



FOUNDED: 2000

CURRENT ORGANIZATION BUDGET: \$2.4M

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Investment Opportunity

MissionSAFE's goals for growth and impact will require an increased annual investment of \$3.8M by 2025. Capacity-building support will allow MissionSAFE to hire five new program staff to expand the number of youth participating in its programs. Funding to build the critical infrastructure—development, finance, operations—to support this growth will also be needed. Flexible and reliable operating support provides the stability and financial health community organizations need to grow to the next level.

MissionSAFE works with young people who experience first-hand the systemic barriers of generational poverty, racism, violence, and trauma.

These young people live in Boston neighborhoods where a significant number of households exist below the poverty threshold. They attend schools in an education system that doesn't meet their needs. They may be involved with a gang and/or the justice system. They likely know someone who has been a victim of violence or may have been a victim themselves. And, yet, these young people survive under these circumstances and bring many strengths to MissionSAFE's door—leadership, resilience, hope.

MissionSAFE's mission is to work with young people in under-resourced communities in Boston to gain the skills and confidence to thrive, not just survive, and to improve their community and their world. MissionSAFE's approach is rooted in a deep understanding of "chronic complex trauma" and its impact on young people. This expertise, combined with the experience of a committed staff, who meet youth where they are, sets the MissionSAFE approach apart.

Two-Year Goals

Go Deeper and Broader

- Double number of youth reached to 1,500
- Increase programming from 7 to 12 hours on weekdays at 3 sites
- Find a larger space in key Boston location
- Train others with MS's trauma-informed youth development model

Impact the System

- Deepen partnerships with schools, businesses, and the City

Build a Sustainable Organization

- Hire 5 new program staff
- Expand and diversify the Board of Directors

Ways to Invest

FINANCIAL

Contribute to the goal of raising \$3.8M annually by 2025

- \$75-85,000 supports salary and benefits of new program staff, clinical social worker, volunteer coordinator
- \$25,000 supports space feasibility study
- \$1,000 funds each field trip
- \$600 supports monthly stipends for participating youth

IN-KIND

- Expertise to implement new database and train staff to track youth participation and outcomes
- Sponsor job shadowing opportunities, internships, and job placements for more youth
- Volunteer to mentor or tutor
- Become a school, business, or community partner

Leadership & Governance

Co-Founder and Executive Director Nikki Flionis and Deputy Director Jumaane Kendrick lead the organization. Jumaane brings experience in youth development and violence prevention. Nikki has expertise in understanding trauma and has effectively led the organization since its founding. The Board, led by Ronald Koning Jr., President of State Electric Corporation, brings experience working across diverse industries, including electrical construction, biotech, marketing, finance and banking, philanthropy, and trauma-resilient youth development.

MissionSAFE's MODEL



“MissionSAFE has a distinct approach to ending generational poverty and violence in Boston that is made possible by a team that truly understands, and connects, with youth.”

MONICA BALLIN
Governing Board Member



MissionSAFE uses a relational, trauma-informed, youth development model that intentionally works to create conditions for resilience and positive transformation in youth ages 11-24. An essential component of this model is the belief that healthy, growth-fostering relationships with caring adults is at the center of positive change.

MissionSAFE programs aim to provide a feeling of emotional and physical safety that allows youth the freedom to explore, make mistakes, develop self-knowledge, and begin to grow. MissionSAFE bolsters that with opportunities to master skills and broaden their horizons. The organization meets youth "where they are." Staff model behaviors and aspirations and are a constant bridge to new experiences and to allowing youth to feel that they can move forward.

MissionSAFE provides programming in neighborhoods where there are few options for middle and high school students and young adults. Youth are referred to MissionSAFE by educators, family members, local agencies, and through MissionSAFE's own outreach and recruitment in the neighborhoods.

Explorers Academy (EA)

Explorers Academy offers 45 middle school students a hybrid of online and in-person workshops and activities daily after school and in the summer. EA provides youth with a firsthand opportunity to learn about problem solving, team building, and advancing social skills. Explorers have access to tutors, multicultural arts and music, and field trips to broaden their view of the world.

Youth Leadership Service Corps (YLSC)

A year-round program for about 95 high school youth (after school and summer), YLSC combines service and leadership activities, along with on-site enrichment activities (arts, podcasting, healthy eating), academic tutoring, and field trips to expand their horizons of what's possible.

“

It can be tough growing up in the city. For hundreds of kids like me, MissionSAFE provides a safe haven. I come to MissionSAFE because it gives me a place to be myself.

”

MissionSAFE Youth Participant

Key Investors

- AMELIA PEABODY FOUNDATION
- BOSTON CHILDREN'S HOSPITAL
- CABOT FAMILY CHARITABLE TRUST
- CITY OF BOSTON
- COMMONWEALTH OF MASS.
- CUMMINGS FOUNDATION
- JOHNSON FAMILY FOUNDATION
- LIBERTY MUTUAL FOUNDATION
- STATE STREET FOUNDATION

Partners

- BOSTON UNCORNERED
- BOXING POWER AND FITNESS
- CITY OF BOSTON: PUBLIC SCHOOLS, POLICE DEPT., PUBLIC HEALTH COMMISSION
- FIELDS CORNER CROSSROADS COLLABORATIVE
- MADISON PARK DEVELOPMENT CORPORATION
- MISSION HILL YOUTH COLLABORATIVE
- NATIONAL GRID

Safe City Dorchester

Following a merger with Dorchester Youth Collaborative (DYC) in 2011, MissionSAFE launched Safe City Dorchester, an “after-after school” program, expanding hours until 7 pm each weeknight at a second location in the Fields Corner neighborhood. This drop-in and enrollment program works with up to 200 high school youth annually.

