



ADAPT

2024 Community
Impact Report

WE CONTINUE TO ADAPT FOR THE YOUTH WE SERVE



This year, as we look back on our accomplishments and challenges, one theme resonates above all—adapt. In an ever-evolving world, the Boys & Girls Clubs of Whatcom County has adapted with resilience and creativity, transforming challenges into opportunities for growth and service.



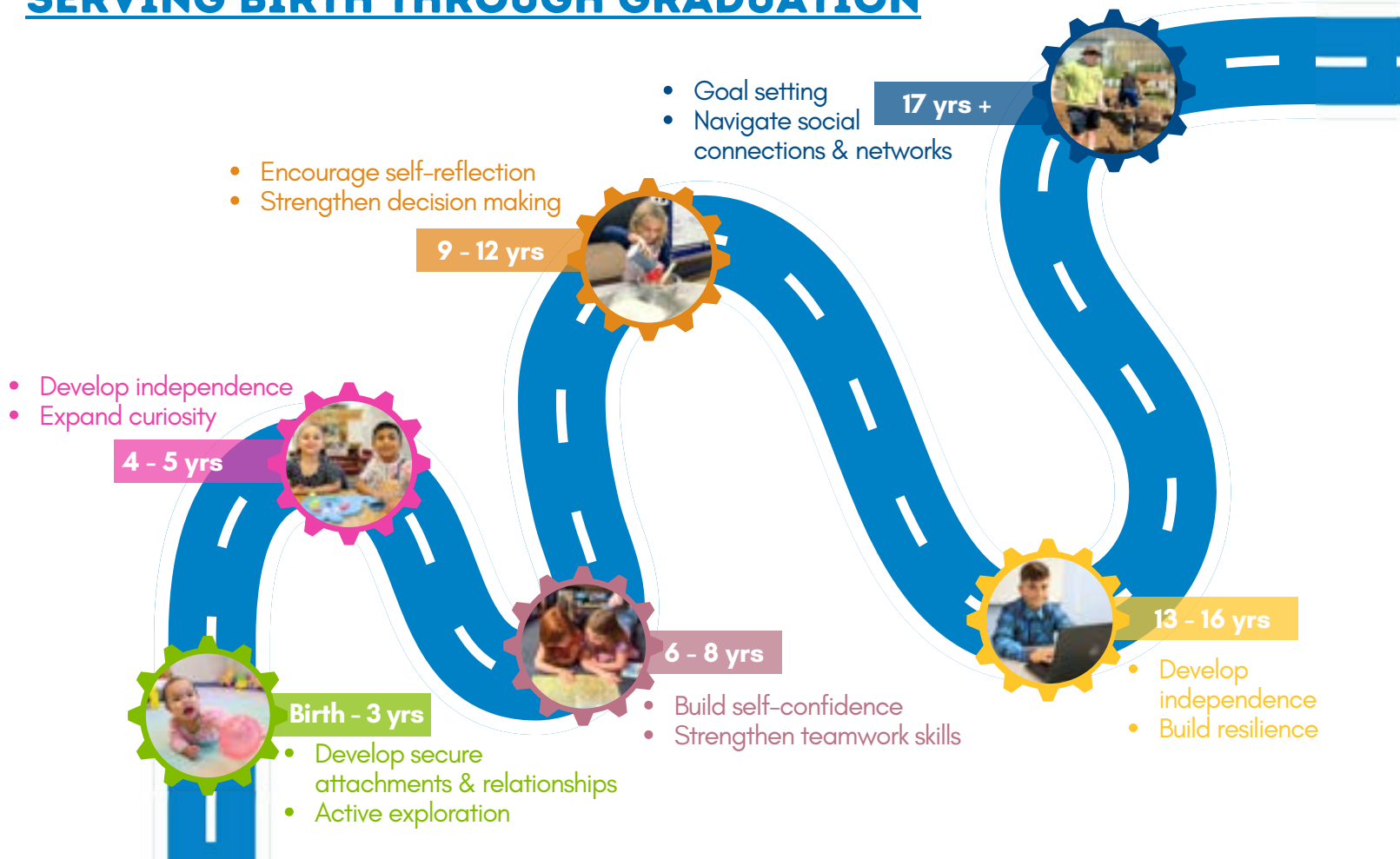
Our mission remains steadfast: to inspire youth to reach their full potential and be the next generation of community leaders. Yet, the methods we use to fulfill that mission have adapted to meet the needs of today. From innovative learning programs to new approaches in community engagement, we have adjusted to ensure our youth continue to thrive. This report showcases how our team, partners, and community have come together to advance our vision in ways that are as forward-thinking as they are impactful.



