deepening the social-emotional learning (SEL) skills needed to heal and thrive, whether academically or professionally.

### YOUTH DEVELOPMENT AND LEADERSHIP (YDL):

**SEED Impact Competency Ladders™** chart our students' SEL growth in the domains of Being (Character & Resilience), Doing (Self-Efficacy), and Relating (Community Connectedness) necessary for healing. **Boston After School and Beyond (BASB)** also provides TEEP with external program evaluation.

SERVING  
**670+**  
YOUTH

### SOLE TRAIN

- Young Soles achieved **21%** average SEL growth in all three domains; Mid Soles experienced a **20%** average SEL gain.
- **85%** of youth say Sole Train improved their ability to set and achieve goals; **100%** Mid-Soles built job readiness skills

### TEEP

- TEEP earned perfect BASB evaluation ratings (**4.0**) in program quality, i.e. "Staff Promoting Youth Engagement and Stimulating Thinking"
- BASB evaluation showed students were **above benchmark** in all measured academic and career readiness skills including self-regulation, communication, and social awareness and relationships.

*Reflecting on the program year, **96%** of Old Soles (volunteer mentors and coordinators) surveyed stated that Sole Train met, exceeded, or greatly exceeded their expectations.*



# I M P A C T

## CLINICAL CARE PATHWAY:

### TRINITY@McCORMACK

- Students in clinical care achieved a **37%** increase in SEL competencies over three years; students nationwide experienced significant SEL setbacks.
- Gains in SEL lead to academic success: **83%** of students advanced a grade, while increasing grades **19%** from their first to third years.
- **50+%** of classrooms/administrative spaces created a peace corner or trauma-informed seating/learning environment.
- **85** restorative justice circles held to raise awareness of school-wide issues, repair relationships, and offer space for reflection, growth, and healing.

### TBCC

- Provided **488** hours of clinical counseling, **257+** pro-bono/reduced fee sessions.
- **95%** of TBCC clients improved or maintained positive coping compared to **86%** at other centers.
- **83%** of group training/support participants improved relationships with each other and their organization's leadership.

*TBC and SEED Impact developed groundbreaking social emotional learning measures for adult leaders for the first time. Research shows that social, emotional, and cognitive intelligence are predictors of professional effectiveness in management and leadership roles.*

## ORGANIZATIONAL CHANGE PATHWAY:

### OEP

- Participants in **six- and ten-month** cohort training programs deepen their identity as values-driven leaders in envisioning and implementing racial equity in organizations.
- **11** Senior Leaders achieved an overall SEL gain of **15%**, advancing in Being (from Moving to Growing), Doing (as a Collaborator), Relating (from Belonging to Interconnection).

SERVING  
**173+**  
YOUTH WORKERS

SERVING  
**140+**  
ORGANIZATIONAL  
LEADERS

SERVING  
**66+**  
ORGANIZATIONS







## 2022 BOSTONIANS FOR YOUTH

TBC held its 15th annual Bostonians for Youth (BFY) gala in person on June 9th at the Fairmont Copley Plaza. More than 250 people celebrated our collective vision for an equitable Boston, with *Healing Through Action* as the event's theme. We had the privilege of hearing from former TEEP and Sole Train alumnus, **Steven Rodenas**. Steven shared the powerful impact that these program experiences had on him and how he has carried that forward into his roles as an adult educator and community leader.

The evening also featured a moving spoken word musical piece from recording artist and songwriter **Echezona "Eche" Onwuama**. Eche artfully illuminated the experiences of young POC growing up in Boston and what TBC's healing in action looks like for this community. "I can taste the fruits of our laborers and immigrants who chose Boston as a foundation to make a difference."

We were extremely honored to present the **Leader of Change** award to **Devin McCourty**, former New England Patriots defensive back, 11-time defensive captain, and three-time Super Bowl Champion. Devin has positively influenced the internal culture of the Patriots organization while also making a sustainable impact on social justice and racial equity issues at the federal, state, and local levels.

