



# WEAVING *our* FUTURE

ANNUAL REPORT  
2024



# WEAVING *our* FUTURE

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As Boys & Girls Clubs of America (BGCA) Native Services reflects on the past year, we take immense pride in the continued success and positive outcomes resulting from our collective efforts to weave our futures together in support of Native youth. The commitment of our team and our extended Native Club family ensures that our shared impact remains steadfast.

*Our fabric of support is made up of many different threads, each an indispensable contribution to the whole. Native Club professionals are the foundation of our Indigenous Movement – through their unrelenting commitment, we are able to offer strong, sustainable and culturally-relevant services for Native youth in positive and safe environments.*

In 2024, we collaborated with Club professionals to expand our reach by growing our locations and programming, fortifying community engagement and Tribal partnerships, and enhancing advocacy efforts while raising awareness of our cause. The invaluable support from our partners and donors has been integral to our success, enabling us to advance targeted initiatives and maintain sound financial stewardship. BGCA Native Services continues to invest in our people, working to ensure that Native Club staff and leadership have access to ongoing professional development. The past year included many training and networking opportunities for Native Clubs, including the 2024 Native Summit; Weaving our Future Webinar Series; the Indigenous Connections Movement Resource Group; Spillett Leadership University – Native Track; as well as continued growth of the Trauma-Informed and Safety Improvement Networks. Through these offerings, BGCA Native Services helped those that work directly with Native youth – providing opportunities for both increased knowledge and relationship building.

This report highlights many of the triumphs and success stories of 2024. Whether as a result of the hard work from local Native Clubs, or the contributions of our many valued partners and donors, we are reminded of how the diverse threads of our Indigenous Movement intertwine to form a unified whole and how these efforts are interwoven with BGCA's new strategic direction, *Future Ready: Agenda for Collective Impact*. We are honored to stand with our extended Native family as we continue to weave together our achievements to create lasting, positive change in the lives of Native youth.





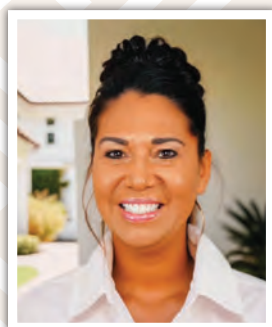


# REFLECTIONS ON OUR SUCCESS

As we reflect on yet another impactful year, I am filled with deep gratitude for the ways in which the BGCA Native Services team continues to weave the fabric of our Indigenous Movement by uniting Native Clubs as a collective force for positive change. Whether through the creation of culturally relevant programming; the expansion of our locations on Native Lands; the facilitation of community engagement initiatives, or the launch of advocacy and brand-awareness campaigns at local, regional and national levels, we have consistently advanced our commitment to ensuring the enduring success of our Native Clubs and the youth they serve.

BGCA Native Services has been honored to collaborate with our esteemed network of partners in achieving these milestones. Throughout 2024, our collaborative efforts have yielded a broad spectrum of enrichment opportunities for Native Clubs. Notably, we hosted our largest-ever Native Summit; held Executive Trainings such as the Weaving our Future Webinar Series; a 1-Day Native Track at the 2024 BGCA National Conference entitled, “Building Your Personal Brand”; continued development of both our Native Track on Spillet Leadership University and our Indigenous Connections Movement Resource Group; and our Trauma-Informed and Safety Improvement Networks. These initiatives not only provide critical resources but also foster an environment where Native Clubs can share ideas and network with one another, generating a spirit of mutual support and a culture of innovation throughout our network.

This report showcases the countless ways in which BGCA Native Services, as well as our extended Native Club family, has transformed this shared energy into meaningful action. This interwoven support ensures enduring partnerships, a shared sense of purpose, and a steadfast commitment to uplifting Native youth. I am confident that the coming year will see Native Boys & Girls Clubs become more interconnected than ever, ready to elevate and continue preparing Native youth to be future ready.



Woliwoni,

A handwritten signature in black ink that reads "Carla Knapp". The script is fluid and cursive.

