



2-1 **Homework** Name _____

1. Write the numbers going down to see the tens.

1	11	21	31	41	51	61	71	81	91	92
2	12	22	32	42	52	62	72	82	92	
3	13	23	33	43	53	63	73	83	93	
	14	24	34	44	54	64	74	84	94	
	15	25	35	45	55	65	75	85	95	



Based on FY24 Data

OUR VISION

All youth grow up to lead fulfilling lives fueled by their passions, talents and a love of learning

OUR MISSION

To empower the youth in our community with equitable access to social, academic and career opportunities to thrive

CORE VALUES

- CURIOSITY:** We wonder why things are and explore fearlessly
- RESPECT:** We honor our community and our diversity
- OWNERSHIP:** We step up and take responsibility for our learning and actions
- GANAS:** We keep going when it's tough
- UNITY:** We are inclusive and support each other to reach our goals
- EQUITY:** We elevate the strengths and support the needs of those around us

COVER PHOTO: KEEFTON, A 2ND GRADER AT BGCP'S SUNSHINE GARDENS ELEMENTARY SCHOOL SITE IN SOUTH SAN FRANCISCO

BGCP AT A GLANCE

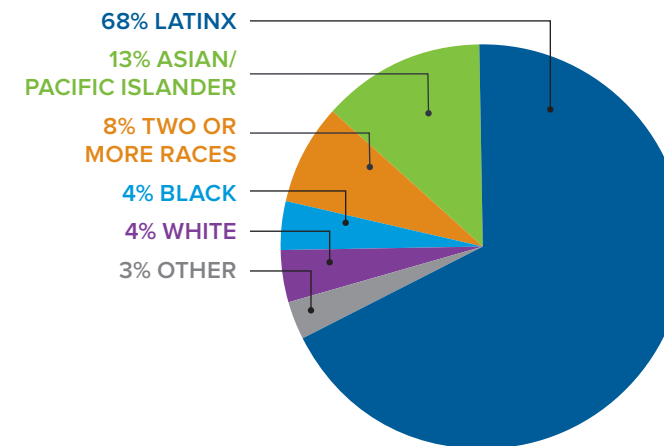
Silicon Valley is renowned for its culture of growth, innovation and possibility. As a result, it's home to some of the wealthiest zip codes in the country. But too many young people in our community are unable to access the many opportunities that make Silicon Valley such a dynamic place to grow up.

At BGCP, we believe all youth have talent and potential. The arbitrary circumstances into which children are born should not determine their outcomes in life. We level the playing field so our students' futures can be determined by their own actions.

4,826
FY23 ACTIVE MEMBERS

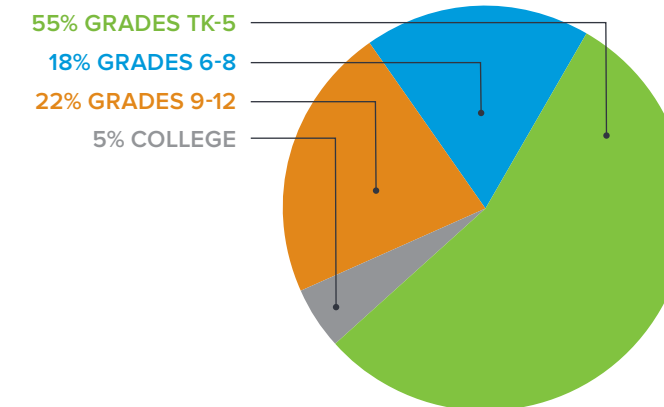
79%
OF BGCP STUDENTS ARE SOCIO-ECONOMICALLY DISADVANTAGED*

RACE/ETHNICITY

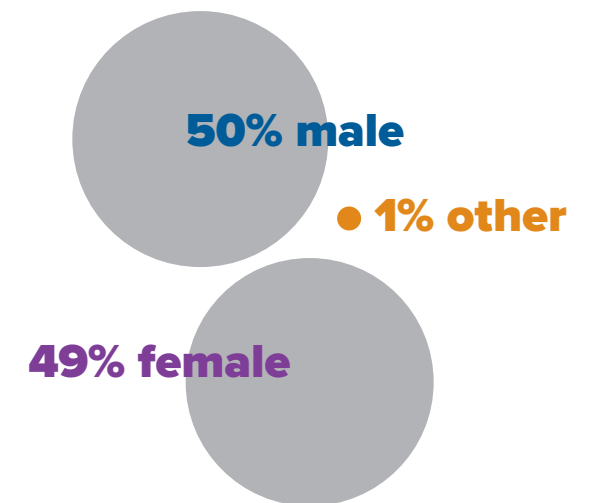


85%
OF BGCP STUDENTS' CAREGIVERS REPORT THEY DO NOT HAVE A COLLEGE DEGREE

AGE



50%
OF BGCP STUDENTS ARE ENGLISH LANGUAGE LEARNERS



* Students are considered socioeconomically disadvantaged if they qualify for free- or reduced-price meals or are considered migrant, fostered, or unhoused. In a family of four people, a student would qualify if the family makes less than \$55,000/year. Although the state offers free meals to all students, the qualifications listed above are still used to determine who is considered socioeconomically disadvantaged.

