



TRINITY BOSTON CONNECTS

2024 ANNUAL REPORT

HEALING CAN'T WAIT





TABLE OF CONTENTS

Message from the Executive Director	3 - 4
Mission, Vision, Strategic Response	5
Our 3 Essential Community Practices	6
Youth Development and Leadership Pathway	7
Clinical Care + Organizational Pathway	8
How to Engage with our Work	9
Our Impact	10 -11
2024 Bostonians for Youth Gala	12
Team Trinity	13
Thank You to Our 2024 Donors	14 - 17
Financial Summary	18
Staff and Leadership	19



A MESSAGE FROM THE EXECUTIVE DIRECTOR

At Trinity Boston Connects (TBC), our mission is to foster the power, leadership, and healing of Boston's youth of color. Whether you've been walking with us for years or are just learning about our work, we are deeply grateful you are here.

Our theme this year is simple but urgent: Healing Can't Wait. Young people of color in Boston carry the daily weight of systemic racism—in their schools, neighborhoods, and communities. Too often, the world asks them to be strong before they've had space to heal, or to lead before they've had the chance to rest. At TBC, our job is to make that space—by meeting young people with resources, care, and community so that healing can take root and leadership can flourish.

2023–2024 was a year of both transition and renewal. We said goodbye to long-serving leaders whose vision shaped our foundation. After two decades of exemplary service, Jess Leffler and Nate Harris moved on to senior roles at larger organizations. Asha Ragin, Clinical Director of the Counseling Center, launched her private practice. Sheila Peterson, our first Chief Development Officer, retired after five years of extraordinary contributions: building our Development and Communications team, strengthening our systems, expanding our social media presence, and helping the Bostonians for Youth (BFY) Gala exceed its \$400,000 event goal three years in a row. She also re-engaged critical funders such as the Cummings Foundation, State Street, and The Philanthropic Initiative. We celebrate these colleagues for building the strong shoulders on which we stand today.

At the same time in 2024, we welcomed new leaders to shepherd TBC into its next chapter. Aka Denjongpa joined in September as Chief Program Officer, bringing rich experience from Boys and Girls Club of Eastern Massachusetts and charter schools in Denver, Colorado. In December, Morgan Beckford, a veteran staff singer with Trinity Church in the City of Boston and former Director of the SilkRoad Project, became our inaugural Director of the Youth Development & Leadership Pathway. And Fiona Kelly, a May 2024 Northeastern University graduate, joined our Development and Communications team, bringing new energy to our work.

Toward the end of 2024 our Organizational Equity Practice (OEP) concluded its contracts with valued partners—Essex County Community Foundation, Maria Baldwin Community Center, Year Up, and More Than Words. The Counseling Center (TBCC) provided wellness workshops for youth



A MESSAGE FROM THE EXECUTIVE DIRECTOR

In alignment with our refreshed 2025–2030 strategic plan, and in response to shifts in the DEI space and rising costs of maintaining the Counseling Center as a group practice, our board and executive team made the difficult but necessary decision to close both the Counseling Center and the Organizational Equity Practice (OEP) at the end of 2024. This step allows us to concentrate resources where we can have the greatest impact: direct youth-serving programs—Sole Train, TEEP (Trinity Education for Excellence Program), and our decades-long whole-school culture partnership at Ruth Batson Academy (formerly the McCormack School).

Amid these transitions, there is much to celebrate. Our Rodman Ride team (36 riders, including 19 Trinity Church parishioners) raised over \$53,000—101% of goal. Our Marathon team (13 runners, 38% people of color) raised over \$141,000—111% of goal. And most notably, we received a 10-year, \$750,000 grant from the Cummings Foundation. These achievements underscore the strength of our community and the belief in our mission.

Through all of this, our purpose remains the same: to create spaces where young people of color feel seen, supported, and empowered to thrive. Healing is not a luxury—it is the foundation of leadership and the pathway to lasting change.

To our partners, funders, and community: thank you. You make it possible for young people who once felt invisible to rise as leaders with confidence and hope. Together, we are proving every day that healing is possible—and that when it happens, it changes everything.

