



# 2023

# RBTV

## ANNUAL REPORT

LOVE | PEACE | PATIENCE | HUMILITY

# BUILT FOR GROWTH



Grace & Peace Family and Friends,

Thank you does not begin to express the immense gratitude I feel for the support you've shown RBTV throughout 2023. This year, we embraced the theme "Light Up the World," starting by illuminating our own Village! Thanks to your generosity, we exceeded our fundraising goals for the Building Better Futures Capital Campaign, raising an incredible \$14,089,299. These cash donations, along with in-kind contributions, allowed us to make significant improvements to our campus.

A major highlight of the year was the opening of the Hale Family Fitness Center, which has inspired our young people to push themselves harder and aim higher. We also celebrated the ribbon-cutting of the Elizabeth and Phill Gross STEM Hall & Dorm, which further solidified our commitment to STEM education. In this space, we hosted several groundbreaking projects, including Harvard Medical School's MedScience Program, which challenged our Villagers to explore new scientific horizons.

At RBTV, we live our core values—Love, Peace, Patience, and Humility. These values guide everything we do and are reflected in our volunteer efforts. Our young people are finding their voices and purpose through service opportunities both within the Village and beyond. This year, they participated in events such as the Boston Winter Walk and worked with School the World to help build schools in Central America.

We are proud to report that 92% of our Villagers pursued higher education at prestigious institutions like California Institute of Technology, Cornell University, Northwestern University, Bentley University, and Stonehill College. These accomplishments are a testament to the opportunities your support has made possible.

Looking ahead, RBTV is excited to expand our Retreat Program and introduce a Trades Track. While our STEM programming continues to offer incredible opportunities, we recognize that a successful future takes many forms, and the trades offer a wealth of possibilities. With your continued support, we are confident that we can provide rich, rewarding experiences that will open doors to new futures.

Thank you for believing in our mission, for empowering our youth, and for lighting up the world alongside us. Together, we are building better futures.

With deep gratitude,

A handwritten signature in black ink that reads "Phil Burton". The signature is stylized with a large, flowing "P" and "B".

Phil Burton  
Executive Director



# AT A GLANCE

## The Mission:

The mission of the Ron Burton Training Village is to train youth to achieve their purpose, despite life's challenges, through education, leadership, physical wellness, social advancement, and spiritual growth.

## Core Values:

Love, Peace, Patience & Humility

## The Vision:

To be an organization that supports the development of the entire human being.

## OUR 199 VILLAGERS



**100%**

High school graduation rate



**100%**

Post-secondary plan



**213**

Physicals delivered to Journey participants



**100%**

Engaged in RBTV programming



**97%**

Learned ways to grow in Love, Peace, Patience, and Humility

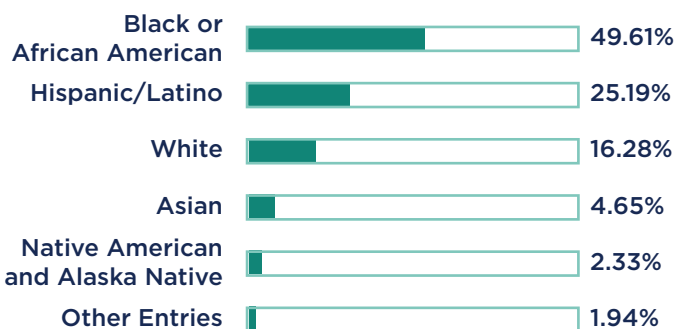


**\$240K**

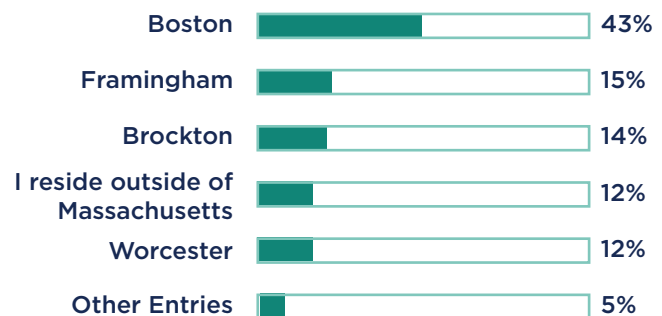
Summer food relief (\$15 per meal, 3 meals a day, 49 days, avg 106.5 participants)

**11 retreats, impacting 425 youth.**

### Race/Ethnicity



### Domicile





**IT TOOK  
A VILLAGE  
TO HELP  
A VILLAGE.**







## **RBTV's service trip to Guatemala** **April 16-23, 2023**

**In 2023** RBTV had the privilege of continuing our partnership with School the World (STW) on a service trip to Guatemala. STW is a community-driven nonprofit dedicated to combating extreme poverty through education. While this marked the fourth year of our STW service trips, it was the first time both of our cohorts participated together in a coed experience. This was a significant milestone for our program, fostering unity and deeper programmatic alignment.

