BGCB seeks to improve the strength, vibrancy, and vitality of Greater Boston through its deep, caring, unparalleled work with Boston’s most vulnerable children. BGCB’s first Club opened in Charlestown in 1893, and today it is Boston’s largest, most comprehensive, youth development organization.

The Clubs provide members an outcomes-driven experience that helps members succeed academically, live healthy lifestyles and practice good citizenship. BGCB’s wide range of programs and activities are 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. With a deep and longstanding commitment to best practices, BGCB continuously looks for ways to improve programs and services it offers its members.

BGCB operates five full-service Clubs located in Charlestown, Chelsea, Dorchester, Roxbury, and South Boston. Each of the five full-service Clubs features an education room, computer room, teen center, gym, arts room, music room, social recreation area, and swimming pool. Programming at BGCB is offered in six core program areas: Arts and Cultural Enrichment; Education; Leadership and Character Development; Life Skills; Sports, Recreation and Fitness; and Technology—in one-hour to one-and-a-half-hour rotations during the school year and in a day-camp format during the summer. In addition, special programming is often held on weekends, including expanded hours for teens at some Clubs. BGCB manages site-based programs: the Mattapan Teen Center, the Orchard Gardens Club, and an affiliate at the Franklin Hill Housing Development.

Children enter Clubs at age six with extensive programming through age 12 and into their teenage years. In addition to the teen programming in the Clubs, BGCB runs the Mattapan Teen Center, a stand-alone, dedicated teen program and facility. YouthConnect is a partnership with the Boston Police Department where trained, BGCB-affiliated clinical social workers are placed in police stations throughout the city to facilitate caring interventions. Across all programs, dedicated staff work to enhance the lives of thousands of young people each year through opportunities and by instilling a sense of belonging, usefulness, influence, and competence.
To keep their services affordable and accessible to the most disadvantaged families, BGCB maintains an annual membership fee of only $5.00 for teens $25.00 for ages 6-12. In order to keep the Clubs accessible so that no member is ever turned away for want of funds, BGCB relies on a passionate group of private, public, individual, foundation, and corporate donors to fund up to 80% of its annual operating budget from philanthropic sources.

BGCB has a prestigious and committed Board of Directors and has built and retained an experienced and passionate management team, staff, and volunteer organization.

**Key Boys & Girls Clubs of Boston Facts**

Mission: to help boys and girls with the greatest need develop the qualities needed to become responsible citizens and leaders.

- BGCB operates eight dedicated Clubhouses and six YouthConnect locations (a joint endeavor between BGCB and the Boston Police Department) in ten Boston neighborhoods
- In Fiscal Year 2021, more than 7,800 individuals benefited from BGCB services; 82% of members identify as persons of color
- BGCB focuses intensely on three impact areas (FY2021 data):
  - **Academic & Life Success**
    - 99% of Club seniors graduated high school last spring
    - Club teens secured more than 320 jobs and/or internships
  - **Healthy Development**
    - 84% of alums who attended those Clubs say BGCB helped them become stronger swimmers
    - More than 200,000 meals and snacks were served
    - 98% of BGCB families say our Clubs have taught their children how to make and model healthy physical, social, and emotional choices. All BGCB Clubs are safe sites where staff, at all levels, are alert to potential problems and where Licensed Social Workers provide essential guidance
  - **Character & Community**
    - 97% of teenage members show respect to people with different beliefs, opinions, and cultures
    - 97% of BGCB families say our Clubs helped their children stay connected to friends during the health crisis
    - 97% of member families say the Club is an important part of their child’s developmental years

- 80% of BGCB’s annual budget is raised through fundraising contributions
Financial and Operational Highlights

Key statistics (June 2021 Fiscal Year End)
FY2021 Operating Revenue: $24.2 million
FY2021 Fundraising: $19.6 million
Total Endowment: $88 million
Unrestricted Endowment: $5.8 million
Total Assets: $131 million
Staff: 210 FTEs
Total Staff: Over 300
Board of Directors: 61 members
Senior Advisory Board: 16 members
Board of Trustees: 128 members
Trustees Emeriti: 16 members

Boys & Girls Clubs of Boston Team

For additional information on the full Executive team and Club leadership, please use the following link:
https://www.bgcb.org/who-we-are/our-leadership/
The Leadership Opportunity