With gratitude and excitement for what lies ahead,



Charmane Higgins
Executive Director, Trinity Boston Connects



OUR MISSION

The mission of Trinity Boston Connects is to heal the traumatic impact of systemic racism in Boston, and to create a more equitable Boston in which youth of color can thrive. We work through the integration of racial equity, trauma-informed care, and restorative justice practices (our 3 Essential Community Practices) in service of youth, youth workers, and youth-serving organizational leaders and staff.



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.



OUR 2024 STRATEGIC RESPONSE

At Trinity Boston Connects, we know real change goes beyond policies—it's about how people live, breathe, and show up for one another. Our three pathways once offered healing through siloed programs, but we recognized that alignment and collaboration would amplify our impact. In 2024, guided by the belief that healing requires change, we made a strategic shift to focus exclusively on our Youth Development and Leadership Pathway to maximize impact in the years ahead.

3 ESSENTIAL COMMUNITY PRACTICES

TBC's approach to healing addresses the impact of systemic racism on youth of color through three Essential Community Practices (3 ECP's): Racial Equity, Trauma-Informed Care, and Restorative Justice.



Builds the capacity for individuals to develop positive racial identities and for organizations to actively dismantle systemic racism.



Ensures that youth and adults are supported in environments that resist re-traumatization, with organizations embedding healing-centered practices into their policies and programs.



Empowers those most affected by harm to determine solutions, encouraging accountability and maintaining strong community connections.

TBC'S HEALING PATHWAYS

In early 2024, our three pathways—**Youth Development & Leadership, Clinical Care, and Organizational Change**—underwent a thorough impact analysis. We examined each program's effectiveness, operations, and culture to assess whether they could foster collaboration, drive change, and deepen impact. This process was rooted in our belief that healing across the city depends on our pathways working in unison. From this reflection, a vision emerged: one pathway stood out as most ready to create the conditions for beloved community—where voices are honored, relationships are restored, and growth is possible.

By the end of 2024, TBC's Board and Leadership concluded that the Youth Development & Leadership Pathway held the greatest potential for citywide impact, meeting a pressing need for culturally affirming, accessible, and transformative youth programs. As a result, we made the difficult but necessary decision to significantly scale back Organizational Equity Practice and pause the work of Trinity Boston Counseling Center.



TBC@RUTH BATSON ACADEMY (TBC@RBA)

Inside the halls of Ruth Batson Academy, transformation could be seen in circles of chairs where students, teachers, and staff came together. Restorative Justice wasn't just a policy—it became a rhythm of the school day. A harm done was met not with punishment, but with dialogue and accountability. Through a deepened partnership with UMass Boston, interns joined the effort, learning the practice of healing in real time while preparing for futures in social work, criminal justice, and public health. The program provided food, clothing, and care alongside restorative circles, reminding students that their school is a place where both basic needs and deeper wounds can be met with community.

SOLE TRAIN

Each week, middle schoolers gathered in parks and schoolyards, lacing up their sneakers and setting goals that once felt unreachable. At practice, a Young Sole might begin with doubt, only to discover strength in each mile, guided by an Old Sole's steady encouragement or a Mid Sole's knowing nod. In 2024, our largest site was the Richard J. Murphy School who shepherded runners across finish lines, proving that leadership can be both learned and passed on. Their journey culminated at Boston's Run to Remember, where runners—students, families, and mentors—crossed the finish line not just as individuals, but as a community.



TRINITY EDUCATION FOR EXCELLENCE PROGRAM (TEEP)

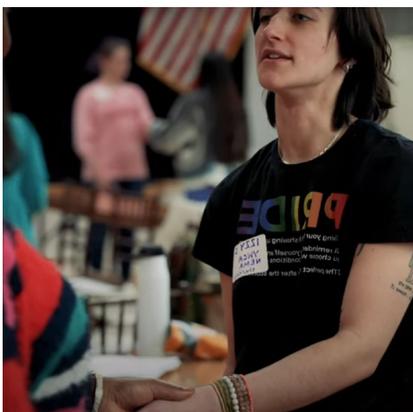
For nearly three decades, TEEP has been a place where young people find more than academic enrichment—they find belonging and possibility. In 2024, the program worked on providing academic enrichment and leadership development. A student might begin the year unsure of where they fit, and leave with a clearer path toward higher education, new friendships, and the sense that their future is worth investing in.