We cannot thank our guests and sponsors enough for helping TBC celebrate our impact while raising \$415,000!

"My hope is for people to look outside of themselves and see that they can make a difference if they see, listen, and try to understand what other people go through."  
- Devin McCourty

## 9TH ANNUAL SOLE TRAIN 5K

On the sunny Saturday afternoon of October 29th, the Sole Train community gathered for its 9th annual Sole Train 5k in Franklin Park. The once vibrant green leaves turn red, orange, and yellow with the season's change, and more than 100 individuals — many in costume — walked, jogged, and ran the 5k course with Young Soles, Old Soles, family, and friends.

The event raised \$55,000 thanks to registration sign-ups and sponsors including the Daymarc Foundation, Dick's Sporting Goods, and the Martin Richard Foundation among others, as well as support from the Boston Athletic Association (BAA) Boston Running Collaborative.

If you looked carefully, you may have witnessed a group of smiling joyful youth dressed appropriately as the Incredibles, knowing very well that like the superheroes, they too are incredible.

To learn more about participating in the Sole Train 5K or becoming a sponsor visit [soletrain5k.com](https://soletrain5k.com) or email [contact@trinityconnects.org](mailto:contact@trinityconnects.org).





## TEAM TRINITY: 2022 BOSTON MARATHON AND RODMAN FOR KIDS

Many define Beloved Community as a group of people with a collective vision of an equitable and just living environment. The 2022 Team Trinity exemplifies what a **Beloved Community** is.

With deep gratitude and admiration, we acknowledge this team and those who supported their training and fundraising. The team collectively raised over \$165,000 in support of Sole Train via the Boston Athletic Association's **127th Boston Marathon** charity program, and TEEP through the 32nd annual **Rodman Ride for Kids** event.

On **April 18, 2022, fourteen runners paved their way** through the coveted blue lines from Hopkinton to Boylston and crossed the **Boston Marathon** finish line. Once again, the team was racially and demographically diverse with members of Black, White, Cape Verdean, Asian, Indian, and Latinx ethnicities. Additionally, several marathon team members are also part of the Black Girls Run, Pioneers Run Crew, and Unnamed Run Crew communities which partner with TBC's Sole Train program, and several of whom are Old Sole volunteers.

An equally diverse group of **43 members came together** for the **Rodman Ride for Kids** event on **September 24th** comprised of long-time and new donors, members of TBC's Board of Directors and staff, Trinity Church parishioners, and families. On ride day, Team Trinity riders enjoyed a 25-or-50-mile scenic Foxboro route culminating with a fun-filled community BBQ, while off-site virtual participants opted to choose their own adventure which included a set number of yoga sessions, several rounds of golf with friends, or a shorter bike route around their neighborhood.

**A true community** began developing in the months leading up to the events with new and veteran runners or riders coordinating weekend runs and rides and supporting one another's fundraising campaigns. Cheers to these two dynamic communities for relentlessly meeting their goals so that TBC's youth development and leadership programs can continue to support countless youth of color in Boston.

If you are interested in learning more about the ways you can be part of Team Trinity, visit the TBC website or email [contact@trinityconnects.org](mailto:contact@trinityconnects.org).



## Boston Marathoners

Rachel Aldrich  
Jacki Aldrich-Hunt  
Anita Baptist  
Sherley Belizaire  
Katonya Burke  
Olivia Clachar  
Maria Fernandes-Dominique  
Jomart Joldoshev  
Courtney Joly-Lowdermilk  
Chrylann Lewis  
Ben Reese  
Jenne Scholz  
Angel Tirado  
Richard Webster

