



CROSSOVER MISSION

ANNUAL REPORT



2021
EDITION

Crossover Mission

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Vero Beach, FL 32967

crossovermission.com

772-257-5400

facebook.com/crossoververo

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A Note from Cathy and Antoine



FROM ANTOINE

For eight years, our Crossover team has been hopscotching all over town. We would continuously try to find space to hold basketball practices and tutoring. But no longer. Back in 2019, Crossover decided that in order to move forward we needed our own space and our own home. That means having our own building. So we signed a lease-to-purchase the Quality Citrus Packinghouse. The next day, the COVID-19 pandemic was declared and the renovation process had to be put on hold. As we were about to begin and take a big step forward, we were shut down. It was disheartening.



But we focused on the kids. We kept looking forward and this past year, the renovations on the building have been huge. We were able to lay the basketball court, new walls were constructed, our "Crossover Red" paint is on the walls, and the whole place looks different. We are definitely in exciting times! But this year has had its fair share of challenges too. We lost our lead math tutor/mentor, Mrs. Anne Lau. We lost one of our beloved students who had been with us since the beginning, Bidensky Termidor. It also feels like we've lost our core group as they have graduated and moved on after being with us for eight years. But we are looking forward to the future with our new group of kids and having all Crossover activities in one place. In order to do that we NEED to get the building construction finished. We have had the support of so many people along this journey. We are blessed to have the community's support in this project. We are ready to open our new center and be able to help even more student-athletes.

Thank you for your support over the years and please join us as we continue to move forward.

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

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 students 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

2021 has been a year of continued grit and focus at Crossover Mission. With heads up and spirits forward, we continue to move positively in our mission. We are committed community members investing in the families and kids who need us most in our community. We invest our hearts, resources and time into academic tools and supports, competitive sports and close mentoring which motivates youth and helps break cycles of poverty and bolsters education. Relationships are at the heart of what we do. We believe in coalition building, imagination, experiments and pilot projects. We listen more than we talk. We believe in having courage to try something new as we intentionally see our world through multiple cultural lenses for understanding and clarity. Relationships are slow and unanimity takes time. It is not about efficiency but efficacy. In this unpredictable world and in our chosen mission, we must successfully meet the daily unrest with broad strength in numbers, resilience and invention.

2020-21 has been a time of holding on to faith through risk-taking and opportunities for Crossover Mission. Growth has been necessary but hard during the Pandemic. Thankfully, you, our supporters have not wavered. You helped us complete Phase 1 of our \$6 million building project. This phase will allow us to begin programming at the new site in Q4 of 2021 while we continue building the Crossover Center for Excellence through phases 2-4. Ultimately we will reach deeper into the community to triple our student athlete participation. We are grateful and excited for the way forward. We need you now more than ever. Please join us!



Our Purpose: We Go Deep



83%

of students say they're improving in athletics and academics since becoming members at Crossover

"We go deep, we go hard. We make sure everything we do is at 100% for these kids." -Coach Pradel

Founded in 2014, Crossover was hatched from a story of two individuals connecting to one another as individuals. On one hand, a 10-year old boy from Vero Beach sought a coach who could take his basketball game to the next level. Meanwhile, a grown man from Gifford was searching for a profound way to mentor young people like himself who have so much potential but are often overcome by circumstances offering few opportunities to achieve a healthy sense of independence and responsibility. By joining forces, these two individuals not only realized their goals but ultimately set the stage for hundreds of young people to build their unique path to individual fulfillment

When young people become members at Crossover, we consider all the different elements that constitute their individual selves. Indeed, each girl or boy has a different story and specific needs. As many members will be at Crossover from elementary through high school graduation, they will experience a seemingly endless set of changes over time, and staff and volunteers must therefore remain creative and flexible so that our time with them is both customized and effective.

We must, then, Go Deep.



"We go beyond the basketball court and academics. We develop relationships with these kids, we help them achieve their full potential." -Coach Kyle

Going Deep means our staff is committed to a constant and reliable presence in each of the lives of the young people we serve. We are there after school for tutoring and at the gym for basketball practice. But some members may need that extra push that nudges them to spend the weekend catching up on homework, going to class every day, eating healthy and getting plenty of sleep, and having fun being part of a peer network here at Crossover imagining and aspiring to be their best possible selves. Going Deep means we're there for members beyond traditional program hours, on weekends, at night, and all summer long.

Crossover understands that athletics and its competitive spirit can be the foundation for inspiring young people in all aspects of their lives. While basketball is at the heart of what motivates our student athletes, our mentors make each child's physical, academic, intellectual, emotional, and social capacities of utmost importance. Going Deep, then, is a step-by-step strategy in helping members find their unique place in the world.

