

Dear Friend:

There are few, if any, words that can adequately describe the look on a young student's face when he gets it.

Really gets it, like when that math problem is solved, or when he sees the gratitude on the face of someone he's helped, or when he understands that people in his life really do believe in him. It's those moments of pride and confidence for the more than 100 high school students who are currently excelling in the Pittsburgh area that propel our work at the Crossroads Foundation.

For more than 16 years, Crossroads has provided those moments to hundreds of young men and women who otherwise may not have had the chance to experience such intense and wonderful emotions. Crossroads focuses on forming the young lives of everyday students, those who live in real life situations in families with low incomes and living in many of Pittsburgh's economically distressed, inner-city neighborhoods.

The work of Crossroads is simple: We surround our students with hands-on support in every aspect of their lives, both in school and out of school. Our mission, our vision, our history, and our outcomes are explained throughout this annual report, but if you look closely at what we're saying, we're simply illustrating one, simple principle: We give Crossroads high school students a chance.

... a chance at academic achievement, which is measured by grade point averages on a quarterly basis

... a chance to commit to a life of learning, which we foster by closely following attendance and school participation

... a chance to develop a solid character, which nurtures leadership, volunteerism, and citizenship traits in our students

... a chance to earn a high school diploma, which 97 percent of our students consistently achieve

... a chance to pursue higher education, which 94 percent of our graduates eagerly embrace

How we do this reveals quite a success story: Crossroads applies an holistic approach to every student by tending to not just academic needs, but the social and spiritual needs, as well. Wrap-around services are available to Crossroads students 24 hours a day, seven days a week. Families are integral to the Crossroads educational process and are expected to fully participate in their child's day-to-day learning and development. It works. Our students excel, embrace learning, and become contributing members of society.

How we do it also reveals a financial issue: In 2004, we ended the year in the red. We incurred more than \$100,000 in expenses than what our revenues could support. We managed to leverage relief so that tuition, program and service funding was not cut for any of our students. However, that relief is a short-term solution and we are faced each year with rising tuition rates and more and more fierce competition for the donated dollar.

To address the issue, the board of directors in 2005 will be active in many projects to continue to establish a sound financial footing for Crossroads well into the future. Your support of our efforts can serve as a key ingredient to that success. We ask for your prayers, your donations, and your encouragement to our students, their families, the educators and our board as we strive to sustain and improve the outstanding outcomes Crossroads students regularly achieve. Thank you and God bless you.



Dean A. Calland, Esq.
Board President



Veronica Morgan-Lee, Ph.D.
Board Vice President

About Crossroads

Mission

The mission of the Crossroads Foundation is to nurture the academic and personal development of highly motivated adolescents from economically distressed Pittsburgh communities. Crossroads inspires students to achieve their fullest potential by providing individual support, educational enrichment, and tuition assistance to attend Catholic high school. Working in partnership with family, school and community, Crossroads Foundation cultivates the virtues that encourage young people to attain their goals and become contributing members of our community.

Vision

Crossroads Foundation was founded in 1988 with a vision to establish a program that not only aids in tuition assistance, but also surrounds students with intensive, hands-on support services. These services, which promote academic achievement and positive personal development, are at the heart of Crossroads' extraordinary successes.

Approach

Our approach is holistic. We provide tuition assistance and intensive academic and psychosocial support services for students and their families. Crossroads counselors, staff, and board members, working in partnership with parents and families, take an active interest in the progress and well-being of our students.

Our students at a glance...

Number of current Crossroads students in fiscal 2004	108
Percentage of boys/girls	50/50
Percentage of Catholics/other faiths	44/56
Percentage of White/African-American	33/67
Annual cost to educate one Crossroads student	\$5,000

Our outcomes and successes...

High school graduation rate	97%
Graduates pursuing higher education	94%
Total number of graduates to date	221
Average school attendance rate per 180 days	95%
Average volunteer hours per year, per student	40+

Participating High Schools

Bishop Canevin	Oakland Catholic
Central Catholic	Serra Catholic
Mt. Alvernia	Seton-LaSalle
North Catholic	

Wrap-Around Support Programs & Services

- Student and family counseling
- Student advocacy at school
- Parenting support
- Individual tutoring in content areas
- Motivational & issue-oriented speakers
- Urban violence workshop
- Orientation to high school workshop
- Study skills workshop
- Math & English enrichment workshops
- Communication skills workshop
- Self-esteem workshop
- Goal setting workshop
- Outdoor team building adventures
- Community volunteer program
- Leadership seminar
- Summer enrichment program
- Bridge-to-College Programs
 - College application workshop
 - Princeton Review course
 - Getaway to college retreat
 - College preparation seminar
 - College exploration trips

Traveling the Path to Success

Michael Dewberry is following in the footsteps of many Crossroads graduates: With an SAT score of 1150, he snagged a scholarship from the university of his choice. His head is in the right place to do what it takes to become a successful young man in today's society. He received an academic scholarship to Seton Hill University, where he plans to major in business and play for the school's football team.

