

Crossroads
of Caring

Supporting community spiritual health

2022 - 2023
ANNUAL
REPORT

A YEAR IN REVIEW

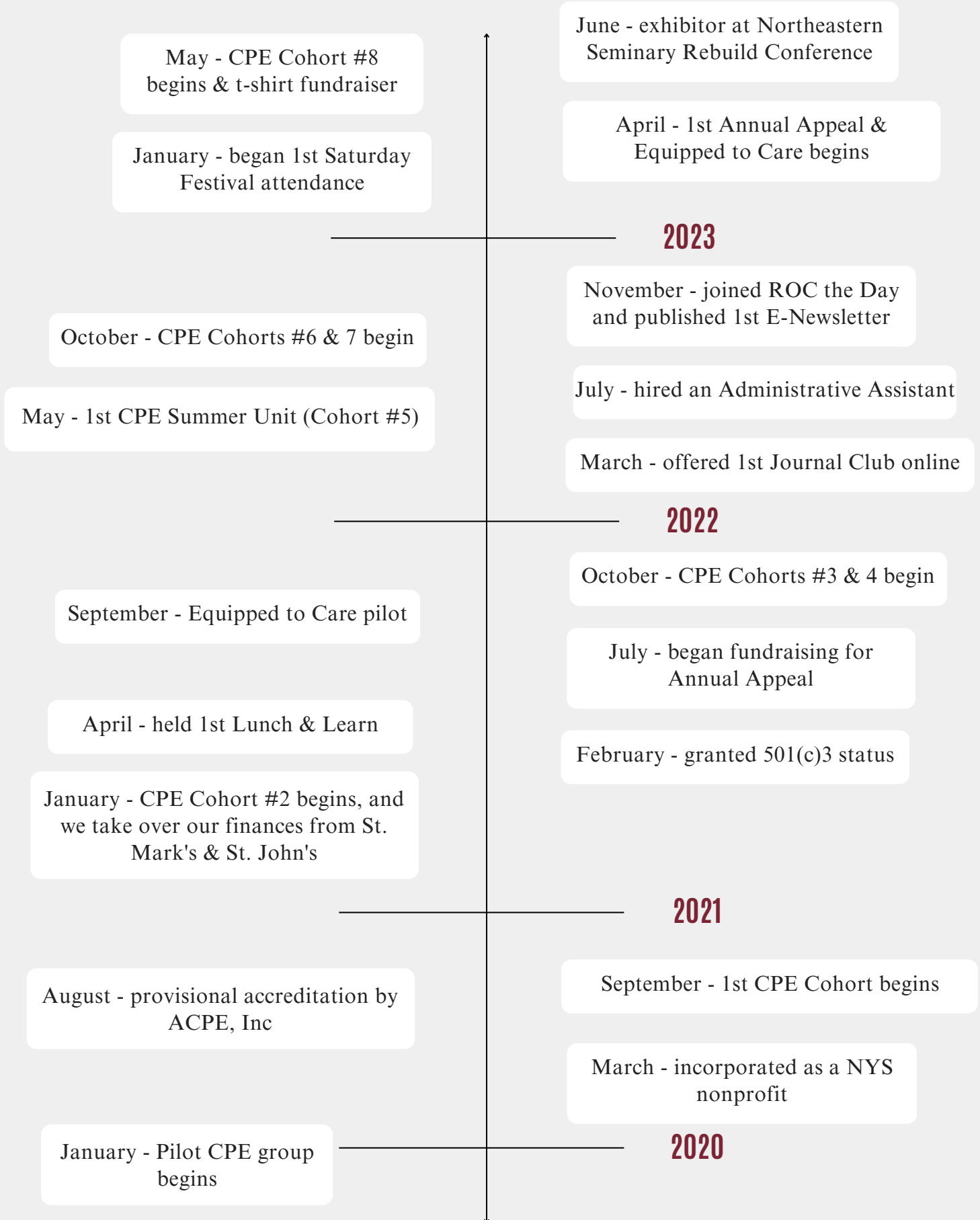
Welcome to our first Annual Report! A lot has happened in the last three years. We incorporated as a nonprofit in New York state and received our 501c3 designation by the IRS. No small feat! We're currently running our eighth cohort of Clinical Pastoral Education students, having now served 33 individuals in the central and western New York region. Our program went from an in-person approach to a hybrid model that mixes in person and on-line learning for class and supervision. Thanks to the addition of **The Rev. Bill Reynolds**, ACPE Educator extraordinaire, we have been able to offer three CPE units in each of the last two years. Our Professional Advisory Committee has worked diligently as we prepare to come up for full accreditation with ACPE in the new year. We've enriched our programs by adding Equipped to Care, a 27-hour program for volunteer Compassionate Listeners and bolstered our on-line resources with twelve Lunch & Learn videos on spiritual care topics created with the help of local spiritual care providers and our clinical partners.