MESSAGE FROM THE CEO



“THE MOST IMPORTANT THING WE DO EVERY DAY IS DECIDE HOW TO SPEND OUR TIME.” This was the mantra of Peter Fortenbaugh, Boys & Girls Clubs of the Peninsula’s trail-blazing CEO of 20 years. Peter passed away in October 2022 after an eight-year battle with cancer, and while we so dearly miss him at BGCP, he lives on through an incredible legacy of student impact. We’ve taken Peter’s mantra to heart, and we’ve spent our time on what matters most to us: closing the opportunity gap and making our community a great place for *all* kids to grow up.

The 2023 fiscal year was one of historic impact across our BGCP community! Together, we empowered more youth than ever before with access to opportunities that help them thrive in school and beyond. FY23 highlights include:

- **A COMPLETED MERGER.** We joined forces with Mid-Peninsula Boys & Girls Clubs and Boys & Girls Clubs of North San Mateo County. While we’ve historically opened one new site per year, in FY23, we opened eight new sites and grew from 16 sites across three school districts, to 24 sites across eight school districts. **We’re now the largest expanded-learning provider in San Mateo County.**
- **UNPRECEDENTED STUDENT IMPACT.** We grew from serving 2,800 active members in FY22 to 4,800 in FY23. This is a 71% increase in students who are accessing our academic programs, mental health services and extracurricular enrichment activities (completely free of cost!) during a time of extraordinary need in the wake of the pandemic.
- **A BALANCED BUDGET.** We knew that such tremendous expansion would require a significant budget increase. Our budget grew from \$21 million to \$28 million. While acknowledging the inherent financial challenges of a 33% increase, we believed this was the right thing to do because our kids needed us. I’m pleased to share that thanks to the incredible work of our staff (now 350 strong!), the Board and our broader Team BGCP community, we balanced our budget.



CELEBRATING THANKSGIVING WITH STUDENTS AT TAFT ELEMENTARY SCHOOL IN REDWOOD CITY

So, what’s next? We know that our community’s most vulnerable youth still grapple with the far-reaching impacts of the pandemic, including learning loss and mental health challenges.

More than 29,000 youth in San Mateo County come from socioeconomically disadvantaged neighborhoods. They face significant barriers to accessing opportunities that will help them thrive in school and beyond. So, we will continue expanding and

deepening our services during this unprecedented time, while setting BGCP up to thrive far into the future for students and families. This year, we will focus on four key priorities:

- 1. IMPACT EXPANSION:** Open five safe, new program sites and expand existing programs to serve more of the 29,000 socioeconomically disadvantaged students in our San Mateo County community. In FY24, we project serving more than 5,300 active members at 29 sites.
- 2. QUALITY PROGRAMS:** Scale with quality. The goal is to always better serve our students, so we continually revisit our program design through the lens of more effectively achieving our vision of all students growing up to lead fulfilling lives, fueled by their passions, talents, and a love of learning. This year we will focus on Kinder-3rd Academics and Middle-School Programs.
- 3. PEOPLE:** Ensure we have quality, well-trained people in place to best serve our students. Staffing is one of our biggest operational challenges as we continue to scale, so we will invest in restructuring our People Team and introduce more effective systems and solutions to support our operations at this scale. We want BGCP to be a great place to work and grow professionally, because we know when our staff thrive, our students thrive.
- 4. FINANCIAL SUSTAINABILITY:** Balance the urgency we feel to serve more students with the need to grow in a responsible, sustainable way. With a budget of this size, we need to think about different strategies and approaches to operate more efficiently with scale and consistently raise money at this level.



HONORING 2023 YOUTH OF THE YEAR, SHADI, WITH REDWOOD CITY CLUBHOUSE LEADERS CHERIE KABBA AND MIKE JONES



ENCOURAGING KINDERGARTENERS AT THE ORANGE PARK CLUBHOUSE IN SOUTH SAN FRANCISCO

This BGCP Report to Stakeholders reflects on our past year’s impact and looks ahead to our future, as we strive to achieve our vision. You’ll hear the stories of some of our talented, hard-working youth and meet some of our committed staff who dedicate themselves to unleashing our students’ potential.

As we continue to grow and deepen our impact, it will take increased effort and engagement from all of us to meet our ambitious goals. Fortunately, Team BGCP is a Dream Team, composed of community members with shared values and an unwavering belief in the potential of all kids. I’m confident we will continue to step up to meet the need and further our mission for students and families. Thank you for your partnership!

With appreciation,

Jenny Obiaya

Jenny Obiaya
BGCP Chief Executive Officer

SCALING TO BETTER SERVE SAN MATEO COUNTY'S YOUTH AND FAMILIES



- ★ Clubhouses (4)
- Existing School Sites (20)
- FY24 New School Sites (5)

LAUNCHING EIGHT NEW SITES IN FY23 to serve students in Mid- and Northern San Mateo County stretched our organization. Our staff, Board, school community partners, volunteers and donors came together as “Team BGCP,” and we made it happen for our community. The merged BGCP now serves students from East Palo Alto in the south to Daly City in the north.

