



SOCIAL INNOVATION FORUM'S 2021

SOCIAL IMPACT INVESTMENT GUIDE

ADVANCING EQUITY AND OPPORTUNITY TOGETHER





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Annual Social Innovator Showcase

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Letter from the Executive Director



May 19, 2021

Dear Friends and Supporters,

We hope this letter finds you well and ready to emerge into a Greater Boston that feels different. It's been a challenging year for so many – and the conversations around social justice have been front and center in our community and in our world. It's hard to miss it. This past year, whether we worked from home or in person, we continued to do the job. We've all had to reckon living through painful moments that shed light on the underlying issues of systemic racism, police brutality, and extremist beliefs in our society. SIF is here to bring people together to build a stronger bridge between funders and nonprofit leaders.

Progress will come to our communities, and it will be because of all sorts of change agents who continue to step forward. Leaders like our 2021 Social Innovators and like all of you -- are the people who make it happen. As advocates you are stepping up by giving time, money, and hope to continue to make our community better. Our annual Showcase is all about rising to the moment and taking what you learn through our Innovators presentations online and in this Social Impact Investment Guide, to help make real differences within our community. Our 2021 Social Innovator cohort has been working intensively with our staff, consultants, volunteers, and in-kind partners to articulate their mission and vision, develop their two-year plans for growth, and prepare their pitches for Showcase. They are amazing! If you've not watched their pitches, tune in now! Each of you can help these organizations achieve their ambitious goals.

Our six 2021 Social Innovators went above and beyond to prepare for the virtual Social Innovator Showcase. We hope that the commitment and passion of these Innovators will inspire you to take action as a partner to them in their work. You could provide financial support, volunteer your skills and time, become an in-kind partner, or even make connections and introductions to others in your personal or professional networks.

For the coming year, we are looking forward to in-person convenings, a cohort of eight 2022 Social Innovators, and to working in a broader way to disrupt systems that don't serve the needs of the most vulnerable people in Greater Boston. We remain true to empowering those with the greatest needs, advocating for policies that promote equitable and just opportunities for all.

We miss you! Thank you for continuing to be a part of our community and staying connected within the network.

Warmly,

Susan Musinsky

Executive Director, Social Innovation Forum

About the Social Innovation Forum



OUR MISSION

The Social Innovation Forum (SIF) creates positive social change in Greater Boston by engaging leaders, strengthening organizations, and building networks.

OUR APPROACH

SIF forges partnerships between innovative social impact leaders and engaged supporters (funders, investors, and volunteers) who collaborate to grow social impact.

OUR PROGRAMS

SIF offers innovative programs that increase capacity and build networks.



Social Innovator Accelerator – SIF’s signature two-year program accelerates the growth of small- to mid-sized nonprofits by providing them with consulting, coaching, presentation training, and other resources to support their growth and increase their impact. These “Social Innovators,” chosen through a rigorous selection process, receive access to benefits and cash valued at more than \$150,000.

Capacity Camp – SIF leads a range of different types of Capacity Camps, which are condensed versions of its Social Innovator Accelerator. Beginning in 2016, SIF conducted a two-year pilot with four versions of Capacity Camps, all tailor designed by SIF with both the organizations’ and the funders’ interests in mind. One Camp was for a large group of 20-30 nonprofits, the three others were small, intimate programs of 6-8 nonprofits. Each Capacity Camp involved a series of workshops – some over a period of two months, while others were spread out over a year – and included follow on support focused on such topics as public speaking, development, and communication, or something specific depending on the Camp participants’ goals and needs.

Alumni and Nonprofit Network Program – Since 2003, SIF has accelerated the performance of 112 innovative, results-oriented nonprofits in its flagship Social Innovator Accelerator in Greater Boston. SIF has always been committed to supporting its Innovator alumni, who are considered to be part of its “forever portfolio.” SIF’s Nonprofit Network also encompasses organizations that are members of its co-working space, those that have graduated from the Capacity Camp program, and Finalists in the Accelerator selection process. In 2020, SIF launched its Nonprofit Network and Alumni Programs, offering ongoing leadership development, skill-building, and network-building to these organizations.

Education and Engagement for Investors and Supporters – SIF provides opportunities for philanthropists, business executives, community leaders, skilled volunteers, and others to come together with nonprofit leaders to support social change in Greater Boston. SIF helps funders navigate a complex nonprofit sector and engages with funders to learn about social justice philanthropy and build equitable relationships with nonprofits. Our community of supporters learn from leading practitioners, discuss social issues, participate in dialogues with peers, and engage with and support high-performing organizations solving challenging social issues.

Coworking and Community Support – SIF manages a collaborative, community space dedicated to helping nonprofits work productively, build their capacity, and broaden their networks to achieve social impact. We strive to build an inclusive community of diverse programs and leaders who engage and grow together. In addition to basic office amenities, members have access to workshops, trainings, peer-to-peer network building, and other events and activities to connect more deeply with Boston’s philanthropic and social sector leaders.

OUR IMPACT

- To date, SIF has directed more than \$46 million in cash and in-kind services to more than 100 social impact organizations.
- On average, Social Innovators more than double their revenue within four years of working with SIF.
- 4,904 individuals are part of SIF’s community of funders, mentors, and supporters.
- Over 145 individuals serve as nonprofit evaluators, interviewers, advisors, and more.

Investors & Supporters



THANK YOU TO OUR SOCIAL INNOVATOR SHOWCASE SPONSORS!

Platinum



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Gold



Silver



Bronze



Delta Dental of Massachusetts



Investors & Supporters



(As of May 10, 2021)

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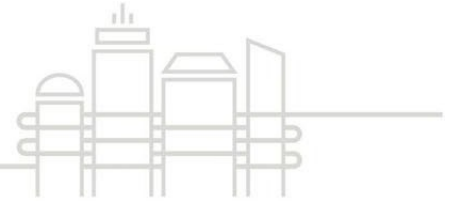
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Social Innovation Forum In-kind Partners



In-kind partnerships are an important component of the Social Innovation Forum (SIF) model which strengthens the value of our programs. In-kind partners use their unique professional skills and experiences to provide meaningful, hands-on support to current and past Innovators, helping them to build their capacity to improve our communities. Over the years, our in-kind partners have provided millions of dollars worth of services to SIF Innovators.

altr

altr specializes in user experience research and design, product design and development (native and web-based), user research and testing, visual design, digital marketing and consulting. Organizations might work with altr when part of their service offering is a digital product that could benefit from a redesigned user experience; they are looking to design, build and release a new digital product offering; they need more effective communications to reach customers, donors, partners and the people they want to serve; or they need a new marketing website.



Analysis Group

Analysis Group (AG) is one of the largest economics consulting firms in North America. Through its partnership with SIF, teams from Analysis Group work with Social Innovators to assess and contribute to projects that address their data and analytics needs. Some of AG's past projects with Social Innovators include developing database management systems, designing surveys, and conducting a variety of statistical analyses to help evaluate their programs' effectiveness and demonstrate their impact to potential investors and foundations.



Ariel

Ariel is an international training and coaching firm based in Lexington, Massachusetts. It is comprised of performing artists and business professionals who believe that the workplace functions better when people interact generously and communicate well. Ariel provides group and individual presentation coaching to our newest cohort of Social Innovators each year, helping them make stronger pitches to investors and build sustainable relationships. When possible, Ariel opens up extra slots in their regular trainings to nonprofit leaders in the SIF community.



BraunWeiss

BraunWeiss is a Digital Solution Provider focusing on solving essential business challenges with highly customized solutions to meet unique needs. We harmonize business applications and processes and implement the right solutions that will bring efficiencies, security and compliance. BraunWeiss is committed to giving back to the community, we have a full-time initiative to support nonprofit organizations pro-bono and successfully completed over 100 projects and provided over 7,000 volunteer hours.



Cooley

Clients partner with Cooley on transformative deals, complex IP and regulatory matters, and high-stakes litigation, where innovation meets the law. Cooley has 1,200 lawyers across 16 offices in the United States, Asia and Europe. Cooley is proud to provide pro bono legal services for Social Innovation Forum alumni organizations.



DPA Communications

DPA Communications is a full-service public relations and marketing firm. Clients of DPA Communications are industry leaders who rely on the firm's expertise leveraging communications strategies to meet their unique business goals in a complex and cluttered media landscape. DPA provides public relations guidance and advising to Social Innovators on an as-needed basis, helping organizations to connect with relevant media sources, create innovative event marketing strategies, and build relationships in the public relations space.



In-kind Partners



Emerson College, Nonprofit Communication Management Program

The Nonprofit Communication Management program at Emerson College provides students with a foundation in nonprofit communication and fundraising combined with service-learning partnerships that join students with local and global nonprofit organizations. Students in this program provide 8-10 organizations each year with comprehensive social media audits and communication improvement recommendations.



Goodwin

Goodwin is a national law firm with a growing international presence. Its attorneys are nimble, creative, and pragmatic, working tenaciously to protect and promote its clients' interests in the United States and around the globe. Goodwin offers Social Innovators pro-bono legal services, including assistance with accounting, real estate management, and corporate governance on an as needed basis.



GOODWIN

Positively Partners

Positively Partners is a social enterprise committed to helping organizations achieve exceptional performance from their employees. As experts in the fields of positive psychology, human resources, and people technology, its team is uniquely positioned to implement the evidence-based practices, systems, and tools that build employee engagement and productivity. Positively Partners offers support to the newest cohort of Innovators through employee relations/human resources consulting, job scoping, and performance management support.



PROMUS+ Consulting

PROMUS+ Consulting is a Boston-based development consulting firm. Promus+ applies a multi-disciplined approach and nearly two decades of industry experience to assess its clients' fundraising strengths and weaknesses. With such knowledge, Promus+ identifies efficient, effective, and practical solutions for Social Innovators' immediate and long-term fundraising goals.



TypeCoach

TypeCoach delivers practical applications of personality type to drive business results, including onsite corporate training programs, consulting, executive coaching, online tools and products. Every year, TypeCoach provides pro-bono personality assessment tools to SIF volunteer executive coaches in order to enhance and deepen their coaching engagements with Social Innovators.



William James College

The Executive Coaching Graduate Certificate Program at William James College is a two-year, International Coach Federation-approved program that trains experienced professionals to become executive coaches. Students from the program serve as executive coaches to past Social Innovators and Social Innovator Accelerator finalists during their capstone experience at William James. Each year they provide 10-20 individuals with four months of high-level coaching supervised by experienced faculty.



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Interested in Becoming an In-kind Partner?

For more information about how you or your company could become involved with the Social Innovation Forum as an in-kind partner, please email [Tanya Inwald, Director of Programs, at \[tinwald@socialinnovationforum.org\]\(mailto:Tanya.Inwald@socialinnovationforum.org\)](mailto:Tanya.Inwald@socialinnovationforum.org).

Social Innovator Accelerator



PROGRAM OVERVIEW

The Social Innovator Accelerator provides a unique opportunity for innovative nonprofits to gain visibility, expand their networks, and build capacity. Each year, the Social Innovation Forum uses a rigorous application and evaluation process to identify effective, small- to mid-sized nonprofits with budget ranges of \$100,000-\$2M that are poised for growth and increased social impact. Once selected into the SIF portfolio as “Social Innovators,” organizations receive access to cash and benefits valued at more than \$150,000.

A RIGOROUS PROCESS FOR IDENTIFYING SOCIAL INNOVATORS

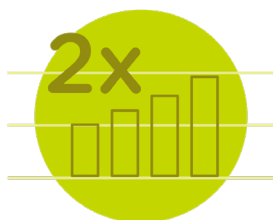
Our search and selection process lasts six months and involves two rounds of written applications, in-person or virtual interviews, and other forms of due diligence. It brings together a range of stakeholders, including SIF staff, funding partners, issue area experts, and an evaluation committee made up of more than 80 business, government, and foundation leaders. By drawing on the expertise of our community throughout this evaluation stage, we are able to assure investors and pro-bono partners that support of SIF or one of our chosen organizations will yield significant social impact.

