



# BOYS & GIRLS CLUBS OF TAMPA BAY AND THE SUNCOAST

A COLLABORATIVE BLUEPRINT FOR  
EXPANSION, SUSTAINABILITY, AND IMPACT ACROSS THE TAMPA BAY REGION.



**BOYS & GIRLS CLUBS**  
OF TAMPA BAY



**BOYS & GIRLS CLUBS**  
OF THE SUNCOAST

A young girl with dark hair, smiling, wearing a red t-shirt with the Boys & Girls Clubs of America logo. The background is a blue-tinted image of a building facade.

## OPENING DOORS IN HISTORIC WEST TAMPA

### **Boys & Girls Clubs of Tampa Bay has been a strong thread in the fabric of the Tampa Bay community for nearly 100 years.**

In 1926, the Tampa Rotary Club established the first Club – the West Tampa Boys Club. After almost 20 years of community success, the Rotarians recognized a need for expansion and impact.

By 1980, three more Clubs opened, including one in Ybor City and Dover. A partnership with Hillsborough County Parks & Recreation led to further expansion; including provision of services to young women.

A merger with the Pasco County Boys & Girls Clubs in 2002 provided even greater impact. In 2013, the first Club in partnership with the Hillsborough County Sheriff's Office opened in Nuccio Park.

Today, the organization provides high-quality Club experiences and opportunities to more than 12,500 youth at 25 Clubs and school sites.

## **BUILDING GREAT FUTURES ACROSS THE BAY**

### **The Boys & Girls Clubs of America Movement came to Pinellas County in November 1959 with the founding of the Boys Club of Pinellas Park.**

The Boys Club started operating in January 1960 in an old frame building leased from the City of Pinellas Park and remained the only Boys Club in Pinellas County until August 1967, when the Boys of Pinellas, Inc. was chartered, thus opening doors to Northside Boys Club.

In June of 1975 the Southside Unit opened its doors to service a new community, followed by Tarpon Springs Unit in November of 1977, and the Condon Gardens Unit in June 1988. The Ridgeview Unit opened in October of 1993.

In September of 1991, following the Boys & Girls Clubs of America (BGCA) trend, the Boys Club of Pinellas County expanded its programs and services to include young women, changing its name to Boys & Girls Clubs of the Suncoast began.

**The Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay will work together in a shared leadership capacity that will further amplify brand awareness, increase strength and longevity with community partnerships, and provide more opportunity for families, youth, and staff.**

Under the guidance and support of Freddy Williams, current President & CEO of the Boys & Girls Clubs of the Suncoast, both entities will move forward as a cohesive unit with continued autonomy in their respective communities. The partnership will leverage the unique strengths of our organizations in a powerful way with one powerful voice.

The desire is to have a shared CEO for a period of time and eventually combine all back-office functions. Both boards began to meet in June 2023, with the support of Boys & Girls Clubs of America, to assess the legal, cultural, and best practices of a combined effort. The respective boards found significant synergies that will allow us to collectively expand our reach to address unmet demand for our services while retaining and deepening engagement with our current Club Members across the Tampa Bay Region.



## **BRIDGING THE GAP BETWEEN ORGANIZATIONS**

**What are the benefits of a shared vision, mission, and strategy?**

### **HILLSBOROUGH**

Only 51% of third graders in Hillsborough County are reading at or above grade level.

More than 62,000 children in Hillsborough County are living in poverty.

Hillsborough County has a high school graduation rate of 88%.

60% of youth in Hillsborough County qualify for free or reduced school lunch.

### **PINELLAS**

Only 56% of third graders in Pinellas County are reading at or above grade level.

More than 26,000 children in Pinellas County are living in poverty.

Pinellas County has a high school graduation rate of 92%.

35% of youth in Pinellas County qualify for free or reduced school lunch.

### **PASCO**

Only 56% of third graders in Pasco County are reading at or above grade level.

More than 18,000 children in Pasco County are living in poverty.

Pasco County has a high school graduation rate of 90%.

In 2021, the rate per 1,000 arrests among juveniles in Pasco County was 20.9.

## WHAT IS OUR COMMUNITY IMPACT?

How Boys & Girls Clubs is making a difference in communities throughout the Tampa Bay region.

