



2020

A YEAR OF DOUBLE IMPACT

Breaktime empowers young adults experiencing homelessness to build sustainability in their lives while building resilience in their communities.

Visit breaktime.org for more



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A MESSAGE FROM OUR CO-FOUNDERS

To our catalytic champions and community members,

2020 was a year of compounding crises, as well as enduring hope and countless moments of joy and kindness. For Breaktime, this year was an inflection point. As our program and operational model adapted, Breaktime made significant progress towards our unwavering goal to end young adult homelessness through transitional employment and financial empowerment. We are excited to share with you this report in which we reflect on the lessons learned, summarize our impact, celebrate the power and potential of young adults experiencing homelessness, and more.

At the beginning of this year, with architectural designs and building permits in hand, Breaktime was



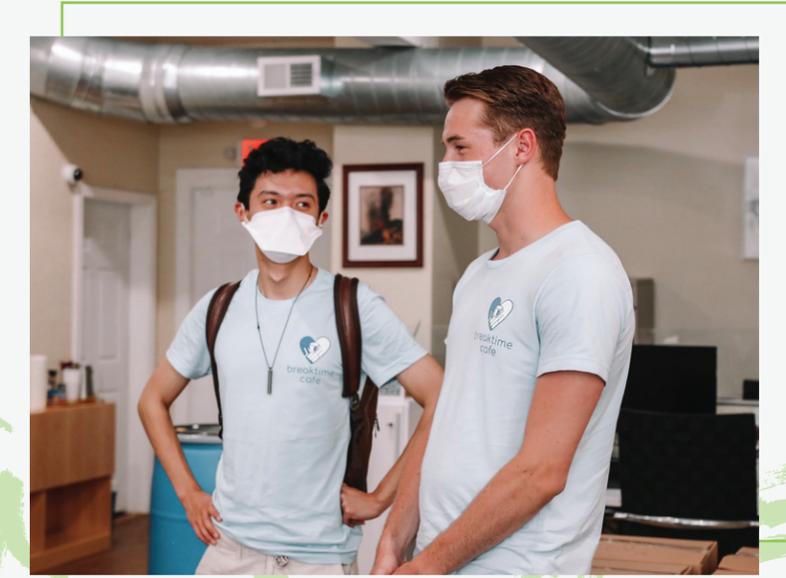
preparing to open Breaktime Cafe, a coffee shop and transitional employment hub. When we put the project on indefinite hold during the pandemic, our young adult Associates, advisors, and community members helped us maintain our clarity of thought and conviction to persevere towards our mission.

In just a few short weeks after halting construction, our team launched the Double Impact Initiative in collaboration with numerous community partners. This initiative created transitional employment opportunities for young adults experiencing homelessness to serve hundreds of thousands of meals to frontline workers and families in need across Greater Boston. Through this initiative, Breaktime has been able to simultaneously address the intersectional issues of young adult homelessness, workforce development, and food insecurity. A situation that initially appeared to be a setback actually enabled our organization to unlock additional layers of impact. For many of Breaktime's young adult Associates, the opportunity to serve their community in a time of crisis has been transformative. We have seen our Associates discover their talents, put new skills into practice, and cultivate a passion for giving back to others.

Ultimately, 2020 was a year full of adaptation, growth, and gratitude. We are immensely grateful for the unwavering support, guidance, and insight we have received from our remarkable community of supporters, champions, community leaders, employment partners — and especially — our Breaktime Associates. Thank you for believing in the power and potential of young people and for investing in Breaktime's mission.

Onwards,

Connor Schoen and Tony Shu



IMPACT AT A GLANCE

25

Breaktime employed **25 young adults** experiencing homelessness

650,000

We served over **650,000 meals** to communities with food insecurity throughout Greater Boston



“ Working with Breaktime has given me a new sense of purpose. Helping people makes me happy, it gives me a sense of life and joy.

