



# 2021 ANNUAL REPORT



A YEAR OF **TRIPLED IMPACT** AND STRENGTHENED FOUNDATIONS FOR **STATEWIDE SCALE**

Breaktime is a Massachusetts-based nonprofit working to break the cycle of young adult homelessness.

We believe it is time to break down barriers, break into systems, and break apart stigmas that hold back young adults experiencing housing insecurity.

# A MESSAGE FROM OUR EXECUTIVE DIRECTOR:

To our catalytic champions, partners, and community members:

I am deeply grateful to everyone who has supported and uplifted Breaktime's work over the last year. Our community has continued to grow, and I am so appreciative of those who make our work possible. Chances are that if you are reading this report, you have been a significant part of our growth and development over the last year. Thank you for everything you do to help us break the cycle of young adult homelessness—it truly takes a village to do this work.

For our team, 2021 was defined by tripled impact and strengthened foundations for expansion statewide. We executed that objective by serving 68 young adults (approximately three times our impact in 2020), mobilizing \$25.8 million in government funding for youth employment programs like Breaktime, launching an awareness-building campaign on the MBTA, strategically expanding our team, achieving a 122% increase in philanthropic revenue, and much more. We are on the precipice of bringing our work statewide and beyond, and we are building a strong foundation to sustain our work for the long term.

In terms of our tripled impact, 2021 was a remarkable year. Not only did we employ and empower 68 young people, but we also deepened the impact we had on each one of these Associates. We launched a new, nine-month extension to our program called Stable Orbit, implemented a Matched Savings Program, paired each of our Associates with a credit counselor. Ultimately, 83% of our alumni are now in school and/or working and 77% of them have achieved medium- or long-term stable housing.

In terms of our foundations for statewide scale, we have built the team and community that we need to rapidly expand our model such that no young person becomes chronically homeless. Firstly, we have made significant strides in impacting government policy. By galvanizing a coalition of dozens of grassroots partners, Breaktime has successfully advocated that the City of Boston and Commonwealth of Massachusetts fund transitional employment for young adults year-round, up to age 25, and not just summer jobs for high-school youth.

This progress has opened major funding opportunities to support the work of Breaktime and other aligned organizations, and it has fundamentally shifted both the Commonwealth and the City's approach to youth workforce development. In addition, we have increased community awareness about young adult homelessness by significantly increasing our online and public presence. Ultimately, we are extremely well positioned to continue this work for the years ahead. Breaktime aims to break the cycle of young adult homelessness, and to do that, we need a diverse and wide coalition of champions.

If the world has taught us anything over the last year, it is that program models need to be adaptive in order to navigate ever-changing challenges and opportunities. Breaktime is well positioned to expand statewide and beyond, and we look forward to engaging more partners in becoming part of this movement. Let's do this! Every young person deserves the opportunities and support they need to reach their full potential.



Connor Schoen  
Co-Founder and Executive Director

# ACHIEVEMENTS AT A GLANCE

**77%** of alumni are now stably housed

**83%** of alumni are employed and/or in school

**100x** increase in employment partner revenue

**122%** increase in philanthropic revenue

**1,000,000+** reached through nationwide social media campaigns and MBTA advertisements

**\$25,800,000** in government funds mobilized for youth employment programs like Breaktime



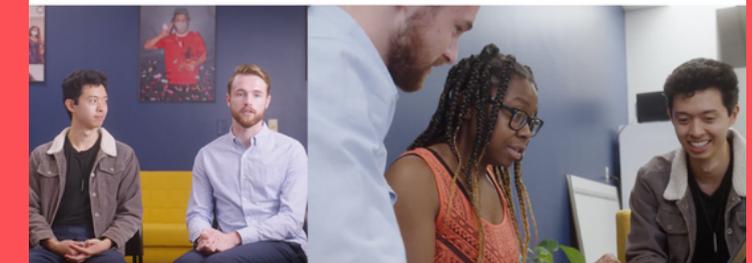
"Breaktime is a gateway into an endless world of possibilities and opportunities... The amount of support that they have poured into my life with my time here at Breaktime has been unimaginable... I can't explain how much my life has shifted and changed ever since I've started my journey with Breaktime."

