Dear Friends,

Boys & Girls Clubs of Boston (BGCB) has a long history of delivering effective, high-quality programming in a safe, caring, and welcoming environment. BGCB founded its first Club in Charlestown in 1893 and today operates 11 Clubs in Charlestown, Chelsea, Dorchester, Jamaica Plain, Mattapan, Roslindale, Roxbury, and South Boston. In FY20, we served more than 12,500 children and teens. In addition to our Clubs, BGCB also operates YouthConnect, an advocacy and intervention program that places licensed clinical social workers in police stations throughout Boston to work with the city's most at-risk young people.

Of course, 2020 was an unprecedented year, and our dedicated Club staff rose to the occasion, quickly pivoting to administering virtual programming, distributing much-needed resources, implementing increased safety measures, and more. These monumental efforts included extended hours to support members participating in remote learning – for the first time in our organization's history, members attended the Club to essentially be in school. In a time with little to no consistency, BGCB was there for its youth.

While the cost for members to attend the Club is $25 per school year for 6–12-year-olds and just $5 per year for teens, BGCB's annual investment in each member is significant. We rely on private funding from individual, foundation, and corporate donors to make our life-enhancing programs possible, and we raise 80% of our $26 million operating budget through contributed funding. Support from our Board of Directors, Board of Trustees, Local Advisory Boards, generous donors, and program partners helps us provide fun, high-impact programming for youth across the city.

BGCB addresses crucial youth development needs with programs focused on education, the arts, life skills, leadership and character development, health and wellness, technology, and sports, fitness, and recreation. BGCB remains relevant to youth and the dynamic societal landscape through innovation, reach and impact, and by always focusing on our mission.

In the following pages, we are pleased to highlight the results of our comprehensive, mission-driven programs. BGCB consistently measures results and feedback from the families we serve so that we can continue to provide meaningful programs delivered with elements of fun in a safe, caring environment. Please enjoy reading about BGCB's impact.

Sincerely,

Josh Kraft
Nicholas President and CEO

BGCB’s mission is to help young people, especially those who need us most, build strong character and realize their full potential as responsible citizens and leaders. We do this by providing a safe haven filled with hope and opportunity, ongoing relationships with caring adults, and life-enhancing programs.

BGCB looks to build leadership for tomorrow by sustaining communities today. We serve young people ages 6 to 18, including those who have limited affordable access to physically and emotionally safe environments, quality experiences, and enriching opportunities.

BGCB offers members a wide range of programs and activities rooted in six key elements of positive youth development: safety, fun, recognition, belonging, supportive relationships, and high expectations. Members who regularly attend the Club and participate at least once per week in programs are more likely to progress in BGCB’s priority outcome areas of academic and life success, character and community, and healthy development.

**FORMULA FOR IMPACT**

**YOUNG PEOPLE WHO NEED US MOST** + **CLUB EXPERIENCE** = **MEASURABLE POSITIVE OUTCOMES**

**ACADEMIC + LIFE SUCCESS**
Members gain the skills, knowledge, training, and education they need to pursue their goals and interests.

**CHARACTER + COMMUNITY**
Members develop healthy relationships with peers and adults, while building character to be role models and leaders in their communities.

**HEALTHY DEVELOPMENT**
Members learn to make and model healthy physical, social, and emotional choices.
BGCB members come from a variety of socioeconomic backgrounds. To ensure our programs are accessible to everyone, a Club membership costs $25 for 6–12 year olds, and just $5 per year for teens. Finances are never a barrier to Club attendance for members.

**Ethnicity of Youth Served**
86% of our members identify as a person of color

- 38% Black/African American
- 33% Latinx/Hispanic
- 14% Caucasian
- 7% Multiracial
- 6% Other
- 2% Asian/Asian American

**Reported Family Income for BGCB Families of Four**
Nearly 50% of BGCB families of four report an annual household income of $33,000 or less

- 16% under $13K
- 27% $13K–$53K
- 23% $53K–$113K
- 10% $53K–$73K
- 24% Above $73K

89% of BGCB members live in low or very low income households.

*(Based on HUD 2020 threshold levels for Metro Boston for families of all sizes.)*

Note: Our Hennigan, Condon, and Sumner Club’s physical locations are temporarily closed for the 2020–2021 school year. Club members are encouraged to attend neighboring Club locations. Our Hennigan Club is open virtually.
99% of families say they would recommend BGCB to others.

“Boys & Girls Clubs of Boston staff are incredibly friendly and supportive. They take the time to get to know you and your child. My daughter feels empowered and inspired by the people who work there.”

—Joanne, Parent, Yawkey Club of Roxbury

### Club Experience

The Club experience is designed to help members reach their full potential. Research conducted by Boys & Girls Clubs of America indicates that Club members thrive when the Club ensures that safety, fun, supportive relationships, opportunities, and recognition are central to daily operations.