A PROVEN APPROACH TO SUPPORTING SOCIAL INNOVATORS

Once selected, Social Innovators receive 24 months of support from SIF in the following areas:

Consulting	Articulation of a social impact model and growth plan, along with preparation of a five-minute PowerPoint presentation and a four-page prospectus for potential investors
Executive Coaching	Six months of guidance from a senior-level executive coach
Graphic Design	Creation of a professional-quality PowerPoint deck for investment presentations and design of an operating model graphic
Performance Measurement	Selection of performance metrics and targets, quarterly progress reporting, and opportunities to present successes and lessons learned in a one-year Progress Report
Presentation Advising	Presentation and messaging support from an experienced member of the business community
Relationship Building	Comprehensive, individualized advice on funding strategies as well as promotion at Social Innovation Forum events to raise organizational profile
In-kind Partner Support	Access to SIF’s network of in-kind partners who offer pro-bono support in a variety of areas, including legal, data analysis, communications, development, and more
Alumni Program	Ongoing capacity-building, in-kind and networking support as part of SIF’s “forever portfolio”

OUR IMPACT



On average, our Innovators more than double their revenue four years after engaging with SIF.



4,904 individuals are part of SIF’s community of funders, mentors, and supporters.



2021 Social Issue Tracks

Advancing Education and Career Opportunities for Immigrant Youth

Track Partner: Wellington Management Foundation

Innovator: Immigrant Family Services Institute (IFSI)

In the U.S., first and second-generation immigrant children represent a significant and growing portion of the population. This group faces unique challenges, but is often disconnected from social services and other supports. In 2018, 26% of children in the U.S. were living with at least one immigrant parent, up from 19% in 2000. Here in Massachusetts, we have seen the fifth highest absolute growth of children living with immigrant parents during that time frame.¹ In fact, 2019 data shows that half of Bostonians and one third of Massachusetts residents are first generation immigrants (themselves foreign-born) or second generation immigrants (have at least one parent who is foreign-born).² Although immigrant families represent a significant portion of the labor force, they experience lower rates of both private and public health insurance and higher rates of poverty than non-immigrants, with nearly half of all U.S. children of immigrants living in low-income families.³ Additionally, first and second-generation immigrant children must contend with unique stressors, including the loss of previously existing social supports, the need to learn a new language, and the challenges of navigating unfamiliar systems to access services.⁴ Immigrant families often experience trauma, such as from fleeing unsafe conditions in their home countries or being separated from family members during the immigration process. Children in these families face the increased challenge of coping with these traumas all while negotiating new roles in a new cultural context.⁵ Many schools and programs are ill-equipped to meet the needs of the immigrant families. They don't offer family liaisons and other necessary social services, lack support of multicultural identities, don't provide appropriate teacher training, and place too much focus on standardized testing. Ensuring positive educational and career trajectories for these young people requires increasing their access to high-quality trauma-informed and culturally affirming programming.

Anything Goes: Innovative, Effective, and Sustainable Approaches to our Region's Toughest Social Issues

Track Partner: Boston Open Impact

Innovator: Breaktime

Over its 17-year history, the Social Innovation Forum (SIF) has focused on a wide range of individual tracks targeting specific social issues. While this approach has allowed the Social Innovation Forum to build a diverse portfolio of over a hundred of Social Innovators, many innovative and effective organizations could not apply to the Social Innovation Forum because their work did not align with SIF's social issue tracks in a given year.

The local nonprofit sector is constantly evolving as new organizations are established and existing organizations expand and improve their work. While there are countless models for social impact, today's most effective organizations have several key characteristics in common, such as deliberate focus on their missions, ability to quickly and efficiently pivot and adjust to the new or changing conditions, commitment to financial sustainability, diligence about collecting and using performance data to improve their work, capacity to mobilize and inspire staff, volunteers, and supporters.

These best practices hold true across a wide range of organizations – and across different neighborhoods, social issues, and stages of organizational development. Over the last five years, Boston Open Impact has supported organizations focused on such social issues as opioid use disorder, immigration, youth development, mental health, and civic engagement. Members of the Boston Open Impact funders group continue to be interested in the aforementioned topics, but are also always open to learning about and supporting new and important social issue areas.

¹ <https://www.migrationpolicy.org/article/frequently-requested-statistics-immigrants-and-immigration-united-states>

² https://www.bostonindicators.org/article-pages/2019/october/immigrant_generational_differences

³ <https://www.migrationpolicy.org/article/frequently-requested-statistics-immigrants-and-immigration-united-states>

⁴ Suárez-Orozco, C., & Suárez-Orozco, M. M. (2001). *Children of immigration*. Cambridge, MA: Harvard University Press.

⁵ Igoa, C. (2015). *The inner world of the immigrant child*. New York, NY: Routledge

2021 Social Issue Tracks



Combatting Recidivism Through Comprehensive Re-entry Programs

Track Partner: Wagner Foundation

Innovator: Comprehensive Reentry Program, a model of Project Place

The United States is home to 4.3% of the world's population,¹ yet has more than 20% of the world's prison population. As a result, the U.S. leads the world in total imprisonments.² Over the last fifty years, America's prison population, which now stands at 2.3 million people,³ rose by 700%⁴ due, in part, to various "War on Drugs" laws that led to a substantial increase in the number of incarcerations, particularly among minority groups.⁵ In fact, people of color make up 37% of the U.S. population and 67% of the prison population today.⁶ In Massachusetts, there are currently 8,325 men and women in prison.⁷ Although the incarceration rate is decreasing from previous years, nearly 32% of Massachusetts' prisoners who are released return to prison within three years, indicating that the system continues to fall short.⁸ In order to reduce recidivism, the incarcerated population needs better support and much greater access to programs that help with re-entry after prison. The Council for State Governments says, "Studies show that implementing evidence-based programs and practices can reduce re-offense rates by 10 to 20 percent."⁹ Unfortunately, critical services such as training classes, counseling, and substance abuse treatment are not always available or accessible to those who need them. Additionally, creating a sense of belonging and self-esteem for those released from incarceration is critically important as they re-enter family and community life.

Dismantling Hate And Building Social Cohesion Within and Across Communities

Track Partner: The Beker Foundation

Innovator: Everyday Boston

Recent worldwide protests against systemic racism have brought the issues of race, privilege, bias, and injustice to the forefront of everyone's minds. Angela Davis wrote, "In a racist society, it is not enough to be non-racist, we must be antiracist." This important shift in mindset is beginning to permeate our collective consciousness and is leading both individuals and institutions to deepen their engagement in actively working to end discriminatory policies and behaviors. Boston's history of structural racial disparities has caused and continues to cause real and lasting damage. Boston has been among the most racially segregated US metro cities;¹⁰ and research has suggested that segregation promotes poverty, which leads to worse educational outcomes. According to "The Color of Wealth in Boston" report conducted by the Federal Reserve Bank of Boston, Duke University, and the New School in 2015 the median net worth for non-immigrant, Black households in the greater Boston region was \$8.¹¹ In addition, educational opportunity gaps remain a barrier in Boston, where the enrollment of Black students in Greater Boston's universities was less than 7% in 2015, 4% less than the national average for Black enrollment.¹² In 2018, a report found that while Black and Latino students make up 75% of the Boston Public School population, they are severely underrepresented in the city's exam schools.¹³

While structural changes are necessary to end racial discrimination, individual biases, unconscious or otherwise, are also barriers to equity and cohesive communities. These too must be actively dismantled.¹⁴ For this track, the Social Innovation Forum seeks organizations or programs that work to bridge divides in greater Boston, promote tolerance, understanding, and acceptance, and whose work could lead to strong partnerships both within and across communities to address discrimination.

¹ <https://www.census.gov/popclock/>

² <https://www.aclu.org/prison-crisis>

³ <https://www.prisonpolicy.org/reports/pie2020.html>

⁴ <https://www.aclu.org/issues/smart-justice?redirect=node/26297>

⁵ <https://drugpolicy.org/resource/drug-war-mass-incarceration-and-race-englishspanish>

⁶ <https://www.sentencingproject.org/criminal-justice-facts/>

⁷ <https://www.mass.gov/service-details/quick-statistics>

⁸ <https://www.mass.gov/doc/three-year-recidivism-rates-2014-release-cohort/download>

⁹ <https://2gaiae1lif2t2tsfgr2vil6c-wpengine.netdna-ssl.com/wp-content/uploads/2016/01/Reentry-Policy-Brief.pdf>

¹⁰ <https://247wallst.com/special-report/2015/08/19/americas-most-segregated-cities/>

¹¹ <https://www.bostonfed.org/publications/one-time-pubs/color-of-wealth.aspx>

¹² https://apps.bostonglobe.com/spotlight/boston-racism-image-reality/series/colleges/?p1=Spotlight_Race_TopNav

¹³ <https://www.hks.harvard.edu/sites/default/files/centers/rappaport/files/examschools%20v10.pdf>

¹⁴ <https://www.wbur.org/cognoscenti/2019/01/04/hate-crimes-racism-laurel-sampson-ivan-espinoza-madrigal>



2021 Social Issue Tracks

Promoting a Healthy Democracy Through Civic Engagement and Community Empowerment

Track Partner: Civic Engagement Funder Collaborative

Innovator: Neighbor to Neighbor MA Education Fund

Civic engagement is at the heart of a vibrant and healthy democracy. The benefits of civic engagement are felt on both the individual and community levels. Individuals who are more civically engaged develop a sense of purpose, expand their social networks, and build social capital.¹ When people develop and use the knowledge and skills of civic engagement to make effective change, they improve conditions that lead to greater wellbeing on the community level.² Civic engagement initiatives can support these positive outcomes by building the social capital and skills of community leaders, promoting civic knowledge about access to public institutions, and increasing trust in government and civil society.

While civic engagement is a powerful method of making social change, underrepresentation, lack of resources, and distrust of government are among factors that lead to unequal opportunity to participate in civic activities.³ The lack of foundational knowledge of how public institutions work poses another significant barrier to civic engagement. A 2015 survey of Massachusetts district superintendents found that 59.5% rated the level of civic learning in their districts as “insufficient” and 65% reported offering only “few/limited” or “occasional” opportunities for civic learning.⁴ Voting patterns in Massachusetts reflect unequal participation in civic life, with many communities leaving their power on the table. For example, people of color account for 19% of all eligible voters but only cast 10% of all ballots in the 2018 general election.⁵

Reinventing Remote Learning Opportunities During and Beyond the COVID-19 Pandemic

Track Partner: Liberty Mutual Insurance

Innovator: The Loop Lab

The COVID-19 pandemic has drastically altered the realities of day-to-day life. With limited and restricted opportunities for in-person interaction, much of the world has seen an increased reliance on technology and remote connection. Schools transitioned from in-person classrooms to remote learning environments within short time spans in early 2020, leaving educators and students scrambling to adapt to the new settings. The pandemic has also reinforced the inequities of our society, both for school districts and families. Many schools have not had the resources to quickly and effectively transition to online platforms, provide appropriate training for the educators, and ensure that students and families had access to educational materials. In addition, the COVID-19 outbreak has had a similarly significant impact on the after school and other youth serving programs that were left with no students to serve in person and no physical spaces to operate out of. Organizations providing workforce development programs have had to pivot as well due to the pandemic in order to continue to provide learning opportunities to employees directly related to their work, productive, and engagement in a way that meets remote expectations.

There is much uncertainty about the future, but investing in a modern, more flexible way of learning and connecting can ease that uncertainty. For this track, the Social Innovation Forum seeks organizations with education-oriented missions working to provide and improve remote learning opportunities for either in-school or out-of-school programs, along with those focused on workforce development.