As you explore the stories and successes in these pages, we invite you to celebrate the flexibility and dedication that sustain our Clubs and inspire our youth to persevere, grow, and lead. Adaptation isn't just a theme—it's a commitment to our future.

Thank you for standing with us and for supporting our journey to adapt and empower. *Together, we are building a brighter future, one change at a time.*

SERVING BIRTH THROUGH GRADUATION



2024 YEAR IN REVIEW

JANUARY



Ferndale's Erick Fuentes selected as 2024 Youth of the Year

MARCH



Clubs celebrate Read Across America Week

MAY



Members stay active with Project L.A.N.E. collaborative games

FEBRUARY



Kids get creative in the kitchen to learn about nutritious meals

APRIL



Spring volleyball starts a successful season

JUNE



New playground equipment unveiled at the Ferndale ELC

JULY



Exploring the world around us during summer camp field trips

SEPTEMBER



Teens explore local workforce development opportunities

NOVEMBER



Winter basketball returns for young athletes

AUGUST



Summer wraps up with first annual Clubhouse Talent Show

OCTOBER



Youngest members celebrate their favorite books for Storybook Week

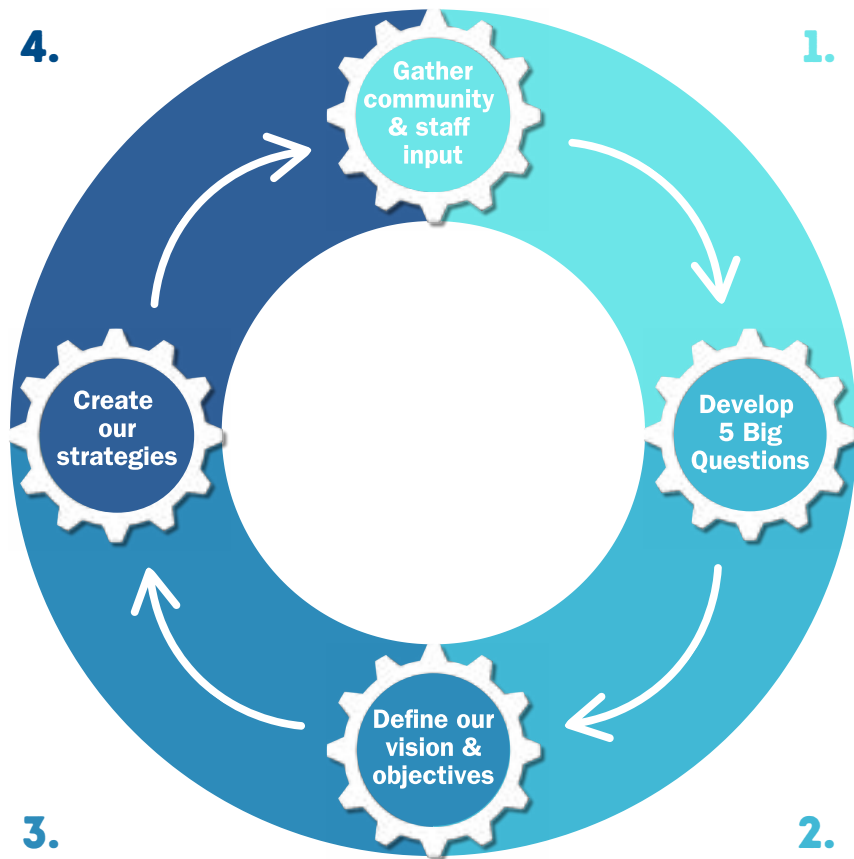
DECEMBER



Winter Wonderland breakfast hosted for families



STRATEGIC DIRECTION PROCESS CREATION



1.

We surveyed 100% of staff, and used three-year trend data from BGCA to identify gaps in programming.

