

B E I N G

in all things Crossroads

..... annual report

M O R E

2023

We believe that young people can shape their own futures,  
and should not be defined by their social and economic means.

With Crossroads as a committed guide on their journey,  
our young people experience the great joys of making new friends,  
exploring new horizons, and realizing their vast potential.

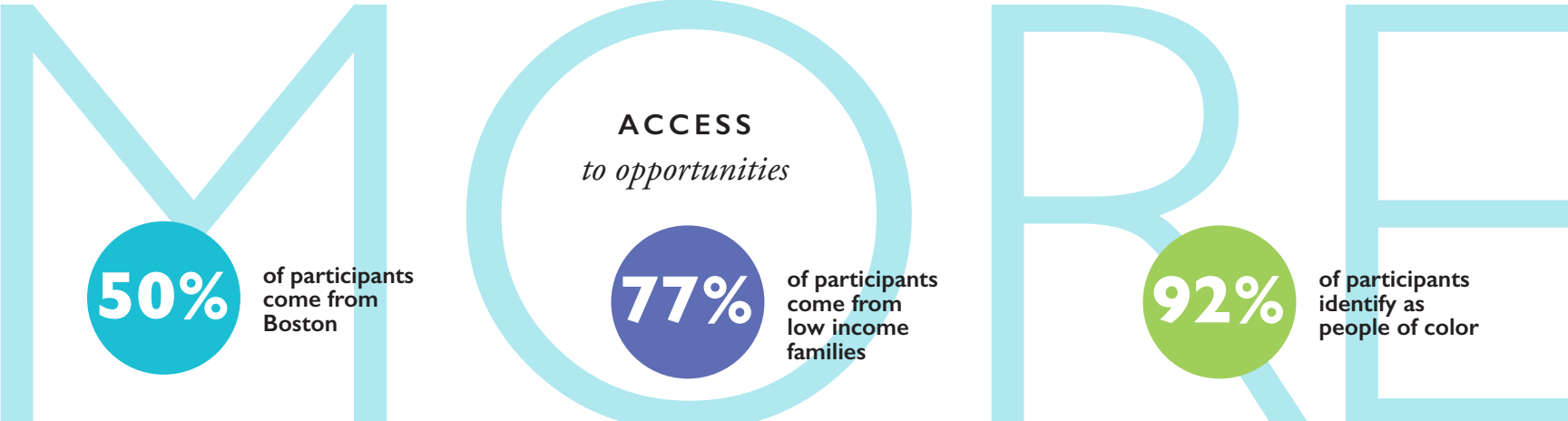


**BE HEALTHY:** *wellness & safety*  
**BE CONNECTED:** *relationships & belonging*  
**BE INVOLVED:** *agency & engagement*  
**BE MORE:** *growth & confidence*

In 2023, Crossroads served over 1,000 young people in Grades 1-12, predominantly from urban communities in Greater Boston.

In The Boston Children's Hospital 2022 Community Health Needs Assessment, researchers found that "extracurricular programming for youth is limited and, for some families, unaffordable."

Crossroads ensures access to high quality, overnight camp and leadership opportunities.





**IMPORTANT  
THAN EVER**

*Today's youth have to  
navigate a very  
complicated world.*

Crossroads partners with educators and child advocates across Greater Boston to reach kids most in need who would benefit from our programs.

The Crossroads community offers continuity and stability—and a steadfast commitment to **BEING MORE** for our young people.

**99%**

of caregivers report camp had a positive impact on child's mental health

# MORE

JOY  
*just letting kids  
be kids*

98%

of campers love  
coming here and  
have fun at camp

Our camps and programs are a fine balance of focus and frolic. Getting out into nature, playing like a kid and forming lasting friendships are balanced with learning, feelings and understanding. Crossroads is a place where all young people can find their voices and their strength to approach their futures with confidence and joy.



*“At camp, I’m accepted for who I am.”*

# MORE

**CHALLENGES**  
*learning something  
new to stretch  
and grow*

**At Crossroads we talk about reaching outside our comfort zone.**

Our activities are designed to help young people try new things, trust others and above all, trust themselves in their pursuit of things that interest and excite them. They learn the skills to overcome fears and challenges and accomplish their goals with confidence.

