together (we’ve got this)

a message from the woods, from the city, and from the heart.
As we embark on a new year with anticipation and enthusiasm, we must share our gratitude for the generous support our extended community has shown over the past year.

**TOGETHER** we ensured that Crossroads participants experienced a joyful **HOMECOMING** — a jubilant return to in-person summer experiences and school-year Pathway Weekends.

Crossroads has always been a place of community: a sacred and safe space where young people have access to mentors, peers, and experiences that promote personal growth. Whether it is their first time living away from home, making new friends, navigating backcountry wilderness, or exploring college campuses and workplaces, our community embraces a fail-forward environment in which our participants are supported and challenged to flourish **TOGETHER**.

**TOGETHER** our Crossroads community has demonstrated its extraordinary commitment to providing youth with access to opportunity and invested generously in their social-emotional health and well-being. In the pages that follow, we share many of the past year’s highlights, including the success of our return to in-person programming and the transformative impact Crossroads is having in the lives of Greater Boston’s children and teens. You will also see the incredible generosity of those who give their time, talents, and resources to our organization.

While our work is not yet done, **TOGETHER** we can continue to provide our young people opportunities for learning and community as they look forward to better days ahead. On behalf of our dedicated trustees, thank you for being such a vital part of advancing our mission this year.

With gratitude,

**Simon Hess**
Crossroads President

**Mary Renner**
Crossroads Board Chair
Our Crossroads Community embraced 2021 with enormous anticipation, enthusiasm, and resolve. Support from our staff, partners, donors, and friends helped Crossroads provide a HOMECOMING to Crossroads youth: a return to familiar spaces, shared experiences that unite us, and a community that will always be here.

Return of Summer Programming at Camp Wing and Camp Lapham

SUMMER LEARNING ACADEMY
This summer, we celebrated a new partnership with the Boston Public Schools through our Camp Wing Summer Learning Academy. Each day, certified teachers integrated academic enrichment into traditional camp activities. This helped to make up for a year of lost learning as we attended to the intellectual and social-emotional aspirations of each child – and ensured a whole lot of fun!

C5 SIGNATURE PROGRAMMING
Summer 2021 marked the return of our C5 Leadership University at Camp Lapham, focused on C5’s guiding principles of agency, responsibility, and leadership, as well as our signature experiences: NOLS Trek, the Road To College Tour, and ACT NOW Summit. The summer reinvigorated our teens and prepared them for another great academic year of Pathway Weekends with the C5 Leaders program.

“It was amazing to be able to physically connect with students. After last year, I mentally had nothing left to give. I needed this and so did they.”

BPS TEACHER

“"It was the last day of classes, and they actually asked me to do multiplication exercises this morning. They didn’t have to but wanted to.”

BPS TEACHER

“He came back raving about camp. I would say the biggest impact was boosting his confidence and sense of self.”

CAMPER GUARDIAN
together

(SUMMER BY THE NUMBERS)

Over 600 youth served across all sites
150 seasonal staff members employed, including 64 alumni
13 BPS teachers at our Summer Learning Academy
62 consecutive days/ Nights of summer programming
JUNIOR LEADERS
During Pathway Weekends this academic year, our Crossroads Junior Leaders (Grades 4-7) have come together to engage in intentional programming. With themes such as “Becoming Me” and “My Community, My Responsibility,” our youngest leaders are immersed in social-emotional learning, leadership development, and civic engagement – pursuits at the heart of Crossroads’ mission. We are excited that our continued partnership with the Boston Centers for Youth and Families (BCYF) allows us to bring Junior Leaders programming right into our participants’ neighborhoods.

C5 LEADERS
This fall, we have continued to refine our C5 Leaders curriculum, offering both virtual and in-person programs to engage our teens in multiple ways each month. Coming off a strong summer HOMECOMING, our young leaders in Grades 8-12 are enjoying active participation in evening and weekend programming centered on the five C’s: character-driven, community-focused, challenge-ready, college and career-bound, and committed to a better future.