- Vickie, Breaktime Alumna



**IN THE KNOW.**

**Connor Schoen And Tony Shu Are Aiding in Ending Young Adult Homelessness With Actionable Steps**



Check out our 5-minute video feature with In The Know to get a behind-the-scenes look at the incredible work of Breaktime's young adult Associates and hear more about our team's journey

[Watch Here](#)

# BREAKTIME AT A GLANCE

## Breaking Down Barriers

to job security, financial security, and housing security

## Breaking Into Systems

that unjustly hold back young adults from obtaining long-term housing security

## Breaking Apart Stigmas

that perpetuate toxic stereotypes of high-potential young people



## Tripled Impact in Three Dimensions

There are three key elements to how Breaktime works to break the cycle of young adult homelessness:

1. our programmatic work
2. our policy advocacy
3. our awareness-building

Programmatically in 2021, Breaktime initiated partnerships with other nonprofits, small businesses, and education/training programs across a range of different industries, beyond just food service. Coupled with innovative adaptations to our program model, these partnerships allowed Breaktime to triple our impact in 2021—employing and empowering 68 young adults to work at local nonprofits, small businesses, and education/training programs. In addition, we launched policy advocacy and awareness-building campaigns targeted at creating systems-level change. Operating on the local, state, and national level, Breaktime’s policy advocacy catalyzed \$25.8m in funding for youth employment, advanced key policy priorities for young adults experiencing housing insecurity, and introduced the issue of young adult homelessness to over one million community members.

# Our Values

## Young Adults First

Elevating young adults' voices is the core guiding principle behind Breaktime’s work, and we put our young people first in everything we do. This includes hiring our alumni and centering youth voice in everything we do.

## Radical Inclusion

Breaktime is committed to “the intentional inclusion of all persons, especially people who have traditionally lived at the margins of society.”

## Collaborative Innovation

At Breaktime, we believe that many of the tools and resources to create transformative social change already exist; they just need to be coordinated in the right way. We co-create job placements, coalesce grassroots partners around policy change, etc.

# BREAKING DOWN BARRIERS

3 weeks



## Launchpad

Multi-modal classroom learning experience, which teaches:

- Professionalism
- Goal-setting
- Conflict resolution
- Communication
- Dependability
- Self-care
- Job search & interviewing
- Budgeting & credit

3 months



## Liftoff

Paid transitional employment, which provides:

- Paid work per week at another nonprofit or small business
- Transferable job skills
- Access to sustainable career pipelines
- Networking opportunities
- Opportunity to save \$1,300
- One-on-one credit counseling

**New!**  
9 months



## Stable Orbit

Employment and financial stabilization support, including:

- \$100/month
- Continued one-on-one pathway coaching
- Resume writing support
- Paid professional development opportunities
- Exposure to job opportunities
- Continued credit counseling

## What's New?

For nine months, young adults continue to engage with Breaktime's career, financial, and housing resources while pursuing living-wage jobs and/or further education. We conduct monthly check-ins that help provide targeted, individualized support while maintaining up-to-date data on how our program model is performing. We also pay Associates \$100/month.

In 2020, Breaktime predominantly employed young adults to work in the food service industry. Now, we partner with over a dozen nonprofits, small businesses, and education/training programs across all different industries.

In partnership with Working Credit, Breaktime now provides one-on-one credit counseling to all Associates for a year, helping them achieve the prime credit score they need to obtain and maintain stable housing. Each associate is paired with a local MSW student, whose job it is to support the associate with navigating transitions, overcoming challenges, and celebrating successes.

## By the Numbers

**68** young adults served

**6,314** total hours worked at partner organizations

**83%** of alumni are working and/or in school

**77%** of alumni are now stably housed

**33%** increase in hourly wage by end of program

**73** point increase in average credit score of six months

## Testimonials



"Working at Breaktime isn't like work... if you come here you are with people who are here to help you. It's like a second home."

- Lady Autumn, Breaktime Alumna

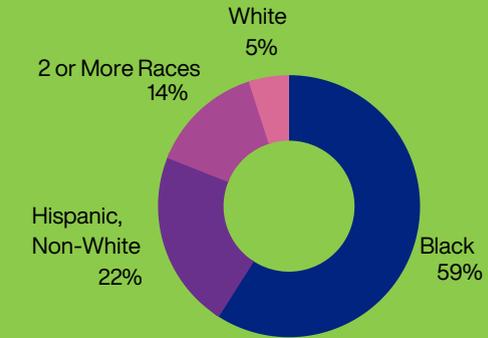


"I don't think I've ever had this much support, and I love Breaktime... They help youth chase their dreams."

