



SOCIAL
INNOVATION
FORUM'S 2022

SOCIAL IMPACT INVESTMENT GUIDE

ADVANCING EQUITY AND
OPPORTUNITY TOGETHER



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Annual Social Innovator Showcase

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Letter from the Senior Leadership Team



May 17, 2022

Dear Friends and Supporters,

Welcome to the Social Innovation Forum's Annual Social Innovator Showcase! After two years of virtual gatherings, we are thrilled to be back for an in-person event. The past couple of years have been challenging for so many of us as we faced a global pandemic and were forced to readjust our worlds. However, whether we worked from home or in person, we continued to do the job. SIF is excited to connect and bring together our community of nonprofits and funders tonight.

As we move forward in the work, let's make time to share our intentions with one another, and unite on a shared vision of making real change within our community. The change we want to bring about begins with building authentic relationships that center accountability, humility, and transparency. At SIF, our work in funder education has opened the door for us to begin learning, and unlearning, our old practices and move towards a more equitable philanthropic landscape.

Our 2022 Social Innovator cohort of eight dynamic nonprofit organizations have been working intensively with our consultants, volunteers, and in-kind partners to further expand their mission, vision, develop their two-year plans for organizational development and prepare their pitches for the Showcase.

We hope that each of you can support these organizations to reach their goals. We have no doubt that you will be inspired by their presentations and we invite you to take action as a partner in their work. You could offer financial support, volunteer, become an in-kind partner, or simply make connections and introductions within your networks; these are all great ways to support our Innovators through the next phases of their work.

We hope you'll take the time to connect with the Innovators and form meaningful relationships. We are all accountable – individually and collectively – for creating a more equitable Greater Boston.

Warmly,
The SIF Team

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 offers capacity building support to impactful grassroots nonprofit organizations through consulting, coaching, presentation training, and access to other resources. The participating “Social Innovators” receive access to benefits and cash valued at more than \$150,000.

Capacity Camp – SIF leads a range of different types of Capacity Camp programs, which are condensed versions of its Social Innovator Accelerator. The majority of Capacity Camps have been small, intimate programs of 6-8 participating nonprofits. The programs typically include cohort-based learning sessions, access to executive coaching and in-kind services, along with various opportunities to expand organizations’ networks.

Alumni and Nonprofit Network Program – Since 2003, SIF has accelerated the performance of 120 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 Alumni and Nonprofit Network Program, 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

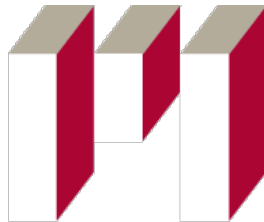
- To date, SIF has directed more than \$52 million in cash and in-kind services to more than 100 social impact organizations.
- Historically, we have seen through research conducted by the Analysis Group, that SIF Social Innovators more than double their revenue four years after engaging with SIF and have annual average revenue growth that is 10x the Massachusetts nonprofit average.
- 5,116 individuals are part of SIF’s community of funders, mentors, and supporters.
- Over 153 individuals serve as nonprofit evaluators, interviewers, advisors, and more.

Investors & Supporters



THANK YOU TO OUR SOCIAL INNOVATOR SHOWCASE SPONSORS!

Platinum



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Investors & Supporters



(As of May 4, 2022)

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Alex Danesco, Citizens for Juvenile Justice (2017)
Rachel Fazzino Rodrigues, Louis D. Brown Peace Institute (2016)
Claudia Green, English for New Bostonians (2019)
Andy Herlihy, Community Boating Center (2018)
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Gita Iyer, Horizons at Dedham Country Day School
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Michael Christian, Someone Else's Child
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Natanja Craig-Oquendo, Boston Women's Fund
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Jen Smith, Beat the Street New England
Karthik Subramanian, Company One Theatre
Marquis Victor, Elevated Thought
Felice Whittum, The Beker Foundation

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Emma Burke, Elevated Thought
Jim Cavan, Backpack Health, Konica Minolta
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Michael Christian, Someone Else's Child
Cherie Craft, Smart from the Start
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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.



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.



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.



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 Sarah Dingee, Program Manager, at sdingee@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 strengthen capacity. Each year, the Social Innovation Forum uses an application and evaluation process to identify impactful grassroots nonprofits with budget ranges of \$100,000-\$2M that are tackling the most pressing social issues in the Greater Boston area. Once selected into the Accelerator program as “Social Innovators,” organizations receive access to cash and benefits valued at more than \$150,000.

ACCELERATOR EVALUATION AND SELECTION PROCESS

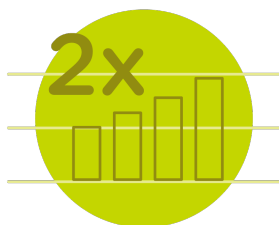
Our search and selection process lasts six months and involves targeted outreach to potential applicants, two rounds of written applications, in-person or virtual site visits, and other forms of due diligence. It brings together a range of stakeholders, including past SIF Innovators, issue area experts, SIF staff, funding partners, and an evaluation committee made up of almost 80 nonprofit, business, government, and foundation leaders. By drawing on the expertise of our community throughout the evaluation and selection processes, every year SIF selects a cohort of impactful Innovators.

A PROVEN APPROACH TO SUPPORTING SOCIAL INNOVATORS

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

Consulting	Support with articulation of the organization’s model and plans for deepening and growing of its social impact, along with preparation of a five-minute PowerPoint presentation and a four-page prospectus for potential funders, partners, and supporters
Executive Coaching	Six months of one-on-one engagement with an executive coach focused on individual professional goals
Graphic Design	Creation of a professional-quality PowerPoint presentation and design of an operating model graphic
Presentation Advising	Presentation and messaging support from an experienced member of the SIF community
Performance Measurement	Support with the performance metrics and goals, quarterly check-ins with the SIF team, and opportunities to present successes and lessons learned in a Progress Report
Relationship Building	Comprehensive, individualized advice on funding and outreach strategies, as well as promotion at Social Innovation Forum events to raise awareness of the organization’s work
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 network

OUR IMPACT



Historically, we have seen through research conducted by the Analysis Group, that SIF Social Innovators more than double their revenue four years after engaging with SIF and have annual average revenue growth that is 10x the Massachusetts nonprofit average.



5,116 individuals are part of SIF’s community of funders, mentors, and supporters.

2022 Social Issue Tracks



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

Track Partner: Boston Open Impact

Innovator: The Center for Hope and Healing

Over its 18-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.

The Social Innovation Forum has historically focused on supporting grassroots, community-led organizations in the Greater Boston area. Grassroots groups are organizations that do not just reflect the voices of those people most affected by the issue being addressed, but are responsive to and largely led by these constituencies¹. However, only about 7.5% to 8% of grants from foundations in the United States go to communities of color². The work of these organizations is rooted in deep knowledge and understanding of their communities, their strengths, and needs, and usually leads to long-lasting positive change for those served.

¹ <http://www.connectbrevard.org/knowledgebase/detail.php?linkID=1199&category=40007&xrefID=6826>

² <https://www.marketplace.org/2019/12/03/changing-philanthropy-decolonize-wealth/>

2022 Social Issue Tracks



Building and Sustaining Social Capital

Track Partner: MassMutual Foundation

Innovator: Mattapan Food and Fitness Coalition (MFFC)

Social capital is considered crucial for society to function efficiently. Producing positive outcomes through cooperation within or among social networks, the norms of reciprocity, trust, and sharing of resources drives greater access to those resources, as well as higher levels of civic engagement at both individual and collective levels. There are three types of social capital:

a) **Bonding** refers to connections between members of a network who view themselves as similar; helps them “get by”

Example: My neighbor will babysit for me.

b) **Bridging** refers to building connections between people who differ in some socio-demographic sense; helps them “get ahead”¹

Example: I met an executive at the train station who connected me to the hiring department and I got a job.

c) **Linking** refers to norms of respect and networks of trusting relationships between people who are interacting across explicit, formal, or institutionalized power or authority gradients in society.²

Example: I was able to navigate the school board and found a way to get my child the right services.

In the United States, communities with higher levels of social capital enjoy more economic health and social wellbeing.³ Additionally, social capital is an important factor in communities’ ability to alleviate and recover from negative shocks and build resiliency. According to research published in the journal PLOS One, communities with high levels of social capital experienced less severe coronavirus outbreaks in 2020.⁴

The importance of social capital in America has never been greater for economic empowerment and social mobility of historically marginalized communities, given the detrimental effects of COVID-19 that these communities have experienced. Many of the historically prevalent challenges resulting from perpetual inequity, such as poverty and job, housing, and food insecurity, were exacerbated by the pandemic.⁵ This is why it is important for communities to have access to social capital in order to navigate challenges and identify resources across a range of issue areas, such as financial services, education, housing, healthcare, food security, and others. Stable and connected communities cannot be viewed as long-term aspirational goals, but rather should be considered the standard for living healthy, stable, and successful lives. In an era of “social distancing”, we must find new ways to effectively build and maintain social capital. It is essential for our society to start thinking and acting more cooperatively, seeing our fellow community members’ goals and challenges as our own, as well as supporting systems, organizations, and communities that are doing so.

¹ <https://www.socialcapitalresearch.com/difference-bonding-bridging-social-capital/>

² <https://www.socialcapitalresearch.com/explanation-types-social-capital/>

³ https://luskin.ucla.edu/sites/default/files/nelson_concord.pdf

⁴ <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0245135#sec009>

⁵ <https://www.massgeneral.org/news/coronavirus/covid-19-impact-underserved-communities-part-1>

2022 Social Issue Tracks



Community Approaches to Advancing Racial Justice

Track Partner: Social Innovator Alumni Collaborative

Innovator: Transformational Prison Project, a project of Tides Center

Black, Indigenous, Latinx, and other communities of color want to lead healthy, thriving lives. These communities seek quality health care, education, child welfare, financial services, and criminal justice systems that uphold, honor, and respect the dignity of their culture and humanity; however the current systems in the United States are designed in direct opposition to those desires. Disparities persist from the health care system (where blacks are 1.9 times more likely to die of diabetes¹ and 2.3 times more likely to experience infant death than whites²) to the education system (where 48% of the Latinx population and 30% of blacks attend schools in high poverty areas, compared to just 15% of whites³ and blacks are 3.7 times more likely to be suspended than whites⁴). The impacts of systemic oppression can also be seen in the criminal justice system (where blacks are 7 times more likely to be incarcerated than whites⁵ and white men in the poorest wealth deciles are less likely to be incarcerated than black men in the wealthiest deciles⁶), the child welfare system (where Native American children account for 2.4% of children in foster care but represent less than 1% of the population⁷), and the financial services system (where black and Latinx borrowers continue to be denied conventional mortgage loans at rates far higher than their white counterparts⁸ and entrepreneurs of color have a disproportionate share of unmet capital needs and yet are less likely to receive financing across large banks, small banks, and online lenders).⁹ Taken together, these systems form a web that creates barriers for people of color at each stage of their lives and enables the policies and people that perpetuate systemic racism.

While no group or individual can bring about systemic change alone, leaders of color can produce collective impact by working in collaboration to advance interventions and innovations in their communities. Approaches might include work that disrupts systems of racial oppression by re-empowering individuals, centering intersectional justice and those with the least access to institutional power, promoting collaboration across organizations and sectors, and building coalitions. This work is part of a change and creation process of transforming the current structures to create ones that better tend to human flourishing.

¹ <https://www.cdc.gov/nchs/data/hus/2016/017.pdf>

² <https://www.cdc.gov/nchs/data/hus/2016/011.pdf>

³ Nowicki, J. M. (2016). K-12 education: Better use of information could help agencies identify disparities and address racial discrimination GAO-16-345. Washington, DC: United States Government Accountability Office.

⁴ <https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf>

⁵ <https://bjs.ojp.gov/content/pub/pdf/p16.pdf>

⁶ <https://www.washingtonpost.com/news/wonk/wp/2016/03/23/poor-white-kids-are-less-likely-to-go-to-prison-than-rich-black-kids/>

⁷ <https://commonwealthmagazine.org/courts/why-are-latinos-so-overrepresented-in-the-state-child-welfare-system/>

⁸ <https://revealnews.org/article/for-people-of-color-banks-are-shutting-the-door-to-homeownership/>

⁹ <https://www.bostonindicators.org/-/media/indicators/boston-indicators-reports/report-files/capitalgap052020211458.pdf?la=en>

2022 Social Issue Tracks



Comprehensive and Innovative Approaches to Supporting Communities Affected by HIV/AIDS

Track Partner: The Colman and Carol Levin Fund

Innovator: The Boston Alliance of LGBTQ+ Youth (BAGLY)

The devastating HIV/AIDS epidemic in the US began in the 1980s and continues to this day. By the early 1990s, HIV was the No. 1 cause of death among Americans ages 25 to 44.¹ In 1995 and 1996, the FDA approved two new groundbreaking antiretroviral drugs to help treat HIV/AIDS. Doctors began prescribing both these drugs, calling the combination “highly active antiretroviral therapy” (HAART), and it became the new standard care, greatly lengthening the life span of people living with AIDS.²

Most recently, there has been the sense HIV is an issue of the past, but the Centers for Disease Control and Prevention (CDC) reported that by the end of 2018 an estimated 1.2 million people in the United States were living with HIV.³ While AIDS deaths have gone down significantly due to advances in science and technology, there are still high rates of infection. There is no cure for HIV yet, but from 2005 to 2010, the scientific developments significantly transformed the lives of people living with HIV. Additional research is being conducted in an effort to make current treatment options, including HAART, more accessible, as well as to concentrate on developing a vaccine.

While developments in prevention and treatment have changed the nature of how this epidemic can be brought to a close without a vaccine or a cure, it is clear that HIV prevention and treatment are not adequately reaching those who could most benefit from them. Individuals who received treatment in the 1980s and 1990s continue to suffer from debilitating side effects, in addition to struggling with the trauma of losing loved ones to the disease over many years. HIV continues to disproportionately affect racial and ethnic minorities and the LGBTQ+ community, especially gay and bisexual men.⁴ Research by the CDC shows that 1 in 2 black, gay men will be diagnosed with HIV during their lifetime, compared to 1 in 11 white, gay men.⁵ Yet these populations confront many barriers when they seek access to treatment and support.

Many people in the LGBTQ+ community have reported experiencing stigma and discrimination when accessing health services, leading some individuals to delay necessary health care or forego it altogether.⁶ In Massachusetts, HIV is thought to be spreading undetected among people who inject drugs and lack stable housing.⁷ Since the COVID-19 pandemic began, clinics have limited in-person visits, doctors' offices and emergency rooms have halted routine HIV screening, and physicians have been relying on video calls with patients, an alternative that is not accessible for those who are homeless or fear family members will discover their status.⁸ Addressing the gaps such as these in access to health and wellness support are critical to keeping communities safe and healthy, and furthering our society's overall wellbeing.