### IMPACT IN HILLSBOROUGH & PASCO COUNTY

**100%** Graduation rate among High School seniors that attend the Club.

**550,000** Meals served in partnership with Feeding Tampa Bay.

**99%** Of youth had no involvement with the Department of Juvenile Justice.

**173,488** Total number of annual program impact hours.

**98%** Of youth have been promoted to the next grade level.

**66,846** Total number of hours spent in STEAM focused programming.

### IMPACT IN PINELLAS COUNTY

**97%** Graduation rate among High School seniors that attend the Club.

**210,000** Total number of healthy meals served in Clubs.

**96%** Of youth improved reading scores on Florida standardized testing.

**173,488** Total number of annual program impact hours.

**94%** Of youth increased resiliency through participation in Mental Health programs.

**Freddy Williams is a Boys & Girls Clubs alum and credits the Club for saving his life. He is deeply rooted in the Tampa Bay Region, a nationally recognized leader, a distinguished mentor, and serves as the National Chairman of the Board of Directors for Boys & Girls Clubs of America's Professional Association.**

He has worked in the Boys & Girls Club Movement for more than 15 years, the past seven years as the President & CEO of the Boys & Girls Clubs of the Suncoast. During Freddy's tenure as the CEO of the Suncoast chapter, the organization has experienced seven consecutive years of double-digit revenue growth.



**Other highlights include:**

- **The organization's budget has grown from \$2.5M a year to \$10.1M a year.**
- **The organization increased the number of youth served from 4,100 per year to 22,000 per year including specialty programs. Traditional club site programming serves approximately 500 youth daily.**
- **The Board of Directors of the Suncoast chapter was named the Highest Performing Board Team by Boys & Girls Clubs of America in 2022.**

Freddy also serves on the Board of Governors of the Pinellas Community Foundation, the Board of Directors of the Leadership Tampa Bay Foundation, the Board of Governors of the St. Petersburg Chamber of Commerce, and Commerce and is a member of the CEO Council of Tampa Bay. He earned his bachelor's Degree from the University of Florida with honors and his MBA with a specialization in Corporate Finance and Accounting from Florida International University. Additionally, he holds graduate certificates in Performance Measurement from Harvard University, Nonprofit Innovation from Arizona State University, and Fundraising Management from the University of Indiana.



**FROM CLUB KID  
TO CLUB LEADER**



# STAKEHOLDER BENEFITS

## WHAT ARE THE BENEFITS OF A SHARED SERVICE MODEL?

This collaboration will create better efficiency, reduce confusion, and improve the growth potential of our staff. It will give us one powerful voice and build a platform to be the premier out-of-school time provider in the Tampa Bay Region, ensuring our Club Members have the skills and resilience to navigate childhood and prepare for adulthood successfully.

We serve over 2,500 youth daily through traditional Boys & Girls Clubs after school programming, including our standalone Clubs and public-school based Clubs. We also serve over 30,000 youth in 35 Club locations throughout the greater Tampa Bay Region including specialty programming. The collaboration will allow us to increase Club access for more youth and provide additional programs and services as both Boards and Staff work more closely together. We are not aware of any downside risks and concluded that if we experience adverse effects we may revert to our current state without undue disruption.

## HOW WILL THIS IMPACT STAFF?

For Staff, this will create career growth options and increase training opportunities. With the expected sharing of services such as accounting, finance, human resources, information technology, and ultimately resource development and Club operations, there will be room to grow for our outstanding personnel.

## HOW WILL THIS IMPACT DONORS?

Our regionalized approach will be more donor friendly and allow for unified outreach without sacrificing the local organization's current funding sources. We expect to maintain localized fundraising activities that are currently necessary to support our operations. This will also solidify our position as the Tampa Bay Region's leading voice of youth development in the eyes of our donors.