**Carla Knapp**  
*National Vice President, Native Services*  
Boys & Girls Clubs of America



# CELEBRATING NATIVE CLUBS

This year's theme, Weaving our Future, embodies our Native Clubs' deep commitment to future readiness in collaboration with the broader Movement. Much like a weaver threading together a unified fabric, 2024 marked a year of enhancing coordination and actions to achieve collective impact. Several noteworthy accomplishments were made in 2024, including the opening of 10 new Native Clubs.

As the nation's largest and longest-serving provider of Native youth services, BGCA now collaborates with more than 150 Tribes across 29 states, proudly offering culturally relevant after-school and summer programs where Native youth can thrive. Another significant achievement addresses the ongoing mental health crisis among youth, which poses an even greater challenge for Native youth. To meet this complex challenge, every Native Club completed executive training in trauma-informed care, helping propel Boys & Girls Clubs to becoming the largest trauma-informed organization in the world within two years.

Last year marked the launch of a new strategic vision across our Movement – Future Ready: Agenda for Collective Impact. For the first time, a version specifically tailored for Native Clubs was developed with input from Native Club leaders. This milestone not only underscores the significance of Indigenous representation in Future Ready but is a vital step in ensuring a future that uplifts Native youth, strengthens communities and honors the rich heritage of Indigenous cultures while preparing youth for an evolving world.

We invite you to celebrate the achievements of Native Clubs in this Annual Report. While much progress has been made, there is still significant unmet need. So, it is with firm resolve that we look forward, knowing that Boys & Girls Clubs in Native Lands play an essential role in providing a safe place for young people to learn, grow, and realize their potential while remaining deeply rooted in their cultures and diverse Tribal connections. Thank you for your continued support of BGCA Native Services.



Sincerely,

A handwritten signature in black ink, appearing to read 'James L. Clark', written in a cursive style.

**James L. Clark**  
*President & CEO*  
Boys & Girls Clubs of America

# WORDS OF INSPIRATION

**As you read through BGCA Native Services' 2024 Annual Report, I invite you to join us in celebrating the remarkable achievements of our young people and the dedicated professionals who guide them.** The theme of this year's report, "Weaving our Future," reflects the intricate and interconnected nature of our work. Just as you meticulously craft a tapestry, thread by thread, we are diligently building a brighter future for Native youth, child by child, teen by teen, community by community. We are weaving together, supporting and honoring traditions while empowering young people to excel in school and pursue their dreams.

This year, we saw once again that community support led to great strides in individual growth, fostering a sense of belonging while nurturing unique talents and aspirations. Our Clubs provide a vital lifeline for Native youth, offering a haven where they can thrive and develop. Boys & Girls Clubs on Native Lands are providing safe and enriching experiences today that will equip youth for a successful tomorrow. Programs like Summer Brain Gain, now integrated into our Native Adaptations, are preparing youth for future success.

This report showcases the incredible impact of our Native Boys & Girls Clubs. You will read stories of resilience, of triumph, and of the profound power of mentorship and community. You will witness firsthand how our programs are transforming lives, inspiring hope, and creating a pathway to a more prosperous future for Native youth. But our work is far from finished. "Weaving our Future" is an ongoing endeavor that requires the continued support of our dedicated staff, committed volunteers, generous donors, and unwavering Tribal partners who see their young people as the most precious resource, to be protected, nurtured and empowered. Together, we can ensure that every Native young person has the opportunity to reach their full potential.

I invite you to explore this report and discover the inspiring stories of our youth, our staff and our collective impact. Let us celebrate our accomplishments and recommit ourselves to weaving a future where every Native young person thrives.



Fondly,

A handwritten signature in black ink, appearing to read "Lorraine Orr".

**Lorraine Orr**

*Executive Vice President and Chief Operating Officer*  
Boys & Girls Clubs of America



# Mission

*To enable all young people, especially those who need us most, to reach their full potential as productive, caring and responsible citizens.*

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# Vision

*Strengthening Native youth's cultural identity through programming that explicitly promotes positive youth growth and development along critical cultural, social, emotional, intellectual, and physical dimensions through viable and sustainable organizations.*

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# Core Beliefs

A Boys & Girls Club Provides:

- A safe place to learn and grow
- Ongoing relationships with caring adult professionals
- Life-enhancing programs and character development experiences
- Hope and opportunity

# THE FABRIC OF WHO WE ARE





# BGCIC BOARD OF DIRECTORS

The Boys & Girls Clubs in Indian Country Board of Directors, comprised of BGCA National Staff and leaders from partner organizations, seeks to advocate for all Clubs on Native Lands. Advocacy takes place through fundraising, partnership building, and communicating with local Clubs and Tribal agencies.

