



BOYS & GIRLS CLUBS

METRO DENVER

FISCAL YEAR 2022

ANNUAL REPORT

Growth & Joy

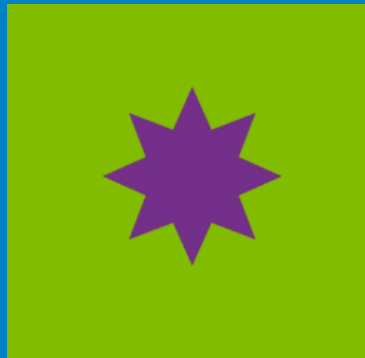
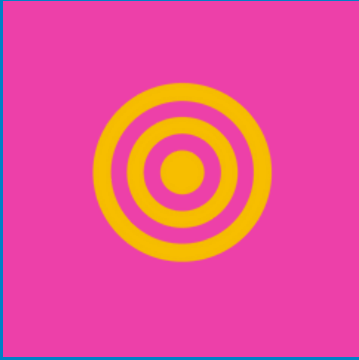


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A Message From Our Leaders

Dear Friends,

2022 was a year of growth and joy. The bedrock of financial stability and community connection we maintained throughout the pandemic allowed Boys & Girls Clubs of Metro Denver to imagine big futures alongside our kids in fiscal year 2022. We emerged from pandemic restrictions with a full staff and the same 20 Club footprint we started with. And, like businesses across the nation, we learned the value of agility, curiosity, and innovation – allowing us to take those values and a growth mindset into our bright future. During fiscal year 2022, we set to work expanding services, innovating Club models, piloting programs, and doing more of what we do best: empowering kids to achieve their greatest potential.



During the 2021-2022 school year, we followed the lead of our kids and teens by dreaming bigger than ever before. Our growth can be seen in our success with one of our perennial goals: Serve More Kids. The number of kids and teens we served increased to exceed our pre-pandemic Club attendance numbers. Over the entirety of the school year and summer, we connected with over 23,000 kids, as well as their families, schools, and communities. And, our growth goes beyond our numbers served. We've grown in how we connect with our members and families and in the innovative programming we provide.

Another success story this year was authored by our Club members and families. In February of 2022, our Impact Department took the first step in a year-long pilot to listen to our kids and families in new and innovative ways. Our Family Needs Survey invited them to share about their Club experience, their priorities, and their most pressing needs. From our survey respondents and focus groups, we learned that safety, education, and relationships with trustworthy adults are chief priorities for Club families. And, resoundingly, we heard that families trust our staff to promote and support these priorities each day in the Clubs. With this knowledge, we have centered our families' voices as we commit to new strategic goals.

One way we've successfully transformed our family data into action is in the area of mental health programming. Just like millions of other parents across the nation, our families shared that they, too, are concerned with the state of youth mental health. This past year, we grew Boys & Girls Clubs of Metro Denver's mental health team to include 11 full-time positions. These professionals visited every Club at least twice weekly, facilitating individual connection sessions and social-emotional learning groups to support a wide range of mental health needs. Club members were invited to proactively address challenges with our staff, encouraging them to practice identifying their feelings and asking for help in navigating challenges.

Every day, kids walk into our Clubs because they know they belong and matter. They know that their Club staff believes in them and that their community cares about them. As we look ahead, I thank you, our dedicated champions, who have made great futures possible for hundreds of thousands of kids for more than 60 years. We invite you to peruse the full Annual Report to learn more about our successes last year and to dream big with us as look toward our great future.

Sincerely,



Valeri Pappas

Chairwoman of the Board of Directors



Erin Porteous

Chief Executive Officer

Who We Are



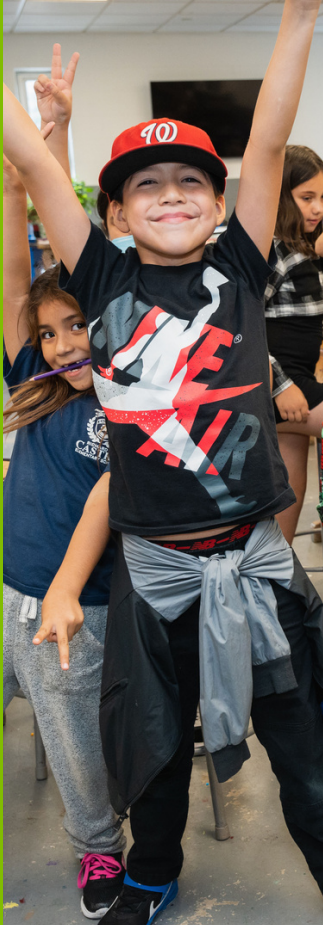
OUR MISSION

To provide our Club Members with a safe, supportive, fun, and enriching environment that inspires and empowers them to achieve their greatest potential.