<table>
<thead>
<tr>
<th>Key Elements</th>
<th>2020 Member Impact Highlights</th>
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<tbody>
<tr>
<td>Safety</td>
<td>97% of families say their children felt safe at the Club all or most of the time</td>
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<tr>
<td>Fun</td>
<td>95% of members have a good time at the Club</td>
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<td>Recognition</td>
<td>95% of members say staff let them know when they do something well</td>
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<tr>
<td>Belonging</td>
<td>90% of members feel they belong at the Club</td>
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<tr>
<td>Supportive Relationships</td>
<td>90% of members say there is at least one staff member they would turn to in a crisis</td>
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<tr>
<td>High Expectations</td>
<td>93% of members say there is an adult at the Club who always wants them to do their best</td>
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BOYS & GIRLS CLUBS OF BOSTON

CLUB EXPERIENCE

PROGRAMS AND ACTIVITIES

Our Clubs offer a balanced mix of innovative, effective programs established nationally by Boys & Girls Clubs of America (BGCA), developed locally by BGCB staff, or delivered in collaboration with professional program partners. We provide high impact activities and programs that teach real skills, develop leadership qualities, and provide hope for the future. The breadth of these programming opportunities extends from education, technology, and the arts, to leadership, health and wellness, life skills, fitness, and recreation.

Our program partners – including Museum of Fine Arts Boston, Music & Youth, the Boston Police Department, Northeastern University, Strong Women Strong Girls, The Children’s Room, and the Boston Celtics – help us deliver high-quality programming.

REGULAR ATTENDANCE

A critical strategy for success is to encourage more youth to attend their Club more often. Findings from a rigorous, 30-month evaluation conducted by Public/Private Ventures in partnership with BGCA show that members make significant gains in the areas of academic success, good character and citizenship, and healthy development when they regularly attend the Club. Of our 6,000 members, nearly 75% attended the Club once per week or more during the program year, or were recurrent summer camp attendees in FY20.

VIRTUAL CLUB EXPERIENCE

Within days of BGCB’s physical closures in March 2020, staff across Clubs launched Club at Home, a virtual Club experience featuring daily riddles, art projects, music workshops, and health and wellness activities such as cooking classes. This daily content brought the warm, reliable spirit of our Clubs into the homes of members. Through this program, our members maintained many of their favorite Club traditions like Storytime Monday, Tasty Tuesday, Wellness Wednesday, LEGO Thursday, and Fun Friday. At the same time, Clubs offered virtual program-specific offerings including music lessons, Torch Club, and more.

YouthConnect is an advocacy and intervention program of BGCB that helps the most at-risk young people make positive life choices through trusting relationships with skilled and compassionate social workers. Through an innovative partnership with the Boston Police Department, licensed staff are assigned to police stations throughout Boston.

BGCB partners with more than 200 community organizations to deliver enriching opportunities to members.
Our Pandemic Response

BGCB swiftly adapted to continue to help our members build strong character and realize their full potential as responsible citizens and leaders. Despite the chaos, isolation, and uncertainty that coronavirus brought, BGCB provided members and families consistency and a home base – whether in-person or virtual – with caring adults during a time when existing needs and issues were amplified by new challenges.

Key Offerings

- **Resources and Direct Aid**, including nutritious meals and snacks, gift cards, hygiene kits from partners such as Hope & Comfort, cleaning supplies, books, and more were distributed to members and families. BGCB social workers also facilitated a support line to connect with families in need.

- **Club at Home**, BGCB’s virtual Club experience, was established within a week of our physical locations closing.

BGCB’s Results

- We distributed more than 51,000 nutritious meals and snacks to families when the pandemic first hit in the spring of FY20.

- **Direct Aid** was delivered to approximately 500 members each week on average. This includes grocery cards, hygiene kits, cleaning supplies, art kits, books, and more. The 1,498 gift cards we distributed to families totaled $95,606 in financial assistance.

- Approximately 700 members participated in virtual meetings each week. The Club at Home Blog generated 6,448 unique page views and 37,054 video views during FY20.

DID YOU KNOW?

Dedicated BGCB staff worked tirelessly to pivot as they filmed videos, ran meetings from home, and connected members and families to resources — even making distanced house calls when necessary.
Academic & Life Success

BGCB equips members with the skills, knowledge, training, and education they need to pursue their goals and interests. We do this through homework help and tutoring, enriching learning activities and innovative programs, parental involvement, and collaboration with schools.

Key Programs

- **Power Hour**, a homework-help program, encourages members to become self-directed learners through daily homework help and tutoring.
- **Targeted STEAM** (science, technology, engineering, art, and math) and **literacy programs** are facilitated by BGCB staff based on Common Core education standards and 21st century skills.

