Change a Life. Change Everything.

Crossroads and Community Action
DEAR CROSSROADS FAMILY,

At Crossroads, we know that when you change the course of just one life, you can change everything.

Thanks to the support of generous and inspiring donors, we are able to give our young people the tools and opportunities they need to tap into their inherent potential and go forth to change the world. Without each member of the Crossroads Family, we wouldn’t be able give our youth every chance to succeed.

Your commitment to Crossroads has made a massive difference already. And as we look to the future, we know we can make an even larger impact in the lives of the over 1,000 young people we serve each year because we have our Crossroads Family behind us.

Thank you for believing in Crossroads and the youth we serve.

Sincerely,

Deb Samuels
President

Kevin Phalen
Chair of the Board
TABLE OF CONTENTS

About Crossroads .......................................................... 6
Who We Serve ............................................................. 7
Community Action Matters ........................................... 8
Meet Sheridyn ............................................................ 10
By the Numbers .......................................................... 12
2016 Community Action Outcomes ............................... 13
2016 Events and Emerging Leaders ............................... 14
ABOUT CROSSROADS

Crossroads is a youth development organization serving over 1,000 low-income youth in eastern Massachusetts. Our multi-year programs span the summer and school-year, focusing on three areas:

- Social-Emotional Learning
- College Access and Postsecondary Success
- Civic Engagement

OUR PROGRAMS

GROW
CROSSROADS CAMPS

1,000+ Youth Served | Grades 1-8 | Summer

Our residential programs offer traditional camp activities while meeting social and emotional needs, instilling the confidence and skills that help youth be successful at home and in school. All while having FUN!

BUILD
CROSSROADS JUNIOR LEADERS

225 Youth Served | Grades 3-7 | School-Year

Planning for success starts early in Junior Leaders. Participants develop strong social and emotional skills while learning to set ambitious goals, being introduced to the power of community action, and view post-secondary education as achievable.

LEAD
CROSSROADS C5 LEADERS

365 Youth Served | Grades 8-12 | Summer & School-Year

A five-year commitment, teens develop leadership skills while traveling the country on wilderness treks, college tours, and service trips. Participants graduate with a post-secondary plan for the future and a community to support their pursuits.
Community service is a huge part of who we are at Crossroads. We teach our young people that it is their responsibility as engaged citizens to give back to their communities.

Our C5 Leaders perform at least 250 hours of community service throughout the five years they spend in the program. As many of our Junior Leaders will go on to become C5 Leaders, we support their transition to more active civic engagement by teaching the importance of community service.

Recently, Junior Leaders spent time at the Hale House in Boston. They played bingo and Family Feud with the residents. They learned that one of the greatest gifts they can give is that of their time. They look forward to returning!
COMMUNITY ACTION MATTERS

Purposeful involvement in one’s community improves connection. Data from Opportunity Nation and Measure of America show that civic engagement leads to upward mobility for young people.

Important executive functioning skills in the developing brain – such as empathy, problem solving, and academic performance – are heightened when we regularly serve others. These are also the skills that give youth an advantage as they apply to college, succeed at their goals, and forge inspired, meaningful careers.

Students in low-income communities still have significantly limited access to out-of-school-time resources that help them learn, practice, and sharpen these skills. At Crossroads, we are dedicated to bridging this persistent gap.

The Crossroads C5 Community Action Curriculum is conducted as part of our C5 Leaders Program. The curriculum is sequenced to equip young leaders with the skills they need to become active change agents in their community. Over the course of the five years, teens are guided through three stages of service learning:
Community Education: Youth and adults (staff and mentors) learn together about their community and the value of giving back.

Community Service: With adult help, youth engage in community service projects and reflect on what the experience was like for them.

Community Development: Youth identify a need or issue, take action, engage adults and other youth in the process, and enact meaningful change in the community.

Across all years, youth are engaged in direct and indirect service in their communities. They learn about opportunities for service that are available to them by mapping and visiting service providers in their neighborhoods. In the later years, youth are shown how to assess the needs of a community and to identify actions that meet those needs. They are engaged in recruiting sponsors, soliciting resources, and organizing their own projects. They organize younger C5 Leaders to assist with these projects, and emphasis shifts to serving communities beyond their own. Youth are introduced to advocacy as a means to changing their community.

“C5 has empowered me to take leadership roles and be independent, but most importantly, it has developed my passion for community service and the world.”

–Addisalem Agegnehu, Crossroads C5 Leaders Class of 2010, Student at DePaul University studying refugees and forced migration
Understanding. Kind. Resilient. Those are just a few ways to describe the young woman who is using her own struggles to create a better system for the homeless of Massachusetts.

Sheridyn Covell, Crossroads Class of 2021 and high school freshman, spent almost two years of her young life living in one room with her mother and sister at an emergency shelter in Saugus.

Due to downsizing at the company where her mother worked, Sheridyn’s mother found herself without a job. Sheridyn watched her mother apply for jobs night after night with no luck — she was either over-qualified, or lacked the necessary degree despite her experience.

The situation quickly became dire as Sheridyn’s mother was often forced to choose between food for her daughters and the medications she needed to survive. They had no choice but to turn to an emergency shelter, where they would spend the next 23 months sharing one room and two beds.

