At 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.
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.
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.)

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 BOSTON COUNSELING CENTER (TBCC)

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.
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
- Follow us on Facebook, Instagram, X, and LinkedIn at @tbconnects
- Email us at 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 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.
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

Solo 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, 48% of Old Soles (volunteer mentors and coordinators) surveyed stated that Sole Train met, exceeded, or greatly exceeded their expectations.
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.

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).

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.

IMPACT
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

2022 BOSTONIANS FOR YOUTH

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 or email 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.

**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*
Charmaine 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*
Courtneay 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 with any corrections.

### $100,000+

- Aldrich* Family Charitable Foundation
- Anonymous Foundation
- The Boston Foundation
- State Street Foundation
- Judy and Bill Steul

### $25,000 - $99,999

- Anonymous
- The Charlotte Foundation
- City of Boston
- The Daymarc Foundation
- Gardner Howland Shaw Foundation
- Global Partners, LP
- Barbara and Amos Hostetter
- Income Research & Management
- Liberty Mutual Foundation
- The Llewellyn Foundation
- Miss Wallace M. Leonard Foundation
- Rodman Ride for Kids (Team Trinity)
- The Schrafft Foundation
- Pamela and Peter Voss

### $10,000 - $24,999

- Anonymous (4)
- The Beker Foundation
- Boston After School & Beyond, Inc.
- CLA Foundation
- Dean Welfare Trust
- The Dick's Sporting Goods Foundation
- Dozier Gardner Family Fund
- The Goldhirsh Foundation
- Stephen Hendrickson and David McCord
- John W. Alden Trust
- Elizabeth L. Johnson
- Lula Kopper
- David* and Stephanie Lawrence
- Nora Leary
- Martin W. Richard Charitable Foundation
- Louise Packard and Murray Metcalf
- New England Patriots Charitable Foundation
- Rae Family Charitable Foundation

### $5,000 - $9,999

- Adelard A. and Valeda Lea Roy Foundation
- Anonymous (3)
- AppViewX Inc
- Shanauh Beamon* and Michael Chinn
- Blue Cross Blue Shield of Massachusetts
- Boston Evening Clinic Foundation
- Boston Red Sox Foundation
- Catholic Health Foundation of Greater Boston, Inc.
- Marty Childs
- Dashing Running LLC
- Allison and David* Donelan
- Enhancing Tomorrow Foundation Trustees
- Paige and Peter Fisher
- Elisabeth Frost and Paul Zintl
- The Hamilton Company Charitable Foundation
- Elisabeth and George Ireland
- Jinny Chalmers Fund for Education Justice
- Abby Johnson and Chris McKown
- Justice Resource Institute
- Judith and Mark King
- Pam and Stuart Mathews
- Devin McCourty
- Laura McCaggart and Thomas Nolan
- Joyce and Jim Morgan
- Margaret and Albert Mulley
- New Commonwealth Racial Equity and Social Justice Fund
- Martha and Michael Parker
- Silliman & Perry Rockwell Charities Fund
- Shari Loessberg and Christopher Smart*
- Elizabeth* and Robert Smith
- United Way of Massachusetts Bay
- Windhover Foundation