¹ <https://www.healthypeople.gov/2020/topics-objectives/topic/social-determinants-health/interventions-resources/civic-participation#4>

² https://www.rand.org/content/dam/rand/pubs/research_reports/RR3100/RR3163/RAND_RR3163.pdf

³ <https://static1.squarespace.com/static/57c6d8b729687fde090b28db/t/5e68032c9d7e163e909ead9f/1583874862472/Reflecting+Democracy+Report.pdf>

⁴ CivicReport.docx<https://view.officeapps.live.com/op/view.aspx?src=http%3A%2F%2Fwww.doe.mass.edu%2Fbese%2Fdocs%2Ffy2015%2F2015-06%2Fitem1-CivicReport.docx>

⁵ <https://static1.squarespace.com/static/57c6d8b729687fde090b28db/t/5e68032c9d7e163e909ead9f/1583874862472/Reflecting+Democracy+Report.pdf>

2021 Social Innovator Prospectuses



Breaktime

Anything Goes: Innovative, Effective, and Sustainable Approaches to Our Region's Toughest Social Issues

Track Partner: Boston Open Impact

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Comprehensive Reentry Program, a model of Project Place

Combating Recidivism Through Comprehensive Re-entry Programs

Track Partner: Wagner Foundation

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Everyday Boston

Dismantling Hate and Building Social Cohesion Within and Across Communities

Track Partner: The Beker Foundation

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Immigrant Family Services Institute (IFSI)

Advancing Education and Career Opportunities for Immigrant Youth

Track Partner: Wellington Management Foundation

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Neighbor to Neighbor MA Education Fund

Promoting a Healthy Democracy Through Civic Engagement and Community Empowerment

Track Partner: Civic Engagement Funder Collaborative

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The Loop Lab

Reinventing Remote Learning Opportunities During and Beyond the COVID-19 Pandemic

Track Partner: Liberty Mutual Insurance

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Breaktime



FOUNDED: 2018

CURRENT ORGANIZATION BUDGET: \$1,773,417

CONTACT: Connor Schoen, Co-Founder and
Co-Executive Director

SCHEDULING LINK: calendly.com/breaktime-sif

EMAIL: connor@breaktime.org

WEB: www.breaktime.org

Investment Opportunity

Breaktime has reached a very exciting inflection point: The state legislature filed a budget amendment to help bring its model across MA. Now, in order to demonstrate the replicability of its model and garner additional, long-term support, Breaktime is seeking \$5 million in philanthropic investment for 2021-2023. In combination with earned income from its nonprofit employment partners and existing funding sources, this highly-leveraged investment will not only launch the careers of 1,000 young adults experiencing homelessness but will also help Breaktime secure government funding to sustainably scale its model.

Mission: Breaktime is a Boston-based nonprofit working to end young adult homelessness through purposeful transitional employment and financial empowerment. Through our Double Impact Initiative, we empower young adults experiencing homelessness to build sustainability in their lives while building resilience in their communities. Ultimately, through this early intervention, Breaktime achieves a double impact: preventing long-term chronic homelessness and empowering young adults to become changemakers in their own communities.

Problem: According to Chapin Hall, one in ten young people (ages 18-25) experience some form of homelessness in a given year. With every day that passes, the likelihood of future homelessness for these young adults increases by 2%. The National Alliance to End Homelessness reports that 89% of these young adults identify as people of color, and according to the True Colors Fund, 40% identify as LGBTQ+. To solve this crisis, a report from Chapin Hall states that “case management and ad hoc supports like food or clothing donations just aren’t enough.” In fact, the Yale Law Journal reports that stable employment is typically the largest barrier to achieving stable housing. Put simply, young adults need and deserve more empowering, career-launching jobs.

Two-Year Goals

- Employ and empower 1,000 young adults experiencing homelessness statewide
- Catalyze \$5.6 million in wages and \$1.3 million in savings for Associates
- Bolster the strength of the MA nonprofit sector with 325,000 hours of extra capacity
- Secure \$3.25 million in annual state funding while demonstrating the efficacy of the Double Impact Initiative to the US Department of Labor for national expansion

Ways to Invest

- \$500: Empower a young adult with the savings match they need to achieve stable, permanent housing.
- \$5,000: Prevent chronic homelessness for one young person, saving taxpayers \$38,500 annually (source: National Alliance to End Homelessness).
- \$25,000: Sponsor a cohort of 15 young changemakers.
- \$100,000: Empower 250 young adults with career-launching professional development opportunities.
- \$500,000: Bring Breaktime to a new city and demonstrate the power and potential of our model to the state government.

Leadership & Governance

Through leveraging an innovative youth-to-youth model, Breaktime is uniquely positioned to effectively connect and build trust with the young adults it supports. Breaktime's Co-Founders, Connor Schoen and Tony Shu, are emerging young leaders who were recently named Forbes 30 Under 30 for Social Impact, and under their leadership, the organization has quickly grown to six additional full-time staff and over a dozen part-time staff and student volunteers. The Board of Directors is majority BIPOC and LGBTQ+ and includes an alumnus of the Double Impact Initiative. Breaktime has also mobilized the support of countless industry leaders, like Michael Brown of City Year, and key government officials.

“

What the young adults behind Breaktime have done in such a short time and in the face of a global pandemic is remarkable. And best of all, Breaktime is just getting started!

”

MICHAEL BROWN,
Co-Founder, City Year



BREAKTIME'S DOUBLE IMPACT INITIATIVE MODEL



Breaktime's Double Impact Initiative leverages partnerships with other nonprofits to ensure that it is efficiently and effectively adding value to the nonprofit sector while not “reinventing the wheel.” Specifically, Breaktime recruits young adults in transitional housing from its network of nonprofit referral partners (e.g., Y2Y, More Than Words, and The Home for Little Wanderers), who provide ongoing case management and other foundational support. After two weeks of cohort-based training focused on professional development and personal empowerment, Breaktime staffs its Associates at other nonprofits (such as the American Heart Association, YMCA of Greater Boston, and ABCD), where they engage in transformative work for three months while building transferable job skills. Leveraging earned income from its nonprofit employment partners, Breaktime pays its Associates a living wage of \$16/hour, and in addition to one year of professional financial counseling, the Associates receive a weekly \$50 financial empowerment stipend that can be used to accrue savings, lower debt, or build credit.

Through partnerships with JVS Boston, MassHire, and the Boston Private Industry Council, each of the Associates receives professional career coaching throughout their transitional employment to prepare them for the next step in their career and education. Breaktime Associates also work with one of its Peer Advocates (students studying for their Bachelor's Degree in Social Work) to navigate the resources and opportunities they can leverage to build sustainability in their lives.

By the end of this 15-week Double Impact Initiative, Breaktime aims to have every Associate: (1) equipped with the job skills and financial stability they need for long-term success; (2) engaged in meaningful work in their community; and (3) empowered to see their own power and potential as a young person. Some Associates secure longer-term jobs with one of Breaktime's nonprofit employment partners, and others advance to another exciting employment or educational opportunity.



“
Liberty Mutual Foundation is proud to champion Breaktime's mission of breaking the cycle of young adult homelessness. In 2020, we were excited to see the organization evolve effectively to address some of Boston's most pressing issues. We cannot wait to see what the future has in store for Breaktime!
 ”

MELISSA MACDONNELL,
 President, Liberty Mutual Foundation

Key Investors

- CITY OF BOSTON
- EASTERN BANK
- HIGHLAND STREET FOUNDATION
- JOHN HANCOCK
- LIBERTY MUTUAL FOUNDATION
- MASSMUTUAL FOUNDATION
- THE BEKER FOUNDATION
- THE BOSTON FOUNDATION

Key Partners

- AMERICAN HEART ASSOCIATION
- YMCA OF GREATER BOSTON
- Y2Y HARVARD SQUARE

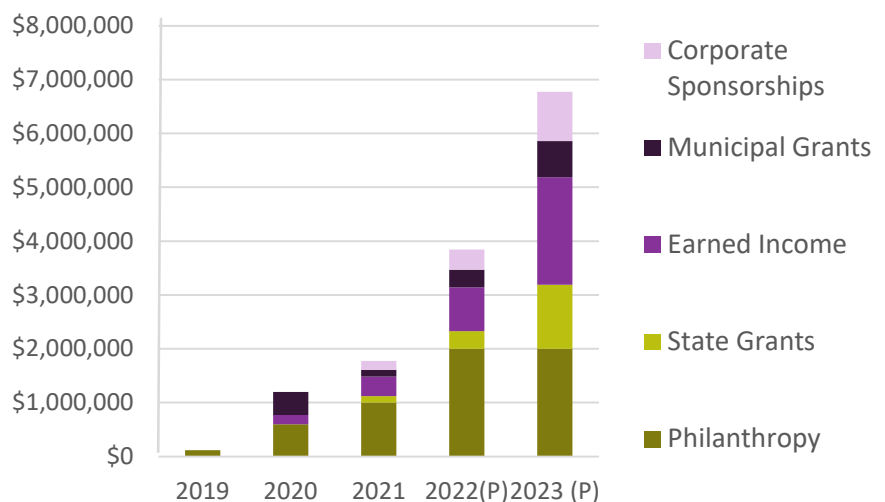
FINANCIAL MODEL

Breaktime employs an innovative, mixed-revenue model to sustainably scale its impact. Through a rigorous marginal cost analysis with Public Purpose Strategies, it has determined the following ideal revenue mix to cover all expenses:

1. **Earned Income (36%):** Through weekly invoices, its nonprofit employment partners pay \$10/hour for work performed by the Associates along with a \$10/Associate travel stipend. Breaktime is also implementing a new \$250/Associate upfront fee to cover some of its onboarding expenses.
2. **State Contracts (32%):** Through an amendment to line item 7002-0012 in the state budget, Breaktime is asking the state’s YouthWorks program to match the \$10/hour per Associate contributions of its nonprofit partners, equating to a \$3,250 investment in each Associate. According to the National Alliance to End Homelessness, “a chronically homeless person cost the taxpayer an average of \$35,578” in 2017. Therefore, adjusted for inflation, an investment of \$3,250 in one young adult experiencing homelessness right now has the potential to transform an entire life trajectory and save the community over \$38,500 annually in the years to come.
3. **Municipal Contracts (16%):** In addition to state funding, Breaktime is working with its allies in City Hall to secure an investment of \$1,625/Associate, half of what the state is paying. In 2020, Breaktime received \$423,533 from the City.
4. **Corporate Sponsorship (16%):** Inspired by City Year, Breaktime has launched a cohort sponsorship model whereby companies can receive high-quality mentorship and coaching opportunities, build life-changing relationships with 15 incredible young people, and strengthen brand equity. Eastern Bank and John Hancock have both sponsored a cohort already, and we have galvanized very strong interest from several other companies.

Breaktime is offering a highly-leveraged \$5 million investment opportunity to the philanthropic community for 2021-2023 to help achieve this ideal revenue mix. With \$5 million, Breaktime will not only change the lives of 1,000 young adults across the state, but also Breaktime will establish the financial sustainability needed to employ and empower tens of thousands more in the years to come.

Revenue by Source*



*Projections based on rigorous financial modeling in partnership with Public Purpose Strategies

Success Story: Amina Johnson

Originally from New York, Breaktime alumnus Amina came to Boston when they were 22 years old looking for a new start. After experiencing homelessness for several years, Amina became an Associate at Breaktime, helping to cook thousands of nutritious meals for Bostonians in need in their Double Impact Initiative. They tell Breaktime that since joining the organization, they have gained more confidence, learned valuable social and teamwork skills, and have truly found a sense of purpose.

“

Helping people makes me happy. It gives me a sense of life and joy when I’m doing this. I’m making meals for people, I am making sure people get fed. Working with Breaktime has given me a new sense of purpose.

”

AMINA JOHNSON,
Alumnus, Breaktime Double Impact Initiative



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that Breaktime will track to demonstrate progress, create internal accountability, incorporate lessons learned, and adjust strategy as necessary:

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
Young adults employed and empowered	150	300	550
Wages generated for young adults	\$840,000	\$1,680,000	\$3,080,000
Savings accrued by young adults	\$195,000	\$390,000	\$715,000
Hours of additional capacity for nonprofit sector	48,750	97,500	178,750
Number of Breaktime sites statewide	1	3	7
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of full-time staff members	10	15	20
Total number of followers across all platforms (Instagram, newsletter, etc.)	10,000	25,000	50,000
Total Revenue (not including in-kind)	\$1,773,417	\$3,841,750	\$6,775,146

SOCIAL IMPACT

At Breaktime, impact analysis provides a perpetual compass for decision-making. For its Associates, Breaktime uses a set of evidence-based evaluation tools developed in collaboration with Harvard Business School to track three categories of impact:

- Engage:** Breaktime wants to ensure that Associates are engaged throughout its program and engaged in employment or education after Breaktime.
- Equip:** Breaktime works to ensure its Associates are equipped with transferable job skills, financial security, and stable housing. In terms of job skills, nonprofit employment partners conduct monthly evaluations across six key areas of workplace performance.
- Empower:** Through the Youth Thrive Survey developed by the Center for the Study of Social Policy, Breaktime evaluates five key areas of social and emotional wellbeing and aims to have Associates improve in all five.