But there was a day a few years back when the people responsible for molding this young man thought the battle was lost.

"He just wasn't getting it and wasn't trying, and I really thought he'd drop out," said Sister Sandy Keifer, director of academic support services for the Crossroads Foundation. "But we knew he was bright and could come into his own if he would just believe in himself."

So, on a not-so-typical day in Michael's sophomore year at Central Catholic High School, he was called to a meeting where he encountered Sister Sandy, high school officials, his mom, and Charles Shealey, Crossroads' student support specialist. The message was simple: "Get moving, because we know you can do it and we won't take no for an answer."

"I started thinking, maybe they're right," said Michael, who attributes that meeting to jump-starting his motivation to succeed. As a result, he turned C's and D's into A's and B's. "They stayed with me, and it got to be where I didn't want to let them down."

Michael's mom, Waynette Owens, believes the holistic approach applied through the Crossroads program is a major reason for Michael's success. "We live in an all black neighborhood and it was easy for him to get real cocky real fast," she said. "But he participated in anything that Crossroads offered and they provided any type of support we needed."

Sister Sandy says that Michael is representative of many Crossroads students because of two positive attributes: perseverance and the ability to listen. "When things got rough for him, he didn't quit, and he understood that people believed in him and that made all the difference in the world."

Michael looks to the future and sees more positives ahead. He believes that being able to interact with Crossroads alumni who are successful in college and in their careers is a huge motivation.

"I look at them and I think 'I'm in their same shoes. I can do that.'"

Outcome Focus

The Princeton Review: Students Scores Soar!

The Princeton Review is a study course that prepares students for the all-important Scholastic Aptitude Test, the scores of which play a pivotal role in the college acceptance process. Crossroads offered The Princeton Review to 28 high school juniors for the first time during academic year 2003-2004, through a generous grant from PNC Charitable Trust.

The results are extraordinary.

Princeton Review projects that participants will increase their score by an average of 100 points on the four SAT practice tests administered during the six-week course. **The average score among Crossroads students soared from 805 on the first test to 958, an increase of 153 points!** Subsequently, our students' average score on the actual SAT increased to 978.

This constitutes an overall increase of 173 points from their first exposure to the test to their actual SAT score! Ten students topped 1000, which is generally the qualifying score to access scholarships, a critical issue for Crossroads students.

Providing The Princeton Review Course to Crossroads students has helped reduce the racial, cultural, and gender gaps in SAT scores to which this group is vulnerable.

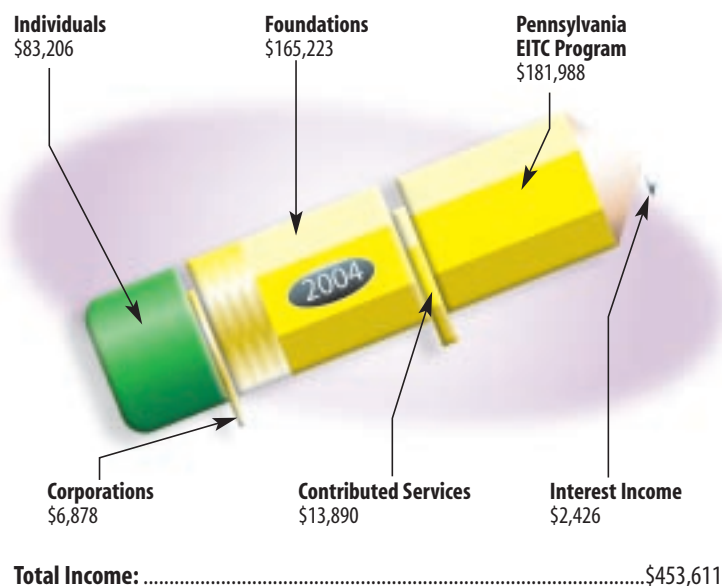
We are confident that 100 percent of the students who participated in the Princeton Review will graduate from high school and go on to attend college.