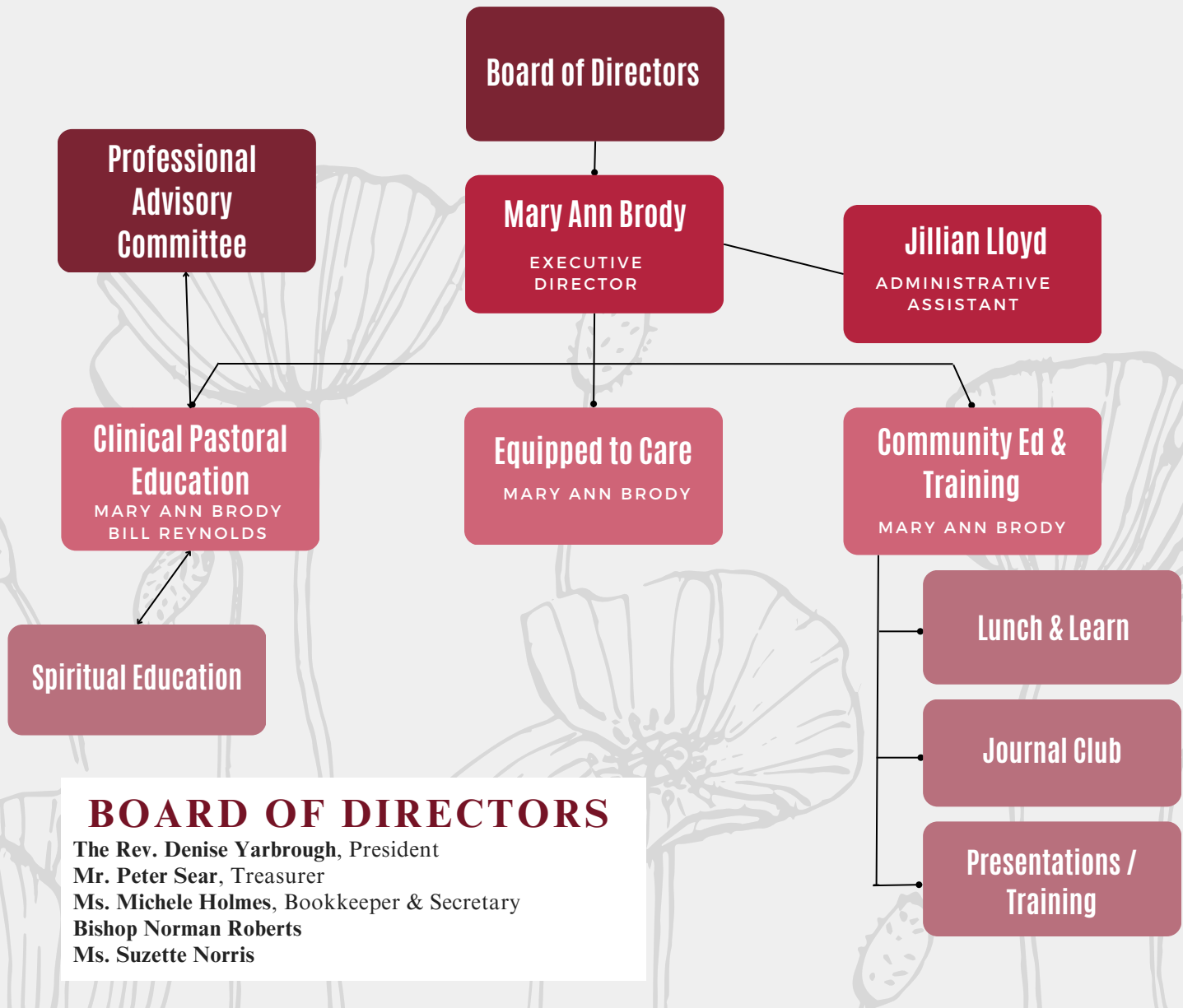
As an organization we are growing. In July 2022 we added **Jillian Lloyd** to our staff as a part-time Administrative Assistant. With this new position, a quarterly newsletter was initiated in November 2022. Jill has helped to streamline our social media presence and assist with inquiries, scheduling interviews, invoicing, PAC and communication, and so much more! **Michele Holmes** has been indispensable in keeping track of our finances, making sure checks get written and people get paid. **Peter Sear** has managed to keep up with everything on the governmental front, filing our paperwork and overseeing Michele's work as bookkeeper. **The Rev. Norm Roberts**, **Suzette Norris** and **The Rev. Denise Yarbrough** have served faithfully on the Board of Directors offering their insights, ideas, talents and advice as needed. Many thanks to Denise for chairing our board and running the board meetings.