Amina,
Breaktime Associate

Amina

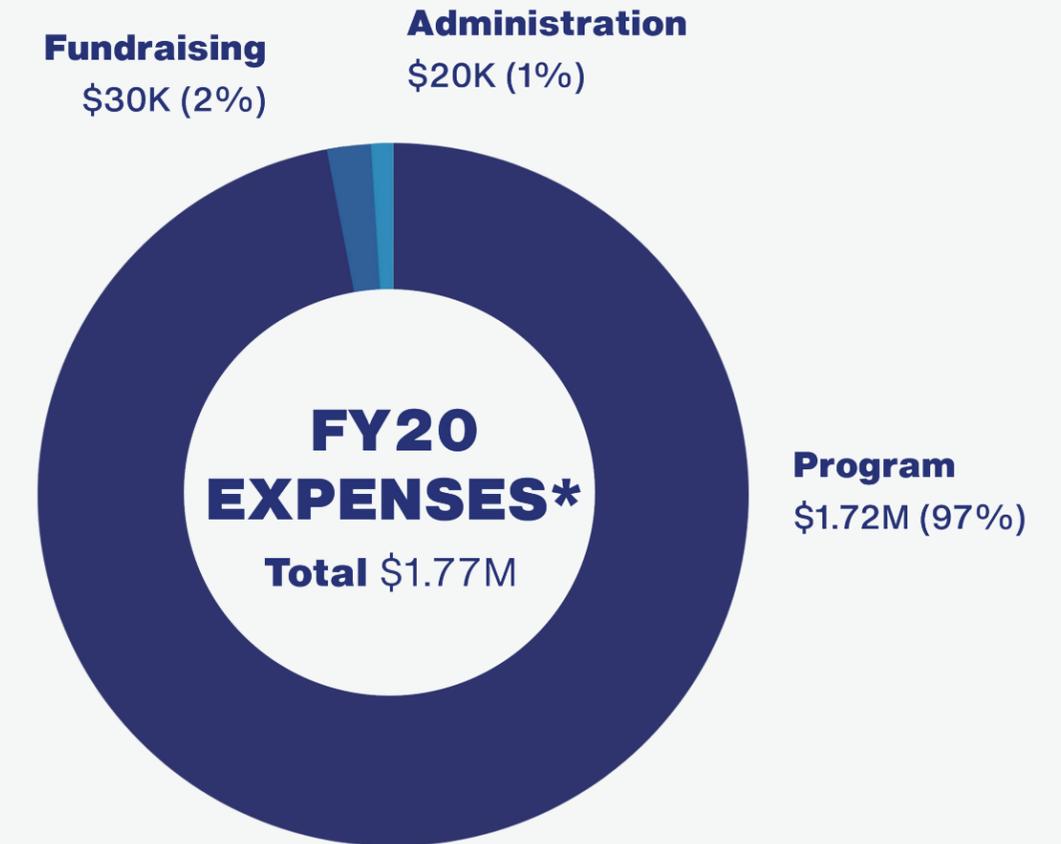
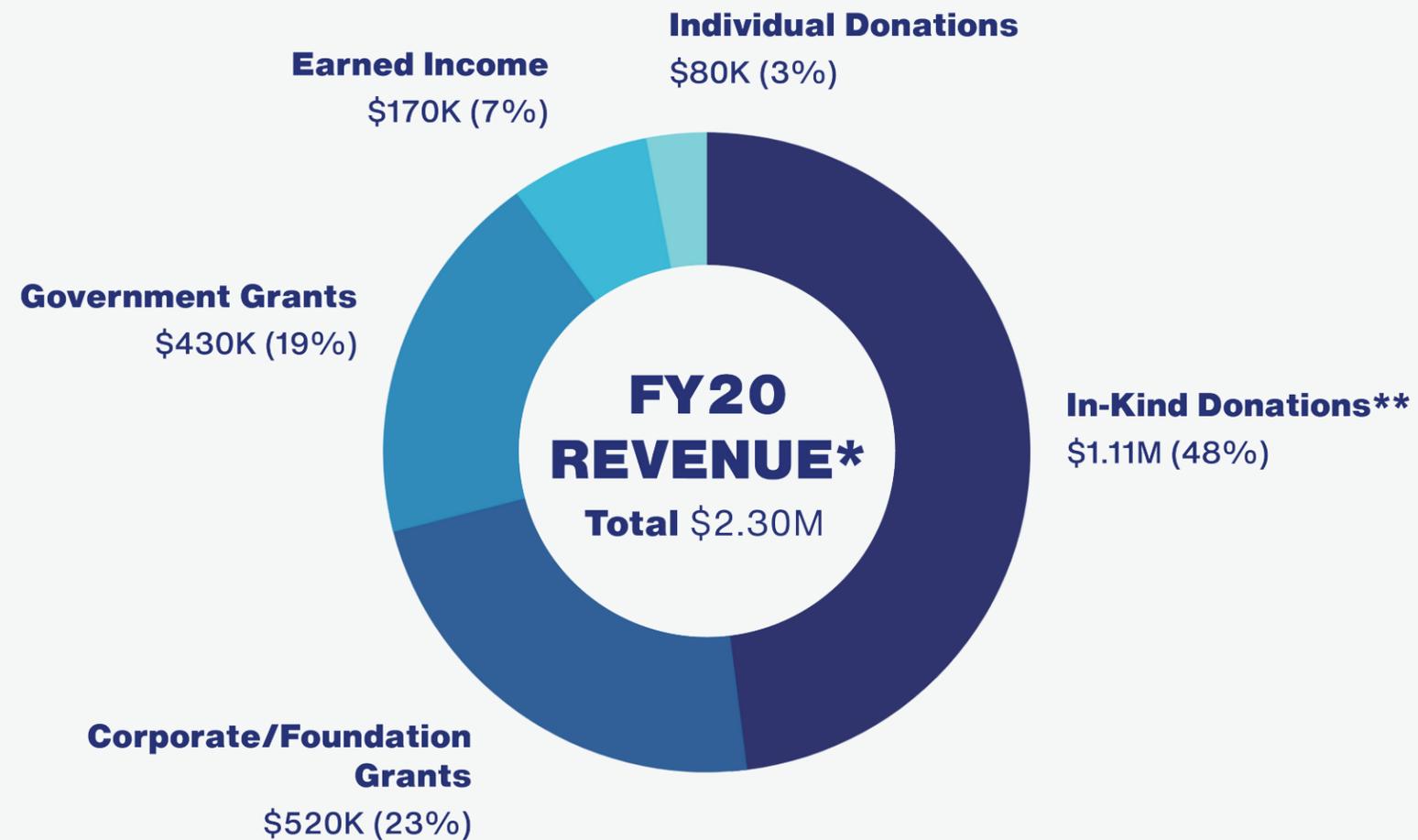
FINANCES AT A GLANCE

2000%

By strategically pivoting and catalyzing new partnerships to meet the needs of our community, Breaktime achieved a **2000% increase** in our topline gross revenue from FY19 (\$120K) to FY20 (\$2.30M)

97%

By leveraging significant in-kind support and operating a highly efficient model, Breaktime maximized resources going directly to our program, committing **over 97%** of our funds to program-related expenses and keeping overhead extremely low



* Unaudited financials for January-December 2020, which will be updated upon the completion of our audit