### $1,000 - $4,999

- Megan and David Zug
- Ronald Akie and David Mooney
- Janet and David* Aldrich
- The Reverend Morgan* and Missy Allen
- Julia Anderson
- Anonymous
- Christine and Eric* Arcese
- Gabriela Artavia
- Pippa and Jonathan Asker
- Bank of America, Employee Giving Program
- Anita and Glen Baptist
- Barings, LLC
- Jan Beaver
- Mimi and George Bennett
- Priscilla Bok*
- Gaye and Alexander T. Bok
- Boston Police Activities League, Inc.
- Jackie and Scott Boudreau
- Phyllis Brooks
- William Buffett
- Katonya Burke
- Suzie Tapson and Gordon Burns
- Elaine Chow
- City Year, Inc.
- Taryn Coe
- Carol and Mike Coe
- Kevin Coe
- Eddie Coggeshal
- Stephanie Correia
- Martha and Robert Cowden
- Anne Croak
- Cummings Properties, LLC
- Judy and Bill Steul
- Dedham Savings
- Sarah and David Delmar
- Carl Desinord
- Joanne and Kevin Diver
- Nicolle and Matt* Diver
- Happy and Robert Doran
- Helene Faneuil
- Jeannette and Josh Fiala
- Fifth Generation, Inc.
- Paul Finnegan
- Sula Fiszman and Jack Bergman
- Judy and Doug Fitzsimmons
- Charles L. George*
- Maryann and John Gilmartin
- Alicia Green Gennaro
- Joan Hadly
- Susan Halby
- Brian Hale
- Kara and Kyle Hemminger
- Audrey and Richard Henderson
- Connie Coburn and James Houghton
- Debbie Johnson*
- Jomart Joldoshev
- Courtney and Tara Joly-Lowdermilk
- Ruth Morris and Peter Kelly
- William Kieffer and James May
- Melinda and Herndon Lackey
- Lisa and Stephen Lebovitz
- Catharine Melhorn and John Lemly
- Tanya and Peter Lewis
- Life In Color Foundation
- Lingzi Foundation
- McHugh Family Fund
- Mentor Charitable Fund Inc
- Elizabeth and Keith Morgan
Nina and Marshall Moriarty
JD Moriarty
Kathleen Hirsch and Mark Morrow
The Nellie Mae Education Foundation, Inc
Ali Niakosari
Nike
North Hill Needham, Inc.
Jill* and Read Norton
Catherine Owens
Prudential Financial Matching Gifts
Ben Reese
Jessica and Andrew Richardson
Janet Roche
Addie Swartz and Joel Rosen
Caroline and William Rotch
Lisa Rubin-Johnson and Glenn Johnson
Ann-Elizabeth and Philip Rueppel
Salesforce.org
Tricia and Chris Schade
Nancy Scull
Wendy Shattuck and Sam Plimpton
Pipier Smith-Mumford*
and Gregory Mumford
Paul Snider
Jen Squitieri
Anne Stetson
Kechia Brustmeyer-Brown
Laurie Buchta
Nancy and Joe Casimiro
Judy and Randy Chrestofferson
Leslie Colburn
Michelle Coleman and Pamela Waterman
Barbara and Jim Conen
Corina Higginson Trust
Kathy and David Dahl
Helen and Tom Daley
Linda and Harvey Davidson
Simon Eccles
Duane Edwards
Megan and Derek Edwards
Ann and Fabio Fantozzi
Judi and George Fiala
Mary Jane and Jim Fowkes
Sukaina Garcia and Christopher Parris*
Pauline* and Alberto Haddad
Gael Henville
Charlene Hyle
Vincent James
Judith Malone and Stephen Kidder
Caroline Kreibiel
Nancy Langhans
Pam Lassiter
Betty and Charles Lebovitz
Joshua Leffler
Loose Plate
Lupfer - Berseth Gift Fund
Joan Goldberg and Thomas Malone
The Margaret Gifford School, Inc.
Lois McCloskey
Dave McGillivray
Michael Newton
Anne and Henry Ogilby
Osborne Group LLC
Elizabeth Patton
Floranne Reagan
Lydia Rodman and Lusto Fisher
Teresa Rodriguez
Daniel Schwartz
Lynn and Peter Smiledge
Sherly Smither* and Ernest Smither
Angel Tirado
Louise Wang
Adrian Walker*
Patrick Ward
David A. Wilson