TRINITY BOSTON COUNSELING CENTER (TBCC)



Behind every youth program is a network of youth workers—adults who show up daily for Boston’s young people. But these adults often carry the weight of trauma themselves. In early 2024, TBCC was a space where youth workers could recharge, share, and learn strategies to sustain themselves. With free and reduced-fee counseling, group trainings, and a new trauma stewardship measure, TBCC helped youth workers discover practices that keep them whole while they care for others.

ORGANIZATIONAL EQUITY PRACTICE (OEP)



In 2024, OEP sat at the table with leaders across Greater Boston who were ready to ask hard questions about equity in their organizations. These weren’t abstract discussions—they were moments where executive directors, staff, and boards wrestled with how hiring practices, fundraising strategies, and workplace cultures either opened doors or quietly closed them.

Through training, coaching, and consultation, OEP guided nonprofits toward new ways of seeing and acting. Somatics practice was introduced, reminding leaders that change begins in the body—how they hold tension in difficult conversations, how they listen when discomfort arises, how they move toward accountability.

That year, OEP partnered with groups as varied as West End House, GBH, and City Year, and expanded through a deep collaboration with the Essex County Community Foundation. Together, they reached ten grantee organizations, planting seeds of racial equity practices that will ripple outward for years to come.

The organizations that stepped into this work often began with uncertainty, but left with tools to foster cultures where staff and community members could thrive. For some, it meant rewriting policies. For others, it meant shifting daily interactions. In every case, it meant choosing courage over complacency.

STAY INFORMED AND LEARN MORE

- Visit our website at trinityconnects.org
- Follow us on Facebook, Instagram, and LinkedIn at [@tbconnects](https://www.instagram.com/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.

ENGAGE WITH OUR WORK

MAKE A GIFT

Your gift powers TBC's healing work now and in the future.

Make a monthly pledge, give a one-time gift, or direct resources through your Donor-Advised Fund (DAF). Matching gift? Even better - let your company double your impact.

Give in honor or memory of someone you love and extend their legacy through TBC's work.

CREATE YOUR LEGACY

Equity is forever. By naming TBC in your will, retirement plan, or life insurance, you invest in Boston's future leaders for decades to come.

SECURE THE FUTURE

Strengthen TBC with an endowment gift. Whether contributing to an existing fund or creating your own, your gift ensures stability for the next generation.

To learn more about giving, please contact Marchelle Jacques-Yarde, Director of Development and Communications at marchelle@trinityconnects.org.

VOLUNTEER!