## Rodman for Kids Riders/ Participants

Chris Allen\*  
Nadja Andrade  
Eric Arcese\*  
Christine Arcese  
Marty Childs  
Michelle Coleman\*  
Harvey Davidson\*  
Matt Diver\*  
Henry Diver\*  
Dave Donelan\*  
Rhiannon Esposito  
Charles George  
Cindy Gordon  
Katherine Gross  
Pauline Haddad  
Julie Hernandez\*  
Charmane Higgins\*  
James Houghton\*  
Wayne Johnson  
Debbie Johnson  
Betsy Kimball  
Mark King\*  
Lonsdale Koester  
Lois McClosky\*  
David McFerrin\*  
Madeline McNeely\*  
Carsten Miller\*  
Dewey Nichols  
Jill Norton  
Louise Packard  
Mike Parker\*  
Sheila Peterson\*  
John Peterson  
Asha Ragin  
Christine Rose\*  
Dan Ross\*  
Courtney Small\*  
Christopher Smart\*  
Bob Smith  
Shelby Smither  
Pam Waterman\*  
Aaron Yu\*

\*denotes in-person rider



# THANK YOU TO OUR 2022 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](mailto:contact@trinityconnects.org) with any corrections.*

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 Emily Anderson  
 David Andrade  
 David Angelo  
 Anonymous (3)  
 Vivek Aranha  
 Lori Aranha  
 Peter Atanasoff  
 Christopher and Jeffrey Atwood  
 Lucia Auguiste  
 Benjamin Auspitz  
 Charlotte Ave  
 Yolanda Azcunaga  
 Beth Backer  
 Paul Balm  
 Dani Ban  
 Allwyn Baptist  
 Gladwyn Baptist  
 Selwyn Baptist  
 Donna Barboza  
 Ruanne Barnabas  
 Billy Barnes  
 Melanie Barone  
 Megan Barrett  
 Sylvia Barrett  
 Chrylann Barrett-Lewis  
 Murat Basymbekov  
 Rene Becker  
 Jessica Bedney  
 Rokeya Begum  
 Mary and Michael Behnke  
 Sherley Belizaire  
 Yolie Belizaire  
 Benevity Community Matching Gift  
 Barbara Bennett  
 Adrienne Benton  
 The Reverend Lawrence R. Bergstresser  
 Sanjay Bhaskaran  
 Xenia Johnson Bhembe

Gregory Bilton  
 Alexandra Burke and Christopher Birch  
 Garrett Boccardi  
 Jon Bodway  
 Elsa Bondlow  
 Valentina Bosotti  
 David Bottegal  
 Laura Bouclainville  
 Jane Bowers  
 Ethan Brackett  
 Peggy Brennan  
 David Brown  
 Debra Brown  
 Molly Brown  
 Elise and Pierce Browne  
 Darcy Brownell  
 Alexander Brustmeyer  
 Mary Kay Burnett  
 Rory Burns  
 Brenda Bush  
 Sarah Byrnes  
 Richard Callahan  
 John Carmichael  
 Rebecca Carson  
 Charlie Casartello  
 Hazbleydi Cervera  
 Yully Cha\*  
 Ravishankar Chamarajnagar  
 Terri and Steve Chan  
 Peter Chan  
 Wenyuan Chen and Jun Han  
 Paul Cherchia  
 Chien-Bui Family Fund  
 Sharon Chilton  
 Partho Chouhury  
 Jennifer Christofferson  
 Grace Clark  
 Carolyn and John Clark  
 Jeffrey Clark  
 Chelsea Cobb  
 Ty Cobb  
 Charlotte and David Cohen  
 Maggie Cohn  
 Michael Coleman  
 Brittany Collier  
 Kate Collins  
 Debora Compton and Paul Barbone  
 Christie Connell  
 Magnolia Contreras  
 Elizabeth Cook  
 Shalini Cornelio  
 J.P. Cosgrove  
 Sandra Cotterell  
 Vicki Crowder  
 Luis Cuellar  
 Richard D'Souza  
 Federico Da Silva  
 Doris and Brian Daley  
 Olive Darragh  
 Darly G. David  
 Ewana Davis  
 James Dawson  
 Tom Deady  
 Kevin Deal  
 Monica Dean  
 Tiziana Dearing  
 Nikita Debarros  
 Peter DelGreco  
 Sarah and David Delmar  
 Janelle Dibinga  
 Emilio Dorcelly  
 Kimmiya and Steven Dorsey  
 Barbara Dortch-Okara and Ebi Okara