BGCB’s Results

- 98% of Power Hour participants believe it is important that they do well in school.
- 93% of Power Hour participants said the program helps them get their homework done or do better in school.
- 97% of teens said BGCB helped them gain the knowledge, skills, training, and education that they need to pursue their goals and interests.
- 99% of BGCB seniors graduated from high school last spring. For comparison, the United States’ graduation rate is 85%.
- 98% of our graduating seniors were accepted to college or trade school last spring. The other 2% secured jobs or internships.

DID YOU KNOW?

Participation in afterschool activities is associated with a wide range of academic outcomes including:

- Better attitudes toward school
- Higher educational aspirations
- Increased school attendance and decreased tardiness
- Less disciplinary action (e.g., suspension)
- Lower drop-out rates and greater on-time promotion
- Better performance in school (as measured by achievement test scores and grades)
- Improved homework completion and engagement in learning
CHARACTER & COMMUNITY

BGCB helps members develop healthy relationships with peers and adults, while building character to be role models and leaders in their communities. We do this by fostering a positive Club environment and offering targeted programs in which members build leadership skills, develop a sense of civic responsibility, and prepare for the future.

KEY PROGRAMS

• **Torch Club** members, ages 11 to 13, plan and implement activities in four areas: service to Club and community, education, health and fitness, and social recreation.

• Members ages 14 to 18 may apply to join BGCB’s **Keystone Club**, which is designed to impact participants in three areas: academic success, career preparation, and community service.

DID YOU KNOW?

• The chance that a young adult is disconnected (ages 14 to 16 AND neither in school nor working) drops in half if he or she volunteers.\(^7\)

• Young people who volunteer are 27% more likely to find work, because of strengthened professional and social networks, growth in confidence, and sharpened skills.\(^8\)

BGCB’S RESULTS

• **90%** of members demonstrate high resilience by persisting with something even when it is really difficult.

• We evaluated our Torch Club program during the 2019–20 school year. When we did, we found that the program taught **92%** of members how to identify ways they could better their community.

• **76%** of teenage members volunteer, nearly three times the percentage of teens who volunteer across the United States.\(^7\)

• **97%** of teens said BGCB helped them develop healthy relationships and build the character to be role models and leaders in their communities.

• **96%** of regular attending teens said they have friends who help them feel valued and worthwhile.

99% of teenage members show respect to people with different beliefs, opinions, and cultures.
HEALTHY DEVELOPMENT

BGCB teaches members to make and model healthy physical, social, and emotional choices. We do this by providing safe spaces for members to practice healthy decision making, participate in physical activities, and engage in programming designed to promote social-emotional wellbeing.

KEY OFFERINGS

- Nutritious meals and snacks
- Cooking classes
- Monthly wellness workshops
- Hygiene and healthy decision making workshops
- Social work resources
- Life skills programming
- Age-specific fitness programming
- Sports leagues
- Swim lessons and swim team
- Club gardens

BGCB’S RESULTS

- BGCB is committed to serving our members fresh produce, whole grains, and minimally-processed proteins. The Clubs served more than 270,000 healthy meals and snacks during FY20.
- 86% of members eat fruit on a daily basis. 73% eat vegetables on a daily basis.
- 96% of teenage members said BGCB taught them how to make and model healthy physical, social, and emotional choices.
- 97% of teenage members in grades 10–12 report knowing how to keep themselves safe from sexually transmitted infections and unintended pregnancies.

DID YOU KNOW?

- Regular physical activity helps children and adolescents improve cardiorespiratory fitness, build strong bones and muscles, control weight, and reduce symptoms of anxiety and depression. It also reduces the risk of heart disease, cancer, and Type 2 diabetes.
- Supermarket access is associated with a reduced risk for obesity. Families in minority and lower-income neighborhoods, however, have less access to stores and supermarkets that sell healthy, affordable food such as fruits and vegetables.

Each of our five freestanding Clubs has a state-of-the-art pool and a dedicated Aquatics Director. These Aquatics Departments are an invaluable resource for our families, and 81% of the teens who attend those Clubs report knowing how to swim.
As part of BGCB’s Ready to Work program, members learn career planning, resume writing, interview preparation, and job-seeking skills.

**PREPARING OUR TEENS FOR THE FUTURE**

*Life After the Club (LATC)* is BGCB’s multi-faceted strategy designed to help ensure members ages 13–18 have goals for their post-Club lives, plans for how to achieve them, and the skills and resources needed to be successful adults. Members learn and practice an array of subjects, including financial literacy, self-care, planning for college, applying for financial aid, learning to drive, voting, and more.