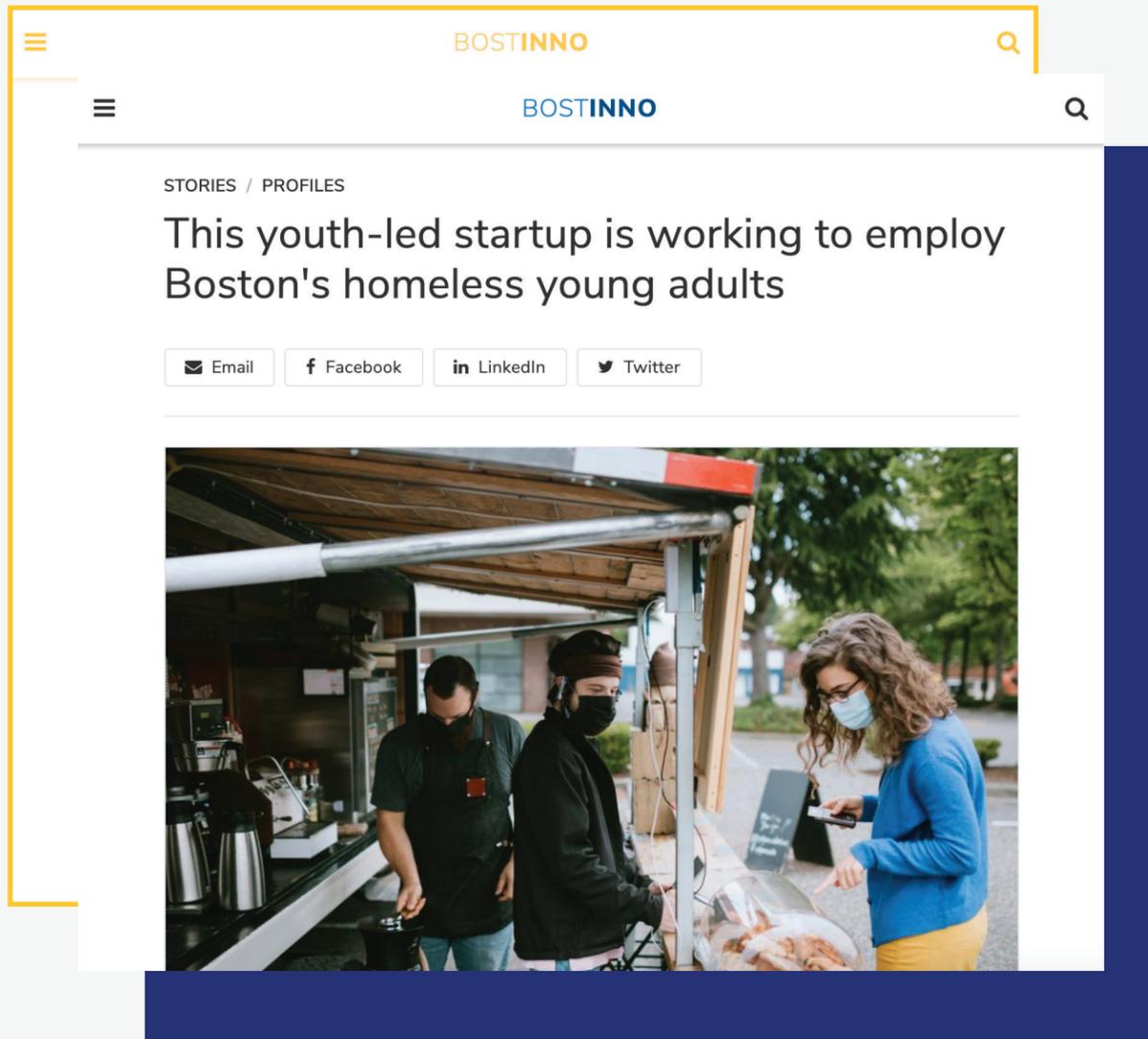
** In-kind revenue and expenses net to \$0



OUR WORK

BREAKTIME'S MISSION AND MODEL

Breaktime is a 501(c)(3) non-profit that empowers young adults experiencing homelessness to build sustainability in their lives while building resilience in their communities. We provide purposeful transitional employment through which young adults launch their careers, nurture their talents, and serve their communities. Through this early intervention that focuses on personal and financial empowerment, Breaktime helps prevent long-term homelessness and supports young adults in becoming changemakers.



One in 10 young adults between 18 and 25 years old experience some form of homelessness throughout a year in America, according to a 2017 study conducted by Chapin Hall.

Breaktime, founded in 2018 by Tony Shu and Connor Schoen, wants to help fix that. Breaktime is a nonprofit social enterprise that provides transitional employment opportunities to homeless youths in Boston. It focuses on employment, career mentorship and job advice.

— BostInno



EFFECTS OF COVID-19 AND PIVOT TO DOUBLE IMPACT INITIATIVE

1 in 8

1 in 8 Massachusetts residents is **experiencing food insecurity**

59%

Massachusetts is experiencing a **59% increase** in food insecurity, the largest relative increase compared to all other states

2020 was a year like no other and it taught us that overcoming obstacles only makes us stronger. When we paused construction on the Breaktime Cafe, our team quickly launched the Double Impact Initiative in collaboration with community partners to address the simultaneous crises of young adult homelessness and food insecurity. The Double Impact Initiative created paid, transitional employment opportunities for 25 young adults experiencing homelessness to prepare and serve meals to families in need across Greater Boston.



In a commercial kitchen on Boston's Portland Street near the TD Garden, a team of young people are preparing hot meals that will soon be delivered to hungry people in our community.

The people prepping and packing the meals, not too long ago, were hungry and homeless themselves.