We held two community stakeholder meetings to gather feedback.

2.

Using the data gathered, the Board of Directors and Senior Staff developed Five Focus Areas.

We assessed the resources needed to focus on the five themes.

4.

With our annual goals set, department leaders created the strategies they will use to achieve our objectives. This step happens each year and serves as our work plan.

3.

With answers to the "5 Big Questions", we crafted the vision for who the youth in our community need us to be and set annual goals to achieve the vision.



**BOYS & GIRLS CLUBS
OF WHATCOM COUNTY**

OUR VISION

Through relentless pursuit, BGCWC/GFELC aims to be the largest, most equitable provider of youth development programs in Whatcom County and to be known as ambassadors for youth, offering programs that educate and inspire purpose and healthy connections in a fun, safe space.

**Great
Futures**
EARLY LEARNING CENTERS



**ENSURE EQUITABLE,
AFFORDABLE ACCESS TO
QUALITY CARE**



**DEVELOP THE NEXT
GENERATION OF LEADERS**



**INCREASE SAFETY
& CONSISTENCY**



**BECOME AN
EMPLOYER OF CHOICE**



**STRENGTHEN COMMUNITY
CONNECTIONS**



EQUITABLE, AFFORDABLE ACCESS TO QUALITY CARE

Our goal:

To provide equitable, affordable access to quality childcare and ensure that every family, regardless of their background, income, or circumstances, has the opportunity to provide their children with nurturing, developmentally appropriate, and high-standard care.

We prioritize fairness, remove systemic barriers, and address the diverse needs of families to create a childcare system that supports all children in thriving and reaching their full potential.





1,547

KIDS SERVED AT THE CLUBS



460

**KIDS SERVED AT
THE EARLY
LEARNING CENTERS**



82%

**OF EARLY LEARNING
CHILDREN ATTEND
ON SUBSIDIES**



16,516

**HOURS OPEN TO
SERVE KIDS**



110

**DEDICATED
MEMBERS
OF STAFF**





At Boys & Girls Clubs, our K-5 programming supports the whole child through a focus on social, academic, and healthy lifestyle development. We provide a safe and nurturing environment where kids build friendships, enhance their learning through engaging activities, and develop essential life skills.

From homework help and STEM projects to team-building games and wellness education, our programs empower young minds and bodies to grow, thrive, and succeed.



DAILY PROGRAM SCHEDULE

2:00pm

Club opens

2:45pm

Self-selected activities

3:30pm

Wash hands

3:45pm

Meal is served

4:00pm

Club meeting

4:15pm

Programming

5:30pm

Snack is served

6:00pm

Pick-up and head home



Our early learning centers proudly utilize the HighScope Curriculum, a research-based approach that empowers children to become active learners. This dynamic framework fosters critical thinking, problem-solving, and creativity through hands-on, child-led activities.

By focusing on intentional play and strong teacher-child interactions, HighScope ensures that every child builds the foundation for lifelong learning, preparing them for success in school and beyond.



DAILY PROGRAM SCHEDULE

6:00am	Arrival/choice time	12:30pm	Lunch-Recall
7:00am	Breakfast	1:00pm	Nap/quiet time
7:30am	Greeting time	2:00pm	Wake up activities
8:00am	Large group	2:30pm	Snack 2
8:30am	Art/table activities	3:00pm	Outside time
9:30am	Snack 1	4:00pm	Work time
10:00am	Outside time	5:00pm	Clean-up/recall
10:45am	Work time	5:30pm	Snack 3/dismissal



Childhood nutrition and healthy eating programs are essential for the growth and development of young minds and bodies. At our Early Learning Centers and Clubhouses, children have access to nutritious meals and snacks, fostering better concentration, energy, and overall well-being. By teaching healthy eating habits early, we empower kids with the knowledge and tools they need to make positive choices that support lifelong health and success.



122,908

**MEALS AND SNACKS SERVED
AT THE EARLY LEARNING
CENTERS IN 2024**



50,070

**MEALS AND SNACKS
SERVED AT THE CLUBS
IN 2024**

**Components of a
balanced meal:**

- Protein
- Grain
- Fruit
- Vegetable
- Milk



CLUBHOUSES SERVE

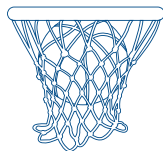
GRAB & GO MEALS

WHILE EARLY LEARNING SERVES

FAMILY STYLE.