Children, and their healthy social, emotional, intellectual, and civic development, are central to the mission of BGCB. BGCB seeks a President and CEO with a deep, abiding commitment to children and youth as well as social justice, racial and economic equity to lead a team and work “tirelessly to ensure all young people in our community have the opportunity to realize their full potential.” The successful candidate will bring a proven, acclaimed track record of strategic leadership and breadth of vision, superb operational, development, and leadership skills, and a passion for the work of BGCB. A community builder brimming with energy and empathy, the President and CEO will move seamlessly, smoothly and most importantly, authentically, between members and their families, the impassioned staff, generous donors, city leaders, and the communities. The next President and CEO will communicate the critical importance of the work of BGCB and be successful at gaining the support and partnership essential for the Clubs’ success. With a clear commitment to the well-being and development of youth, the next President and CEO will embrace the opportunity to make a difference in the lives of generations of future leaders and citizens, their families, and in the greater Boston community.

Key Responsibilities

- Demonstrate a deep commitment to building stronger communities through the development of youth.

- Partner and communicate successfully with the Board of Directors, its committees and local community boards to build consensus around key operational and strategic priorities. The President and CEO needs to be visible and present, building partnerships and providing thought leadership across Boston.

- Sustain and grow fundraising by supporting the development team, cultivating strong relationships with existing donors, and developing the next generation of support for the organization.

- Recognize that 82% of members are persons of color and demonstrate to members, their families and stakeholders that rectifying race-based inequities is central to BGCB’s mission; model a deep commitment to inclusiveness by fostering a culture as well as policies and practices that enhance the inclusiveness and scope at all levels of BGCB.

- Inculcate the organization with a commitment to continuous improvement, a strategic mindset, and a deep commitment to teamwork. Increase the capacity to use data to inform decisions and to build systems that promote accountability, track progress towards goals and support the organization and its people through growth, change, and development.

- Continue to attract, retain, and support a diverse, talented team and ensure that the culture enables all to thrive and contribute.

- Oversee BGCB’s financial operations, efficiently managing financial and people resources and ensuring effective and transparent reporting of financial and other key metrics to the Board and key stakeholders.

- Cultivate and expand opportunities for external partnerships with key government and community leaders, nonprofit organizations, and the private sector.
Ideal Leadership Experience

Ability to lead the intellectual and moral direction for BGCB
Serve as the embodiment of innovative, trusted, and moral leadership that are the hallmarks of the BGCB.

Cement BGCB as a leading force in Boston’s civic affairs
Catalyze community discussions, convening events and research on issues impacting the well-being of Boston’s youth and their communities. This will require an energized leader willing to engage and pull together a wide array of civic, corporate, nonprofit, and community leaders and activists to drive positive change.

Proven development experience
Strategic, thoughtful fundraiser who thinks outside the box, demonstrates leadership, and works collaboratively with the development team through donor interaction, planning, and storytelling.

Superb oral, written, and marketing communication skills/gravitas
Exceptional oral, written, and marketing skills. The CEO must differentiate BGCB in the minds of supporters and ensure that it remains the definitive authority in Greater Boston on youth well-being, leadership, and overall development potential.

Highly developed consensus management skills
Highly developed consensus management skills, with excellent initiative, creativity, and a “self-starter” attitude.

A “team player’s” disposition and a “hands-on” executive management style
A “team player’s” disposition and a “hands-on” executive management style, with a track record of operating with the highest integrity. Candidates must display significant success in developing and maintaining relationships with a range of external partners.

Demonstrated belief in and success with initiatives promoting diversity, equity, and inclusion with measurable and impactful outcomes that drive an organization to be welcoming at all levels

Analytically engaged and innovative
A demonstrated ability to employ data and financial information not only to enhance operational performance but to measure and optimize BGCB’s impact and mission.

Experience leading an organization of breadth and significance in its community
Significant experience leading mission-driven organizations at scale, multi-site managerial experience is a plus.

Undergraduate degree required; graduate degree in a relevant field is a plus. Educational background will not take the place of robust/relevant experience.
CRITICAL LEADERSHIP CAPABILITIES

Strategic Thinking and Leadership

As the leader of a decentralized organization with a strong sense of purpose and a deep history, the next Nicholas President and CEO will be a capable executive with strong strategic acumen who will:

- Implement the 2025 Strategic Plan while concurrently considering the current social, environmental, and demographic challenges and adapting the priorities to meet pressing needs. Innovation, responsiveness to changes in technology and social dynamics is essential.