¹ <https://www.webmd.com/hiv-aids/hiv-treatment-history>

² <https://www.webmd.com/hiv-aids/hiv-treatment-history>

³ <https://www.cdc.gov/hiv/basics/statistics.html>

⁴ <https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf>

⁵ <https://www.usatoday.com/story/news/nation-now/2016/02/23/cdc-black-gay-men-hiv-diagnosis-lifetime-at-risk/80812496/>

⁶ <https://www.cahealthwellness.com/newsroom/20-593-help-increase-mental-health-awareness.html>

⁷ <https://www.bostonglobe.com/2021/04/20/metro/health-officials-struggle-contain-boston-hiv-outbreak/>

⁸ <https://www.npr.org/sections/health-shots/2021/04/21/988813979/strides-against-hiv-aids-in-the-u-s-falter-as-resources-diverted-to-fight-covid>

2022 Social Issue Tracks



Pathways to Intergenerational Wealth in BIPOC Communities

Track Partner: Wagner Foundation

Innovator: Chinatown Community Land Trust

The U.S. economic system is built on racial inequity. Today, the wealth gap continues to widen along racial lines. Nationally, the median annual income for black and Latinx individuals is \$40,300 and \$40,700 respectively, compared to \$69,000 for whites. The income gap is even greater in Boston, where the median income for whites (\$91,000) is more than double the median income for blacks (\$41,200).¹ In Boston, white households are more likely than nonwhite households to own every type of liquid asset. For example, approximately 80% of whites own a home, compared with 34% of U.S. blacks and less than 20% of Dominicans and Puerto Ricans. This inequity persists in retirement savings (56% of white households compared to 21% of blacks and 8% of Dominicans) and use of a checking or savings account (with only 7% of whites being without a checking or savings account, compared to 47% of Puerto Ricans and 26% of U.S. blacks).² Business owners of color in Massachusetts earn twice as much as those working for wages, but still, black and Latinx residents are 2.5 times less likely to own a business compared to white residents.³ All considered, nonwhite households in Boston have a fraction of the wealth of white households. While the median net worth of white households in Boston is \$247,500, that of Caribbean black households is \$12,000, U.S. blacks is \$8, and Dominicans is \$0.2.

In virtually every facet of our society economic inequity persists. Overcoming these barriers demands a holistic response, addressing immediate needs and the systemic inequities behind them. Home ownership, career development, entrepreneurship, and other wealth-building strategies enable families to offer better opportunities for future generations. Bold, community-driven solutions are needed to build economic prosperity and intergenerational wealth in BIPOC (Black, Indigenous, and people of color) communities.

¹ <https://masstaxpayers.org/closing-racial-divide-us-and-massachusetts-baseline-analysis>

² <https://www.bostonfed.org/publications/one-time-pubs/color-of-wealth.aspx>

³ <https://massinc.org/research/entrepreneurs-of-color/>

2022 Social Issue Tracks



Promoting Career Exploration for Youth Through Civic Engagement

Track Partner: American Student Assistance

Innovator: Lowell Community Health Center Teen BLOCK

In the United States, youth civic engagement can be traced as far back as 1908 when youth workers marched for better working conditions in the Pennsylvania Coal Mines. It continued through the civil rights movement, and is still present today with youth advocating for their beliefs on major topics such as Black Lives Matter, gun violence, and climate change! Nearly all pressing issues in the world involve young people; topics ranging from education, healthcare, the environment, immigration, housing, gun violence, racial justice, and more.¹ Younger generations are leveraging the resources available to them, such as social media, to educate themselves and their peers on these topics.²

Spaces that allow for youth civic engagement through the lens of experiential learning, are important as they help foster skills that can be transferable when entering the workforce. By engaging in these activities, youth are able to gain unique perspectives, build leadership and advocacy skills, expand their network, explore new career paths, and become agents of positive social change. Research shows that youth engagement can lead to increased academic performance, improved social-emotional well-being, and can even be a source of economic mobility.³ There are limited opportunities to prepare young people to partake in programs that allow for civic engagement, particularly programs that offer an experiential learning experience. A 2015 survey of Massachusetts district superintendents found that 65% reported offering only “few/limited” or “occasional” opportunities for civic learning.⁴ Other barriers young people face when looking to engage in hands-on experiential learning opportunities include age restrictions, lack of social connections, and overall lack of quality work experience that help form applicable skills.⁵ Additionally, the COVID-19 pandemic and social distancing guidelines have made it harder for young people to gain access to opportunities to engage civically. Allowing young people to have the tools and spaces for experiential learning and civic engagement will benefit them, and create sustainable and resilient communities in our society.

¹ <https://circle.tufts.edu/understanding-youth-civic-engagement/why-it-important>

² <https://www.pbs.org/newshour/classroom/2020/11/student-voice-how-young-people-use-social-media-to-engage-civically/>

³ <https://circle.tufts.edu/understanding-youth-civic-engagement/why-it-important>

⁴ <https://www.macivicsforall.org/whatwedo/civicslaw>

⁵ <https://www.asa.org/advocacy/experiential-learning/>

2022 Social Issue Tracks



Women and Girls: Addressing Health and Wellness Inequities

Track Partner: JAKET Foundation

Innovator: Sisters Unchained

In the United States, women and girls encounter obstacles in receiving access to resources that support their overall well-being including physical and mental health care, self-care, and wellness programming. Major gaps and challenges to obtaining quality care include time constraints due to personal and professional obligations, language and culture barriers, racial bias and discrimination, and the underrepresentation of women in health care leadership and policymaking.¹ Research from the United Nations Policy Brief on Women showed that women and girls, particularly in rural and marginalized communities, are less likely to have access to quality health services, essential medicines and vaccines, maternal and reproductive health care, or insurance coverage.² When it comes to primary prevention practices like exercising and eating nutritious food,³ which can help decrease heart disease, stroke, and cancer,⁴ more barriers arise, particularly for low-income women and women of color, including access to recreational facilities⁵ and healthy food retailers.⁶

Throughout the COVID-19 pandemic, we have seen injustices exacerbate, particularly for women who have been placed at the frontlines both at work and at home. Numerous reports indicate that women account for nearly four in five essential health care workers, and have accepted greater caretaking responsibilities for children and other relatives.⁷ The City of Boston reports that the pandemic has also brought new child care challenges to women working from home. The state of Massachusetts has the highest childcare costs of any state in the country, and may lead to many working mothers to reduce their paid work hours or leave the workforce in order to take care of their children.⁸ The pandemic has proven that society needs healthy women as they are the backbone of recovery in communities.⁹ However, existing disparities for women and girls have increased severely throughout the crisis. Data shows that women have faced higher rates of job loss and poverty, and less access to sexual and reproductive health.¹⁰ Barriers to obtaining health care and access to wellness services, coupled with the effects of COVID-19, have created serious health inequities among women across the United States.

¹ <https://www.commonwealthfund.org/publications/fund-reports/2020/jul/transforming-primary-health-care-women-part-1-framework>

² <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/policy-brief-the-impact-of-covid-19-on-women-en.pdf>

³ <https://www.iwh.on.ca/what-researchers-mean-by/primary-secondary-and-tertiary-prevention>

⁴ <https://www.healthypeople.gov/2020/leading-health-indicators/2020-lhi-topics/Nutrition-Physical-Activity-and-Obesity>

⁵ <https://www.hsph.harvard.edu/obesity-prevention-source/obesity-causes/physical-activity-environment/>

⁶ http://thefoodtrust.org/uploads/media_items/access-to-healthy-food.original.pdf

⁷ <https://www.nytimes.com/2020/04/18/us/coronavirus-women-essential-workers.html>

⁸ https://www.boston.gov/sites/default/files/file/2020/11/1809-03-mowa_eml%20report%20-%20draft%20.pdf

⁹ https://www.boston.gov/sites/default/files/file/2020/11/1809-03-mowa_eml%20report%20-%20draft%20.pdf

¹⁰ <https://scholarworks.iupui.edu/bitstream/handle/1805/24545/wgi20-report.pdf>

2022 Social Issue Tracks



Work-Based Learning and Mentorship Opportunities for Youth and Young Adults

Track Partner: Someone Else's Child (SEC)

Innovator: Young Man with a Plan (YMWAP)

Once they graduate, students face a common problem when trying to enter the workforce: there are limited job opportunities for job seekers with no previous work experience. The implementation of work-based learning experiences (WBLE) is vital to a young person's success in their chosen post-secondary education and career pathway. Work-based learning experiences such as job shadowing and paid internships provide young adults with the knowledge and skills that will help them connect classroom experiences to real-life work and future career opportunities.¹ Additionally, wrap-around services, such as mentorship programs, college visits, industry field trips, and travel opportunities, allow students to develop new skills and passions, providing them with a more stable path to adulthood. These programs serve as equalizers for students from low-income or under resourced communities, providing opportunities for these students to build important social capital needed to advance their futures.²

Internships during adolescence and young adulthood (14-24) are critical work-based learning experiences. A 2017 NACE Job Outlook survey found that 65% of employers indicated that they prefer their candidates to have relevant work experience, and 56% of respondents prefer that it comes from an internship or co-op.³ Internships offer the opportunity for real, competency-based and hands-on learning that is invaluable in preparing students for the realities of the working world, which the classroom space alone can not do.⁴ Mentoring programs are additional support services that have been proven to increase the likelihood of students to succeed. Research shows that healthy and supportive mentor relationships lead to increased high school graduation rates, higher educational aspirations, healthier relationships and lifestyle choices.⁵ Nevertheless, there are barriers that limit access to work-based learning opportunities and services that further career exploration. These include lack of participation from employers and schools, misconceptions surrounding who gets to participate in these programs, as well as internships that are offered for little to no pay or school credit. When students have the freedom to explore the options available to them for their future at an earlier age, they are better equipped to succeed.

¹ <http://www.wintac.org/topic-areas/pre-employment-transition-services/overview/work-based-learning-experiences>

² <https://www.asa.org/blog/what-students-want-work-based-learning-programs/>

³ <https://www.naceweb.org/talent-acquisition/candidate-selection/employers-prefer-candidates-with-work-experience/>

⁴ <https://file.asa.org/uploads/Spotlight-on-High-School-Internships.pdf>

⁵ <https://youth.gov/youth-topics/mentoring/benefits-mentoring-young-people>

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Work-Based Learning and Mentorship Opportunities for Youth and Young Adults

Track Partner: Someone Else's Child (SEC)

Chinatown Community Land Trust



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China
Town
Community
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Trust
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FOUNDED: 2015

CURRENT ORGANIZATION BUDGET: \$480,000

CONTACT: Lydia Lowe, Executive Director

PHONE: 617.259.1503

EMAIL: Lydia@chinatownclt.org

WEB: www.chinatownclt.org

Investment Opportunity

Because transformational and capital projects take time, Chinatown CLT sets goals in a three-year time frame within a long-term vision. The Chinatown CLT seeks \$2M in investments over the next three years to grow the Row House Preservation Fund to preserve permanently affordable homes and small businesses and to secure equity investments in the Chinatown energy microgrid. This funding will enable Chinatown CLT to continue to preserve row houses as low-income homes on 99-year ground leases and to rebalance environmental injustice by reducing emissions, increasing resiliency, and sharing cost savings through the launch of the microgrid.

Boston's Chinatown has welcomed generations of working class immigrants for close to 200 years, becoming the cultural and economic center of New England's Chinese community by the late 19th century. Its origin as an immigrant safe haven from violence and exclusion symbolizes both displacement and determination.

Today, Chinatown contains two economic realities, where an Asian household with a median income of \$17,997 strives for access alongside a white household earning a median income of \$113,678. Still the nation's third-largest Chinatown, Boston's is among the most rapidly gentrifying zip codes. First, economic development was stunted by exclusionary employment and institutional racism; later, the influx of luxury housing displaced hundreds of families. Currently, Chinatown's legacy of history, culture, and opportunity is at stake.

Chinatown Community Land Trust (Chinatown CLT) seeks to rewrite the narrative for Chinatown's future. By mobilizing people and resources, it works to ensure that residents exercise control over a vibrant neighborhood, where immigrant, working-class families, and small businesses can thrive. That commitment is shared by homeowners, tenant leaders, small business owners, and longtime activists who believe in stabilizing Chinatown's future.

Three-Year Goals

- Raise \$1M in contributions for the Row House Preservation Fund (RHPF) to acquire properties for permanent affordability
- Secure \$1M in equity investments for the Chinatown microgrid
- Hire a full-time assistant director and a part-time microgrid manager

Ways to Invest

FINANCIAL

- \$250,000 (microgrid) helps install biodiesel generators in 2 major housing developments for reduced carbon use and resilience
- \$100,000 (microgrid) keeps the lights and heat on for 24 households in an extended outage
- \$50,000 (RHPF) replaces an outdated heating system in a Chinatown row house leading to better energy efficiency
- \$25,000 (RHPF) subsidizes a low-income worker's family-sized apartment for one year

IN-KIND

- Provide legal support for new acquisition and preservation projects
- Identify investors for the microgrid
- Prospect or donate property in Chinatown and the adjacent area

Leadership & Governance

Prior to joining Chinatown CLT as its Executive Director, Lydia Lowe has amplified Chinatown residents' voices over three decades as Co-Director and Executive Director of the Chinese Progressive Association. She co-founded the Chinatown Master Plan Committee, Friends of the Chinatown Library, and Massachusetts Asian Pacific Islanders Civic Action Network. Residents and small business owners comprise a majority of the resident-elected board of seven members; more than half are low/moderate income; most are Chinese American. Regular meetings engage community members in strategic planning and needs assessment.

“

By collectively owning the land, we are working to preserve Chinatown as a historic and cultural center for the working families who need it.

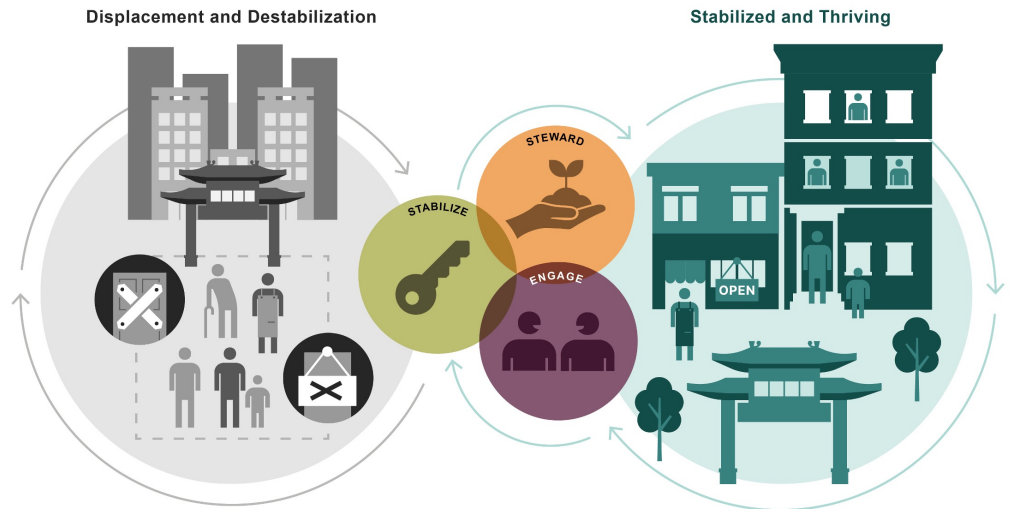
SUZANNE LEE,

Chinatown CLT Board President

”



CHINATOWN CLT'S MODEL



The Chinatown CLT is pioneering land control approaches that can serve as models for other communities across the country. The four pillars of action include:

Investing in permanently affordable ownership

Through community land ownership, Chinatown CLT is providing permanent affordability for working-class families while reclaiming Chinatown's row houses from the speculative market. Homes and commercial spaces are transferred to low-income families and business owners, with modest appreciation, and ownership can be shared through cooperative or tenant ownership.