Both a highlight and challenge of the merger was getting to know and understand four new and vastly different school districts across Northern San Mateo County. We are the “second shift” at our schools, and we strive to seamlessly extend the school day and year to build on the learning done during traditional academic hours. So, the strength of our partnership and alignment with school districts is essential to optimizing our collective student impact.

We’re deeply grateful for the partnerships we have with the following districts:

- Bayshore Elementary School District
- Jefferson Elementary School District
- Jefferson Union High School District
- Ravenswood City School District
- Redwood City School District
- San Mateo-Foster City School District
- Sequoia Union High School District
- South San Francisco Unified School District



AN ORANGE PARK CLUBHOUSE MEMBER ENJOYS THE GAMES ROOM, A FEATURE IN EVERY BGCP CLUBHOUSE

Continued Growth in FY24

As we began planning for the 2023-2024 school year, 11 additional school principals asked for us to start supporting their students (afterschool and during the summer), a reflection of the significant unmet need in our community. We wish we were in a position to fund and staff 11 additional schools right away, but we need to grow in a sustainable way, as continuity of service for our students and families is paramount.

Working closely with our school partners, we prioritized expanding to five new sites in FY24:

- El Camino High School in South San Francisco
- Lead Elementary School in San Mateo
- McKinley Institute of Technology (middle school) in Redwood City
- Sunnybrae Elementary School in San Mateo
- Thomas R. Pollicita Middle School in Daly City



SUNSHINE GARDENS ELEMENTARY SCHOOL STUDENTS FOCUSING DURING POWER HOUR, A DEDICATED TIME FOR ACADEMICS



ACADEMIC SUPPORT

A TROUBLING CONSEQUENCE of our community's inequitable access to opportunities for youth is a significant academic gap. In San Mateo County, **only 25 percent of third graders from disadvantaged circumstances are literacy proficient**, compared to 71 percent of students from non-disadvantaged backgrounds.

And the pandemic led to learning loss that disproportionately impacted our community's most vulnerable youth: so every minute matters. **BGCP students have up to 830 additional learning hours over the traditional school year alone.** We work to even the academic playing field by providing students with free academic programs like tutoring, homework help, literacy programs and college advising—supports that might otherwise be out of reach. As a result, 91% of school partners say BGCP has had a positive impact on students' success in school.



BGCP STUDENTS—LIKE THESE AT SUSAN B. ANTHONY ELEMENTARY SCHOOL IN DALY CITY—HAVE ACCESS TO 830 ADDITIONAL LEARNING HOURS OVER THE TRADITIONAL SCHOOL YEAR

Given the severity of the learning loss we're seeing across our students, in FY23 we invested in a team of academic coaches—former teachers and school leaders—led by our Vice President of Program Strategy and Staff Development José “Dr. J” Gonzalez. This team is charged with leading ongoing professional development for staff and coaching instructors in real-time as they work with students. When our staff thrive, our students thrive, so ensuring our team has the skills and knowledge to best serve the learning needs in our classrooms is essential.

FY24—New K-3 Academic Centers

In response to the widening academic gap, we have revised our Kindergarten through 3rd grade academic programs (historically focused on homework support) to target learning gaps and establish academic foundations. We see too many second and third graders who don't know all their letter names and sounds, or who struggle to count to 100.

91%

OF SCHOOL PARTNERS SAY BGCP HAS HAD A POSITIVE IMPACT ON STUDENTS' SUCCESS IN SCHOOL

This year, we're rolling out K-3 Academic Centers. Students will rotate to different high-impact learning stations, including daily phonics and math tutoring, online learning programs, Kumon-style tutoring activities and independent reading.

One of BGCP's challenges is how to best measure our impact, given the holistic, long-term approach we take to support students. These Academic Centers position us to more concretely collect data comparing students in our program to their non-BGCP school peers, and we look forward to reporting our results and learnings in next year's Report to Stakeholders.

Longer term, we believe with stronger academic foundations, more of our students will be prepared to grow into our Future Grads college access program.



BGCP HIGH SCHOOLERS HAVE ACCESS TO TUTORING AND COLLEGE ADVISING

FUTURE GRADS: YEAR SEVEN


644

ACTIVE FUTURE GRADS STUDENTS


95%

OF BGCP FIRST-YEAR COLLEGE STUDENTS PERSISTED TO THEIR SECOND YEAR (22% HIGHER THAN THE NATIONAL AVERAGE)


100%

OF FUTURE GRAD SENIORS WERE ACCEPTED TO 4-YEAR COLLEGES (81%) OR ENROLLED IN COMMUNITY COLLEGE (19%)