Futures

Futures offers training and workforce development programs for gang-involved, unemployed young adults ages 18-24. The approach combines case management with job readiness training and paid internships or employment opportunities. Two programs include InVeST NOW, a state-funded workforce development program, and the Grid4Good partnership with National Grid which trains 125 youth for careers in the energy sector.

Sports & Community Service

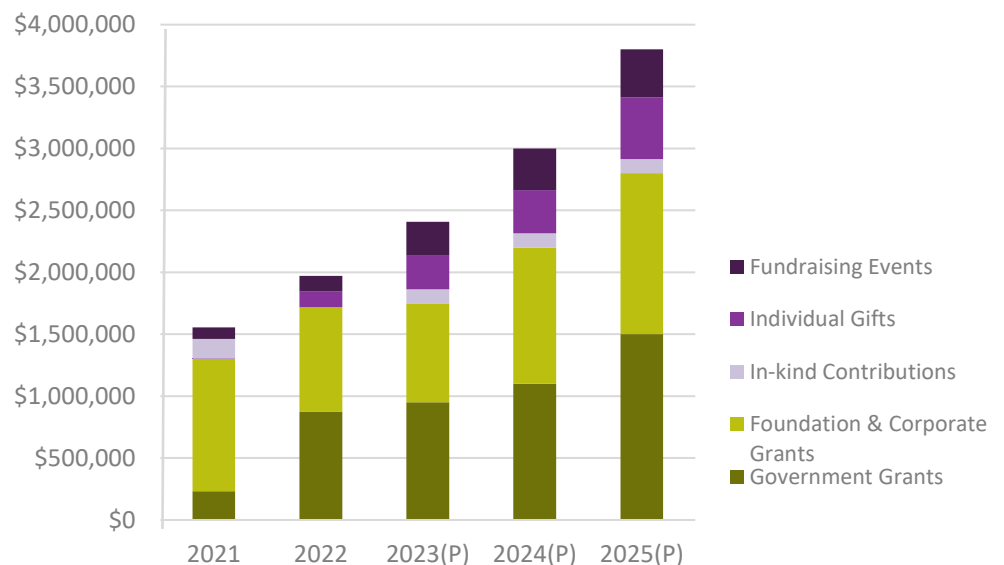
MissionSAFE extends its reach into the community through sports programming for over 200 young people and community service events. Besides providing positive activities, these community programs identify youth who may benefit from a MissionSAFE program.

MissionSAFE also seeks to impact the larger ecosystem by working in partnership with the education and justice systems and businesses, and collaboratively with other community-based organizations.

FINANCIAL SUSTAINABILITY

MissionSAFE’s mixed-revenue model provides a solid financial foundation. A mix of government (state and city) funding, individual donors, foundation grants, corporate sponsorships, and events provides flexibility to weather the ever-changing economic landscape for nonprofit organizations. MissionSAFE seeks to expand these revenue streams to achieve its goals.

Revenue by Source



Success Story: Joshua

Joshua, a 21-year-old youth from Dorchester, came to MissionSAFE two years ago at his lowest point, with an open firearm court case and zero confidence in a life outside of the “street.” He was referred to MissionSAFE by the court’s pre-trial diversion program.

MissionSAFE offered him the opportunity to try the Futures career readiness program for six months, and he did. With his decision not to engage with his gang, and develop his professionalism, prioritize, and go deep to visualize his true self, he identified his goal to be a truck fleet owner. Through career mapping, he identified the necessary steps to achieve his goal. He is now employed with Target as an overnight forklift operator and obtained his OSHA certificate in pursuit of his commercial driver’s license.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

	FY 2023	FY 2024 (P)	FY 2025 (P)
PROGRAM PERFORMANCE			
Youth program participants	750	1250	1500
Sports participation (subset of total participants)	200	350	450
Job and internship placements	150	200	250
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff	12	15	17
Number of board members	8	10	12
% of Board racially & culturally representative of staff and youth	25	40	50
Establish database & evaluation system	Design	Train/Pilot	Implement
Total Revenue	\$2.4M	\$3M	\$3.8M

SOCIAL IMPACT

MissionSAFE seeks to double the number of participating youth over the next two years. Demand exists for afterschool programming for middle and high school youth and alternative programming for young adults seeking education and employment. MissionSAFE looks to deepen its partnership with the Boston Public Schools to keep young people engaged in school and the Boston Police Department and court systems to offer alternatives to gang involvement, violence, and incarceration.

Below are MissionSAFE’s key indicators to track progress and impact over time.

INDICATOR	2023	2025
Reduction of youth involved in violent incidents (Futures program participants)	47%	74%
Youth engaged in education, who remain in/return to school or enroll in a GED program. (NOTE: Goal is to hold percent steady as number of youth increase.)	95%	95%
Increased social skills and emotional development	Identify assessment to document change	Report on change