INDICATOR	2023
Retention rate	90%
Alumni who are employed or enrolled in education after graduating from Breaktime	85%
Associates leaving the program with \$1,000+ in savings, a credit score above 660, and enough income to sustain stable housing	80%
Associates who are stably housed by program completion	75%
Median hourly wage of alumni who are employed after program completion	\$18

Comprehensive Reentry Program, a model of Project Place



FOUNDED: Project Place (PP), 1967
Comprehensive Reentry Program (CRP), 2003
CURRENT PROGRAM BUDGET:* \$695,000
CONTACT: Beth Carter, Director of Reentry
PHONE: 617.542.3740 x 434
EMAIL: bcarter@projectplace.org
WEB: www.projectplace.org

The U.S. has 5% of the world’s population, yet incarcerates 25% of the world’s prisoners. Even more alarming is the growing number of new crimes committed by individuals who have recently been released from prison.

The majority of people who are incarcerated lack the critical support necessary to effectively transition back into the community. Returning citizens experience homelessness, poverty, marginalization, substance use disorders, and untreated mental health issues. They also face barriers to employment such as long gaps in work history and outdated skill sets.

Investment Opportunity

Due to CRP’s success in helping people transition to the community from the Suffolk County House of Correction, other correctional facilities are requesting PP’s support to replicate the program. PP seeks additional support of \$2.15 million over the next two years to implement the model in two new facilities. The investment will be used to hire new staff, manage program replication, and provide wrap around and educational services.

Project Place’s (PP) Comprehensive Reentry Program (CRP)

engages individuals while still incarcerated and stays engaged with them when they return home. PP provides wraparound services assisting clients in securing housing and vital healthcare while offering education, training, and job placement. CRP’s evidence-based approach has demonstrated how to reduce recidivism:

- 44% of those individuals released from prison return to jail within one year (nationally).
- 9% of PP’s participants return within one year.

Two-Year Goals

- Increase the annual number of individuals participating in CRP from 200 to 350
- Expand the number of correctional facilities served by PP from 2 to 4
- Increase the number of employment placement partners in new regions

* Project Place Agency Budget \$3,437,369 (CRP is a model of PP)

Ways to Invest

FINANCIAL

- \$70,000 funds a Program Director to serve as a liaison between PP and a new correctional facility
- \$8,500 cost per person yearly to participate in CRP
- \$500 average cost per participant for industry certifications including: ServSafe, OSHA 10, Forklift/Hoisting, CDL

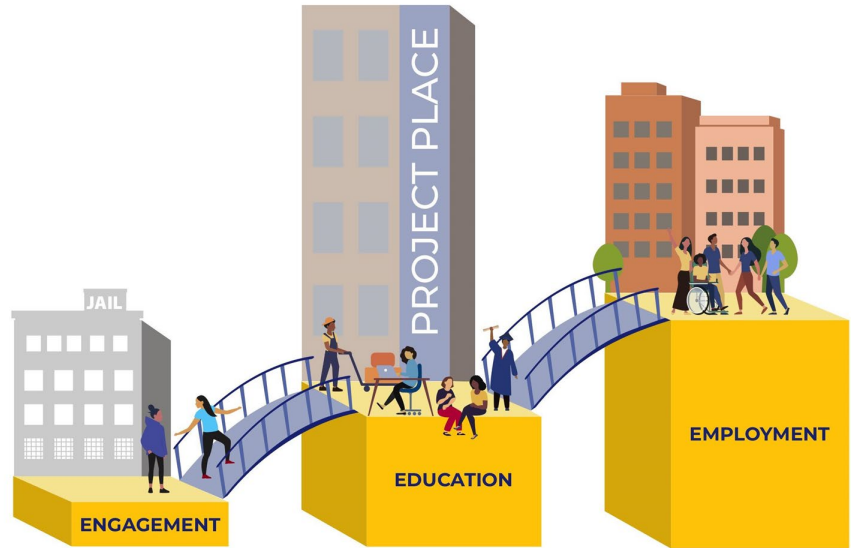
IN-KIND

- Serve as a guest speaker at an enrichment series workshop
- Host a job shadow for participants to become familiar with a workplace
- Volunteer to conduct a mock job interview
- Hire a PP graduate as an employee

Leadership & Governance

Beth Carter has been the Director of PP's Comprehensive Reentry Program for eight years. She has over 20 years of experience in housing administration and law enforcement as a probation officer, with an additional specialty in youth offender work. PP is governed by a thirteen person volunteer Board of Directors who bring a diversity of skills and experience, with representatives from the fields of law, social work, healthcare, education, and business.

COMPREHENSIVE REENTRY PROGRAM MODEL

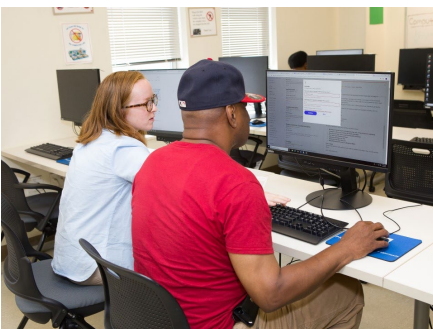


“

Project Place has impacted me in a big way. They have helped me to stay focused and positive when at times I wanted to give up. I am proud of who I am today – a positive, caring, hard-working individual.

”

**JUAN,
Comprehensive Reentry
Program Graduate**



A BRIDGE FROM INCARCERATION TO COMMUNITY

Comprehensive Reentry Program has a flexible model to fit the needs of diverse populations. Some people might need help making the initial transition to the community, while others seek the full gamut of educational and employment support provided by CRP.

Case Management: At the core of CRP is intensive case management. Throughout their involvement, participants are involved in weekly 1:1 case management and coaching support sessions to develop customized plans. Case managers help establish attainable goals and connect participants to services around: housing, physical health, mental health, recovery supports, clothing, eyeglasses, technology, transportation, safety planning, assistance with criminal record sealing, outstanding debts, terminated licenses, and more.

Engagement Prior to Release: PP establishes a rapport with clients prior to release. PP works with the correctional facility to identify potential program participants. Staff attend official prerelease hearings and help solidify the transition plans with participants' families and the community.

While behind the wall, participants undergo a series of assessments to determine their needs, educational and employment achievements, and interests. Many attend a four-week career readiness class that addresses social skills, emotional regulation, recovery, self-care, anger management, and financial literacy.

PP is a bridge during the first few months after release, which are often the most challenging. This is the time when people are most likely to falter. Returning to the community after incarceration can be a dangerous time for individuals who struggle with substance use disorders. Recognizing this vulnerable time, PP serves as a resource that helps mitigate life's stressors during this period.



Project Place is one of those rare agencies that addresses systemic problems such as poverty, homelessness, and mass incarceration, but does so by making a local impact.



MARY ELLEN MASTRORILLI, PH.D

Faculty Director, Boston University Prison Education Program Boston University Metropolitan College

Key Investors

- CHICKERING FOUNDATION
- CUMMINGS FOUNDATION
- GARDINER HOWLAND SHAW FOUNDATION
- US DEPARTMENT OF LABOR

Partners

- COMMUNITY RESOURCES FOR JUSTICE
- MASSHIRE
- MAYOR’S OFFICE FOR RETURNING CITIZENS
- PARKER PROFESSIONAL DRIVING SCHOOL
- SOUTH END COMMUNITY HEALTH CENTER
- SUFFOLK COUNTY HOUSE OF CORRECTION

EDUCATION AND EXPERIENCE LEAD TO SUCCESS

Education & Training: Once back in the community, participants start in the classroom receiving basic work readiness and computer skills. They move on to the Industry Internship Program (IIP), where they obtain industry credentialing. PP offers transitional employment opportunities so clients can learn hands-on in a supportive environment. Acquiring experience in one of PP’s three small businesses is a critical step of CRP.

PP’s social enterprises:

- Facilities maintenance and janitorial services
- Logistics and vending industry
- Food production and manufacturing

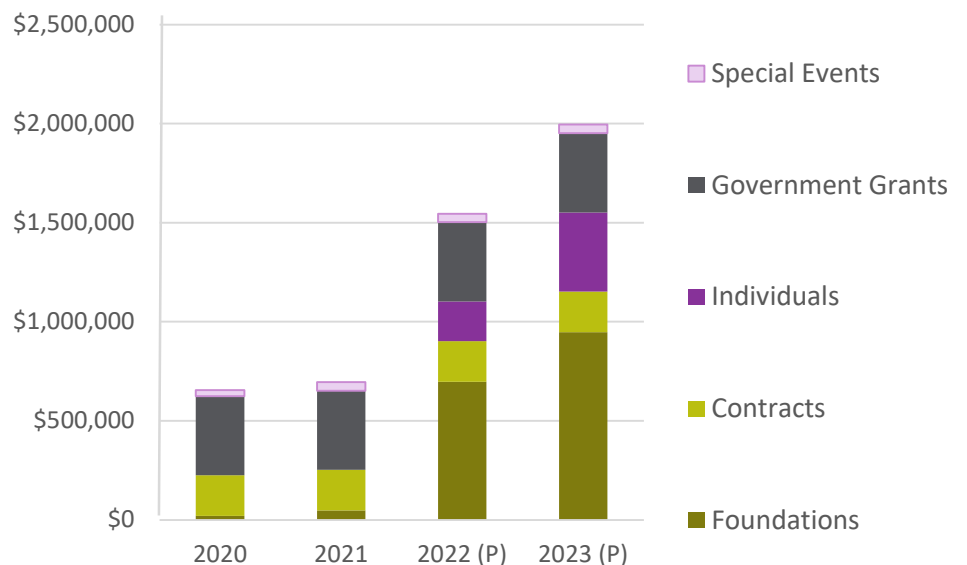
Employment: PP offers weekly guidance during the job search process to assist participants in securing permanent employment. PP has a range of employer partners who give graduates hiring preference. PP targets industries that offer career advancement for individuals with histories of court involvement.

Alumni Services: PP keeps the door open for participants wherever they are on their journey - staying connected to them for at least two years after they finish programming. Family support, personal development, and peer mentorship are provided to foster employment retention.

FINANCIAL SUSTAINABILITY

Project Place receives strong public and private funding for the essential operations that support reentry services. In their 2019 five-year strategic plan, the Board of Directors set expanding CRP through replication in new communities as a priority. PP has a strategy for growth and has mapped out the potential funding sources that will allow the organization to achieve its goals.

Revenue by Source*



*Numbers above refer to CRP

Success Story: Danielle

Danielle initially met PP staff during her recent incarceration. She was excited to join Project Place's Community Reentry for Women (CREW) program for women inside the Suffolk County House of Correction. The program includes a life skills and work readiness course, supportive case management, and intensive discharge planning. Danielle was determined to make her reentry into the community her most successful and her last, and she trusted in Project Place for support on her life journey.

Project Place provided ongoing resources, guidance, and encouragement to Danielle as she left jail and reentered the community. Danielle has recently wrapped up her parole, secured housing, and reunified with her 18-month-old son. She is now employed as a recovery coach, giving back to others in need.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures CRP tracks to demonstrate progress, create internal accountability, capture lessons learned, and adjust strategy as necessary.