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Peter Dsa	Guliza Isaev	Stacey Marlow	Jan Aramini
Regina Dugan	Katrina Iserman	Candelaria Martinez Ravenna	and Michael Pettersen
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David Esteras Ribera	Stephen Jordan	Emma McMahan	Red Hat - Benevity
Sean Everton	Gregory Jorjorian	Madeline McNeely	Lisa and Ralph Reese
Yakov Faitelson	Yvel Joseph	Meg McPhee	Jennifer and Phil Reese
Pablo Falcon	Larry Joseph	Jay McQuaide	Mike Reese
Steven Feinberg	Mary and Rob Kahn	Mary Fran and Jack McShea	Hillary Reilly
Darryll Fernald	Vasken Kaloustian	Katie Mears	Mary and Peter Renner
Shannon Fiala	Austin Kane	Joseph Mega	Aisha Resendes
Violette A. Fiala	Jennifer Kanyugi	Craig Melzer	Miguel Rey
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Tracy Fitzpatrick	Louis Khouri	Chris Meyer	Allie Roderique
Maureen Flannery	Tessa Kilby	Britt Mikkelsen	Raul Rodriguez
Erik Foland	Edwin L. Kimball	Sarah Monaco	Mary Roetzel
LeAnn Fonner	Barbara and Dan Kirby	and Peter Monaco	Jonathan Rotenberg
Abigail Forrester	Lonsdale and Torin Koester	Andrew Monteiro	Kate-Marie Roycroft
Kelsea Forrester	Erika Kohn	George Montgomery	Elizabeth Rueppel
Marissa Frank	Peggy and Larry Kohn	Pat Moon	Judith Ruley
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Jaclyn Friedman	Emily Koufakis	Terrance Moreau	Cheryl and Tom Russo
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Greenwich Bay Residential	Tesa Leonce	Kathleen Nilles	Ashleigh Schopen
Anthony Griffiths	Jane LePage	Latasha Nisbett	Bethany Schramm
Sue Haff	Michaela Levin	Sarah Norman	James Seibel
Comfort and Greg Halsey	Colleen Corcoran	Amanda Northrop	Marva Serotkin
Cheryl Harding	and Paul Linn	Gordon Norton	Philip Severin
David Harris	Janice Litvin	Michael O'Neil	Brian Shankey
Kara Healey	Rick Loessberg	Claire O'Rourke	Tevell Shelton
Katherine Hein	Karen Lombardo	Patricia O'Rourke	Alvaro Sierra
Jasmin Henville	Amanda Lopardo	Abigail Ojeda	Elana Silver
Leslie Hergert	Lucia Louis	Emily and Chuks Okoli	Amy Skorich
Teresa Hernandez da	Andrea Lowe	Jacqueline Okoth	Delaney Slough
Alessandro	Bruce Lucas	Omotayo Okusanya	Michael Smith
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Hicks Auto Body, Inc.	and Alex Beam	Andres Padilla	Kashmira Solanki
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Emily Hotaling	and Daniel Packard	Hollie Pavlica	Christine Sooklal
Christine and Thomas Hubbard	Alan MacRae	Edward Pendergast	Teresa Sothcott
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Beth Hurley	Elizabeth Mahoney	Ellen Peterson	Dawn Stephenson

Louis Stern  
 Kelsey Steven  
 Rossana Stitik  
 Eric Stivers  
 Susan and Jim Stockard  
 Mercedia Strachan  
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 Karen Surgent  
 Caitlin Sweeney  
 Samantha Symonds  
 Ellie Tanji  
 Xin Tao  
 Juanita Taylor  
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 Laura Teran  
 Sanjeet Thadani  
 Roshni Thomas  
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 Tory Williams  
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 Gemma Wilson  
 Elin Winter  
 Mary and Gary Wolf  
 Linda Wolk  
 Ross Wood  
 Claudia and Luke Wootten  
 Emilie Wurmser  
 Cheryl and Larry Zomerski  
 Eric Zhao  
 Jean and Colin Zick

\*denotes 2022 TBC BOD member

“ In my  
 defense,  
 you and I live in two  
 different worlds in  
 the same city.