**94%**

of campers tried  
and learned  
something new



*“My son is more open to new experiences.”*



M

O

R

E

**SWIMMING**  
*daily helps kids gain confidence in swimming skills and water safety.*

**93%**

of campers improved their swimming skills



In 2023, forty-five C5 leaders boarded planes, many for the first time, to the Rocky Mountains in Wyoming. They hiked 20 miles with full packs, navigated with a compass, slept under the stars and experienced the vast wilderness.

Through their **Hammer Year Trek**, our 10th grade C5 Leaders learn that climbing a mountain is a metaphor for life. Once they have accomplished this feat, they feel empowered to tackle anything that challenges them.

M

ADVENTURES  
*in the wilderness  
to find your way  
and find yourself*

93%  
of campers  
feel challenged  
(in a good way)

R E



*“Crossroads is shaping future leaders and we’re so grateful for our part of this experience.”*



Mentorship takes many forms at Crossroads. It’s a “Big” modeling leadership behavior to a “Little” in a near-peer relationship at Camp Lapham. It’s a National Outdoor Leadership School (NOLS) guide helping teens navigate the Wyoming backcountry. It’s a Crossroads C5 Leaders alum hosting high school juniors on a tour of their alma mater. It’s a community advocate partnering with high school seniors to raise awareness about the effects of homelessness. Through these supportive relationships, each young person finds inspiration for their own success story and each mentor creates generational impact in our communities.

M

MENTORS  
*who are there to  
support our youth on  
every journey*

R E

97%

of campers have an adult to trust and look up to

77%

of our college attendees are first generation college bound



A shared experience can go a long way. Quiet cabin talks, conquering fears on the high ropes course, talking honestly about social justice issues, and encouraging each other to make it to the top of the mountain. Our youth learn from each other every day and in doing so, understand the challenges and the beautiful things that make us all different and the same.

# MORE

*Our Crossroads  
youth have different  
backgrounds.  
Coming together creates  
**UNDERSTANDING**  
that lasts a  
life time.*

*“It was so fulfilling to see how close staff became with one another and with our campers.”*



Staff training is critical to ensuring that Crossroads’ philosophy and methods are conveyed and passed to new staff every year. Crossroads fosters a welcoming environment and inclusive culture where participants experience a deep sense of community. On Juneteenth in 2023 our seasonal and year-round staff convened for a day of learning and training. Crossroads continues to focus on equity, and strives to create a community of inclusion and belonging for all.

# MORE

**TRAINING**  
*our team plays  
and works hard to  
create an environment  
uniquely Crossroads*

**91%**

of staff report  
they have grown  
as a professional

*IN 2023 we asked campers and caregivers about our programs so we can measure results and deepen our impact.*

## BE HEALTHY



- Physical & emotional safety
- Increased physical activity & fitness
- Engaged with nature & time outside

*“I’ve never known much about nature but here we’re outside all of the time. I like it a lot.”*

## BE CONNECTED



- Positive adult & peer relationships
- Belonged with a group or team
- Connected with a mentor

*“I love my counselors and feel like they are always there to cheer me on.”*

## BE INVOLVED



- Tried something new
- Learned something new
- Contributed to the camp community

*“When I got to camp I was afraid of the pool but I worked to get my green band to swim in the deep end.”*

## BE MORE



- Believed in self
- Identified a strength and weakness
- Took responsibility for actions

*“Being a leader in our 24 hour challenge taught me that even though I’m shy I can be a good leader.”*



**Crossroads**

about camps leadership programs ways to give events join our team rentals DONATE



**CLICKS +**

**LIKES + VISITS**

*as we stepped up our  
social media presence  
and launched  
a new website.*

MORE

# MORE

ENGAGEMENT  
+ DONORS +  
COMMUNITY  
*expanding our  
community in  
many ways*

**MORE Community:** 200+ volunteers at Community Action Day

**MORE House Parties:** 150+ guests at trustee-hosted events

**MORE Camp Visits:** Longtime donors, foundation funders and alumni, including our oldest surviving alums

**MORE Younger Donors:** 70+ guests at tailgate party at the Stockade

**MORE New Donors:** 300+ in 2023

**MORE Impact:** 200+ donors inspired by the 4x Patriots Challenge

**MORE Generosity:** Record-breaking event day donations at the C5 golf tournament



**MORE THANKFUL!** *Our donors help ensure that accessibility is never an issue for any child, regardless of financial circumstance.*

