



ALL SQUARE

noun, adjective [ōi skwair]

(1.) someone who has paid their debts to society (2.) a community that supports the lives, dreams, and hustle of those impacted by the system (3.) a response, a brand, a solution (4.) free to keep that shit moving forward

Investing in the minds and lives of those impacted by the criminal justice system

SEE OUR IMPACT



United Nations Sustainable Development Goals addressed with this program:



3.4



4.4



8.5



10.2

THE SOCIAL IMPACT OF ALL SQUARE

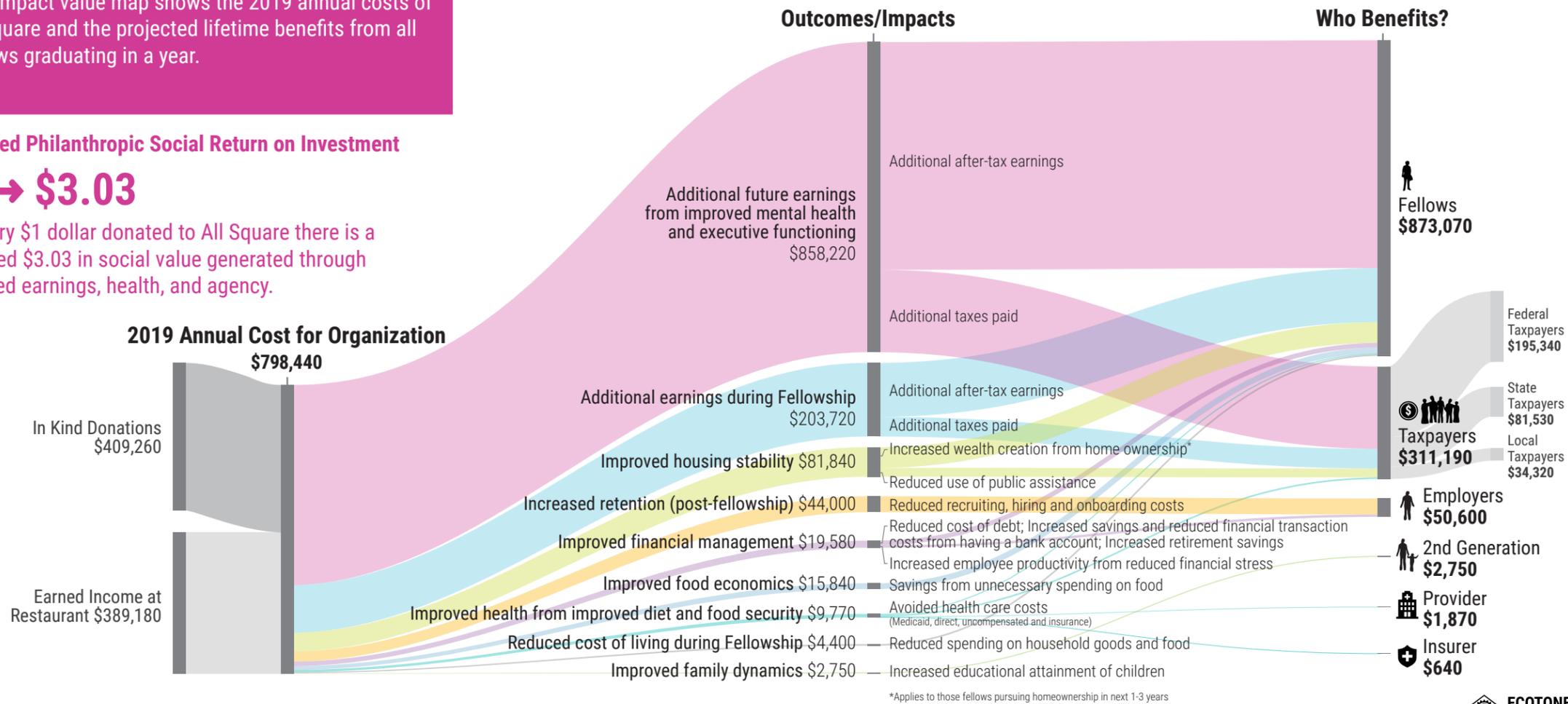
This impact value map shows the 2019 annual costs of All Square and the projected lifetime benefits from all Fellows graduating in a year.

Projected Philanthropic Social Return on Investment

\$1 → \$3.03

For every \$1 dollar donated to All Square there is a projected \$3.03 in social value generated through improved earnings, health, and agency.

Estimated Return on Investment: \$1,240,120



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LOGIC MODEL

THEORY OF CHANGE: Building on Fellows' skills and goals to foster economic mobility and agency