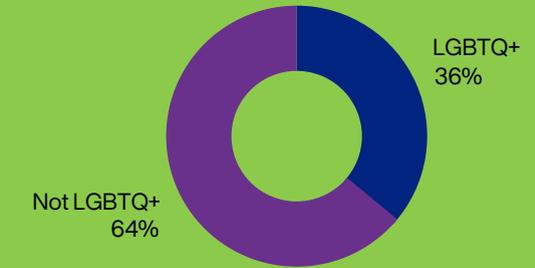
- Warren, Breaktime Associate

## Demographics

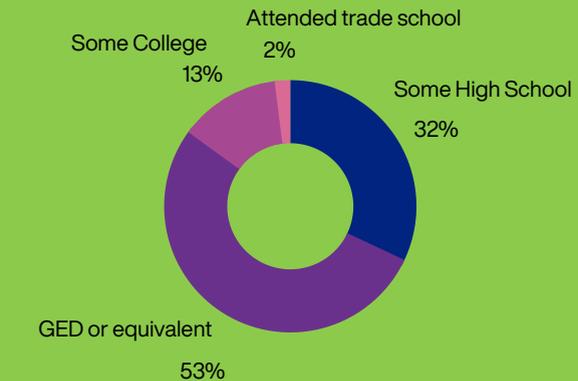
### Race



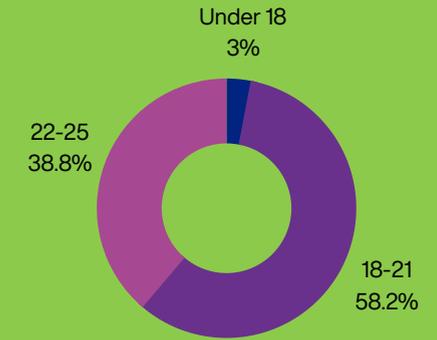
### LGBTQ+ Identification



### Highest Education Level



### Age



# BREAKING INTO SYSTEMS

## Breaktime Establishes a Policy Team!

We believe that substantive public policy change is an essential tool in dismantling the systemic causes of young adult homelessness. Strategic, youth-led advocacy elevates the impact of our work to a new scale. Our Policy team works with an outstanding group of nonprofit policy partners and elected officials to bolster funding, increase resources, and safeguard protections for young adults experiencing homelessness across the Commonwealth of Massachusetts.



## Legislative Wins

- Expanded access to year-round employment opportunities statewide for youth experiencing homelessness up to age 25.
- Championed a bill that would provide young adults experiencing homelessness with free state IDs, which passed in the MA Senate with a unanimous vote.

## Funding Wins

- Led a coalition of 16 partner organizations in successfully securing \$25,000,000 dollars in ARPA funds for the Commonwealth's YouthWorks line item, creating the single largest investment in youth employment in Massachusetts history.
- Worked with the City of Boston to secure \$800,000 in year-round youth employment opportunities.

[Sign Up For Our Policy Newsletter](#)

# BREAKING APART STIGMAS

## Building Awareness on the T!

As a way to build awareness around Greater Boston, we launched our first MBTA ad campaign to highlight the breadth and scope of young adult homelessness.



## National Youth Homelessness Awareness Month

November was first recognized as National Youth Homelessness Awareness Month in 2007. Since then, communities nationwide have dedicated that month to bringing awareness to the millions of youth who experience homelessness every year.

For the first time, Breaktime collaborated with organizations from around the country to recognize National Youth Homelessness Awareness Month. Our month-long awareness-building campaign sought to increase awareness of homelessness in the general population. Throughout the month, we revamped our social media presence, hosted a nationwide virtual 5k, and raised money for our mission of ending homelessness. Breaktime also partnered with Boston City Councillor Annissa Essaibi-George to declare November as Youth and Young Adult Homelessness Awareness Month in Boston. Finally, Breaktime hosted its first National Policy Forum, which brought thought partners from across the country together, planning solutions to end the cycle of young adult homelessness.

## Breaktime Blog

The Breaktime Blog is dedicated to educating, empowering, and spreading awareness about intersectional issues surrounding homelessness. Check it out today!



## Addressing Labor Shortages

Breaktime's expansion into small business placements was highlighted in Boston Globe article on ways to address widespread labor shortages.



# BUILDING UP CAPACITY

## Alumni Hires

Breaktime's staff is now ~20% Alumni.

We are committed to being a role model for other employers by investing in young adults and leveraging their unique power and potential.

"Breaktime was a great way for me to find something positive to do during a stressful time in my life. I learned many skills to help me navigate through life. I love the work that Breaktime does for young adults experiencing homelessness. Joining the team was a great way for me to contribute to that and continue to grow as an individual. Currently I am the Program Ambassador of Recruitment. I am assisting with the work to have other young adults join Breaktime and get the same experience I did!"