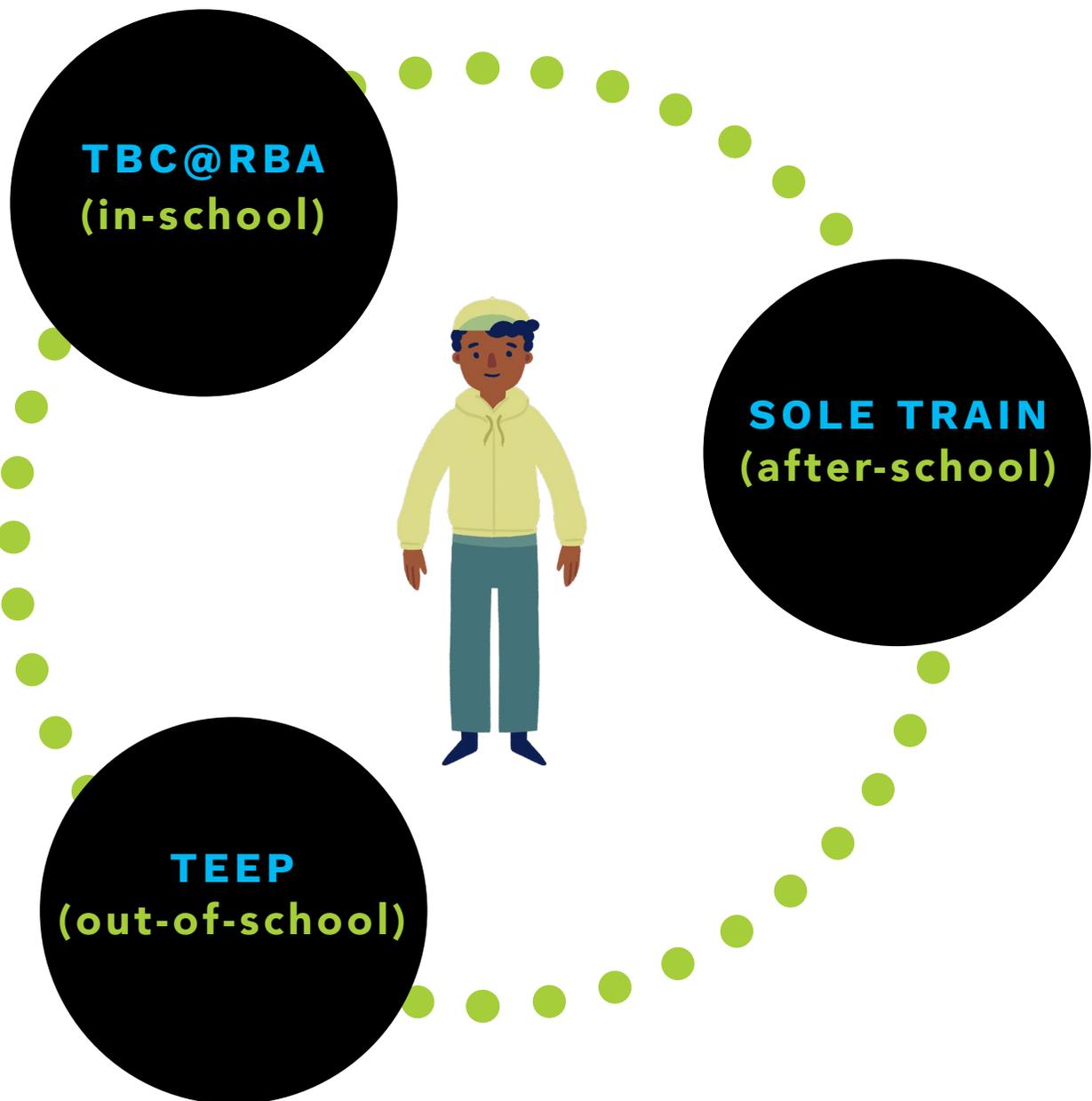
From event support to running and mentoring with Sole Train, your time and energy are vital to sustaining the important work of TBC. Visit trinityconnects.org or reach out to contact@trinityconnects.org to learn more about available volunteer opportunities and get involved.



OUR IMPACT

HEALING YEAR-ROUND

Together, our 3 YDL Pathway programs meet young people where they are, ensuring youth have the space to heal, lead, and transform, their communities.



TBC@RBA

- TBC@RBA served the whole-school community through its Restorative Justice interventions; 600+ youth and 100+ school staff
- 8 Youth Circle Keepers averaged 18% social emotional learning (SEL) growth through the 2023-2024 school year
- Over 80 Restorative Justice (RJ) circles were held across Ruth Batson Academy to build community, resolve conflict, and work toward a healing-centered school environment
- 12+ UMass Boston interns received training and deployed RJ practices in classrooms across the school
- 100% of the school population had access to groceries through partnership with the Red Cross and to clothing through Catie's Closet



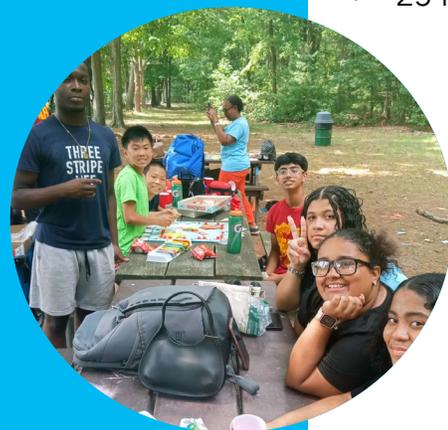
SOLE TRAIN

- 13 BPS and community center sites; 200+ young people served
- 6 Mid Soles gained leadership development and paid workforce experience
- Young Soles achieved 26% average SEL growth, with the greatest gains in domains related to agency and self-awareness
- Old Soles experienced gains in appreciation for students, physical wellness, joy for life, and deeper understanding of racial healing



TEEP

- 25 middle school TEEPers engaged in academic courses, arts and physical activity electives, and fun field trips
- 15 Counselors-in-Training and Counselors received paid leadership development and workforce experience
- 87% of students achieved meaningful growth in English Language Arts; 67% of students in Mathematics
- TEEP program evaluation yielded a perfect score (4.0/4.0) in "Social-Emotional Environment"



*TEEP program evaluation provided in-kind by Boston After School & Beyond (BASB).