**Dan Lewis**

*President & CEO  
Native Insight, LLC*

**Carla Knapp**

*National Vice President,  
Native Services  
Boys & Girls Clubs of America*

**Kelly Concho-Hayes**

*Lead Director of Organizational  
Development, Native Services  
Boys & Girls Clubs of America*

**Lorraine Orr**

*Executive Vice President and  
Chief Operations Officer  
Boys & Girls Clubs of America*

**Kristine Morain**

*Executive Vice President,  
General Counsel  
Boys & Girls Clubs of America*

**Kari McCormick**

*Executive Director, Native American  
Advancement & Tribal Engagement  
University of Arizona*

**Valerie Red-Horse Mohl**

*President & Co-Founder  
Known Holdings*

**Dean Newton**

*General Partner and  
Chairman of the Board  
Relevance Ventures*

**Andra Rush**

*Chief Executive Officer  
Dakota Integrated Systems*

**Gary Wendt**

*Retired  
Capital Management*





# A TAPESTRY OF OUR IMPACT

In 2024, Native Boys & Girls Clubs provided strength-based and evidence-driven programs that empowered youth. Through our dedicated efforts, we made a lasting impact, with Native Adaptations of Boys & Girls Club programs playing a pivotal role in achieving positive outcomes across key areas: Health and Well-being, Character & Leadership, Academic Success and Life & Workforce Readiness. We never compromise when it comes to safety and this year, **100% of all Native organizations underwent an onsite external safety assessment, with over 55% of all sites assessed and as a result 1,987 documented safety improvements were made.** We will continue to ensure safe nurturing environments for those in our care and stay committed to offering culturally relevant services to youth and families, creating a strong foundation for the future of Tribal communities.