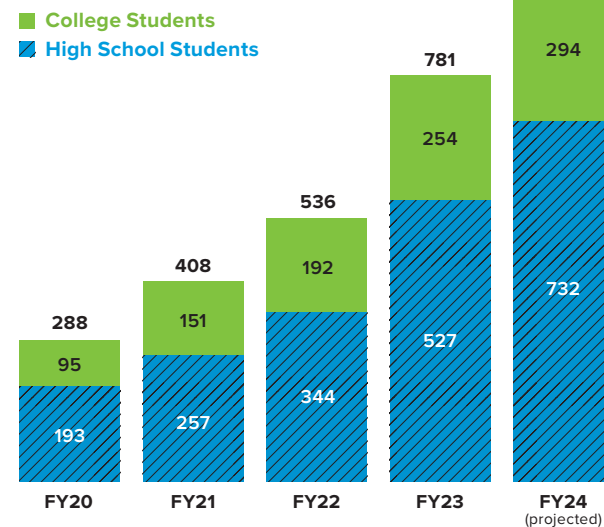
Future Grads supports first-generation college-bound students from their sophomore year of high school to *and through* their post-secondary education. Our holistic program provides academic assistance, mentorship, guidance in college selection, individualized support with college and financial aid applications, and counseling to keep students on the path toward their post-secondary goals. For first-generation college-bound students, this comprehensive support is critical to post-secondary success. Complex college and financial aid systems can be hard to navigate for parents who have not been through the process themselves, and the exorbitant cost of private college coaches makes them out of reach for our students.

In FY23, we served 781 Future Grads students, including new cohorts of students in North San Mateo County at South San Francisco, Jefferson, and Westmoor high schools. Of our 81 Future Grads high school seniors, 66 were accepted to 4-year colleges. The remaining 15 enrolled in community colleges. UC acceptances were highest at UC Irvine and UC Davis, and CSU acceptances were highest at San Jose State and San Francisco State.

Additionally, 95% of our first year college students successfully completed their first year of college (much higher than the national average of 73%)!

Through our expansion efforts, we have learned the need for Future Grads is especially high in

FUTURE GRADS*



*Students served

the northern part of San Mateo County where few programs with the same track record for impact exist. In June 2023, we held our first-ever Future Grads Summer Academy at Skyline College for rising high school sophomores from northern San Mateo County. This included students from our newest Future Grads site at El Camino High School in South San Francisco. In just three years, these students will graduate high school and become the first in their families to go to college (see photo on page 11).



161 RISING SOPHOMORES FROM JEFFERSON HIGH SCHOOL, WESTMOOR HIGH SCHOOL, SOUTH SAN FRANCISCO HIGH SCHOOL, AND EL CAMINO HIGH SCHOOL PARTICIPATED IN OUR FIRST-EVER SUMMER ACADEMY AT SKYLINE COLLEGE

CLASS OF 2023 COLLEGE AND UNIVERSITY ACCEPTANCES

- | | | |
|---------------------------|-----------------------------------|-----------------------------------|
| American University | Occidental College | UC Irvine |
| Boston University | Rensselaer Polytechnic Institute | UC Merced |
| CSU, Bakersfield | Rochester Institute of Technology | UC Riverside |
| CSU, Channel Islands | San Diego State University | UC San Diego |
| CSU, Chico | San Francisco State University | UC Santa Barbara |
| CSU, Dominguez Hills | San Jose State University | UC Santa Cruz |
| CSU, East Bay | Santa Clara University | University of Laverne |
| CSU, Fresno | Seattle Pacific University | University of Oregon |
| CSU, Fullerton | Sonoma State University | University of Portland |
| CSU, Long Beach | Stevens Institute of Technology | University of Redlands |
| CSU, Monterey Bay | Syracuse University | University of Southern California |
| CSU, Northridge | UC Berkeley | University of the Pacific |
| CSU, Sacramento | UC Davis | Willamette University |
| CSU, San Bernadino | | |
| Cal Poly, San Luis Obispo | | |
| Cal Poly, Pomona | | |
| Cañada College | | |
| Chapman University | | |
| College of San Mateo | | |
| Foothill College | | |
| Hofstra University | | |
| Humboldt State University | | |
| Loyola University Chicago | | |
| Macalester College | | |
| Menlo College | | |
| Middlebury College | | |
| Northeastern University | | |



MEMBERS OF THE FIRST FUTURE GRADS COHORT CELEBRATED COMPLETION OF THEIR UNDERGRADUATE DEGREES WITH BGCP SUCCESS MANAGERS CYNTHIA DURAN AND JAIME BARAJAS

BGCP TRANSFER STUDENTS UNIVERSITY ACCEPTANCES 2023

- | | | |
|----------------------------|--------------------------------|------------------|
| CSU, Dominguez Hills | San Francisco State University | UC Irvine |
| CSU, East Bay | San Jose State University | UC Los Angeles |
| CSU, Monterey Bay | Santa Clara University | UC San Diego |
| CSU, Sacramento | Sonoma State University | UC Santa Barbara |
| San Diego State University | UC Berkeley | UC Santa Cruz |
| | UC Davis | |



ENRICHMENT

IN ADDITION TO BGCP STUDENTS BENEFITING from daily academic support, our youth engage in enrichment programs that empower them to discover their passions, cultivate their talents, and fall in love with learning.