-Mikayla Woodberry, Program Manager of Recruitment

## Growing Team

Breaktime significantly expanded the size of our team, building up to an amazing group of ~20 full-time equivalents. We have an incredible group of collaborative innovators to bring Breaktime statewide.

"I feel so fortunate to be part of the Breaktime team; the passion and dedication of our staff is contagious and pushes me to be the best version of myself. Also, I feel so lucky to be able to work with Breaktime Associates and young adults who have taught me SO much about perseverance, bravery, and the true meaning of community."

- Ryan McCarthy, Program Director

"Working for Breaktime has been such a rewarding experience. The dedication of the entire Breaktime staff to our mission, our Associates, and each other is remarkable and inspiring. I'm looking forward to being part of the team as we expand our reach and end young adult homelessness in Massachusetts and beyond."

- Blake Noyes, Operations Director

## Advisors

Michael Brown, Public Purpose Strategies  
Charles Group Consulting, Lobbying  
Jeremy Cramer, Exponential Philanthropy  
David Eberly, Development Consultant  
Kelly Gaule, PROMUS+ Consulting  
Tracie Hines, Grant-writing  
Fred Shankoff, Executive Leadership Coach  
Supporting Strategies, Accounting  
Matt Wilder, PR Strategist

## Board

Jessica Castro  
Gary Pforzheimer  
Connor Schoen  
Tony Shu  
Grace Sterling Stowell  
Mikayla Woodberry\*

*\*Through November 2021*



# BUILDING UP PARTNERS

## Innovative Partnerships

Consistent with our core value of collaborative innovation, Breaktime builds strong partnerships for everything we do. This includes referral partners who identify young adults for our program, worksite partners who co-create job placement opportunities with us, grassroots advocacy and awareness-building partners, and more.

## Social Venture Partners

We are incredibly grateful to have been chosen as the grantee of Social Venture Partners Boston. Over the next three years we will be working together to end young adult homelessness in Boston and beyond.

"We are thrilled to have the opportunity to support an organization like Breaktime. Having seen the incredible success they have had in just a few years in tackling young adults homelessness, and the plans they have for the future, we are confident that our partnership will have an incredible impact."

- Jason Williams, Executive Director

## Partner Testimonials

"As a fellow nonprofit serving the underserved, our collaboration with Breaktime allows RLC a unique opportunity to contribute to Breaktime's mission to break the cycle of young adult homelessness, while furthering our mission to rescue surplus food from businesses to redistribute to people suffering from hunger and food insecurity. We aim to mentor and teach Breaktime's young adults valuable and diverse professional, technical and personal skills and support their growth."

-Dana Siles, Rescuing Leftover Cuisine

"Breaktime's mission to provide workforce development and job opportunities for at-risk youth is something we can all get behind. As a business owner, Breaktime provides a meaningful way to achieve our DEI objectives and give back to the community in which we serve. As a small business consultant that focuses on minority-owned and under-represented entrepreneurs, it's a natural fit. We love to see impactful programs like Breaktime getting the recognition they deserve and are honored to be a partner."

-Michael Aparicio, Revby

## Our Network of Incredible Partners



# BUILDING SUSTAINABILITY

In order to ensure financial stability and sustainable growth, Breaktime employs a mixed-revenue model consisting of three primary revenue streams:

Government Contracts: Breaktime is proud to partner with governmental agencies and initiatives dedicated to addressing young adult homelessness, including the City of Boston's Office of Workforce Development, Department of Youth Engagement and Employment, and Office of Housing; the Commonwealth of Massachusetts's Commonwealth Corporation and Executive Office of Health and Human Services; and the U.S. Department of Labor.

Staffing Revenue: Through weekly invoices, Breaktime's nonprofit and small business partners contribute to the hourly wages we pay to our Breaktime Associates.