- Engage the stakeholders in discussions about how best to expand the impact of the Clubs on its members and communities, setting priorities to deepen the already profound impact on individual members and to increase the number of children and families who benefit from programs and services.

- Use data and research to inform decision-making and amplify the lived experiences of the staff and members.

- Translate organizational strategies into clear objectives and plans for the Clubs, delegate authority to execute plans, and establish systems and processes to assess progress and impact.

Driving Results

Given the urgency of the issues facing youth in the City of Boston, the new President and CEO will ensure that BGCB has the resources and organizational framework to achieve its goals. To accomplish this, the next leader will:

- Be an inspiring communicator who will engage with the donor and philanthropic community effectively in order to support the programs and ambitions of the organization.

- Ensure that the organization functions effectively with strong financial, operational, and managerial acumen. Encourage and support the continuous evolution and improvement of the programs, infrastructure, and services; apply analytical tools, and leverage data in order to monitor and assess performance.

- Continue to attract, develop, and motivate a talented diverse staff; nurture a culture where all feel engaged, valued and challenged; and foster the already keen culture of teamwork, trust, and belonging.
Collaborating and Partnering

In an organization that cherishes its culture of teamwork and collaboration, continue to invest in developing authentic, productive relationships that accrue value to the Club’s members and their communities by:

- Developing trusted relationships with staff, volunteers, members, and families across the Clubs by listening well, demonstrating curiosity about people, and a strong desire to understand the context and opportunities.

- Nurturing and enhancing strong relationships with the Board of Directors is essential. The Board of Directors, as well as other levels of governance and giving, are deeply engaged in the work of the Clubs and it is essential that the President and CEO engage deeply and frequently with these groups.

- Empower the staff to build connections across the Clubs, collaborate with each other independently, and leverage the scale to improve services.

- Build and strengthen partnerships with critical resources in the city (its schools, social service organizations, community leaders), other nonprofit, corporate and private sector organizations, donors and thought leaders who share a commitment to serving the underserved youth of the city.

OTHER PERSONAL CHARACTERISTICS

- Authenticity, accessibility, and passion for investment in the development of children into generous, educated and engaged citizens

- Deep personal commitment to social justice, economic and racial equity

- Strong moral compass

- Unquestioned love of children and teenagers and a desire to hear their stories

- A leadership style that balances personal confidence with the humility to listen, and to credit others

- An exceptional writer and speaker

- Unquestioned integrity

- A vivid sense of humor, optimistic outlook, and overall playful demeanor

- Engenders immediate trust
Boys & Girls Clubs of Boston – General Expectations

Healthy Behavior Modeling
Teaching youth/teens the importance of living an active, healthy lifestyle is a BGCB priority. As a result, all staff is expected to model healthy behavior while working with our members.

Inclusive Environment
BGCB values creating child-friendly environments, where youth/teens of all abilities can be successful and participate. BGCB expects employees to embrace its focus on inclusion of all members, regardless of race, ethnicity, gender, gender expression, sexual orientation, ability, socio-economic status, and religion.

Continuous Learning
Building the capacity of staff is central to BGCB. The organization encourages and requires that all staff participates in annual professional development opportunities that continue to cultivate their skills in the youth development field.

Safe Spaces
Every staff member shares the responsibility for ensuring BGCB is, and remains, an environment free of sexual, physical, or emotional abuse.

THE SEARCH PROCESS

A Presidential Search Committee will advise the Board of Directors on the selection of Boys & Girls Clubs of Boston’s next President and CEO and has retained Spencer Stuart to support the search. The members of the Search Committee are actively seeking to identify the best candidates. To that end, they welcome your comments, inquiries, applications, and nominations, which may be submitted via an e-mail message with supporting materials to: BGCBPresident@SpencerStuart.com

BGCB is committed to providing fair and equitable consideration of all employees and applicants without regard to race, color, religion, ancestry, age, national origin, place of birth, gender, sexual orientation, gender identity or expression, disability, genetic information, or status as a member.