



BOYS & GIRLS CLUBS
OF WHATCOM COUNTY

Whatcom County **Needs Club Kids**

When Kids Thrive, Communities Flourish

Long before the school bell rings, learning is already underway. In our early learning centers, infants are soothed, toddlers explore, and preschoolers discover the confidence that comes from feeling safe, seen, and supported. These earliest moments matter. They shape how children learn, relate, and believe in themselves long before they ever walk into a classroom.

As children grow, Club doors continue to open. After school, Club kids find consistency in a world that is often unpredictable, four hours each day of care, connection, academic support, healthy meals, and positive role models. From first words to first jobs, the Club provides a steady thread of belonging that carries families through every stage of childhood. This year showed us what's possible when a community commits early and stays the course. Families found stability. Schools gained partners. Employers gained hope in a generation growing up with opportunity instead of limits. This annual report reflects that continuum of care, from birth through graduation, powered by donors, partners, staff, and volunteers who believe that investing early changes everything.

Whatcom County needs Club kids—because Club kids are not a side story to our community's future; they are the future workforce, caregivers, leaders, and neighbors who will shape Whatcom County for decades to come.

Through relentless pursuit, BGCWC 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. Our goal is to:



Become an employer of choice



Develop the next generation of leaders



Strengthen community connections



Increase safety & consistency



**Ensure equitable, affordable
access to quality care**

OUR LOCATIONS



BOYS & GIRLS CLUBS
OF WHATCOM COUNTY

- **Bellingham**
- **Blaine**
- **Ferndale**
- **Lynden**



- **Ferndale**
- **Frontiers (Bellingham)**
- **Northwest (Bellingham)**
- **Sunset (Bellingham)**



Child Safety Assessment

Our annual Child Safety Assessment reviews the effectiveness of our policies across 50 areas, including transportation, technology, facilities, emergency response, insurance, and daily operations

Formula for Impact Assessment

The Formula for Impact Assessment supports continuous improvement by evaluating program quality and guiding annual action plans to deepen youth impact

Key Performance Indicators

Key Performance Indicators measure our programs and operations across 21 areas including: strategic growth, impact, financials, resources, and board engagement. This allows us to benchmark against other Boys & Girls Clubs and track performance over time

National Youth Outcomes Initiative

The NYOI measures strategic outcomes in Academic Success, Healthy Lifestyles, and Good Character & Leadership, using member data and survey insights to benchmark Club impact locally and nationally

Annual Financial Audit

Our Annual Financial Audit is conducted by a licensed and certified public accountant who analyzes our financial transactions, procedures, and activities in order to assess the fiscal soundness of our organization

Early Achievers

Our Early Learning Centers participate in Early Achievers, Washington State's quality recognition and improvement system, which supports high-quality care and positive child development outcomes



Our DNA cultural code is a set of “We” statements created by a diverse team of staff in 2023. It defines how we treat one another and approach our work each day, shaping the culture we intentionally create together. A strong culture requires shared accountability for an excellent employee experience, and our DNA cultural code will continue to evolve as we grow.

Whatever It Takes

We act as a unified team,
supporting and showing up for
one another

Feedback is a Gift

We understand our
words matter

Inspiring Opportunities

We invest in our staff,
contributing to their
development of new skills and
supporting their growth as
professionals

Great Futures Start Here

We create a place of
acceptance for our growing
members and strive to put
their social, emotional, and
physical safety above
everything else

Modeling Excellence

Our work has purpose and
we approach it with intent
and integrity

Workplace culture can feel like a “nice to have” when things are running smoothly. In reality, an intentional and highly engaged culture drives results, strong performance, greater retention, and long-term organizational health. But during times of change or disruption, culture shifts from being beneficial to being essential.

When circumstances are challenging, culture is what sustains teams. A strong culture creates trust, strengthens connection, and reinforces a sense of belonging so people know they are supported by their colleagues and the organization. It's what allows a team to face uncertainty with confidence and say, “We will get through this together.”

Each year, we recognize a DNA Code Champion, a staff member who consistently brings our values to life. This year, **Marty Dunning** was nominated by colleagues across the organization for his thoughtful communication, steady leadership in complex situations, and the respect and care he brings to every interaction, both internally and externally. Congratulations, Marty, and thank you for modeling the culture we strive to build every day.



GREAT FUTURES START HERE.