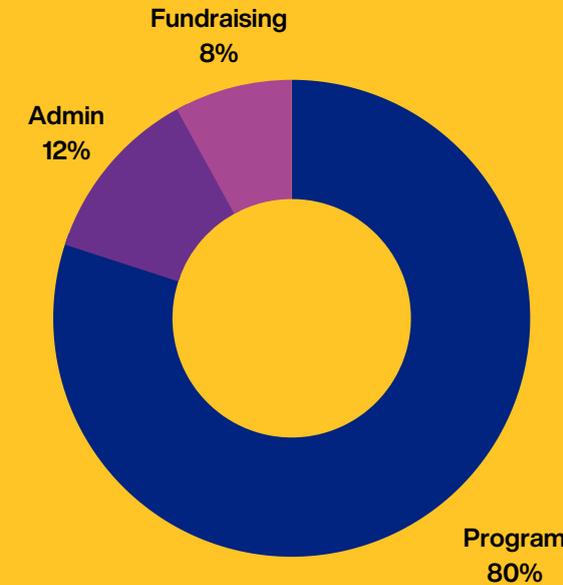
Philanthropy/Corporate: We are very grateful to the foundations, individual donations, and corporate sponsorships that make up Breaktime's primary source of revenue. As Breaktime establishes more government contracts, these funds will be utilized in highly-leveraged ways to drive Breaktime's growth, pilot new programming, and stabilize cash flow.

By leveraging significant in-kind support and operating a highly efficient model, Breaktime maximizes resources going directly to our program, committing over 80% of our funds to program-related expenses and keeping overhead low.

**In 2021, Breaktime saw a 122% increase in philanthropic revenue and a 100x increase in employment partner revenue.**

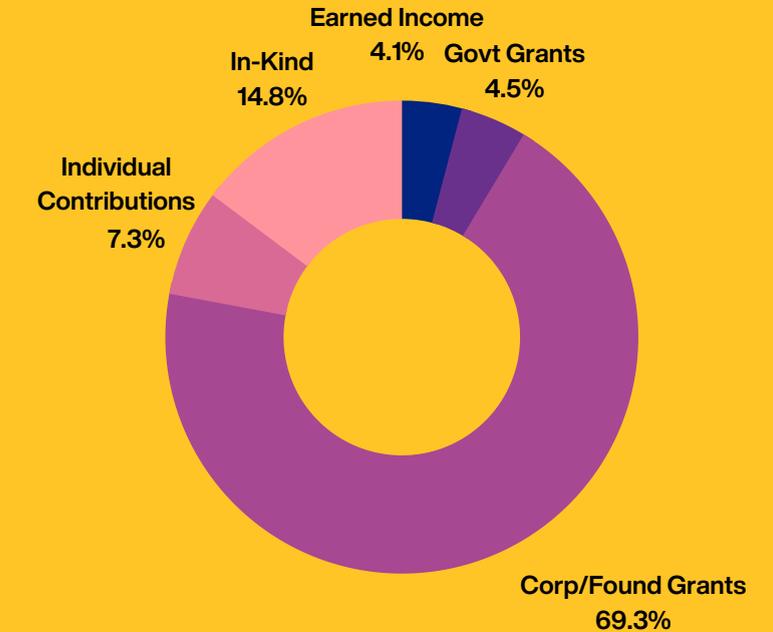
[Donate Today](#)

## FY21 Expenses



Total = \$1,285,989

## FY21 Revenue



Total = \$1,604,525

*These financials are currently undergoing an audit.*

# BUILDING UP SUPPORT



“No one should have to wonder where they will sleep. Eastern Bank Foundation chose to invest in Breaktime because of its innovative approach to addressing homelessness for LBGTQ+ youth. At a time when youth homelessness is increasing, it is vital to have the resources that Breaktime’s programming provides.”

- Nancy Huntington Stager, President & CEO, Eastern Bank Foundation



"At the Patrick J. McGovern Foundation, we believe robust and thriving communities must be built with a focus on equity, opportunity, and dignity. Breaktime's efforts to address youth homelessness and underemployment through workforce training and financial literacy programming hold great promise for Boston and beyond - and strengthen our shared commitment to building an inclusive, equitable, and sustainable future for all.

- Vilas S. Dhar, President, Patrick McGovern Foundation

## THANK YOU!

### \$250,000+

Patrick J. McGovern Foundation

### \$100,000 - \$249,999

The Clipper Ship Foundation  
Cummings Foundation\*\*

### \$25,000 - \$99,999

The Beker Foundation  
The Boston Foundation\*\*  
Eastern Bank Charitable Foundation  
Endeavor Education  
John Hancock  
Ludcke Foundation  
Bill Schawbel  
Slalom LLC \*  
Social Innovation Forum\*\*  
The TJX Companies, Inc. (TJX)  
WilmerHale\*  
Yawkey Foundation\*\*

### \$10,000 - \$24,999

Akamai Foundation  
BCYF Youth Development Fund  
Berkshire Bank Foundation  
Cambridge Savings Bank  
Catholic Health Foundation  
Church Home Society  
The Devonshire Foundation  
HBS Got Talent  
Highland Street Foundation

