



2019

Annual Report

Crossover Mission

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Message from Cathy and Antoine



FROM ANTOINE

The formation of Crossover has been a dream for me. I was shocked when after just one month, we had 40 kids registered for the program. It would not have been possible without the incredible support and dedication of people that have rallied around Crossover. I never imagined how much work it would take to make the dream a reality and how exhausting it would be to push for change. Getting the kids to believe that a better future is possible and that their dreams CAN become a reality, takes constant dedication and heart. I have learned that there is no one perfect

way to help a child. Each child is different and every situation is unique. There are times when the kids know that Crossover supports them but are overwhelmed by their challenges. Helping them keep hope and faith alive and develop resilience is not a short term process.

Having so many supporters believe in the vision and support Crossover reminds me every day that what we are trying to do is worth fighting for. Personally, it is that support that keeps me going. Together we can and will make a difference. Every time I feel overwhelmed by the enormity of the task, one of the kids will do something that shows me that the vision is working. For example, I was in awe seeing the 12 kids all dressed up in their beautiful suits greeting guests at our fundraiser. I love watching their faces when someone scores their first two points in the gym, makes the honor roll or gets accepted onto the school basketball team. The heart of Crossover is the deep conversations with kids when they want to give up, when they come to us and allow us to help carry the burden and keep them going. Crossover is not just a job, it is family; the staff, the tutors, the donors and the kids. It is a family with all of its own problems, but lots of love and commitment. Together, we can make a difference.

Thank you for believing in my dream,

A handwritten signature in blue ink, appearing to read "A. George".



OUR MISSION

Crossover Mission helps the kids who need us most to become successful adults through a program of year-round basketball training and one-to-one academic mentoring.

OUR VISION

Our kids often live in difficult family situations and are surrounded by violence and drug abuse. Because of this, they are at risk of school drop-out, gang involvement and incarceration. Crossover redirects their lives by providing structure, accountability, positive role models and exposure to broader life experiences

FROM CATHY

The climb has been eye-opening. Over the past five years with Crossover, I have come to realize how much we don't understand. It is easy to think that you know what the problem is until you live it and work closely with people who are trying to find their way through adversity. I continue to be impressed with the deep and heartfelt generosity I see every day in time, hearts and wallets. It is easy to be troubled about the enormity of the challenges our kids and their families face. After much thought, I realize that the only way to affect change is one child at a time. We strive every day to do what we can through the challenges hoping that the essence of what we do shines through.

On a personal level, my entire family, my husband and my own children, have been positively impacted by Crossover. They are humbled by the struggle but also have learned to be versatile and have formed deep relationships with people from all walks of life. My dream is that we are laying the groundwork for our kids to be the leaders of the future. Maybe one day, they will lead Crossover!




Joy comes in the small victories when I see these kids succeed along the way.

Antoine Jennings

Our History



“When we started, only 5 percent of our middle school kids were academically eligible to participate in school athletics, and most of them lacked the confidence to even try.”

Crossover Mission, Inc., is a non-profit organization whose purpose is to support and redirect at-risk youth through after school programs run by dedicated coaches and mentors. The program uses basketball as a tool to attract and motivate student athletes while providing academic support to monitor and promote achievement and

one-to-one mentors to provide local and world exposure to young minds. In that pursuit, the secondary purpose of Crossover Mission, Inc. is to build a bridge of friendship and understanding between cultures, starting at a young age, which will help to erode the walls of separation which continue to divide our society.

80%
of students were failing at least one class in 2013

2013-14

A VISION BECOMES A REALITY

- ✓ Crossover Mission, Inc incorporated on March 14, 2014
- ✓ Basketball training began thanks to the donation of gym time by GYAC
- ✓ Launched the first summer intervention academic pilot program
- ✓ Academic Mentoring Program (AMP) developed by retired educator Michelle Willis and Cathy De Schouwer

2014-15

MENTORING & BASKETBALL

- ✓ Began weekly tutoring Tuesday evenings at Community Church
- ✓ Antoine Jennings began full-time work with Crossover, thanks to a generous donor
- ✓ 1st Crossover van donated by John's Island Foundation
- ✓ Completion of first audit allowed Crossover to begin applying for local grants

2015-16

MANY FIRSTS

- ✓ Began tracking all student data through school district online grade portal (FOCUS)
- ✓ Began tracking student standardized test scores
- ✓ Attended 1st week-long college basketball camp with 14 students at USF
- ✓ Hosted a summer acceleration camp in math and reading for rising 4/5 graders

“This isn’t just about basketball. It’s about all the things they learn. It’s about teamwork and accountability.”