Preserving Chinatown's immigrant, working-class district

Luxury development has challenged property acquisition, but policy changes can preserve Chinatown as an anchor neighborhood. With strict short-term rental regulation in place, Chinatown CLT is applying a cultural district framework to: add a Row House Protection Area to the zoning code; name Chinatown as a historic conservation district; and create a multimedia Immigrant History Trail.

Ensuring access to a sustainable environment

As an urban heat island, flood danger zone, and near-highway community, Chinatown is vulnerable to environmental impacts. Chinatown CLT is developing a community-owned energy microgrid to reduce carbon emissions, increase resiliency, and share cost savings. The microgrid includes energy storage, solar panels, and cloud-based controls for disconnecting or islanding off and back on the grid. A pilot project will connect upwards of 300 housing units, with hundreds more to follow. This model can serve as an example for other communities.

Engaging equitable growth resources

A decade of speculation emptied three-story row houses as they tripled in value. Chinatown CLT addresses the racial wealth gap by combining individual wealth-building with retaining communities of color in the city.

Chinatown CLT brings home ownership to low-income families as well as opportunities for investment in affordable housing, small business, and community resilience projects that will build wealth while strengthening the community.

“

We feel a sense of security in our heart. Now we don't face the threat of rising rents, and can live happily as a family.

MEIDAN LIN,

First-time Chinatown CLT homebuyer

”



Key Investors

- BARR FOUNDATION
- BOSTON CHILDREN'S HOSPITAL COLLABORATION FOR COMMUNITY HEALTH
- EPISCOPAL CITY MISSION'S BURGESS URBAN FUND
- HYAMS FOUNDATION
- HERMAN AND FRIEDA L. MILLER FOUNDATION

Partners

- CHINESE PROGRESSIVE ASSOCIATION
- E3 DEVELOPMENT LLC
- GREATER BOSTON CLT NETWORK
- LOCAL ENTERPRISE ASSISTANCE FUND
- RESILIENT URBAN NEIGHBORHOODS – GREEN JUSTICE COALITION

IMPACTING SOCIETY

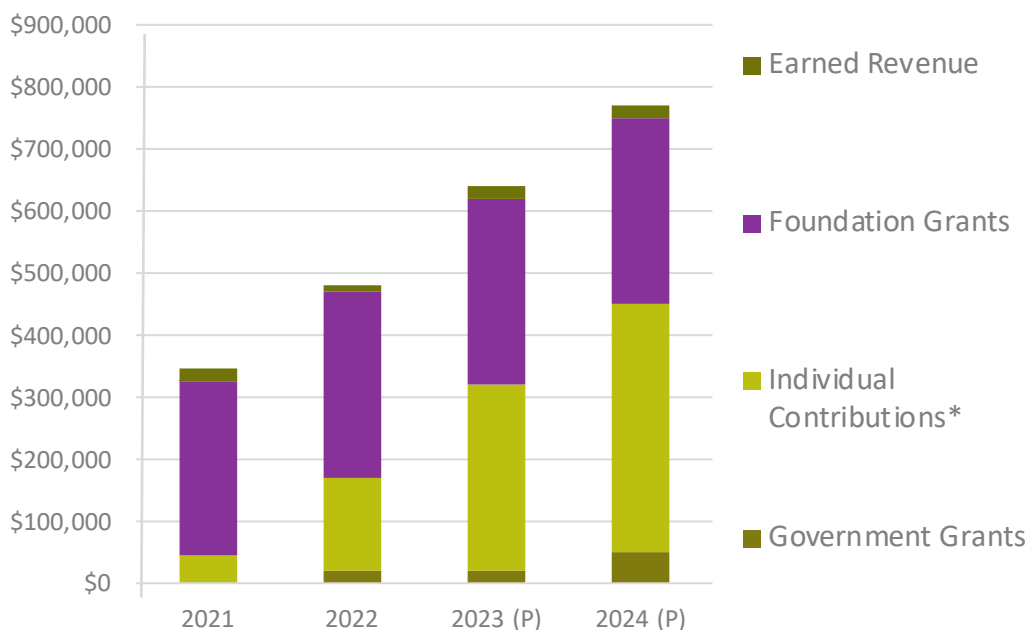
Chinatown CLT is part of a growing movement for community control of land as a way to stabilize working class neighborhoods with permanently affordable housing and shared neighborhood spaces. This approach shifts governance to residents and provides a model for urban neighborhoods facing gentrification, offering wealth-building approaches that support community stability. Key recent accomplishments include:

- Leadership of a participatory planning process involving 200 residents and stakeholders to produce Chinatown Master Plan 2020 as a shared development vision for Boston Chinatown
- Acquisition and preservation of two historic row houses, reclaimed from short-term rental use, as seven low-income, home ownership units on a 99-year ground lease
- Winning a community lease agreement to protect Reggie Wong Memorial Park and establishing a shared governance body of Chinatown and Leather District residents and frequent park users
- Working with seven partner organizations to secure the first (\$2M) Community Land Trust fund in the City of Boston FY22 budget

FINANCIAL SUSTAINABILITY

Chinatown CLT efficiently manages income from grants, earned income, and individual contributions. In the past fiscal year total revenues more than doubled. Chinatown CLT is poised to cultivate funders in the solidarity economy arena, focusing its development efforts on raising funds for the Row House Preservation Fund and capital investment opportunities.

Revenue by Source



Total Revenue including capital contributions

* Individual contributions include RHPF and general operating contributions as well as membership fees

Success Story: Ensuring permanently affordable home ownership

When the Moy family sold their longtime home to an outside investor in 2015, the sale kicked off a slew of home conversions into full-time, short-term rental properties. Tourists with roller luggage replaced immigrant families bringing groceries home. After passage of a short-term rental ordinance, and community opposition to the investor's plans for expansion, Chinatown CLT purchased the building, installed a new roof and efficient heating system, and returned this 19th century brick row house to the community's housing stock as three affordable units. The first buyer was an immigrant family of four who had been sharing an apartment with two other households. Through its 99-year ground lease under Boston's first community land trust condominium, the Chinatown CLT will keep the homes affordable for generations to come.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Steps toward preservation of community-owned property	1 property re-developed, 2 negotiations undertaken	3 offers or negotiations	At least one additional acquisition in redevelopment
Steps to implement community-owned microgrid	Hire microgrid manager, partner contracts executed	Conduct focus groups & involve 50 residents in design	Installations in 3+ buildings
Establish local community investment vehicles	\$150K for Row House Preservation Fund (RHPF)	\$200K for RHPF & establish mechanism for microgrid investment	\$300K for RHPF; \$500K-\$1M in microgrid investments
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	2	3	4
Individual investors	-	3	5
Individual donors	102	150	200
Total revenue, including capital contributions but not equity investments	\$480,000	\$640,000	\$770,00

SOCIAL IMPACT

Chinatown CLT advances equity by creating new ownership models and preserving permanently affordable homes in a low-income, working-class neighborhood. It reclaimed historic row houses from short-term rental use, raising \$176,000 over two years to expand affordability. Its plan for a community-owned energy microgrid supports sustainability and environmental justice. Finally, Chinatown CLT's preservation efforts embody the principle that Chinatown can only be preserved if its working-class Chinese residents and small businesses remain.

Below are Chinatown CLT's key indicators to track progress over a three-year time frame.

INDICATOR	2022	2025
Number of properties negotiated, acquired, or redeveloped	Two properties acquired and redeveloped	At minimum one additional property acquired, 5 negotiated, one redeveloped
Benchmarks in microgrid development	Microgrid is a new initiative, no baseline data available at the time of publication	Microgrid equipment installed in at least three buildings
Progress in planning and implementation of community investment vehicles	\$200K raised for the Row House Preservation Fund Microgrid is a new initiative, no baseline data available at the time of publication	\$1M raised for Row House Preservation Fund \$1M invested in microgrid

Lowell Community Health Center

Teen BLOCK



FOUNDED: 1988

CURRENT ORGANIZATION BUDGET: \$301,157

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EMAIL: ruthog@lchealth.org

WEB: <https://www.lchealth.org/patients/our-services/adolescent-health-services/teen-block-youth-programs>

The City of Lowell is home to a diverse population of 110,000, close to half of which represent BIPOC communities and New Americans. Of more than 3,000 students at Lowell High School, 80% are students of color, a third of students are non-native English speakers, and 70% are low-income. The adverse experiences of immigration, poverty, and institutional racism — exacerbated by the COVID-19 pandemic — have resulted in increasing numbers of young people facing mental health challenges, social isolation, and engagement in risky behaviors, including violence, substance use, and early sexual activity. Of particular concern are the disparities seen among Lowell’s Latinx youth.

Teen BLOCK (Building Leadership Opportunities in the Community) provides an inclusive and welcoming “brave space” for young people looking for a youth-centered space to connect with peers and caring adults during out-of-school hours. Through Teen BLOCK’s drop-in center, workshops, and experiential learning opportunities, young people access the support, information, and resources they need to thrive. Ensuring all programs are youth-led and youth-informed, Teen BLOCK enables young people to explore their identity and role in their communities — inspiring them to create pathways for a successful future.

Investment Opportunity

Teen BLOCK seeks an investment of \$400,000 to strengthen its program model over the next two years by providing additional support to youth mental health wellness by increasing parent and family engagement and expanding outreach to populations of young people at particular risk. Funds will be used to hire a full-time social worker and a full-time bilingual youth re-engagement coordinator. Additionally, the funds will provide multilingual outreach materials to increase program visibility among youth, focusing on Lowell’s Latinx youth community.

Two-Year Goals

- Achieve the pre-COVID number of youth served (80 annually)
- Increase the percentage of Latinx youth served from 5% to 25% of total youth served
- Increase the number of intentional parent outreach and engagement activities
- Increase support and services for youth within Teen BLOCK to support mental health wellness

Ways to Invest

FINANCIAL

- Hire a social worker
- Hire youth re-engagement coordinator
- Multilingual outreach for Latinx youth
- Parent/family engagement activities

IN-KIND

- Donations of technology
- Volunteers to lead workshops on career options
- Donations of art supplies

Leadership & Governance

Ruth K. Ogembo, MPH, Director of Community Health Programs, began her work at Lowell Community Health Center (Lowell CHC) in 2012 as the Teen Pregnancy Prevention Coordinator and Community Health Worker. In 2015, she became the Program Manager for Teen BLOCK. Under the Adolescent Health Services Department, Teen BLOCK benefits from the leadership of Lowell CHC's seven-member Senior Management Team and the governance of the organization's 20-member Board of Directors.

“

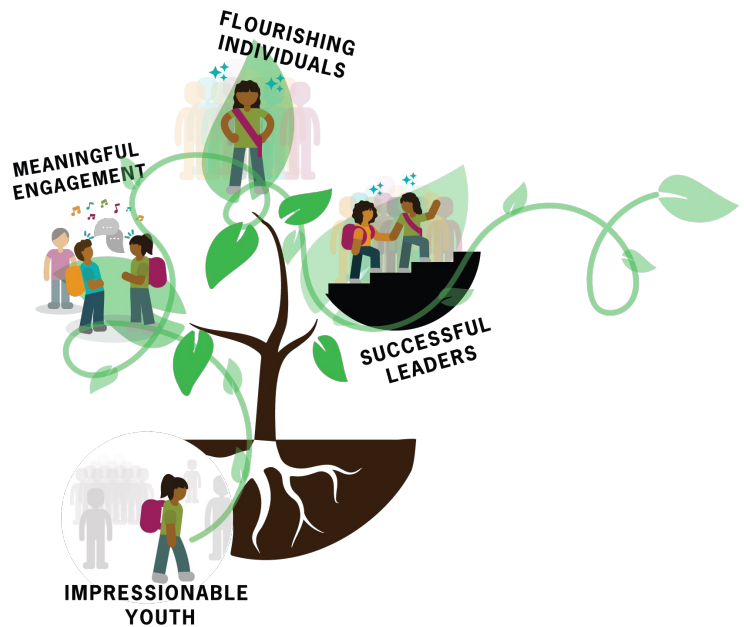
Teen BLOCK is truly a family to me, a place for us to be who we are. It's a safety outlet to me.

”
IRENA,

Teen BLOCK participant



TEEN BLOCK'S MODEL



PROGRAM COMPONENTS Using the Convene, Educate, Involve, Challenge, and Reward model of youth engagement, Teen BLOCK offers a range of program components to meet the diverse needs of the young people it serves. Teen BLOCK is youth-led and youth-informed. By elevating youth voices throughout all programs, Teen BLOCK creates a sense of belonging inclusive of all identities.

Convene

- **Brave Space** is a drop-in teen center located at the Lowell Community Health Center where youth can connect with peers, access youth programming, and seek support from a caring adult. There are group norms and values within the space, and youth are held accountable for their behavior. During pre-COVID times, Brave Space was operating Monday-Thursday 2 to 7 PM; currently, it is open Monday-Thursday 3:30 to 5 PM via Zoom.
- **Case Management** ensures youth needing mental health support receive referrals to Lowell CHC Behavioral Health Services.

Educate

- **Cultural Programming** such as Journey to Healing, AfroFusion, and LatinX programs address issues of race, ethnicity, and culture, with a focus on coping strategies, assistance with immigration status, and opportunities for civic engagement.
- **Creative Arts** expression is woven into all Teen BLOCK programs.
- **Healthy Teens, Healthy Relationships** - Through the Making Proud Choices curriculum, teens are provided with the knowledge, confidence, and skills to make healthy reproductive health choices; they learn about adolescent development and healthy relationships.
- **Violence Prevention** program offers a series of at least six workshops that explore the root causes of violence and other risk behaviors (i.e., substance use, early sexual activity). Teen BLOCK uses the Valuing Our Insights for Civic Engagement (VOICES) curriculum to help youth explore their identities and who they are in the community.

“

Teen BLOCK taught me that being involved and engaged can make a difference in whatever situation.

”
ASHLEY,

Teen BLOCK participant



PROGRAM COMPONENTS (CONTINUED)

Involve

- Teen BLOCK plans and hosts an annual youth-led community-wide violence prevention awareness event (Dance 4 Peace) that serves more than 800 youth and adults each year.

Challenge

- Teen BLOCK provides opportunities to challenge the way participants think about themselves and the world around them. As a result, youth become agents of change.

Reward

- Experiential learning opportunities include a three-day retreat in New Hampshire where youth participate in team-building activities, build community, and get a different perspective. Other outings may include field trips to amusement parks and beaches.

