



**BOYS & GIRLS CLUBS**  
OF SOUTH PUGET SOUND

# ANNUAL IMPACT REPORT

## 2025

### OUR MISSION

To inspire all young people, especially those who need us most, empowering them to reach their full potential as productive, caring, responsible members of their community.

# Letter from the CEO



In a time when families are navigating increasing complexity and change, one truth continues to guide our work: young people rise when they are surrounded by opportunity, stability, and belief in their potential. For more than 85 years, Boys & Girls Clubs of South Puget Sound has stood alongside families across our region, providing trusted out-of-school time programs that ensure young people have what they need to succeed. Because of you, we are not simply responding to today's challenges, we are helping shape tomorrow's leaders.

This past year has been both inspiring and impactful. Together, we served more than 7,700 young people across Pierce, Kitsap, and Mason counties. Every afternoon, our Clubhouses opened their doors to kids seeking connection, guidance, and a place to belong. Thanks to your generosity, we provided more than 120,000 meals and snacks, removing a daily burden for working families and ensuring young people are nourished and ready to learn.

The hours after school have quietly become some of the most critical hours of a child's day. Parents are balancing demanding work schedules and rising costs. Youth are facing academic pressures, social challenges, and a rapidly changing world shaped by technology and global uncertainty. In this environment, out-of-school time programs are not optional, they are essential community infrastructure. They allow parents to remain focused and employed, knowing their children are safe, supported, and engaged in meaningful learning.

At our Clubs, young people find far more than supervision. They discover caring mentors who listen and guide. They complete homework before heading home. They participate in STEM and arts programs that spark curiosity. They play sports that build teamwork and resilience. They develop leadership skills and learn the value of civic engagement. Most importantly, they build relationships that anchor them in confidence and possibility.

When Club kids rise, they lift the entire community with them. This year, 80% of our youth participated in volunteer service projects within their Clubs and neighborhoods, learning firsthand that leadership begins with service. We know this lesson endures.



**7,700+**  
YOUTH  
SERVED

**120,168**  
MEALS & SNACKS  
PROVIDED

**11,560**  
HOURS OF  
PROGRAMMING

**12**  
PROGRAM  
SERVICE SITES

**7,726**  
HOURS OF  
VOLUNTEER SERVICE

# Letter from the CEO cont.

Boys & Girls Club alumni are twice as likely to volunteer in their communities and three times more likely to engage in civic leadership roles. They carry forward the belief that investing in others strengthens us all.

The impact is measurable in other ways as well. Youth surveys show that an overwhelming majority of our members feel safe, supported, and emotionally secure in our programs. For many, their Club is the one place where they feel fully seen and encouraged to be their authentic selves.

Our volunteers, staff, and leadership are the heartbeat of this work. Day after day, they show up with dedication and compassion to uplift young people, helping them navigate challenges and celebrate achievements. Guided by the stewardship of our Trustees and Board members, we remain focused and forward-thinking. With the generosity of our donors, every program, meal, and mentorship opportunity is possible.

As we look ahead, our commitment remains clear. We will continue expanding mental health supports, strengthening workforce development pathways, and deepening teen engagement so that young people are prepared for careers and civic life. Research shows that every dollar invested in Boys & Girls Clubs generates significant economic and social return for communities.

Thank you for believing in our mission and in the extraordinary potential of the young people we serve. Your generosity strengthens families, supports working parents, and creates safe spaces where kids can grow, learn, and simply be kids. Together, we are building a community where every young person has the opportunity to rise, and in doing so, uplift us all.



Carrie Holden  
President/CEO



**78%**

AGES 12 AND YOUNGER

**66%**

BLACK, INDIGENOUS,  
AND PEOPLE OF COLOR

**75%**

QUALIFY FOR FREE OR  
REDUCED-PRICE LUNCH

**46%**

LIVE IN SINGLE-PARENT  
HOUSEHOLDS

# Community Impact

## **Steady Ground: How One Blended Family Found Support & Belonging at Boys & Girls Club**

When Jennifer and her husband first signed their four teens up at Boys & Girls Clubs North Mason Teen Center in Belfair, it wasn't because they were searching for tutoring or even mentorship, it was because of geography.

"The location is precisely why we started going," Jennifer explains. "Instead of worrying about them lingering outside the school, fighting traffic, or trying to be there at a specific time, we knew they could just walk over to Club and we could pick them up before six. It made transportation so much easier."

For a large, blended family juggling work schedules, younger siblings, and shifting school arrangements, that kind of simplicity is everything.

