



BOYS & GIRLS CLUBS OF GREATER MANCHESTER STRATEGY ROAD MAP

Our Vision:

To give all kids a chance



BOYS & GIRLS CLUBS
OF GREATER MANCHESTER

FOR BOARD APPROVAL rev. November 12, 2024

WHO WE ARE



Our mission

To reach out to all youth, especially those who need us most, inspiring them to realize their full potential as productive, responsible, and caring individuals.



Our vision

To give all kids a chance



Our commitment

Our commitment is to empower every Club member through safe and impactful experiences to graduate high school with a plan for college or career, contribute to their community, and live a healthy life. There are no barriers to membership and no limits to what our kids can achieve.



Our Guiding Principles

Belonging: We strive to create diverse, inclusive environments where every young person, caregiver, staff member, board member and volunteer is valued, respected and has a voice.

Collective Impact: We collaborate with strategic partners for the collective good in the greater Manchester area.

Excellence: We are leaders in youth development, setting high standards and investing in the success of our people as productive, respectful, and caring individuals.

Continuous Improvement: We embrace learning and innovation to increase our impact.

Accountability: We are accountable to our youth, Club families, and community and act in ways that advance our impact on youth and the reputation of Boys & Girls Clubs.

Safety: We aim to always provide safe environments where kids can thrive and feel fully supported.



Our geographic focus

Manchester and the adjacent communities of Allentown, Auburn, Bedford, New Boston, Bow, Candia, Chester, Deerfield, Dunbarton, Goffstown, Hooksett, Merrimack, and Weare



Who we serve

Kindergarten through High School Seniors, Families, Alumni, and the Broader Community



Our over 100 programs include but are not limited to

Arts and Music | Tutoring and Homework Assistance | Fitness and Athletics | STEM Learning
Healthy Living | Food and Meals | Zen Den and On-Site Counseling, Group Therapy Programs
Transportation | Workforce Development | College Preparation | Community Service
Leadership Opportunities | Holiday Help



Sustained by funding from

Enrollment Fees | Facility Rentals | Grants | Contributions, Including Individual, Corporate, and Third-Party Events

OUR STRATEGIC ADVANTAGES

Our Strategic Advantages are the unique assets and expertise that distinguish our organization from others. By leveraging these powerful strengths in this strategic plan, we will keep our organization vital and thriving and ensure our greatest impact. Our strategic advantages include:

- **Cost-Effective Programs and Financial Assistance** ensuring no boundaries to access.
- **Providing High-Quality Opportunities and Experiences** year-round that inspire well-being and holistic engagement of today's youth.
- **Strong Community, Donor, Board, and Alumni Support**, providing a solid network of support and opportunities for lifelong engagement with our mission.
- **Dedicated and Experienced Staff**, many serving for over 10 years and bringing specialized training.
- **Industry-Leading Safety Measures and Protocols** to prioritize and enhance member safety.
- **Rich Community Resources and Support** such as free food programs, holiday support, and back-to-school assistance, which contribute to serving the whole child and their families.
- **Camp Foster's** 20 acres offering summer outdoor opportunities to enrich members' experience.



CRITICAL ISSUES WE AIM TO ADDRESS WITH THIS PLAN

There are significant challenges facing youth, families, and the communities in Greater Manchester. By partnering with other organizations, we aim to help address the following critical social issues to continue to strengthen youth and our region:

- **Affordable Enrichment Programs:** Offering reliable and affordable programs to support parents, ensuring that all children can be cared for in a safe and nurturing environment during out of school time.
- **Education and Academic Support:** Addressing educational gaps in order to improve school performance, position youth for success, and to foster a love for learning.
- **Preparation for Careers and Higher Education:** Preparing youth for success beyond high school, broadening experiences and promoting leadership skills and knowledge needed to thrive.
- **Mentorship and Positive Role Models:** Creating a safe environment for youth and offering positive role models to guide them through challenges like peer pressure, substance abuse, and social-emotional development.
- **Mental Health Support:** Addressing mental health challenges and promoting emotional well-being and resilience among youth and their families.
- **Food Insecurity and Need for Nutrition Education:** Ensuring access to healthy meals and improve nutrition and well-being.



STRATEGY SCREEN FOR DECISION MAKING

This set of criteria can help us determine whether any new strategy or initiative aligns with who we are as an organization. By using this strategy screen to guide our decision-making and dialogue, we will ensure that future strategies and initiatives align with our strategic plan.

Mission and Strategy

- How does this advance our mission, vision, and values of the organization?
- What critical social issues does it address?
- How will this impact the kids and families we serve?
- How does it leverage our strategic advantages?
- What are the implications if we don't take this strategy or what other alternatives might be available?
- What other organizations might we collaborate with around this?
- How will we determine success or measure impact?



Financial Considerations

- What is the overall net financial impact and ability for this initiative to contribute to our mission?
- What does long-term financial sustainability look like?
- What is the opportunity cost?

Operational Considerations

- What resources (staff, facilities, equipment) are available, or can we secure to make it happen?
- What impact will this strategy have on existing programs or other opportunities?

Public Relations and Image

- What is the story we will tell?
- What is the reputation risk or impact on our brand? How might this improve the credibility or visibility of our organization in the community?
- What impact might this have on key staff, volunteers, donors, community leaders, etc.?
- How will this strategy impact our fundraising efforts?



OUR STRATEGIES TO MOVE OUR VISION FORWARD

Our Mission

To reach out to all youth, especially those who need us most, inspiring them to realize their full potential as productive, responsible, and caring individuals.

Our Vision

To give all kids a chance

Our Purpose

To create opportunities that inspire and empower youth to succeed



Our Strategies

Program Impact: Develop and deliver robust and innovative programs to engage youth and families, providing experiences that lead to positive outcomes.

Leadership Development: Grow our leadership capacity and a strong organizational culture, attracting, retaining and developing board volunteers and transformational leaders at all levels.

Influence: Influence public opinion and action to elevate youth development by sharing clear and powerful stories about how we impact youth, teens, and the community.

Advancing Philanthropy: Expand fundraising and cultivate and steward donors at all levels.

Financial Sustainability: Optimize our resources and develop and implement growth strategies to ensure long-term sustainability in meeting the needs in Greater Manchester.