OUR VISION

We believe all kids will have the opportunity to achieve their greatest potential.



OUR VALUES

Respect: We recognize that each person has equal, intrinsic worth and deserves to be treated with dignity.

Integrity: We operate with honesty and hold ourselves accountable for all words and actions.

Excellence: We set high expectations and work hard to achieve them by engaging in continuous learning and improvement.

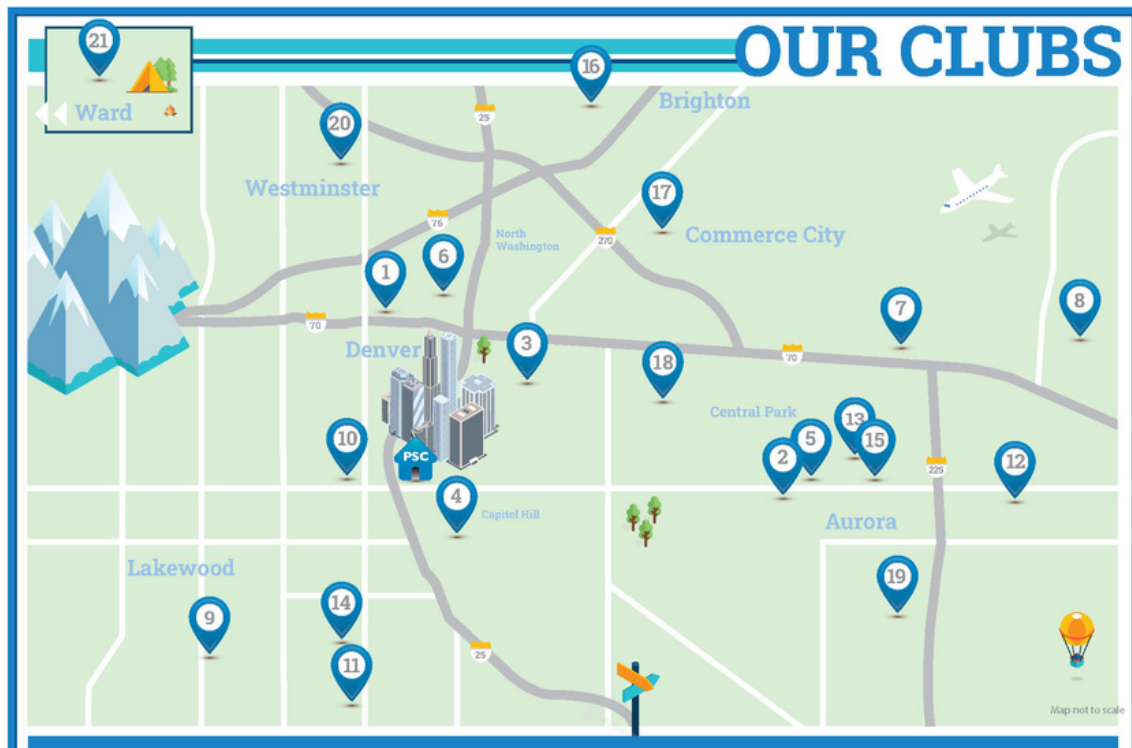
Teamwork: We collaborate openly on common goals to leverage the expanded knowledge of our entire community.

Innovation: We seek out and embrace new possibilities that can increase our impact.



Where We Are

Boys & Girls Clubs of Metro Denver operates 20 neighborhood Clubs and one summer camp in six districts across the Denver Metro Area.



