



together (we've got this)

a message
from the woods,
from the city,
and from the heart.

crossroads



“We cultivated genius all summer and never gave up on each other or ourselves.”
CROSSROADS STAFF

together

2021 (awesome)

LETTER FROM THE PRESIDENT & BOARD CHAIR

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,



A handwritten signature in black ink that reads "Simon Hess".

Simon Hess
Crossroads President



A handwritten signature in black ink that reads "Mary Renner".

Mary Renner
Crossroads Board Chair



together
(we are unapologetically remarkable)



summer (oh yes)

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!

“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

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 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



(robust) curriculum

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.

“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

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

“[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



together

(we are a team of optimists)



(FALL BY THE NUMBERS)

550 Youth engaged in C5 Leaders & Crossroads Junior Leaders programming

21 In-person evening & weekend pathway events

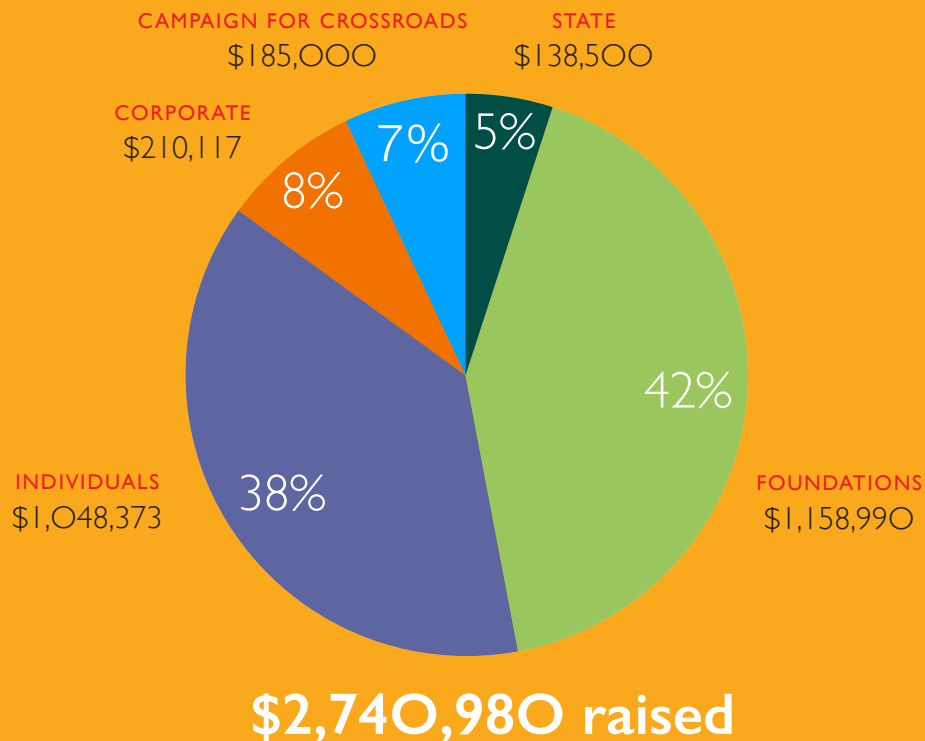
944 Individual mentor support sessions

120 Alumni supported in their postsecondary pathway

thank you

2021 was our most successful fundraising year ever!

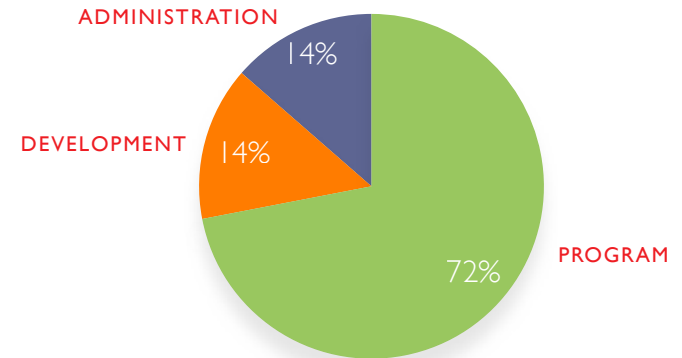
Thanks for helping us provide a joyful HOMECOMING to Crossroads children and teens, as they immersed themselves in the beauty of our sites, opportunities for experiential learning, and the warm embrace of our Crossroads community.