**VISIONARY**

\$50,000 and above

- Anonymous (2)
- Boston Children's Collaboration for Community Health
- Karp Family Foundation
- Libra Foundation, Inc.
- Massachusetts Department of Elementary & Secondary Education
- The Ellison Foundation
- The Nordblom Family Foundation



**The Jack & Kathy Shields**  
FAMILY FOUNDATION



**YAWKEY**  
FOUNDATION

**MEDALLION**

\$25,000- 49,999

- Bilezikian Family Foundation, Inc.
- Grace & Jerry Bird
- Karl & Sonya Feitelberg
- The Jack Tarver Foundation
- Bill & Lynda Glavin
- Kingsbury Road Charitable Foundation
- Charlie Moore & Lisbeth Bornhofft
- The Murphy Family
- Jim O'Connell
- The Phalen Family
- PwC Charitable Foundation, Inc.
- Joe & Debby Robbins
- Safe Family Foundation
- Saquish Foundation



**COMPASS**

\$15,000-24,999

- 3M Foundation
- Adelaide Breed Bayrd Foundation
- Anne Dodge +
- Rev. John H. Finley IV
- Sharon & Rick Fownes
- The Gruber Family
- Hamilton Company Charitable Foundation
- Hunt Street Fund
- J.C. Kellogg Foundation
- James E. and Allyce Darling Nesworthy Charitable Trust
- Kelleher Family Foundation
- Laliberte Family Foundation
- Mass Mentoring Partnership
- Phoebe R. & John D. Lewis Foundation
- Lee Nordblom
- The John J. Sacco and Edith L. Sacco Charitable Foundation
- Damian & Yndia Wilmot



*William Blair*

**HAMMER**

\$10,000-14,999

- Albert O. Wilson Foundation
- Anonymous
- Mollie Baldwin Foley & Bill Foley
- Andy & Kelli Bentinck-Smith
- City of Boston Youth Development Fund
- Stewart Clifford +
- Pete & Nicole Dalrymple
- John Homer Dix Trust
- Gary & Holly Mikula
- Mr. Owl Foundation
- Bob & Jane Palmisano
- Peter and Ann Lambertus Family Foundation
- Wendy & Mark Rayfield
- Tom Reilly & Betsy Palmer
- Karl & Katherine Spielmann
- Steve & Jean Stewart
- Mr. & Mrs. Joseph E. Swan
- Sandy Sykes
- TKHTSS Family Fund



**LANTERN**

\$5,000- 9,999

- Tara Aliotta & Tim Gardner
- Anonymous
- Anne E. Borghesani Community Fund of the Foundation for MetroWest
- The Baker Family Trust
- Berenberg Capital Markets LLC
- Bushrod H. Campbell and Adah F. Hall Charity Fund
- Pat & Ellen Centanni
- Ciccolo Family Foundation
- Coca-Cola Beverage North East
- Ted & Edie Devnew
- Duxbury Yacht Club Foundation, Bank of America N.A. Trustee
- Sandy & Paul Edgerley
- EY
- The Fearey Family
- Laurel & Ken Ferretti
- Paul & Mary Beth Finn
- Anne & Chad Gifford
- Peter & Linda Grape
- Cynthia Gruber
- The Hess Family
- Chuck & Teak Hewitt
- Insight Service Group, Inc.
- Lou & Sue Jannetty
- Jason Hayes Foundation
- Ginger Lacy
- Levitate Foundation

+ =deceased

Ray Malone  
Josie & Jon Marston  
SPM McGrath Family Foundation/  
Stonegate Group  
Miss Wallace M. Leonard Foundation  
MLE Foundation  
Amy & Dan O'Connor  
Suzanne Offit  
Steven & Mary Ortega  
Kevin Phelan  
Bill & Lynn Rice  
Rudicus Family Foundation  
Sensata Technologies Foundation, Inc.  
John Stanton  
State Street Corporation  
Stop & Shop Supermarket Company  
Alex & Ben Strong  
The Eastern Bank Charitable  
Foundation  
The HarborOne Foundation  
The John Donnelly Trust  
The Norfolk & Dedham Group  
Timothy & Jan Timmel  
Mr. & Mrs. Walter H. Weld  
Frank Wisneski & Lynn Dale

