



FOUNDED: 2018

CURRENT ORGANIZATION BUDGET: \$1,773,417

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

SCHEDULING LINK: calendly.com/breaktime-sif

EMAIL: connor@breaktime.org

WEB: www.breaktime.org

Investment Opportunity

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

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

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

Two-Year Goals

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

Ways to Invest

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

Leadership & Governance

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



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



MICHAEL BROWN,
Co-Founder, City Year



BREAKTIME'S DOUBLE IMPACT INITIATIVE MODEL



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

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

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



“

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

”

MELISSA MACDONNELL,
President, Liberty Mutual Foundation

Key Investors

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

Key Partners

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

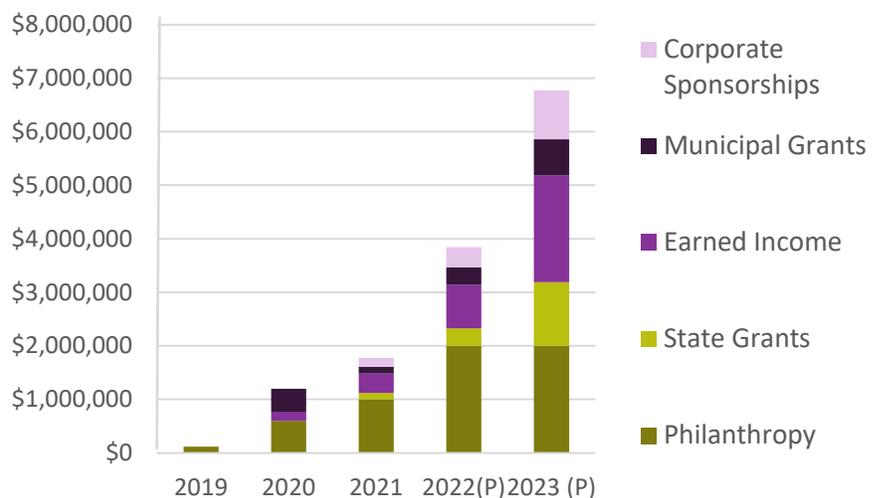
FINANCIAL MODEL

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

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

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

Revenue by Source*



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

Success Story: Amina Johnson

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

“

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

AMINA JOHNSON,
Alumnus, Breaktime Double Impact Initiative

”



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

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

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

SOCIAL IMPACT

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

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

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