BOSTONIANS FOR YOUTH GALA



On Friday, June 7th, the 17th Annual Bostonians for Youth (BFY) gala brought together more than 200 guests to celebrate community and equity in Boston.

Hosted by WCVB Channel 5 anchor Maria Stephanos, the evening opened with a moving story from Tyler Josma - a former Young Sole and current Old Sole - reminding attendees of BFY's powerful impact.

Guests were introduced to the innovative somatics work piloted in Trinity Boston Connects' Organizational Equity Practice (OEP), supporting Greater Boston non-profits in advancing racial equity. Through a compelling video and testimony from City Year's Nicole Yongue, attendees learned how somatic practices help leaders "Embody the Change" within their organizations. TBC's Director of OEP, D. Farai Williams, then guided guests through a grounding exercise reflecting on race and identity.

A highlight of the evening was the presentation of the Leader of Change Award to Nicole Obi, President & CEO of the Black Economic Council of Massachusetts (BECMA), in recognition of her unwavering commitment to fostering opportunity and equity.

The gala was a resounding success, raising more than \$390,000 thanks to the generosity of sponsors, donors, and guests. These funds will support TBC's healing pathways for youth of color and youth workers, driving us closer to a fully equitable Boston.



TEAM TRINITY



“The courage, determination, and perseverance I’ve gained from long-distance running have shaped every part of my life, and I’m always looking to pay that forward by supporting our youth.”

- Karen Lodico, 2024 Boston Marathoner

On April 15, 2024, thirteen dedicated members of Team Trinity took on the challenge of the 128th Boston Marathon. After months of rigorous training and fundraising, the team—comprised of 10 charity bib runners and 3 invitational bib runners, with 38% identifying as people of color—crossed the finish line with pride, raising an incredible \$134K to benefit Boston’s youth of color.

Team Trinity’s energy didn’t stop there. On September 21, 2024, our team of 36 cyclists and adventurers came together for the 34th annual Rodman Ride for Kids. Riders pedaled scenic 25- and 50-mile routes around Foxboro, while others embarked on personal adventures ranging from hiking to reading—all united by a shared commitment to empowering youth.

Together, the Boston Marathon and Rodman Ride teams brought in over \$187K to fuel TBC’s Youth Development and Leadership (YDL) pathway, which includes Sole Train, the Trinity Education for Excellence Program (TEEP), and TBC@Ruth Batson Academy. Their passion and perseverance are helping create a Boston where every young person has the opportunity to thrive.

For those inspired to join or support Team Trinity, visit the TBC website or email contact@trinityconnects.org.

2024 BOSTON MARATHONERS

1. Ryan Bash
2. Mayer Bick
3. Trey Etseyatse
4. Neel Gopalakrishnan
5. Nick Ironside
6. Ricardo “Ricky” Jimenez
7. Karen Kainz LoDico
8. Abby Lebovitz
9. Ana Lopez
10. Julianna Molloy
11. Noah Weissmann
12. Steve Wieckert
13. Jane Yau

2024 RODMAN RIDERS

1. Bob Ackerman
2. Dave Aldrich*
3. Eric Arcese
4. Sarah Aregawi
5. Marty Childs
6. Gareth Cook*
7. Harvey Davidson*
8. Aka Denjongpa*
9. Henry Diver*
10. Matt Diver*
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30. Mike Parker
31. Sheila Peterson
32. Dan Ross
33. Christopher Smart*
34. Shelby Smither
35. Dennis Tyrell
36. Hannah Wodajo

(*Denotes in-person rider)

Not all heroes wear capes...

THANK YOU TO OUR 2024 DONORS



We are grateful for 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.