FINANCIAL SUSTAINABILITY

As a program of Lowell Community Health Center, Teen BLOCK receives operational and infrastructure support as well as space within the health center. The program has received government support and donations from private philanthropy to maintain its key components. Teen BLOCK is seeking investment funding for salaried positions, which the organization will sustain through fundraising and institutional commitment.

Key Investors

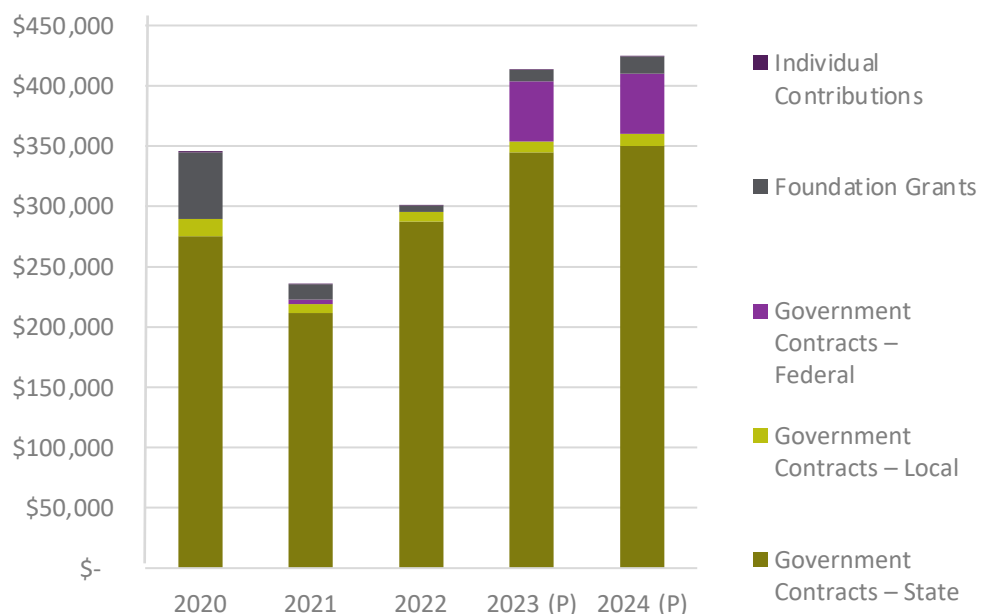
- CITY OF LOWELL
- DCU FOR KIDS
- DEPARTMENT OF PUBLIC HEALTH
- SHARPE FAMILY FOUNDATION

Partners

- BOYS AND GIRLS CLUB OF GREATER LOWELL
- CENTER FOR HOPE AND HEALING*
- GIRLS INC. OF GREATER LOWELL
- YWCA LOWELL

* NOTE: A CURRENT FELLOW INNOVATOR

Revenue by Source



Success Story: Jamal

When Jamal first came to Teen BLOCK, he was quiet and kept to himself. He described himself as “socially awkward and didn’t make friends easily.” After a year in the program, Jamal grew from a quiet observer to an active participant. Jamal became a peer ambassador who led and facilitated afterschool programming focused on substance use prevention at a local middle school, and planning and performing at Dance 4 Peace. He says, “Teen BLOCK to me is the coming together of our community to help fight against the issues within it. It is helping me find the confidence that I never knew I had.” Jamal graduated high school, enrolled at a local community college, and continued working in the program as a young adult.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Number of youth served	20	40	80
% of Latinx youth served	5%	15%	25%
Parent engagement activities	3	5	7
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	4	6	7
Board members	20	20	20
Formation of Youth Advisory Board	Explore best practices	Recruit youth and establish the Advisory Board	
Total revenue	\$301,157	\$413,684	\$425,000

SOCIAL IMPACT

Through Teen BLOCK, youth receive skills, knowledge, and support that help them create pathways to higher education or training in a trade, as well as a commitment to community service. Youth develop strong peer relationships and build trust in adults and peers.

Below is the summary of the social impact that Teen BLOCK aspires to have in the next two years.



INDICATOR	2022	2024
Teen BLOCK youth participating	20	80
% of Latinx Youth Involved	5%	25%
Teen BLOCK youth who receive clinical mental health support	0*	30
% of Teen BLOCK youth who graduate high school	- **	90%
% of Teen BLOCK youth who pursue college or a trade after high school	- **	90%
<ul style="list-style-type: none"> Clinical Mental Health Support is a new program component ** Due to COVID, we were unable to track participant outcomes. Anecdotal evidence suggests more students were dropping out of school or not pursuing college. 		

Mattapan Food and Fitness Coalition (MFFC)



FOUNDED: 2006
CURRENT ORGANIZATION BUDGET: \$725,873
CONTACT: Shavel’le Olivier, Executive Director
EMAIL: info@mattapanfoodandfit.org
WEB: www.mattapanfoodandfit.org

Investment Opportunity

MFFC is seeking \$2M over the next two years. These funds will allow the organization to boost its impact by hiring additional staff and increasing hours of existing staff, expanding office space and obtaining storage space for programming equipment, and continuing to serve the immediate needs of the community through gift cards while developing long-term solutions.

The mission of Mattapan Food and Fitness Coalition’s (MFFC) is to promote health and healthy behaviors by improving the nutritional and physical activity environments for residents of Mattapan and surrounding communities.

Mattapan is a culturally diverse area with over 39,495 residents, consisting of 90% people of color and 50% first-generation immigrants. The community faces a host of issues:

- Mattapan has higher than state averages for obesity, smoking, diabetes, glaucoma, and prostate cancer.
- Only 18% of high-school students in vulnerable Boston neighborhoods get the recommended amount of fruits and vegetables in their diets.
- One-third of Mattapan adults are obese (compared with the Boston average of 22%).
- Only 31% of youth engage in physical activity at least 60 minutes/day.

Addressing these health disparities is a multifaceted challenge, requiring a multidimensional approach. MFFC’s proven approach involves identifying specific inequities, engaging residents, collaborating and advocating alongside with them, and achieving the beauty of neighborhood they deserve.

MFFC is unique in that it is for the community, by the community. As a result, there is a deep sense of trust between residents of Mattapan and MFFC.

Two-Year Goals

- Increase FTEs from three to eight
- Expand office and storage space
- Provide support to more families through gift cards and other services
- Build partnerships with academic institutions, municipalities, and community-based organizations to support transportation equity projects with a focus on those who walk and take public transit (buses and trains). Current projects include the Blue Hill Ave. Corridor from Mattapan Square to Grove Hall and access to the Blue Hills Reservation.

Ways to Invest

FINANCIAL

- \$68,000: Food Access Manager
- \$47,000 each: Project coordinators focused on environment, youth, and fitness
- \$35,000: Support for local community gardens
- \$30,000: Expansion of office and storage space
- \$10,000: Gift cards for 100 families

IN-KIND:

- Volunteers: Day of events and planning committees for Mattapan on Wheels, Mattapan Moving For Life, Mattapan Square Farmers Market, for example
- Marketing, technical, and administrative assistance
- Donation of program supplies (e.g., bikes, helmets, seeds, plants)

Leadership & Governance

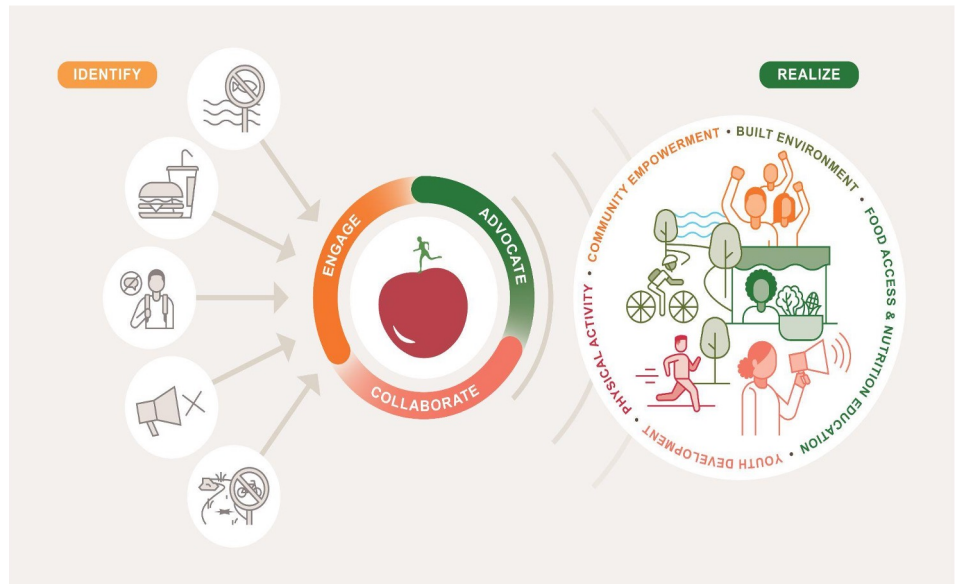
Mattapan Food and Fitness Coalition is led by the Mattapan community first. Since its inception, the organization has tapped into the energy of Mattapan and empowered residents to take on active leadership roles in the community.

MFFC has a diverse and committed eight-member Board of Directors who are experienced in the organization's five focus areas. Collectively they have expertise in nutrition, dietetics, children and families, public health, research, community engagement, education, program management, and fitness.

“
I have learned so much about nutrition and exercise as it relates to my body, which has given me hope in preventing chronic disease. My children look forward to participating in these health events because it gives them a sense of community and togetherness. They now love to cook! We are making healthier decisions because of MFFC and BOND.

SOPHIA M.,
Cooking Class Participant

MFFC's MODEL



MFFC takes a holistic approach comprising five initiatives: Food Access & Nutrition Education, Physical Activity, Youth Development, Built Environment, and Community Empowerment.

Food Access & Nutrition Education

MFFC works to increase access to healthy, affordable produce and other food, and educate the community on how to best use them. For example, MFFC manages the Mattapan Square Farmers Market, which runs from July to October and ensures accessibility to healthy and culturally relevant food for low-income families. MFFC also supports two community gardens (Woolson Street and Kennedy Community Garden), partners with Project Bread to serve meals to children through the Summer Eats program, and offers cooking classes in partnership with Boston Organization of Nutritionists and Dieticians of Color (BOND).

Physical Activity

MFFC engages the community in alternative ways to get their bodies moving without having to travel far. The physical activity offerings include Mattapan Moving For Life, an annual event that serves as a kickoff to the summer programming of healthy eating and physical activity events; the Mattapan Walks Walking Challenge; the Nature Walk and Tea Party at the Boston Nature Center; fitness classes; and biking programs with the Vigorous Youth.

Environment

MFFC advocates for changes that promote community cohesion and increased physical activity through the creation of welcoming safe parks and green and blue spaces. Its two achievements in this area include the extension of the Neponset River Greenway walking and biking trail, which has been named one of six great public spaces by the American Planning Association, and the work with the Fairmount Greenway Task Force to increase parks and green space along the Fairmount Indigo train line.

“

It was a lot of character development for myself. When I first started, I wasn't as outgoing as I am now. I feel like working at MFFC really helped me grow into the person I am today. I thank MFFC for that.

”

CHRISTOPHER EUGENE,
Assistant Youth Coordinator
Vigorous Youth since 2014



Key Investors

- BARR FOUNDATION
- BRIGHAM AND WOMEN'S HOSPITAL
- BOSTON CHILDREN'S HOSPITAL
- MAYOR'S OFFICE OF FOOD JUSTICE

Partners

- BOSTON ORGANIZATION OF NUTRITIONISTS & DIETICIANS OF COLOR
- PROJECT BREAD
- THE MATTAPAN COMMUNITY

Youth Development

MFFC's Vigorous Youth, ages 14-19, support the organization's mission and vision through food access programming, transportation education and advocacy, and professional and personal development workshops. Youth find their sense of belonging and develop their personal and professional selves through planning and implementing activities like Mattapan on Wheels, a youth-led day of biking that draws residents from all over Boston; bike repair workshops; running their own farm stand; and special projects like a recent research project with Northeastern University on green and blue spaces and connection to emotional well-being among those their age.

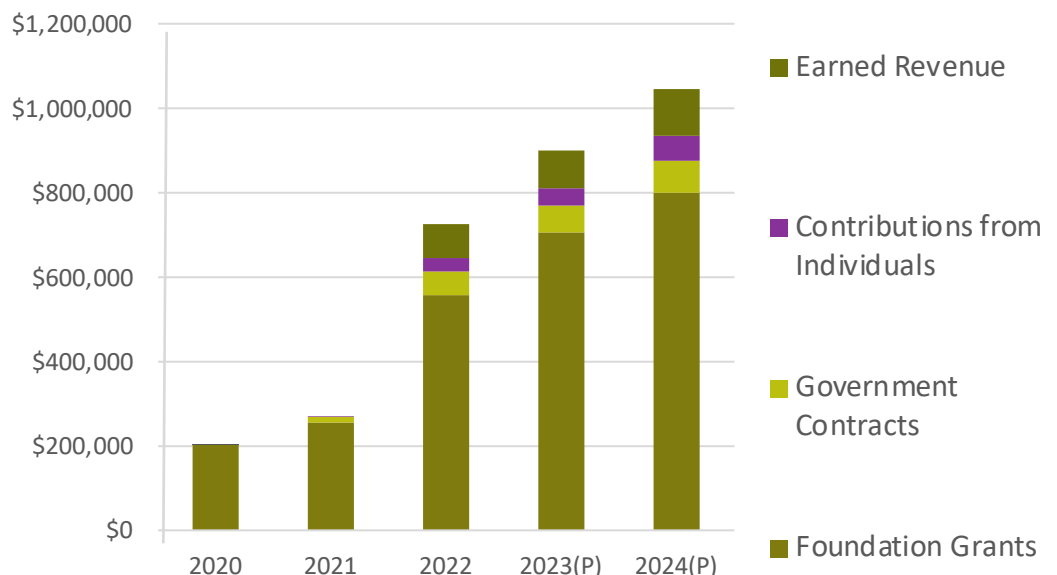
Community Empowerment

MFFC gives residents the tools and education to advocate for the resources needed for their community. Activities include participation in the Healthy Neighborhoods Study in partnership with the Conservation Law Foundation, which hires and trains local residents to become researchers; Transportation Talks that explore the intersection of transportation and quality of life; monthly information-sharing meetings; and support to a neighborhood association that is working to build a walking path and food forest.

FINANCIAL SUSTAINABILITY

MFFC is funded largely through foundation grants plus contributions from corporate and individual donors. In order for MFFC to expand its programs and impact in Mattapan, the organization seeks to increase and diversify its revenue streams in the coming years.

Revenue by Source



Success Story: Shavel'le Olivier

In 2006, Shavel'le started at Mattapan Food and Fitness Coalition at the age of 17 as a Vigorous Youth. Her first responsibility was to support the Mattapan Square Farmers Market.

MFFC was not only Shavel'le's first job, but where she found a sense of belonging. As a shy and unsure teen, MFFC gave her a community and helped her flourish.