For many students in Whatcom County, the school day doesn't end when the final bell rings. Children experiencing homelessness, housing instability, or foster care often face long, exhausting commutes as districts work to uphold the McKinney-Vento Act, which protects a child's right to remain in their school of origin. We learned that some students were spending **up to three hours** each afternoon on a bus, traveling across districts—from Blaine to Ferndale or Mount Vernon—all in the name of stability and continuity.

Those long rides came with real challenges. Students of all ages were riding together, sometimes exposing young children to conversations far beyond what's developmentally appropriate.

For kids already navigating so much uncertainty, the bus ride home became another barrier to feeling safe, supported, and cared for.





Everything changed for these kids when we connected with Director of Transportation for the Bellingham School District. Together, we created a solution, with the Bellingham Clubhouse as the central hub for McKinney-Vento students across Whatcom County. Now, instead of sitting on a bus for hours, students are dropped off at the Bellingham Clubhouse first—where they can enjoy a warm meal, receive homework support, participate in enrichment programs, and simply be kids. After bus routes are completed, the students are picked up and taken home.

Today, about 20 Club kids are part of this program—and each one represents hours of waiting replaced with belonging, nourishment, and care. What began as a transportation challenge became a powerful example of what's possible when systems work together around the needs of kids.

Every child deserves more than a long ride home. They deserve a place where they feel seen, supported, and safe.





Youth of the Year is Boys & Girls Clubs of America's premier recognition program, honoring Club members whose leadership, character, and resilience shine.

On January 31, our community gathered at the Ferndale Clubhouse to celebrate four outstanding candidates at the Youth of the Year Dinner: junior candidates Kinlee Baldwin, Eirene Herrera, and Shannon Galindo, alongside senior candidate Abraham Perez.



During the evening, guests heard powerful speeches reflecting how the Club has shaped each young person's confidence, character, and vision for the future. We are proud to congratulate Shannon Galindo, our Junior Youth of the Year, and Abraham Perez, our Senior Youth of the Year.

Abraham went on to represent our Clubs at the State Youth of the Year competition in Seattle in March, where he did an amazing job!

This year, our events were a powerful reflection of the community's enthusiasm and support for kids in Whatcom County. We welcomed keynote speaker Steve Largent at our All County Breakfast, gathered for a memorable Gala & Auction at Hotel Bellwether, and celebrated summer in the Squalicum Boathouse in partnership with SeaFeast. Together, these events showcased what's possible when a community comes together to support kids.

2025 Community Award Winners

Our Champion of Youth Awards, presented at the All County Breakfast, honor two exceptional community leaders and one volunteer coach whose dedication strengthens our Clubs and athletics programs. Congratulations to our winners!

- **Individual Champion** - Flo Simon
- **Business Champion** - Walter E. Nelson Co
- **Coach of the Year** - Emily Milner



Annual All County Breakfast



Inspire Higher Dreams Gala & Auction



Summer Soiree

Our Early Learning Centers are essential to the health and stability of our community and this past year marked five years of operating centers that support families across Whatcom County. The earliest years of life shape everything that follows, and access to high-quality early learning and childcare is critical for children's development, family stability, and a thriving local workforce. Serving children from four weeks to 10 years old, our Early Learning Centers provide safe, nurturing environments that include daily enrichment, outdoor play, rest, and healthy meals.

Our centers utilize the HighScope Curriculum, a research-based framework that promotes kindergarten readiness by empowering children to be active learners through intentional play, hands-on exploration, and strong teacher-child relationships. Through HighScope's "plan-do-review" approach and consistent daily routines, children build independence, problem-solving skills, self-regulation, and communication skills that directly support success in kindergarten and beyond.

The impact of quality childcare extends far beyond the classroom. Studies estimate that state economies lose between \$100 million and \$10 billion annually due to childcare gaps that limit workforce participation and productivity. By investing in early learning today, we are strengthening families now and building a stronger, more resilient Whatcom County for the future.



84%

Kids enrolled receiving subsidies



471

Kids enrolled in our 4 Early Learning Centers



63

Total staff



1084

Kids enrolled in our
4 Clubs



330

Kids who attended spring
and summer camps



5

Staff at each Club
(1 Director, 3 YDP, 1 Teen Coordinator)

As the largest out of school time childcare provider in Whatcom County, we serve more than a thousand kids each year—while knowing many more still need access to safe, supportive care.

