

year of SERIOUS FUN

C R O S S R O A D S | Y O U T H D E V E L O P M E N T

According to a 2024 longitudinal study led by Boston College Professor Eric Dearing and his co-authors, "When children from low-income households moved from zero to four opportunities, for example, their odds of graduating from a four-year college jumped from 10 to 50 percent, and their annual salaries by age 26 increased by around \$10,000."

Published in Educational Researcher and championed by BOSTON AFTER SCHOOL & BEYOND

At Crossroads we believe that every child deserves opportunities that help them grow in confidence, build meaningful connections, and discover what is possible for their future.

In 2025 we worked to bridge the opportunity gap through camp, leadership development, mentorship, and joyful experiences that stay with our young people long after summer ends.

A photograph of four young Black women in a swimming pool. They are all smiling and looking towards each other. One woman in the center is holding a large, bright yellow foam noodle. The water is blue and there are some splashes. In the background, a brick building and a pool ladder are visible.

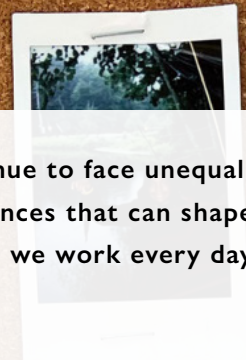
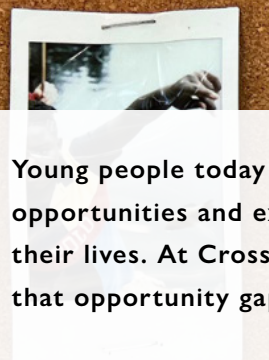
we believe



Young people today continue to face unequal access to opportunities and experiences that can shape the trajectory of their lives. At Crossroads, we work every day to help bridge that opportunity gap.

Whether learning to swim, exploring a college campus, giving back through community service, or stepping outside their comfort zone, young people discover strengths they may not have known they had.

Core to our mission, Crossroads makes these life-changing experiences accessible to all families, offering programs at little to no cost. No financial barriers to access. Ever.



High-quality enrichment programs increase college graduation rates by +40%.

AMERICAN EDUCATIONAL RESEARCH ASSOCIATION, 2024

Youth who engage in community service are 2X more likely to feel connected to their community.

GALLUP/THE ALLSTATE FOUNDATION, 2026

Youth with a mentor are **3X** more likely to talk openly about their mental health with a trusted adult.

CITY OF BOSTON, YOUTH SPEAKS BOSTON, 2025

Young people who attend high-quality enrichment programs show **GAINS equivalent to several months of additional learning.**

LEARNING POLICY INSTITUTE/RAND CORPORATION, 2025

Enrichment. Challenges. Connections. Mentors. That's what we do.

93%

of caregivers report that camp better prepared their child to return to school in the fall.

Our young people and their families say it best.

"I love the friends I have made here." THIRD GRADER

"C5 changed who I am for the better and introduced me to things I would never have thought I would do." C5 ALUM

"Crossroads opened my eyes to issues I care about and made me realize I could make an impact." C5 PARTICIPANT

"My child feels more secure in who he is as a leader and feels comfortable standing up for what is right even when it's difficult." CAMPER PARENT

**making a
difference**

95%

of Crossroads youth report that people listen to them here and care what they say.



IN 2025 CROSSROADS SERVED OVER 750 YOUNG PEOPLE FROM THE GREATER BOSTON AREA.