All BGCP students receive year-round access to a full range of free, high-quality enrichment programs. Students stay active and learn about healthy eating through our sports and culinary offerings, while programs like art, dance, music and photography enable our students to explore their creativity. Keystone, Torch Club, and Youth of the Year emphasize and build leadership skills and STEM clubs offer hands-on, engaging activities in a variety of science topics such as robotics, chemistry, technology and more.



HIGH SCHOOL STUDENTS FROM OUR EAST PALO ALTO CLUBHOUSE PERFORM A POLYNESIAN DANCE AT THE 2023 YOUTH OF THE YEAR

Partnerships with organizations like Camp Galileo, KiwiCo, Kids Cooking for Life, Art in Action, Palo Alto Junior Museum & Zoo and CuriOdyssey make our enrichment programs especially engaging for our kids. Additionally, students have the opportunity to participate in a variety of field trips throughout the summer and school year to local zoos, museums, theme parks and sporting events.

Our engaging enrichment activities foster curiosity and build connection with staff and peers. These meaningful opportunities are a key reason that 94% of caregivers say their child enjoys coming to BGCP.

By eliminating barriers to access for our students and families, such as fees and transportation, we're helping close the opportunity gap. We strive to provide high-quality enrichment programs that every caregiver wants for their child, and that every child deserves.

94%
OF CAREGIVERS SAY THEIR CHILD ENJOYS COMING TO BGCP



A STUDENT LEARNS ABOUT CHEMISTRY WITH A KIWICO KIT AT CESAR CHAVEZ RAVENSWOOD MIDDLE SCHOOL IN EAST PALO ALTO



HIGH SCHOOL STUDENTS PRODUCE THEIR OWN MUSIC IN THE AUDIO PRODUCTION STUDIO AT THE MERVIN G. MORRIS CLUBHOUSE IN REDWOOD CITY

FY23 SPOTLIGHT— BARRY CARR SPORTS LEAGUES

In FY23 we scaled our Barry Carr Sports Leagues (BCSL) dramatically, with 2,695 students actively competing. BGCP Athletic Director Chris DeTrinidad reflected back on FY23, “In the communities we serve, we have many young athletes, full of potential, but so many of them don’t get an opportunity to compete.”

While BGCP members do not have to pay any fees to participate in our competitive leagues, they receive an experience on par with fee-based youth leagues in the area, including uniforms, expert coaching, and certified referees. Students compete in internal tournaments, and we also collaborate and compete with local schools and external leagues.

98%
OF SPORTS LEAGUES STUDENTS
REPORTED THEY ENJOYED THE
PROGRAM

Our flag football, volleyball, soccer and basketball leagues run year-round, six days a week. Weekend games are especially popular with our families. At our Orange Park Clubhouse in South San Francisco, upwards of 250 youth basketball players regularly competed on Saturdays!

Our Barry Carr Sports Leagues are not just about developing athletic skills. Our coaches teach students essential social and emotional skills and habits, like discipline, teamwork and resilience, to set them up for success on and off the court. We also leverage Barry Carr Sports Leagues as a hook to get new kids “in the building” and engaged with BGCP. A student’s participation with BGCP often starts with an interest in sports, and soon blossoms into much more, upon exposure to our academic supports, inspiring youth developers and all the other resources BGCP has to offer.

2,695
STUDENTS ACTIVELY COMPETED
IN BGCP’S BARRY CARR SPORTS
LEAGUES IN FY23, A 241% INCREASE
OVER THE 790 IN FY22



HIGH SCHOOLERS PLAYING IN A BCSL INTRAMURAL SOCCER GAME



KATHLEEN CARR CELEBRATES WITH BCSL BASKETBALL CHAMPIONS



LESLIE HERNANDEZ (THIRD FROM RIGHT) JOINED BY FELLOW YOUTH OF THE YEAR AND YOUTH OF THE YEAR SELECTION PANELISTS ZANDER LURIE, FELICIA HOROWITZ, RON CONWAY, AND CONDOLEEZZA RICE AT THE 2019 EVENT

LESSONS IN LEADERSHIP

When Leslie Hernandez heard BGCP needed a new Leadership Director to join the Redwood City Clubhouse, she jumped at the opportunity. A “Club kid” herself since the age of five, Leslie personally experienced the positive impact of BGCP programs and mentors. Whether preparing to present at a BGCP conference, giving a speech as a Youth of the Year, or trailblazing her own path to college as a Future Grads student, Leslie gained leadership skills through BGCP. Now, as a BGCP staff member, Leslie inspires a new generation of high school students.

Redwood City Clubhouse Vice President Mike Jones was thrilled to have Leslie join the team. “Leslie has always been a pillar of the BGCP community since she was a student. As a Youth of the Year, she was recognized for her strength and determination, which enabled her to attend San Diego State University. Now a college graduate, Leslie has returned ‘home,’ bringing with her a sense of purpose, community-centric vision and advocacy for our members.”