**“Our typical day started at 6 a.m., followed by a 45-minute drive to the village, where we worked from 8 a.m. to 4 p.m.”**

The 2023 Guatemala Cohort consisted of seven young women, seven young men, and three chaperones. Over the course of five days, we traveled to a village near Chiché Quiché to build a classroom for students in grades K-6. This classroom ensures that all students in the school will have a space to learn, as a sixth-grade education is often the highest level available to many in the region. While opportunities for advanced education exist, systemic barriers often limit access.

Tasks included painting, mixing cement, transporting materials, and clearing debris. The work was physically challenging, yet it was humbling and fulfilling. We knew we were contributing to something that would outlast us and positively impact future generations.

One of the most memorable aspects of the trip was visiting the homes of local families. Their warmth and hospitality provided us with a deeper perspective on the significance of our work and reminded us of our shared humanity.

RBTV's partnership with School the World offered our 14 Villagers a leadership experience that transformed their views on life and service. The lessons learned were invaluable, the experiences were life-changing, and the work accomplished was humbling.





# VILLAGER SPOTLIGHT

# Lois' Life Changing Mission Trip Experience

**My name is Lois,** and I've lived my entire life in Massachusetts, raised by two immigrant parents who came to the United States seeking more opportunities for themselves and for the family they would eventually create. Growing up, I witnessed their perseverance and selflessness, which instilled in me a deep desire to give back. So, when I learned about School the World and its mission to empower communities through education, I felt an immediate connection. As Lois recalls, "Their attitude of selfless giving resonated deeply with what I believed in, so what better way to put my words into actions than going on a trip myself?"

In April 2023, Lois embarked on her first School the World trip, which was also her first time traveling outside the United States. The destination was Guatemala, where she worked alongside a rural community to help build a classroom. Lois describes the welcome ceremony as unforgettable: "They didn't know who we were and spoke such little English, but still expressed joy at

**“Their attitude of selfless giving resonated deeply with what I believed in, so what better way to put my words into actions than going on a trip myself?”**

our arrival. We engaged in games and activities, and I have never seen so many smiles in one place before.” It was at that moment that Lois knew she wanted to continue this work: “I knew I wanted to dedicate my life to this mission, so I continued to work hard and attend another trip the following year.”

The service trips have not only broadened Lois's understanding of the world but also transformed her perspective on life. “After each trip, I found myself gaining a new mindset of appreciation and dedication in every aspect of my life,” she explains. Witnessing the positivity of the local families, despite their challenges, inspired her to reevaluate her own approach: “I had been given so many more opportunities than these people, but wasn't using them to their fullest potential.” Now, Lois strives to live with intention: “I started living with purpose, recognizing that what I have been given isn't promised to everyone, and that the best way to spread hope and help others is by utilizing my gifts in their favor.”

**“I knew I wanted to dedicate my life to this mission, so I continued to work hard and attend another trip the following year.”**



# Beyond the numbers:

## *How data can help us better support Villagers*

In 2023, RBTV made significant progress in leveraging data to better understand and support the needs of our Villagers. By implementing software tools such as post-summer session surveys, we were able to capture valuable feedback from both parents and Villagers about their experiences. These surveys have provided us with critical insights that have directly influenced how we shape and refine our programs, ensuring that they are responsive to the needs of our participants.

### Surveying the Summer Session

Experience the post-summer session surveys were designed to collect both numerical data and qualitative feedback. Villagers were asked to share their thoughts on everything from academic learning to emotional growth, while parents provided their perspectives on how the program impacted their children. This data revealed positive attitudes regarding the summer session experience, with high satisfaction rates from both parents and Villagers. The insights gained from these surveys have helped us identify areas for improvement and further program development.