With the help of **Deb Lattime**, we have begun to develop a fundraising strategy. We conducted our first email campaign to "get to know Crossroads of Caring" sent to all Western NY Methodist, Episcopal, Wesleyan, Catholic and Presbyterian Churches. We joined in ROC the Day for the first time last fall, held a t-shirt sale and organized our first Annual Appeal raising over \$25,000.

None of this would have been possible without all of these people! They have pulled together with so many others, including our new donors, to make this organization a reality. We've come a LONG way, and we're not done yet. I am grateful for all the support we have received so far, and hopeful that it will only grow as we continue to provide quality spiritual care education and support to enrich holistic health in our region. Thank you for being a part of us!







PROFESSIONAL ADVISORY COMMITTEE

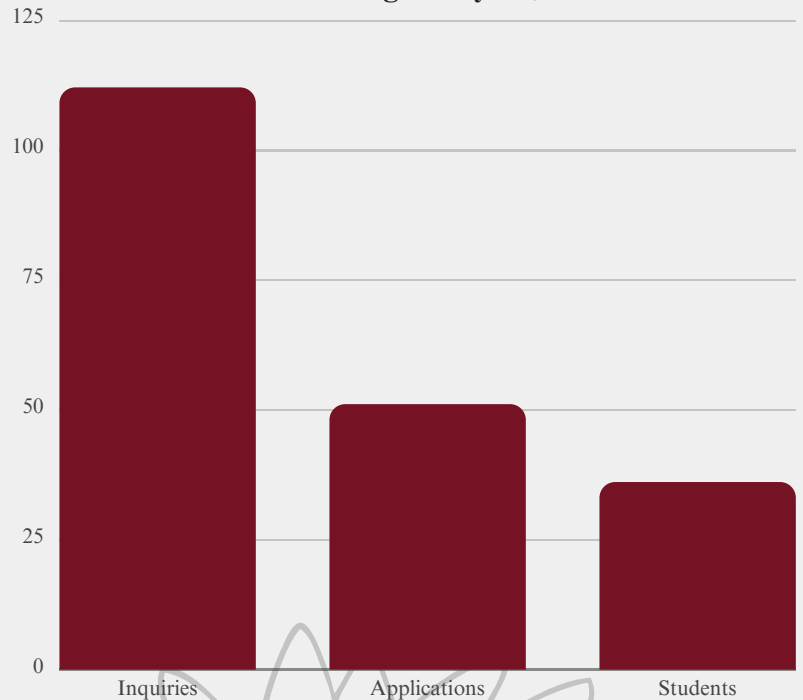
- Suzanne Shady**, PAC Chair; The Margaret Home, Chaplain
- Chelsea Ambrose**, CareFirst Hospice, Clinical Director
- The Rev. Deven Hubert**, M. Div., Episcopal Senior Life Communities, Chaplain
- The Rev. Kelly Spahr**, UCC Pastor; Hillside Children’s Center
- Leann Patel**, RN, University of Rochester School of Nursing, Assistant Professor of Clinical Nursing, Community Health Clinical Coordinator; St. Joseph Church/Holy Spirit Church, Volunteer Visiting Hospital Chaplain
- Marcus Ebenhoe**, M. Div., Catholic Charities Family & Community Services, Director of Advocacy and Parish Social Ministry
- Maureen Tuite**, RN, ArnotHealth, Staff Chaplain
- The Rev. Jacqueline Nelson**, Colgate Rochester Crozer Divinity School, Director for Student Support Services & Coordinator for Spiritual Care
- Sanjay Mathur**, Hindu Chaplain, University of Rochester & Rochester Institute of Technology
- Sara Passamonte**, Compeer Rochester, Executive Director
- Zeynab Mancini**, Interfaith Chaplain, Rochester Regional Health,; Muslim Chaplain, University of Rochester; Chaplain Resident, University of Rochester Medical Center