INPUTS	ACTIVITIES	OUTPUTS	SHORT TERM OUTCOMES	INTERMEDIATE OUTCOMES	LONG TERM OUTCOMES	IMPACTS
<ul style="list-style-type: none"> Justice-impacted individuals navigating barriers that stem from having a criminal record Fellowship program structure, which includes wellness and professional development Fellowship costs, including wages, etc. In-kind donations 	<ul style="list-style-type: none"> Restorative programming Strength based coaching aligned to Fellows' goals "Business 360" - Live Business Lab experiences with holistic view connecting Fellowship time Continuous connection to various supports and resources as Fellows request Extensive course work in entrepreneurship training and leadership development 	<ul style="list-style-type: none"> # New Fellows onboarded (per year, per cohort, etc.) # Fellows retained \$ Wages paid to Fellows per hour # Fellows finding employment/ education outside of All Square post-fellowship Professional credentials/ certifications received # connections made for Fellows to other organizations/ individuals 	<ul style="list-style-type: none"> ↑ Awareness and access to educational opportunities ↑ Soft skills ↑ Work experience and awareness of opportunities ↑ Access to housing, childcare, transportation ↑ Financial savviness ↑ Health and wellness ↑ Tailored counseling support 	<ul style="list-style-type: none"> ↑ Educational enrollment ↑ Employment rate ↑ Skills and work readiness ↓ Subsidization, proportion of income on housing ↑ Credit score ↑ Increased planning for retirement ↓ Chronic diseases, anxiety and depression ↑ Social connectedness 	<ul style="list-style-type: none"> ↑ Educational attainment ↑ Earnings, retention, and rates of entrepreneurship ↑ Housing stability and homeownership ↓ Debt ↑ Savings ↑ Physical and mental health ↑ Quality of life 	<p>Societal:</p> <ul style="list-style-type: none"> ↑ Racial equity ↑ Sense of community built with other organizations ↑ Social capital <p>Individual:</p> <ul style="list-style-type: none"> ↑ Self-efficacy ↑ Leadership ↑ Economic mobility ↑ Independence
Annual cost: \$798,440			Projected Lifetime Benefits: \$1.24 million			

Education/Training | Employment/Career | Family Stability | Financial Management | Well-being

AllSquare FIVE DIMENSIONS OF IMPACT



- WHAT:** Increased agency through employment and career advancement, sustainable mental health, family stability, education, financial management and network development
- WHO:** Justice-impacted individuals navigating barriers that stem from having a criminal record in the Minneapolis-St. Paul area
- HOW MUCH:** All Square serves 14 fellows per cohort, 28 annually, with a cohort lasting approximately 12 months. Every 6 months a new cohort begins, allowing for overlap between new and old Fellows.
- CONTRIBUTION:** All Square services are evidence-based, showing additional value created beyond what would otherwise be achieved and for Fellows who otherwise have limited access to these services.
- IMPACT RISK MITIGATION:** All Square's Fellowship is adaptive to the Fellow, providing support where its desired, with an innovative accountability system to boost program retention and leverage Fellows' assets, skills and address barriers.

KEY PERFORMANCE INDICATORS (KPIs)

SCALE KPIs	Current
Number of Fellows served	14 with 11 graduates
Total income earned by Fellows	\$250,000+
Number of therapy sessions delivered	177
QUALITY KPIs	Current
Average hourly wage	\$16.75-\$17.80
Hours worked per week	30
Number of therapy sessions per Fellow	14.75

LETTER FROM THE CEO

Dear Community,

As a civil rights social enterprise, we exist as a response and a solution to mass incarceration and the racism and oppression that accompany it. Our work is centered on investing in the minds and lives of those who have been impacted by these systemic inequities.

One of the primary ways that we invest in justice-impacted individuals is through our 12-month Fellowship, which has already had the honor of celebrating a new wave of legal practitioners, business owners, and community leaders. Our hope for each of our Fellows extends far beyond gainful employment. We aim to collaborate with Fellows to engender dreams and professional trajectories that yield health, wealth, and a field of social capital.

To all who support our business, our brand: Thank you. In the wake of George Floyd, we are more motivated than ever to be working alongside countless criminal justice leaders, advocates, attorneys, and organizers to fundamentally transform the world as we know it.

Much love and in solidarity,
EMILY HUNT TURNER, Founder & CEO



TESTIMONIALS



"All Square means a lot to me because of the grace and mental clarity the fellowship provided. Not only did I have a year of solid employment, but I also had a dedicated day to my personal and professional development, which helped me to focus and better myself and my relationships (new and old). Because it is such a safe place, it became more than a job. The positive culture created a place that welcomed hard work and friendship because of the respect and loyalty given by the leadership team, who you can trust to be fair and understanding. To put it simply: they want the best for you and yours without the bullshit bias. It is naturally genuine Love."

TERREIN GILL, 2020 Fellow



"I became involved with All Square at such a critical time in my life. The fellowship provided structure, promoted healing and gave me a safe place to pursue my dreams. I am forever grateful to be a part of the All Square family. This program has changed my life for the better. The mission/values of this organization are incredibly important and I feel strongly that All Square will continue to uplift individuals like me who deserve investment."

AUBRIE MARSHALL, 2020 Fellow



"The All Square fellowship has put my future and my business into perspective. It has also helped me realize that I have a future despite my criminal record, and my life matters. The fellowship has not only given me hope, it has given my family hope, helping to create a stronger relationship between us and creating the support I have always craved from them. Beyond this, All Square has given me a second family. The co-workers and managers I have here are not like any jobs before. They have really given my life purpose. I can't wait to be a part of what we all accomplish next."

RAYGNE PARKER, 2020 Fellow

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Impact Overview | January 8, 2021

We're thankful for our local support.

Crystal Farms Dairy is a critical ingredient in our success, donating nearly 100% of the cheese and butter served in our restaurant.

It Takes a Farm, and Lots of Cheese!