## FLINT

*\$2,500- 4,999*

Anonymous  
AZW Law PC  
Lisa & Jonathan Bitting  
Bill Boyd  
Mike & Maggie Butler  
Cambridge Savings Bank  
Cape Cod 5  
The Clifford Family  
Coca-Cola  
Francis & Christina Doran  
Michael & Cindi Dwyer  
Joanne & Chris Fay  
Fort Washington Investment Advisors  
The Kevin & Rita Gill Family  
Mark & Royce Gussack  
Henry Hornblower Fund, Inc.  
Brian & Chris Hotarek  
Malcolm & Luli MacNaught  
Stephen J. MacQuarrie  
Peter & Susan Maguire  
Carl Martignetti  
Maura Murphy & Michael Racette  
My Brother's Keeper  
Nutter  
Porsche Norwell  
Ali Rayfield  
Connor Rayfield  
Cory Rayfield  
Mary & Peter Renner  
Roche Bros. Supermarket, Inc.  
Lisa & Jim Roche  
Siegwerk EIC  
Ed & Laura Smith  
South Shore Playhouse Associates

Star Market  
The Mollie Baldwin Foley Charitable  
Trust  
Wahlburgers

## COMMUNITY PARTNER

*\$2,499-1,000*

DD Allen  
Anchor Capital Advisors, Inc.  
Peter & Laurie Annicelli  
Anonymous (5)  
August Foundation  
Bain Capital Community Partnership  
Bain Capital Matching Gifts  
Marc & Jill Baker  
Blue Cross Blue Shield of  
Massachusetts  
Ken Boyer  
Thomas Boyle  
Lucy Millar Brett  
Richard Callahan  
Mike Carr/XSoptix  
Tim & Denni Carroll  
Charlie & Martha Clapp  
Patrick Cleary  
Amber & Brandon Colón  
Mimi Coolidge  
Marc Cullinan  
Mary Susan DeLaura  
Dimeo Construction Company  
Julie & Rich Eiermann  
Bill & Diane Fallon  
Family Sports Consignments  
First Parish Church  
Chris & Mary Flanagan  
Donald & Marjorie Forte

Kurt & Lyell Franke  
David Fromm  
Geode Capital Management  
Give With Liberty  
Paul & Beth Gunderson  
Joe & Peg Hadzima  
Gary & Jane Hall  
Don & Pam Hawley  
Doug & Tricia Herron  
Colby & Jen Hewitt  
Richard High  
Nick Jaros  
Kathy Kasper & Rick Luppy  
Robyn Laukien  
David Lerman  
Dan Levy  
Madison Fresh Air Fund  
Sidney McClure Rose & Stewart Rose  
Bob & Annie McHugh  
Barbara & Eric McKenna  
John McNamara  
Brian Moynihan & Susan Berry  
Jamie & Tris Nuland  
Greg & Carole O'Connell  
Patrick O'Connell  
Meghan O'Sullivan  
Jay & Sheri Pasqualoni  
Skip & Marsan Patton  
Joan & Lawrence Pearce  
Tim & Kitty Pinch  
Alec & Eileen Pouch  
Peter Quigley & Meghan Heffernan  
Nancy Riegel  
Margaret Shean Ris & Bob Ris  
David & Denise Rufo  
Michael & Deborah Sabin

Dan Salera  
Sawyer Parks Charitable Foundation  
Wil Sheehan  
Fallon Shields  
Linn T. Spalding  
Jack & Pinkie Staley  
Ben Stern  
Kathleen Sweeney  
Anna Kim Thai  
Boo Thomas  
Bonnie Tuggle  
Amy Warner & Steve Kosowsky  
Holly & Christopher Wenger  
John & Cathy White  
Stephen & Melissa White  
Dick & Karen Whitney  
Corey Wisneski & Brian Caswell  
Ken & Jill Zimmer