- 45.5% of Inquiries turned into applicants.
- 78% of those who applied were interviewed.
- 85% of those interviewed were accepted.
- 85% of those accepted enrolled in a CPE unit.



CPE Cohort 6 at Mid Unit
January 2023

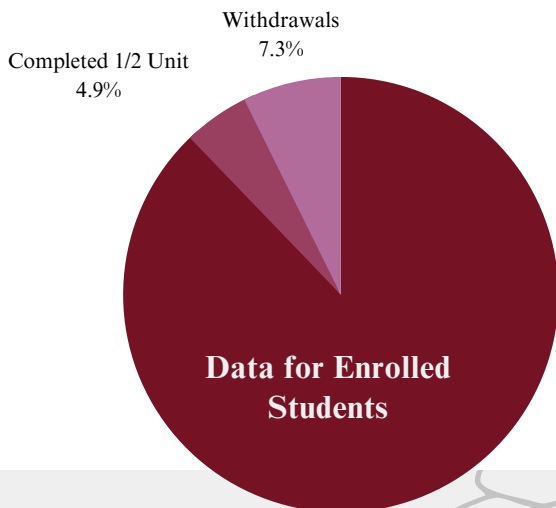
Data through May 31, 2023



CLINICAL PASTORAL EDUCATION

This year, Crossroads of Caring has seen 41 unique inquiries for the Clinical Pastoral Education program. Of these, 8 inquiries came from prospective students outside of New York state, having found information about our program online. There were two additional prospective students that did not provide information about where they were located. In total, 14 of these inquiries submitted applications.

Three CPE units were completed during the period of May 2022 - June 2023. The first unit, which had 3 students ran from May 9, 2022, through August 19, 2022. Mary Ann Brody was the educator for this unit. All three students were based in the Southern Tier. Clinical sites were Arnot Ogden Medical Center and St. Joseph's Hospital. Graduation was done via Zoom for this unit.
(continued on next page)



Completed Full Unit
87.8%

CPE CONTINUED

In the fall, having 10 students, we split into two cohorts. Both Mary Ann Brody and William Reynolds were educators, each having 5 students. Over the course of the unit, one student from each cohort withdrew from the program. Eight students graduated from the program with an in-person ceremony at the First Baptist Church in Ithaca, NY on May 7, 2023. Clinical sites included HospiCare, Keller Army Community Hospital, Arnot Ogden Medical Center, St. Joseph's Hospital, Highland Hospital, Episcopal Senior Life Communities, Arcade United Church of Christ, Cayuga Medical Center and First Baptist Church.

To date, Crossroads of Caring has seen 36 students in the Clinical Pastoral Education program. Three of these students have returned for additional units. There were two students who completed half units due to being unable to complete the required number of clinical hours. In total, three students withdrew from the program. One of these occurred during site orientation while the other two were after the orientation window.