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Christine Scholz
Corina Seijas
David Selverian
Parul Shah
Nirav Shah
Vishal Shah
Roshni Shah
Shenil Shah
Klare Shaw
Kristen A. Simmons
Nia Sipp
Cynthia Sixtos
Rachel and Tony Solomons
Tim Soper
Carlos Soto-Chaves
Helen and Joe Soussou
Marlies Spanjaard
Spotify
Asia Stuerznickel
Suzanne Suppa
Walter Suskind
Don Taylor
The S and K Family Fund
Oliver Thiel
Ke'nan Thomas
Jaime Thomson
Adrienne Tobert
Greg Traktovenko
Katie Turrel
Russell Umstead
Cat Valencia
Ruben Van Leeuwen
Paul Ventresca
Cindy Wallace
Sophia Ward
Francis Warren

Catherine Warren
Maddie Warwick
Jean Weinberg
Carter Weiss
Alex Welsh
Amanda Wong
Jonathan Wood
Diana Yin
Mariann Youniss
Jean and Colin Zick
Danielle Zonis
Eric Zurmuehle

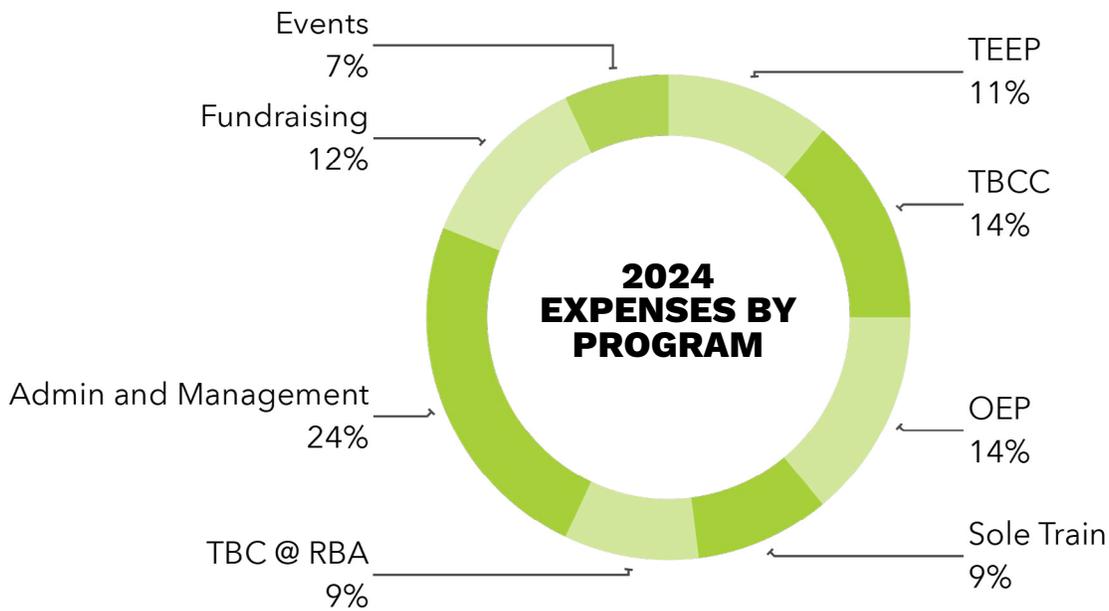
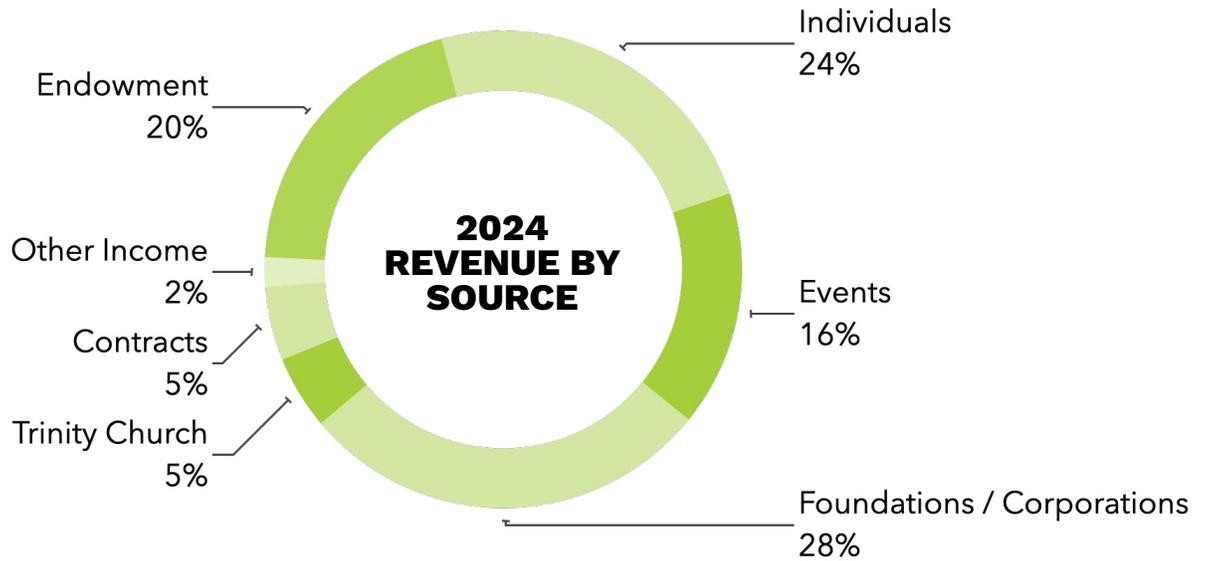
**Denotes 2024 TBC Board
of Directors Member*

