



BOYS & GIRLS CLUBS

▶▶▶ Q4 Key Updates

November, 2020

Topics and resources

- COVID-19 Impact Update
- Phase 2 Membership Requirement Proposals
- Racial Equity – Breaking Down Barriers
- NACC directory

This quarterly information pack is designed to provide a deeper level of engagement between local organizations, Area Councils, and the national organization.

Information about key priorities and current issues across the Movement will be included quarterly; please share at your Area Council and local board meetings.

For more information, please visit www.BGCABoards.org or contact your National Area Council Committee representative for more information (see directory, last page)



BOYS & GIRLS CLUBS
OF AMERICA

COVID-19 CLUB IMPACT ROAD TO RECOVERY

As of November 22, 2020

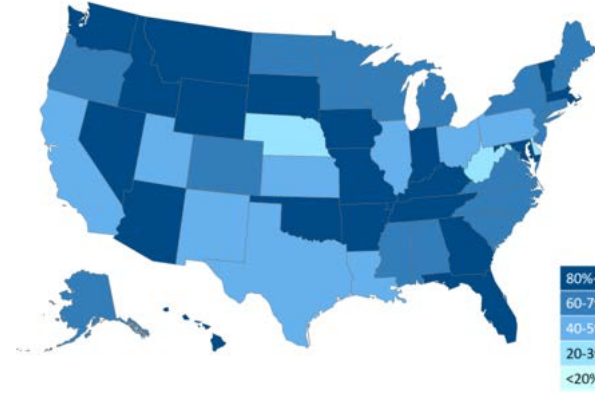
Open

4,278
91%

Closed

426
9%

Serving Youth on Site by State



Clubs are
CURRENTLY
serving an
estimated

133,751

young people **ON**
SITE each day



2676
Providing meal
service



995
Serving as virtual
learning center

Clubs currently open are serving youth in the following ways:

1,903 Serving youth through a Hybrid model

1,264 Serving youth exclusively onsite

1,006 Serving youth exclusively virtually

105 Providing only alternative services

**For additional information
and resources, please visit**

www.bgca.net/coronavirus

BOYS & GIRLS CLUB MOVEMENT



BOYS & GIRLS CLUBS

▶ ▶ ▶ Membership Requirements

Q4 Update

Phase 1 proposals and results

- ▶ Safety 1.3 Applying background check findings
 - ▶ Safety 1.4 Applying reference checks
 - ▶ Safety 1.6 Reporting of critical incidents
 - ▶ Safety 1.7 Safety committee
 - ▶ Safety 1.13 Display of safety collateral
 - ▶ Safety 1.14 Sharing of safety policies with parents/guardians
 - ▶ Bloc vote: Clarified language on 17 requirements
 - ▶ Total organizations voted: 823 (79%)
 - ▶ Non-military organizations voted: 600 (74%)
 - ▶ Average approval rating: 91%
- All-time record for total votes and non-military org votes**

Phase 2 (16 proposals)

Vote planned – March 2020

Safety

- 1.5 Policies for the protection of youth
- 1.8 Safety Committee annual assessment and review
- 1.10 External assessment
- 1.12 CPR and first-aid training
- 1.15 Club members and minors serving as Club volunteers or employees
- 1.16 Insurance

People

- 2.7 Employee benefits
- 2.9 Employee compensation

Financial Sustainability

- 4.0 Preamble
- 4.1 Policies, procedures and controls
- 4.2 Financial audit
- 4.3 Cash reserve policy
- 4.4 Federal debt
- 4.5 Annual board review

Operations

- 5.3 Site operations
- 5.12 Payment of membership dues

Phase 3 (15 proposals)

Vote planned – July 2020

Constitution / Rights & Responsibilities*

- ▶ Four proposals

Safety

- 1.11 Mandatory training

People

- 2.2 Employment of CEO
- 2.3 Staff-to-child ratio (focus on in person)
- 2.4 Club Director position
- 2.5 Written training and development plans
- 2.6 Orientation, onboarding and tracking volunteer participation

Governance

- 3.1 Governing bodies
- 3.2 Fiduciary oversight

Operations

- 5.5 Quality programming
- 5.10 Electronic communications
- 5.11 Service Areas

*requires 60-day notice



BOYS & GIRLS CLUBS

Phase 1 implementation

- ▶ Effective date Jan 1, 2021
- ▶ Phase 1 Activation Guide
- ▶ Updated governance and compliance documents

Phase 2 and 3 discussions

- ▶ Discussion Guides and other resources
- ▶ Continue Area Council and National Town Hall meetings
- ▶ Conduct National Council votes
 - ▶ Phase Two: Week of March 8
 - ▶ Phase Three: Week of July 26 (tentative)

Timeline

PHASE 2

- November – January
 - National town hall meetings
 - Area Council presentations
 - State calls
- Week of January 25
 - Formal 30-day notice to Movement
- February
 - Information sessions (Q&A only)
- Week of March 8
 - National Council vote

PHASE 3

- Late March – late June
 - National town hall meetings
 - Area Council presentations
 - State calls
- Late April
 - Discussions at National Conference
- Week of May 26
 - Formal 60-day notice to Movement of changes to Constitution
- Week of June 24
 - Formal 30-day notice to Movement of changes to membership requirements
- July
 - Information sessions (Q&A only)
- Week of July 26 (tentative)
 - National Council vote

► Questions or Resources Needed?