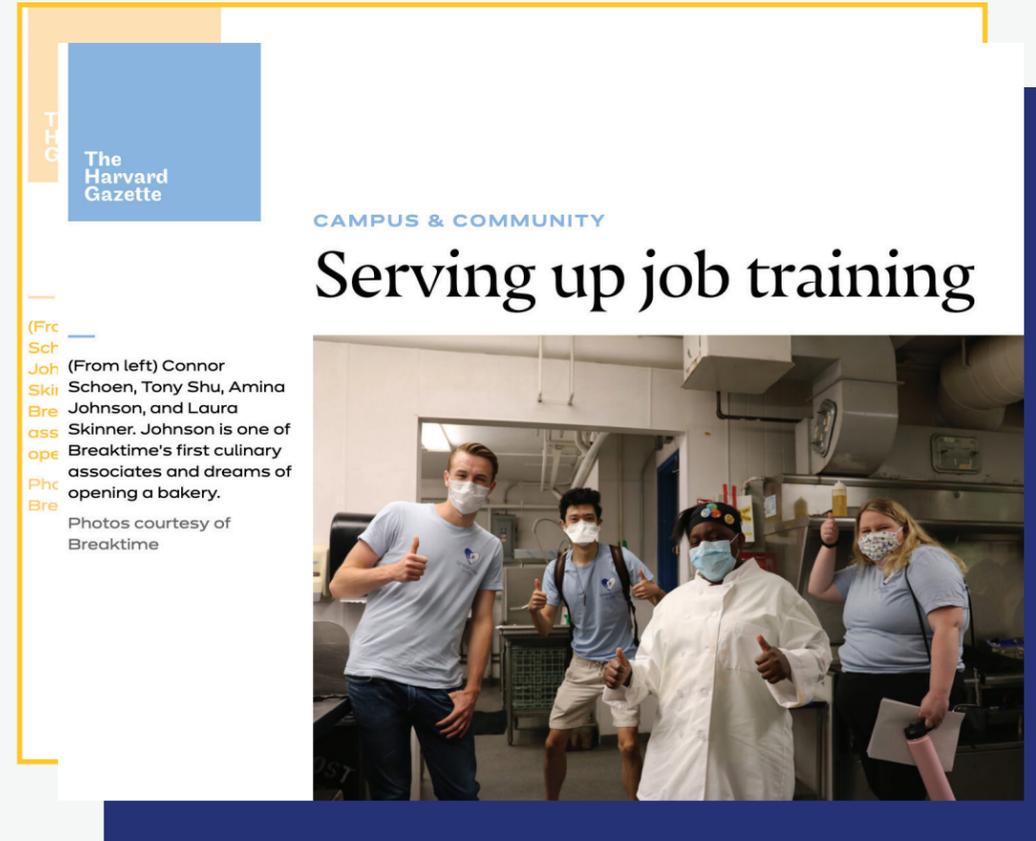
But thanks to a new youth-led organization called Breaktime and its partnership with Community Work Services, these employees are working and helping others who are walking the same difficult road they recently traveled.

— Boston 25 News



WHAT WE LEARNED IN 2020

- Young adults thrive when empowered with purposeful work in which they can use their skills and talents to give back to their communities
- Young adults want employment, not just another “program”
- We cannot tackle any one issue in society in isolation; we need to consider the complex intersections among different issues
- Staffing other programs’ essential operations allows Breaktime to efficiently scale our transitional employment model while building capacity across the nonprofit sector and providing purposeful employment to vulnerable young adults
- Labor is the largest limiting factor in the food resilience space
- Mission-driven nonprofits and companies are open and excited to double their impact by including young adults transitioning out of homelessness on their staff



It was only from letting go of this intense attachment to this one project that we were able to see that our model can be translatable to a lot of different areas.

Tony Shu, Co-Founder



Breaktime was **one of six non-profits** welcomed into the **Social Innovation Forum (SIF) Accelerator 2021 cohort!**

As a 2021 Social Innovator, Breaktime will receive access to more than \$150,000 of cash and in-kind services. Breaktime is specifically in the “Anything Goes: Innovative, Effective, and Sustainable Approaches to Our Region’s Toughest Social Issues” track.

SPREADING AWARENESS

Breaktime Blog

This year, we launched the Breaktime Blog, an online publication dedicated to educating, empowering, and spreading awareness about intersectional issues surrounding young adult homelessness. The Breaktime Blog is intended to expand our impact and grow our community through youth-created content related to Breaktime and ending young adult homelessness.

Op-Ed: How stereotypes and social stigmas made my experience

Op-Ed: How stereotypes and social stigmas made my experience with homelessness even more difficult...

This article was written by Kabrien Johnson, alumna of Breaktime, with an introduction written by Helen He.

Breaktime
Jan 30 · 7 min read



Homeless During the Holidays

How does the holiday season impact people experiencing homelessness?

Breaktime
Dec 30, 2020 · 6 min read



Hunger, Homelessness, and COVID-19

How has the pandemic exacerbated social injustices in American society?

Breaktime
Nov 22, 2020 · 9 min read



The Homeless Cannot #StayHome

What does the current health crisis look like for those without a home?

Breaktime
Apr 18, 2020 · 4 min read

CHECK OUT breaktime.org/blog

FOLLOW US ON INSTAGRAM @breaktime

Hunger and Homelessness Awareness Week

During the second week of November, we recognized National Hunger and Homelessness Awareness Week. We used our online platforms to share educational content with thousands of individuals. During this week, we mobilized an extensive network of community partners and thought leaders who joined our campaign to raise awareness on these topics.