2021 FINANCIALS

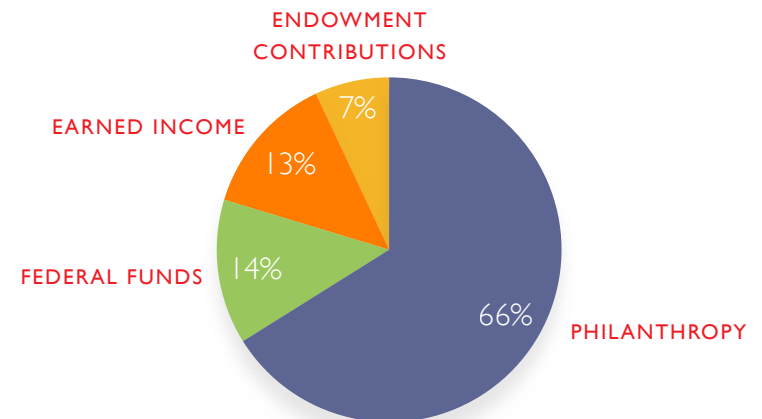
Unaudited financials. FY21 audited financials will be available in June 2022.

expenses



Program	\$2,940,474
Development	\$590,479
Administration	\$555,073
Total	\$4,086,026

revenue



Philanthropy	\$2,740,980
Federal Funds	\$563,444
Earned Income	\$553,005
Endowment Contribution	\$289,446
Total	\$4,146,875

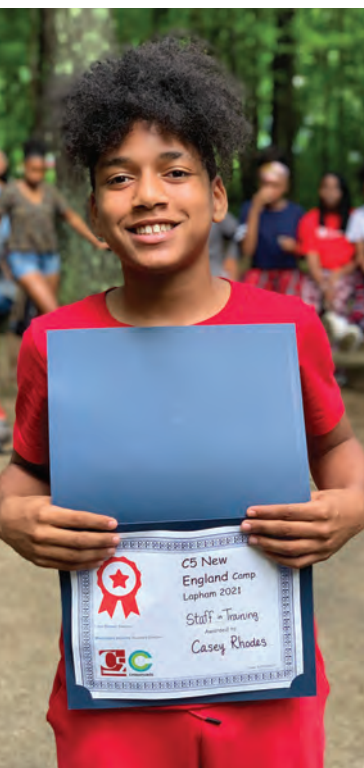
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This donor report was prepared with great care. If errors have occurred, please contact Monika Schlaak, Director of Development, at monika@crossroadsma.org.



together

(we are resilient achievers)



Philanthropic 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+

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“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.”

* Campaign for Crossroads



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 ESPINOSA-MADRIGAL
CROSSROADS TRUSTEE

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Devin Condron
Iván Espinoza-Madrigal
Jason Feitelberg
Sharon D. Fownes
Peter Grape, MD
Elaine Haffey
Chuck Hewitt
Jana Karp
Delisa Joseph
Alain Mathieu
Amy O'Connor
Carmen Ortiz
Mike Phalen
Kevin Phelan
Tom Reilly
Steve Ricciardi
Joe Robbins
Oscar Santos
Benjamin Stern
Steve Stewart
Caroline Warren

+ Deceased

* C5 Alumnus

TORCHBEARERS

Catherine Curtin Dyrhoff
Brian Elowe
William F. Glavin
Anita Haffey
Daniel M. Hall +
Ann D. Macomber +
Powell Robinson, Jr.
Don Rodman +
Walter Weld

EMERGING LEADERS

Jack Allen
Colby Badeau
Sarah Centanni
Amber Colón
Josh Elowe
Tatiana Joyce*
Dan Kinan
Regis Lino-Kelly*
David McGrath
Mollie Proctor
Saylor Scheller
Taryn Tetreault
Cindy Truong*

URBAN CAMPFIRE EVENT COMMITTEE

Pat Centanni, *Chair*
Elaine Haffey, *Chair*
Carmen Ortiz, *Chair*
Ed Smith, *Chair*
Catherine Curtin Dyrhoff
Adam Earle
Jason Feitelberg
Bob Foley
Stephen Gogolak
Mike Gruber
Lila Haffey

Colby Hewitt
Delisa Joseph
Dan Kinan
Kim Leckie
Alain Mathieu
Maura Murphy
Caroline Warren
Heather Yetman

GOLF CLASSIC EVENT COMMITTEE

Tim Carroll, *Chair*
Steve Stewart, *Chair*
Brendan Brazel
R. Kelly Cameron, EdD
Peter Dalrymple
Tom Davidson
Mort Fearey
Madison Fox
Craig Mancusi
David McGrath
Mike Phalen

COMMUNITY CELEBRATION EVENT COMMITTEE

Amy O'Connor, *Chair*
Kate Bray
Carolyn Campanelli
Devon Devnew
Betsy Juliano
Kim Leckie
Josie Marston
Mary Renner
Mollie Proctor
Taryn Tetreault
Jill Zimmer



together

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.

Dan & Lorrie Hall



memoriam

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.

“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 simple man who was an inspiration to all who were fortunate to know him.”

JOANNE FAY
CHIEF OPERATIONS OFFICER

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!



crossroads

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:

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Director of Development
monika@crossroadsma.org

crossroadsma.org
617.765.7556