VISIT: www.bgca.net/proposedrequirements
EMAIL: ProposedRequirements@bgca.org



BOYS & GIRLS CLUBS

Breaking Down Barriers

**Boys & Girls Clubs Commitment to
Addressing Racism & Inequality**

City by City, Neighborhood by Neighborhood,
Community by Community, Club by Club,
Person by Person, Kid by Kid

First Things First

Talking about race, racism and racial equity can be uncomfortable, even hard.

Consider...

- We may see things differently
- Every person has something valuable to contribute
- Collaboration is taking place in the context of converging histories & stories

Let's Agree...

- Respect one another, different points of view
- Assume good intentions
- Give grace, receive grace
- Keep the mission at the center





What is *Breaking Down Barriers*?

- Outlines the Movement's position on racism and racial inequity
- Clarifies that commitment and action are mission critical
- Provides a suggested course of action for local organizations
- Provides key terms/ common language for mutual understanding

Were Local Clubs & Boards Involved in Development?

- Multiple listening sessions, diverse leaders, different viewpoints
- Brief summarizes input provided by local board leaders, Club CEOs, other Club staff and national office staff



We believe:

- All young people should be afforded the guarantee of fair treatment, access and opportunity.
- There are historically marginalized, underserved and underrepresented populations.
- Systemic racism has a traumatic impact on young people.
- Our mission compels us to identify and eliminate barriers that have prevented the full participation and advancement of some groups in this country, particularly Black, Brown, Indigenous and other persons of color.
- The essential work that is needed to dismantle oppressive and unjust systems is complex and requires intentional and decisive action nationally, locally and within our own organizations.
- Addressing systemic injustice cannot be accomplished by a single organization.
- It is only through a collective effort that we can create a future that is equitable and accessible to all.



Getting Started: Questions for Reflection

- Does our organization encourage discussion on issues of race or racism?
- Do we believe our organization's leaders have racial biases that impact decisions and guide interactions with people, particularly people of color?
- Do we understand how systemic racism shows up in our organization? In our community?
- Have we reviewed indicators of well-being and how racial and ethnic groups in our community compare?
- Do we need to examine policies, procedures or practices using a racial equity lens?
- Can Club members see themselves in our most senior leaders?
- Do we consult youth and/or the community about policies, initiatives, etc. that affect them? Does the community have a voice in how we use our resources?



BOYS & GIRLS CLUBS

Breaking Down Barriers

**The Boys & Girls Clubs Commitment to
Addressing Racism & Inequality**

City by City, Neighborhood by Neighborhood,
Community by Community, Club by Club,
Person by Person, Kid by Kid

Resources

bgca.net/racialequity



National Area Council Committee Representative Directory / Contact Information

Pacific

Ann Farrell - ann.farrell@alignunifythrive.com
(Washington, Oregon, Idaho, Alaska)

Jim Hammack - jim@nerdcrossing.com
(Northern CA, Coastal CA)

Dawn Miller - drdawnmiller@sbcglobal.net (Orange
County, LA, San Diego)

Doug Miller - dpmiller89@yahoo.com
(Nevada, Utah, Arizona, San Andreas)

Southwest

Jim Hastings - jahastings@aol.com (Montana, Wyoming)
Kip Koso - kipkoso@me.com (Colorado, New Mexico)
Jim Petty - jim@thesrc.com (Arkansas, Kansas, Oklahoma)
Tony Trevino, Jr - tonytrevino9@gmail.com (Texas)

Midwest

Jim Franklin - jimtfranklin@me.com (Greater Midwest, Missouri)
Don Harbaugh - dharbaugh@hddholdings.com (Michigan, Ohio, West Virginia)
Richard Peterson - rpeterson@porteradvertising.com (Indiana, Kentucky)
Guy Smith - gsmith@lillycreekcapital.com (Illinois, Wisconsin)

Northeast (includes Puerto Rico)

Phil Jackson - jacksonp@univest.net
(Delaware, Maryland, NJ,
Pennsylvania)

Dusty Miller - erwinhmiller@gmail.com (North.
New England, Mass.)

Joe Pagliaro, JR - joepags68@outlook.com (CT, RI)

*New York Area Council
currently vacant – actively
recruiting

Southeast

Jon Anderson - jander2938@aol.com (Alabama, Louisiana, Mississippi)
Arthur Cullen - arthurcullen@gmail.com (Florida)
Tony Melson - armelson1@gmail.com (North Carolina, Tennessee, Virginia,
Washington DC)
Jim Newland - jamesnewland2@charter.net (Georgia, South Carolina)