***This year, our collective accomplishments included:***



SERVING NEARLY **90,000** YOUTH IN **250** CLUBHOUSES



PROVIDING OVER **2.3 MILLION** MEALS & SNACKS



SUPPORTING NEARLY **17,000** NATIVE TEENS

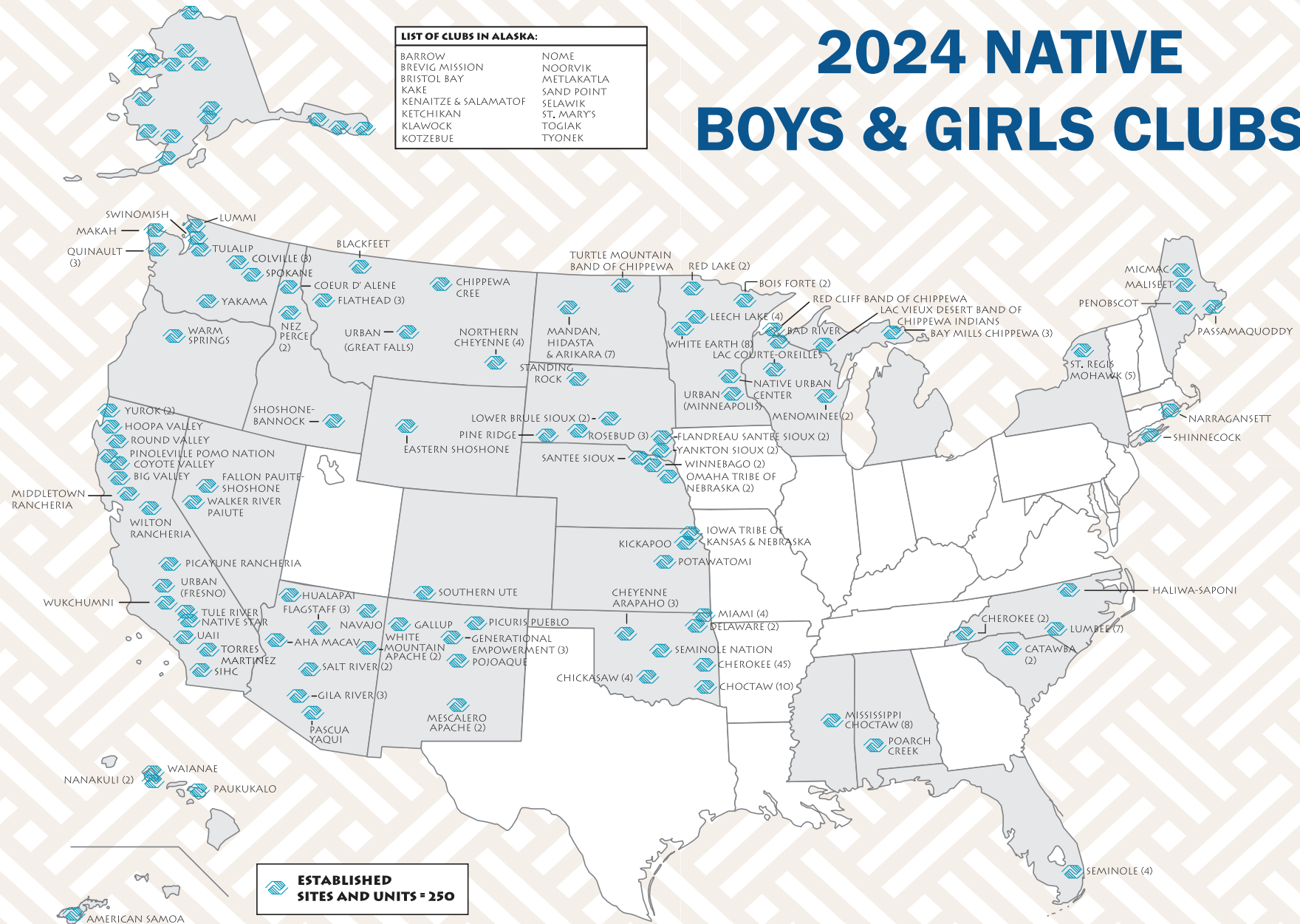


OFFERING NEARLY **20** NATIVE ADAPTATIONS OF CLUB PROGRAMS



# 2024 NATIVE BOYS & GIRLS CLUBS

LIST OF CLUBS IN ALASKA:	
BARROW	NOME
BREVIK MISSION	NOORVIK
BRISTOL BAY	METLAKATLA
KAKE	SAND POINT
KENAITZE & SALAMATOF	SELAWIK
KETCHIKAN	ST. MARYS
KLAWOCK	TOGIAK
KOTZEBUE	TYONEK





# BINDING OUR STORIES TOGETHER

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## Boys & Girls Club of the Hoopa Valley Tribe's Cultural Field Trip to Gather Bear Grass

Educating Native youth about their heritage and traditional ways of life through culturally enriching programming is central to the mission of Native Boys & Girls Clubs. By engaging in relatable and tailored programming, youth are able to form deeper connections to their ancestors, while developing skills and knowledge that can be utilized in future endeavors. This year, Native youth from Boys & Girls Club of the Hoopa Valley Tribe participated in an off-site trip to collect bear grass using traditional methods passed down by Tribal Elders who facilitated the activities. This event allowed the youth to engage with Elders and make historical connections related to the importance of bear grass to the Hoopa Valley Tribe, such as its use in crafting traditional basketry, clothing and regalia.



After returning to the Club, staff led an activity in which participants used their newly acquired skills to craft the bear grass into a traditional dress, which allowed participants to tie all of the lessons together and fully connect with their ancestors. Youth laid their bear grass out in the sun and were educated about how exposure to natural sunlight was used to change the color of the bear grass. Once bleached, they discovered how water allows the bear grass to become more pliable and useful for weaving. Finally, instructions were provided on different braiding techniques and the youth practiced these methods to create a dress worn for traditional dances. Club staff witnessed participants gaining pride in their efforts as they grasped the techniques being presented to them and gained valuable connections with their heritage.

