

Growth Strategy: Reach More Youth

Create a youth centric Club Experience through culturally relevant, inclusive and diverse programming, by investing in those who are committed to serving youth.

| Goal/Priority | Key Drivers | Initiatives | Metrics To Track Success | Project team to create/implement | Who Owns Results | |
|---|----------------------------------|---|---|---|------------------------------|---------------|
| Improve Programming | All Programs | 1 Provide proactive and innovative programming to ensure safety, learning, and fun are taking place in Clubs. | Annual NYOI | Rachel/Charlotte/ADs/EDs | LPS | |
| | | 2 Focus on social emotional learning and mental health supports. Including but not limited to, peace circles, targeting discussions, encouraging active play and fun/laughter | Annual NYOI | Rachel/Charlotte/ADs/EDs | LPS | |
| | | 3 Create Behavioural Health department/structure | Annual NYOI | Rachel/Charlotte/ADs/EDs | LPS | |
| | | 4 Expand Athletic Programs to all clubs with a gym | Annual NYOI | Bridget | LPS | |
| | | 5 Expand STYLE | Increased Teen ADA | Daryll/Bridget | | |
| Invest in People | Intentional Training | 5 Prioritize DEI work and Adelante presence within organization | Lower Turnover | Leadership Team/Patrick | ALL/Adelante | |
| | | 6 Continue to evolve safety plans to be relevant to needs of Clubs | Safety Audits | Rachel/Charlotte | Safety Committee/LPS/ADs/EDs | |
| | | 7 Utilize virtual platforms to make training more accessible | | Charlotte | LPS/ADs/EDs | |
| | | 8 Create Club specific training plans | Safety Audits | Rachel/Charlotte | LPS/AD/EDs | |
| | | 9 Create onboard system of new directors (BGCA, Area) | Lower LPS Turn-over | Rachel/Charlotte | LPS/ADs/EDs | |
| | | 10 Create Pathways to encourage promotion from within | Promotions from within | Leadership Team/Laurie | Leadership Team/Laurie | |
| | Recognition | 11 Continue to create opportunities to recognize team | Lower Turnover | Leadership Team/Laurie | Leadership Team/Laurie | |
| | Serve More Teens | Staffing | 12 Relevant onboarding/training of Teen staff | Lower Teen Staff Turnover | Training/HR | LPS/AD/EDs |
| | | | 13 Require dedicated Teen Staff to be available and in ratio when Teens | Increase Teen ADA | ADs/EDs | Ops Directors |
| | | Programs | 14 Proactively plan programs relevant to Club. | Increased Teen ADA | ADs/EDs/SEN/YF | LPS |
| 15 Take advantage of community programs/BGCA programs | | | Increased Teen ADA | ADs/EDs/SEN/YF | LPS | |
| 16 Create and maintain robust YOQ, YOY, Torch Club, and Keystone programs. The building blocks of successful teen programs. | | | Increased Teen ADA | ADs/EDs/SEN/YF | LPS | |
| 17 Intentionally create platforms for youth voice: County Teen Board | | | Increased Teen ADA | Marty/Sigrid/Meghan/Marketing/Tim B. | LPS | |
| 18 Utilize innovative program options to meet Teens social, emotional and career needs. | | | Increased Teen ADA | Marty/Sigrid/Meghan/Rachel/Snr. Teen Dir. | LPS | |
| 19 Continue Teen Staff presence with Teens/5th graders | | | Increased Teen ADA | ADs/EDs/Ops Directors | LPS | |
| Recruitment | | 20 Expand Workforce Readiness Programs through YouthForce throughout the organization to all Teens. | Increased Teen ADA | Sigrid/Tim B | YouthForce | |
| | | 21 Utilize Athletics to introduce Teens to BGCKC | Increased Teen ADA | Bridget/ADs/EDs | LPS | |