## COMMUNITY SUPPORTERS

*\$999 and below*

3M  
Susan Abbott  
Chris Abely  
David Abrams  
Adobe Inc  
Chris & Carol Allen  
Meredith Allen  
Richard & Elizabeth Allen  
AmazonSmile Foundation  
Michael Anderson & Kristin Depisa  
Anonymous (23)  
Kelsie Anson  
Alexander Arana  
William Ashmont  
Carol Axelrod



Marika Azocar	Dean Burdett	Ann & Michael Count	Marian Dunshee & Terry Mahoney	Liz Gannon
Spencer Balboni	Patrick Burns	Lynne Courtney & Tim Rogers	John & Kris DuPuy	Jessica Garbarino
Linda Ballard	Lisa Bynoe	Mary Crowley	Daniel Dykes	Kate O'Sullivan Gardner & Phroilan Gardner
Emily Barr	Bill Calhoun	John Culhane	Karen Eames	Benjamin Garner
Deborah Barrett	R. Kelly Cameron	Tina G Cummings	Noel Eicher	Joseph Gentile
Mary & Patrick Barry	Carolyn & Joe Campanelli	William Daniels	Nate Emerton	Lisa Gianelly
Colby Bartro	Donna Campbell	Doug & Sandy Dapprich	Michael Enright	Adam & Eileen Godwin
Tracy Bascetta	Adam Candler	Monica David	Ivan Espinoza-Madrigal	Steve & Lauren Gogolak
Geoffrey Bates	Peter Capraro	Everton De Castro	James & Cathy Everett	Ronni Goldsmith & Joe Donelan
Nick & Susie Bates	Keith Carroll	Andrew Decastro	Marc Ezekiel	Molly Gomer
Brian Battista	Linda Carstens	Dan DeMarco	Hollyann Fagan	Miriam Goncalves
Joshua Beers	Craig Carter	Jeff DeMarco	Chris Fanning	Julie Gordon
Nicole Bekerian	Francis Casey	Pamela Dempsey-O'Connell	Michael Fantom	Simon Gore-Grimes
Taylor Bellefeuille	Sarah Centanni	Anne Depew	Jason & Jenna Feitelberg	Patrick Goss
Suzanne & Randall Bender	Holly Charron	Anthony DeVito	John Feldman & Jean Mayer	Katie Grape
Joshua & Elizabeth Berman	Kathryn Chase	Devon & Tyler Devnew	Pedro Lucas Ferreira	Suzanne Gray
Big Y	Bersley Chery	Marissa Devnew	Russell Feye	Beth Greely
Liz & Jesse Bishop	Abigail Mae Chizauskas	Ned Devnew	Steve Feye & Corinne Meyer	Mary Grossman
Jane Blalock	Alexandra Rose Chizauskas	Di Pesa & Company, CPAs	Mary Fine	Mary Gustilo
Janet Bobit & Richard Greenberg	Joseph & Selina Chow	Jennifer Dinkel-Jones	Lietra Fitzsimons	Ronald Guy
Lisa Borden & Joe Berkeley	Jammar Clark	Bob Diramio	Bill Fleming	Emily Haahr
Patricia Borgendale	Danielle Clifford	Katherine Dixon	Rachel Fletcher	Lila Haffey
Meaghan Boudreau	Richard Clifford	Ryan Dolan	William Foley	Tom Hallock
Lisa Bower	Jeffrey Cohen	Darinka & Martin Dongo	Denyel Fonseca	Richard Halverson
Jennifer Bradford	Phil & Peg Condon	Anne Marie Donnelly	Stefania Fontes	Leanna Hamill
Katharine Brandt	Deborah Conley	Thomas Donovan	Katharine Foote	Barbara Sampson & Chris Hamilton
Zach Brantly	Paul Connolly & Anne Mitchell	Mary Doolin & Kevin Fay	Glenn & Christine Fortin	Camilla Hammer
Abbey Briggs	Sylvia Connolly	Blake Doyle	Hayden Fownes	Sarah Hansen
Jacqlyn Bright	Gregory Consoli	Draper Laboratory	Erica & Peter Fredette	Dennis Hanson
Suzanne Brock	Kathleen Cook	Jeffrey Dretler	Tom & Jill French	Sharon Hanson
Tom & Vivian Brock	Luis Cordon	Sean & Jennie Driscoll	Justin Friend	Sue & Tony Harris
April Brunelle	Maria Cordon	Karen Drummey	Chris Frommelt	Tom Harris
Nona Bryant	Marybeth Cornwall	Rachelle Dubow	Cara Fuchs	Laura Hoag Hay
Edward Brzek	Jason Corriveau	Jessica Dugan	Carol Fulp	Emily Hayes
Tom & Bitsy Bullock	Gregory Corrodi	William & Christine Duggan	Charles Gable	Michael Hayes
Richard & Christine Bulman	Kerri Costello	Jim & Ellen Dunn	Sasha Gabriel	