## **A First Experience with After-School Programs**

2025 was Chad's first year at the Teen Center. His siblings: Pamela, Timothy, and Ted, are in their second year after joining last fall and immediately loved it. In fact, the Teen Center is the family's first experience with any after-school program.

## **Finding a Safe Space to Grow and Thrive**

Shortly before Chad joined the Teen Center, he experienced severe bullying from a few schoolmates. "It was unfair and very damaging," Jennifer shared.

Through it all, North Mason Teen Center remained steady ground.

Because the Club sits next to the school campus, Pamela and Ted can walk back and forth between band and the Teen Center. When Jennifer's work schedule or family obligations make transportation difficult, Mason County Transit steps in, picking the teens up at home and bringing them safely to Club.

## **A Place to Be Heard**

For Chad especially, the Teen Center became more than just a convenient after-school space.

"The Teen Center had a very positive impact on him," Jennifer says. "He made connections, whether with staff or other students, where they were very understanding and therapeutic for him."

After the trauma he endured from bullying, Chad found something different at the Teen Center: people who listened.



# Community Impact cont.

“He was more animated than he’d been in a while,” she recalls. “He was excited about how nice they were to him. He felt like he got things off his chest. He felt bonded.”

In contrast to the negativity he experienced elsewhere, the Teen Center offered acceptance.

“I feel like it’s a more welcoming environment,” Jennifer says. “Different types of people are accepted there. There’s less bullying, less picking on people. It’s just more positive.”

## Structure, Freedom, and Responsibility

“At home, Jennifer and her husband emphasize hard work, compassion, and critical thinking,” Jennifer says. “At the Teen Center, we see those same principles reinforced.”

The teens have shared stories of being given small responsibilities, jobs to manage and tasks to complete. “I remember one of the boys saying, ‘It was my responsibility to make sure this got handled. I loved that,’ she says. “That’s important.”

The teens have shared stories of being given small responsibilities, jobs to manage and tasks to complete. “I remember one of the boys saying, ‘It was my responsibility to make sure this got handled. I loved that,’ she says. “That’s important.”

There’s structure, she notes, but also healthy freedom. “It’s balanced. Not super restrictive, but not a free-for-all either. It’s good boundaries.”

And yes, the snacks are a highlight.

“They always want to stay long enough for the snacks,” she laughs. “Food is everything to teenagers.”

But the Teen Center offers more than snacks. It’s made extracurricular activities possible. Robotics Club, Dungeons & Dragons, Sports. Without the convenience of the Teen Center’s location and extended hours, many of those experiences would have been out of reach.



“The Teen Center had a very positive impact on Chad, he made connections with staff and other student; they were very understanding and it was therapeutic for him.”

## Support for the Whole Family

Jennifer is candid about the realities of raising a large, blended family, especially one navigating past trauma and financial hardship. She’s encountered judgment before. But not at Club.

For Chad, it was a place to heal.

For Timothy, a place to stay connected.

For Pamela and Ted, a place to belong.

For Jennifer and her husband, peace of mind.

And sometimes, for a family simply trying to hold all the pieces together, that’s everything.

# Donald G. Topping Regional HOPE Center

**15**  
YEAR  
ANNIVERSARY



## **Celebrating 15 Years of Opportunity at the Donald G. Topping Regional HOPE Center**

Since opening its doors in 2010, the Donald G. Topping Regional HOPE Center has become a constant in the lives of young people and families across Tacoma, a place where opportunity shows up daily and where long-term impact is built over time. Over 15 years, the Center has served over 50,000 youth, reflecting both steady growth and the reality that thousands of young people have returned year after year for support, mentorship, and connection.

Across the past decade and a half, the Center has provided nearly one million meals and snacks, meeting a basic need that directly supports learning and well-being. At the same time, youth have participated in over 100,000 hours of programming, spanning academics, leadership, STEM, and physical activity, time spent building skills, confidence, and a sense of belonging that extends far beyond the walls of the building.

The impact is also seen in the opportunities created. For many youth, the HOPE Center has been the starting point for experiences they might not otherwise have had, traveling to Washington, D.C. or Yellowstone, or exploring places closer to home like Mount Rainier and the Point Defiance Zoo. These moments broaden perspectives and create lasting memories, often shaping how young people see their futures.

Just as important is the role the Center plays for families and the wider community. It has served as a hub for holiday support, large-scale donation distribution, and free health clinics that have reached hundreds of residents. Partnerships with local organizations have expanded access to recreation, healthcare, and essential resources, ensuring the building is not just a youth center, but a community anchor.

