

# BGCKC BOD Focus Points

"Inspire and enable all young people, especially those that need us most, to realize their full potential as productive, responsible and caring citizens"

Updated: 9.1.22

Goal	Priorities	Core Efforts	Staff Initiatives	Board member responsibility
Leading authority on Youth Development in our community.	Deliver youth-centric club experience through culturally relevant, inclusive, and diverse programming.	Before/After school programming for K through 12. Summer Childcare.	Serve more youth by maximizing existing clubs and exploring new relationships and out of the box locations. Be open to and look for relevant partners.	<b>Advocate:</b> Tell our story and open the right doors to partners, funders and volunteers.
	Serve 9,000 kids across 31 clubs in King County.	Athletic Programs.	Grow Athletic Revenue to fund Programs	Know 3 Priorities to serve more youth. - improve programs - Invest in our people - teens
	Partnering with government, educational, non-profit, and corporate stakeholders as well as BGCA.	Licensed Programs. Youth Violence Prevention program and Safe Passage Project.	Achieve superior performance in program Measurement's of BGCA, YPQ, NYOI, etc. through maximizing focus to improve program focuses through Reach More Youth Initiatives of Improve Programming, Invest in People, Serve More Teens.	
		YouthForce Teen job program across county	Expand Behavioral Health Department/ Mental Wellness	
Culture of continuous improvement in financial and operational performance	\$24M annual budget in 2022-23 (Fourth largest in BGCA)	Operationally Sound.	Develop capital/maintenance plan of owned clubs.	<b>Advise:</b> Leverage personal expertise and contacts to improve operations.
	Surplus operating budget	Programs available at own clubs, schools, community centers, low income housing and virtually.	Decide next steps for North Seattle Club.	Make BGCKC your top annual personal donation.
	\$37.5M Real Estate Assets	Safety Committee guides organization on protocols to be implemented everywhere we serve kids.	Safety Committee to begin club visits and maximize guidance.	Create/participate in committee to achieve goals/allocate resources.
	Transportation fleet of 60+ vehicles	Provide transportation solutions when needed to allow access to clubs.	Overhaul transportation operations/ work with schools.	
	Low management overhead (15.2%)	Access to programs is affordable (free, scholarships, low cost fees)	Explore ways to reduce barriers to access clubs to youth and families.	
	Provide a safe place for youth.		Expand Athletics to attract more teens, increase revenue to fund programs.	
	Diverse and sustainable revenue stream to fund operations and programs			
A great place for employees and volunteers who are passionate about serving youth.	Full Time turnover rate of 50% and declining.	Creating the BGC "magic" that takes place in each Club each day.	Continue to improve overall compensation of all staff.	<b>Engage:</b> Recruit Staff and volunteers.
	Work culture that allows each person to bring best self to work.	Commitment at all levels in achieving an anti-racist org.	Evolving REI work to all of organization as well as begin to focus on youth.	Participate in staff, volunteer and funders gratitude.
	Volunteers providing needed hours a year in service to clubs.	Training expectations and opportunities for all.	Create volunteer and alumni recruitment plan.	Participate in CAB meetings/retreat.
	Strong NYOI results each year.	Engaged Board of Directors fulfilling commitments.	Updating BOD process - onboarding, recruitment and aligned responsibilities and champions council engagement.	
	Full board with waiting list.		Maximize Club Advisory Boards.	