**We take on
challenges**

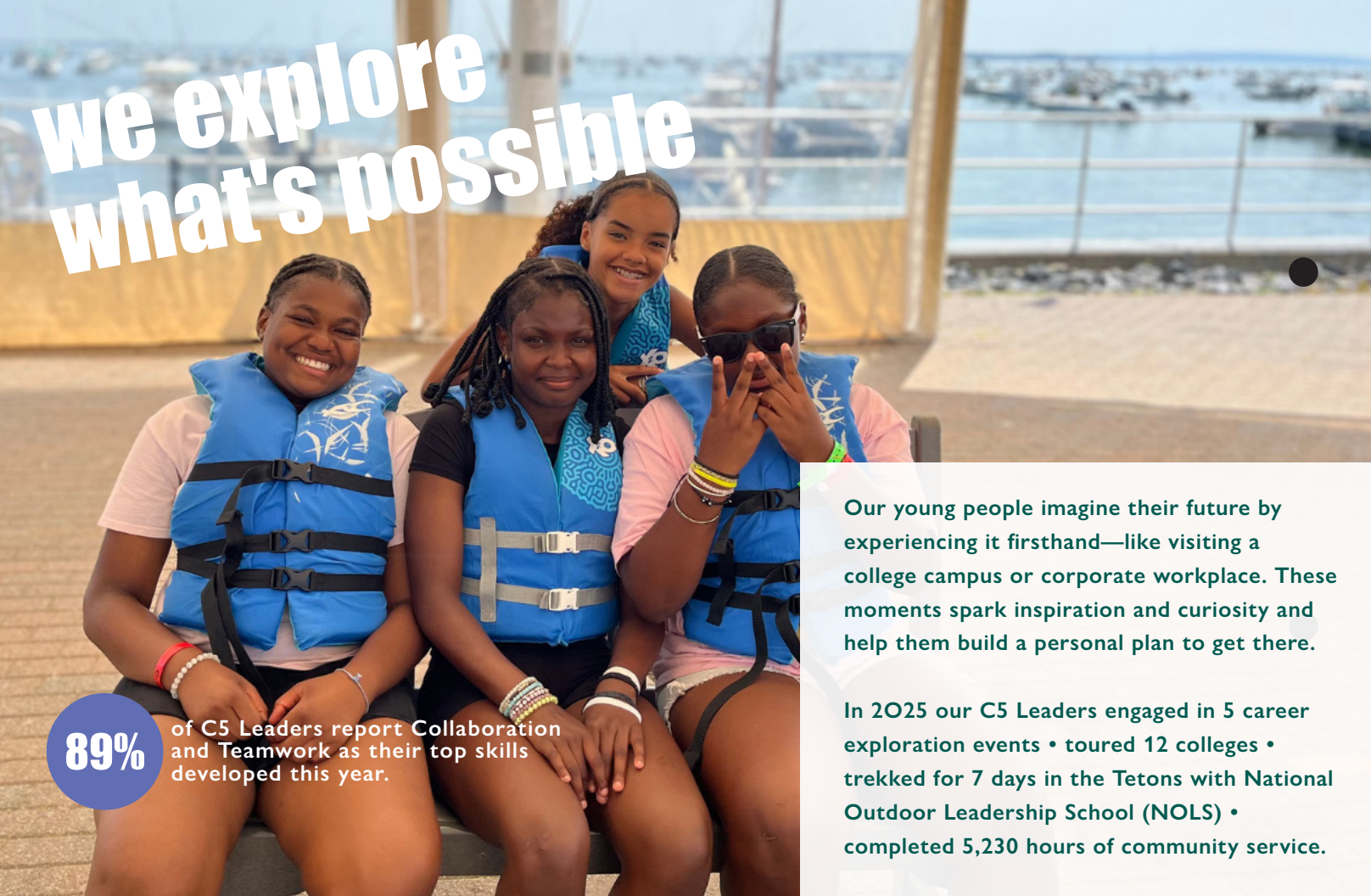
Crossroads is all about challenges and teaching our young people that they have what it takes to achieve. At camp kids climb high, swim fast, and play hard all while learning the soft skills of making new friends, living with bunkmates, being a leader, and speaking up about their ideas.

In third grade, campers can join our **JUNIOR LEADERS** program and begin their school-year exploration of learning about themselves and visualizing their future.



**we learn
together**

Teens in the five-year **C5 LEADERS** program are empowered to be Character Driven • Challenge Ready • Community Focused • College/Career Bound • Committed to a Better Future — the 5 Cs! Our young people build long-term relationships with peers and mentors who encourage personal achievement.



we explore
what's possible

89%

of C5 Leaders report Collaboration and Teamwork as their top skills developed this year.

Our young people imagine their future by experiencing it firsthand—like visiting a college campus or corporate workplace. These moments spark inspiration and curiosity and help them build a personal plan to get there.

In 2025 our C5 Leaders engaged in 5 career exploration events • toured 12 colleges • trekked for 7 days in the Tetons with National Outdoor Leadership School (NOLS) • completed 5,230 hours of community service.