As a Leadership Director, Leslie teaches the financial literacy course Money Matters and oversees Keystone Club, a national Boys & Girls Club program that fosters youth leadership. This fall, she began working with the next cohort of Youth of the Year, students who are recognized for their outstanding leadership service, academic excellence and dedication to health and well-being.



LESLIE HERNANDEZ (FRONT) AND KEYSTONE CLUB ATTENDEES AT THIS YEAR’S NATIONAL KEYSTONE CLUB CONFERENCE IN TEXAS

Reflecting on her own time as a Youth of the Year, Leslie remembers fondly the safety she felt with BGCP staff and the close connection she formed with other students. She is now building the same culture at the Redwood City Clubhouse by helping to plan engaging activities like science experiments, karaoke, jeopardy, holiday festivities and more that keep students coming back to “The Forest” (the students’ nickname for the clubhouse). “I’m excited to work with our high schoolers and support them in their journeys. My goal is to push them to pursue their interests and achieve things they didn’t think would be possible.”

MENTAL HEALTH SERVICES



SUCCESS IN SCHOOL, CAREER AND PERSONAL LIFE depends on a strong foundation of mental health and well-being. The pandemic was challenging for so many young people, and now teens across the country are in a state of crisis: **one in five teens nationwide reports serious thoughts of suicide.**

Mental health clinicians are in such high demand across the country that it's difficult for anyone to get an appointment. And it's increasingly challenging if you don't have insurance, or the money to pay for a \$300/hour session out of pocket. That's why we've prioritized equitable access to mental health as a core part of our BGCP mission.

FY23 Snapshot—Serving Students with an In-House Mental Health Team

For several years BGCP contracted with outside providers, but in FY23, BGCP brought these services in-house. We realized trusting relationships between our youth and their therapists were core to effective therapy. Integrating clinicians as part of our youth development team would make all the difference as BGCP is a safe space for our students. In fact, 92% of BGCP students report they feel a sense of belonging at BGCP.

Our Director of Mental Health Daniela Velasquez, LMFT, built out a team of seven certified therapists who provide individual therapy sessions and group therapy for teens to support them with topics like suicide prevention, boundary setting and de-escalation. This year, our clinicians provided 1:1 therapy to 181 students. Students received an average of more than 10 sessions, totaling more than 1,900 sessions.

92%
OF BGCP STUDENTS REPORT
THEY FEEL A SENSE OF BELONGING
AT BGCP

Daniela Velasquez, BGCP's Director of Mental Health, Looks Ahead to FY24

"This year, we will continue scaling our mental health program, extending our services to middle school students. We hired Brittany Coleman, a drama therapist, who works with large groups of students with a focus on prevention and early intervention.

"With middle school students, you have to be creative in how you work with them. Talk therapy is not always best. Drama therapy lets us tap into the embodiment of emotions, creates a safe outlet for expression,

fosters a sense of belonging, and exposes students to the therapeutic power of the arts. It's a creative way to meet a lot of different needs. Brittany will also focus on staff training and staff consultation.

"Many of our clients come to us because of trauma—community violence, violence in the home, racism, sexual abuse, family dysfunction and intergenerational trauma. We also see migration trauma, including students who migrated here alone as children, or teenagers.



DIRECTOR OF MENTAL HEALTH DANIELA VELASQUEZ, LMFT, OFFERS A CONSULTATION TO A REDWOOD CITY CLUBHOUSE STAFF MEMBER

"A big goal for FY24 is creating more spaces that are therapeutic. A lot of that has to do with the adults who are in the spaces with the students. I'm with each of my 1:1 students/clients once a week for 50 minutes. Other BGCP staff are with my students three or four hours a day, every day. They have more capacity and a different way to provide our students with a transformative, healing relationship with an adult.

"So, we're investing in equipping our staff with the tools they need to support our students, through professional development and consultations. We want all of the staff that work with students to have the awareness and capacity to respond to students in need. Most of our staff come from backgrounds similar to our students. I do, too. We have to work through our own stuff in order to be able to show up for our kids. Our goal is to empower staff to realize they can do a lot more than they might think to support students, *and* know it's OK to raise their hand for help from our expanded Mental Health Team."

THE POWER OF POSITIVE RELATIONSHIPS

BGCP students benefit from academic support, enrichment and mental health services, all of which are made possible by quality relationships with responsible, caring adult staff. In this Q&A we sat down with Clubhouse leaders **Lena Potts** (East Palo Alto) and **Mike Jones** (Redwood City) to reflect on the power of positive relationships.

Lena, you have talked about the importance of personal relationships as the underpinning to all that BGCP offers to students. Can you explain exactly how that works?

Lena:

“For our older students, say seventh grade and beyond, they have to *want* to come to the clubhouse. Parents aren’t making their 17-year-old come here. They’re just not.

“There’s a huge chronic absenteeism and truancy problem in the schools in East Palo Alto and Eastern Menlo Park. Many of the parents we talk to are trying their hardest, but struggling to overcome this with their students. If that’s true about school, then it has to be even more true about an elective after-school program.