1. Beach Court
2. Boston
3. Cole
4. William E. Cope
5. Crawford
6. CSLA
7. Denver Broncos
8. Green Valley Ranch
9. Emory Elementary
10. Arthur E. Johnson
11. Johnson Elementary
12. Laredo




13. Montview
 14. J. Churchill Owen
 15. Paris
 16. Robert M. Shopneck
 17. Suncor
 18. Jack A. Vickers Club at the Nancy P. Anschutz Center
 19. Virginia Court
 20. Hidden Lake
 21. Gates Camp
- PSC (Program Support Center)

Our Members

Race & Ethnicity

62.7%	Hispanic/Latino
20.2%	Black or African American
7.5%	White
5.5%	Multi-racial
1.4%	Asian
1.0%	Unknown
0.7%	Native Hawaiian or Pacific Islander
0.5%	American Indian or Native Alaskan
0.3%	Other

Gender of Club Kids

	52.8% Male
	46.8% Female
	0.4% Non-binary

One Member's Big Dreams

Meet La'Tavius

La'Tavius has been coming to the Club regularly for a year. He walks over after school each day, excited to read in the learning center and play sports with his friends. At eight-years-old, La'Tavius is figuring out who he wants to be in the world and the Club helps him explore all his budding interests.

"I want to be an NFL player when I grow up," he says. "I am fast!"

He's practicing his athletic skills on the William E. Cope Boys & Girls Club's basketball and football teams, studying the rules, listening to his coach, and learning how to be a good teammate. Sports programs at the Club are grounded in social-emotional learning, so all those hours on the court and field are helping him grow into a more confident, caring, and resilient kid.

Outside his sports teams, the Zenith Homes Loans Learning Center is a safe and supportive place for La'Tavius. He's encouraged to read widely and frequently as he participates in the reading program that rewards him for reading books and taking comprehension tests. Reading parties are provided as a reward for reaching milestones. These rewards keep La'Tavius engaged and encourage him to meet his goals.



Each day at the Club, La'Tavius, and thousands of kids like him, access empowering programs — from sports and academic help to exciting field trips and consistent meals — and inspiring relationships that support their big dreams and great futures.

March for Peace

Club Teens Changing the Community One 5k at a Time



During the 2021-22 school year, Naja'Ray and Nashara, both members at the Broncos Boys & Girls Club, led the planning and execution of the second annual March for Peace in Denver's Montbello neighborhood. In the months leading up to the April 23 event, they designed shirts, coordinated volunteers, secured catering, mapped the course, and encouraged their communities to attend. They also made sure there was a place for everyone at the March: PR-setting runners, cartwheeling kids, walking families, and encouraged spectators to come together in the spirit of community, peace, and building a better future.



"This is only the start"
-Naja'Ray

In 2021, Naja'Ray and Nashara were inspired to host the first March for Peace after conversations around the Club about racial and social justice. Both young women are members of Keystone Club, a Boys & Girls Clubs leadership program for teens, that provided them with structure and support as they built their movement. They were also encouraged by Denver Broncos safety Justin Simmons, a mentor and regular Broncos Boys & Girls Club visitor, who invited them to dream big for their community and assisted with the planning of the march.



"We know that everyone at the Club is an exceptional youth," said Nashara. "We want to be leaders in the community...we want them to look at us and say, 'Hey, I can do that one day.'"

This legacy of leadership that Nashara and Naja'Ray have built at the Club and in their community is what Boys & Girls Clubs of Metro Denver is all about. These teens, and others just like them across the city, are creating positive change every day.

Our Team

Our team is made of almost 300 dedicated and inspired leaders who are invested in our kids and our mission. In the words of CEO Erin Porteous,

“As leaders, coaches, mentors, and guides, it is our job at Boys & Girls Clubs to use our dedication, resources, and passion to open doors for kids and with kids. We are called to help Club members not only envision their greatest potential but to turn those dreams into real possibilities. We help them chart a course to great futures and walk alongside them as they pursue them – breaking through barriers and creating access to opportunities along the way.”