847 YOUTH
PARTICIPATED IN
ATHLETICS



**Sports offered in
2024:**

- Winter basketball
- Spring baseball
- Spring & fall volleyball
- Fall flag football

139
COACHES
SERVED AS
MENTORS

319

GAMES PLAYED ON THE FIELDS/COURTS

Recreational sports at Boys & Girls Clubs provide more than just fun—they are a vital tool for building confidence, teamwork, and healthy lifestyles. By offering inclusive programs that welcome all skill levels, we create opportunities for kids to stay active, develop sportsmanship, and build friendships in a positive environment.

These activities encourage resilience and goal-setting while teaching valuable life skills that extend far beyond the playing field.

Recreational sports are a cornerstone of our commitment to nurturing well-rounded, empowered youth.



DEVELOP THE NEXT GENERATION OF LEADERS

Our goal:

Create safe, supportive spaces where youth can discover their potential, build confidence, and develop critical life skills. Programs will be innovative and adaptive with a focus on developing resilience, creativity, and a sense of belonging and responsibility. Programs focus not only on building the skills needed today, but those needed to be community leaders in the future.





96%

expect to
graduate
on-time



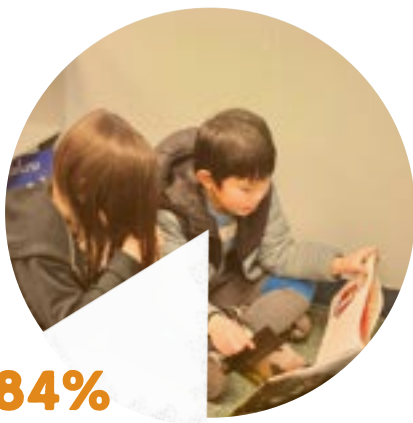
81%

stand up
for what is
right even
if a friend
disagrees



84%

report mostly
A's and B's



89%

report having
leadership skills



** Whatcom County data gathered from Boys & Girls Clubs of America NYOI survey.*



CLUBHOUSE LEADERSHIP DEVELOPMENT



In 2024 a partnership with the Northwest Education District brought us 12 Youth workers. These teens applied for work and then spent up to 120 hours each training and gaining valuable skills to be successful in the workforce while working in our Clubs.



Over 20 teens participated in our summer workforce readiness program that allows hands-on exposure to local career opportunities. These field trips ranged from tending crops at Whatcom County farms, to learning about nature conservation at Birch Bay State Park, to visiting a local library to see firsthand a day in the life of a librarian.



The Boys & Girls Clubs' Youth of the Year program is a premier leadership development initiative that recognizes and celebrates outstanding Club members who exemplify academic excellence, leadership, and service to their communities. This prestigious program empowers young people to share their stories, strengthen their leadership skills, and inspire others while preparing them for future success.



EARLY LEARNING CENTER LEADERSHIP DEVELOPMENT

The implementation of dual-language classrooms in our Early Learning Centers promotes inclusivity by fostering cultural awareness and collaboration while simultaneously developing leadership skills from the earliest age through enhanced communication, adaptability, and teamwork across diverse perspectives.



The re-introduction of field trips in early learning center curricula this year helped to cultivate leadership skills by exposing children to new environments, encouraging curiosity and problem-solving, and fostering teamwork as they navigate experiences together, building confidence and resiliency.



Leadership development begins at the earliest stages of programming. Our HighScope curriculum fosters independence and decision-making skills through its active participatory learning approach. Children are encouraged to plan, execute, and reflect on their activities, building critical thinking and collaboration skills — key traits of effective leadership.





INCREASE SAFETY & CONSISTENCY

Our goal:

Provide young people with a secure environment where they are both physically and emotionally safe, so trust can be developed and they are able to thrive.

By offering consistent routines and dependable support, we create spaces where youth feel valued, supported, and empowered.