“[Crossroads’ Postsecondary Initiative career programming] reaffirmed the idea that leadership is everywhere, and to rise up in the ranks you need to demonstrate those characteristics, regardless of your industry.”
C5 LEADER

“Crossroads has given me a positive outlook on my future and reminds me that I have a community where I am accepted.”
C5 LEADER

“I learned how to be more collaborative and outgoing, through being called on and given an opportunity in a safe space to share.”
C5 LEADER

“[robust] curriculum

(we are joyously ambitious) together

Pine Street Inn

[Japanese text]
550 Youth engaged in C5 Leaders & Crossroads Junior Leaders programming
21 In-person evening & weekend pathway events
944 Individual mentor support sessions
120 Alumni supported in their postsecondary pathway
2021 was our most successful fundraising year ever!

$2,740,980 raised

Thank you for helping us provide a joyful HOMECOMING to Crossroads children and teens, as they immersed themselves in the beauty of our sites, opportunities for experiential learning, and the warm embrace of our Crossroads community.

**2021 FINANCIALS**

Unaudited financials. FY21 audited financials will be available in June 2022.

**Expenditures**

- **Program** 72%
- **Development** 14%
- **Administration** 14%

**Revenue**

- **Philanthropy** 66%
- **Earned Income** 13%
- **Endowment Contributions** 7%
- **Federal Funds** 14%

**2021 Financials**

- Philanthropy: $2,740,980
- Federal Funds: $563,444
- Earned Income: $553,005
- Endowment Contribution: $289,446
- Total: $4,146,875
We are grateful to our community of donors for your overwhelming commitment and affirmation of our mission. The following listing reflects gifts received from January 1 - December 31, 2021 for both our annual fund and Campaign for Crossroads.

**MEDALLION ($500,000+)**
- Anonymous
- Mollie Baldwin Foley*
- Sharon & Rick Fownes*
- Gerald B. Church*
- Bill & Lynda Glavin*

**COMPASS ($25,000-49,999)**
- Anonymous
- Brook & Whittle
- Charlie Moore & Lisbeth Bornhofft
- The Phalen Family
- Tom Reilly & Betsy Palmer
- The Yawkey Foundation
- Steve & Lisa Fitzgibbons
- Anonymous ($50,000+)

**FLINT ($1,936-4,999)**
- Chris Abely
- Tara Aliotta & Tim Gardner
- Peter & Laurie Annicelli*
- Anonymous (4)
- Beacon Hill Circle for Charity
- Bill Boyd
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- Carolyn & Joe Campanelli
- Cape Cod 5
- Perry & Stephanie Chian
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- Marc Cullinan
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- Steve & Lisa Fitzgibbons
- Kevin & Rita Gill

**HAMMER ($10,000-24,999)**
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- Bank of New England/Paul & Marybeth Finn
- Birch Hill Investment Advisors
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**LANTERN ($5,000-9,999)**
- Anonymous
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- Bain Capital Children’s Charity
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- Blue Cross Blue Shield of Massachusetts
- Campanelli
- Tim & Danni Carroll
- Pat & Ellen Centanni
- Ciccollo Family Foundation
- The Clifford Family
- Coca-Cola Beverage North East
- Peter & Nicole Dalrymple
- Ted & Edie Devine*

**COMMUNITY PARTNERS ($1,000-1,935)**
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- August Foundation
- Bain Capital Matching Gifts
- Jill & Marc Baker
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The Catered Affair
St. John the Evangelist Parish at Crossroads

Thank you for your generous support.

This donor report was prepared with great care. If errors have occurred, please contact Monika Schlaak, Director of Development, at monika@crossroadsma.org.
Philotropic grants from foundations and state agencies are a critical source of support for Crossroads. In 2021, institutional gifts comprised over 47% of our total fundraising results. Below is a list of grants received during the calendar year, including programmatic and capital support towards our Campaign for Crossroads.