Fifteen years in, the story of the Topping Regional HOPE Center is one of sustained impact: tens of thousands of lives touched, critical needs met, and opportunities created at scale. What began as a vision in 2010 continues today as a place where young people are supported not just for a moment, but across the years that matter most.



# Academic Success



**79%** of Club kids plan to graduate high school or pursue an advanced degree.

## Evidence-based Curriculum

Local Boys & Girls Clubs are encouraged to create and carry out programs that reflect the specific needs of their communities. At the same time, the national organization provides proven, research-based programs that support the overall development of young people. By combining local flexibility with nationally recognized strategies, Clubs work to ensure every member graduates on time, prepared for further education and a successful future.

## Power Hour

Power Hour is designed specifically to help kids and teens with homework, this program is available after school at Clubs. Dedicated youth development professionals and volunteers supervise each session and help youth members complete their assignments for the day.

## 21st Century Community Learning Center

The 21st Century Community Learning Center is dedicated to fostering student success by enhancing academic performance, promoting social-emotional development, improving school attendance, and providing valuable college and career exploration opportunities. This is accomplished through daily personalized tutoring and homework support, teaching essential social-emotional skills, engaging enrichment activities, and empowering families to nurture a love for learning at home through dynamic family events.

21st Century is a federal initiative that funds before-school, after-school, and summer programs for youth who need them most. It provides safe environments with academic enrichment designed to improve student achievement, support social-emotional growth, and encourage family engagement.

# Character & Leadership



**80%** of our Club youth participated in volunteer service projects within their Clubs and neighborhoods.

At Boys & Girls Clubs, character and leadership means helping youth become responsible, caring members of our community, and acquire the skills needed to participate in a democratic society. They also develop leadership skills and provide opportunities for goal setting, decision-making, and contributing to community service.



Youth of the Year is Boys & Girls Clubs of America's premier youth leadership and recognition program, celebrating the extraordinary achievements of Club members. Candidates embody the values of leadership, service, academic excellence and healthy lifestyles. They exemplify the critical impact Clubs have on the lives of young people. Judges score each candidate based on their essays, interviews, public speaking and overall application.



Torch Club is a “club within the Club,” helping to meet the special character-development needs of younger adolescents at a critical stage in their life. Torch Club is a powerful vehicle through which young people develop and strengthen their 21st-century leadership skills, giving them a firm foundation of good character and integrity.



Keystone Club is The Boys & Girls Club ultimate teen program. Keystone Clubs provide leadership development opportunities for young people ages 14 to 18. Youth participate in activities in three focus areas: academic success, career preparation and community service. With the guidance of an adult advisor, Keystone Clubs aim to have a positive impact on members, the Club and community.

# Behavioral Health

In 2025, Boys & Girls Clubs of South Puget Sound significantly expanded its behavioral health impact by strengthening both its team structure and its connection to families and communities. A major milestone was the addition and regional alignment of Behavior Support Specialists, allowing dedicated staff to focus on West Sound and South Sound communities. This shift enabled deeper relationships, more responsive support, and a stronger understanding of the unique needs of each area.

Family engagement also saw meaningful growth throughout the year. Through targeted efforts, including grant-supported programming on the Key Peninsula, Clubs reached record levels of family participation at our Cheney Family sites at Key Peninsula Middle School and Evergreen Elementary. At Eastside Community Center, a creative approach called “Donuts with Grown Ups” reimagined engagement by meeting families during morning drop-off. The response was overwhelmingly positive, with caregivers asking for even more opportunities to connect. These efforts reflect a broader commitment to meeting families where they are and creating accessible, welcoming spaces for involvement.

Behind the scenes, Behavior Support Specialists played a critical role in helping youth thrive. By partnering with staff and families to implement individualized success plans, the team helped ensure that more young people could remain engaged in Club programs and receive the support they need. The expansion of this team made these efforts more sustainable and impactful across all sites.

Looking ahead to 2026, the organization aims to deepen this work by further embedding Behavior Support Specialists within their communities, strengthening partnerships, and expanding access to resources. A key priority is also to build internal capacity by sharing training responsibilities across the team, ensuring a more collaborative and resilient approach to behavioral health support.



“The work that the Behavior Support Specialists are doing is really supporting their communities, helping youth stay in Clubs and helping staff serve them with unconditional support.”

- Dianna Sullivan, Director of Safety & Behavioral Health

Continued innovation in family engagement and the ongoing evolution of calming spaces within Clubs will further support youth well-being.