IMPACT MODEL

Impact Categories

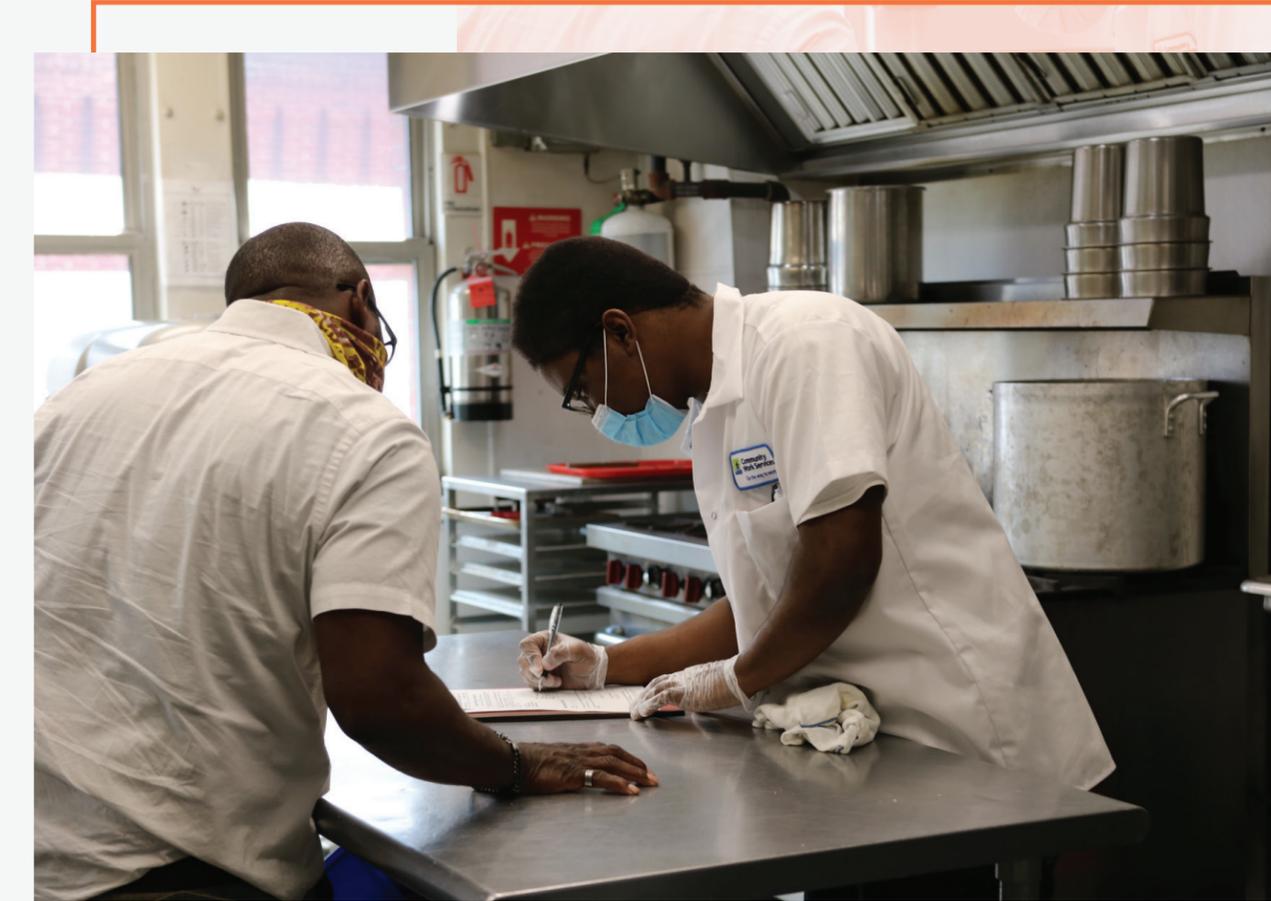
We measure our impact in three categories: **Engaged, Equipped, and Empowered**. We want to ensure that young adults are **engaged** in employment, education, and/or training; **equipped** with job readiness skills, financial literacy, and at least \$1,200 in savings; and **empowered** with the confidence to realize and reach their full potential.



Engaged

80% of Breaktime alumni secured employment after the completion of our program and continue to be employed

Breaktime Associates have developed a passion for and commitment to serving their communities and paying it forward to others.



ENGAGED



It's not just a job, they train you on life skills here, they train you on how to interact in a professional environment.

Cam,
Breaktime Associate

Equipped

- **On-the-Job Training:** Breaktime provides a hands-on opportunity to master successful workplace behavior and cultivate a variety of transferable skills
- **Matched Savings Program:** To support them in securing stable housing, Breaktime endows our associates with a one-to-one match on savings put aside throughout our program, enabling our associates to leave Breaktime with over \$1,000 in savings
- **Job Readiness Workshops:** Breaktime develops and coordinates engaging, interactive programming that focuses on professional communication, resume writing, interview skills, and more
- **Financial Empowerment Sessions:** Collaborative, discussion-based workshops focused on financial goal-setting, credit, debt, tax withholdings, and other key financial concepts
- **Career Exploration Days:** After taking a career aptitude assessment, Associates work to create and fill out a LinkedIn profile and begin the job search and networking process



Confidence

Empowered



Happiness



Purpose

ADDRESSING DUAL CRISES OF HOMELESSNESS AND FOOD INSECURITY

25

Breaktime employed **25 young adults** experiencing homelessness

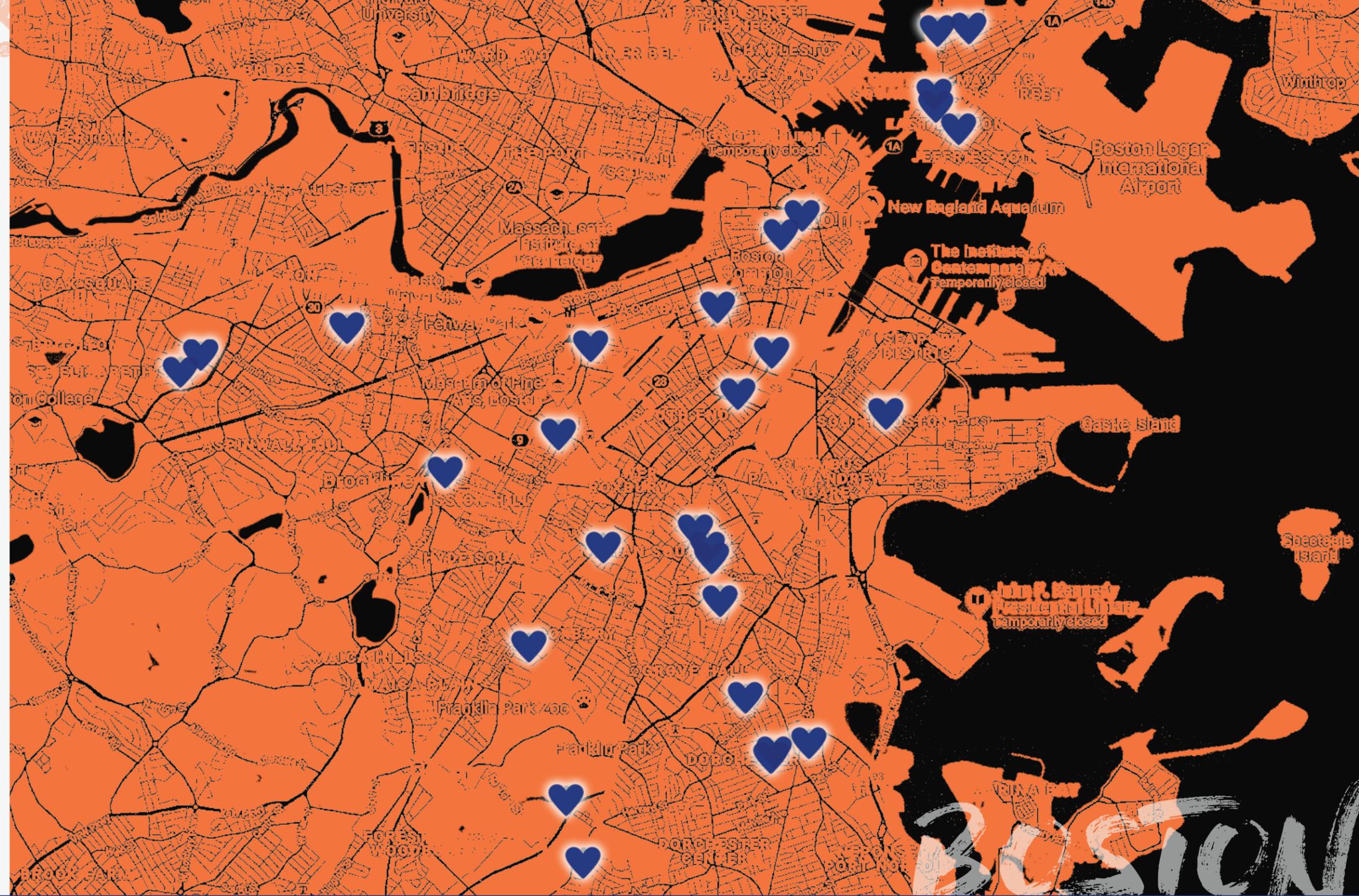
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Breaktime partnered with **30 meal sites** to serve meals in 2020