96%

of Crossover members were eligible to try out for their school basketball team in the 2020-21 school year

86%

of Crossover members earned a spot on their school basketball team



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Mary Buff Penrose



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The Crossover Team



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Executive Director



Antoine Jennings
Director of Operations



Diana Gannon



Marley Butcher



David Vaina



Kim Hanley



Kati Fini



Stephanie Thompson



Michelle Willis



Hollie Lintz



Neal Watkins



Pradel Bonnet



Kyle Martin



Kirk Dunn

Community Impact

Crossover is a community support agency aiming to make a difference in the lives of our young student-athletes. It is our goal to develop productive citizens of our community with a solid base of education which will allow them to join a skilled labor force that helps bring prosperity to all neighborhoods. When our student-athletes succeed as individuals, they are contributing to our county's overall well-being--both immediately and in the long-term. After graduating from high school, some choose to attend college and play basketball while others are interested in vocational training that will enable them to enter the workforce with a living wage. Many members tell us they want to stay in Indian River County as adults and can envision themselves becoming the leaders of tomorrow.



99%

of Crossover students
have remained free of
the juvenile justice
system

100%

of 2020-21 Crossover
students have no known
gang involvement

Our Class of 2021 touted a 100% graduation rate from high school and 100% entry into college

87% of Crossover members say they experience a sense of warmth and inclusion from their Crossover peers.

Crossover programming is intentionally aligned with the local needs of Indian River County youth and their families. As such, program outcomes are evaluated at quarterly intervals throughout the school year and at the beginning and end of the summer program.

Our measurable results in the core areas of athletics and academics ensure we are having an authentic impact as well as helping us determine if any programmatic adjustments need to be made. At Crossover, we are accountable to everyone who has thoughtfully and generously invested in our organization and are committed to demonstrating the value Crossover programs deliver in helping improve young people's lives. While we strive for continuous development among all our members, our pledge to Go Deep enables us to assess each member's growth on a specific and personal level.



New **Developing** Program



High School Graduation and College Bound Program



Many Crossover members will be the first in their families to pursue a post-high school education. Piloted in 2019-21 and expanding each year, our High School Graduation and College Bound Program helps members successfully graduate from high school, and enroll in college or a vocational program. Simply put, we seek to carve a path to accessibility and affordability.

As we have built a rapport with the families we serve, we help them overcome barriers to successful admission and completion of post-secondary education. The college process is daunting and completing paperwork and submitting applications is ultimately parents' responsibility, but we are there every step of the way.

Our Program Director utilizes a customized case management approach around each student's needs: communicating with colleges and the school district, helping families complete financial aid packets, assisting in completing college essays and applications, and even driving students to appointments and interviews with guidance counselors and college representatives. We also support these students throughout college as they adjust to being away from home and the rigors and joys of this life-changing experience.

Crossover Center for Excellence



In 2021, Crossover has nearly completed Phase 1 of a \$6 million building project and the installation of a regulation-size basketball court.



The result of a nine-month strategic planning process, the new Crossover Center for Excellence will ready us to triple the number of members served in the next three years and facilitate augmented programming and expansion into other sports like girls' volleyball, lacrosse, and martial arts. The adaptive reuse project includes repurposing a 40,000 square foot citrus packinghouse located on US-1 at the edge of Gifford and at the heart of the community we serve.

We anticipate finishing Phase 1 in the spring of 2022 and the opening of our new academic space. This investment in an educational hub will enable Crossover to coordinate a family of academic programs created to enhance members' engagement in learning and stretch their achievement to new levels!

**We encourage curious
members in our
community to reach
out to us on how you
can support this
project!**

Company Figures



\$1,857,672

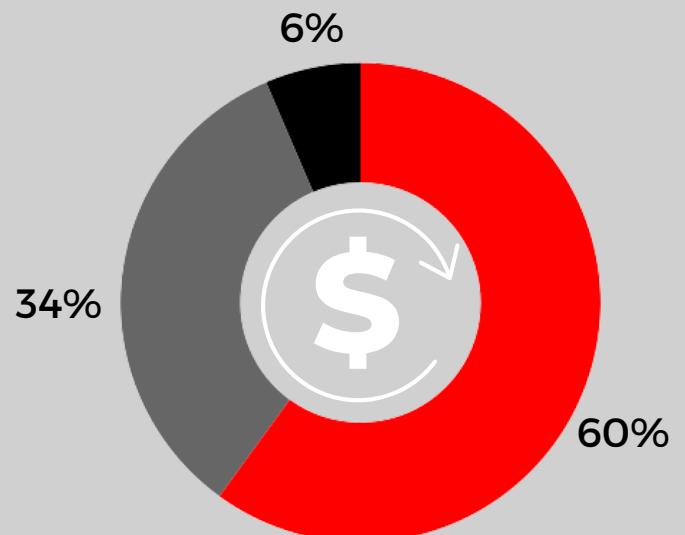
Total individual donations
since inception in 2014