Joyce Healy	Esther Kaplan	Michael Leking	Mary McLaughlin	Neil Olson
Desmond Heathwood	David Kelly	Megan Lemieux	Jean Mejia	Bill & Mary-Jane Olson
Justin Heil	Peter Kelly & Ruth Morris	Christine Lentini	Peter Micciche	Bob Orlich
Chris Hennessey	Dan & Julie Kenary	Chuck & Harriet Leonard	Jennifer Miller	Juanita & Hector Ortiz Diaz
Courtney Herndon	Louise Kennedy	Suzanne Levasseur	Mimi Walsh Interiors	Lisa Ortiz Murray
Mary Hess	The Rev. & Mrs. Thomas B. Kennedy	Rob Levinson	Austine Model	Daniel & Elizabeth Ossoff
Charles Hewitt	Kierstin & Christopher Kerr	Laura Lilly	Shelly Mohr	Kathi Osullivan
Rinimarie Higgins	Kerry Kinan	Blake Lipsett	Omar Mohuddin	Ms. Kristin O'Sullivan & Mr. Dennis Leedom
Shawn Higgins	Jeremy & Elisabeth King	Dave & Sue Littlefield	Richard & Helene Monaghan	Michael J. & Katherine O'Sullivan
Christopher Hill	Kevin & Lara Kingston	Harold & Margaret Lloyd	David Monast	Ben & Alison Palmer
Gareth Hinds & Alison Morris	Joe Kintigos	Richard & Patricia Loring	Valerie Montesino	Emily Palmer
Bernard Hoffman	Bob Kjellman & Jean Spaulding	Robert & Lisa Loring	Sara Moon	Jeff & Kathy Palmer
Amy Holbrook	Martha Koster	Helen Loughran	Craig Morgan	Katie Parker
Roy Hom	Beth Koules	Jeanne Lynch	Sandra Morin	Mark Pasternack & Judy Meyers
Joanne Hoops	Kathleen Kramer	Christine MacDonald	Tim & Tina Morin	Scott Paton
Neal & Catherine Horgan	Justin Kreger	Katy MacDonald	Tina Morin	Barry Paul
Bill Horne	Mike & Kate Krumsiek	Ashley Macielak	Caitlin Morris	PayPal Charitable Giving Fund
Peyton Horne	Lawrence Kulla & Deborah Teman	Andrew Macinnis	Jim Morris	Jancer Peña
Priya Howell	Linda Lacher	Zoe & Doug MacLaren	Dick & Sheila Morse	Stu Peoples
Sherm & Diane Hoyt	Arnaud Lacoste	Neil Madden	Shirley Muirhead Jenkins	Patrick Percella
John Hoyt	Sean Lamb	Lani Mahleres	Jaclyn Munn	Destiny Perry
Alexander Hunt	Jennifer & Jonathan Landon	Wafaa Mahmoud	Justin Murphy	Dianne Perry
Mary Hunt	Geanna Landrum	Janice Malvesti	Kalya Murray	Group Perspective
Jeffrey Hutchinson	Michael & Abby Landzberg	Gina Manfredonia	Victorine Muse	Arlene Petri
Allan Hutchison-Maxwell	Peter Lanman	Nick Mann	Ashley Nahmias	Mike & Allison Phalen
Income Research + Management	Iris Lapaix	Jack Manning	Dick Nestle & Beth Robinson	Christine Phaneuf
John Ivey	Kathy Larkin	John & Carolyn Markowski	Jody Newman	John Pierce
Rob & Kathleen Ix	Nancy & Robert Larocque	Seth Marois	Diane O'Brien & Andrew Macinnis	Point32Health
Mark Jensen	Robert & Nancy Larocque	Alain Mathieu	Anne O'Connell	Alexandra Polcari
Karen Johnson	Mary Ellen & Peter Lawrence	Mary Mayer	Kyle O'Connell	Ricardo Ponce
Joe Jolls	Sam & Woody Lawson	Robin McCluskey	Luke O'Connell	Nathaniel Powers
Dana Joquin	Pat & Kelsey Leahy	Karen McConarty	Brian O'Connor	Jennifer Puopolo
Delisa Joseph	Rebecca Lee	Sterling & Theresa McCormick	Gretchen O'Donnell	Michele Puopolo
Daniel Joyce	Dennis Leedom	David McGrath	Sarah O'Donnell	Annmarie & Stephen Quinn
Tatiana Joyce	Julia Leedom	Charles & Karen McIsaac	Steven O'Donnell	Noreen & Peter Rackauskas
Cap Kane	Nora Leedom	McKinsey and Company	Olo	