Our programs take a whole-child approach, fostering social, academic, and healthy lifestyle development in welcoming spaces where kids build friendships, deepen their learning, and develop essential life skills. From homework help and STEM projects to team-building activities and wellness education, our Clubs empower young people to grow with confidence, resilience, and purpose.

To ensure access for every family, annual Club membership is just \$40 per child, regardless of financial circumstances. **While the true cost to serve each child is \$2,500, we are committed to keeping fees affordable** so we can continue supporting the kids who rely on us—and reach those who still need us.



\$40

The cost of membership for
an entire academic year

Whatcom County needs Club Kids and Club Kids need us.

Good nutrition plays a critical role in helping children learn, grow, and thrive. Across our Early Learning Centers and Clubhouses, kids receive balanced meals and snacks that fuel their bodies, sharpen their focus, and support their overall well-being.

Just as important, we help children build an understanding of healthy food choices at an early age, laying the groundwork for habits that promote lifelong wellness, confidence, and success.





45

Coaches served as mentors

Sports and recreation at Boys & Girls Clubs are about more than staying active—they're about helping kids grow. Through welcoming, age-appropriate programs, youth of all abilities are encouraged to try new activities, work as a team, and experience the confidence that comes from showing up and giving their best.

Participation in recreational sports also helps young people learn perseverance, set personal goals, and navigate challenges—skills that carry over into school, relationships, and life beyond the Club. These programs play an essential role in supporting the physical, social, and emotional development of the kids we serve.



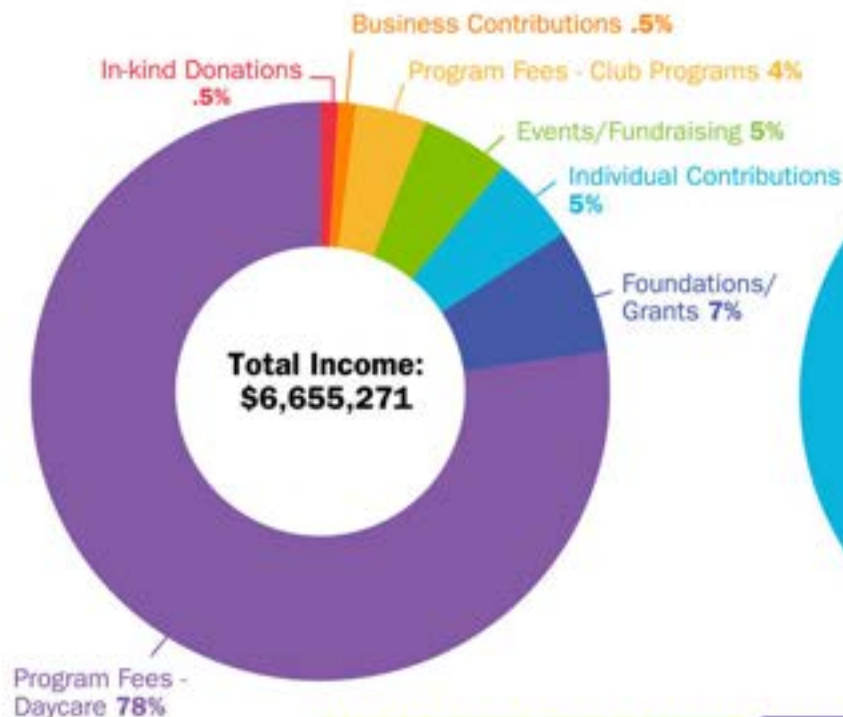
174

Games played on the field/courts



743

Youth participated in athletics



2025 Investment Gains & Losses:
\$318,225*

2025 Capital Investments:
\$324,871*

**All figures are estimated year-end and unaudited*

**Endowment Fund
Value in 2025:**
\$3,681,682

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

Through our Clubhouse afterschool programs, Boys & Girls Clubs of Whatcom County offsets the true \$2,500 annual cost of care, saving families a minimum of \$208 each month.

Affordable, high-quality childcare is increasingly difficult to find in Whatcom County, with limited providers and long waitlists placing added strain on working families. Boys & Girls Clubs has been able to help alleviate the financial burden to families our community.

Care Type	Average Monthly Cost	Average Yearly Cost
Infant (0-2)	\$1,731	\$20,772
Preschool (3-4)	\$1,437	\$17,244
School-Age (Market Rate)	\$539	\$6,468
BGCWC School-Age Care	\$3.33	\$40

At Washington's \$17.13 minimum wage, a full-time worker earns about \$35,630 annually before taxes—an income quickly strained by childcare costs.