# Youth of the Year: Mason Sullivan



## **Mason Sullivan: From Youth of the Year to Emerging Campus Leader**

Since being named the 2025 Youth of the Year, Mason Sullivan has continued to build on his achievements, demonstrating academic excellence and leadership at the collegiate level. He was accepted into Colorado State University, where he is currently pursuing a degree in animal science. In his first year, Mason earned a place on the Dean's List with a perfect 4.0 GPA, an accomplishment that reflects both his dedication and strong work ethic.

Beyond the classroom, Mason has immersed himself in campus life, actively participating in a variety of clubs, organizations, and professional opportunities. Among his most impactful experiences has been his involvement in the Department of Animal Science's Peer Mentor Program. In this paid leadership role, Mason helps design and facilitate engaging, informative events that support students both within and beyond his department.

One recent highlight was a scholarship application workshop that Mason co-led, providing guidance to fellow students on how to strengthen their applications. This experience brought his journey full circle, reminding him of the scholarship support and preparation he received during his own Youth of the Year experience.

Looking ahead, Mason is currently applying for the Semester at Sea program, with hopes of expanding his academic and personal horizons through global study in the coming year.

Mason credits much of his growth and success to the support he received from the Boys & Girls Clubs of South Puget Sound. The mentorship, encouragement, and scholarships he received have helped him stay focused on his goals and confident in his path forward.

“

**“Thank you to all the staff and donors who have helped me develop into the leader and student I am today! The scholarships I’ve received have helped me stay focused on my education, knowing I have financial support.”**

# Youth of the Year cont.



“ To all current Youth of the Year participants, I want to tell you that this experience will help you in your future endeavors. I know I wouldn't be where I am today without the skills I gained and the lessons I learned from my mentors. Good luck to all of you, and thank you again Boys & Girls Clubs of South Puget Sound! ”



# Health & Well-Being

Our Health & Well-Being initiative develops young people's capacity to engage in positive behaviors that nurture their own well-being. Set personal goals, make healthy choices, and become self-sufficient adults. From healthy meals and snacks, youth sports, and social and emotional care, our holistic approach nurtures all areas of a child's development and offers critical support for our Club kids.



As part of our Health & Well-Being initiative, we also offer Boys & Girls Clubs of America's award-winning Triple Play program, which focuses on three key areas:

**Mind:** This component helps Club members develop the knowledge to make healthy choices, such as understanding portion sizes, making smart food choices, and preparing balanced meals. We have enhanced this initiative by implementing cooking and nutrition classes with USDA-certified chefs, teaching kids how to eat healthier and providing valuable life skills for their future.

**Body:** We encourage youth to stay physically active through fun daily fitness activities, games, and challenges. These fitness challenges help kids of all ages engage in movement, build endurance, and develop a love for physical activity. At the Club, staff lead physical warm-ups before structured activities to ensure that everyone is moving and ready for the day's program.

**Social-Emotional:** This component fosters social recreation programs that strengthen interpersonal skills, promote good character, and encourage positive relationships. It helps Club members build self-confidence, develop a sense of self-worth, and cope effectively with both positive and negative situations. Staff lead structured programs, including team games, that foster teamwork, communication, and respect for rules, helping children develop strong, well-rounded character traits.

Clubs also offer Family Support Services. Club staff are trained to mentor members through the hardships they face such as peer pressure, poverty, academic struggles and bullying.



Our trained and caring staff provide trusting relationships and an open dialogue with kids and teens, including Teen Mental Health First Aid, ensuring they have the skills they need to manage their emotions and build resiliency.

# Health & Well-Being cont.

Our Youth Sports program provides a high quality sports experience that gives young people opportunities to have fun, build character, learn to practice sportsmanship, and develop skills and characteristics that will help them become responsible adults who can lead happy, healthy lives. Our program is open to all children of various ages, abilities, backgrounds, family circumstances, and economic status.

The priorities of our youth sports program are to ensure that the needs of children are our primary focus; that youth sports provide safe and positive experiences for children; that our program is administered in a professional manner; that coaches, volunteers, parents and others associated with the program are held accountable for their actions and behavior; and that appropriate training, facilities, and equipment are provided.

We offer a variety of youth sports throughout the year to meet their needs and interests. Youth have the opportunity to participate in our flag football, soccer, basketball, and baseball leagues, as well as various athletic camps and clinics throughout the summer!



Our Nutritional Food Program provides free meals and snacks to address the nutrition gaps children may face when school is out, recognizing that many youth return to empty homes after school and lack access to healthy food.

According to Child Trends Data, inadequate food intake in children is linked to serious health, behavioral, and cognitive challenges; food insecurity increases the risk of poor health and developmental delays and, paradoxically, can also lead to a higher risk of obesity.