$100 - $499
2 Sons Auto Brokers
Salimah Abdul-Khabir
Nancy Accime
Kiarash Ahmadi
Jessica Albers
Catherine Aldrich
Pete Aldrich
Jacqueline Aldrich-Hunt and Dustin Hunt
Pedro Antonio Algaba
Jaime Almeyda
Henry Alvarado
Amazon Smile Foundation
Melissa Anderson
Emily Anderson
David Andrade
David Angelo
Anonymous (3)
Vivek Aranha
Lori Aranha
Peter Atanasoff
Christopher and Jeffrey Atwood
Lucia Auguste
Benjamin Auspitz
Charlotte Ave
Yolanda Azcunaga
Beth Backer
Paul Balm
Dani Ban
Allwyn Baptist
Gladywn 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 Brennen
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
Hazelbydey Cervera
Yully Cha*
Ravishankar Chamararajnagar
Tori and Steve Chan
Peter Chan
Wenyuang Chen and Jun Han
Paul Cherchia
Chien-Bui Family Fund
Sharon Chilton
Partho Chouhury
Jennifer Chrestofferson
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 Deadly
Kevin Deal
Monica Dean
Tiziana Dearing
Nikita Debarros
Peter DelGreco
Sarah and David Delmar
Janelle Dibango
Emilio Dorcely
Kimmilya and Steven Dorsey
Barbara Dortch-Okara and Ebi Okara

$500 - $999
Susan and Christopher Alberti
Rachel Aldrich and Alex Chrestofferson
Jonathan Aldrich
Janice Allen
Anonymous (4)
Apple Inc
Susan Ayers and Nancy Salonpuro
Baker Root Family Foundation, Inc.
Barbara Bauman
Kechia Brustmeyer-Brown
Laurie Buchta
Nancy and Joe Casimiro
Judy and Randy Chrestofferson
Leslie Colburn
Michelle Coleman and Pamela Waterman
Barbara and Jim Conen
Corina Higginson Trust
Kathy and David Dahl
Helen and Tom Daley
Linda and Harvey Davidson
Simon Eccles
Duane Edwards
Megan and Derek Edwards
Ann and Fabio Fantozzi
Judi and George Fiala
Mary Jane and Jim Fowkes
Sukaina Garcia and Christopher Parris*
Pauline* and Alberto Haddad
Gael Henville
Charlene Hyle
Vincent James
Judith Malone and Stephen Kidder
Caroline Kreibiel
Nancy Langhans
Pam Lassiter
Betty and Charles Lebovitz
Joshua Leffler
Loose Plate
Lupfer - Berseth Gift Fund
Joan Goldberg and Thomas Malone
The Margaret Gifford School, Inc.
Lois McCloskey
Dave McGillivray
Michael Newton
Anne and Henry Ogilby
Osborne Group LLC
Elizabeth Patton
Floranne Reagan
Lydia Rodman and Lusto Fisher
Teresa Rodriguez
Daniel Schwartz
Lynn and Peter Smiledge
Sherly Smither* and Ernest Smither
Angel Tirado
Louise Wang
Adrian Walker*
Patrick Ward
David A. Wilson

$100 - $499
2 Sons Auto Brokers
Salimah Abdul-Khabir
Nancy Accime
Kiarash Ahmadi
Jessica Albers
Catherine Aldrich
Pete Aldrich
Jacqueline Aldrich-Hunt and Dustin Hunt
Pedro Antonio Algaba
Jaime Almeyda
Henry Alvarado
Amazon Smile Foundation
Melissa Anderson
Emily Anderson
David Andrade
David Angelo
Anonymous (3)
Vivek Aranha
Lori Aranha
Peter Atanasoff
Christopher and Jeffrey Atwood
Lucia Auguste
Benjamin Auspitz
Charlotte Ave
Yolanda Azcunaga
Beth Backer
Paul Balm
Dani Ban
Allwyn Baptist
Gladywn 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 Brennen
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
Hazelbydey Cervera
Yully Cha*
Ravishankar Chamararajnagar
Tori and Steve Chan
Peter Chan
Wenyuang Chen and Jun Han
Paul Cherchia
Chien-Bui Family Fund
Sharon Chilton
Partho Chouhury
Jennifer Chrestofferson
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 Deadly
Kevin Deal
Monica Dean
Tiziana Dearing
Nikita Debarros
Peter DelGreco
Sarah and David Delmar
Janelle Dibango
Emilio Dorcely
Kimmilya and Steven Dorsey
Barbara Dortch-Okara and Ebi Okara