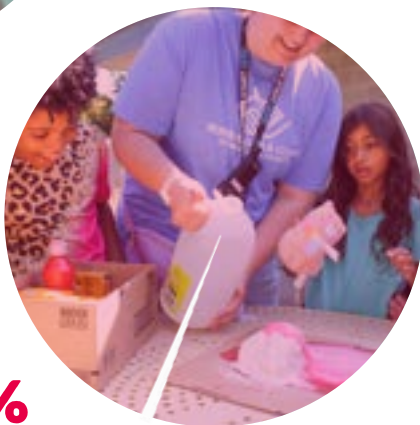
92%

report feeling safe
from harm



90%

feel safe being
themselves at Club



99%

report that the Club has rules for how
we treat each other at Club



85%

feel physically
safe at Club

** Whatcom County data gathered from Boys & Girls Clubs of America NYOI survey.*



PaxTools is a curriculum for youth development staff that ensures all Club interactions are based on principles of equity, restoration justice, and trauma informed care. We use this as a guide for behavior interventions to be conducted in a therapeutic way to avoid re-traumatization and reinforce positive behaviors. Our trained Behavioral Support Specialist works with children individually and in groups to provide trauma informed care.

Role of our Behavioral Support Specialist:

- Conduct small group mental health promotion sessions
- Assist families in navigating complex behavioral health resources in our community
- Provide resources to staff to alleviate compassion fatigue
- Conduct 1-1 mental health supports

BGCWC participated in the PAXIS Institute study on social competence this year.

IN 2024 WE SAW:

40% INCREASED ABILITY TO EXPRESS FEELINGS APPROPRIATELY

36% INCREASE IN ACCEPTING WHEN THINGS DON'T GO THEIR WAY

42% INCREASE IN RESOLVING CONFLICT ON THEIR OWN

52% INCREASE IN BEING ABLE TO SELF-REGULATE BEHAVIORS



94%

feel emotionally
safe at Club



91%

say adults at the Club
care about them



63%

kids report being bullied on school
property compared to only 30% at Club

89%

report there is an
adult at Club they
can talk to if they
have a problem



** Whatcom County data gathered from Boys & Girls Clubs of America NYOI survey.*



BECOME AN EMPLOYER OF CHOICE

Our Goal:

Foster a supportive, inclusive workplace and invest in professional growth, to empower our team to create a positive impact on the lives of the youth we serve every day.

Our staff is our greatest asset and it is imperative for us to be able to recruit and retain individuals dedicated to growing our next generation of leaders.





OUR DNA CULTURAL CODE

is a series of “We” statements, developed by a diverse team of our staff in 2023. These statements offer clearly defined behaviors around specifically how we treat each other and approach our work every day to uphold the environment we’re all intentionally co-creating together; aka our culture.

Establishing and sustaining a positive culture means holding our employees accountable to the promise of an excellent experience.

Developing and implementing our DNA cultural code has been a multi-phase process that we are deeply committed to.

126

**HOURS OF TRAINING FOR
STAFF DEVELOPMENT**

56%

**REDUCTION IN
STAFF TURNOVER
AT THE EARLY
LEARNING CENTERS
FROM 2023 TO 2024**

**IN OUR 2024
EMPLOYEE
ENGAGEMENT
SURVEY, WE SAW AN
INCREASE OF**

61%

**IN OUR WORKPLACE
CULTURE**

OUR AVERAGE HOURLY RATE INCREASED BY

\$8.50

FROM 2020 TO 2024



STRENGTHEN COMMUNITY CONNECTIONS

Our goal:

Bring together families, local leaders, and organizations to support the success of our youth. Through these partnerships, we create a network of care and opportunity that empowers young people to thrive while fostering a stronger, more united community.





HOW BOYS & GIRLS CLUBS MAKE A DIFFERENCE

\$1 → \$7.20

Every \$1 invested in Washington Clubs returns \$7.20 in economic benefits to Club members, their families, and their communities.