John Ragnoni & Liz Stanton  
Ragnoni  
Thiruvamoor Ramkumar  
Peter & Janet Rapelye  
Ashley Raudonis  
Jill Reilly  
Jamie Reingold  
Darphens Rene  
Barry Reynolds  
Lisa Richard  
Mark & Kristen Riordan  
Allison Roe  
Skip Rosenthal  
Susan Roth  
Michael & Nancy Rufo  
Meredith Russell  
Ellyn Ruthstrom  
Susan Ryan  
Salesforce.com, Inc.  
Sasha Sanon  
Oscar & Lea Santos  
Sara Campbell, Ltd.  
Richard Savage  
Suzsane Schaberg  
Paul Chaut  
Nancy Scheerer  
Saylor Scheller  
Jennifer Schipani  
Janet Schlaak  
Monika Schlaak & Stephen  
Fitzpatrick  
John Schlesinger  
Todd Schuck  
Klare Shaw & Leo Moss  
Susan & Jim Sidel  
Amy Simon

William & Sarah Ann Slimbaugh  
Amy Smalarz  
Barry Smith  
Megan Smith  
Molly & Patrick Smith  
Gregory South  
South Shore Sotheby's  
International Realty  
Peter Spinuzzi  
Wendy & Vincent Spiziri  
Don & Erica Stern  
Dale Stewart  
Stop & Shop Giving Tag Program  
Brandon Sullivan  
Richard Sullivan  
Patrick & Heidi Swanick  
David Szczerbacki  
Gabriel Taveira  
Nicholas Tawa  
Nathaniel Taylor  
Paul Taylor  
Andres Tejada Soto  
Sarah Tesorero  
Taryn Tetreault  
Chelsea Thomas  
Mindy Thomas  
Hayley Thompson  
Jay Tracy  
Taina Tropnas  
Cindy Truong  
Kelsey Tsinzo  
Beth & Tom Tucker  
Mr. Leigh J. Tucker  
Andrea Udberg  
UnitedHealth Group  
Sandy Van

Jason Vancura  
Liza Talusan & Jorge Vega  
Samuel Vidler  
Jennifer Villone  
Inika Vimal  
Nicholas Violandi  
Doug & Linda von Iderstein  
Lee Warren  
Penny Warren & Elery LeBlanc  
Wayfair  
Jeffrey Wayman  
Meghan Weake  
Holly & Chuck Weilbrenner  
Anne Weisberg  
Jaime Wendel & David Scardella  
Dana & Ginny Westlund  
Charles Weyerhaeuser  
Jessica White  
Geoffrey & Nancy Wilkinson  
William Blair and Company  
Charitable Matching Gifts Fund  
Peter Wilson  
Brian & Bonnie Woods  
Ellen Xia  
Youlim Yai  
Michelle Yianakopolos  
Michael Zaccardo  
Laura & Jason Zilewicz