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.

Julie and Bill Thompson
Judy and Bill Steul

FINANCIAL SUMMARY



Cash Basis	Budget 2025	Actual 2024	Actual 2023	Actual 2022	Actual 2021	Actual 2020
REVENUES	\$2,208,000	\$2,469,684	\$3,248,391	\$2,875,855	\$3,290,049	\$3,095,303
EXPENSES	\$2,208,000	\$2,456,720	\$3,291,456	\$3,283,983	\$3,036,154	\$2,930,839
NET	-	\$12,964	\$(43,065)	\$(408,128)	\$253,895	\$164,464

STAFF AND LEADERSHIP

2024 STAFF

Mello Barros | Director of Finance & Operations
Christina Castle | Associate Director, Institutional Giving
Jennifer Daniels | Administrative & Student Support Assistant
Adina Davidson | Associate Director of Restorative Practices & School Climate
Aka Denjongpa | Chief Program Officer
Shakira Floyd | Boston Marathon Project Manager
Daisy Guzmán | Interim Director of Development
Nathan Harris | LICSW, Director, Trinity Boston Counseling Center
Ken Hebert | LICSW, Clinician, Trinity Boston Counseling Center
Charmane Higgins | Executive Director
Edison Ho | Sole Train Coordinator
Fiona Kelly | Development Operations and Events Manager
Jessica Leffler | Sole Train Director
Aerin Marshall-Barnes | Organizational Equity Practice Practitioner
Colleen Meade | Administrative Assistant, Trinity Boston Counseling Center
Danny Pang | Client and Operations Manager, Organizational Equity Practice
Sheila Peterson | Chief Development & Communications Officer
Asha Ragin, PhD | Clinical Director, Trinity Boston Counseling Center
Alicia Ridenour | Sole Train Associate Director & Equity Practitioner
Nahima Soto-Gonzalez | Sole Train Program Manager
Quinn Tao | Finance Associate
D. Farai Williams | Organizational Equity Practice Director



BOARD OF DIRECTORS

The Reverend Morgan Allen
Eric Arcese
Shanuah Beamon
Shelby Cabral-Smith
Margret Cooke | Clerk
Matt Diver | Assistant Treasurer
Jeannette Fiala
Charles L. George
Charmane Higgins | Executive Director
Debbie Johnson | Vice Chair
Jill Norton
Peter Renner | Treasurer
Dan Ross
Christopher Smart | Chair
Elizabeth Smith
Dennis Tyrell
Adrian Walker
Pamela Waterman

BOARD OF VISITORS

Ron Akie	Bob Ludwig
Mimi Bennett	Constance Perry
Alex Burke	Lisa Pierpont
Kathy Burns	Bill Steul
Hardin Coleman	Sam Thayer
Sandy Gardner	Pam Voss
Katherine Gross	The Rev. Liz Walker
Kevin Hepner	Brad Wallace
Bill Kieffer	Shelbey Wright
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Jean Krasnow	Paul Zintl Chair



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2024 ANNUAL REPORT

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