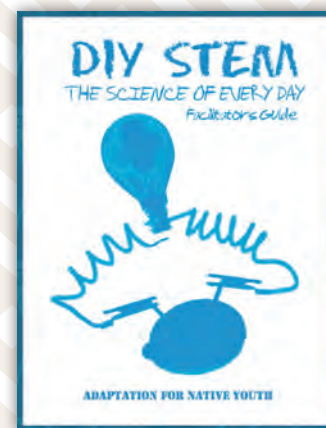
Boys & Girls Club of the Hoopa Valley Tribe continues to incorporate Tribal Elders and cultural education into their programming and activities for the youth they serve. BGCA Native Services encourages all Boys & Girls Clubs on Native Lands to provide Native youth with opportunities to learn from and interact with Tribal Elders as often as possible, as they weave a path for the knowledge transfer of Indigenous culture, traditions and values.



# NATIVE-ADAPTED CLUB PROGRAMS

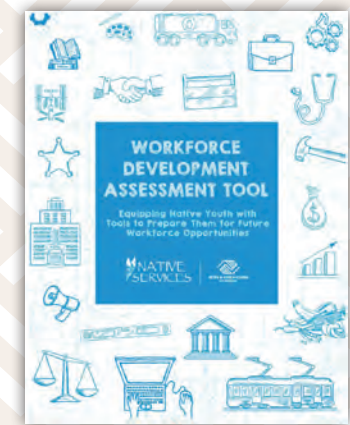
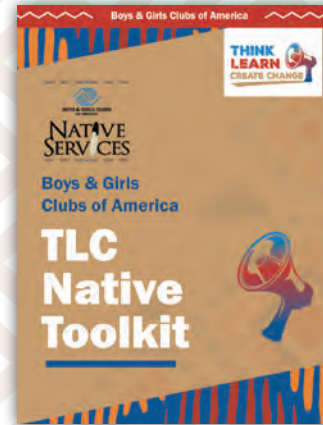
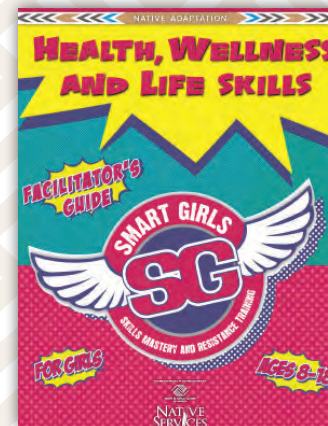
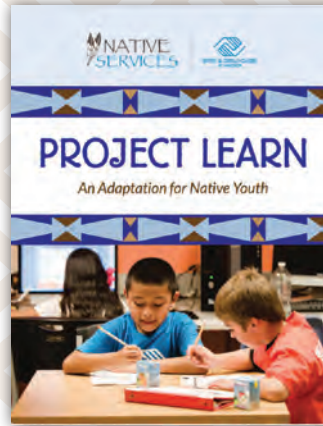
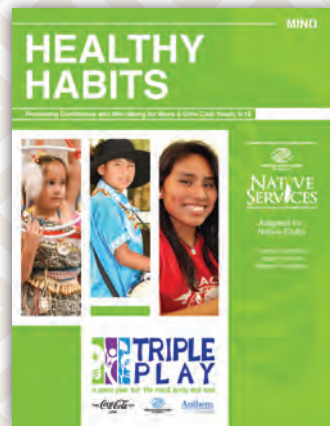
Honoring Indigenous culture is fundamental to all youth programs at Native Boys & Girls Clubs. BGCA Native Services continues to provide Native Adaptations, enabling youth to form connections to their Native heritage. **ALL STARS** engages youth in sports, offering team placement, community and life skills development. **Be There** helps Clubs create a safe, supportive and inclusive experience for all youth. **Cultural Program Toolbox** offers resources and extra opportunities for Clubs to implement culturally focused programming. **Diplomas to Degrees** guides Native Club members toward high school graduation and prepares them for college and career success. **DIY STEM** engages Native 9-12 year-olds in hands-on STEM activities, linking science to real life. **Healthy Habits** promotes confidence and well-being for youth aged 6-18. **MyFuture** equips Native youth with digital skills, media literacy and certifications.