**IN-KIND GIFTS**  
Alvin Hollis & Co., Inc.  
Peter & Laurie Annicelli  
Bern Helmets  
Blue Cross Blue Shield of  
Massachusetts  
Board143  
Kate Bowler  
Bridgewater Chocolate  
Topher & Susan Callahan  
Tim & Denni Carroll  
Clandestine Kitchen  
Coca-Cola  
Coca-Cola Beverage North East  
Community Boating, Inc.  
Monica David  
Vic & Karen DiGravio  
Bob Dolan  
Duxbury Bay Maritime School  
Duxbury Wine & Spirits Co., Inc.  
Mort & Sharon Fearey  
Morton & Beverly Fearey  
Frost & Found  
Kerry & Rob Gilliam  
Green Harbor Golf Club  
John & Maureen Hailer  
Camilla Hammer  
Kat Hanafin  
Anne Henning Photography  
Highland Street Foundation  
Hy-Line Cruises  
Island Creek Oysters  
Juice Station  
Norman & Kelly Laviolette  
Greg Miller  
Stephen Murphy

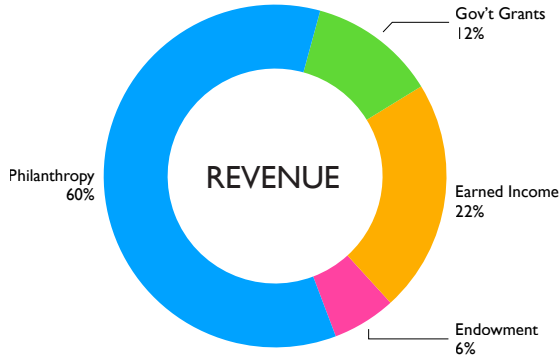
NexTide  
Oropa Boutique in Duxbury  
Carmen Ortiz & Thomas Dolan  
Osborn's Country Store  
Penny and Pearl Design  
Michael & Allison Phalen  
Project Yin  
Pyramid Hotel Group, LLC  
Wendy & Mark Rayfield  
Ripe Craft & Bar Juice  
Kevin & Amanda Robertson  
Sensata Technologies  
SharkNinja  
Sportworks, Ltd.  
Stephen & Jean Stewart  
Stop & Shop Supermarket  
Company  
Virginia S. Sykes  
Team Bonding  
The Huntington  
The Oysterman  
The Studio of Duxbury  
Kelly & Joe Theriault  
Treetop Adventures  
Wahlburgers  
Winston Flowers

**THANK YOU**

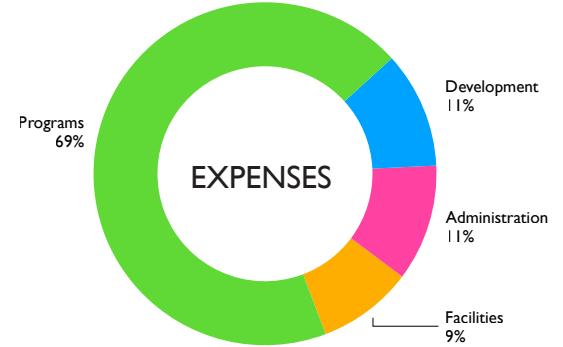
2023 CROSSROADS  
UNAUDITED FINANCIALS

January 1, 2023-December 31, 2023

*Audited financials will be available in the summer of 2024.*



Philanthropy .....	\$2,910,448
Government Grants .....	\$568,566
Earned Income .....	\$1,056,348
Endowment .....	\$289,470
<b>TOTAL .....</b>	<b>\$4,824,832</b>



Programs .....	\$3,408,542
Development .....	\$542,737
Administration .....	\$549,729
Facilities Maintenance .....	\$453,824
<b>TOTAL .....</b>	<b>\$4,954,832</b>

Note: In light of the extraordinary challenges our young people are facing—specifically the uncertain health, social, and economic landscape—our Board approved a \$187K deficit budget in 2023. The actual year-end gap of \$130,000 in funding will be closed drawing from operating cash reserves.

Crossroads, Inc. is a 501(c)3 organization. Our tax-id number is 04-2103837



crossroads

119 Myrtle Street  
Duxbury, MA 02332

617.765.7556

info@crossroadsma.org

www.crossroadsma.org