Shavel'le was constantly pushed out of her comfort zone by the advisory board, partners, and the community. With their encouragement she was able to speak at conferences and summits, create Mattapan on Wheels with a goal of getting Black and Brown people biking, and facilitate many other events that bolstered community engagement.

Shavel'le became co-chair at the age of 22, supporting the organization with grant writing and anything else that was needed operationally.

In 2019, she became Executive Director. However, her story doesn't end here. This is just the beginning.

Shavel'le's story is not unique. There are many other young people who have benefited from being part of MFFC.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Total participation	7,000	8,000	9,000
Youth employed since 2016 (cumulative)	50	65	85
Community partnerships	20	25	28
Residents engaged in advocacy-related programming	700	800	900
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	3.6	6	8
Board members	9	9	13
Total revenue	\$725,873	\$900,000	\$1M

SOCIAL IMPACT

MFFC has changed the Mattapan community profoundly and sustainably. The organization repairs multifaceted systemic issues using methods that provide immediate help and lasting change within its five focus areas.

Since 2007, MFFC has served 51,000 residents at the Mattapan Square Farmers Market, provided over 200 fitness classes, employed 50+ youth, given away over 70 bikes and 1,500 helmets, advocated for the completion of the Neponset River Greenway section in Mattapan, and supported the building of a neighborhood food forest.

Its Mattapan community members are leading and supporting MFFC's efforts, which has resulted in incredible life-changing work. As a community-led organization, MFFC understands its community's needs on a grassroots level and provides solutions that have a positive and enduring effect.

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

GROWTH INDICATORS	2022	2024
Overall community engagement	8,000	10,000
Families supported through gift card distribution	60	200
Volunteers involved in planning programs, activities, and events	45	65
Community gardens supported	2	5
Participants involved in youth programs	10	20
Residents involved in Mattapan Walks Walking Challenge	50	80
Residents served at Mattapan Square Farmers Market	3,400	5,000

Sisters Unchained



FOUNDED: 2021 incorporated as 501(c)(3),
2015 launched programs
CURRENT ORGANIZATION BUDGET: \$400,000
CONTACT: Ayana Aubourg, Co-Executive Director
PHONE: 857.756.2989
EMAIL: ayana@sistersunchained.com
WEB: www.sistersunchained.com

Investment Opportunity

Sisters Unchained is seeking an investment of \$1.46 million for 2023 and 2024 to increase the number of young women involved in its intensive summer and afterschool programs, to expand the *Ride for Families* program that provides free transportation and accompanied visits to loved ones behind bars, to locate space that will accommodate the expansion and to more than double the number of people engaged in public awareness campaigns to highlight issues facing young people with incarcerated parents.

The United States has the largest prison population in the world. Approximately 7 percent of all US children have had a parent incarcerated at some point. Children are suffering the consequences of their parents' sentences and the nation's tough-on-crime practices.

- 1 in 4 students in Boston Public Schools has a parent who is incarcerated.
- Black children are 9 times and Latinx children are 3 times more likely than white children to have a parent imprisoned.
- Children with incarcerated parents experience a myriad of traumas, and often have unmet mental health needs.
- 65 percent of families with an incarcerated family member cannot meet the cost of basic needs.

Women bear the brunt of the costs—both financial and emotional—of their loved ones' incarceration. Mothers, grandmothers, and sisters are the primary caretakers of children whose parents are imprisoned.

Sister's Unchained (SU) supports young women and their families who have been affected by parental incarceration. It fosters healing and develops leadership skills of participants by building a community of peer support. SU provides intensive programming, assists with family visitation, and engages young women to advocate for community-based sentencing alternatives.

Two-Year Goals

- Increase the number of youth leaders through paid internships (sisterships) from 50 to 80
- Increase the number of family members who visit incarcerated family members annually from 70 to 200
- Increase the number of people reached/engaged in community campaigns to raise awareness from 260 to 600 per year
- Secure a permanent space for offices and programs

Ways to Invest

FINANCIAL

- \$70,000 to support the salary and benefits of a program manager
- \$8,000 to support a public awareness campaign
- \$2,500 to support the cost of one young woman for a SU summer internship
- \$250 to support a family's visit to their loved one in prison

IN-KIND

- Apply to join the Board of Directors
- Host a job shadow and/or intern experience for a young woman
- Provide pro bono graphic design and legal services
- Provide space for group meetings

Leadership & Governance

Ayana Aubourg and Vanessa Ly are the co-directors and founders of SU. They initially came together in 2015 to lead a pilot *Coding for Justice* program for girls with incarcerated parents. They continued to organize projects for girls each year, and in 2021 SU became an independent 501(c)(3). Both women have personal experience with family incarceration and are driven to support their younger sisters. Currently, SU has a governing board of two members. SU is actively seeking to expand the board over the next two years.

SISTERS UNCHAINED'S MODEL



“

Just as abolitionists in the 19th century sought to end slavery, Sisters Unchained is part of a movement to abolish policies and practices that have led to mass incarceration.

”

AYANA AUBOURG,

Co-Executive Director, SU



VICTIMS TO LEADERS

Focus on Women Empowerment – Building a Lifelong Network

SU creates a strong network of love for young women of color who have experienced parental incarceration. With a multipronged approach, SU fosters an environment for open and safe exchange of ideas and feelings, political and self-awareness and healing, and sisterhood.

Developing Transformative Leadership – Healing and Education

The summer and fall intensives bring together cohorts of 12-15 young women to build community and knowledge. The curriculum focuses on improving mental health and fosters artistic expression through visual arts, poetry, digital media, and other mediums for creative outlets. SU collaborates with experts to provide alternative forms of healing, including gardening, dance, yoga, and healing circles.

Participants are exposed to the history of the prison industrial complex, including how sentencing policies have led to a system that has shaped their individual and collective experience. During and after SU intensives, participants facilitate workshops and lead collaborations with community-based organizations. Sisters receive mentoring for school, planning for higher education, and/or training.

Connecting with Parents – Maintaining Bonds Behind Bars

Having contact with incarcerated parents through visits has long been considered important for family wellbeing during and following incarceration. However, the cost of travel can be prohibitive for most families. SU's *Rides for Families* coordinates transportation for children and their families to visit their incarcerated parents. In addition to transportation and meals during the trip, SU provides emotional support for children and family members after visits.

“

Sisters Unchained is a second home to me. Through SU I’ve grown to feel more comfortable and free to say what I need and feel. I have a group to support me.

DAMARIAH,
SU participant

”



SOCIAL JUSTICE PIONEERS

Collaborating with the Community – Uplifting Voices

SU members undertake multiple public awareness campaigns throughout the year in partnership with other community groups. They lead workshops for youth and adults, including for women in reentry programs. SU members’ past projects range from a ballot initiative to restore voting rights for incarcerated people, to creating public art installations that raise awareness of criminalization of young people of color, to documenting their stories and showcasing their work at the Isabella Stewart Gardner Museum.

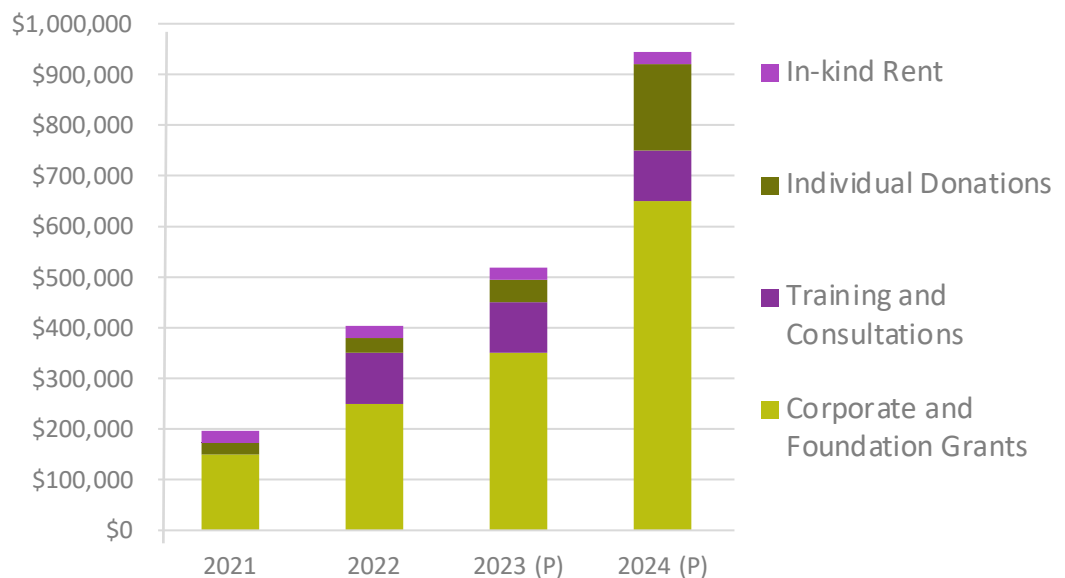
Advocating for System Change – Creating Community-Based Alternatives

SU members advocate for community-based sentencing, which allows parents to stay with or have more contact with their children instead of incarceration. Parents who stay connected are more likely to succeed at treatment for substance use disorders and less likely to return to prison. By staying connected with their parents, children can experience healthy development and attachment, which contributes to good mental health. Community-based sentencing also decreases profit to prisons and jails and keeps parents connected to the workforce. In the long term, SU is committed to abolishing a criminal legal system fixated on punishment and profit and helping to build people-centered solutions to justice.

FINANCIAL SUSTAINABILITY

Sisters Unchained is a young organization with a small staff and has been successful in gaining foundation grants and individual contributions. For example, SU’s current program space at the Old Oak Dojo is fully donated. As a newly-incorporated organization, SU is undergoing a phase of organizational development that will allow it to build the infrastructure and outcome measurement system that will position SU for increased foundation and individual support.

Revenue by Source



Key Investors

- THE BOSTON FOUNDATION.
- LENNY ZAKIM FOUNDATION
- OLD OAK DOJO (IN-KIND PROGRAM SPACE)

Partners

- AGITARTE
- DANZA ORGÁNICA
- NEW BEGINNINGS REENTRY SERVICES

Janasia's story: Finding Connection and Voice

Janasia's father was incarcerated when she was four years old. He worked hard to be a presence in her life, but she suffered from being separated from him. When she was a teen, her father was released and it was he who connected her to Sisters Unchained.

When she joined SU, she was a nervous young teenager. Through the program, she developed strong bonds with other girls who understood her experience, she began to feel more comfortable "in her skin", and gained the confidence to speak out in a group.

Over eight years in the program, she advanced from participant to facilitator to program assistant. Today, Janasia is a role model for other younger women leading workshops on public speaking and community organizing.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Number of youth program participants (Sisterships)	50	75	80
Number of family members participating in <i>Rides for Families</i> (visits to incarcerated family members)	70	120	200
Number of community members engaged	260	400	600
Number of public awareness campaigns	2	3	3
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	3.5	4	6
Board members	2	5	7
Secure new space to accommodate offices and program activities	—	—	Move to new space
Total revenue	\$400,00	\$520,000	\$944,000

SOCIAL IMPACT

The \$80 billion spent annually in the US on corrections is cited as the total cost of incarceration, but this figure considerably underestimates the true cost of incarceration by ignoring important social costs, especially for children.

SU has immediate impact on young women's mental health that leads to better educational outcomes and a strong connection to a supportive network of women. On a macro level, SU's efforts are building a movement for community-based sentencing which will result in a more rehabilitative, cost effective, and equitable system of justice.

Below is the summary of the social impact that SU aspires to have on participants by 2024. As a newly-formed organization, SU does not have existing past year indicators to report.

INDICATOR	2024
Participants will develop the communications skills to use their voices to advocate in multiple settings	90%
Participants will increase their self esteem and confidence	90%
Families with incarcerated parents will maintain a relationship and stay in communication with each other	4+ VISITS PER FAMILY
Participants will have an education plan for post high school	98%
After completing the program, participants will continue to draw support from the SU network to foster their healthy personal and professional development	90%

The Boston Alliance of LGBTQ+ Youth (BAGLY)



FOUNDED: 1980

CURRENT ORGANIZATION BUDGET: \$2.09M

CONTACT: Grace Sterling Stowell,
Executive Director

PHONE: 617.227.4313

EMAIL: gsstowell@bagly.org

WEB: www.bagly.org

Investment Opportunity

BAGLY seeks an investment of \$750K to expand its community center and strengthen the impact of its statewide work.

BAGLY's Community Center provides a safe space for LGBTQ+ youth; it has doubled the size of its community center to serve more youth. With nearly 6,000 youth served annually, further investment in BAGLY's ability to support the AGLY Network will broaden and deepen positive outcomes for LGBTQ+ youth throughout Massachusetts.

In a moment of national crisis, LGBTQ+ youth are the targets of vicious political and legislative attacks, all while embodying the strength, resilience, and passion to help lead and fuel a movement against this increasing violence.

Even in Massachusetts, LGBTQ+ youth are 3.9 times more likely to attempt suicide and 2.8 times more likely to experience homelessness. For transgender and LGBTQ+ youth of color, these statistics are even more harrowing.

The Boston Alliance of LGBTQ+ Youth (BAGLY) was formed in 1980 as a youth-led, adult-supported organization addressing these problems on a personal, community, and societal level. BAGLY continues to prioritize the needs expressed by LGBTQ+ youth of color and transgender youth.

Generations of LGBTQ+ youth have benefitted from the social support, leadership development, and clinical services at BAGLY. Whether it's providing mental health therapy or food, BAGLY listens to the need and responds.

The world continues to benefit from these motivated and empathetic young people as they transition from youth into adulthood.

Two-Year Goals

Broadening Impact

- 50% more LGBTQ+ Youth Peer Leaders
- 36% more service and program capacity at its community center
- 7,000 youth served annually through the AGLY Network

Deepening Impact

- Hire 6 employees to improve the quality and quantity of BAGLY's services and programs

Creating Impact

- Address negative health and financial outcomes through two new programs, Hi-SET and Host Homes

Ways to Invest

FINANCIAL

- \$300K to support BAGLY's expanded community center and youth-serving programming
- \$225K to fund additional full-time community engagement and program staff
- \$225K to sustain and grow the AGLY Network statewide

IN-KIND

- Volunteers who will act as tutors, community center greeters, and help with large-scale events
- Technology consultants to help build BAGLY's capacity for data capture and analysis and website development
- Professional consultants to offer support with board trainings and strategic planning

Leadership & Governance

BAGLY's Executive Director, Grace Sterling Stowell, has been a pioneering activist and leader in the lesbian, gay, bisexual, transgender, queer (LGBTQ) youth, transgender, and social justice communities for over 40 years. Grace joined BAGLY shortly after its founding in 1980 and volunteered until 1995, when she was hired as the organization's first Executive Director.

BAGLY's Board of Directors provide fiscal oversight, governance, and long-term planning for the organization.

BAGLY's Youth Leadership Committee (YLC), including its Co-Chairs who also serve on the Board, work with staff to plan and implement all Boston-based programming.