Additionally, **Project Learn** reinforces school skills through fun, academic activities during Club hours, boosting student success. **SMART Girls** provides timely, targeted information and support to girls ages 8 to 18 while **SMART Moves** addresses issues youth may face such as drug and alcohol use. **Summer Brain Gain** provides culturally relevant programs, helping youth achieve academic goals while staying connected to Native culture. **Teen Dating Violence Awareness Resource** aims to promote healthy relationships and prevent abuse. **TLC Native Toolkit** helps Native youth advocate for themselves, peers and the Indigenous Movement. **On the T.R.A.I.L. to Diabetes Prevention** program aims to reduce type 2 diabetes and promote healthy choices. **Workforce Development** equips Native teens for employment while engaging local employers. These Club programs empower Native youth to thrive academically, socially and culturally, fostering a strong sense of identity and community that will support their growth into the future.





# Nearly 20 Boys & Girls Club programs have culturally relevant Native Adaptations available.



# THREADS *of* PARTNERSHIP

## Spotlight: Gary Wendt

BGCA Native Services extends its deepest gratitude to Gary Wendt, esteemed Board Member of Boys & Girls Clubs in Indian Country, for his unparalleled generosity and steadfast commitment to supporting Native youth. As a pivotal donor, Mr. Wendt has been instrumental in advancing some of BGCA Native Services' most significant initiatives of 2024. His philanthropic efforts have played a crucial role in ensuring the financial sustainability and enduring viability of Native Boys & Girls Clubs.

Mr. Wendt's consistent and resolute support has been vital in keeping Native Clubs closely aligned with our mission. His direct contributions to our educational programs have significantly enhanced the capacities of all Native Clubs, particularly enabling the production and distribution of critical BGCA Native adaptations—*Project Learn*, *Diplomas to Degrees* and *Summer Brain Gain*—across Upper Elementary, Middle and High School levels to each Native organization. His sponsorship of the 2024 Native Summit also provided invaluable networking and professional development opportunities, helping to provide a space for all Native Clubs to gather in a spirit of unity and shared purpose.

Through initiatives like these, BGCA Native Services is able to fortify the strength and cohesion of our extended family of Native Clubs—enriching the knowledge base of both staff and youth while facilitating the meaningful exchange of that knowledge. As we continue to chart a collective course forward, we remain profoundly grateful to Gary Wendt for his belief in academic success for all young people and his unwavering investment in Native youth and the transformative opportunities his leadership and financial contributions have made possible.





# EXECUTIVE TRAININGS

Each year, BGCA Native Services seeks to ensure that all Native Club leadership and staff are presented with the opportunities for professional growth and advancement on a consistent basis. In support of our 2024 organizational goals, BGCA Native Services continued to provide impactful trainings for Native Club staff that included the *Weaving our Future Webinar Series*; 1-Day Native Track at BGCA National Conference; Spillet Leadership University – Native Track; Indigenous Connections Movement Resource Group; Trauma-Informed Network and Safety Improvement Network. Throughout the course of these diverse trainings, Native Club staff and leadership received an abundance of information on methods to inspire Native youth to achieve their full potential.



## WEAVING our FUTURE

Webinar Series >>>>

### WEAVING OUR FUTURE WEBINAR SERIES

Throughout 2024, the *Weaving our Future Webinar Series* was offered to equip Club staff with the tools needed to weave successful futures for youth. The series covered a wide range of topics, including resource development, fostering resiliency at Native Clubs, BGCA membership requirements, diversifying Club staff and volunteers, trauma-informed care, teen workforce readiness and strategic planning. This ongoing series offered valuable, year-round support to youth development professionals.



### 1-DAY NATIVE TRACK AT BGCA NATIONAL CONFERENCE

During the 118<sup>th</sup> BGCA National Conference in Atlanta, BGCA Native Services and the Indigenous Connections Movement Resource Group held a 1-Day Native Track on May 16, 2024 titled, "*Building Your Personal Brand*." As the session began, participants were provided with the opportunity to have a headshot taken for use in promoting their personal brand on LinkedIn. This valuable and insightful session was led by Keka Schermerhorn and covered important topics such as the importance of personal identification, as well as ways to grow one's social media presence and increase visibility through an interactive workshop. Working in collaborative small groups, participants discussed methods to identify and build confidence in their own personal identity and brand.



