Reflecting Back and Looking Ahead

Summer 2016 has come to a close, and more than 1,000 young people have come through our cabins and dining halls and returned home with much more than cherished memories. They’ve gained new skills, new confidence and a new community to support them moving forward in their lives.

This summer also brought many friends, old and new, to see our programs in action including Massachusetts First Lady Lauren Baker, Boston Globe Columnist Adrian Walker, and numerous other committed supporters and partners who make our work possible.

As we kick off the 2016–17 school year, we would like to thank you for helping Crossroads achieve many ambitious goals over the past few years. Your investment has enabled us to expand the scope and depth of our programs while raising awareness and connecting with new and important advocates who will join you as champions of our work.

We continue to increase our effectiveness and efficiency, employing data to inform our goals and mapping new roads for young people. All with the singular focus of ensuring young people succeed in school, career and life.

In the past three years we have expanded our year-round enrollment by 20%, developed new initiatives like the Crossroads Fellowship, increased accessibility by opening a new Boston location, restructured our college tour program and more.

We are working hard to raise awareness about Crossroads to support our continued growth and service. While we still have work to do, we have made great progress including features in the Boston Business Journal and the Boston Globe.

Yet we are not done. In the coming months we will roll out a new college success initiative that will provide one-to-one coaching for all sophomores, juniors and seniors in our C5 Leaders program to ensure they have a personalized post-secondary plan that works for them. In addition we will establish a robust Alumni Success network to ensure our graduates persist in college after they enroll.

On behalf of myself, our Board Chair Kevin Phelan, all of our trustees, staff and most importantly our young people—thank you. Your past and future investments make it possible to provide the wrap-around support they can count on. Our continued ability to evolve to meet the changing needs of our Commonwealth’s most under-resourced young people is only possible thanks to you.

Thank you,

Deb Samuels, President
Crossroads is a youth development organization serving over 1,000 low-income youth in the Boston area. Our multi-year programs span the summer and the school year and focus on three outcomes: Social/Emotional Learning, College Access & Post-Secondary Success and Civic Engagement.

Our Programs

**CROSSROADS CAMPS**
1,000 Youth Served | Grades 1–8 | Summer

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

**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 and view post-secondary education as achievable.

**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.

**About Crossroads**

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**Our Numbers**

About Youth Served

- 100% receive financial aid from Crossroads to participate
- 90% are living at or below the poverty line
- 73% live in single-parent homes

**Our Geography**

Where Youth Live

- 61% Boston Metro Area
- 17% Brockton
- 21% Eastern MA communities

**Spotlight**

**Boston Metro Breakout**

- Boston Proper
- Malden
- Cambridge
- Somerville
- Medford

**Spotlight**

**C5 Leaders Outcomes**

- 96% graduate high school on-time
- 95% are accepted to college
- 78% will be first generation college scholars

**Eleanor P. Eells Award for Program Excellence**

In 2015 Crossroads was awarded the Eleanor P. Eells Award for Program Excellence by the American Camp Association. At Crossroads, summer camp is a cornerstone of our programmatic approach. It is where we lay the foundation for everything that will follow. We were honored to receive national recognition for excelling in something we know to be critical to the success of young people. Thank you, American Camping Association.
**BUILDING BUZZ**

Let’s Stop the Summer Slide

by Deb Samuels

Significantly, during the school year all kids generally learn at the same rate – regardless of their economic standing. But that’s simply not true in the summer. For low-income kids, summer learning loss is greater and worsens from year to year. Why? The answer is simple: Access.

**Giving Underprivileged Kids the Tools to Succeed**

by Deb Samuels

The ability to perform in an academically rigorous environment, while important, does not guarantee success. To help get and keep students with limited resources on the college track requires communication, social and critical thinking skills. Engaged, motivated students feel connected. These kids must believe that they belong at college, that they deserve to be there, and that they possess the tools to thrive, not just survive.

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**2016 GRADUATION**

On Sunday, May 1, 50 high school seniors celebrated everything they have accomplished over the past five years in a special C5 Leaders graduation ceremony held at Faneuil Hall. We were thrilled to welcome Massachusetts First Lady Lauren Baker, who delivered the commencement address, congratulated this class for their many accomplishments and inspired them to go out and continue changing the world.

As a class, this group performed over 4,300 hours of community service this year alone. Mrs. Baker awarded 17 graduates with the President’s Volunteer Service Award, which recognizes United States citizens who have performed over 100 hours of service in a 12-month period.

“The graduates of the Crossroads C5 Leaders program have been persistent and inspiring in taking on the challenges facing them,” said Mrs. Baker. “In spite of some significant obstacles, these young people have put tremendous effort into focusing on their education while being committed to giving back to their communities and representing the best of the Commonwealth.”

Check out where the class of 2016 is heading this fall at crossroadsMA.org/2016fallreport.

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**The Boston Globe**

At Crossroads, paths are found

by Adrian Walker

The participants at Camp Wing aren’t from well-off Duxbury, or anywhere nearby. They are children from cities across the state, taking part in a three-week program designed to introduce them to a world that, to them, is as distant as a foreign country. The camp is the centerpiece of Crossroads, a program designed to teach leadership skills to underprivileged youth and prepare them to enter adulthood.

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PILOT FELLOWSHIP PROGRAM NOW PERMANENT

Crossroads piloted a formalized Fellowship Initiative designed to support the professional development of young leaders through training, mentorship and hands-on work experience. Our Fellows are recent college graduates who have either graduated from our programs or have worked as a seasonal staff member.

Our 2016 class had an amazing year working in our program and development departments learning all aspects of running a non-profit.

We had such a successful year that the pilot will now become a permanent part of our operations, and we are currently interviewing for our 2017 class. In the meantime we are thrilled to share that two of our fellows will be joining Crossroads’ full-time team.

Visit crossroadsMA.org/2016fallreport to learn more!

PARTNER SPOTLIGHT: BOSTON YOUTH SANCTUARY

When Crossroads first connected with Boston Youth Sanctuary (BYS) in 2013 it was clear there were many opportunities for us to work together to support young people. Both organizations offer the unique support needed by young people who have experienced traumatic events or circumstances in their lives through specialized therapeutic programs -BYS through their after-school program and Crossroads through our Camp Mitton program.

Since then, each year many BYS students spend a portion of their summer with Crossroads building upon the strengths and skills learned with BYS during the school year. In both places they find familiar faces who know them and their struggles and who can be counted on to support them.

Crossroads is incredibly grateful to partner with a comprehensive network of organizations working alongside us to best serve young people. We are thrilled to count Boston Youth Sanctuary as part of that extended Crossroads Family.

2015 FINANCIALS

REVENUE

- Philanthropy: $2,100,757
- Programs & Services: $1,317,993
- Other Income: $575,282
- Government: $100,000

Total: $4,094,032

EXPENSES

- Program & Services: $3,200,820
- Development: $524,313
- Management and General: $405,476

Total: $4,130,609

Management prepared numbers