650,000

We served over **650,000 meals** to food insecure communities throughout Greater Boston

**MEAL SITES
BREAKTIME SERVED IN 2021**
(facing page)



CONTRIBUTION TO ECONOMIC OPPORTUNITY

Breaktime received the **2020 Next Century Award** in recognition of the new jobs we created in the state of Massachusetts during the pandemic. Thank you to the Associated Industries of Massachusetts for championing the power and potential of young people in the Massachusetts workforce!



25

Breaktime employed **25 young adults** experiencing homelessness

\$100,000

Breaktime generated **\$100,000 in wages** for young adults



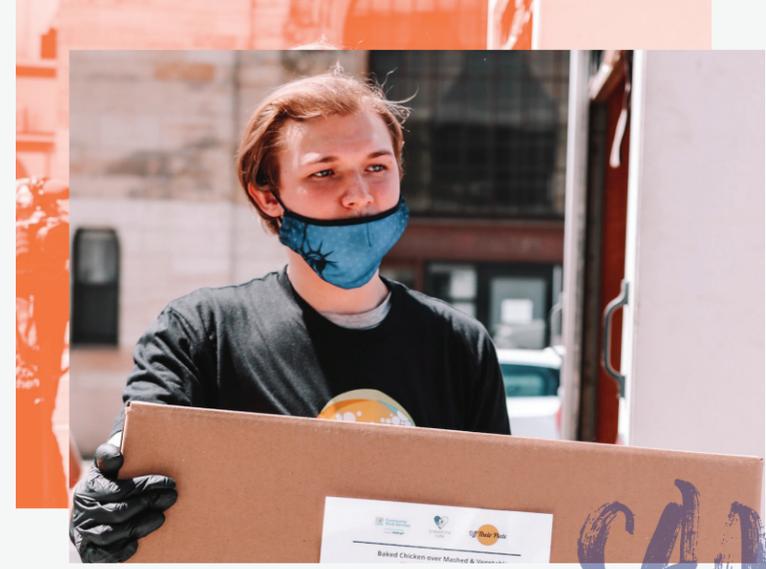
YOUNG ADULT TESTIMONIALS



AMINA

“When I was homeless it was hard asking for help or even taking help. It was scary, and I didn’t know what to do. I thought I was stuck. Working with Breaktime has given me a new sense of life and joy when I am doing this. I’m making meals for people, I am making sure people get fed.”

— Amina



CAM

“For the last 5 years, I’ve had no family, friends, anyone in my support corner to really help me get through my situation. I have been doing on my own for a really long time... Breaktime has given me a sense of comfort and a home.”

— Cam

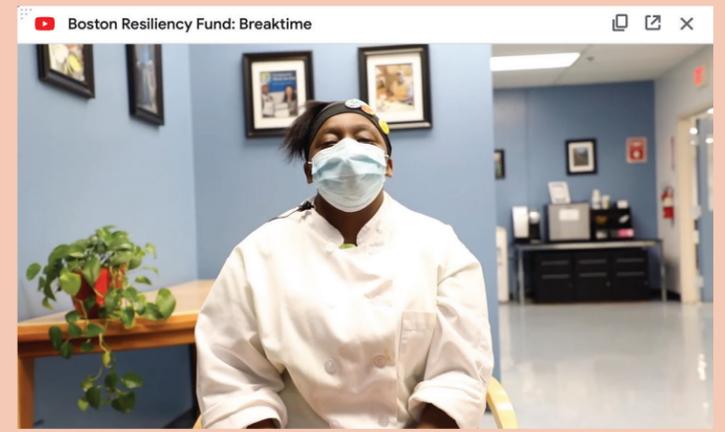
JANET

“[Breaktime] helped me... find my momentum back, like, just get back into working, getting back into basically being around people and working together as a team and stuff like that and just working in general. I haven’t worked in a long time, so for Breaktime to give me an opportunity to get back to work and stuff really helped me in my mental health and stuff like that.”

— Janet

CITY of BOSTON

City of Boston Spotlight Video



“I started cooking when I was actually...I was really young...just making the food, thinking about how it’s going to come out, you know, it’s all awesome. I remember nights where I didn’t really eat anything because of my depression... so I love giving back to the community.”

[Breaktime has] sparked a new interest in me and right now they’re helping me to get my goal of opening a bakery.”

