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.

2021 ANNUAL REPORT

A YEAR OF TRIPLED IMPACT AND STRENGTHENED FOUNDATIONS FOR STATEWIDE SCALE

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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.

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.

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 organizing a coalition of stakeholders, 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.
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

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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
Our Values

Break Down Barriers
Breaking into systems that unjustly hold back young adults from obtaining long-term housing security
Breaking Apart Stigmas
Breaking down barriers to job security, financial security, and housing security that unjustly hold back young adults from obtaining long-term housing security 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.

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.
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.

Launchpad
Multi-modal classroom learning experience, which teaches:
- Professionalism
- Goal-setting
- Conflict resolution
- Communication
- Dependability
- Self-care
- Job search & interviewing
- Budgeting & credit

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

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

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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:
  - White: 5%
  - Black: 13%
  - Hispanic, Non-White: 22%
  - 2 or More Races: 32%
- LGBTQ+ Identification:
  - LGBTQ+: 36%
  - Not LGBTQ+: 64%

- Highest Education Level:
  - Some High School: 14%
  - Some College: 2%
  - Attended trade school: 5%
  - GED or equivalent: 53%
  - Some High School: 32%
  - Some College: 13%
- Age:
  - Under 18: 3%
  - 18-21: 18%
  - 22-25: 33.8%
  - 26-30: 35.8%
Legislative Wins

- Expanding 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.
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.

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
Fredi 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

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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.

Our Network of Incredible Partners

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.

“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

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 is an incredible organization that is making a real difference in the lives of at-risk youth. They provide job placement opportunities and workforce development, which is critical for young adults transitioning to adulthood.”

- Jason Williams, Executive Director

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

**FY21 Expenses**

**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.

**FY21 Revenue**

**Total = $1,285,989 Total = $1,604,525**

BUILDING SUSTAINABILITY

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

**Government Contracts:**

**Staffing Revenue:**

**Philanthropy/Corporate:**

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

**Donate Today**

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These financials are currently undergoing an audit.
“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 LGBTQ+ 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

Cummins Foundation**

$25,000 - $99,999

The Boston Foundation**

Eastern Bank Charitable Foundation Endowment Education

John Hancock

Ludlowe Foundation

Bill Schaebel

Stilom LLC +

Social Innovation Forum**

The TJX Companies, Inc. (TJX)

Wilhemina**

Yasekin Foundation**

$10,000 - $24,999

Akamai Foundation

BCCF Youth Development Fund

Berkshire Bank Foundation

Cambridge Savings Bank

Catholic Health Foundation

Church Home Society

Devonian Foundation

HBS Got Talent

Highland Street Foundation

Akamai Foundation

BCYF Youth Development Fund

Berkshire Bank Foundation

Cambridge Savings Bank

Catholic Health Foundation

Church Home Society

The Devonshire Foundation

Eastern Bank Foundation

HBS Got Talent

Highland Street Foundation

James B. Boskey Memorial Foundation

John H. and Naimi Tomkinson Foundation

Debbie Johnston

John W. Alden Trust

Martin Richard Foundation

Menemsha Family Fund

Plymouth Rock Assurance Foundation

RIP McCarthey PC

Small Business Administration

Successlink

Tucker Family Foundation

$5,000 - $9,999

1434 Foundation

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

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 Bringle

Paul Butternewser

Cambridge Trust

Jim Canales and Dr. James McCann

Richard Carey

R. Martin Chavez

Christophers Plant Care

Facebook Donations

First Republic Bank

Burkard Gordon

Chris and Jan Goodman

Steve Grossman

John Chany Trust, Bank of America, N.A., Trustee

Meritor Charitable Fund

Vikas and Anu Murthy

Karen Otto

Suzanne Palfi

Paul & Edith Eisele Foundation

Mary and Gary Pforzheimer

Michael and Megan Preiner

Sue and Bernie Pucker

Denise Kathleen Richard

Rockland Trust Co.

Ellen and Steven Sagal

Supporting Strategies**

$250,000 - $299,999

The Blackbaud Giving Fund

Paul Bottino

Rebecca Bretz

Colleen Brightman

Matthew Brightman

Katie Britzus

Christine Brown

Michael Brown and Charlotte Mao

Peter Bryant

Margaret Cai

Christopher Caines

Emily Catin

John Chalmers

Daniel Cohn

Charles Diamond

Marylou and John Domino

Ken Drobish

Yaprak Eisinger

Stefanie Fisher-Pinkert

Brenda and Harvey Freishalt

Marty Fridson

Bob Giannino

Adilson Gonzalez

Alex Greenberg

HarborOne Bank

Heard on the Street

Michael Hole

Judith Hutchinson

Kanji Family

Joshua Karp

Mike Kelly

Yisan Li

Lisa Lovett

Ian Lundy

MassM本身的Foundation

Morgan Stanley

Nick Ng

Rob O’Donnell

Brianna Pereira

PG Calc

Rima Ramawamy

Carl Robinson

David and Krishn Shapiro

Grace Sterling Stowell

Triple Coast LLC

Judith Tully

The Vertex Foundation

Gerald Walsh

Robert Whitman

Wilkinson Family

Hua 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.