It has been Antoine's life wish to reach out to kids like himself who could not afford the area after school programs. He wanted to reach kids who did not have the family support, resources, transportation and grades necessary to engage in recreation or school sports. He wanted to reach the kids who were being confronted with incarcerated and absent parents, kids being lured by drug dealers in the neighborhoods, those facing extreme poverty and rough life challenges, like he faced as a child.

Crossover provides:

- ✓ Year-round basketball training focused on skill development for school team participation
- ✓ Help with homework, school projects and study skills
- ✓ Caring one-to-one mentors
- ✓ Individualized advocacy in the schools with teachers and administration
- ✓ Summer programming designed to broaden horizons and develop life goals.

43%

of Indian River County African American families live in poverty

1 in 3

African American boys will be arrested by the age of 25

2016-17

OUR FIRST CROSSOVER CENTER

- ✓ 2nd Crossover van donated by the John's Island Foundation
- ✓ Became a United Way funded partner to support the High-Risk Program
- ✓ Moved into the current Crossover Center at 1965 42nd Ave, Vero Beach
- ✓ First intensive homeschool intervention with 2 students

2017-18

EXPANSION

- ✓ Board of Directors completed a 5-year Strategic Plan
- ✓ First AAU competitive basketball team
- ✓ 3rd Crossover van provided by an anonymous donor
- ✓ Implemented an organization-wide database for student, volunteer and donor information

2018-19

LOOKING INTO THE FUTURE

- ✓ Initiated new program structure including required weekly academic mentoring for all students
- ✓ Began exploring possibilities for a permanent Crossover Center which would include academic space and two basketball courts
- ✓ Planning to launch the Capital Campaign for the new Crossover Center

The Board of Directors



Bradley Lorimier | Chairman

Over the past five years, Crossover has helped more than a hundred kids both academically and with basketball skills development. Although our primary goal is to help kids become successful adults, there is an even more fundamental goal that includes keeping kids out of jail, away from gang involvement and alive. While this may seem a "low bar", the risks that these children face in their lives is extreme. The individual mentoring that Crossover provides can and does change their lives.



Robert Parsons
Vice-Chair



Charles Robinson
Secretary



Linda Knoll
Treasurer



Robert Baggott
Member

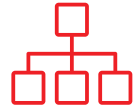


Gregg Pitts
Member



Milo Thornton
Member

The Crossover Team



Cathy De Schouwer
Executive Director



Antoine Jennings
Chief Operating Officer



Kim Hanley
*Educational
Coordinator*



Johnny Johnson
*Volunteer
and Outreach
Coordinator*



Kim Lorimier
*Director of
Development*



Greg Morrissey
*Basketball
Operations
Assistant*

Area Need



The statistics of poverty in IRC are disheartening and the results wide-reaching. For children, poverty means pain and despair, inadequate nutrition, instability of residence, family violence, homelessness, dangerous neighborhoods, traumatic stress syndromes, and externalizing behaviors including aggression, fighting, and acting out. It takes a wide spectrum of community services to intervene in the lives of youth to PREVENT gang/criminal/violent activities and restore youth to healthy mindsets for growth and education.