In turn, we prioritize investments in our team that are meaningful and valuable. During our 2022 fiscal year, we conducted staff engagement surveys and focus groups to better understand team members’ priorities at Boys & Girls Clubs of Metro Denver, at home, and within their career path. Their feedback resulted in new investments for all of our staff, including:

- A 100% employer-paid health insurance option
- Additional paid holiday time
- Creating time for all employees to come together for team building at an end-of-summer celebration

Looking toward the future, our Human Resources and Leadership Teams developed additional plans for investing in our team in fiscal year 2023, including:

- Extending benefits to staff working 20+ hours per week
- Wage increases for all positions
- Increased opportunities for high-quality skill-building and professional development
- Additional paid time off surrounding holidays

We are proud of our continued focus and investment in the Boys & Girls Clubs of Metro Denver team.



Staff Member Spotlight

Meet Dyna Amaya-Lainez, Club Director at Montview Boys & Girls Club!

"I have found such a passion for working with kids. When I first started, it was all about them because I see myself in these kids. I come from where they come from. I understand their struggles, wants, and desires, and I am proud to give them an experience I wish I had when I was a kid.

It means a lot to me to be able to affect change on a personal level, helping a kid who had a rough start to the school year learn how to maintain a schedule and do their homework or building a relationship with a child who struggled with authority figures who now gives me hugs when they see me in the hallway.



**"I see myself
in the kids
every day."**

-Dyna Amaya-Lainez

Montview is like the community I grew up in, and it means a lot to me to build that trust with kids, to show them that their voice is valid, they are heard, and I will meet them where they are.

As I step further from the frontline role at the Club, I see the bigger picture. Now, working to build relationships between schools, partners, and Club Directors in Aurora is what gets me excited. Those partnerships will lead to community change.

Community is where you serve. It's where you feel most comfortable and where you feel that urge to help. And, it's about the partnerships you build along the way – with families, teachers, admin, and other sites. If we work together, we can create a wonderful experience for our kids."



Diversity, Equity, & Inclusion at Boys & Girls Clubs of Metro Denver

At Boys & Girls Clubs of Metro Denver, we pride ourselves on fostering an inclusive future for Denver's children. We extend our desire for diversity and equity not only to the youth, families, and communities we serve but also to our own team of valued employees. We know that in order to expand our Diversity, Equity, and Inclusion (DEI) focus to our communities, we must first ensure these values are fully and comprehensively reflected throughout the inside of our organization.

Our DEI Committee is composed of team members from across the organization who inform, design, and champion DEI-specific strategies within the organization. This group is an integral part of ensuring DEI strategy is integrated throughout Boys & Girls Clubs of Metro Denver. The DEI Committee also leads a high-impact employee engagement event through the planning of our annual Martin Luther King Jr. Day of Service.

DEI Commitment Statement

We develop and nurture a community where everyone can reach their full potential. At Boys & Girls Clubs of Metro Denver, we continuously focus our efforts to ensure that our team members, Club members, and communities come together to cultivate a diverse landscape where everyone has equitable access to opportunities and resources.

Recent Staff DEI Efforts

Over the summer, the DEI Committee, our entire Leadership Team, and the Human Resources department participated in a comprehensive, three-session implicit bias training with StandUp. These trainings deepened team members' understanding of implicit bias and provided tools to address it proactively. During FY22, we launched two Employee Resource Groups (ERGs). ERGs are safe, confidential spaces for those who identify to discuss their experiences and identities, share their workplace experiences, and help shape Boys & Girls Clubs of Metro Denver's organizational culture.

Recent DEI Efforts in our Clubs

In the months leading up to the second annual March for Peace, Boys & Girls Clubs of Metro Denver collaborated with RISE and the Denver Broncos to provide teen Club members an opportunity to learn about being leaders in diversity and inclusion within their communities. The eight-week RISE leadership program provides youth with a safe environment to learn about diversity and inclusion-related concepts. Teens from clubs across Metro Denver delved into what it means to be champions of change in their community, seeking to improve race relations and address social injustices.

This unique program gives our teen Club members a platform to reflect upon their experiences and share their perspectives on critical topics. Weekly sessions facilitated by RISE covered important topics like identity, equality vs. equity, Native American legacy in sports, and privilege.

Boys & Girls Clubs of Metro Denver is thrilled to continue this partnership with RISE and the Denver Broncos, equipping Club members with the tools to be effective advocates for racial equity and leaders in addressing racism, prejudice, diversity, and inclusion within their communities.