ECONOMIC BENEFIT



Thank you for making a difference in the lives of Whatcom County's youth this year!

\$10,000 & Above

- Boys & Girls Clubs of Washington State Association
- bp
- Brett & Tara Nebeker
- Chuckanut Health Foundation
- Dave & Mary Lynne Courtney
- Erin Baker's
- Jerry H. Walton Foundation
- Jim & Sharon Campbell
- Joan Matz
- K&H Integrated Print Solutions
- Kim & Bob Warshawer
- Kristi & Pete Coy
- Medina Foundation
- Michelle & Jerry VanDellen
- Nick & Chantee Ziemkowski
- Patricia Kust
- Phillips 66 Ferndale Refinery
- Terri & Stan Salstrom
- Tim & Marcia McEvoy
- Tyson Twiford & Amelia Mendenhall

\$5,000 - \$9,999

- Alaska Airlines
- AltaGas
- Ben & Sheila Marshall
- Brooks Manufacturing
- Echo Bay Foundation
- Galen Emanuele
- Haggen, Inc.
- Heather & Dan Powell
- Hempler Foods Group
- Hotel Bellwether Lighthouse Bar & Grill
- Jim & Lisa McKenna
- John & Mimi Ferlin
- Kevin & Amia Froese
- Kevin Schaps
- Lockt Storage
- Mark & Helen Packer
- Pearson Construction
- Pete & Heather Romero
- Walter E. Nelson Co
- Will Thompson

\$1,500 - \$4,999

- Alcoa Intalco Works
- Amy Guerra
- Angela Yates & Brandon Tolf
- Anna Metz
- Barry & Brenda Hanson
- Bellingham Garden Spot Nursery
- Bellingham Sunrise Rotary Club
- Berndt & Kari Jung
- Bill & Kae Unrein
- Birch Equipment Rental
- Bryce Waldron
- Carl & Marjorie Reichhardt
- Chris & Sarah Cleaver
- Chris Schepper
- Christ The King Community Church
- Christopher Pease
- Clover & Johnny Dixon
- Courtney & Cole Bellingar
- Curt Maberry Farms, Inc.
- Darla Schneider
- David & Ariel Brinn
- Dawson Construction
- Derek Schauer
- Dick & Sharon Skeers
- Don & Natala Goodman
- Emily Rodenberger
- First Fed
- Flo Simon
- Frank & Maryjane Chmelik
- Grant & Jennifer Hauber
- HUB International Limited
- Industrial Credit Union
- Jacson Bevins & Paulina Antczak
- Jamie & Kevin Smeall
- Janelle & Kevin DeYoung
- Jay & Andrea Boykin
- Jeffrey L Ten Pas
- JH Kelly
- Jim & Carolyn Haupt
- Joel Lawrence
- John & Gladys VanBoven
- John & Kimberly Grycel
- John Canterbury
- John Huntley
- John Peppel
- Judd & Black Appliance
- Kevin Scott
- Kulia & Virginia Gonzalez
- Larson Gross CPAs
- Lineage
- Little Caesars Pizza - Rob Coulthurst
- Mark Miller
- Mary Jansen
- Matia Contractors
- Matthew Hickey
- Michael Higgins
- Mike & Wendy Hammes
- Miriam Margulies
- Moss Adams LLP
- Mountain Pacific Bank
- Neeter House of Luxury
- Nick Featherstone
- NPCE Technology Solutions
- Pandora Lerner
- Paul & Lia Ketteridge
- Peoples Bank
- R. B. Wick
- Rebecca Mertzig
- Rebekah Sharf
- Samson Rope
- Sheldon Satterthwaite
- Superfeet Worldwide Inc.
- Susan Albert
- Susanna & Steve Cornwell
- Tasha Dewey
- Timothy & Tessa Eshuis
- Trucordia
- Vernone & Kathleen Sparkes
- WEA Fourth Corner
- Wendy Wixson
- Whatcom County Cruising Assoc.
- Wise Inc



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**1715 Kentucky St
Bellingham, WA 98229**

360.738.3808 | whatcomclubs.org

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Bingo & Bites

February 28, 2026



Inspire Higher Dreams Gala

April 24, 2026



All County Breakfast

November 4, 2026