**$100,000+**
Anonymous*  
Anonymous Foundation supporting the Cradles to Career Initiative  
The Jack and Kathy Shields Family Foundation  
The Ellison Foundation

**$50,000-99,999**
Anonymous  
Libra Foundation, Inc.  
Bank of America Charitable Foundation  
Highland Street Foundation  
Karp Family Foundation*  
Massachusetts Department of Elementary & Secondary Education

**$25,000-49,999**
Executive Office of Education in Massachusetts  
Kingsbury Road Charitable Foundation  
Liberty Mutual Foundation  
The Nordblom Family Foundation  
PwC Charitable Foundation  
The Safe Family Foundation  
Saquish Foundation  
Summer Fund

**$10,000-24,999**
3M Foundation  
Adelaide Breed Bayrd Foundation  
Albert O. Wilson Foundation  
Boston Children’s Collaboration for Community Health  
Brighthouse Financial Foundation  
Cape Cod Times Needy Fund, Inc.  
Hanscom FCU Charitable Foundation  
Hunt Street Fund  
James E. & Allyce Darling Nesworthy Charitable Trust  
John Hancock MLK Scholars  
John Homer Dix Trust  
John J. Sacco & Edith L. Sacco Charitable Foundation  
Mr. Owl Foundation  
The Roessner Family Foundation  
William Blair

**$5,000-$9,999**
The Anne E. Borghesani Community Foundation, Inc.  
Jason Hayes Foundation  
The John Donnelly Trust  
Miss Wallace M. Leonard Foundation  
Rockland Trust

**$1,000-$4,999**
Anne & Paul Marcus Family Foundation  
Anonymous  
Cape Cod Melody Tent  
Henry Hornblower Fund, Inc.  
South Shore Music Circus

"The Jack and Kathy Shields Family Foundation is proud to provide a multi-year commitment to Crossroads. We know the amazing Crossroads staff help participants shed the stresses and worries of their daily lives and enjoy being kids in nature. We seek to have the greatest impact on the largest population and we are confident that the Crossroads C5 Leaders program helps many Boston area teens flourish and grow to their fullest potential."
together
(we are community advocates)

“We all have the capacity to advocate for ourselves, for our families, and for our communities. And to do this we must be comfortable with ourselves. Opportunity and equality belongs to all of us. I challenge you to remember that: power is your birthright.

IVAN ESPINOZA-MADRIGAL
CROSSROADS TRUSTEE

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+ Deceased
∗ CS Alumnus
Crossroads is a place where people come together with an openness to the possibility of our collective future. No matter your age or circumstance, you will learn something big about yourself along the way. Our remarkable, resilient youth teach as much as they learn.
Crossroads Torchbearer and former Trustee, **DANIEL MANSON HALL**, passed away peacefully at age 92 after a short illness on November 22, 2021.

Dan lived a joyful and extraordinary existence and worked his whole life to alleviate human suffering. Following his time in the U.S. Army, Dan embarked on an international teaching career, splitting his time between Massachusetts, Zimbabwe, and Zambia. He served as a volunteer and Board member at numerous organizations in the Bay State and Africa, including Crossroads, METCO, American Field Service, and the Uganda Rural Fund. In recognition of his excellence, Dan received the President’s Volunteer Service Award from President Obama and the Outstanding Educator Award from Colby College.

Dan will be forever remembered at Crossroads for his frequent visits, his commitment to helping those less fortunate, and for believing in the next generation of great leaders!

We loved Dan’s weekly visits to the office, where he enjoyed hearing updates on our programs and seeing our youth in action at camp. As his wife Lorrie said ‘he was in 7th heaven’ when he got to connect with our participants. Dan was an incredibly kind and generous man who was an inspiration to all who were fortunate to know him.

**JOANNE FAY**
CHIEF OPERATIONS OFFICER

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Crossroads empowers young people to realize their potential and positively impact the world.

We’re ready to reach new heights!

For more information on how you can help Crossroads reach new levels of access and excellence, please contact:

Monika Schlaak
Director of Development
monika@crossroadsma.org
crossroadsma.org
617.765.7556

Dan & Lorrie Hall

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a message
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