**2,007
MEMBERS
ACROSS WHATCOM
COUNTY**



ACADEMIC SUCCESS

\$8.2 million in savings from avoided grade repetition in 2022

CHARACTER & LEADERSHIP

30% increase in community service participation

LIFE & WORKFORCE READINESS

\$372.6 million in additional lifetime earnings

ESSENTIAL SKILLS

\$46.7 million in improved social interactions and managing challenging situations

HEALTH & WELL-BEING

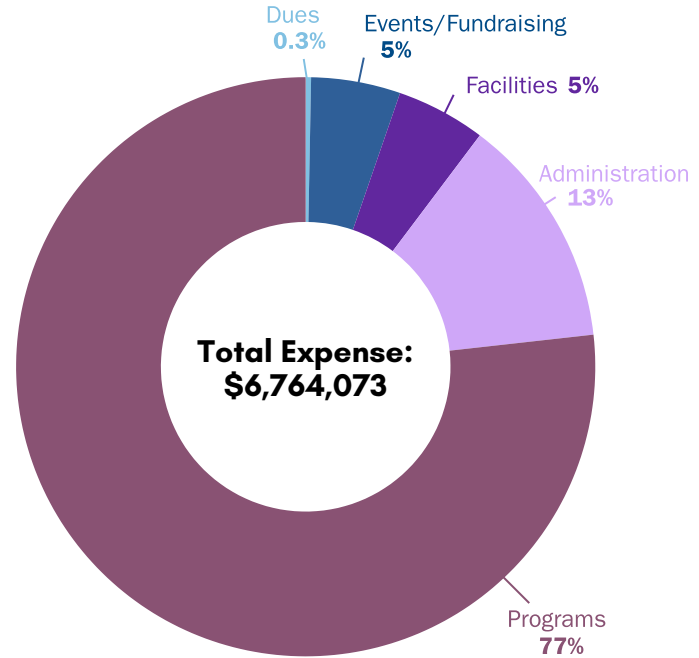
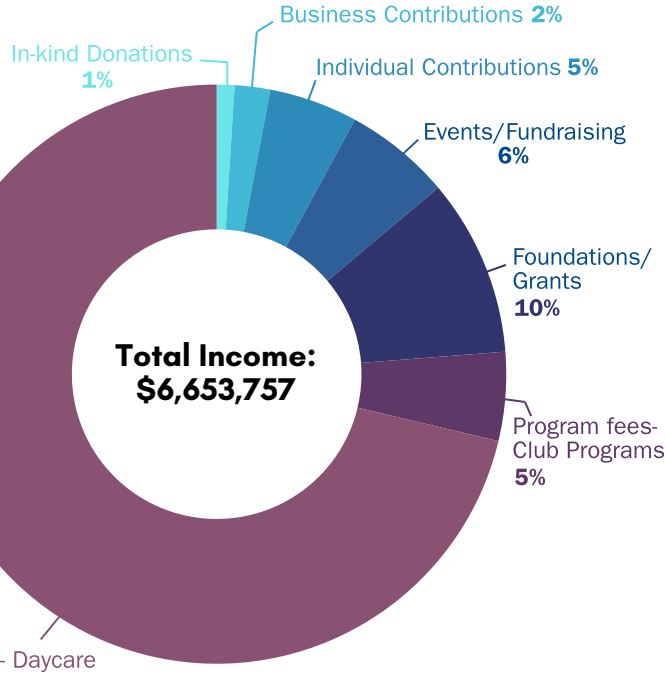
\$118.9 million value in improved physical and mental health

Total Expenditures by Boys & Girls Clubs in Washington in 2022:
\$83.4 million

**TOTAL BENEFITS IN 2022:
\$600.4 MILLION**

Data gathered from Boys & Girls Clubs of Washington State Alliance

INCOME & EXPENSE SUMMARY



*2024 Depreciation Expense: \$508,324

ENDOWMENT FUND

Value in 2024: \$2,583,244

This legacy fund was established in 2002. It continues to support Boys & Girls Clubs of Whatcom County special projects, including capital improvements and maintenance, program capacity building, and staff development.

* All figures are estimated year-end and unaudited

THANK YOU TO OUR 2024 COMMUNITY VOLUNTEERS



WINDERMERE HOSTS KICKS FOR KIDS



COACHES ACT AS MENTORS
FOR OUR YOUTH



CTK CHURCH UPGRADES
OUR OUTDOOR SPACES



BOARD OF DIRECTORS MAKING
A DIFFERENCE



T-MOBILE ORGANIZES ATHLETIC EQUIPMENT



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