— Amina



PARTNERSHIPS AND COLLABORATION

Breaktime's work in 2020 would not have been possible without remarkable collaborations with dozens of community partners across Greater Boston. From organizations that referred young adults to our program to organizations that facilitated last-mile distribution of our meals, partnership is central to every part of our work. Together, we shared resources, knowledge, and ideas to rapidly respond to crises and create long-term plans to build a more equitable society.



“ We are thrilled to call Breaktime a community partner since it's an organization that is founded and managed by young people who are working to provide opportunities for other young people experiencing homelessness.

— Denise Richard,
Martin Richard Foundation



“ Knowing that those who have experienced housing insecurity and homelessness are being given an opportunity to further their own career development and feel that sense of purpose as they are gaining skills and helping programs like Project Hope, to me, it feels like a match made in heaven.

— Sue Marble Cuthbert,
Project Hope



“ Food crisis and food insecurity is one of the biggest things that is hitting not only the immigrant community, but the whole community. [Breaktime is] putting hot meals every day into many cities.

— Antonio Amaya,
La Comunidad



“ I am proud to have Breaktime as an inaugural member of the accelerator portfolio at The Impact Factory, the new hub for social entrepreneurship I'm leading at The University of Texas at Austin. I believe Breaktime's model has great potential for scale beyond the Boston community.

— Michael K. Hole,
The Impact Factory

BREAKTIME TEAM



Joining the Breaktime Family has added so much happiness and meaning to my life. Working with Breaktime has allowed me to capture the stories and journeys of my peers experiencing homelessness and collectively work together to display the power and potential of young people.

— Sam Goodman,
Communications Director



I love being a part of the Breaktime Family because of the community of inspiring, action-driven optimists that I get the privilege of working with every day. I have learned so much from being a part of the organization, and I am looking forward to all of the growth we have coming in the future!

— Laura Skinner,
Development Director



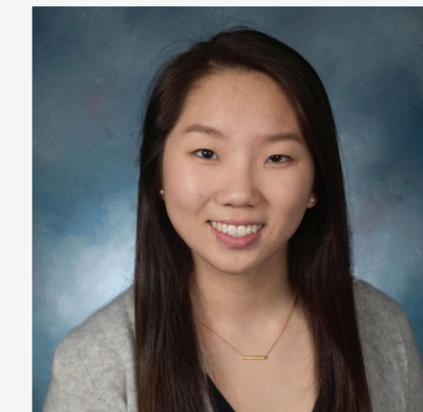
I love working for Breaktime because I love how everyone is committed to our mission of ending young adult homelessness. Everyday I am inspired by our team's dedication, creativity, and innovation as we work together to empower other young people.

— Emma MacKenzie,
Program Coordinator



I love Breaktime's warm and supportive environment and the innovative mindset of everyone on our team. It's clear to me that everyone is genuinely dedicated to helping end young adult homelessness, and it's inspiring to see my peers experiencing homelessness so eagerly giving back to their communities.

— Ben Workman,
Development Coordinator



Being part of Breaktime has given me an incredible opportunity to meet, work with, and learn from the young adults who join our program. Every single conversation I have with them reminds me of how much purpose and impact exists behind the work that we do.

— Helen He, Editor-in-Chief
of the Breaktime Blog

NEW SENIOR ADVISOR: MICHAEL BROWN

Breaktime is excited to welcome Michael Brown as a Senior Advisor of our organization. Michael Brown is the co-founder of City Year, an education nonprofit that mobilizes idealistic young people for a year of service in systemically under-resourced schools and promotes the concept of voluntary national service as means of building a stronger democracy. Michael led City Year for 30 years.



I am excited to be joining Breaktime as a Senior Advisor. Breaktime's innovative model for helping homeless young people not only gain stability in their lives but get on a path to meet their full potential is unique in its approach. The young adults behind Breaktime are deeply aware of the struggles that too many of their generation face including rejection at home, often for being LGBTQ, being under-skilled and having few prospects for stable housing, higher education or work opportunities. What the organization has done in such a short time and in the face of a global pandemic is remarkable. They adapted their program model to engage young adults on the margins of the nation's workforce in purpose-driven employment opportunities that meet pressing needs and have attracted an outstanding set of partnering organizations, philanthropies, and leaders to their cause. And best of all, Breaktime is just getting started!



Co-founders Connor and Tony were named to the **Forbes 30 Under 30** list for Social Impact. We thank Forbes for recognizing the power and potential of young people and for highlighting the tremendous growth and impact of Breaktime this year.

OUR CHAMPIONS



Left to right: Boston Mayor Marty Walsh, Tony Shu, Connor Schoen, David Long, and Melissa MacDonnell



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. During the pandemic, Breaktime has not only been able to create transformative transitional employment opportunities for young adults experiencing homelessness, but they have also empowered those young adults to address the crisis of food insecurity in Greater Boston. Breaktime, at its core, is a youth-led organization that centers youth and young adult voices and leadership in everything that they do.

It is Breaktime’s deep-rooted belief in the power and potential of young people that has enabled the organization to evolve effectively (from the Breaktime Cafe to the Double Impact Initiative to new programs that are still in the works) to best support young adults experiencing homelessness. We cannot wait to see what 2021 has in store for Breaktime!

— Melissa MacDonnell,
President, Liberty Mutual Foundation

Mark Daniel, Vice President, BlackRock:
“We are proud to support Breaktime in their mission to break the cycle of young adults experiencing homelessness. Their approach, focused on financial and personal empowerment and building resilience in their communities, aligns strongly with BlackRock’s purpose to help more and more people experience financial well-being, and our commitment to supporting the communities where we operate.”

Michael T. Kelly, Individual Donor:
“Breaktime is a combination of passion and action, resulting in scalable, positive changes for capable individuals. The only barrier to growth is more support from the business community.”

Off Their Plate:
Off Their Plate purchased over 15,000 meals from Breaktime to support frontline healthcare and shelter workers at the beginning of the pandemic.