**BGCB’S RESULTS**

- 97% of teenage members said that being part of BGCB has prepared them for the next phase of their life.
- 493 teens/recent alumni secured jobs or internships via BGCB in FY20.
- 93% of Gr. 10-12 members have a resume.
- 87% of BGCB upperclassmen report having had a job or internship.
- Frequent attendance pays off! Teenage members who attended the Club at least once per week on average in FY20 were more likely to:
  - Be able to describe their vision for themselves as successful adults
  - Aspire to earn a Master’s degree, PhD, MD or equivalent
  - Be confident in their ability to manage the demands of school, life, and future planning
  - Have a cover letter
  - Know how to prepare for exams and presentations
  - Know how to apply to college or trade school
  - Know how to register to vote

**BOYS & GIRLS CLUBS OF BOSTON READY TO WORK**

BGCB’s Ready to Work initiative equips teens through programming that focuses on a range of skills and employment opportunities. These employment opportunities include the Junior Staff program, the Teamworks program, technical training and apprenticeships, and summer internships at locations throughout Boston. Members learn career planning, resume writing, interview preparation, and job seeking skills.
A CLUB MEMBER THROUGH THE YEARS

**AGE 6**
Jada creates countless masterpieces in her Club’s Art room—her favorite activity is paper mâché. Through BGCB’s partnership with the Museum of Fine Arts, Boston, Jada learns about global art traditions, from Indonesian jewelry to Egyptian hieroglyphics.

**AGE 7**
Jada is thrilled to be old enough to visit the Computer Clubhouse! Jada can now learn beginner programming with Girls Who Code and tinkering with her Club’s 3D printer. She also loves building LEGO robots through Northeastern University’s Roxbury Robotics in the evening.

**AGE 8**
In the Education room, Jada dedicates the beginning of each afternoon to completing her homework during Power Hour. If she’s struggling with a topic, staff are there to help her work through complicated assignments. Some days, Jada stays late for MGH Jr. STEM, learning about science, technology, engineering, and math through hands-on experiments.

**AGE 9**
Jada is full of energy, and the Club offers several fun outlets for her to stay active. Jada learns how to swim backstroke and will soon travel to Florida with the Club swim team to race—her first time on a plane! She also jogs with BGCB’s program partner Girls on the Run.

**AGE 10**
When the Fresh Truck visits, Jada chooses delicious fruits and veggies to bring home to her family. She also loves tending to the Club’s garden through BGCB’s partnership with Green City Growers. Jada is even a member of Chef’s Club, where she cooks simple, nutritious meals with the Club’s culinary director.

**AGE 11**
As a member of Torch Club, Jada works with her peers on several service projects, group activities, and leadership opportunities. Staff help Jada develop life skills, build strong character, and appreciate the importance of community, especially as she starts a new school in a nearby town.

**AGE 12**
Jada joins Young Leaders summer program, where she serves lunch every day to summer campers at the Club. As a Young Leader, Jada participates in workshops, activities, and field trips to learn job skills, leadership principles, and financial literacy fundamentals.

**AGE 13**
Jada always wanted to learn how to play the drums. Thanks to BGCB’s partnership with Berklee College of Music, she has, and is feeling prepared to audition for her Club’s band. Jada also loves being a part of the Club radio station and using music production software to create her own songs.

**AGE 14**
Through BGCB’s Ready to Work Fellows’ initiative, Jada works with staff to perfect her resume and interviewing skills. Jada uses Ready to Work Campus to identify a summer internship through BGCB’s corporate, partner, and alumni networks. She also interviews a new inductee of BGCB’s Alumni Hall of Fame for the “Expanding Your Horizon” podcast!

**AGE 15**
Jada confides in her favorite staff member Caroline that she is feeling stressed and anxious. In turn, Caroline introduces her to the Club’s licensed, full-time social worker, Jess, who helps Jada work through her emotions and concerns while offering tips to cope and make safe, thoughtful decisions when feeling overwhelmed.

**AGE 16**
Jada attends weekly College Club meetings, where staff help her create a plan to apply to colleges and complete financial aid forms. Since the pandemic, she joins fellow members virtually to discuss the college application process and adjusting to remote schoolwork. When Clubs safely reopen, Jada becomes a Junior Staff, guiding members through updated safety measures while still having fun.

**AGE 17**
Encouraged by staff and friends, Jada nominates herself for Youth of the Year—and wins! Jada speaks at BGCB’s leadership meetings, sharing her story of how the Club has enriched her childhood. She meets successful alumni who’ve stayed involved with BGCB, one of whom mentions he may have an open internship for Jada! Jada heads off to college in the fall and can’t wait to visit the Club over break.

**AGE 18**
BGCB offers myriad opportunities each year in the life of a Club member from age 6 to 18. The samples below highlight the breadth and depth of BGCB programming during these developmental years.
ENDNOTES