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
Number of program participants	200	300	350
Rate of participants receiving industry-recognized credentials	60%	60%	60%
Number of correctional facilities engaged in program	2	3	4
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	36	45	50
Develop baseline tools and criteria for evaluating possible partners	Draft	Pilot	Implement
Total Program Revenue	\$695,000	\$1,545,000	\$1,995,000

SOCIAL IMPACT

Comprehensive Reentry Program's ability to reduce the revolving door to incarceration has significant impact on state and federal budgets. The cost to a taxpayer to incarcerate an individual in a Massachusetts correctional facility is \$55,170 per year vs. \$8,500 which is the cost of serving an individual through CRP. In addition, since over 60% of CRP clients are also parents, the program has a generational impact, creating brighter futures for the children of those PP serves.

Below is the summary of the social impact that PP aspires to have on participants in the next two years.

INDICATOR	Within 1 year
Recidivism rate of participants	9%
Rate of participants employed upon program completion	70%
Job retention rate	80% after one year

Everyday Boston



FOUNDED: 2017
CURRENT ORGANIZATION BUDGET: \$158,050
CONTACT: Cara Solomon, Founder and Executive Director
PHONE: 617.852.6872
EMAIL: cara@everydayboston.org
WEB: www.everydayboston.org

Investment Opportunity

Everyday Boston seeks an investment of \$484,000 over the next two years in order to triple the number of Bostonians engaged by its programs, building greater connections across the city. The key to this growth is expanding strategic partnerships and boosting EB staff in the areas of program delivery and administration. This investment will take the organization from a “bare bones” start-up to an organization with the necessary infrastructure to be sustainable into the future.

Americans are more divided and isolated than ever. We’ve forgotten how to talk to each other. We’ve forgotten how to listen to each other. It’s damaging our health and the health of our society.

- 40% of Americans say they are lonely.
- Boston is the 7th most racially segregated metro area.
- The majority of Americans don’t have diverse social networks and lack friends of a different race.

Everyday Boston’s (EB) solution: the sharing of stories. When people hear a good story, their levels of a “feel good” hormone called oxytocin increase, boosting feelings of trust and empathy, and motivating them to work with others.

Since the beginning of time, humans have used stories to understand each other. EB provides the training and opportunities for thousands of Bostonians to do just that. EB’s vision is to help Boston become the most connected city in America.

Two-Year Goals

- Increase the number of participants from 1,000 to 3,000 annually
- Increase stipend opportunities for youth and formerly incarcerated individuals
- Amplify the impact of Everyday Boston’s story library by developing it into an online educational resource
- Expand current strategic partnerships, including those in the healthcare and corporate sector

Ways to Invest

FINANCIAL

- \$55,000 funds a Bridge Project Coordinator to expand programming for incarcerated and formerly incarcerated individuals
- \$12,000 funds the expansion of EB’s annual city-wide event
- \$8,000 funds stipends for 10 teens to become story ambassadors

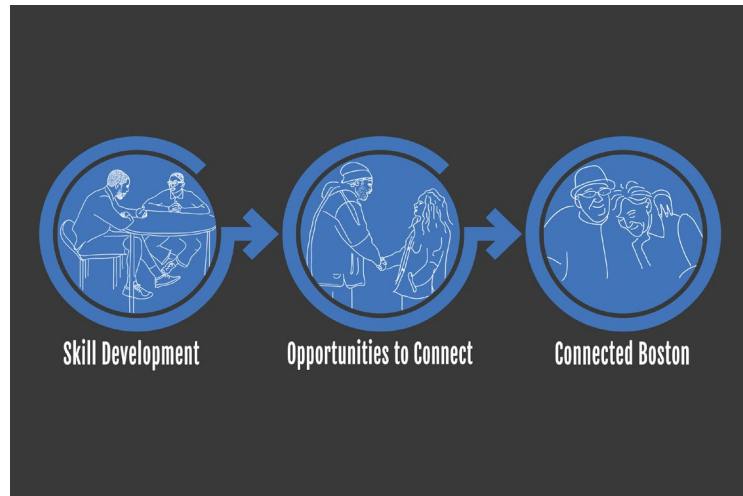
IN-KIND

- Provide office space for EB staff and programs
- Provide support for a marketing campaign to make Boston the most connected city in America
- Join EB’s Board of Directors or its fundraising committee

Leadership & Governance

Cara Solomon is the Founder and Executive Director of Everyday Boston. A graduate of Columbia University Graduate School of Journalism, she was a reporter at The Seattle Times and the Hartford Courant. Raised in Wayland, MA, she created EB in partnership with community leaders in Boston who believed in the power of stories to break down the city's divides. EB is governed by a seven-person Board of Directors and seven-person Advisory Board.

EVERYDAY BOSTON'S MODEL



“

Boston is where democracy began. We like to gather in small groups and tell stories. We had that once. It's time to get it back.

”

GREG TORRES,

Chairman of the Board, MassINC

TOOLS TO BUILD CONNECTION

Everyday Boston is a resource partner to schools, nonprofits, workplaces and prisons, among others. The model is simple. First, help people of all ages to strengthen their listening and communication skills. Then, provide them with opportunities to connect. Story by story, Boston becomes a more connected city.

Skills Development

The Curiosity and Connection curriculum developed by EB is at the core of the model. The introductory training is designed to strengthen the listening and communication skills everyone needs to connect across differences, whether in the community, at work, or at home.

Participants practice active listening, framing effective questions, and asking follow-up questions in a series of small group activities. Then, in a community-building opportunity, they pair up to interview each other in-depth about their life experiences.

Opportunities to Connect

EB has developed a flexible model to help residents of all ages connect across dividing lines.

- **Story Collecting Projects** connect neighbors one-on-one to collect oral histories. During the pandemic, for example, EB paired teens up with elders by phone for conversations about how the elders got through tough times. All recorded interviews are then edited and published in EB's online story library and on social media.
- **Story Share Events** bring people from different backgrounds together to share their life experiences in small groups. EB provides the story prompts. Participants bring their curiosity and desire to connect. EB runs these events everywhere from the Boston Athenaeum to Plymouth County Correctional Facility.
- **Pop-Up Story Shops** offer neighbors the opportunity to record each others' stories at community events, from the Franklin Field Health Fair to the annual meeting of the Massachusetts Historical Society.





Everyday Boston has been a lifesaver during this pandemic. My students were taught critical communication skills and then matched with essential workers and elders to interview. It was magical.



BRINDA TAHILIANI,
Teacher, New Mission High School

STRANGERS TO NEIGHBORS

Special Initiatives

- **The Bridge Project** helps currently and formerly incarcerated people develop their communication skills and connection to the community. EB provides training in prisons and with reentry programs and then offers paid opportunities to work with EB in the community.
- **The Youth Program** helps students develop critical soft skills through a school-based curriculum, then engages them as story ambassadors in the community, connecting them to adults who may act as mentors.
- **The Workplace Initiative** helps employees and job seekers connect across differences and departments through the sharing of stories, strengthening their sense of belonging and improving workplace performance.
- **The Online Story Library** includes nearly 70 oral histories Bostonians have collected from their neighbors. An evolving portrait of the people of Boston, by the people of Boston, the library is being developed as a multimedia resource for schools, the media, and the general public.
- **Everyday Boston’s Speakers Series** seeks to amplify the voices of everyday people with powerful stories related to the news.

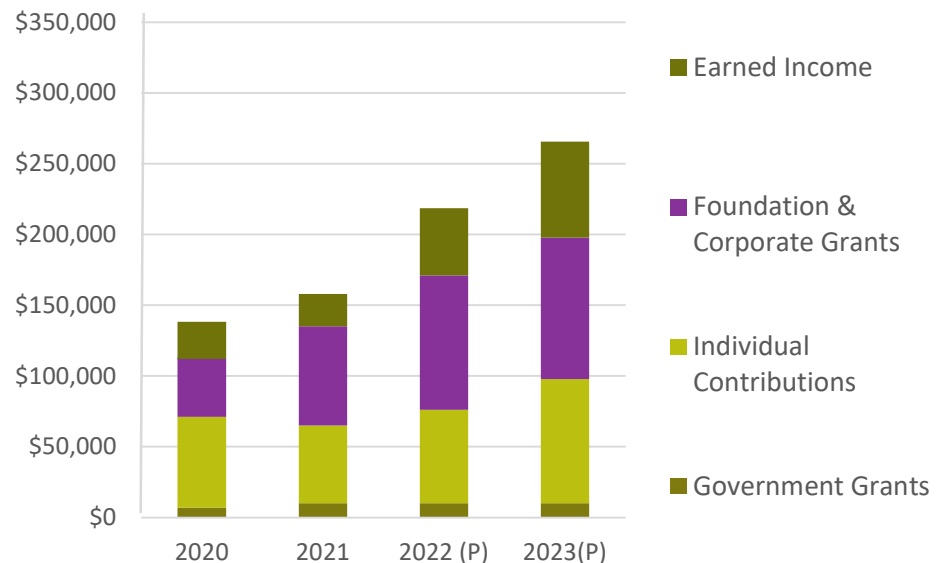
Signature Event

The annual Love Your Wicked Awesome Neighbor Challenge encourages residents of all ages to write uplifting notes to neighbors they don’t know. In 2019, EB partnered with 20+ organizations and handed out 1000 cards.

FINANCIAL SUSTAINABILITY

With limited focus on fundraising to date, EB has grown organically and attracted enough funding to launch the organization. Over the next two years, EB will invest in operations and development staff to increase traditional fundraising and earned income capacity through workplace partnerships and corporate sponsorships.

Revenue by Source



Key Investors

- BOSTON PUBLIC HEALTH COMMISSION
- GARDINER HOWLAND SHAW FOUNDATION
- MASS HUMANITIES
- THE BOSTON FOUNDATION

Partners

- BOSTON MEDICAL CENTER
- COMMUNITY RESOURCES FOR JUSTICE
- NORTHEASTERN UNIVERSITY
- PLYMOUTH COUNTY CORRECTIONAL FACILITY
- YMCA OF GREATER BOSTON

Success Story: Dana & Nina

Dana lives in Roxbury. Nina lives in Back Bay. They shared stories during an EB training over Zoom during the pandemic.

“Sometimes you can hear something from a person that you never knew, and it changes your whole life,” said Dana, who spent 17 years in prison.

“After some really great advice that Dana gave me, I ended up writing it down and looking at it every day,” said Nina, who works for a start-up.

Since he joined EB’s Bridge Project, Dana has supported a story collecting project between teens and seniors; headlined an event series; and interviewed other returning citizens for a guide to post-prison life. He and Nina are working on a story share event between neighbors from Back Bay and Roxbury.

PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that Everyday Boston will track to demonstrate progress, create internal accountability, incorporate lessons learned, and adjust strategy as necessary.

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
Program participants	1,000	2,000	3,000
Strategic partners	5	10	15
New stories published	20	40	60
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	1 FT, 2PT	2FT, 1PT	3FT, 2PT
Number of board members	7	10	12
Formation of fundraising & development committee	Begin	3 members	5 members
Development of program impact evaluation measures	Develop & Pilot	Implement	Implement
Total Revenue	\$158,050	\$218,500	\$265,500

SOCIAL IMPACT

By providing residents with the skills and opportunities to connect across dividing lines, EB is working to dismantle the social segregation that keeps us lonely and helps drive racism and other forms of hate. Through the sharing of stories, people of all ages also practice the interpersonal skills they need to succeed as individuals, whether in school, at home, or at work, where many employers say soft skills are lacking.



INDICATOR	2023
Participants who said they would recommend EB’s programming to others	90%
Partner organizations who noted an improvement in collaboration among the participants in EB programs	85%
Participants who indicated they feel more confident in their ability to engage with people they don’t know	85%

Immigrant Family Services Institute (IFSI)



FOUNDED: 2015

CURRENT ORGANIZATION BUDGET: \$1.6M

CONTACT: Dr. Geralde Gabeau,
Founder and Executive Director

PHONE: 617.447.6522

EMAIL: gegabeau@ifsi-usa.org

WEB: www.ifsi-usa.org

The Immigrant Family Services Institute's (IFSI) mission is to reduce barriers and offer support to Caribbean immigrants. IFSI provides direct service, referrals, education, and leadership development in order to facilitate successful cultural, social, and economic integration of their program participants into the U.S.