Indian River County Family of 4

ALICE

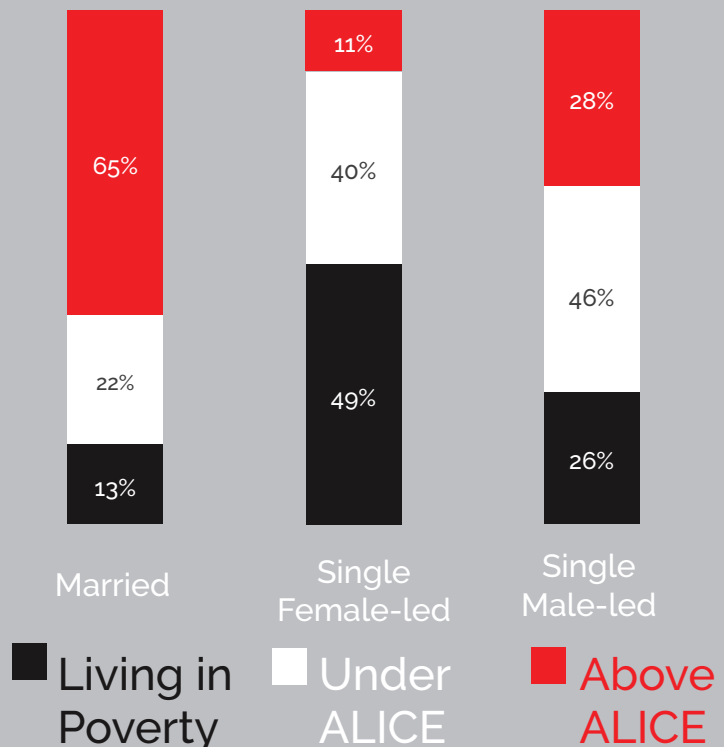
Asset Limited,
Income Constrained
and Employed