INCOME

For the Fiscal Year Ended Aug 31, 2021

- \$670,087 Individual Contributions
- \$374,695 Grant Income
- \$71,930 Other Income



10

Local Granting
Agencies
support Crossover

60%

of Crossover Funding
comes from
individual donors

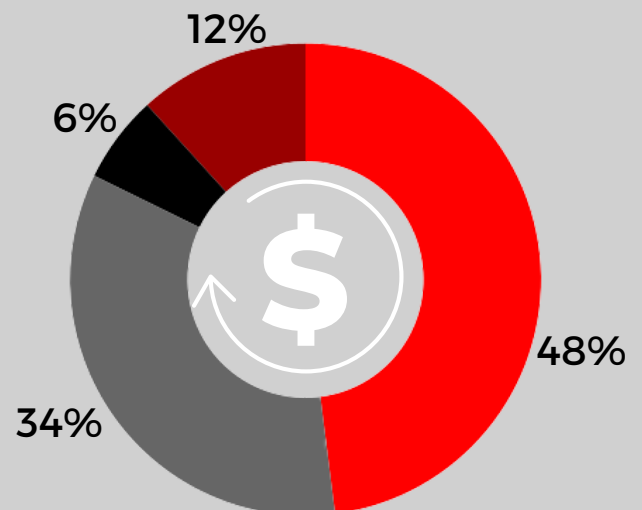


2020-21
Guidestar Platinum
Seal of Transparency

EXPENSES

For the Fiscal Year Ended Aug 31, 2021

- \$454,787 Academic Mentoring Program
- \$324,571 Basketball Program
- \$56,903 Fundraising
- \$111,313 Administration



Income Statement



For the Fiscal Year Ended August 31, 2021

REVENUE

Direct Public Support	\$660,232
Foundation Contributions	\$374,695
Net Fundraising Income	\$9,855
Other Income	\$71,930
TOTAL REVENUE	\$1,116,712

EXPENDITURES

Academic Mentoring Program	\$454,787
Basketball Program	\$324,571
Fundraising	\$56,903
Administration	\$111,313
TOTAL EXPENSES	\$947,574

NET REVENUE

\$169,138



Balance Sheet



As of August 31, 2021

CURRENT ASSETS	
Cash and Investments	\$488,733
Cash Subject to Donor Restrictions	\$281,978
Grant Receivable	\$26,653
Other Current Assets	\$6,734
TOTAL CURRENT ASSETS	\$804,098
OTHER ASSETS	
Lease for the Crossover Center for Excellence	\$191,748
Leasehold Improvements	\$786,306
Fixed Assets Net of Depreciation	\$54,408
Other	\$4,037
TOTAL OTHER ASSETS	\$1,036,499
TOTAL ASSETS	\$1,840,597
CURRENT LIABILITIES	
Current Portion, Capitalized Lease Obligation	\$102,083
Accounts Payable and Deferred Revenue	\$419,595
Accrued Liabilities	\$34,048
TOTAL CURRENT LIABILITIES	\$555,726
OTHER LIABILITIES	
Capitalized Lease Obligation, Net of Current Portion	\$87,791
Long-Term Debt, Net of Current Portion	\$97,760
Other	\$0
TOTAL OTHER LIABILITIES	\$185,551
TOTAL LIABILITIES	\$741,277
NET ASSETS	
Unrestricted	\$1,099,320
Restricted	\$0
TOTAL NET ASSETS	\$1,099,320
TOTAL LIABILITIES AND NET ASSETS	\$1,840,597

Crossover Supporters



***Donors for Fiscal Year End 2021 (September 1, 2020- August 31, 2021)**

\$100,000 and up

Anonymous Trust
The Lorimier Charitable Gift Fund
Anonymous
The John T. Ryan Jr. Charitable Trust, Julie Parker Trustee
IMPACT 100 of Indian River County

\$50,000 and up

John's Island Foundation
Children's Services Advisory Committee
United Way of Indian River County
Indian River Community Foundation

\$25,000- \$49,000

Grand Harbor Community Outreach Program
John's Island Community Service League

\$10,000-\$24,999

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Ms. Gail Beverage Norris
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Mr. James Weiss and Ms. Mary E. Skinner
Mr. Herbert Botwinick
Mr. Thomas Piper III
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Quail Valley Charities
Indian River Club Head, Hearts, Hands

\$5000-\$9,999

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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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CROSSOVER MISSION

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Vero Beach, FL 32967

Phone: 772-257-5400

Web: crossovermission.com

Email: info@crossovermission.com

**We truly couldn't do
what we do without
your support. Sincerely,
from all of us here at
Crossover, thank you.**