As a key part of our Health & Well-Being initiative, the program helps youth develop healthy behaviors and lead active, balanced lives. Offered Monday through Friday, both after school and during the summer, it ensures consistent access to nutritious food so children are well-nourished, prepared to engage in educational and recreational activities, and supported in a healthy, growth-oriented environment.

# Life & WorkForce Readiness



## Empowering Young People to Succeed

To help young people meet the workforce challenges of tomorrow, they need safe spaces, positive mentorship, and meaningful work experiences today. Our Life & Workforce Readiness program gives kids and teens the opportunity to explore their interests and passions, build employability skills, and apply what they've learned in real-world settings. In an increasingly competitive job market, many young people struggle to find their path. Clubs provide stability and support, helping youth stay on track through times of change. From an early age through high school, dedicated Club mentors guide young people as they explore careers and develop the skills they need for future success. Clubs also connect teens to hands-on opportunities like internships and apprenticeships, bridging the gap between learning and doing. With the support of industry, nonprofit, government, and education partners, Clubs are working to identify solutions and create pathways that prepare youth for meaningful careers.

## TPU Academy

Ages 6-13

The TPU Academy connects Club members to real-world applications of science, technology, engineering, and math. This six-session program features hands-on learning led by representatives from TPU's Power, Water, Rail, and Cyber divisions, giving participants direct exposure to STEM careers in their community. The program aims to provide STEM learning opportunities aligned with TPU career pathways, create awareness of future employment possibilities, and help Club members better understand power and water systems, as well as railroad safety.

## TransferVR

Ages 13-18

Clubs has partnered with TransfrVR to help youth discover career paths that truly fit them. TransfrVR creates hands-on, accessible pathways that connect individuals to meaningful work aligned with their strengths and aspirations. By bringing this program to Clubs, our members can explore careers that excite them, see real possibilities for their futures, and build pathways rooted in purpose and upward mobility.



# Life & Workforce Readiness cont.



## Work-based learning

Ages 13-18

Career-prep experience that combines program time and on-the-job learning in real workspaces to develop skills and build resumes, and supports economic mobility. Work-based learning is one of the most important experiences in a workforce readiness program.

## Career Launch

Ages 13-18

CareerLaunch encourages Club members to assess their skills and interests, explore careers, make sound educational decisions and prepare to join our nation's work force. Club staff or volunteers help teens build their job-search skills and job readiness by using the CareerLaunch Facilitator Guide and working with teens individually or in small groups. The CareerLaunch page provides Club teens, staff and volunteers with online career exploration, college and job search information and interactive activities. Mentoring, job shadowing and training opportunities round out the program.

## diplomas2Degrees

Ages 13-18

diplomas2Degrees (d2D), a college readiness program, guides Club members as they work toward high school graduation and prepare for post-secondary education and career success. d2D helps teens develop both short- and long-term goals, while familiarizing them post-secondary education through experiences like college tours. It also assists youth in securing financial aid and fosters supportive relationships with adults who can provide support throughout the college experience.

## Money Matters

Ages 13-18

The financial decisions young people make today will impact their future. That's why we pair youth with supportive mentors and volunteers to help them develop the financial skills that lead to workplace readiness, lifelong financial stability, and overall success. For over 20 years, Money Matters: Make it Count has taught teens how to set goals, budget, save and invest. In addition to staff-led financial literacy sessions, young people practice their financial decision-making skills through fun, engaging digital tools and games. Teens who complete Money Matters show improved financial management skills, including saving money and sticking to a budget.



## BOYS & GIRLS CLUBS OF SOUTH PUGET SOUND

- FIND YOUR CLUB
- DONATE
- VOLUNTEER
- JOIN THE TEAM

**Online:** [bgcsp.org](http://bgcsp.org)

**Call:** (253) 502-4600

**email:** [info@bgcsp.org](mailto:info@bgcsp.org)

**Visit us at:**

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Tacoma WA 98409

Boys & Girls Clubs of South Puget Sound supports young people in reaching their full potential by providing safe places, caring mentors, and high-impact out-of-school programming throughout the year. Our holistic approach nurtures all areas of a child's development and offers critical support for kids and our community. We operate Club locations and program services in Pierce, Kitsap, and Mason counties that enable children and teens to learn, create, play, be themselves and attain their best in academics, healthy lifestyles, and character and leadership. All of this comes with affordable membership for all. We also operate programs beyond our walls, providing youth sports, expanded learning opportunities, and licensed childcare at schools in partnership with school districts and community organizations.