“Sometimes kids are here because of a specific program, for example, because they love to cook and are attracted by our culinary classes. But most of the



LENA POTTS CELEBRATING A STUDENT'S COLLEGE ACCEPTANCE AT THIS YEAR'S FUTURE LAUNCH

time it’s because they love the staff. They’re here because they like hanging out in a safe space with engaging people. That’s the leverage point to get kids to the academic room, to access mental health services—they’ll do it when a trusted adult mentor suggests it’s a good idea.

“Some of our students go to school and have really negative experiences and perceive school is not for them. The Clubhouse is a place where you can come and be surrounded by positive relationships. Being seen and getting a genuine compliment from an adult changes a kid’s day, makes them so much more likely to engage in activities and to take advantage of the supports we have here.”

How does the importance of developing relationships manifest in terms of priorities you set for your site?

Lena:

“We allocated a quarter of our space to a Games Room. This is a fun, relaxing space where kids can just be kids and our staff can build trusting relationships in a low-stakes setting. Why do I take the time to play ping pong with our members? Or crush them at a game of Foosball? Because it’s so important that we truly *know* our students and that they know and trust us. That’s an essential foundation to supporting them through whatever is happening in their lives—at school, home or in amongst their friend groups.

“I think about Mitch Sanford, our High School Director. A number of our students tell Mitch—half-jokingly, but you know it’s sincere—‘Mitch, you’re my favorite white person.’ That’s huge because of the disproportionate number of white teachers in East Palo Alto relative to a student body that is predominantly of color. When our kids go back to school, their interactions with Mitch give them a different perspective. That’s huge. I believe their experience with Mitch makes them more open to their teachers during the school day.”

Can you share some stories of outcomes that stem from the relationship development efforts of you and your staff?

Lena:

“My greatest joy in this work is seeing our Club kids when they’re young adults. A pair of them exemplify this for me, and their names are Berenise and Smiley. They’re a couple who met as Teen Staff here five years ago, and they fell in love, and it was adorable. They live in EPA, a very happy life.

“Positive role-modeling from BGCP mentors helped to show them that they could forge their own paths and not settle for what others expect of young people from EPA. Berenise is working in education and Smiley across various sectors, freely exploring and finding their passions, while fully supporting themselves.”

Lena Potts’ counterpart in Redwood City, Mike Jones, also reflected on what makes a BGCP site such a unique youth development space.

Mike, in addition to all the programming BGCP offers, what’s the magic inside a BGCP site?

Mike:

“Our staff sense of family sets BGCP apart from other after-school programs. The team at the Redwood City Clubhouse (known affectionately as The Forest High School Center) becomes a second or sometimes even a first family for students. It’s heartwarming to see them walk through our doors, knowing that we might be the only place where they can truly be themselves.

“Hopefully when they were in school, they were engaged. When they get to the Club, they get to be a kid. They walk through that door and get greeted by name. The little things go a long way.”



THE REDWOOD CITY CLUBHOUSE ESTABLISHES A STRONG SENSE OF COMMUNITY FOR STUDENTS



MIKE JONES SHOWING SUPPORT FOR A STUDENT AFTER HER DANCE PERFORMANCE AT YOUTH OF THE YEAR

What are some of the keys to making your focus on relationships so effective?

Mike:

“When you look at The Forest team, I make sure I have one or two people who grew up in the Club. They know the impact the Club had on them. They know what it was like to feel at home, and they add what they can to continue to build on the magic that happens inside The Forest.

“The enrichment is happening all the time, and the mental health services are just always there. If a kid has a challenging day, they know they can go talk to Daniela. That’s the climate and culture that we have created.

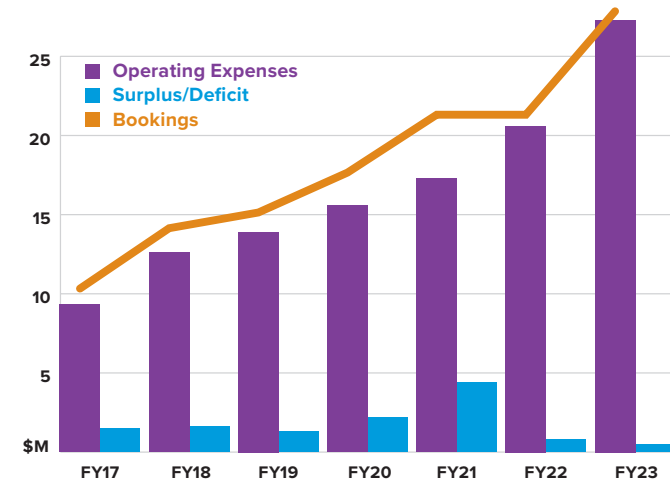
“There’s a sense of safety. The room for mental health is off of the gym. People go in and out and see a kid with Daniela, and they’re not even trippin’ on it. They just think, ‘Cool, they’re taking care of themselves.’ That’s the mindset.

“The most important thing the staff does is build relationships. Healthy relationships are the number one factor to building a positive culture kids want to be a part of. Within two weeks of being here, kids open up and share things, because they trust us that much. That’s the magic.”