Our Programs

Key Outcome Areas

ACADEMICS & CAREER

At Boys & Girls Clubs of Metro Denver, academic programs give kids a space to explore, experiment, and expand on the lessons learned during the school day. Educationally-enriching activities in every area of the Club – from the art room, to the gym, to the tech lab – are intentionally designed to foster skill building and spark kids' passion for learning.

100%

of high school seniors took the ACT, SAT, or other entrance exam.*

CHARACTER & LEADERSHIP

Clubs provide kids and teens with opportunities to grow as leaders. Our youth-driven programs equip young leaders with the tools they need to take initiative in personally meaningful ways. Leadership clubs, peer-mentoring opportunities, and service opportunities encourage kids to develop into responsible, confident, caring leaders – in their Clubs, neighborhoods, and beyond.

250

kids and teens participated in leadership programs, 85% of which said these programs helped them build confidence and leadership skills.*

HEALTHY LIFESTYLES

At Boys & Girls Clubs of Metro Denver, kids of all ages practice building healthy habits for their minds and bodies. Every day we provide kids with the tools they need to envision and build a healthy life and say no to risky behaviors.

90%

of surveyed Club members said they had lifetime abstinence from cigarettes, 87% from alcohol, and 85% from marijuana.*

MENTAL HEALTH PROGRAMS

The mental health of kids and teens is a top priority for our organization. Boys & Girls Clubs of Metro Denver has 11 full-time mental health professionals who are available to address the needs of the kids and families we serve. In FY22, each of our 20 Clubs received a minimum of two visits a week from our mental health team. These staff facilitated individual connection sessions and small social-emotional learning groups that support a wide range of mental health needs, including helping kids understand their emotions and navigate challenges. Additionally, our mental health team connected families with bigger needs to outside mental health and therapy providers.

5,000

hours of support have been provided by our Mental Health Team in the form of 1:1 intervention and SEL groups.

Our Programmatic Pillars

SOCIAL-EMOTIONAL LEARNING

Social-emotional learning (SEL) is the foundation of all Boys & Girls Clubs of Metro Denver programming. Through this programming, Club members participate in small SEL groups, facilitated by licensed mental health professionals, structured around the evidence-based Ladders curriculum, where kids in kindergarten through 12th grade practice navigating big emotions, discover self-identity, and explore healthy relationships. We also work with community partners to provide evidence-based, culturally-responsive, and age-appropriate curricula so every kid can develop leadership skills and respond to challenges with resilience.



Boys & Girls Clubs of Metro Denver administered **785 SEL** group sessions, indicating growth and knowledge-building in emotion regulation and stress management.

SUMMER PROGRAMMING

Kids in our summer program have safe, fun, and enriching summers as they explore outdoor adventures, learn exciting new skills, and build their leadership abilities! For a low- or no-cost registration fee, Metro Denver families can enroll their kids in summer programming at the Clubs. Kids who attend during the summer go on field trips, make new friends, play sports, and visit Gates Camp, our summer camp in Ward, Colorado. At camp, kids get to try a variety of activities – many that are brand new to them – like archery, canoeing, and ropes courses.



Last summer, we welcomed **3,500 kids** to our summer programs at **18 Clubs**!

COMMUNITY PARTNERS

Boys & Girls Clubs of Metro Denver is proud to partner with people, institutions, and organizations across the metro area to provide unique and expansive opportunities for kids to reach their full potential. We work with schools, neighbors, businesses, volunteers, families, foundations, and other partner organizations to open doors for kids and with kids in our communities. These partnerships allow us to do more of what we do best: provide kids with access to opportunities and break down barriers to help them reach their greatest potential.



[Learn More About Our Partners](#)

Program Spotlight

Mental Health

At Boys & Girls Clubs of Metro Denver, we are invested in trauma-informed practice and youth wellbeing, as seen through the implementation of our Mental Health Program. This program increases equitable access to mental health care in historically underserved and underrepresented communities by delivering high-quality mental health programming and resources that positively impact kids and their families. Club members who feel a sense of belonging are more likely to experience educational success and high levels of engagement (Bowen, 2021), therefore the Mental Health Program's overarching goal is to foster a sense of connectedness and belonging within one's self, with trusted adults, and with supportive peers.