\$50,448

POVERTY

\$24,300

Household Types Living in Poverty or ALICE



CITIZENS LIVING BELOW
POVERTY OR ALICE

62% IN GIFFORD

WHITE

BLACK

89% vs **79%**

GRADUATION RATES

10,429



STUDENTS ON
**Free/Reduced
Lunch**

PARENTS WHO **DO NOT**
HAVE A HIGH-SCHOOL DIPLOMA

19.2%

GIFFORD

11.9%

SOUTH COUNTY

55.6%

FELLSMERE

70%

BLACK BABIES

Born to Single
Mothers in

2018



Over

2000

Youth Not Served
By An After-School
Program

Our Outcomes



**BASKETBALL
TRAINING**



**ACADEMIC
MENTORING**

AGES

8-18



85%
Boys



15%
Girls



1100

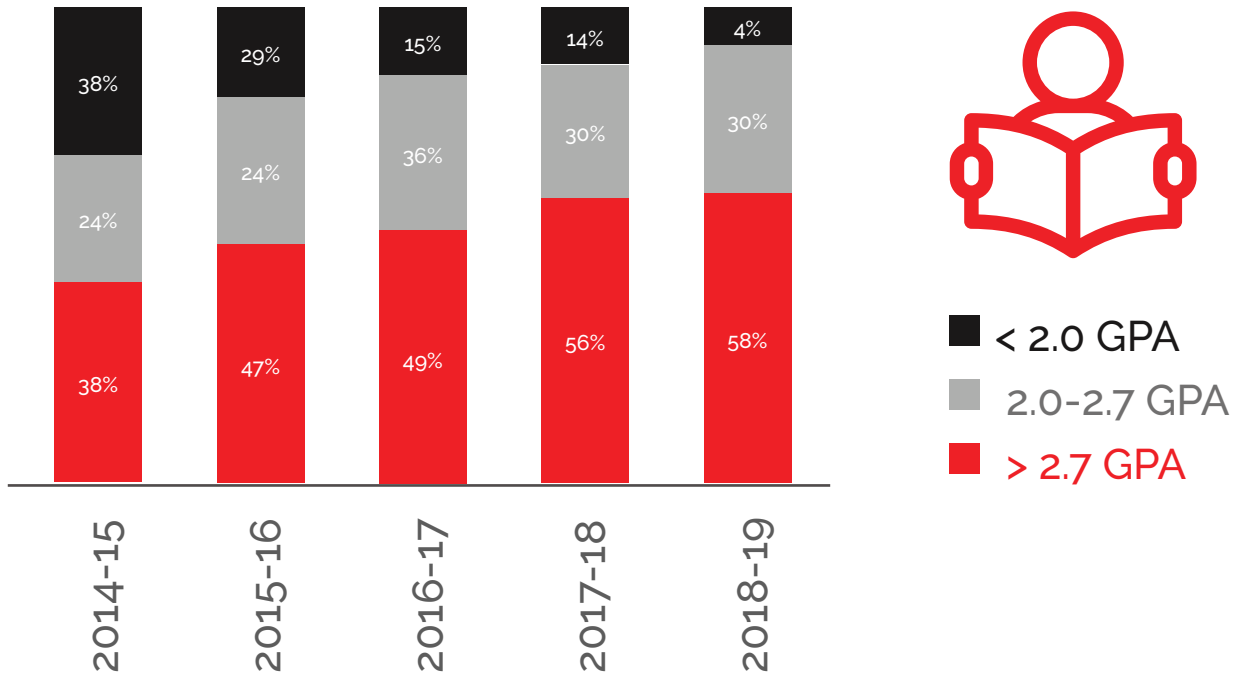
**Total Volunteer Hours
This Year**



54
Active
Volunteers

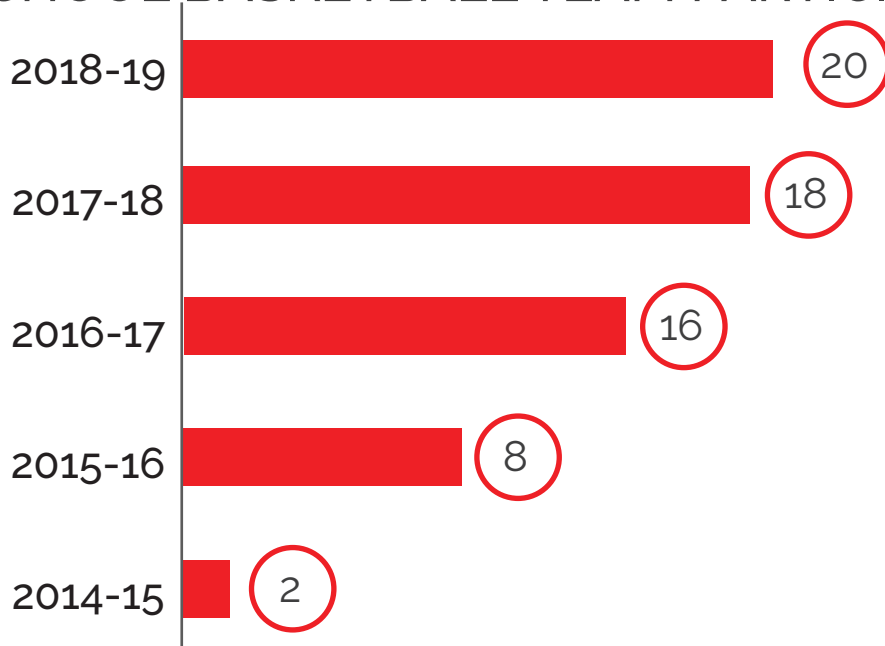
70
Current Students

YEAR-END GRADES



- < 2.0 GPA
- 2.0-2.7 GPA
- > 2.7 GPA

SCHOOL BASKETBALL TEAM PARTICIPATION



Company Figures



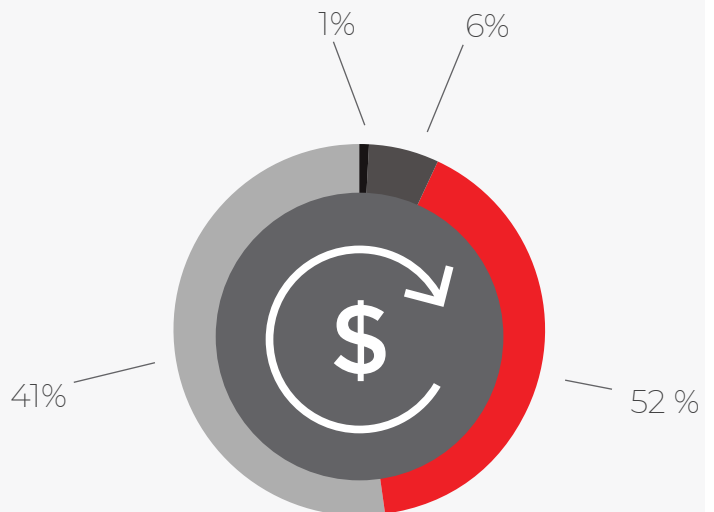
\$805,133

Total individual donations since inception in 2014



INCOME

- \$231,662 Individual Contributions
- \$184,000 Foundation Grants
- \$4,800 Investment Income
- \$27,010 Program Income