“

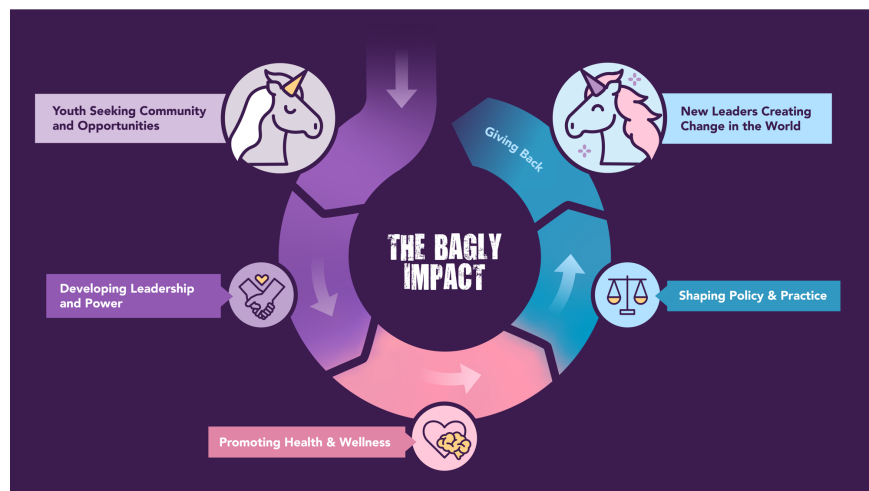
BAGLY has given me a space to unmask and be unapologetically, proudly me and has given me the opportunity to create that environment for my peers.

MATALI J,

BAGLY participant, 15



BAGLY'S MODEL



BAGLY works with LGBTQ+ youth (12–25 years old) and prioritizes the needs of LGBTQ+ youth of color, trans and non-binary youth, and LGBTQ+ youth experiencing homelessness. BAGLY operates in the Greater Boston area through its community center, community outreach and volunteer opportunities, and statewide through the AGLY Network and advocacy work.

Over 40,000 youth seeking community and opportunities have been served by BAGLY since 1980, utilizing three primary strategies:

1. Developing Leadership and Power
2. Promoting Health and Wellness
3. Shaping Policy and Practices

At its community center, LGBTQ+ youth can find support, access services, and develop a strong and healthy sense of themselves.

Statewide, BAGLY offers financial and technical support to independent LGBTQ+ youth groups that serve nearly 6,000 youth annually. These groups, members of BAGLY's program, the AGLY Network, also receive assistance as they replicate the youth development and peer leadership training models BAGLY has helped pioneer.

BAGLY, and many members of the AGLY Network, offer free clinical and behavioral health services, which all work together to encourage LGBTQ+ youth to make the healthiest choices available to them.

As a founding organization of the National Youth Advocacy Coalition and the Massachusetts Governor's Commission on Gay and Lesbian Youth, BAGLY's vision and innovation have led the way in building a stable local and national infrastructure vital to today's LGBTQ+ youth work.

Developing and supporting LGBTQ+ youth leaders using trauma-informed, culturally competent programming and services, ultimately accomplishes BAGLY's most important goal – making sure that new, creative, passionate, and effective leaders continue making progressive change in the world.

“

BAGLY is home. It is a place where people can come to be themselves. It's a place where youth are put first.

J, BAGLY alum

”



IMPACT

BAGLY works to support LGBTQ+ youth individually and through building a robust statewide infrastructure advancing their work to create policy changes, participate in advocacy efforts, and institute culturally competent programming and services. Providing financial and technical assistance to the 15 independent LGBTQ+ youth groups comprising the AGLY Network, BAGLY works across the state by recognizing the experts in each geographical region.

While each AGLY group tackles issues specific to their youth, the Hi-SET and Host Homes programs are two new initiatives that are being launched to address the needs of all youth holistically, regardless of where they live. The Hi-SET program aims to help LGBTQ youth succeed academically and/or receive a GED. The Host Homes program seeks to interrupt homelessness. Both new programs strive to minimize factors that increase health risks.

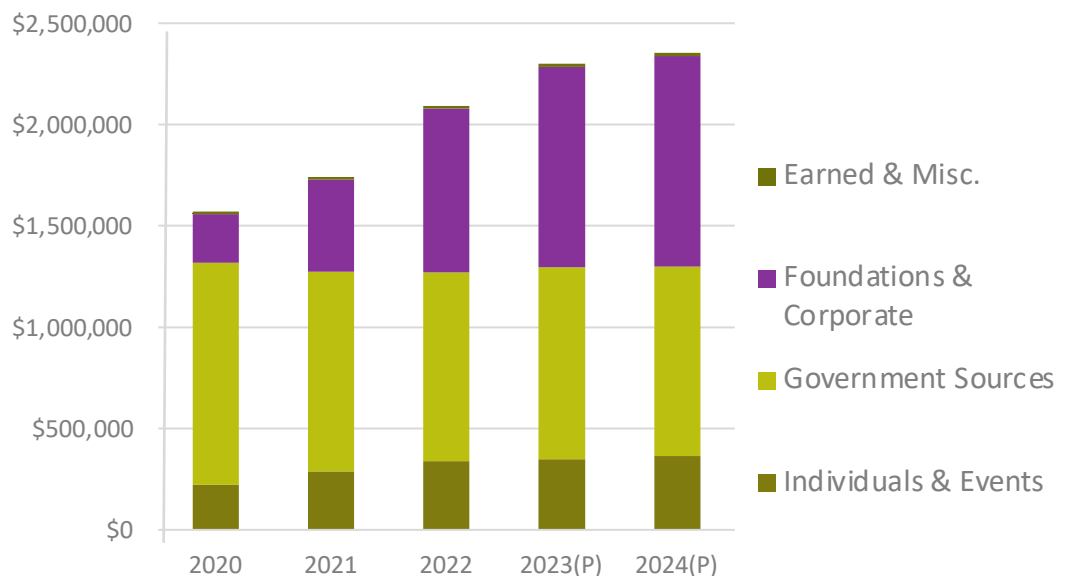
The political climate over the last two years presents BAGLY with renewed opportunities and energy to provide resources, training, and safety to LGBTQ+ youth leaders of color. Additionally, the COVID-19 pandemic has disproportionately impacted youth of color, and BAGLY has experienced an increase in demand for its critical programs and services, especially its services providing basic needs to at-risk youth (such as disbursement of monetary aid and distribution of food, clothing, and hygienic products), along with its programs addressing mental and behavioral health care and homelessness interventions.

BAGLY has provided generations of LGBTQ+ youth in Massachusetts with the tools to live authentic and healthier lives and go on to create legal, political, and social progress for all of us.

FINANCIAL SUSTAINABILITY

BAGLY's revenue through the pandemic into FY22 has been strong, buoyed by explosive growth in individual giving (average 50% growth year-over-year) and consistent institutional funding. While individual giving levels are anticipated to plateau at 3-5% growth, they will continue to be boosted by reliable government and institutional partnerships. Identifying and securing new multi-year pledges from corporate partners is one of BAGLY's strategic development goals for the next two years.

Revenue by Source



Key Investors

- BETH ISRAEL DEACONESS MEDICAL CENTER
- CUMMINGS FOUNDATION
- MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH
- MASSACHUSETTS FINANCIAL SERVICES (MFS)
- PUMA

Partners

- 2,000 INDIVIDUAL DONORS WHO CHOOSE TO SUPPORT BAGLY'S WORK AND MISSION
- ARNOLD WORLDWIDE
- BREAKTIME
- HAVAS MEDIA
- MA COMMISSION ON LGBTQ YOUTH
- POINT SOURCE YOUTH

Success Story: Fari Shakur

Fari first found BAGLY in 2012, at 19 years old, when he was searching for a place where he could try to meet other transgender young people. Before he knew it, Fari was involved in BAGLY's Youth Leadership Committee (YLC), starting as the transgender meeting facilitator and then moving on to being one of the co-chairs of the YLC and a member of BAGLY's Board of Directors. He loved working alongside queer and transgender youth and decided to really dedicate himself to BAGLY, including doing an internship with the Development and Marketing team and another as the organizer for BAGLY's annual Trans Youth Summit. Now, Fari has graduated with his masters in social work and is providing therapy to, and advocating for, LGBTQ+ survivors of violence in Massachusetts.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Peer leaders trained throughout the state	40	50	60
Number of times youth accessed the programs & services at BAGLY's community center	5,275	6,200	7,200
Number of youth served statewide	6,000	6,500	7,000
Number of organizations, schools, and service providers that receive outreach and training statewide	135	150	175
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	12	16	18
Board members	8	10	12
Total revenue	\$2.09M	\$2.30M	\$2.35M

SOCIAL IMPACT

As BAGLY develops and supports LGBTQ+ youth throughout Massachusetts, the organization uses its trauma-informed programming and services to improve their mental health, financial and vocational opportunities, and increase the number of culturally competent environments and service providers they can access.

Below is the summary of the social impact that BAGLY aspires to have on LGBTQ+ youth and the resources available to them in the next two years.

INDICATOR	2022	2024
Percent of youth reporting feeling less isolated after programming	100%	100%
Percent of youth participants reported learning helpful coping skills	87%	90%
Percent of staff, teachers, and health care providers that report an increase in cultural competency to better serve LGBTQ+ youth	90%	95%
Percent of youth who attain employment after accessing case management services (Host Homes)	85%	88%
Percent of youth who maintain stable housing after Host Homes participation	75%	80%
Retention rate in high school equivalency degree program (Hi-SET for Life)	75%	90%

The Center for Hope and Healing



FOUNDED: 1976

CURRENT ORGANIZATION BUDGET: \$1,697,652

CONTACT: Isa Woldegiorgis, Executive Director

PHONE: 978.452.7721

EMAIL: isa@chhinc.org

WEB: www.chhinc.org

Investment Opportunity

CHH is at an exciting inflection point, with the acquisition of a new 11,000 sq. ft. building, the success of its DrivingHope! mobile outreach program, and the opportunity to expand its best practices and innovative programs. CHH seeks \$930K in new funding over the next two years to increase its organizational capacity-building, optimize and expand five programs in the new building, and expand its reach in the 15 communities served.

Every 73 seconds a person in the US is sexually assaulted. 70% of these assaults happen to children under the age of 17. A disproportionate number of victims are people of color.

In Lowell, MA, The Center for Hope and Healing, Inc. (CHH) envisions a world free from sexual violence. CHH acts to end the systems of oppression that use sexual violence as a weapon.

CHH intentionally delivers anti-racist, innovative, culturally relevant programming designed for BIPOC – Black, Indigenous and other People of Color – survivors of sexual violence and communities which include immigrants, non-English speakers, Black girls, and LGBTQ/T – Lesbian, Gay, Bisexual, Queer/Transgender people – youth, men, boys, and others who have historically been unserved or underserved.

The Center for Hope and Healing provides trauma- and resilience-informed support and safe spaces for survivors to heal through its free and confidential counseling, legal and medical advocacy, and 24-hour crisis hotline.

CHH uses a social justice framework to prevent sexual violence, advance equity, educate, raise awareness, and organize in the communities it serves and beyond.

Two-Year Goals

- Add three FTE in development, marketing, communications, and data and evaluation to increase sustainability and performance measurement
- Fund the new 11,000 sq. ft. building to increase program capacity by 25%
- Increase the number of community members reached by DrivingHope! by 40%
- Increase the number of participants in prevention programs by 25+%
- Serve 2,000+ more people annually

Ways to Invest

FINANCIAL

- \$450,000 funds four program centers in the new building
- \$160,000 funds two FTE in the development, communications, marketing team for one year
- \$80,000 funds a data manager, program evaluator for one year
- \$10,000 funds website redesign for accessibility in four languages

IN-KIND

- Join CHH's "HealingCorps" volunteer program
- Join CHH's Board of Directors
- Participate in a CHH community event
- Wear teal in April to acknowledge Sexual Assault Awareness Month
- Become a community partner

Leadership & Governance

2022 marks Isa Woldegiorgis' 10th year as Executive Director. As a survivor of childhood sexual abuse, poverty, racism, and homophobia, lived experience has fueled Isa's commitment to social justice and anti-violence work for over 25 years. Her local, state, and national leadership and activism in domestic/sexual violence, child abuse, race, and equity are assets she brings to her role. Isa leads CHH's passionate, multicultural team who represent and reflect the communities and people CHH serves.

CHH's nine member Board brings legal, nonprofit, and business experience, and is committed to equity practices and ending systemic oppressions that use sexual violence as a weapon.

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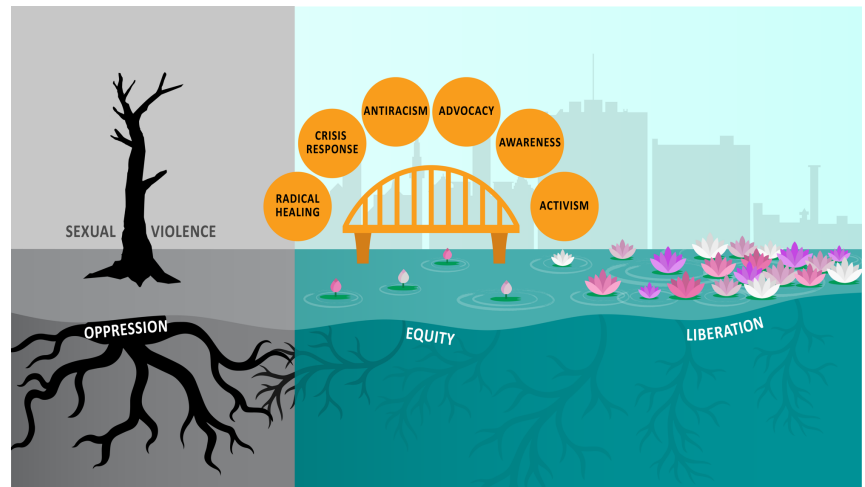
No one gets it. And then I walk in here and you get it. This is my second home.

YOUTH SURVIVOR

”



CHH'S MODEL



ADVOCACY – REMOVING BARRIERS FOR SURVIVORS

CHH advocates for survivors of sexual violence who have been disenfranchised by helping them navigate systems to get appropriate help. CHH's services are free, confidential, and culturally relevant, and include:

- Trauma-informed and resilience-based counseling for survivors and their loved ones. Individual/group counseling, legal/medical advocacy, gender specific and non-gendered Healing Circles, web chat, and a 24/7 crisis hotline. Services are available regardless of insurance, income, or citizenship
- Survivor-centered support for youth of color and LGBTQ/T youth survivors of sex trafficking through Lowell Ending Trafficking of Youth
- Victim-centered, trauma-informed, linguistically-specific services for Khmer-speaking victims of sexual violence

AWARENESS – SHIFTING PARADIGMS FOR PREVENTION

CHH's Hope Prevents programs break through barriers to resources by providing historically underserved communities with culturally- and community-specific education, self-care strategies, and opportunities for change. Programs include:

- DrivingHope!: mobile health/outreach program for neighborhoods
- Brotherhood of Strength: healthy masculinity for men and boys
- Youth Leadership Corps: support for youth 14-19 years old
- GLADLY: safe space for High school aged LGBTQ/T folx
- Black Girls Rock! Black Girls Lead!: empowerment and education

“

Commercial sex trafficking...is happening...right here in Lowell.... CHH has made a concerted effort with community providers in the Greater Lowell area to bring this issue to the forefront and we are proud to join them in their fight to end trafficking.