$500 - $999
Susan and Christopher Alberti
Rachel Aldrich and Alex Chrestofferson
Jonathan Aldrich
Janice Allen
Anonymous (4)
Apple Inc
Susan Ayers and Nancy Salonpuro
Baker Root Family Foundation, Inc.
Barbara Bauman
Kechia Brustmeyer-Brown
Laurie Buchta
Nancy and Joe Casimiro
Judy and Randy Chrestofferson
Leslie Colburn
Michelle Coleman and Pamela Waterman
Barbara and Jim Conen
Corina Higginson Trust
Kathy and David Dahl
Helen and Tom Daley
Linda and Harvey Davidson
Simon Eccles
Duane Edwards
Megan and Derek Edwards
Ann and Fabio Fantozzi
Judi and George Fiala
Mary Jane and Jim Fowkes
Sukaina Garcia and Christopher Parris*
Pauline* and Alberto Haddad
Gael Henville
Charlene Hyle
Vincent James
Judith Malone and Stephen Kidder
Caroline Kreibiel
Nancy Langhans
Pam Lassiter
Betty and Charles Lebovitz
Joshua Leffler
Loose Plate
Lupfer - Berseth Gift Fund
Joan Goldberg and Thomas Malone
The Margaret Gifford School, Inc.
Lois McCloskey
Dave McGillivray
Michael Newton
Anne and Henry Ogilby
Osborne Group LLC
Elizabeth Patton
Floranne Reagan
Lydia Rodman and Lusto Fisher
Teresa Rodriguez
Daniel Schwartz
Lynn and Peter Smiledge
Sherly Smither* and Ernest Smither
Angel Tirado
Louise Wang
Adrian Walker*
Patrick Ward
David A. Wilson
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

---

**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

---

**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**

---

*denotes 2022 TBC BOD member*
## 2022 Financial Summary

### Revenues

<table>
<thead>
<tr>
<th>Type</th>
<th>Budget 2023</th>
<th>Actual 2022</th>
<th>Actual 2021</th>
<th>Actual 2020</th>
<th>Actual 2019</th>
<th>Actual 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trinity Church Cash</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Foundations &amp; Corporations</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Contracts</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Other Income</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Individuals</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Events</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Type</th>
<th>Budget 2023</th>
<th>Actual 2022</th>
<th>Actual 2021</th>
<th>Actual 2020</th>
<th>Actual 2019</th>
<th>Actual 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>TEEP</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>TBCC</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>OEP</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Sole Train</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Admin &amp; Management</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
<tr>
<td>Events</td>
<td>$3,604,450</td>
<td>$2,875,855</td>
<td>$3,290,049</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
<td>$2,036,154</td>
</tr>
</tbody>
</table>

### Net

<table>
<thead>
<tr>
<th>Type</th>
<th>Budget 2023</th>
<th>Actual 2022</th>
<th>Actual 2021</th>
<th>Actual 2020</th>
<th>Actual 2019</th>
<th>Actual 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net</td>
<td>$ -</td>
<td>$(408,128)</td>
<td>$253,895</td>
<td>$164,464</td>
<td>$(196,687)</td>
<td>$103,040</td>
</tr>
</tbody>
</table>

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

BOARD OF DIRECTORS
Christopher Smart, Chair
Debbie Johnson, Vice Chair
Olie Thorp, Treasurer
Matt Diver, Assistant Treasurer
Shanuah Beamon, Clerk
The Rev. Morgan Allen, Rector
Dave Aldrich
Eric Arcese
Yully Cha
Margret Cooke
Dave Donelan
Charles L. George
Celia Mercer
Jill Norton
Dan Ross
Elizabeth Smith
Pipier Smith-Mumford
Shelby Smither
Dennis Tyrell, Ph.D.
Adrian Walker
Pam Waterman, Vestry Rep.

BOARD OF VISITORS
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
Shelby Wright
Colin Zick
Paul Zintl, Chair