SPILLETT LEADERSHIP  
UNIVERSITY  
BOYS & GIRLS CLUBS

## SPILLETT LEADERSHIP UNIVERSITY – NATIVE TRACK

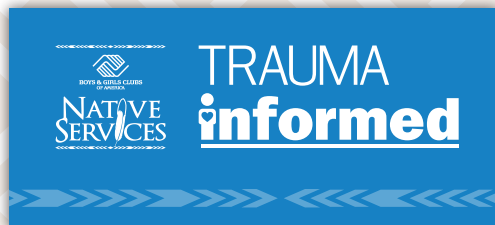
In 2024, Spillet Leadership University (SLU) - Native Track continued to provide culturally relevant training opportunities for Native Clubs. SLU is a comprehensive online training tool developed by BGCA to help strengthen leadership capacity at Native Clubs. Webinar topics offered in 2024 included Resource Development – Public and Private Grant Writing; Trauma-Informed Network; Standards of Organizational Effectiveness; Summer Programming & Behavioral Support and Marketing Planning. These webinars were created to help youth development professionals at Native Clubs become more trauma-informed, build capacity and conduct resource development efforts as they work to support our Native youth.

## INDIGENOUS CONNECTIONS

### INDIGENOUS CONNECTIONS MOVEMENT RESOURCE GROUP

During the year, BGCA Native Services Indigenous Connections Movement Resource Group (MRG) continued their mission to provide networking, learning and exchange opportunities for diverse groups of Indigenous people and Clubs on Native Lands. They hosted the 1-day Native Track on “*Building Your Personal Brand*” at BGCA National Conference. Throughout the remainder of the year, the MRG contributed cultural knowledge towards the production of Awareness Resources that included National Day of Awareness for Missing and Murdered Indigenous Women on May 5, 2024; 100 Year Anniversary of the Indian Citizenship Act for Native Americans on June 2, 2024; National Day for Truth and Reconciliation on September 30, 2024 and Indigenous Peoples’ Day on October 14, 2024. In addition, they were given the opportunity to contribute and provide feedback on BGCA’s new strategic direction, *Future Ready: Agenda for Collective Impact*, from a Native Club context.





## TRAUMA-INFORMED NETWORK

BGCA Native Services' Trauma-Informed Network continues to emphasize the importance of responding to trauma within Native communities. This significant initiative provides an eight-month capacity-building experience supporting Native Club professionals as they gain a greater understanding of trauma and how to implement trauma-informed practices within their organizations. With 150 participants, representing over 90% of Native Boys & Girls Clubs, this network enables Native Clubs to develop a broader understanding of the impacts of trauma and learn methods for being more responsive to the needs of the youth, families and communities. Participants are provided with monthly professional development opportunities, support with goal setting and peer consultations. In the past year, Native Club professionals have had great success in introducing trauma-informed practices into fundamental programming areas.

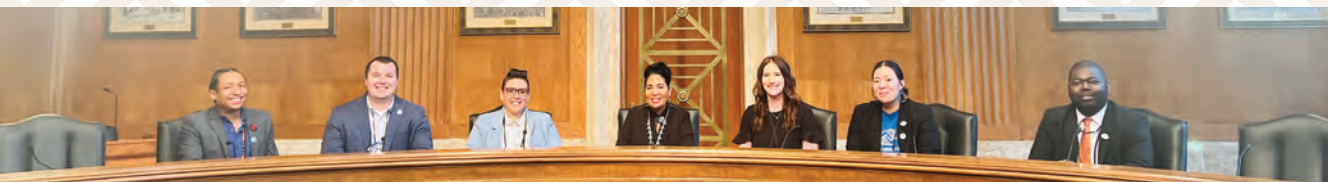


## SAFETY IMPROVEMENT NETWORK

BGCA Native Services is dedicated to the safety of Native youth and their communities. This past year saw the Safety Improvement Network continue this commitment by empowering Native Clubs through education, training and advocacy. Through collaborations with local organizations and Tribal offices, this network promoted best practices and shared valuable resources – all while fostering an environment where Native youth are able to thrive, free from the threat of harm. Through BGCA Native Services' partnership with Redwoods, a Water Safety Poster – Native Adaptation was designed to educate staff and volunteers on swimming safety. In addition, Native Clubs took part in BGCA's External Safety Assessments, where all organizations underwent an annual organizational and site safety assessment. Each Club site will be assessed every 24 months using a defined set of child and Club safety standards. Conducting thorough inspections of facilities and procedures ensures that BGCA safety measures are upheld and Native youth remain protected to the highest of standards.