In one year alone, Sheridyn’s mother filled out 45 applications to local housing authorities, hearing back from only one which
didn’t work out. It wasn’t until her mother started having impromptu meetings with other women at the shelter, where they would share resources and advice, that things began to change for them.

During her time at the shelter Sheridyn was able to attend C5. Through the program, she was able to escape her circumstances. She could go outside and have space, physically and mentally. “C5 lets your mind escape from all the horrible things going on,” said Sheridyn.

“I left Winthrop, where I was born and raised, and moved to live in a motel in one room. I watched my mom and sister give up hope at times only to surface, try again, and be disappointed because nothing had changed. If there had been more information, help, resources, and support available from the beginning, our family would not have had to go through such a difficult time, or at least for not so long.”

Now that Sheridyn has made it through, she wants to help others in the same situation. This past spring Sheridyn wrote a letter to members of the City Councils of Boston and Brockton, sharing her story and her first-hand suggestions for improving the system, including: computer and internet access at all shelters, a portal that would include information regarding waiting lists and status updates, a monthly newsletter for people living in emergency shelters, and building an intentional community of peers and support.

C5 has also taught Sheridyn that advocacy is an avenue for change. She has taken an experience that could break most people, and has turned it into an opportunity to enact change in our community.

We are so proud to work with her, and we are excited to watch her continue to blossom into an unstoppable adult.
BY THE NUMBERS

REVENUE

- Philanthropy: $2,416,861 (58%)
- Programs & Services: $1,290,530 (31%)
- Other: $456,590 (13%)
- State Funding: $25,000 (1%)

Total Revenue: $4,188,981

EXPENSES

- Programs & Services: $3,352,152 (79%)
- Core Mission Support – Fundraising: $553,351 (13%)
- Core Mission Support – Management: $336,271 (8%)

Total Expenses: $4,241,774

ENDOWMENT

- Market Value 12/31/2010: $6,022,492
- Market Value 12/31/2011: $5,518,225
- Market Value 12/31/2012: $5,713,868
- Market Value 12/31/2013: $6,243,191
- Market Value 12/31/2014: $6,645,616
- Market Value 12/31/2015: $5,874,016
- Market Value 12/31/2016: $5,754,181

Note: This information was prepared by Crossroads Management.
2016 COMMUNITY ACTION OUTCOMES

In 2016 alone, the Class of 2016 completed over 4,300 hours of community service!

In the Class of 2016, 34% were awarded the President’s Volunteer Service Award, which recognizes U.S. citizens who have performed over 100 hours of service in one year.

The optional C5 Medallions for Change Service Trip was attended by 35 of 50 members of the Class of 2016 – our largest group yet!

“This class has a particular commitment to service that is both inspiring and so fundamental to what we do. They have set the bar high for future classes and have been excellent role models for future graduates,” said Deb Samuels.
THE CROSSROADS URBAN CAMPFIRE brings together over 250 Boston businesses and community leaders to celebrate the incredible success of our young people. Attendees enjoy cocktails and appetizers with Boston’s business and community leaders while meeting our inspirational young people and learning more about our impactful programming. The 2016 Urban Campfire raised over $500,000 to support our work with under-resourced Massachusetts youth.

THE CROSSROADS C5 NEW ENGLAND GOLF CLASSIC is a day-long scramble-style golf tournament on one of the region’s premier championship courses. It’s a day of friendly competition, delicious food, and great silent auction prizes. At dinner attendees also have the opportunity to meet some of the C5 youth from Eastern Massachusetts whose lives will be changed thanks to their support. The 2016 Golf Classic raised nearly $220,000.

Thanks to Crossroads’ longstanding partnership with the Rodman Ride for Kids, 100% of all event donations receive a match.

THE CROSSROADS EMERGING LEADERS are a committee of Greater Boston young professionals who are dedicated to investing in our next generation of leaders. Since inception in 2014, the Emerging Leaders have raised over $60,000 through different events and initiatives such as cornhole tournaments, Rodman Ride teams, golf tournaments, and several after-work events.

Jack Allen
Co-Chair
Jed Davidson
Co-Chair
Dan Kinan
Co-Chair

Alec Douglas
Amber Bryant
Colby Badeau
George O’Connor

Laura Zilewicz
Luke Charest
Molly McClure
Sara Baldwin
Thank You

To each and every one of our donors – thank you. Your support and dedication is so inspiring. By giving to Crossroads, you are telling our young people that they are worth investing in; that someone believes in their future and their inherent potential.

Every year we serve over 1,000 young people, giving them the resources they need to excel. We truly could not do that without your generosity and foresight.

Thank you for being a committed member of the Crossroads Family.
As we continue to challenge our youth to be an active voice and presence in their communities, we would like to pose the same challenge to you — **JOIN US**. There are many ways to get involved, such as participating at a weekend Crossroads Pathway event, volunteering at a Saturday Service event with teens, inviting our young leaders to your place of work to teach them about career options — the opportunities are endless. A simple conversation or just an hour or two of time could be the catalyst for major change in the life of a young person.

**Interested in getting involved?**
Contact Us: development@crossroadsMA.org  |  617-765-7556