FINANCIALS

Due to our expansion, our \$28M FY23 budget was 33% larger than FY22 (\$21 million). Although this unprecedented increase presented challenges, we were able to balance the budget with a small surplus.

This year, our FY24 budget has expanded to \$35 million—a 25% increase from FY23—to fuel our five new sites and key investments to our academic, career pathways and mental health services and infrastructure and systems upgrades to support our much larger and more complex organization. While our growth continues to be ambitious, we know this is a crucial time to step up for San Mateo County youth. Our big and bold goals will require big and bold actions from our greater BGCP community to ensure our students continue to thrive.

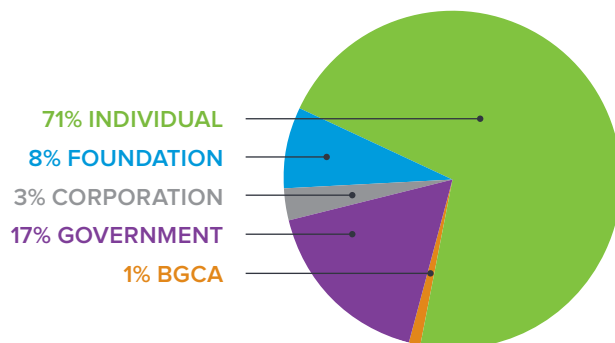
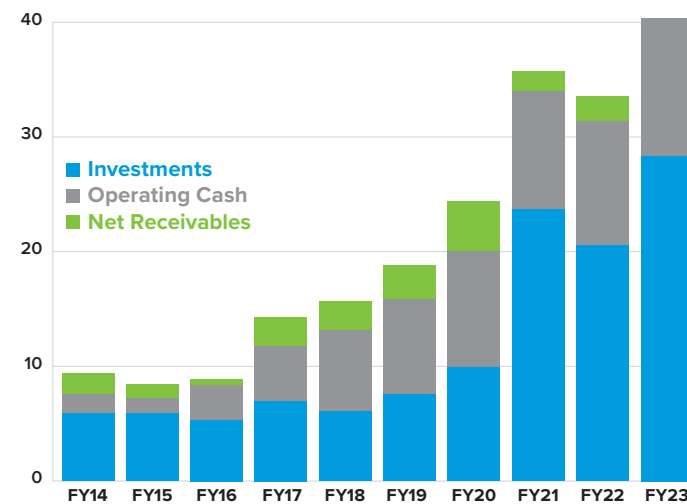


BOOKINGS AND OPERATING EXPENSES

We ended the year with FY23 Bookings (funds raised for FY23 programs) of \$27.8 million and FY23 operating expenses of \$27.3 million.

BALANCE SHEET

We ended FY23 with a balance sheet of approximately \$40 million of assets, \$12 million of which was operating cash. As a result of stronger financial markets, the merger with Mid-Peninsula Boys & Girls Club, and support from BGCP's Investment Committee, our investments increased to \$28.3 million. No net receivables are reflected in FY23, as we've become more efficient with our collections.



BOOKINGS BY TYPE

As we expand, we must diversify our funding to build greater financial sustainability. In FY23, we made strides toward this goal by increasing government funding to 17% of our bookings, compared to 12% in FY22. Government sources will continue to present large, new funding opportunities, so we have invested in our first Director of Government & Community Relations, Maggie Cornejo.



HOW TO GET INVOLVED

Volunteer

From corporate groups and Future Grads coaches to tutors and high school summer interns, our volunteers make a direct impact on our students. To learn more about our volunteer opportunities, please visit bgcp.org/volunteer or contact BGCP's Director of Volunteerism & Community Engagement Sisley Brewer at sbrewer@bgcp.org.

Visit

We welcome you to see one of our 29 sites in action and meet our dynamic staff and students. If you and your friends would like to visit, please contact Director of Advancement Mona Shah at mona@bgcp.org.

Donate

Our Team BGCP community fuels our mission and ensures San Mateo County is a place for all students to thrive. To invest in our students, please visit bgcp.org/donate or contact Chief Advancement Officer Tina Syer at tina@bgcp.org.

Join Our Staff Team

As we've grown to serve students up and down the Peninsula from East Palo Alto to Daly City, we're always looking for talented and passionate people to join our staff team. To learn more about open positions at BGCP, please visit bgcp.org/careers.



VOLUNTEERS AND STAFF WORKING TOGETHER TO SERVE THANKSGIVING DINNER TO EPA CLUBHOUSE STUDENTS AND THEIR FAMILIES



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OF THE PENINSULA

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Boys & Girls Clubs of the Peninsula

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TAX ID: 94-1552134

ORIGIN OF “OUR KIDS, OUR COUNTY, OUR WATCH”

During the 2008 recession, BGCP Advisory Council member Mervin Morris declared under his watch BGCP was not going to cut back our support of those in the community who needed us most. His words, “Our Kids, Our Town, Our Watch,” have been repeated since, and we find ourselves at an organizational inflection point where his words still ring true. We wish Merv was still with us today to hear our new rallying cry: “Our Kids, Our County, Our Watch.”