IFSI first began serving Boston's Haitian immigrants. With limited resources in their homeland, experiencing tragic earthquakes and hurricanes, the rapid growth of Boston's Haitian community highlighted the need for comprehensive services.

As IFSI grew, it welcomed recent immigrants from the Dominican Republic. Dominicans are the largest Spanish-speaking group in Boston. Caribbean immigrants often work in low-paying, part-time jobs. Unemployment and underemployment are high. Many families live at or below the Federal Poverty Level, which is \$26,200 for a family of four.

The challenges faced by the Caribbean community are magnified by crippling racism and discrimination because of their Black African descent and limited English language fluency. IFSI was founded to address these challenges.

Investment Opportunity

IFSI's vision for continued growth to meet community needs culminates in the creation of a community center – a facility to welcome its growing constituency where services and programs will be offered. An investment of \$1.4 million will help IFSI create a robust infrastructure, including recruiting a talented team, instituting appropriate technology, and building out a community center to serve Boston's Caribbean immigrant community in a welcoming, comprehensive, and sustainable way.

Two-Year Goals

- Double the number of children and youth served in after-school and summer programs
- Increase math and English scores by 25% to improve student academic success
- Double workforce training for adults
- Launch the project One Stop Navigator mobile app in multiple languages
- Strengthen infrastructure to ensure success by hiring seasoned professionals

Ways to Invest

FINANCIAL

- \$625,000 funds senior level staff of administrators and programs managers
- \$50,000 funds development of the One Stop Navigator App in multiple languages
- \$15,000 funds stipends for 10 youth leaders

IN-KIND

- Identify and recruit bilingual teachers for academic programs, enrichment classes, and STEAM programs
- Laptops for clients and musical instruments for music programs
- Identify and recruit experienced nonprofit board members

Leadership & Governance

Dr. Geralde Gabeau, IFSI founder and Executive Director, has extensive experience working on public health initiatives, particularly those addressing women and children's health, both in the United States and in Haiti. Her talent for team building brings people together to address the needs of children and families in local communities. Since 2003, she has played various leadership roles in the Haitian community in Boston and beyond.

IFSI is served by a diverse group of seven board members of educators, bankers and entrepreneurs, who are committed to helping immigrants achieve success.

IFSI'S MODEL



IFSI is unique in that it maintains its identity as a one-stop center, which embraces the entire immigrant family through a village model.

IFSI stands on three important pillars, **Education**, **Advocacy**, and **Integration**. IFSI believes that providing support in these key areas will help to accelerate the time that it takes for any immigrant family to be fully integrated into the fabric of the United States.

- **Education:** PLUS+ programs initially focus on ensuring that children succeed in and out of school, academically and socio-emotionally. During COVID-19, IFSI launched and rapidly expanded adult education programs.
- **Advocacy:** By advocating for changes in public policy, IFSI helps create a path to citizenship for its program participants, such as securing Temporary Protected Status (TPS) extensions for 4,000 families. By leading rallies and collaborating in joint policy working sessions, IFSI advocated for the Governor's support for TPS extension. IFSI, allies, and partners won two TPS extensions. IFSI assists individuals with submission of TPS renewal applications and has obtained immigration fee waivers for families. Additionally, the organization continues to provide legal and translation services.
- **Integration:** IFSI establishes strategic alliances with various institutions and agencies interested in meeting the needs of immigrants, including independent schools, volunteer groups, universities, hospitals, churches, various immigrant groups, policy makers, and other key organizations in the Commonwealth. The alliances facilitate and support the successful transition of immigrant families into the U.S., through networking, support services, referrals, education, advocacy, and leadership training. Integration is IFSI's goal and mission.

Ultimately, IFSI's work is focused on expediting the successful integration of recent immigrants into the social and economic fabric of the United States with justice and dignity.

“

They share my vision for my daughter. IFSI can help me too. They can connect me, guide me with resources, and give me referrals.

”

JEAN EDD Y MAGLOIRE,

Parent



“

IFSI has been helping me academically with my homework. IFSI is fun because it helps kids grow. I think it's a great program!

”

PLUS+ Program Student



PLUS+ AFTER-SCHOOL PROGRAM

The U.S. has always depended on the contributions of immigrants. Unfortunately, it usually takes immigrants a very long time to become fully integrated both socially and economically, which results in “brain waste” of professionals, underemployment, and academic challenges for children, youth, and adults. IFSI supports immigrant families to reach their full potential. Most often, they come to the organization through the cornerstone program, PLUS+ After-School and Summer Programs for children.

Many families are then introduced to comprehensive services and resources for adults that include instruction in English, computer skills, and workforce skills to help them obtain sustainable employment. Offered in their own language, *One Stop Navigator* is an IFSI program that brings all information together to connect immigrants to social services, legal assistance, and other resources they would otherwise struggle to locate and access.

Immigrants are challenged by adverse public policies that impact their ability to remain in their homes, launch successful businesses, and raise families. In the IFSI village, comprehensive support systems for immigrant families move them closer to realizing their American dreams. Together with allies and partners, IFSI advocates for lasting change.

FINANCIAL SUSTAINABILITY

The Immigrant Family Services Institute is expanding its reach and programming. While most of the organizational funding comes from grants, IFSI seeks to diversify its revenue sources in the upcoming years. In 2021, the organization aims to build its capacity with a larger senior management team and additional board members in order to achieve program expansion.

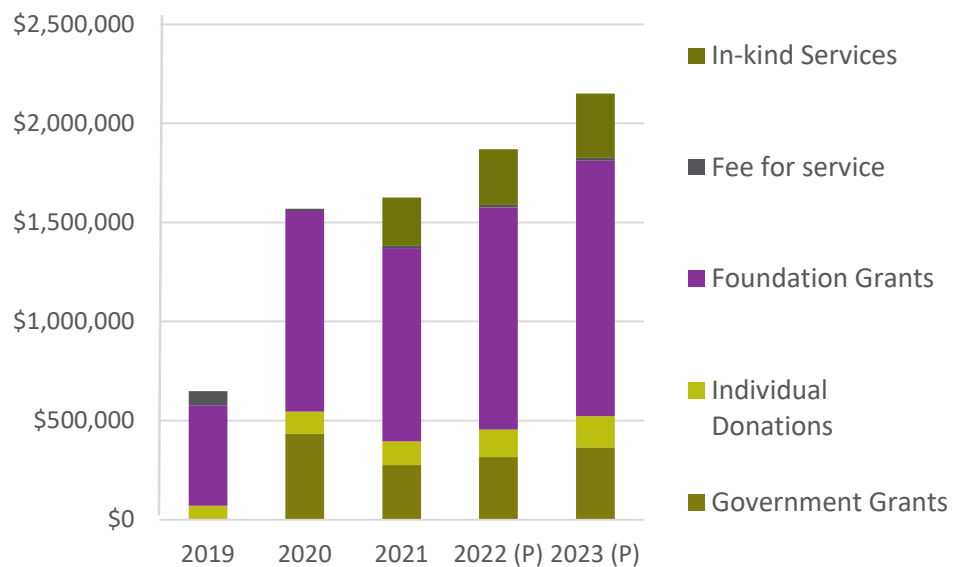
Key Investors

- AMERICAN HEART ASSOCIATION
- LIBERTY MUTUAL
- THE BOSTON FOUNDATION
- THE SCARLET FEATHER FUND AND THE KELLER BOONSHOFT FUND
- WELLINGTON MANAGEMENT

Partners

- ASIAN AMERICAN CIVIC ASSOCIATION
- BOSTON PUBLIC SCHOOLS
- BOSTON AFTER SCHOOL AND BEYOND
- CITY OF BOSTON – MAYOR’S OFFICE FOR IMMIGRANT ADVANCEMENT
- MASS. IMMIGRANT COLLABORATIVE

Revenue by Source



Success Story: Allen Paul

Allen Paul made history as the first football player from Roxbury Prep to earn a scholarship to Georgetown University.

IFSI has been Allen's home for the past five years. He has spent most of his after-school time, and often weekends, at IFSI, where he received academic support and access to various enrichment activities. Allen embraced learning multiple musical instruments and played the saxophone in the IFSI jazz ensemble.

IFSI understands that keeping children, like Allen and his siblings, off the streets and on the path to success is just as much about mentorship, peer support, and trusting relationships as it is about fun and academic success. Allen also understood this and became one of IFSI's top youth leaders, sharing his experiences with younger siblings and helping the older generations in his family navigate life in the US. "I learned to be a hard and disciplined worker at IFSI. I found my family at IFSI."



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that IFSI will track to demonstrate progress, create internal accountability, incorporate lessons learned, and adjust strategy as necessary.

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
PLUS+ Programs students served	468	735	930
Number of students with academic gains in English & math with a 25%+ improvement over 6 months	156	266	297
Adults served in educational courses	150	200	500
Number of school program partners	5	10	12
Adult & child education program retention rate	90%	92%	95%
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	10	15	20
Number of volunteers	245	281	323
Number of board members	7	9	12
Total Revenue	\$1.6M	\$1.87M	\$2.15M

SOCIAL IMPACT

The success of IFSI's model during the COVID-19 pandemic demonstrates the organization's commitment to the success of families. IFSI was able to holistically serve over 300 students and 150 adults, providing access to technology and internet, and academic and enrichment resources, which resulted in students exceeding benchmarks for youth participation and academic success.

Moving forward, IFSI hopes to continue to support hybrid and unfinished learning by improving access to technology, increasing Zoom literacy, and self-perceived self-efficacy in children, adults, and families.

Below is the summary of the social impact that IFSI aspires to in the next two years.

INDICATOR	2022 & 2023
Adults moved from level 1 to level 3 competency in English	280
Adults in job training programs with completed resumes	112
Number of adult education courses	20
Number of satellite sites to serve clients	3
Clients served through legal support services	125

Neighbor to Neighbor MA Education Fund



NEIGHBOR TO NEIGHBOR

Massachusetts Education Fund

FOUNDED: 1996

CURRENT ORGANIZATION BUDGET: \$980,500

CONTACT: Elvis Méndez, Co-Director

PHONE: 508.904.5359

EMAIL: elvis@n2nma.org

WEB: www.n2nma.org

Investment Opportunity

N2N seeks an investment of \$500,000 for the deep canvassing program that advances the adoption of policies supporting climate action and preparedness in Massachusetts. This investment would allow for program development and evaluation, as well as data coordination, implementation of a communications strategy, and digital organizing initiatives. Most importantly, the investment will allow N2N to hire and train 12-14 N2N members to lead groups of volunteers to knock on approximately 100,000 doors altogether.

The events of the past decade have exposed a series of interlocking crises which threaten our society: environmental degradation, economic disparities, and a polarized climate debate. Systemic racism undergirds these multiple crises. In Massachusetts, there are also voting and representation gaps in communities of color. These gaps result in environmental policies that harm everybody, people of color most acutely.

It is therefore particularly important that those most impacted by the catastrophe of climate change lead the shift towards a healthier, cleaner, more livable planet.

To address climate change, people need to speak across differences in local communities to champion policies and leaders who will tackle the crisis with the urgency it requires.

To solve the problems caused by these gaps and the outcomes they produce, Neighbor to Neighbor MA Education Fund (N2N) is engaging in the practice of deep canvassing. This innovative tactic of engagement will take place in communities that are primarily people of color who lack adequate representation on the local city/town and/or state level. The goal is to build the local and regional power needed to change our Commonwealth for the better. For everyone.