### Retreat Data Collection

In addition to the summer session surveys, we have gathered data from our Retreat Program, which continues to grow in both scope and impact. By collecting feedback from retreat participants, we have been able to assess the effectiveness of our retreats and

make necessary adjustments to enhance the overall experience. This data has played an essential role in refining our retreat offerings and ensuring that we continue to meet the emotional, social, and leadership development needs of our Villagers.

### Expanding Data Collection Efforts with Salesforce

Looking ahead, RBTV is incorporating Salesforce into our data management system. This integration will allow us to streamline data collection across all our programs, from summer sessions to retreats. With Salesforce, we will be able to collect and analyze data more efficiently, enabling us to tailor our offerings to the evolving needs of our Villagers. Additionally, this system will amplify our feedback efforts by making it easier to track and respond to trends in participant satisfaction and program effectiveness.

### Future Plans for Data Expansion

As RBTV continues to grow, we are committed to expanding our data collection efforts across all areas of the organization. In the coming years, we plan to further refine our surveys and feedback mechanisms to include more specific areas of inquiry, such as academic progress, mental health support, and skill development. By continuously improving how we gather and use data, we aim to create an even more personalized and impactful experience for all Villagers.







**“100% of villagers participate in programming throughout the year, and 97% of villagers learned practical ways to grow in the four pillars of Love, Peace, Patience, and Humility.”**





## STAFF SPOTLIGHT

# Silmar Bueno

## Retreat Coordinator

A key figure in the growth of RBTV's Retreat Program is Silmar Bueno, the current Retreat Coordinator and an alumnus of RBTV. Silmar's journey with RBTV is a testament to the organization's lasting impact.

**Starting as a young participant in RBTV retreats,** Silmar embraced the mission and values of the program early on. His transformative experience as a participant shaped his path and led him to become a leader within the organization. Reflecting on his journey, Silmar shares, "RBTV's retreats opened my eyes to the importance of servant leadership and community engagement. What I learned through those experiences stays with me today as I help organize and lead these retreats for the next generation."

### Previous Professional Experiences

Before returning to RBTV as a Retreat Coordinator, Silmar built a diverse professional background, gaining experience in retail, real estate, and community engagement. This range of expertise has equipped him with the necessary skills to manage the logistics of RBTV's retreat program. From coordinating transportation to overseeing budgets, Silmar's attention to detail ensures that every retreat runs smoothly and delivers the highest quality experience to participants.



## Why He Returned to Serve RBTV

Silmar's decision to return to RBTV and serve as Retreat Coordinator stems from his personal connection to the organization and his dedication to giving back. His own experience as a participant shaped his desire to help the next generation grow. Silmar explains, "What drives me is knowing that I'm part of something bigger—helping these young people grow, just like I did. I know firsthand how much this program can change lives."

## Extending Ron Burton's Legacy

Silmar sees his role as an opportunity to extend Ron Burton's legacy by nurturing the values of servant leadership, peace, and humility in the next generation of young people. He is committed to ensuring that RBTV's mission continues to thrive and impact the lives of youth across the region. By guiding participants through the same transformative experiences that shaped him, Silmar helps ensure that Ron Burton's values live on through every retreat.

## Goals and Ambitions for the Retreat Program

Looking forward, Silmar is eager to leverage new tools like Salesforce to further streamline retreat operations and improve collection. His goal is to enhance the program's efficiency and reach, ensuring that every participant benefits from the life-changing opportunities RBTV provides. Silmar is focused on expanding the retreat program's impact, creating an environment where more young

people can experience personal growth, leadership development, and community engagement.

With Silmar's leadership and RBTV's ongoing efforts to expand the retreat program, the organization is poised to touch even more lives in the coming years, continuing to build on Ron Burton's lasting legacy.

## Retreat Activity: Impact by the Numbers



**Over 400  
Served**

**In 2023, the retreat program served over 400 participants from public, private, and charter schools, as well as nonprofit organizations from across the Boston area.**



**2024 Goal  
1,000 Served**

**The goal for 2023-2024 is to expand this number to 1,000 participants through increased partnerships and staff growth.**

**The addition of a new Retreat Coordinator will help sustain this expansion, ensuring RBTV's retreats continue to provide high-impact experiences to all who attend.**



# RBTV Girls Cohort: Growth and Empowerment

**RBTV's Girls Cohort** has experienced steady growth since its inception in 2019, reflecting the organization's commitment to providing young women with meaningful opportunities to develop academically, socially, and emotionally. The Girls cohort of the Journey Program has expanded its reach and impact. The vision for the program includes increasing STEM resources and fostering collaborations with other organizations to broaden opportunities for the girls.