## HOW WILL THIS IMPACT THE FOUNDATION BOARD?

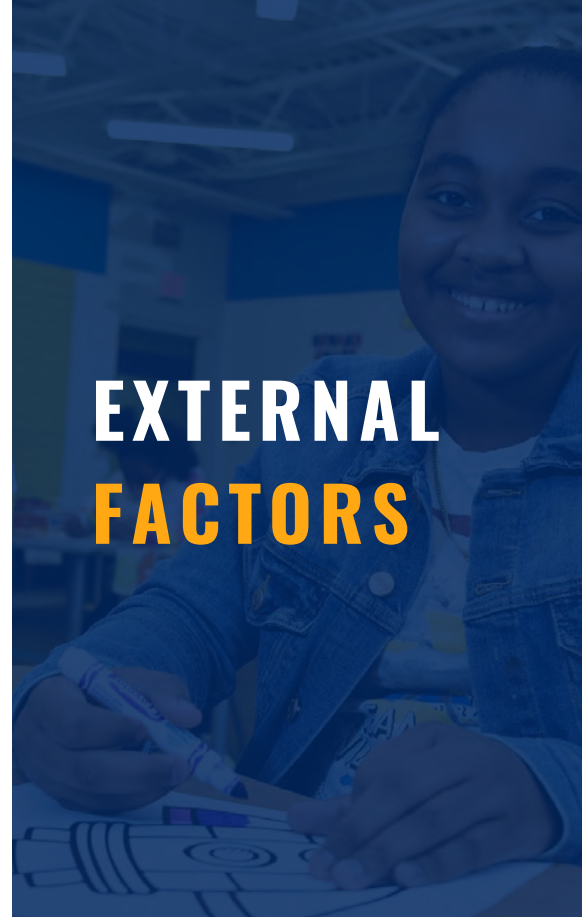
Boys & Girls Clubs of Tampa Bay Foundation will not be affected in any way by this collaboration. The Board of Trustees will continue to provide stewardship over the financial well-being of Boys & Girls Clubs of Tampa Bay. The Board of Trustees, however, may consider broadening their stewardship role to a regional role at any point in time, with careful consideration given to the sources and intent of its current funds.

## WHY NOW?

With merely a bridge separating both organizations, we see an opportunity for greater impact and influence in the Tampa Bay area. Florida has become the fastest growing state since 1957 and is only continuing to expand due to professional opportunities, city development, and a desirable climate. As the greater Tampa Bay region continues to expand, the need for our services grows.

Since Clubs opened their doors in Tampa Bay, strong foundations have been built in Hillsborough, Pinellas and Pasco Counties. Both organizations will continue daily functions relating to operating hours and program schedules. While making tremendous strides in areas of workforce development, addressing food insecurity, and mental health initiatives, we envision an opportunity to further enhance these key programs, reaching more youth, providing greater resources to staff, and building a greater return on investments with funders.

There are varying reasons that can add to the support of this integration and create a compelling case for consideration:



## BOYS & GIRLS CLUBS OF AMERICA TRENDS

Our national office, Boys & Girls Clubs of America (BGCA), has overseen more integrated models of service between organizations in the past 10 years than ever in their more than 100-year history. It is common in greater metropolitan areas for two entities with a shared mission and vision to combine their efforts for greater impact. In 2017, 83 of these forms of integrations occurred within The Movement.

## GEOGRAPHIC CONFUSION

The term “Tampa Bay” often indicates the greater area, which includes all major counties in the region. While Pinellas County is only about half the size of Hillsborough County, it is one of the most recognized and in closest proximity to Hillsborough County.

With Pinellas County being considered a part of the Tampa Bay area, this has caused confusion among stakeholders, families, and even staff. Boys & Girls Clubs of the Suncoast is an abstract term to describe Pinellas County. For any potential stakeholders or families new to the Florida area, this can also create uncertainty as it relates to where the organization provides services.

By combining efforts, we can eliminate geographic confusion and be a more cohesive unit in the greater Tampa Bay area.



## EXTERNAL FACTORS

### BRAND CONGESTION

There are more than 14,000 nonprofit organizations in the greater Tampa Bay area; over 1,300 of which are human service organizations. Our brand is one of the most recognizable nonprofit brands in the nation (80%), yet many people aren't aware of the incredible things happening in our Clubs. This combination of high awareness and low familiarity, in an environment where two entities are doing the same work, causes brand congestion and risk for gift retention and attainment. We have an opportunity to mitigate brand misunderstanding and be more effective with public messaging, awareness, and fundraising.

### SHARED STAKEHOLDERS

There are many national partnerships that provide local support; with campaigning efforts executed throughout the year that yield direct donations to local Clubs. The joint effort between Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay would increase the ability to foster these local partnerships and potentially see a greater return on investment.

### MOBILITY IN THE MOVEMENT

As many organizations continue to struggle with staff recruitment and retention, we have an opportunity to fill in the current gaps and encourage mobility among our teams.