LYDIA TODD,

Executive Director, NFI
Massachusetts

”

ACTIVISM – MAKING CHANGE HAPPEN

CHH’s grassroots history of community organizing informs its deep commitment to social justice and, ultimately, to liberation from oppression.

Partnerships: CHH intentionally partners with POC-led and culturally-specific community organizations to foster relationships and work to end oppression. CHH’s partnerships increase access to its survivor services and prevention programs and provide multi-organizational aid to underserved communities. CHH intentionally amplifies its partners through subcontracting, grant and resource sharing, and power sharing. CHH currently partners with over 50 organizations across 15 Greater Lowell communities and others across the state.

Outreach: Community events, workshops, campus and school programs, and community-driven activities, including Take Back the Night, help break the normalization of the rape culture. Having a safe platform for survivors to have their voices and stories be heard empowers them to rise above the shame and stigma of sexual violence. Centering the voices of survivors uplifts communities, develops leadership from within, and amplifies the efforts to end the racism, genderism, sexism, and inequities that perpetuate oppression.

Key Investors

- CUMMINGS FOUNDATION
- U.S. DEPARTMENT OF JUSTICE
- GREATER LOWELL COMMUNITY FOUNDATION
- MA DEPARTMENT OF PUBLIC HEALTH
- MA OFFICE FOR VICTIM ASSISTANCE (MOVA)
- PARKER FOUNDATION

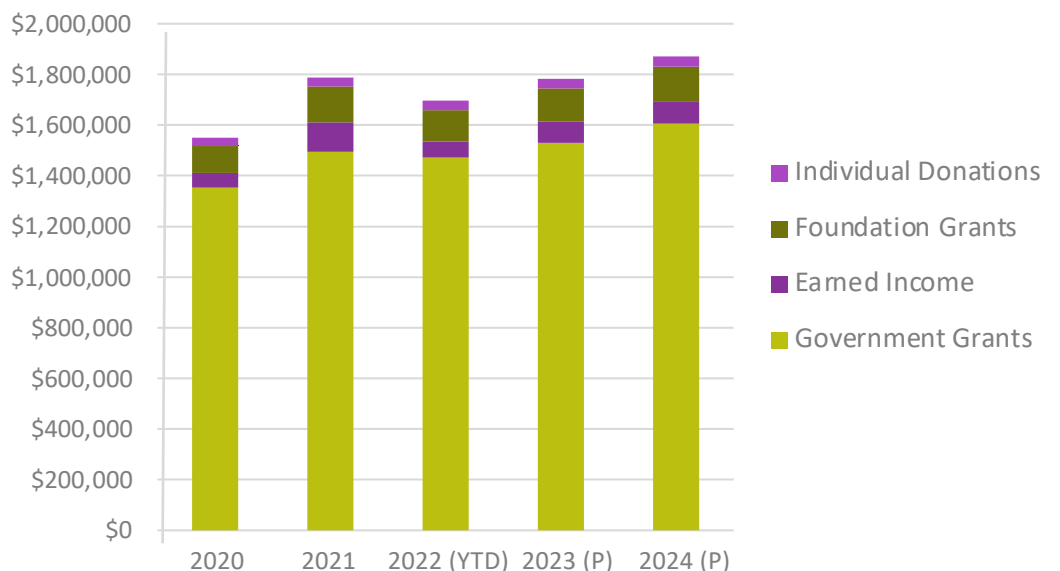
Partners

- CAMBODIAN MUTUAL ASSISTANCE ASSOCIATION OF GREATER LOWELL
- LATINX COMMUNITY CENTER FOR EMPOWERMENT
- LOWELL COMMUNITY HEALTH CENTER
- MIDDLESEX COMMUNITY COLLEGE
- NFI FAMILY RESOURCE CENTER OF GREATER LOWELL

FINANCIAL SUSTAINABILITY

CHH has experienced an annual 30-50% increase in revenue over the last five years. With 84% of funding coming from government sources, CHH seeks to diversify its income streams by increasing individual giving and unrestricted grants, particularly from progressive foundations and donors. CHH seeks to build capacity in development, marketing/communications, and data evaluation.

Revenue by Source



Success Story: Hope

Mrs. Santiago is a senior undocumented dark-skinned Latinx woman with health challenges who was living with an abusive husband. Her abusive landlord had shut her heat off, invaded her privacy, removed property, and threatened to evict her. She was living in constant fear with no place to go. On top of this trauma, Mrs. S. was further isolated by a lack of access to technology and no one in her community who spoke her language. She had not been able to find anyone to help her. CHH's advocate, Olga, helped Mrs. S. access the technology needed to get her email, set her up with legal advocacy, and began working with her to find new housing, all while tending to Mrs. S.'s trauma. Olga's skillful advocacy, love, and acceptance have given Mrs. S. hope for a better future and the invaluable knowledge and experience that she is not alone.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Number of clients served	515	550	650
Number of communities served	15	15	17
Number of community members reached	2,200	2,500	4,000
Number of programs/program events	10/100	15/150	20/200
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	20	25	30
Number of Board members	9	12	15
Develop/implement data management system	Hire	Pilot	Implement
Total revenue	\$1,697,652	\$1,782,535	\$1,871,661

SOCIAL IMPACT

CHH envisions a world free from sexual violence, where relationships are equitable and respectful; one where all people are safe, thriving, and joyful. In this vision, CHH centers the voices of survivors, particularly Black, Indigenous and other people of color and communities, as its foundation to organize, increase equity, and continue to dismantle oppressive systems.

Below is the summary of the social impact that CHH aspires to have on historically marginalized communities in the next two years.

INDICATOR	2022	2024
Increased access to CHH services in Khmer, African, Latinx and other marginalized communities through staff representation, social media, and DrivingHope!	N/A	150 new people or organizations
Increased presence through relationship-building with smaller, linguistically- and culturally- specific community organizations to create awareness-raising opportunities.	50 PARTNERS	60 PARTNERS
Influence of CHH on the field through broadening its reach and the number of organizations that follow CHH on social media. Increase in utilization of CHH information, knowledge, and practices by other organizations.	50-66 organizations follow CHH	125
CHH new community center is thriving with programs, events, and a safe space for people to drop into.	N/A	300+ community members drop in annually

Transformational Prison Project,

a project of Tides Center



TRANSFORMATIONAL PRISON PROJECT

FOUNDED: 2013

CURRENT ORGANIZATION BUDGET: \$1,636,000

CONTACT: Armand Coleman, Executive Director

PHONE: 617.701.7260

EMAIL: armand@transformprison.org

WEB: www.transformprison.org

Investment Opportunity

The Transformational Prison Project seeks an investment of \$4.3 million over the next two years to triple the number of individuals reached within the MA criminal justice system, higher education, communities, and corporations. Funds will be used to invest in staff, build the infrastructure necessary to scale its model, and launch the first Restorative Re-Entry Healing House on the East Coast while offering paid opportunities as Healing Circle leaders for formerly incarcerated participants.

The Transformational Prison Project (TPP) was founded as a volunteer organization in 2013 and in 2021 hired their first staff members, four formerly incarcerated citizens. TPP addresses the historic mistreatment, systemic racism, and disparate outcomes embedded in criminal justice institutions used to ostracize primarily people of color with their emphasis on punishment rather than healing. TPP works to end cycles of harm and distrust by bringing together survivors and those who have caused harm to collectively engage in accountability, compassion, empathy, and healing using a model of restorative justice (RJ) dialogue. The TPP restorative dialogue healing circles are offered in prisons, courts, educational institutions, communities, and corporations.

The need is great given:

- The U.S. has 5% of the world's population, yet 25% of the world's prison population.
- 1.2 million people are presently incarcerated across the U.S., and 25,000 in Massachusetts.
- 650,000 people return to their communities from prison each year in the U.S., 2,500 in Massachusetts. About **half** of those will return to prison within a few years.

Without healing, harm spreads like a contagious disease. TPP interrupts the cycle.

Two-Year Goals

- Design and implement strategic plan
- Transition from fiscal sponsorship to independent 501(c)(3) status
- Increase FTEs from 5 to 13 to expand internal administrative capacity to effectively implement and monitor growth
- Launch TPP's Restorative Re-Entry Healing House

Ways to Invest

FINANCIAL

- \$90,000 – Director of Development one year's salary
- \$50,000 – strategic planning process
- \$25,000 – cost of an RJ corporate leadership training
- \$15,000 – six-month healing circle servicing 25 individuals

IN-KIND

- Professional development and mentorship for staff
- PR/marketing assistance
- Legal counsel
- Curriculum development and design

Leadership & Governance

Executive Director Armand Coleman oversees TPP's programming, partnerships, and fundraising. Armand is a formerly incarcerated citizen with extensive facilitation experience in restorative justice practices, which he credits with changing his life. Additionally, he is a member of the Harvard Kennedy School's Roundtable on Racial Disparities in MA Criminal Courts. He is a Galaxy Leader Fellow, advisor for Everyday Boston, and co-teaches a class on restorative justice at Harvard Law School. TPP is currently under fiscal sponsorship of the Tides Center while actively recruiting a diverse skills-based advisory committee to help obtain their own nonprofit status.

“

Not only have you given depth to restorative justice, you have allowed me to open up in ways I never thought I would. I am forever grateful to TPP!

”

HEALING CIRCLE PARTICIPANT,
Brigham & Women's Hospital



TPP'S MODEL



TPP works to address and end cycles of harm through the practice of restorative dialogues. The organization achieves this by working with both the individuals and systems that cause harm. TPP brings together survivors and those who have caused harm for intentional conversations that lead to accountability, compassion, empathy, and healing.

TPP recognizes that hurt people hurt people and healed people heal people.

Left unaddressed, harm manifests itself in two ways: it increases the likelihood that someone becomes a perpetrator of harm and also increases the risk that someone is revictimized.

TPP works with underrepresented populations to address harms and build systems of trust in three ways:

Restorative Dialogue Healing Circles. These are a series of intensive dialogues that promote shared vulnerability. Those in the circle include individuals who are responsible for harm and those who have been harmed to bring about connection, accountability, empathy, and healing.

Transforming Through Training. Once communities have begun the healing process, TPP provides training to institutional leaders to facilitate their own dialogues for addressing future conflict in those communities, empowering others to deliver effective restorative justice practices. This includes district courts, community centers, and youth programs.

Education and Support. TPP creates opportunities for those traditionally disenfranchised to learn and use these skills while giving them opportunities for leadership roles. TPP also engages the next generation of professionals—current law, public health, and social work students who will bring empathy and restorative justice into their careers. These future stewards will ideally promote the adoption of these practices.

“

TPP’s Model has had a profound impact on Redfin’s executives and how we work together. At a time when remote work leaves us feeling isolated, we felt more connected to our company and to one another. The team loved TPP’s training, and I learned a new way to lead.

”

GLENN KELMAN,
President & CEO, Redfin

Key Investors

- AMY & PAUL BLAVIN
- BOSTON FOUNDATION
- COMMONWEALTH OF MA
- GALAXY GIVES
- MEADOW FOUNDATION
- LENNY ZAKIM FUND

Partners

- EVERYDAY BOSTON
- BOSTON MUNICIPAL COURT, ROXBURY DIVISION, CHOICE PROGRAM
- COLUMBIA, HARVARD, AND NORTHEASTERN UNIVERSITIES
- MAVERICH LANDING COMMUNITY SERVICES
- REDFIN
- TURN IT AROUND CHARLESTOWN

IMPACTING SOCIETY

TPP envisions a world where restorative justice would replace the current U.S. system of criminal justice. The traditional criminal justice system focuses on what law was broken and what punishment is warranted for the offender. RJ looks at who was harmed and how to repair those harms.

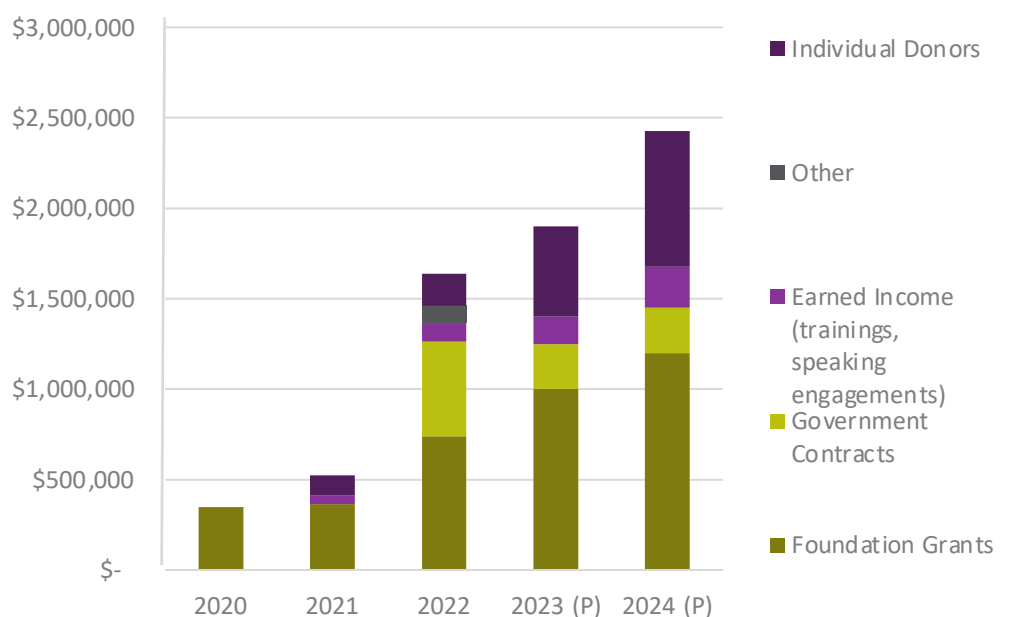
The criminal justice system disproportionately impacts people of color, particularly men of color. In 2020, of the 765 youth in MA’s Department of Youth Services (DYS) detention, 81.7% were male and 76% were people of color. Of the 13,000+ people in MA who are incarcerated, an average of 97%+ are male, 28%+ are Black, and 26%+ are Hispanic/Latinx. National numbers are comparable.

TPP’s own leaders began their healing process when they were humanized by their RJ journeys within the prisons. Once they acknowledged their traumas, their healing began, and they could acknowledge the harm that they had done to others. TPP has seen this same manifestation in countless others over the past 9+ years of working within the walls of prisons, and since 2021 working outside the walls.

FINANCIAL SUSTAINABILITY

The Transformational Prison Project has experienced tremendous growth as it quickly pivoted during the COVID-19 pandemic by offering safe and creative solutions to hold the Restorative Justice Healing Circles as well as expand its partnerships outside of the prisons, into communities, educational institutions, and corporations. With the primary source of funding coming from foundations, TPP’s earned income revenue has increased dramatically. TPP’s Executive Director and staff are well-poised to deepen, develop, and diversify their streams of income and the opportunity that represents.