CPE Cohorts 6 & 7 at Graduation
May 2023

EQUIPPED TO CARE

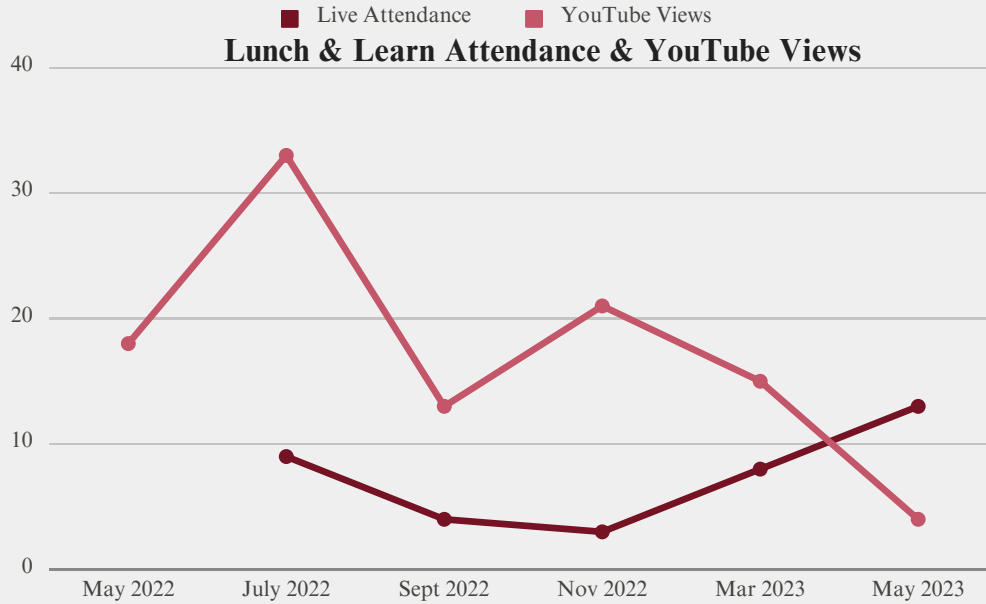
Equipped to Care runs April through June 2023. There were two students who had previously applied and held their registrations due to insufficient students for a program. One of these students was able to join the program in April. There were eight additional applicants. One of these is for a Fall 2023 program. The E2C program currently underway has 8 students. All met in person in April 2023 for the kick-off workshop. Classes continued on zoom through June 19. The group

Due to generous donations from Christ Episcopal Church in Pittsford, NY and St. Paul's Episcopal Church in Rochester, NY the program fee was discounted from \$100 to \$50 per student.

To date, there have been 16 applicants for E2C. Fifteen of these applicants have participated in the program.



Spring 2023 E2C participants



LUNCH & LEARN

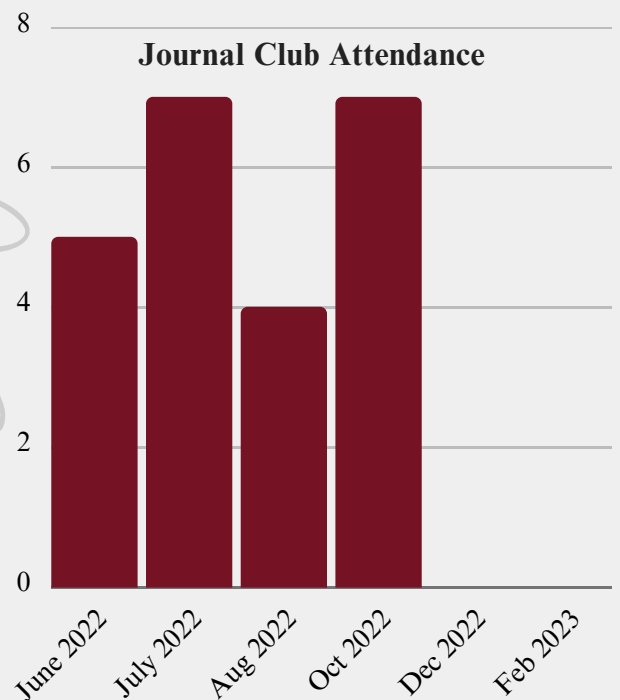
Lunch and Learn ran bimonthly throughout the year in the odd numbered months. Topics included Neuroscience of Music; Approaching Interfaith Dialogue; Advocating for Spiritual Care with Organization Leaders; Pandemics, Isolation, and Mental Health: A view from the field; Mental Illness & Suicide: How One Set of Parents Coped; and Trauma and Loss. The live program, held over zoom, was by invitation to our partner agencies, PAC and Board. The recordings are posted to the Crossroads of Caring website and shared to social media afterwards for the public to view.