As the Girls Cohort continues to grow, RBTV remains dedicated to offering the support and guidance needed to empower young women, helping them develop leadership skills in a nurturing environment where they can thrive.





# Bryce Peralta VILLAGER SPOTLIGHT

“grit, perseverance,  
and ambition,”

**This summer, Bryce** stepped into the demanding role of a huddle leader, starting each day at 4:20 AM to prepare his group for an intense schedule that tested both their physical and mental endurance. Bryce described the typical day as “definitely challenging,” beginning with stretches followed by the infamous seven-mile run. Yet, he embraced the challenge: “It’s something that we got to do, and we just do it,” he stated, underscoring his determination and commitment.

Throughout his time at RBTB, Bryce has not only built physical strength but also developed a deeper sense of discipline and humility. He reflected on how the program has shaped him, saying, “It’s about the whole development of the human being... love, peace, patience, and humility. It helps me in pretty much anything I go through in life.” These values have been fundamental to Bryce’s growth, helping him overcome both daily hurdles and more significant life challenges, such as balancing academics and the increased responsibilities of his junior year in high school.

Bryce Peralta’s journey at RBTB is one of dedication, resilience, and transformation. This summer, Bryce stepped into the demanding role of a huddle leader, **starting each day at 4:20 AM** to prepare his group for an intense schedule that tested both their physical and mental endurance.

One of Bryce’s proudest accomplishments at RBTB has been his role as a mentor to newer participants. He’s guided them through the same struggles he once faced and is inspired by the progress he’s seen in others. “I just want to be a mentor for them, to put them on the right path,” he shared, highlighting his passion for leadership and service. His ability to motivate others while maintaining humility has earned him recognition among peers and supervisors, who describe him as someone who “stays in his lane” and remains focused on the bigger picture.

Looking ahead, Bryce sees the lessons learned at RBTB as foundational to his future endeavors. He believes that the “grit, perseverance, and ambition” instilled by the program will serve him well in any pursuit. Reflecting on his time at RBTB, Bryce expressed gratitude: “All the struggles, like the seven-mile run and 16-hour days, have built a sense of grit and perseverance... It’s all through RBTB, and I’m blessed to have this experience.” For Bryce, the program has been more than just an opportunity—it’s been a life-changing journey that has prepared him to tackle anything that comes his way.

# FINANCIALS

**2023 Income: \$7,619,949**



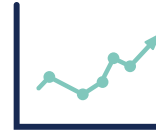
**Grants and  
Contributions:**  
**\$4,436,813**



**Program Service  
Revenue:**  
**\$9,450**



**Special  
Events:**  
**\$3,142,502**



**Investment  
Income:**  
**\$18,407**

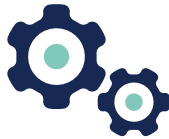


**Other:**  
**\$12,777**

**2023 Expenses: \$5,796,411**



**General &  
Administrative:**  
**\$727,194**



**Program:**  
**\$4,100,032**



**Fundraising &  
Development:**  
**\$969,185**

**2022 Income: \$10,123,128**



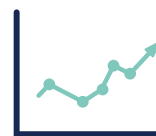
**Grants and  
Contributions:**  
**\$7,104,337**



**Program Service  
Revenue:**  
**\$3,925**



**Special  
Events:**  
**\$2,994,124**



**Investment  
Income:**  
**\$20,742**



**Other:**  
**\$0**

**2022 Expenses: \$5,489,477**



**General &  
Administrative:**  
**\$771,637**



**Program:**  
**\$3,590,574**



**Fundraising &  
Development:**  
**\$1,127,236**



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Paul Burton, Vice President  
Mauryanne Remondini, Secretary/Clerk  
Frederick Seymour, Director  
Stephen Stabile, Director

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(In remembrance 1938-2023)  
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LOVE | PEACE | PATIENCE | HUMILITY