Revenue by Source

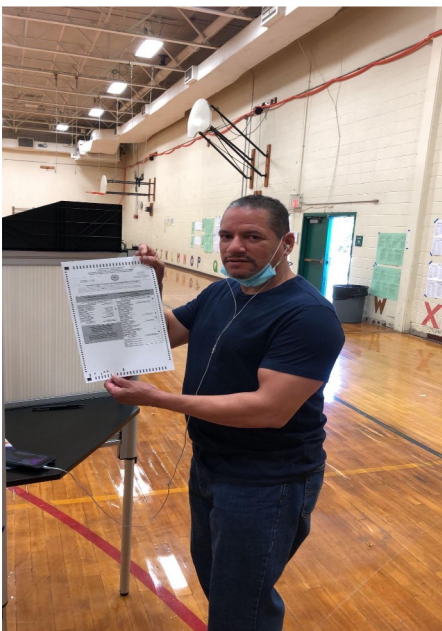


Success Story: Vic

Vic was incarcerated for 38.5 years, but it wasn't until he entered a TPP Restorative Justice Healing Circle at MCI Norfolk that he was, "resurrected from a dead state."

He credits TPP and the skills he learned as instrumental in attaining his liberty via parole. He continues to implement these skills outside the walls.

He had a panic attack while riding a city bus—a situation that could have sparked an angry outburst. But Vic knew that wasn't the path he wanted to take. Recalling the TPP process and community, he called one of his TPP mentors to talk through what he was experiencing. He is now training with TPP to become a circle keeper so that he can continue his journey and help others.



Thanks to TPP, Vic went from being a convict to being civically engaged and voting for the first time in his life.

PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Number of participants	1,125	2,000	3,000
Partnerships with prisons, detention centers, and DYS	6	9	16
Formerly incarcerated and systems impacted individuals engaged as circle leaders	5 fellows 50 volunteers	5 fellows 75 volunteers	5 fellows 100 volunteers
Partnerships (corporate, organizational, educational)	15	25	35
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	5	11	15
Advisory Board members transitioning to Board members as 501(c)(3) is obtained	2	6	10
Establishing strategic plan and 501(c)(3)	Develop	Implement	Achieve
Total revenue	\$1.6M	\$1.9M	\$2.4M

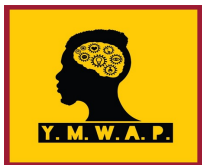
SOCIAL IMPACT

The Transformational Prison Project works to address the personal and social impacts of institutionalized harm that keeps both those inside and outside the criminal justice system from healing. TPP has an explicit but not exclusive focus on those presently in prison, and those who are back in their communities. Below are five indicators that TPP will track over two years to ensure that it meets the goals of transforming individuals, communities, and society by embracing empathy, accountability, compassion, and healing.

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

INDICATOR	2022	2024
TPP staff and members are sought out as leaders in the field of restorative justice (RJ)	introduced	established
Agreements in place with criminal justice institutions to run Restorative Justice Healing Circles	3	6+
Recidivism rates of TPP participants in healing circles are below national average	10% below national average	30% below national average
Restorative dialogue language and practices adapted and integrated into higher education curriculum	introduced	established
Number of participants who take on leadership roles	50%	90%

Young Man with a Plan (YMWAP)



FOUNDED: 2015
CURRENT ORGANIZATION BUDGET: \$441,000
CONTACT: Dr. Jaykyri Simpson,
Executive Director
PHONE: 817.526.4974
EMAIL: jaykyriymwap@gmail.com
WEB: www.youngmanwithaplan.org

Investment Opportunity

Young Man with a Plan seeks an investment of \$1 million over the next two years to increase its impact for Black and Latino males in the City of Boston. This investment will help YMWAP to increase student enrollment, build staff and mentor capacity, introduce 8th grade programming, and establish more college and career partnerships and pipelines for students and alumni. The investment will enable YMWAP to help more youth “in the middle” plan for and access sustainable futures.

In 2014, eight Boston school leaders met. Deeply troubled by achievement gaps and increasing neighborhood violence, they named their most urgent concern: high school males of color “in the middle.” That meeting planted the seed for Young Man with a Plan (YMWAP), a four-year mentoring program for young Black and Latino men, launched in 2015.

YMWAP recruits 9th grade students and delivers over two hours of weekly holistic mentoring through the 12th grade. YMWAP strives to close racial achievement, opportunity, and wealth gaps with research-informed strategies for: connecting youth to caring adults; strengthening youth academic, social-emotional, and financial literacy skills; and engaging students in individualized success planning.

YMWAP is led by dedicated, successful Black males who have transcended significant obstacles to become first-generation college graduates. YMWAP’s village of leaders, school-based mentors, near-peer mentors, and guest educators deliver sustained wraparound support. Through four years of brotherhood, mentoring, and success planning, YMWAP helps young men build the fortitude and imagination to access sustainable and positive futures.

Two-Year Goals

- Increase student and alumni enrollment: add 155 8th grade and high school students, and program graduates
- Achieve 501(c)(3) status: establish YMWAP as an independent nonprofit and grow and develop the Board of Directors
- Build staffing capacity: increase by 3 FTE to support growing enrollment and operations
- Increase mentoring capacity: increase school-based and community mentors

Ways to Invest

FINANCIAL

- \$75,000 to fund one new program staff member
- \$50,000 to establish the Level the Field Fund, supporting emergency needs for high school and college students
- \$20,000 to fund four additional mentor stipends
- \$10,000 to fund student college and career exploration, field trips, internships

IN-KIND

- Laptops for participants and alumni
- Opportunities to expand student exposure through museum passes, gym memberships, movie tickets, for example
- Equipment for music, video, and podcast production
- College care packages for alumni in college

Leadership & Governance

Executive Director Dr. Jaykryi Simpson has deep knowledge and experience in mentoring young men of color. Prior to leading YMWAP, Jaykryi led Project Ochendo at New Mission High School in Boston, where he taught and mentored male students of color, helping them improve academics and access and persist at college. Jaykryi has also served in college coaching, admissions counseling, and retention coordination roles. His doctoral research explored persistence factors of successful Black male college graduates.

“

YMWAP truly altered the trajectory of our students. Over four years they blossomed into confident, focused young men.

SHANNAH VARON,

”

Former Executive Director, Boston Collegiate Charter School



YMWAP'S MODEL



YMWAP leaders wake up every day galvanized by studies illuminating Boston's wide racial wealth and life expectancy gaps. YMWAP serves young men "in the middle" who tend to fly under the radar and suffer from low expectations. They benefit greatly from sustained adult guidance. 68% of participating young men are immigrants or children of immigrants. Over 70% are from Dorchester, Roxbury, or Mattapan.

Holistic Mentoring: Young men receive a total of 2+ hours of weekly mentoring inside and outside of school. In the safe haven of YMWAP's weekly group meetings, young men check in with each other and share dinner. Mentors advise them on academics, neighborhood violence, mental health, finances, college/career options, and healthy break-ups.

Highly Skilled Mentors: Each participating school designates a teacher, counselor, or coach who provides mentoring for their boys in the program. Mentors form a supportive cohort, model success, and receive annual professional development on coaching skills, mental health, and career planning.

Success Planning: The success plan is a centerpiece of YMWAP. Beginning in 9th grade, young men identify academic and extracurricular skills and interests, along with possible college and career plans. Over the next three years, they meet with YMWAP mentors to refine goals, make a plan, and go on to pursue diverse paths which have so far included engineering, finance, design, IT, aviation mechanics, and the military.

Partners: YMWAP continuously builds partnerships and social capital to benefit young men: academic enrichment programs at UMass; partnerships with the Boston Police Department and anti-violence programs; employment programs with Boston Private Industry Council; and college and career support from Benjamin Franklin Institute of Technology, Bottom Line and Year Up. YMWAP is a 2022 Life Science Cares partner.

“

YMWAP has changed the way I view myself and the goals I want to set forth for my life.

”

**YMWAP PARTICIPANT,
AGE 18**



Great Humans: YMWAP wants young men to become great human beings, stand-up men of their word who create beauty, change, and healthy productive lives, families, and communities. YMWAP strives to graduate young men with improved academic and social-emotional skills who possess greater self-efficacy and purpose. YMWAP grads are more likely to pursue healthy relationships, be critical thinkers, take care of their mental and physical well-being, and be financially literate and stable.

YMWAP centers student voices and addresses topics critical to young men, including systemic racism, the school-to-prison pipeline, safe sex, respecting women, and gang violence. YMWAP helps build knowledge and connect dots; for example, a discussion of Boston's housing crisis leads to learning about redlining, gentrification, the current real estate market, credit scores, compound interest, cost of living, careers, and salaries.

YMWAP brings together Black and Latino males from every Boston neighborhood and many cultures. Belonging and respect are core YMWAP values. The organization always confronts racism, colorism, homophobia, and misogyny; typically, it is students who immediately check it. “YMWAP is an opportunity to grow with my fellow brothers. It’s a place where we all feel connected and safe because we have each other’s backs” says a current participant.

FINANCIAL SUSTAINABILITY

YMWAP was seed funded by the Charles Hayden Foundation, which continues to generously support the program. Over the last six years, YMWAP has expanded its funding partners to include a growing number of respected foundations as well as government funders, including City of Boston, the BPD Shannon Grant Program, and the Suffolk County DA’s Office.

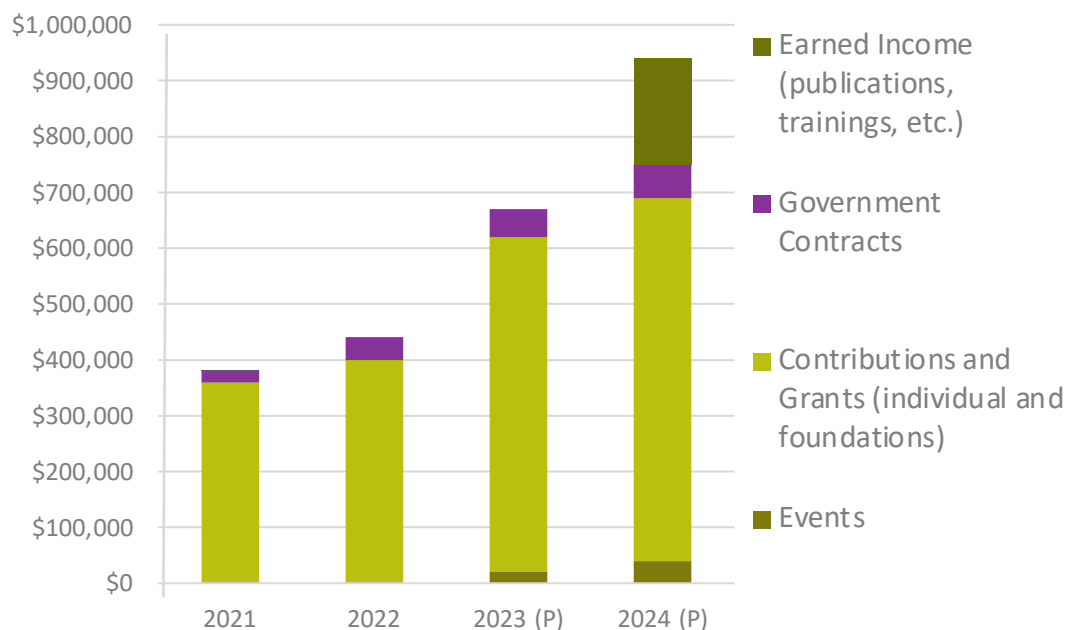
Key Investors

- BOSTON FOUNDATION
- CHARLES HAYDEN FOUNDATION
- CUMMINGS FOUNDATION
- EDVESTORS
- LIFE SCIENCE CARES

Partners

- BENJAMIN FRANKLIN INSTITUTE OF TECHNOLOGY
- BOSTON POLICE DEPARTMENT
- BOSTON PRIVATE INDUSTRY COUNCIL
- BOTTOM LINE
- YEAR UP

Revenue by Source



Success Stories

A 2018 graduate started 9th grade with below-average grades and graduated high school with honors, an achievement he attributes to YMWAP's sustained mentoring and coaching. He is now a senior at UMass Dartmouth studying civil engineering. "My mentors were people I could trust who helped me in high school and even in college. I 100% believe that anyone who wants to change their life and move forward should join this group!"

A 2020 graduate was not a top student academically, but a great kid and a highly motivated worker. Following high school graduation, he attended Year Up, gaining college credit, business skills, and an internship. He is now employed in IT at Harvard.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Students served in grades 8-12	90	120	190
Alumni supported	115	125	160
Mentors and guest educators engaged	12	16	20
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff (FTEs)	3	4.5	6
Board members	5	7	8
Number of funding partners	9	14	18
Total revenue	\$441,000	\$670,00	\$940,000

SOCIAL IMPACT

Young Black and Latino men in Boston deserve the opportunity to grow, gain confidence, aspire to and access sustainable futures. Many lack the knowledge, resources, and support necessary to guide them on their path towards college and careers. Below are indicators that YMWAP will track to ensure that they have the necessary tools to become great human beings who create healthy and positive lives, families, and communities.

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

INDICATOR	2022	2024
Students reporting improved social-emotional skills	90%	98%
Students completing individualized Success Plan	90%	100%
Students making academic gains	70%	80%
Number of college and career access partners	3	6



We are so excited to share a preview of our 2023 Track Topics and our Partners!

Housing Stability

Track Partner: Liberty Mutual Insurance

Community Wellbeing in New Bedford/Fall River

Track Partner: Wagner Foundation + Social Innovator Alumni Collaborative

Education

***Track Partner: Wellington Management Foundation + Social Innovator
Alumni Collaborative***

Environmental Justice

Track Partner: Devonshire Foundation

Experiential Learning/Work-Based Learning and Mentorship

Track Partner: American Student Assistance

Health Equity

Track Partner: James B. Boskey Memorial Foundation

Mental Health

Track Partner: Poler Family

Social Capital

Track Partner: MassMutual Foundation

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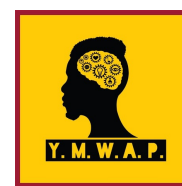
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 youngmanwithaplan.org

 jaykyriymwap@gmail.com

SOCIAL INNOVATOR PORTFOLIO

► 2022

The Boston Alliance of LGBTQ+ Youth (BAGLY)
The Center for Hope and Healing
Chinatown Community Land Trust
Lowell Community Health Center Teen BLOCK
Mattapan Food and Fitness Coalition (MFFC)
Sisters Unchained
Transformational Prison Project, a project of Tides Center
Young Man with a Plan (YMWAP)

► 2021

Breaktime
Comprehensive Reentry Program, a model of ProjectPlace
Everyday Boston
Immigrant Family Services Institute (IFSI)
Neighbor to NeighborMA
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 WestRoxbury
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 VitalSigns
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 Tarrt Wilson Initiative for Children
Hearth, Inc.
Maritime Apprenticeship 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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