In January 2022, Boys & Girls Clubs of Metro Denver Mental Health Program began operating a regional model, where 11 full-time mental health staff facilitated individual in-person sessions, small social-emotional learning (SEL) groups, and provided access to community resources for families at least twice a week across all 20 Clubs. These services supported a wide range of mental and behavioral health needs. On average, 100 Club members from kindergarten through 12th grade received individual support and mental health interventions, and 300 participated in SEL groups monthly.

Our Mental Health Program incorporates our seven trauma-informed Club values by first providing a physically and emotionally safe space for kids to come as they are. By inviting this authenticity, kids build trust with their mental-health professional, leading to a collaborative journey in building awareness around behaviors and emotions. Upon this foundation, kids are empowered to build skills in problem-solving, develop healthy coping skills, and learn self-advocacy. Kids also provide feedback regularly so staff can understand their needs and interests.

This program has made mental health more visible, known, and understood as a topic and priority across our Clubs. By increasing awareness and education around mental health, our team hopes to remove stigmas around mental health challenges and encourage wellness practices that Club members can incorporate into their daily lives. By forming a foundation of wellbeing, Club members are poised to succeed academically and become leaders in their communities.

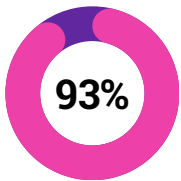


Mental Health in Action

Our mental health team's presence within the Clubs is powerful. Club members know and understand that these staff are safe adults to talk to, ask questions of, feel safe and supported by, and who create a sense of belonging in the Club. The impact this program has on the kids can be seen in the results of the 2022 National Youth Outcomes Initiative (NYOI) Member Survey, indicating that 96% of surveyed kids said they felt emotionally safe at their Club.

Bowen, J. (2021, October 21). Why is it Important for Students to Feel a Sense of Belonging at School? 'Students Choose to be in Environments That Make Them Feel a Sense of Fit,' Says Associate Professor DeLeon Gray. College of Education News. <https://ced.ncsu.edu/news/2021/10/21/why-is-it-important-for-students-to-feel-a-sense-of-belonging-at-school-students-choose-to-be-in-environments-that-make-them-feel-a-sense-of-fit-says-associate-professor-deleon-gra/>

Our Impact



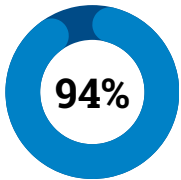
93%
of Club Members feel
“safe from harm” at
their Club.

In FY22, Boys & Girls Clubs of Metro Denver created an Impact Team to ensure exceptional experiences for all members of our community, from kids and families to city leaders and CEOs. Through consistent evaluation of programming, curricula, partnerships, and quality measures, this team gathers and analyzes data to help guide organizational planning.



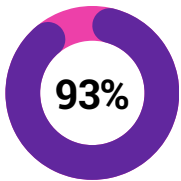
96%
of Club Members said
the adults in their
Club care about them.

The Impact Team regularly surveys parents, families, and Club members to ensure alignment of our programming and service delivery with kids’ and families’ needs and expectations. These are some highlights of from the school year 2021-2022 National Youth Outcome Initiative (NYOI) Member Survey, which asks Boys & Girls of Metro Denver Club members in grades 3-12 to share their perceptions and experiences of their Club. Their responses allow us to assess how well Clubs deliver a high-quality Club experience that promotes positive youth development.



94%
of Club Members
said, “The adults at
this Club believe I will
be a success.”

Notably, members of Boys & Girls Clubs of Metro Denver have positive experiences in the surveyed areas of “Fun and Belonging”, “Supportive Relationships”, and “Opportunities and Expectations.”

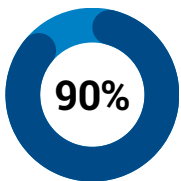


93%
of Club Members
said they get to
explore new things
at the Club.

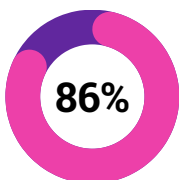
Family voice, partnership, and engagement are key components that inform how we carry out our mission of providing Club members with a safe, supportive, fun, and enriching environment that inspires and empowers them to achieve their greatest potential. These strategies will help us prioritize meaningful and necessary after-school programs and summer activities in our Clubs located in neighborhoods across the city – giving every kid a chance to find their place at the Club.