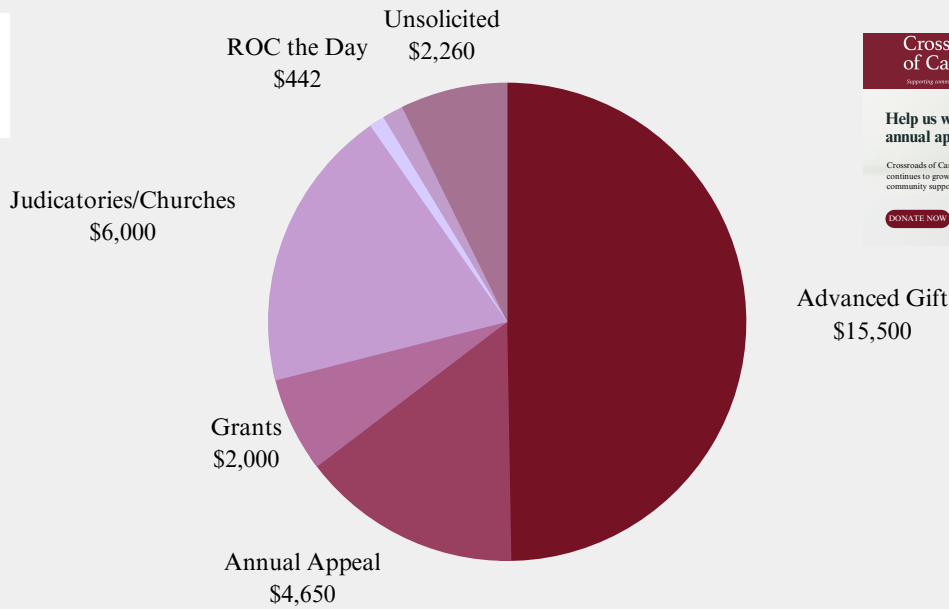
To date, there have been a total of 32 attendees at the live event and 220 YouTube views.

JOURNAL CLUB

Journal Club was anticipated to run bimonthly throughout the year in the even numbered months. It was temporarily discontinued after two consecutive months of no attendance. This program was open to all during the live event on zoom. The last successful event was held in October 2022, with 6 attendees. This could be attributed to the timing of the December event and the holidays.

The hope is to bring this program back, with higher level CPE students taking it over.





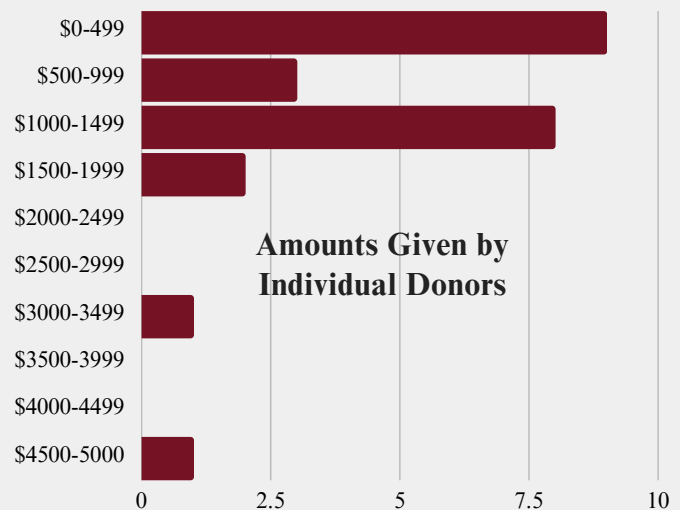
THANK YOU DONORS!