But I champion the  
 best in you, I just  
 want you to do the  
 same for me.

- Echezona “Eche”  
 Onwuama, Artist and  
 Songwriter



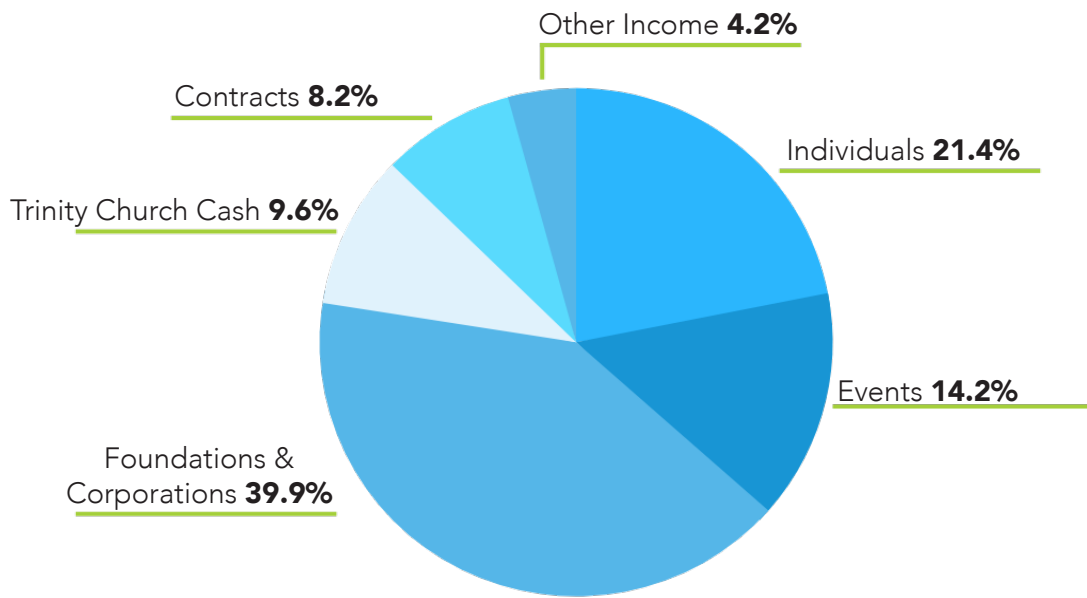
## LEGACY DONORS

A very special thank you to our endowment donors who provide funds to sustain TBC's future. A new fund was created in 2022 to honor the memory of The Reverend Samuel Lloyd in recognition of his vital support for TBC in its formative years while serving as Trinity Church in the City of Boston's Rector.