93%
of Club Members
said, “People at this
Club accept me for
who I am.”



90%
of Club Members
expect to graduate
high school.



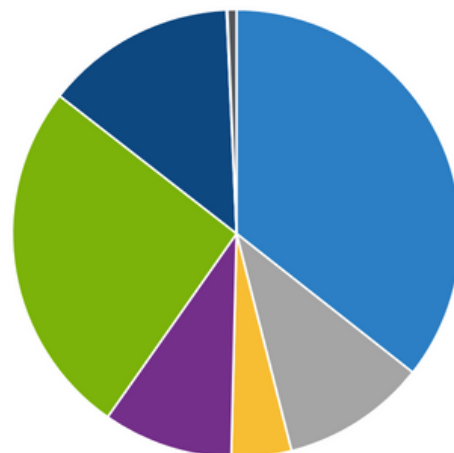
86%
of 11th and 12th
graders reported
participating in
career exploration at
their Club.

FINANCIALS

FY22 Revenue

Contributions	\$10,828,817
Investment Income, net	-\$9,419,302*
Government Grants	\$3,169,465
Special Events	\$1,313,784
Contract Revenue	\$2,845,804
Raffle Revenue	\$7,837,315
In-Kind	\$4,180,325
Membership Dues	\$20,271
Other	\$196,445

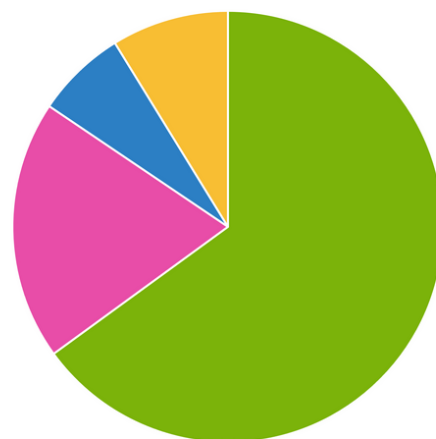
Total Revenue **\$20,972,924**



FY22 Expenses

Programs for Kids	\$17,073,512
Raffle	\$5,108,340
Fundraising	\$1,779,673
Administration	\$2,309,234

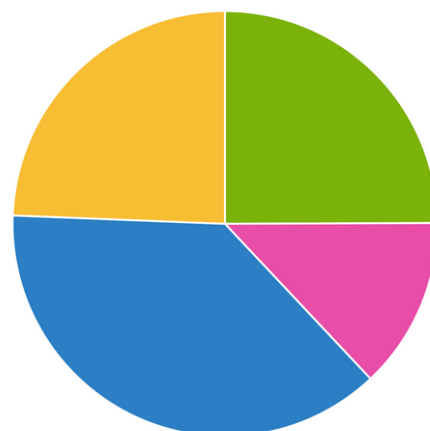
Total Expenses **\$26,270,759**



FY22 Sources of Contributions

Corporations	\$2,701,043
Foundations	\$1,413,035
Individuals	\$4,075,047
Bequests	\$2,639,692

Total Contributions **\$10,828,817**



* The volatility of the global economy continues to impact our investments. As of September 30, 2022, our total net investment loss is \$9.8mm; \$1.7mm in interest, dividends, and realized gains (net of fees) and \$11.5mm in unrealized losses.

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Clubhouse Sponsors



A Proud Partner of Mile High United Way

Boys & Girls Clubs of Metro Denver is proud to be one of Mile High United Way's Strategic Investment Partners. By providing safe, fun, and positive Club locations where young people can learn and grow after school and throughout the summer, we are helping kids and teens get the tools they need to learn, grow and thrive – thanks to Mile High United Way's investment.





THANK YOU

Thanks to the commitment of our supporters, community partners, donors, and all of those who believe in our mission, we were able to serve over 23,000 kids across our 20 Clubs throughout Metro Denver during our last program year. We're confident that with the power of collective action and community support, together, we can continue to provide inspiration, academic support, empowering relationships, and more for the next generation of leaders at Clubs across Metro Denver. Thank you for believing in their big futures and the opportunities they find at the Club.

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BOYS & GIRLS CLUBS
METRO DENVER