James B. Boskey Memorial Foundation  
John H. and H. Naomi Tomfohrde Foundation  
Debbie Johnston  
John W. Alden Trust  
Martin Richard Foundation  
Menemsha Family Fund  
Plymouth Rock Assurance Foundation  
RP McCarthy PC  
Small Business Administration  
SuccessLink  
Tyler Family Foundation

### \$5,000 - \$9,999

1434 Foundation  
Ginger Ahn  
Boston Planning and Development Agency  
Brookline Bank  
Bushrod H. Campbell and Adah F. Hall Charity Fund  
Cambridge Community Foundation  
Forest Foundation  
Larry and Beth Greenberg  
Ross Marino  
Massachusetts Bankers Association Charitable Foundation  
Once Upon a Time Foundation  
People's United Community Foundation of Eastern Massachusetts

### \$1,000 - \$4,999

David Beatty  
BlackRock

Skyler Brader and Nan Yi  
Andrew Brengle  
Paul Butzenwieser  
Cambridge Trust  
Jim Canales and Dr. James McCann  
Richard Carey  
R. Martin Chavez  
Cityscapes Plant Care  
Facebook Donations  
First Republic Bank  
Burjis Godrej  
Chris and Jan Goodman  
Steve Grossman  
John Chany Trust, Bank of America, N.A., Trustee  
Mentor Charitable Fund  
Vikram and Arya Murthi  
Karen Otto  
Suzanne Palitz  
Paul & Edith Babson Foundation  
Mary and Gary Pforzheimer  
Michael and Megan Preiner  
Sue and Bernie Pucker  
Denise Kathleen Richard  
Rockland Trust  
Daniel and Ranella Saul  
Ellen and Steven Segal  
Supporting Strategies\*

### \$100 - \$999

Sam Antill  
George Araneo  
Colleen Armgardt  
Melinda Bertroni

The Blackbaud Giving Fund  
Paul Bottino  
Rebecca Bretz  
Colleen Brightman  
Matthew Brightman  
Katie Brizius  
Christine Brown  
Michael Brown and Charlotte Mao  
Peter Bryant  
Margaret Cai  
Christopher Caines  
Emily Cetlin  
Josh Chalmers  
Daniel Cohn  
Charles Diamond  
Marylou and John Domino  
Ken Drobish  
Yaparak Eisinger  
Stefanie Fisher-Pinkert  
Brenda and Harvey Freishtat  
Marty Fridson  
Bob Giannino  
Adilson González  
Alex Greenberg  
HarborOne Bank  
Heard on the Street  
Michael Hole  
Judith Hutchinson  
Kanji Family  
Joshua Karp  
Mike Kelly  
Yisan Lai

Lisa Lovett  
Ian Lundy  
MassMutual Foundation  
Microsoft  
Tara Nair  
Nick Ng  
Rob O'Donnell  
Brianna Pereira  
PG Calc  
Michael Placido  
Michael and Wendy Price  
Rashmi Ramaswamy  
Carla Robinson  
David and Kristin Shapiro  
Grace Sterling Stowell  
Triple Coast LLC  
Judith Tully  
The Vertex Foundation  
Gerald Walsh  
Robert Whitman  
Wilichowski Family  
Huai Yu Zhang

\*In-kind contribution

\*\*Multi-year contribution

*This list reflects financial commitments made between January 1, 2021 and December 31, 2021. We regret any omissions or errors.*



## 2022 - 2024 Forecast

We maintain ambitious goals because we recognize that the crisis of young adult homelessness is urgent and solvable. According to the 2018 MA Youth Count, every day a young person experiences homelessness, their likelihood of experiencing chronic homelessness increases by 2%. We do not have the luxury of time to address this issue. Breaktime has developed an effective, scalable program to address this challenge, and coupled with our policy and awareness-building work, we can work with our partners to break the cycle of young adult homelessness here in Massachusetts.



## Sneak Peeks

From 2022 to 2024, Breaktime is scaling our programmatic work statewide in Massachusetts and continuing to amplify the impact of our policy advocacy and awareness-building work. Through this expansion, Breaktime is well positioned to achieve significant, systemic change:

Break down barriers to employment for hundreds of young adults experiencing housing insecurity;

Break apart stigmas around young adult homelessness across millions of individuals;

Break into systems of oppression by catalyzing hundreds of millions of dollars in funding for youth employment and substantively changing policy on all levels of government.