Our C5 Leaders program supports each individual in finding and creating a path to their own bright future. We're proud that 100% of our 2025 C5 Leaders graduated high school.



100%

of our C5 Class of 2025 have a plan for postsecondary success.

we dream big



**we are
committed**

Crossroads partners with educators and child advocates across Greater Boston to help ensure more young people have equitable access to high-quality overnight summer camp and year-round leadership programs.



99%

of Crossroads youth report
spending more time
outside.

**we
unplug**

There is something powerful about stepping away from screens and into nature. A sunset over the pond. Frogs singing at dusk. Cool grass underfoot. Starry skies. Time outdoors gives young people space to reflect, to discover, and to simply be part of something bigger.



91%

of Crossroads youth
report learning a
new skill.

We jump in



In 2024, we kicked off an historic campaign to replace our aging pools and build two brand new pools at Camp Wing. We broke ground on this vital, transformative project the day after overnight camp ended in August 2024 and completed the finishing touches ahead of summer camp in June 2025.

Thanks to the success of this important CAPITAL CAMPAIGN, the brand new BIRD AQUATIC CENTER opened in 2025, comprised of the Hewitt Family Pool, Andy's Pool, the Highland Street Foundation Garden, and the Macomber Family Welcome area, a shaded gathering space full of colorful picnic tables.

Our pools will continue to be a place for learning and growth, where kids achieve priceless, life-saving skills. This incredible investment by our community of supporters will have an impact for many years to come.

we are grateful

Grace & Jerry Bird

Mollie Baldwin Foley • Lynda & Bill Glavin • Liz & Phill Gross •
The Macomber Family • The Hewitt Family: Chuck & Teak
Hewitt | Colby & Jen Hewitt | Josie & Jon Marston

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The Palmisano Family • Allison & Michael Phalen •
Kevin & Anne Phelan • The Weld Family

The Bird Aquatic Center is the result of extraordinary generosity. We are grateful to everyone who made this lasting legacy for generations of Crossroads kids to enjoy.



Tara Aliotta & Tim Gardner • The Murphy Family • N & D Foundation
• In Memory of Maureen Cleary
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Caroline & Doug Warren

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Regis Lino-Kelly • Tatum & Scott McIsaac • Oscar Santos • Dan Salera
• In Memory of Terre Stoneburner • Cindy Truong