Financial Performance of the Crossroads Foundation

Fiscal Year Ending June 30, 2004 • Number of students: 108

INCOME



EXPENSES



*Funded by cash surplus of prior years

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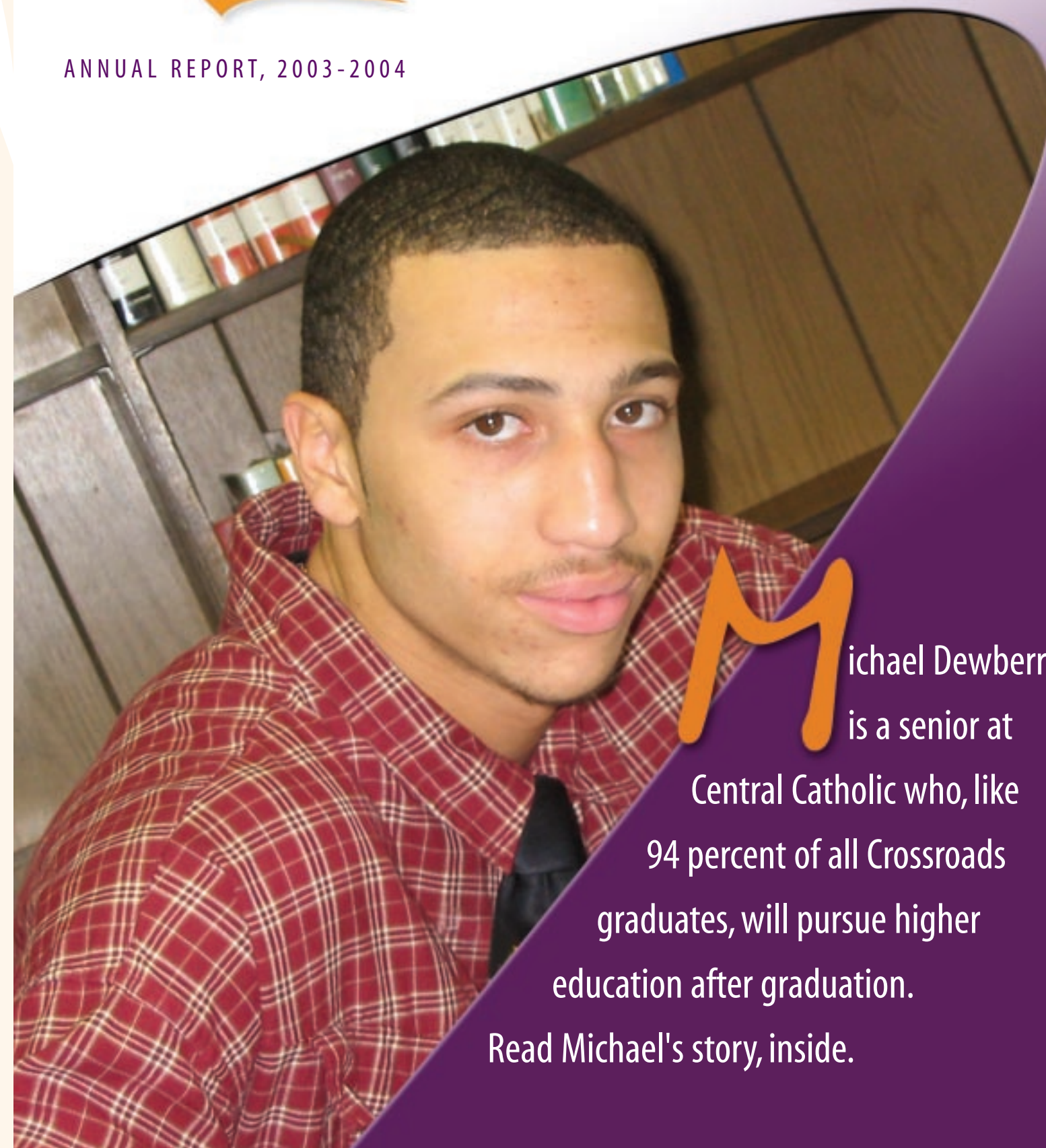
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ANNUAL REPORT, 2003-2004



Michael Dewberry

is a senior at Central Catholic who, like 94 percent of all Crossroads graduates, will pursue higher education after graduation.

Read Michael's story, inside.

For more information about Crossroads Foundation

visit www.crossroadsfoundation.org
 or call 412-621-9422