



**BOYS & GIRLS CLUBS
OF GREATER MANCHESTER**

Strategic Plan 2028



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Manchester, NH**

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bgcgm.org

Message from Leadership

Dear Friends,

At the Boys & Girls Clubs of Greater Manchester (BGCGM), we are driven by a bold vision: to create a **better, bigger, and bolder** future for the youth we serve. Our mission is rooted in the belief that every child deserves the opportunity to thrive. We are committed to ensuring that every Club member is empowered through safe, engaging, and life-changing experiences—so they graduate from high school with a plan for the future, contribute meaningfully to their communities, and lead healthy, fulfilling lives.

There are no barriers to membership—and no limits to what our kids can achieve.

This strategic plan was developed with thoughtful input from our staff, board members, stakeholders, families, and, most importantly, our youth. It reflects both the aspirations of our community and the ever-evolving needs of the children and teens we serve.

Our strategic priorities are clear:

- **Better** – We will enhance our Club experience and continuously improve our programs to ensure they are high-quality, relevant, and impactful.
- **Bigger**—We will expand our reach to address unmet needs, grow our capacity, and deepen our relationships with members and families.
- **Bolder** – We will amplify our voice and influence, championing greater opportunities and advocating for equity and access for all young people.

Our vision is simple yet powerful: to ensure every child in our community has the opportunity to thrive.

With your continued support, we will make this vision a reality.

With gratitude,



Diane Fitzpatrick
Chief Executive Officer



Mike St. Onge
Board of Directors
President



Jane Yerrington
Board of Directors
Vice-President

Board of Directors



President
Michael St. Onge
NH Trust



Vice President
Jane Yerrington
Southern NH
University



Secretary
George Tzimas
Morgan Stanley
Wealth Management



Treasurer
Jeff Wheeler
Baker, Newman,
Noyes

Daniel Cohen
Michael Conway
Michael Delaney
Tiffany Eddy
Curtis Elwood

Cassandra Farley
Harry Malone
Steve McMahon
Kelli Rafferty
Matt Reilly

Max Rossignol
Ken Senus
John Stebbins
Ed Wolak
Jason Yergeau

Senior Leadership



**Chief Executive
Officer**
Diane Fitzpatrick



**Director of
Operations**
Antonio Feliciano

Director of Finance



JR Linden

Director of Development



Hashira Rodriguez

Director of Programs & Leadership



Jennie Feliciano

Director of Marketing & Communications



Ashley Severs

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.

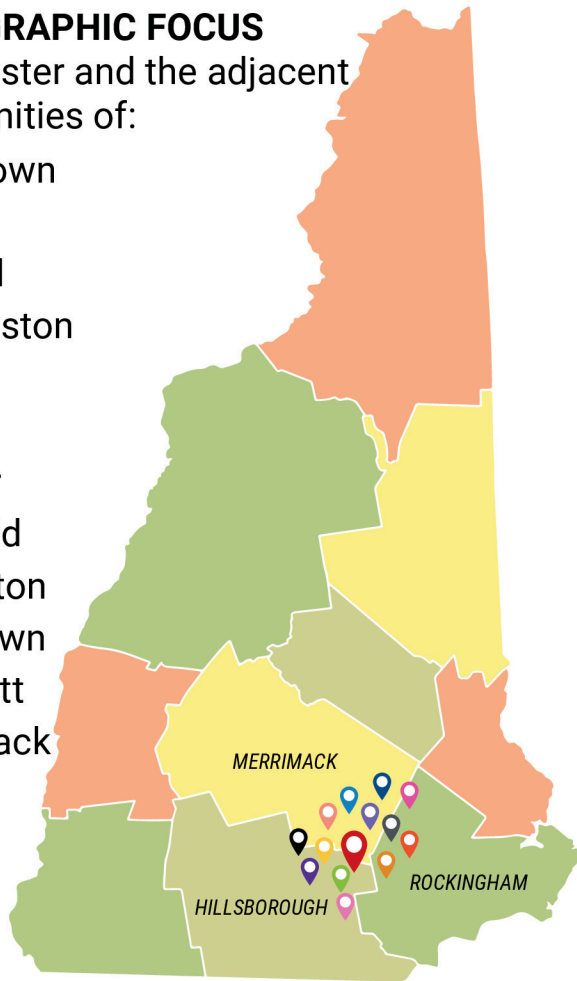


Who We Are

OUR GEOGRAPHIC FOCUS

📍 Manchester and the adjacent communities of:

- 📍 Allenstown
- 📍 Auburn
- 📍 Bedford
- 📍 New Boston
- 📍 Bow
- 📍 Candia
- 📍 Chester
- 📍 Deerfield
- 📍 Dunbarton
- 📍 Goffstown
- 📍 Hooksett
- 📍 Merrimack
- 📍 Weare



WHO WE SERVE

- Kindergarten - High School Seniors
- Families
- Alumni
- Broader Community



SUSTAINED BY FUNDING FROM

- Enrollment Fees
- Facility Rentals
- Grants
- Contributions
 - Individual
 - Corporate
 - Third-Party Events

OUR OVER 100 PROGRAMS INCLUDE BUT 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



Critical Issues We Aim to Address

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.

Strategies to Move Forward

- **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.