

# 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

- Develop independence
- Expand curiosity

4 - 5 yrs



Birth - 3 yrs



- Develop secure attachments & relationships
- Active exploration

9 - 12 yrs



6 - 8 yrs



- Build self-confidence
- Strengthen teamwork skills

17 yrs +

- Goal setting
- Navigate social connections & networks



13 - 16 yrs



- Develop independence
- Build resilience

# 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

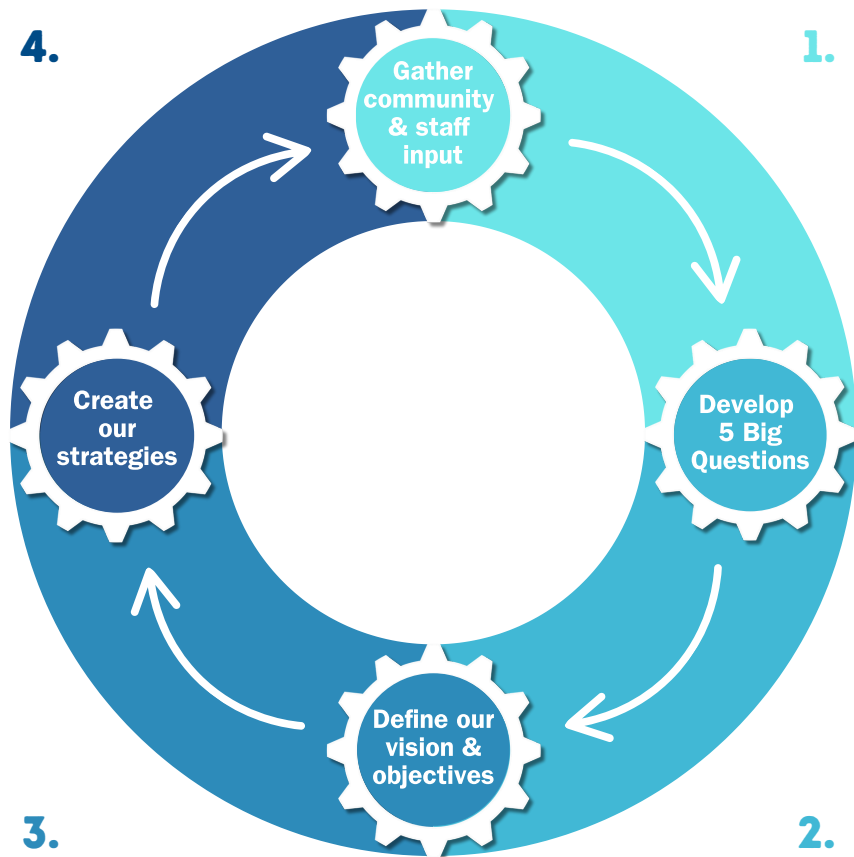
## DECEMBER



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.

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.



**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



**Project L.A.N.E.**

offered at all  
four Clubhouses  
three times a  
week



**CLUBHOUSES SERVE**

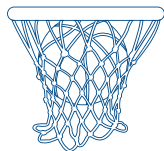
**GRAB & GO MEALS**

**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**

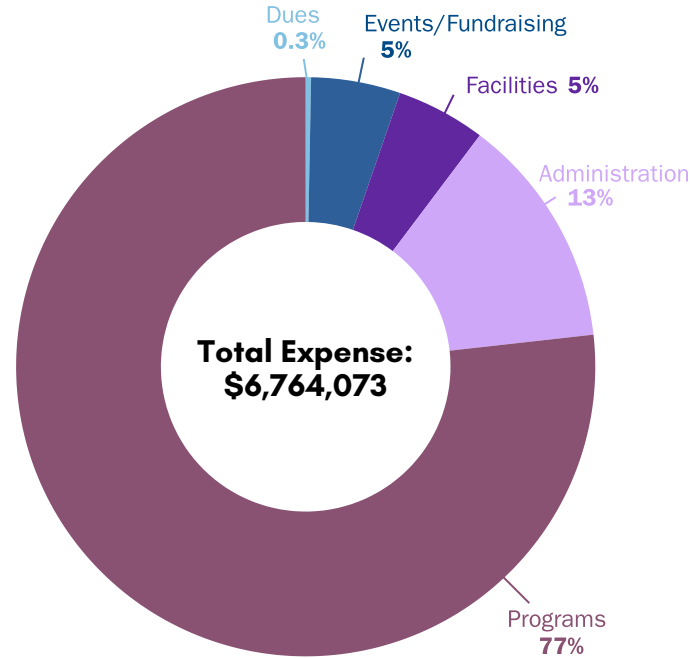
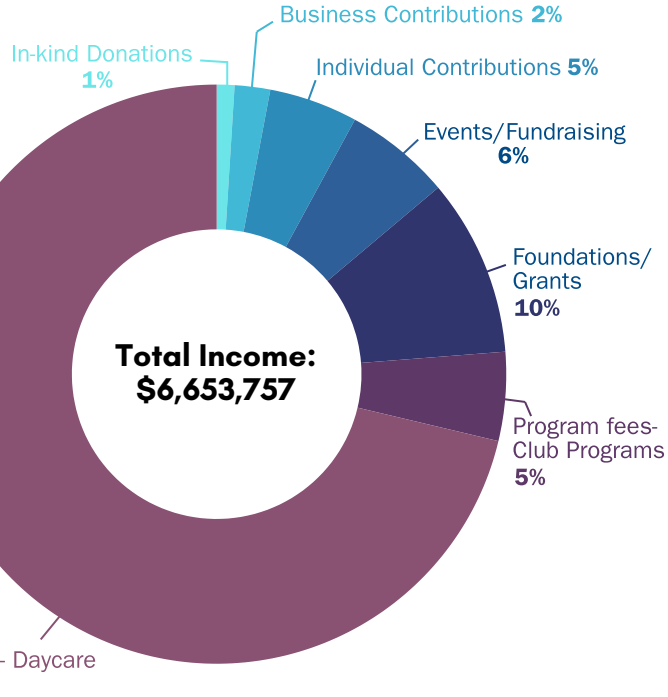
*\$118.9 million value in improved physical and mental health*

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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