OUR CHAMPIONS

\$250,000 and up:

Boston Resiliency Fund
Costa Fruit & Produce, Co.*
Greater Boston Food Bank*

\$100,000 - \$249,999:

Jane's Trust
Katsiroubas Bros*

\$50,000 - \$99,999:

John Hancock
Liberty Mutual Foundation**
Mabel Louise Riley Foundation

\$25,000 - \$49,999:

COVID-19 Response Fund at the
Boston Foundation
Eric Mindich

\$10,000 - \$24,999:

Berkshire Bank Foundation
BlackRock
Church Home Society

Eastern Bank Charitable
Foundation

Martin Richard Foundation
MassMutual Foundation
One Young World
The Beker Foundation

Jason H. and H. Naomi Tomfohrde
Foundation

Tufts Health Plan Foundation
U.S. Small Business Administration
William and Anngenetete Tyler
Fidelity Charitable Gift Fund

\$5,000 - \$9,999:

Anonymous
Boston Area Gleaners*
Bushrod H. Campbell and Adah F.
Hall Charity Fund
Cambridge Savings Charitable
Foundation
Forest Foundation
Harvard Innovation Labs
Haymarket People's Fund
Henry E. Niles Foundation
Henry J. Kaiser Family Foundation

Highland Street Foundation
Mary and Gary Pforzheimer
Plymouth Rock Assurance Foundation
The Equality Fund at the Boston
Foundation

\$1,000 - \$4,999:

Andrew Brengle
Anonymous
Cambridge Trust Company
Elizabeth Tylko
Francis Sin and Christopher Reddy
Harvard Consulting for Business and
the Environment
Harvard/MIT Cooperative Society
Helen Jaffe
Hongying Xie
James Galli
John Chany Trust, Bank of America,
N.A., Trustee
Lovin' Spoonfuls*
Maggie Berry
Microsoft
Mike Dillon
Michael T. Kelly

People's United Community
Foundation of Eastern
Massachusetts
PricewaterhouseCoopers
Verizon Foundation

\$100 - \$999:

Abby McElroy
Alexandra Bowers and James Liu
Anya Pforzheimer
B. Andrew Zelermyer
Beth Cooney
Bob Giannino
Christian Flynn
Christine Brown
Courtney L. Trautman and
Sherwood Hughes
Daniel Cohn
David Laibson and Nina Zipser
Debra Moniz
Dina Brownstein
Dionna Di Pierro
Douglas Kent and Craig Edwards
Elizabeth Honji
Gerald Walsh

Hal Tepfer
Jan Goodman
Jerrica Li
John and Marylou Domino
Joseph Barretto
Josh Chalmers
Kate Crowther
Laura DePontbriand-Bassick
Lisa Rubenstein
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Mark Schoen
Mary and Don Ryan
Michael Brown and Charlotte Mao
MJ Chang
Paul Bottino
Paul Bittenwieser
Peter Hill
Rashmi Ramaswamy
Rick Bornstein
Robert Whitman
Robert O'Donnell, Jr.
Roma Mayur
Rosalind Hill
Sarah Damiani
Scott Haywood

Shamez, Ilyse, Sam and Troy Kanji
Stephanie Lustgarten
Steve Leveen
Sue and Bernie Pucker
Susann Benoit
The Memorial Church at Harvard
University
The Vertex Foundation
Tommy Monaco
Cityscapes Plant Care
Vaughn Horn
West End Civic Association
Wilichowski Family
Yanina Barrera

*** In-Kind Supporter**

**** Includes part of a multi-year gift**

This list includes the generous support we received between January 1, 2020 and December 31, 2020. We regret any omissions or errors.

SNEAK PEEK OF 2021

After a year of tremendous growth and evolution for our organization, Breaktime has entered 2021 with ambitious goals to further our mission of breaking the cycle of young adult homelessness. To meet this goal, we have deepened our partnerships with local community organizations and businesses to create more purposeful transitional employment opportunities that empower young adults to build stability in their own lives while building resilience in their communities.



Action for Boston Community Development (ABCD):

“ABCD is very excited to partner with Breaktime to create training and employment opportunities. Breaktime has developed an important approach to helping clients achieve economic stability. ABCD, through our employment training efforts, seeks to meet individuals where they are to help them get to where they are going by way of employment. By recognizing we can do more by working together, we serve our clients more fully and more effectively.”

— Ronald Marlow,
Director of Workforce Development and Alternative Education



American Heart Association:

“Homelessness can be a steady stressor that increases the risk factors for heart attacks, strokes, and other cardiovascular issues. The American Heart Association is proud to partner with Breaktime to address this issue among young adults in our region. We look forward to continuing working to promote health equity, sustainability, and community transformation in Greater Boston.

— Jay Blackwell,
Executive Director



Catholic Charities Boston:

“Catholic Charities is very excited to partner with Breaktime. Breaktime has been an invaluable resource for our programs during this pandemic. Breaktime’s Associates and resources have allowed Catholic Charities to keep many shelter and community families safe and secure. We are looking forward to continuing and expanding our relationship.

The Breaktime Associates working in our Somerville pantry are professional and helpful. It’s great to see they are mission oriented and truly want to help our families.”

— Stephen Fulton,
Deputy Director

Thank you so much for reading Breaktime’s 2020 Annual Report, and thank you to our team members and Associates who brought this report to life.

As we look forward to 2021, we are eager to apply the lessons we have learned to sustain and expand our ability to address young adult homelessness. We commit to continuing to center diverse youth voices in our decision making processes. We look forward to working with our deeply valued current and new partners to ensure that our young adults have access to all of the resources and support they need to launch their careers and lead thriving lives. We cannot wait to share this journey with you all, our beloved community.

In particular, we are excited to share with you further evolutions in our program model that are currently underway. We are hopeful that these new developments, made possible by our experience and your support, will enable us to create even more opportunities to empower young adults experiencing homelessness to nurture their talents, launch their careers, and serve their communities.

We have big things planned for 2021.

Join us at breaktime.org/donate

THANK YOU



breaktime