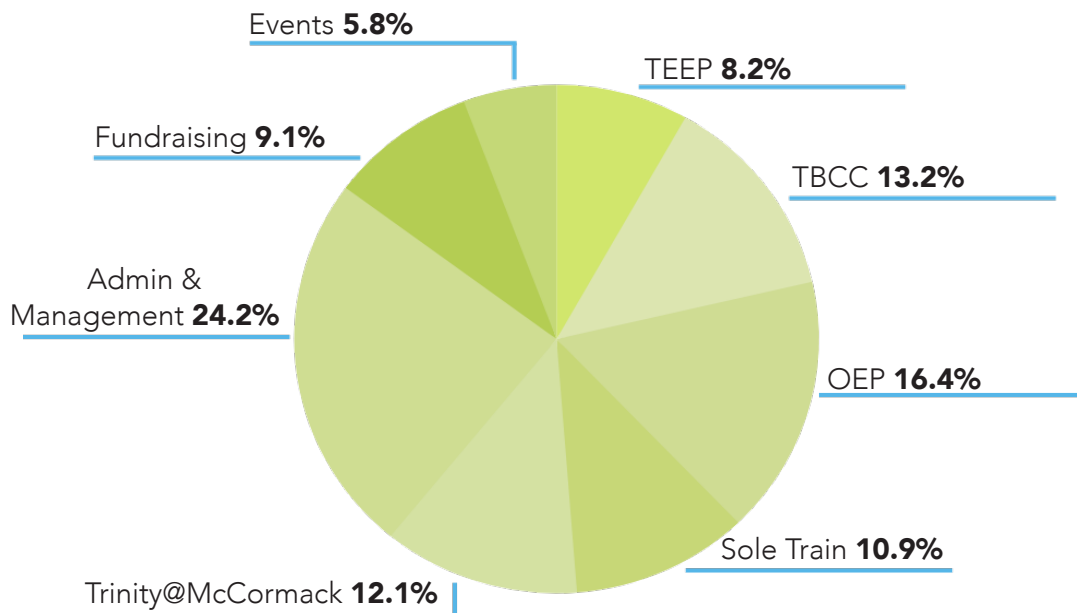
- **The Thompson Lloyd Memorial Fund**  
Julie and Bill Thompson
- **The Reverend Samuel Thames Lloyd, III Memorial Fund**  
Judy and Bill Steul



## 2022 REVENUES BY SOURCE



## 2022 EXPENSES BY PROGRAM



	Budget 2023	Actual 2022	Actual 2021	Actual 2020	Actual 2019	Actual 2018
<b>REVENUES</b>	\$ 3,604,450	\$ 2,875,855	\$ 3,290,049	\$ 3,095,303	\$ 2,844,752	\$ 2,930,901
<b>EXPENSES</b>	\$ 3,604,450	\$ 3,283,983	\$ 3,036,154	\$ 2,930,839	\$ 3,041,439	\$ 2,827,861
<b>NET</b>	\$ -	\$ (408,128)	\$ 253,895	\$ 164,464	\$ (196,687)	\$ 103,040

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

# STAFF & LEADERSHIP

AS OF SEPTEMBER 1, 2023

## EXECUTIVE TEAM

**Charmane Higgins**, Executive Director

**Sheila Cody Peterson**, Chief Development and Communications Officer

## DEVELOPMENT AND COMMUNICATIONS

**Daisy Guzmán**, Associate Director of Development

**Shakira Floyd**, Development Operations and Events Manager

**Valete Graham**, Institutional Giving Program Manager

## FINANCE AND OPERATIONS

**Mello Barros**, Finance and Operations Manager

**Quinn Tao**, Finance Assistant

## TRINITY EDUCATION FOR EXCELLENCE PROGRAM

**Jason Greene**, Director

**Nickolas "Nick" Dell**, Associate Director

## SOLE TRAIN: BOSTON RUNS TOGETHER

**Jess Leffler**, Director

**Alicia Ridenour**, Associate Director

**Nahima Soto-Gonzalez**, Program Manager

**Edison "Eddie" Ho**, Program Coordinator

## TRINITY BOSTON COUNSELING CENTER

**Nate Harris**, Director

**Asha Ragin**, Clinical Director

**Colleen Meade**, Administrative Assistant

**Ken Herbert**, Clinician

## TRINITY@McCORMACK

**Adina Davidson**, Manager of Restorative Practices and School Climate

**Mayra Guerra**, Administrative and Student Support Assistant

## ORGANIZATIONAL EQUITY PRACTICE

**D Farai Williams**, Director

**Danny Pang**, Client and Operations Coordinator

**Aerin Marshall-Barnes**, Equity Practitioner



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