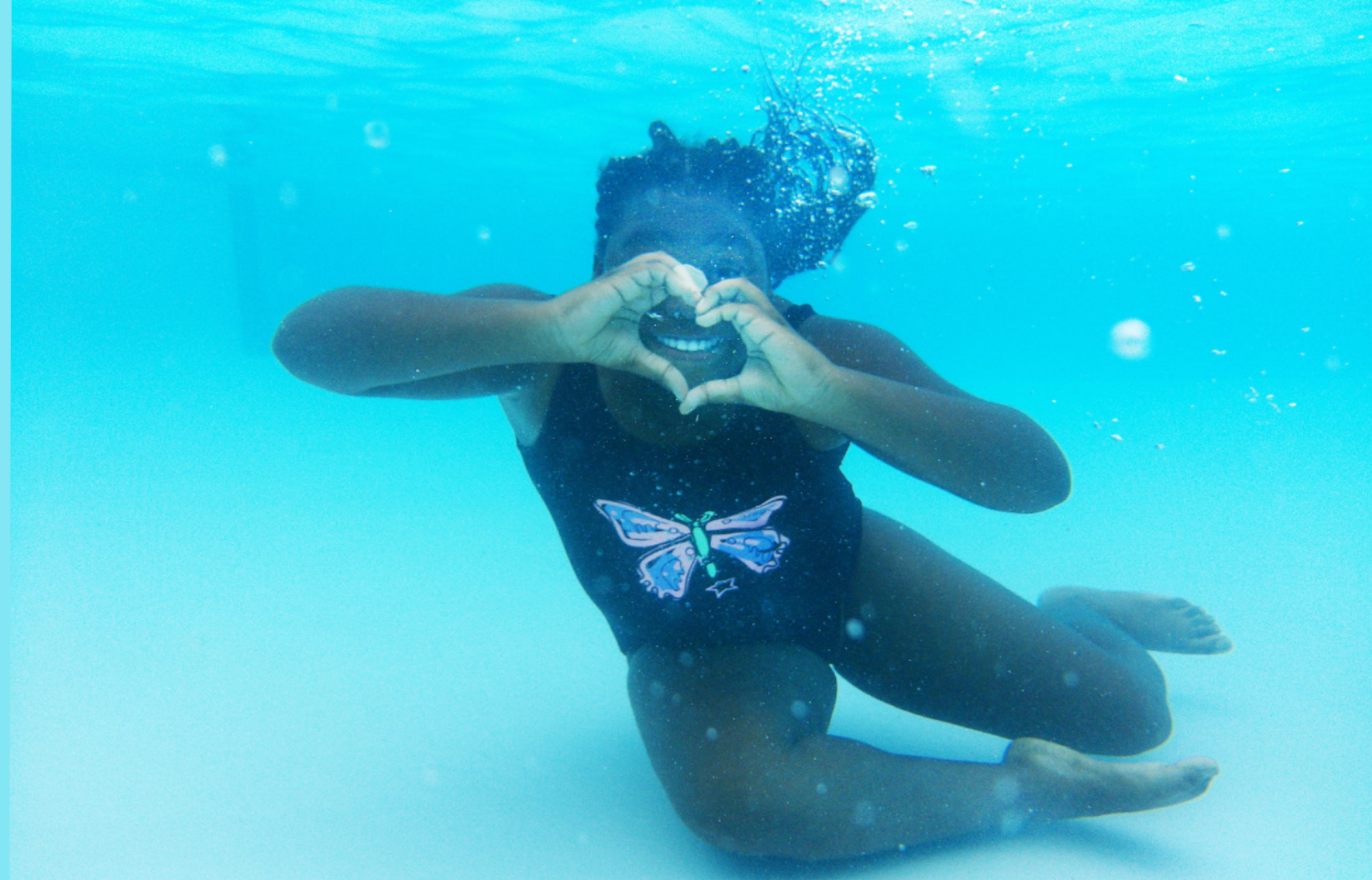
Matt Dyroff's Fundraiser • Joanne & Pat's Camp Wing Fundraiser •
Monika's Fundraiser • Ben Palmer's Fundraiser

we build for the future

14,400

The number of swim lessons during the first summer of the new pools.

We believe that all kids should have access to high-quality experiences, including gaining and achieving the life-saving skill of swimming. For many of our young people, Camp Wing is where they will learn to swim. The completion of the Bird Aquatic Center ensures that swimming lessons remain a central part of the Crossroads experience.





we are a
community

100% of families received full financial support to make overnight camp accessible.

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VISIONARY \$50,000+

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The Ellison Foundation
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The Jack and Kathy Shields Family Foundation
Karp Family Foundation
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MEDALLION \$25,000-\$49,999

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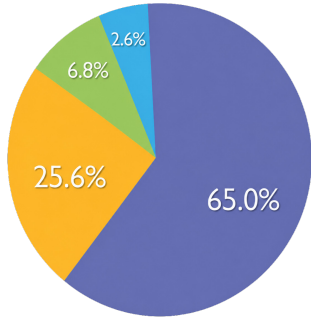
THANK YOU



2025 UNAUDITED FINANCIALS

January 1, 2025-December 31, 2025

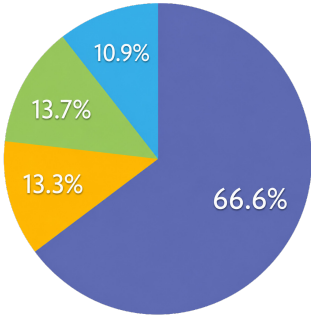
Audited financials available in the summer of 2026.



REVENUE	
Philanthropy	\$2,943,602
Gov't Grants	\$117,391
Earned Income	\$1,159,009
Endowment	\$306,228
TOTAL:	\$4,526,230



EXPENSES	
Program	\$2,969,218
Administration	\$591,263
Development	\$610,540
Facilities Maintenance	\$487,482
TOTAL:	\$4,658,503



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Torchbearers are past board members whose service went above and beyond to serve the Crossroads mission and further the organization.

Catherine Curtin Dyroff
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William F. Glavin, Jr.
Chuck Hewitt
Walter Weld

In Memoriam

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