### CLUB EXPERIENCE EXPANSION

Boys & Girls Clubs of America's 2025 Strategic Plan includes a nationwide effort to increase the number of young people having access to optimal Club experiences. This requires a major shift on the local level of how Clubs have traditionally recruited and reached youth. Both organizations have adopted a school-based model that has allowed them to meet kids where they are while developing solid relationships with the school systems. This integration would allow us to expand and enhance this effort as well as focus on new innovative methods of youth engagement.

### BUILDING THE BRIDGE

This collaborative plan is a bold move towards a brighter future. Drafting a plan for maximum success has included research, analysis, and input from leadership, Board Members, and key stakeholders. Our priorities are to: 1. Increase Efficiencies, 2. Create Opportunity, 3. Expand Impact, and 4. Build a Bridge.



# MEDIA ALERT

## **Boys & Girls Clubs of Tampa Bay and Boys & Girls Clubs of the Suncoast Enter into a Shared Services Agreement**

*New operating model allows Boys & Girls Clubs to expand reach across Tampa Bay*

Tampa, Fla. November 1, 2023 — To serve more children and provide world class programming in more areas across the Tampa Bay region, Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay are joining forces and have appointed Freddy Williams to lead the efforts as the President & CEO of each organization.

Through a shared services agreement, the local Boys & Girls Clubs across Pinellas, Hillsborough and Pasco counties will foster collaborative efforts to empower even more youth in our community to reach their full potential.

“This agreement enhances efficiency, clarity, and staff growth potential, while powerfully leveraging our combined resources,” said Matt Dumar, Board Chair of Boys & Girls Clubs of Tampa Bay. “With Freddy’s proven leadership, we’re excited for our region’s future and the opportunities this shared services collaboration will bring to our youth.”

Freddy Williams is a proud Boys & Girls Clubs alum and serves as the National Chairman of the Board of Directors for Boys & Girls Clubs of America’s Professional Association. He has worked in the Boys & Girls Club Movement for more than 15 years, seven of which have been served as the President & CEO of Boys & Girls Clubs of the Suncoast. During his tenure as the CEO of the Suncoast chapter, the organization has experienced seven consecutive years of double-digit revenue growth.

“The challenges youth face today are extraordinary, requiring innovative approaches with new interventions and strategies. We will be best equipped to address these challenges working together as a region with a regional focus,” stated Freddy Williams, President & CEO of Boys & Girls Clubs of Tampa Bay and Boys & Girls Clubs Suncoast. “We can advocate for underserved communities with one powerful combined voice and bring our collaborations with community partners and the business community to scale. The Club saved my life as a kid, and it is an incredible honor to have the opportunity to serve in this new capacity.”

“Both organizations have regularly partnered over the years. Both Boards began to meet in June, with the support of Boys & Girls Clubs of America, to assess the legal, cultural, and best practices of a combined effort,” said Elizabeth Constantine, Board Chair for Boys & Girls Clubs of the Suncoast. “We found that there were significant synergies that will allow us to collectively expand our reach to address unmet demand for our services, while retaining and deepening engagement with current members across the Tampa Bay Region.”

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# MEDIA ALERT CONTINUED

For more information, or if you would like to support the collaborative effort, contact Cassandra Thomas, Director of Marketing and Communications at [marketing@bgcsun.org](mailto:marketing@bgcsun.org) or Elisa Jackson, Chief Development Officer at [ejackson@bgctampa.org](mailto:ejackson@bgctampa.org).

## **ABOUT BOYS & GIRLS CLUBS OF TAMPA BAY**

Since 1926, Boys & Girls Clubs of Tampa Bay has been on a mission to enable and inspire all young people to realize their full potential as productive, responsible, and caring citizens. As one of the oldest youth development agencies in the state of Florida, Boys & Girls Clubs of Tampa Bay has led the way by serving youth most in need in the areas of academic success, health & wellness, character & leadership, and career readiness.

## **ABOUT BOYS & GIRLS CLUBS OF THE SUNCOAST**

Founded in 1959, the mission of the Boys & Girls Clubs of the Suncoast is to provide high quality out of school time Club experiences proven to ensure our young people, especially those who need us most, are on track to graduate from high school with a plan, demonstrate good character and citizenship, and live a healthy lifestyle.

## BOYS & GIRLS CLUBS OF TAMPA BAY



Boys & Girls Clubs of Tampa Bay



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## BOYS & GIRLS CLUBS OF THE SUNCOAST



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