Two-Year Goals

- Knock on 125,000+ doors and engage over 15,000 voters in deep canvassing conversations
- 30-50% increase in positive perception of climate change policies
- 40% of engaged voters reporting a positive shift from their initial opinion on the issue surveyed
- 20-25% of voters shifting their opinion by the end of the conversation

Ways to Invest

FINANCIAL

- \$150,000 funds hiring and training of 12-14 members to lead volunteers to knock on 100,000 doors
- \$70,000 funds hiring a digital organizer to amplify campaign outreach
- \$50,000 funds implementation of a communications strategy and digital organizing initiatives

IN-KIND

- Organization support: internal operations
- Legal support
- Fundraising strategy and assistance
- Printing/Swag: print branding materials to optimize visibility

Leadership & Governance

Neighbor to Neighbor is led by Co-Directors – Andrea Nyamekye and Elvis Méndez. Andrea is leading the organization's strategic partnerships, particularly in the climate justice movement, and N2N's fundraising work. Elvis leads N2N's organizing and political strategy. Andrea and Elvis are transforming the organization for the world's new challenges. The N2N Board is comprised of up to 16 members from its chapters. Members who demonstrate exceptional leadership in issue-based efforts and/or on electoral campaigns are encouraged to run for the board. Board members are nominated by the local chapters. The Board is elected at the annual member assembly. The N2N member assembly functions as the highest decision-making body for the organization. Board members continue to serve a variety of functions at the chapter level during their term.

NEIGHBOR TO NEIGHBOR MODEL



ENGAGEMENT: DEEP CANVASSING & OUTREACH

Neighbor to Neighbor is a statewide people's organization championing the interests of historically marginalized communities, including working class people, women, folks of color, and the queer community. N2N is based in the Gateway Cities of Worcester, Springfield, Lynn, Holyoke, and headquartered in Boston. Neighbor to Neighbor's 501(c)3 Education Fund focuses on education, civic engagement, and issue advocacy, while its 501(c)4 Action focuses on teaching and supporting people in underrepresented communities in how to run for elected office. N2N's organizing model is built around a broad-based voter engagement approach leading to the recruitment, training, political education, and mentorship of community leaders who work to advance the collectively-identified interests of their community. Neighbor to Neighbor is a member-led people's organization. This means that the staff and Board are composed of members from the impacted communities N2N serves, the local chapter membership decides the local issues N2N champions, and the statewide membership votes on overall program direction.

Neighbor to Neighbor has worked to achieve a full 2020 Census count in its chapter cities, increase proportionate local and state representation in the halls of power, launch housing justice campaigns and agreed upon economic efforts for disadvantaged communities, and advanced climate justice efforts to safeguard vulnerable neighborhoods.

In 2020, N2N conducted outreach to over 86,000 people and engaged over 6,000 voters in Springfield and Worcester, primarily through phone calls in a traditional electoral organizing approach. Now, it is focusing its outreach efforts on going deep with community members in shifting their perceptions around climate change through Deep Canvassing. Thus, Neighbor to Neighbor has developed the only permanent deep canvassing outreach program in the state.

“

I'm a proud third generation N2N member. I know that with Neighbor to Neighbor I have the power to create real change for my community.

”

NELLY MEDINA,

Worcester Chapter Member

“

N2N has been a lifeline for many during this pandemic. Although not necessarily a service organization, it shifted its focus to include mutual aid when it saw that it is what the people needed.

”

JOSÉ LOUIS MALDONADO VELEZ

Holyoke Chapter Member

THE NEW MAJORITY

Neighbor to Neighbor represents the “new majority”: people of color, immigrants, women, and the working class. N2N’s statewide membership is organizing to create change for communities of color and work for environmental justice. Neighbor to Neighbor member leaders build power to transform the institutions that govern their lives.

In an era of income inequality, environmental degradation, and racism, N2N’s chapters build the power to confront this triple crisis in Massachusetts.

N2N has 15,000 community members who act by registering to vote, signing petitions, calling their legislators, and marching in the streets. Over 280 individual members volunteer each year. At the heart of each Neighbor to Neighbor victory are the 50 leaders who meet regularly to create campaigns, plan public actions, and educate their neighbors door-to-door.

Neighbor to Neighbor seeds the new alternatives that put power and decision-making in the hands of those directly affected. A better world possible, and Neighbor to Neighbor members are the ones who will build it.

FINANCIAL SUSTAINABILITY

N2N has been successful in building strong relationships with its philanthropic partners, and its budget has increased steadily over the years. Funding from foundations constitutes two thirds of the budget, with the remainder coming from individual donors. N2N’s decentralized individual donor fundraising model is unique because all staff participate in cultivating donors.

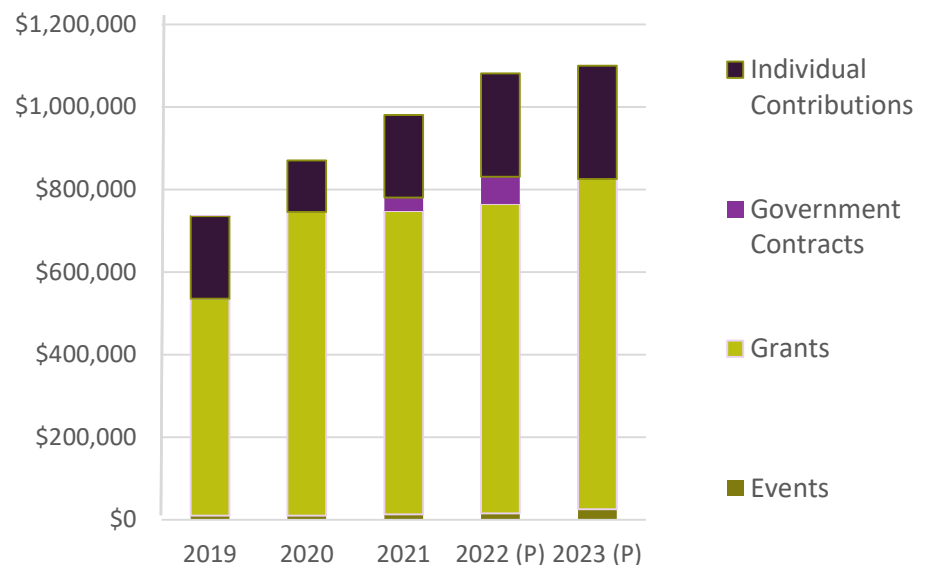
Key Investors

- BARR FOUNDATION
- HERMAN AND FRIEDA L. MILLER FOUNDATION
- THE HYAMS FOUNDATION
- JOSEPHINE & LOUISE CRANE FOUNDATION

Partners

- CENTER FOR ECONOMIC DEMOCRACY
- GREENROOTS
- MA VOTER TABLE
- PEOPLE’S ACTION

Revenue by Source



Success Story:
State Senator Adam Gomez



"Neighbor to Neighbor is building a structure to educate communities and promote the development of local changemakers. I've organized with Neighbor to Neighbor as a member and have seen, firsthand, the impact they've made with the education and support they provide to anyone who has the motivation to engage in community work. Their grassroots training and education played a role in developing a regular community member like me, from joining a neighborhood board, to becoming a city councilor, to recently becoming the first Puerto Rican State Senator in the Commonwealth of Massachusetts."



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Neighbor to Neighbor’s deep canvassing approach signifies a shift to new indicators of growth for the organization. While members still remain at the core of N2N’s efforts, the key performance indicators are contact, movement, and persuasion rates developed by the national organization People’s Action (PA).

Movement rate is defined as any positive movement on the 1-10 scale from a first rating at the beginning to second rating at the end of the conversation (e.g. 5 to 6).

Persuasion rate has been measured as movement from one part of the spectrum to another (typically thought of in three blocks: low/against = 1-3, middle/undecided 4-6, and high/support 7-10) in a positive direction (e.g. a move from 2 to 5)

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
Attempts	89,675	100,000	115,000
Contacts	6,251	11,000	17,500
Contact Rate	7%	11%	15%
ORGANIZATIONAL GROWTH/CAPACITY-BUILDING			
Number of staff members	10	11	12
Formation of Advisory Board	N/A	4	6
Number of board members	12	12	12
Total Revenue	\$980,500	\$1,081,000	\$1,100,000

SOCIAL IMPACT

Neighbor to Neighbor’s long-term vision is to make the promise of democracy real in the most vulnerable communities. This means increasing voter participation among working class communities, promoting more women and BIPOC running for elected office, and passing policies that support resilient neighborhoods and a healthier planet.

INDICATOR	2023
Movement rate	50%
Persuasion rate	21%

The Loop Lab



THE LOOP LAB

FOUNDED: 2017

CURRENT ORGANIZATION BUDGET: \$507,000

CONTACT: Christopher Hope, Co-Founder and Executive Director

PHONE: 857.251.0843

EMAIL: chope@thelooplab.org

WEB: www.thelooplab.org

Investment Opportunity

The Loop Lab seeks an investment of \$1.8 million over the next two years to triple the number of apprenticeships for the BIPOC community within the tech and creative industries, and to triple the number of students served. Funds will be used to invest in staff and infrastructure, offer more on-line learning as well as on-the-job training, paid employment, and apprenticeship opportunities for students.

The Loop Lab (TLL) is a nonprofit social enterprise committed to workforce development through training young women and people of color in Greater Boston to join the media arts and AV industries. This segment of the Massachusetts job market is projected to see 14% growth in the next decade.

Founded in 2017, TLL is committed to addressing the 31% of young adults in Greater Boston who are living in poverty. Black, brown, and immigrant families are struggling to attain decent work, stable housing, and a reliable paycheck. While communities in Greater Boston report nearly \$8 billion/year in wages paid to professionals, the largest share of the BIPOC labor workforce is not a part of that number, being employed almost exclusively in jobs like security and maintenance. In addition, only those who already have financial stability can pursue the types of unpaid internships that prepare young people for success after high school. That's why The Loop Lab was created.

TLL employs its students while generating over one-third of total revenue through the in-house Media Production Studio, which specializes in digital storytelling through audio and video. Each year TLL pays out \$100k to program alumnae in wages while they are building their resumes, earning industry-approved credentials and learning long-lasting skills.

Two-Year Goals

- Increase FTE's from 4 to 8, including program and production coordinators and development staff
- Triple the number of AV, creative tech, and media arts partners from 12 to 36
- Triple the number of individual donors
- Increase students enrolled in the apprenticeship programs from 10 to 30 annually
- Strategically expand TLL's footprint outside of Greater Boston

Ways to Invest

FINANCIAL

- \$50,000 funds one student at TLL Media Arts Apprenticeship for one full year
- \$20,000 funds a higher education scholarship for one student
- \$15,000 funds virtual high school media class for 15 students
- \$5,000 funds a 3-minute PR video
- \$3,000 funds new technology for one student for one year

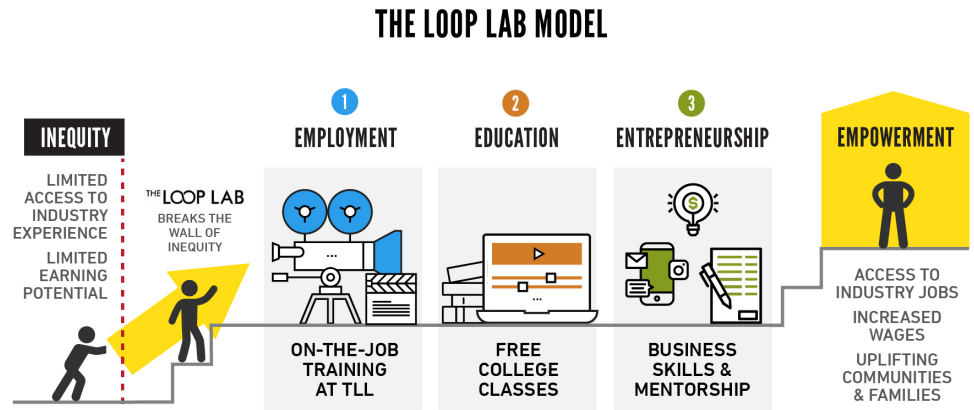
IN-KIND

- Space to operate exploratory high school STEAM programming
- Vehicle for production studio
- Website, social media, and marketing assistance
- Access to professional level video workstations
- Marketing and communication services

Leadership & Governance

Co-Founder and Executive Director Christopher Hope, Certified Technology Specialist, received his BA from Tufts University and MDiv from Harvard Divinity School. With expertise in both workforce development and the AV industry, he is dedicated to creating opportunities and intersections between communities of color and the tech/digital economies. The Loop Lab's Boards (Advisory, Directors) are made up of 12 diverse members of AV/media industry professionals and higher education professionals. Cooperation between the Boards and the Executive Director, in an atmosphere of trust, respect, and responsibility, is the basis for managing The Loop Lab.