Ted Anderson
The Bliss E. Owen Fund - in thanksgiving of the ministry of Mary Ann Brody
Christ Episcopal Church, Pittsford, NY Outreach Committee
The Rev. Julie Cicora - in thanksgiving for her experience of CPE & In honor of Mary Ann Brody
Mrs. Patricia Costigan
The Charles & Mary Crossed Foundation
Mr. John Engels
The Episcopal Diocese of Rochester
Ms. Kristy Estey
The Frank & Jennifer Fisher Fund
Ms. Kathleen Garbach
Ms. Michele Holmes
The Rev. Deven Hubert
The Rt. Rev. Stephen T. Lane - in honor of Mary Ann Brody

Mr. Gregg Learned - in thanksgiving for the ministry of Mary Ann Brody
Mr. & Mrs. John & Judy Messenger - in memory of James Messenger
St. Michael's Episcopal Church, Geneseo, NY
The Rev. Pamela Mott
St. Paul's Episcopal Church, Rochester, NY, Outreach Committee
Bishop Norman L. Roberts
Mr. Peter Sear
Mr. & Mrs. Suzanne & Ray Shady
St. Stephen's Episcopal Church, Rochester, NY
Ms. Winifred Thomas
St. Thomas' Episcopal Church, Rochester, NY
The Rev. Virginia Tyler-Smith
Mr. Ted Warner

MORE WORK TO DO

In the coming year we hope to diversify the sources of our giving in order to reach other Christian denominations and the interfaith community.



ANNUAL BUDGET REPORT AS OF 6/16/23

	2022-23 Budget	2022-23 Actual	2023-24 Budget	Notes
PROGRAM INCOME				
# CPE Students	12	16	12	
# Units Started	2	3	2	
# E2C students	20	13	20	
#E2C Cohorts	2	1	2	
Application Fees	\$ 600.00	\$ 550.00	\$ 600.00	
CPE Tuition (Students)	\$ 37,200.00	\$ 39,776.00	\$ 37,200.00	Lost \$2500 tuition
CPE Site Fee (Agencies)				
Equipped to Care Tuition	\$ 3,000.00	\$ 450.00	\$ 1,250.00	
Donations/Annual Appeal	\$ 20,000.00	\$ 22,852.00	\$ 30,000.00	
Judiciary Support	\$ 3,000.00	\$ 6,000.00	\$ 3,000.00	
Grants/Foundation	\$ 5,000.00	\$ 2,000.00	\$ 5,000.00	
Other		\$ 1,385.55		Hiscox Insurance Refund
Annual TOTAL Income	\$ 68,800.00	\$ 73,013.55	\$ 77,050.00	
PROGRAM EXPENSE				
Personnel Payroll				
Executive Director	\$ 5,000.00	\$ 3,750.00	\$ 7,500.00	
FICA/Med	\$ 375.00	\$ 287.63	\$ 562.50	
ACPE Educator - MA Brody	\$ 13,200.00	\$ 15,950.01	\$ 13,200.00	
FICA/Med	\$ 990.00	\$ 1,220.19	\$ 990.00	
ACPE Educator - B Reynolds	\$ 13,200.00	\$ 10,706.26	\$ 13,200.00	
E2C Instructor	\$ 1,500.00	\$ -	\$ 2,600.00	
Admin Assistant	\$ 8,060.00	\$ 3,896.40	\$ 8,304.40	
FICA/Med	\$ 604.50	\$ 249.04	\$ 622.83	
TOTAL Staff	\$ 42,929.50	\$ 36,059.53	\$ 46,979.73	
Office/Administration:				
Rent (SMSJ)	\$ 600.00	\$ -	\$ 600.00	
Postage	\$ 50.00	\$ 149.48	\$ 200.00	
Printing	\$ -	\$ 75.39	\$ 75.00	
Cell Phone	\$ -	\$ -	\$ -	
DocuSign	\$ 300.00	\$ 226.80	\$ 227.00	
Microsoft 365	\$ 150.00	\$ -	\$ 150.00	
Annual Audit	\$ 500.00	\$ -	\$ -	
TOTAL Office	\$ 1,600.00	\$ 451.67	\$ 1,252.00	