8

Local Granting Agencies support Crossover

50%

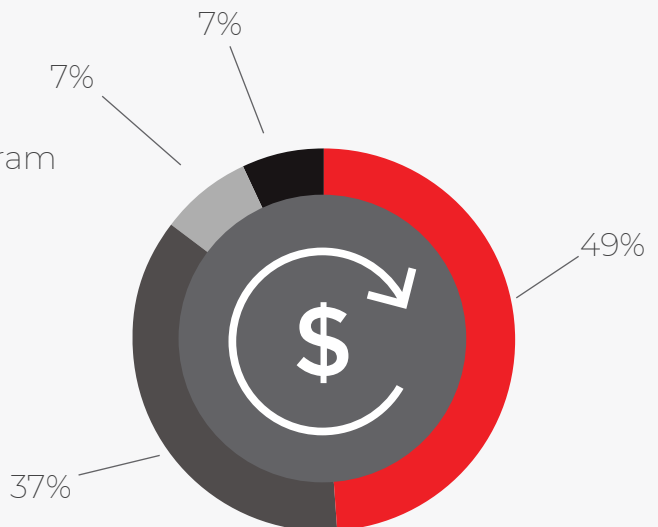
Crossover funding comes from individual donors



*2018-19
Guidestar Platinum
Seal of Transparency*

EXPENSES

- \$217,400 Academic Mentoring Program
- \$162,716 Basketball Program
- \$30,676 Fundraising
- \$33,788 Administration



Balance Sheet



Bank Accounts	\$109,456.34
Accounts Receivable	\$9,073.00
Investments	\$100,502.12
Other Current Assets	\$14,809.76

Vehicles & Trailers	\$70,656.35
Computers & Technology	\$25,509.98
Sports Equipment	\$747.71
Furnishings	\$4,714.43
TOTAL FIXED ASSETS	\$101,628.47

Accounts Payable	\$1,259.32
Credit Cards Liabilities	\$2,379.31
Payroll Liabilities	\$28,405.97

Opening Balance Equity	\$-14,359.00
Unrestricted Net Assets	\$269,030.32
Net Revenue	\$48,753.77
TOTAL EQUITY	\$303,425.09



Income Statement

Direct Public Support	\$207,714.35
Foundation Contributions	\$208,804.25
Tournament Income	\$4,390.00
AAU Crossover Kings Income	\$13,799.00
Program Income	\$23,767.50
Interest Income	\$34.99
Net Fundraising Income	\$44,720.12
Other Income	\$1,318.47

Program Expenses	\$96,456.61
Facility Expenses	\$46,094.01
Payroll Expenses	\$267,373.67
Management Expenses	\$15,812.46

Crossover Supporters



HEART OF GOLD SOCIETY

Drs. Robert and Casey Baggott
 Mr. Henry Collins
 Mr. William Kealy
 Mr. & Mrs. Jay and Linda Knoll
 Mr. Brad Lorimier
 Mr. & Mrs. Douglas and Susan Marquis
 Mr. & Mrs. Gary and Beverly Zell
 Mr. & Mrs. Mark and Patricia Mulvoy
 Mr. Brian Murdock
 Mr. & Mrs. Thomas and Betsy Otteson
 Dr. & Mrs. Charles and Sandy Robinson
 Mr. & Mrs. John and Stephanie Smith
 Mr. & Mrs. Norval and Diane Stephens
 Mr. & Mrs. James and Mary Skinner Weiss

\$50,000 AND UP

Anonymous Donor
 Children's Services Advisory Council
 John's Island Community Service League
 Mr. Bradley Lorimier
 Mr. and Mrs. Robert and Gail Parsons
 United Way of Indian River County

\$25,000-\$49,999

Grand Harbor Community Outreach
 John's Island Foundation
 Quail Valley Charities

\$10,000-\$24,999

Indian River Club-Head, Hearts, Hands
 Mr. & Mrs. Jay and Linda Knoll
 Community Church of Vero Beach
 Mr. & Mrs. Thomas and Betsy Otteson
 Mrs. Patricia Thompson

\$5,000-\$9,999

Drs. Robert and Casey Baggott
 Mr. & Mrs. Jay and Maryellen Conefry

The Ryder Family Fund
 Greenhouse Produce Company
 Mr.s & Mrs. Gene and Jean Cravens
 Mr.s & Mrs. Mark and Patricia Mulvoy
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\$2,500-\$4,999

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\$1,000-\$2,499

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up to \$999

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 Ms. Bonnie Vernon
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 Dr. Michael Wein
 Rev. & Mrs. Don and Carolyn White
 Mr. Roderick Wynn



Thank You!
for being part of
CROSSOVER

CROSSOVER MISSION

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