THE LOOP LAB'S MODEL: PAVING THE PATH TO ECONOMIC EQUITY



EDUCATION + EMPLOYMENT + ENTREPRENEURSHIP

In order to be effective, a program has to be trusted and results-driven, and TLL is both. With a state of the art studio in Kendall Square that will open its doors in June of 2021, students will be able to take advantage of TLL's scalable and replicable three stage model:

Education. With a 22-week educational program as the cornerstone, TLL students (18-26 yrs. old) meet four days a week to learn core audio and video skills. These hands-on classes include traditional classroom time, site visits, and individual and group projects that touch on all aspects of AV core competencies. TLL's program is accredited with both Lesley University's College of Arts & Design and the Benjamin Franklin Institute of Technology.

Employment. TLL's income-generating Media Production Studio employs its students, so they can have on-the-job experience and earn income while being part of TLL programs. Upon program completion, students are placed in apprenticeship programs with one of TLL's partners, including organizations such as WBUR, Audible, and the City of Cambridge. Once the students complete their apprenticeships, many students are offered full-time positions with these partners.

Entrepreneurship. TLL invests in the long-term future of its students by integrating entrepreneurial skills into the curriculum. This is done through ongoing classes for alums, high touch relationship building with staff and mentors, wraparound services, and pastoral care. Topics include hard and soft business skills such as client relationship management, interview and resume coaching, networking, contract negotiation, product pitching, and business plan development.

“

The Loop Lab is a Swiss Army knife of creative problem solving!

”

ARTPLACE AMERICA



TLL apprentice and recent grad John Ravenell on a video shoot filming Boston College Wind Ensemble, 2021



Amazon Audible partners with The Loop Lab’s students on their final video projects, with employees working alongside students to storyboard a narrative. These films have been praised by the City of Cambridge. This is the best possible outcome for this work and is proof of the importance of lifting these voices.



JAN SMITH,

Audible, Senior Voice User Interface Designer

Key Investors

- AVIXA
- BARR FOUNDATION
- THE BOSTON FOUNDATION
- CAMBRIDGE COMMUNITY FOUNDATION
- CLERMONT FOUNDATION
- LESLEY UNIVERSITY COLLEGE OF ART & DESIGN
- MASS CULTURAL COUNCIL

Partners

- AMAZON AUDIBLE
- BIOMED REALTY
- CITY OF CAMBRIDGE
- GOOGLE

EQUITY + EQUALITY => EMPOWERMENT

Since The Loop Lab was launched in 2017, 100% of apprentice students have increased their yearly salaries by 92% from what they earned prior to enrolling in TLL’s programs. Each student in TLL dedicates 350 education hours per semester to developing their creative entrepreneurship skills.

The Loop Lab staff and alumnae work together through TLL’s income-generating Media Production Studio producing video projects for clients that include American Repertory Theatre, Silkroad Ensemble, The Boston Foundation, and Celebrity Series of Boston. Assisting in the development and execution of the creative projects, The Loop Lab’s staff, students, and alumnae work directly with clients, drive creative vision and execution, and are responsible for delivering high-value content in real-world situations.

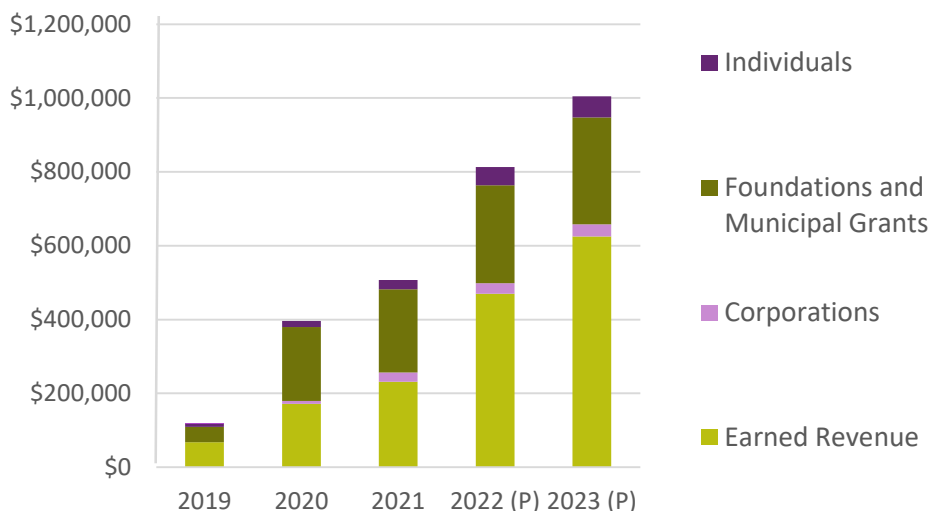
All TLL students’ responsibilities require real-time, collaborative problem-solving techniques that are vital skill-building opportunities as they prepare students’ for their careers as creative professionals, AV technicians, and business owners. The Loop Lab’s leadership works with participants to ensure their success through regular mentorship, training, and professional partnerships.

75% of The Loop Lab’s alums have continued their engagement as mentors, teachers, collaborators, and champions of TLL work, as they and their families have directly benefited from TLL’s positive impact on their lives and they are inspired to help the next generation.

FINANCIAL SUSTAINABILITY

The Loop Lab has experienced tremendous growth as it quickly pivoted during the COVID-19 pandemic by offering safe and creative solutions for both its students and a rapidly growing base of clients. With the primary source of funding coming from foundations, TLL’s earned income revenue has tripled from 2019 to 2020. TLL’s Executive Director and Board of Directors are well-poised to deepen and develop this stream of income and the opportunities it represents.

Revenue by Source



Success Story:

Katie Medrano–Escobar Class of 2020, Media Arts

Raised in both Somerville and Cambridge, Katie is a first generation El Salvadoran American who made a life-changing decision when she joined the 2020 Loop Lab Media Arts Program cohort.

The Media Arts Program gave her the room to delve into her creative ability while providing her with vital peer support, crucial hands-on training to develop a new skill set, and professional and experiential opportunities, all within an uplifting and supportive environment. Katie’s work with TLL’s client, the Isabella Stewart Gardner Museum, resulted in her helping to create three video productions.

Buoyed by the support of Matt Malikowski, TLL’s Program Manager, Katie’s confidence and motivation grew significantly. Katie now sees “endless possibilities” for her future. Through the Loop Lab, she works full-time as a video professional and is a resource for her community and people of color, providing affordable video and recording services. Please see a moving Audible production by Katie on TLL’s website, “A Dialog with Audible: More Than My Skin.” www.thelooplab.org/katie



Photo credit: Katie Medrano-Escobar, 2021

PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that The Loop Lab tracks to demonstrate progress, create internal accountability, capture lessons learned and adjust strategy as necessary.

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
Students completing TLL programs	50	65	75
TLL students enrolled in higher education	20%	25%	35%
Students who self-report greater ability to navigate the creative arts and AV job markets	100%	100%	100%
Increase in yearly salary of TLL students	92%	95%	98%
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	4 FTE	6 FTE	8 FTE
Increase in earned revenue from total revenue	46%	58%	62%
Number of organizational partnerships	30	45	65
Total Revenue	\$507,000	\$813,600	\$1,004,653

SOCIAL IMPACT

The Loop Lab works with 18 to 26 year-old members of the BIPOC community using workforce development strategies to help them get the technical skills they need to secure jobs in the AV and tech fields. Through their pre- and post-program surveys and follow-up, TLL has gathered the following social impact indicators:

INDICATOR	2021
% of students who report increase in agency, determination, and economic security	100%
# of minority-owned businesses created by alumnae	2
% of students who report greater self-efficacy in life skills	75%
\$ invested in students as paid work through apprenticeship and studio program	\$75,000

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for creating positive social change in greater Boston by engaging leaders, strengthening organizations, and building networks.





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THE LOOP LAB

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We are so excited to share a preview of our 2022 Track Topics and our Partners!

Anything Goes: Innovative, Effective, and Sustainable Approaches to Our Region's Toughest Social Issues

Track Partner: Boston Open Impact

Economic Resiliency for BIPOC Communities

Track Partner: Wagner Foundation

Health & Wellbeing of Women and Girls

Track Partner: JAKET Foundation

HIV / Aids and LGBTQ+ Communities

Track Partner: The Colman and Carol Levin Fund at The Boston Foundation

Internships and Work-Based Learning Opportunities for Young People

Track Partner: Someone Else's Child

Racial Justice and Participatory Philanthropy

Track Partner: Social Innovator Alumni Collaborative Track

Social Capital and Building Communities

Track Partner: MassMutual Foundation

Youth Civic Engagement through the Lens of Experiential Learning

Track Partner: American Student Assistance

SOCIAL INNOVATOR PORTFOLIO

► 2021

Breaktime
Comprehensive Reentry Program,
a model of Project Place
Everyday Boston
Immigrant Family Services
Institute (IFSI)
Neighbor to Neighbor MA
Education Fund
The Loop Lab

► 2020

1647
Adaptive Sports New England
Boston HERC
Elevated Thought
OrigiNation Cultural
Arts Center
PAARI (Police Assisted Addiction
& Recovery Initiative)
Vital Village Networks
WHALE (Waterfront Historic
Area League)

► 2019

Beat the Streets New England
Disability Policy Consortium
Dream Out Loud Center, Inc.
English for New Bostonians
LEAP for Education
Paige Academy
The Urban Farming Institute
Y2Y Network

► 2018

ACT Lawrence
Community Boating Center
Fathers' UpLift
GreenRoots
Political Asylum Immigration
Representation Project (PAIR)
Partners for Youth with Disabilities
The Renew Collaborative,
a program of HomeStart
Strategies for Youth

► 2017

Boston CASA
Citizens for Juvenile Justice
Community Economic
Development Center
Institute for Nonprofit Practice
Julie's Family Learning Program
Project Citizenship
Room to Grow

► 2016

African Community Education
Budget Buddies
Cambodian Mutual
Assistance Association
Dorchester Community
Food Co-op
Hale
Louis D. Brown Peace Institute
MassCOSH
SMART Team at JRI

► 2015

Catie's Closet
Company One Theatre
Courageous Parents Network
Massachusetts Public
Health Association
Mystic River Watershed
Association
Transformative Culture Project
Waypoint Adventure

► 2014

Coaching for Change
Doc Wayne Youth Services, Inc.
Mill City Grows
Silver Lining Mentoring
Veterans Legal Services

► 2013

AgeWell West Roxbury
GRLZradio
Groundwork Lawrence
Dorchester Youth Collaborative
Shelter Music Boston

► 2012

Cooking Matters
InnerCity Weightlifting
LGBT Aging Project
Science Club for Girls
Tempo Young Adult
Resource Center
WorkExpress

► 2011

Fiscal Health Vital Signs
Future Chefs
Massachusetts Senior
Action Council
MathPOWER
Smart from the Start

► 2010

Literations
(formerly Generations Inc.)
Massachusetts Housing
& Shelter Alliance
Medicine Wheel Productions
My Life My Choice
Playworks New England
Project Hope

► 2009

Bessie Tartt Wilson Initiative
for Children
Hearth, Inc.
Maritime Apprentice Program
More Than Words
RAW Art Works
uAspire

► 2008

CitySprouts
Cradles to Crayons
Girls' LEAP
ReVision Urban Farm
The Theater Offensive
UTEC

► 2007

Boston Urban Youth Foundation
Building Impact
Actors' Shakespeare Project
Strong Women, Strong Girls

► 2006

Boston Black Women's
Health Institute
Roca
Treehouse Foundation
WriteBoston
Zumix, Inc.

► 2004

Boston Children's Chorus
Boston Health Care and Research
Training Institute
Close to Home
Common Impact
Rediscovery House
VietAID

► 2003

Madison Park Development
Corporation
Boston Learning Center
Eagle Eye Institute
Haley House
Social Capital Inc.
Year Up



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