ANNUAL BUDGET REPORT AS OF 6/16/23

	2022-23 Budget	2022-23 Actual	2023-24 Budget	Notes
TOTAL Office	\$ 1,600.00	\$ 451.67	\$ 1,252.00	
Educational Programs:				
Mid-Unit Retreat expenses	\$ 300.00	\$ -	\$ 300.00	
Graduation	\$ 450.00	\$ 449.93	\$ 450.00	
Consumable Supplies	\$ 50.00	\$ 36.00	\$ 40.00	
Durable Equipment	\$ -	\$ 74.49	\$ -	
Presenter Fees	\$ 200.00	\$ 150.00	\$ 300.00	
Google Workspace Subscription (on-line)	\$ 78.00	\$ 43.90	\$ -	
iCloud Storage	\$ 12.00	\$ 10.89	\$ 12.00	
Zoom Account	\$ 150.00	\$ 149.00	\$ 150.00	
Background Checks	\$ 800.00	\$ 352.00	\$ 1,000.00	
Library (Books & Tiny Cat)	\$ 36.00	\$ 36.00	\$ 36.00	
TOTAL Program	\$ 2,076.00	\$ 1,302.21	\$ 2,288.00	
Marketing:				
Printing (Business Cards, Brochures)	\$ -	\$ 571.58	\$ 550.00	
Logo Development	\$ -	\$ -	\$ -	
Website Maintenance & Development	\$ -	\$ -	\$ -	
Website Platform (Squarespace)	\$ 216.00	\$ 252.00	\$ 350.00	
Website Domain Name (Google Workspace)	\$ 12.00	\$ 12.00	\$ 12.00	
Facebook Ads	\$ 50.00	\$ -	\$ 50.00	
TOTAL Marketing	\$ 278.00	\$ 835.58	\$ 962.00	
ACPE				
Annual Center Membership	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	
Student Unit Fee	\$ 3,360.00	\$ 2,760.00	\$ 3,600.00	
Educ Membership (Brody & Reynolds)	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
ACPE Annual Conference	\$ -	\$ -	\$ 1,500.00	New Line Item
TOTAL ACPE	\$ 6,360.00	\$ 5,760.00	\$ 8,100.00	
Insurance				
General Liability	\$ 526.00	\$ -	\$ 526.00	
Professional/Educational Liability	\$ 500.00	\$ -	\$ 500.00	
Directors & Officers	\$ 1,202.00	\$ -	\$ 1,202.00	
UI/ WC/PFL & D	\$ -	\$ 1,148.66	\$ 1,200.00	
TOTAL Insurance	\$ 1,013.00	\$ 1,148.66	\$ 3,428.00	
Total Other		\$ 2,625.80		ACPE Conference
TOTAL Expense	\$ 54,256.50	\$ 48,183.45	\$ 63,009.73	



Gail Mastrella (Compassionate Listener), Mary Ann Brody & Suzette Norris (BOD Member)



Hannah Ramsay (Table Volunteer & Daughter of our Executive Director)



Michelle Allen (CPE Alumni)

ROCHESTER HOPE - FIRST SATURDAY SERVICE FESTIVAL

This festival occurred monthly, on the first Saturday at St. Michael's Roman Catholic Church in Rochester. Crossroads of Caring had an information/Compassionate Listener table at the event beginning in January 2023. PAC and BOD members as well as alumni were invited to come and talk to community members about Crossroads of Caring and our programs. We are building relationships in that community through listening! Attendees were provided lunch and enjoyed their time at the festival!

SPIRITUAL CARE TODAY

ACPE Educators Rev. Bill Reynolds and Rev. Mary Ann Brody presented with former CPE student Rev. Brian Baker at the Spiritual Care Today workshop in Elmira on October 21, 2022. The event was attended by more than 90 nursing students, local clergy and congregational caregivers in the Elmira area in advance of Spiritual Care week.



BUTTERFLY RELEASE

In August 2023, Crossroads of Caring will host our first annual Butterfly Release. This fundraising event will be open to the public. A press release has been sent to local news contacts and our distribution list of Western New York churches. It has also been shared with our Board, PAC and alumni. Help support our programs with a butterfly for someone you cherish!



T-SHIRT FUNDRAISER



In February 2023, our Executive Director and Admin worked together to design our "I Listen" t-shirt. It started as something to start conversation with the community members that come to the Rochester Hope event at St. Michael's and has turned into a fundraiser for Crossroads of Caring.

The goal was to sell 25 shirts. The sale resulted in 19 shirts sold plus additional donations being received through the platform. The shirt sale netted \$153.95 and an additional \$175 in donations were collected for a total of \$322.81 collected so far.

The link for this fundraiser is still active, so more orders can come in at any time. Keep an eye out for future designs!