# ENTWINED FOR ADVOCACY

Native Boys and Girls Clubs participated in BGCA's 10<sup>th</sup> Annual National Days of Advocacy (NDOA) in Washington, D.C. on March 5-7, 2024. This important annual event brings together youth leaders from across Native Lands to raise their combined voices, and engage with members of Congress to find solutions on critical issues facing Indigenous communities. Native Club leaders, board members and youth were provided with the opportunity to share impact stories directly with members of Congress and their staff. They were able to highlight the unique challenges faced by Indigenous communities and also to celebrate the resilience and potential of Native youth. In celebrating the 10<sup>th</sup> anniversary of this event, participants cultivated an atmosphere of reflection on the past decade of advocacy and the positive impact that it has had on Native youth.



## PARTICIPATING NATIVE CLUBS

- Boys & Girls Club of the Iowa Tribe of Kansas and Nebraska
- Boys & Girls Club of Chelsea
- Boys & Girls Club of Haliwa-Saponi Tribe
- Boys & Girls Club of Shoshone-Bannock Tribes
- Boys & Girls Club of the Kenai Peninsula
- Boys & Girls Club of The Poarch Band of Creek Indians
- Boys & Girls Clubs of Border Towns
- Boys & Girls Clubs of Red River Valley Oklahoma
- Boys & Girls Clubs of Southcentral Alaska



NATIONAL DAYS *OF*  
**ADVOCACY**



**BOYS & GIRLS CLUBS  
OF AMERICA**



# THREADS *of* PARTNERSHIP

## Spotlight: Water Safety in Native Clubs

In 2024, BGCA Native Services and Child Safety & Quality Assurance teams led a new Water Safety initiative for Boys & Girls Clubs on Native Lands. This initiative underscores our ongoing dedication to ensuring the safety of youth in Native communities and reflects a comprehensive strategy for Child & Club Safety that incorporates multiple protective measures.

According to CDC statistics, American Indian and Alaska Native (AIAN) individuals face significantly higher drowning rates than any other racial or ethnic group in the United States, especially in natural bodies of water. The most pronounced disparities are seen among AI/AN individuals aged 25-29, who drown at rates 3.5 times greater than their white counterparts in the same age group. Furthermore, AI/AN individuals under 30 have the highest drowning death rates in natural water settings compared to any other racial or ethnic group.

To address these persistent swimming inequities, we equipped Native Clubs with essential water safety and drowning prevention resources. We are also mindful of the deep respect and connections that Tribal communities have with water and have been employing a trauma-informed approach that acknowledges these concerning statistics. A key aspect of this initiative has involved the assessment of current availability of water access for youth, whether through pools, natural water bodies, or off-site aquatic activities. We have also evaluated existing aquatic safety policies and identified ongoing challenges related to water safety education. Through valuable feedback and discussions with 79 Native Club organizations—representing 90% of all Native Clubs—we were able to pinpoint common themes and best practices in these critical areas, as well as gather insights from the Clubs to inform efforts moving forward.

We would like to express our heartfelt thanks to Margaret A. Cargill Philanthropies for their collaboration in this important initiative aimed at improving youth safety around water. Looking ahead to 2025 and beyond, we remain committed in our efforts to supporting Native Clubs in their efforts to identify, prevent, and address emergencies in aquatic environments, while also incorporating culturally relevant practices to ensure the safety of Native youth in these settings.



# 2024 NATIVE SUMMIT

One of the most anticipated events of the past year was BGCA's 2024 Native Summit. This biennial gathering provides the opportunity for our extended Native Club family to meet together in a spirit of collaboration and support. With over 600 attendees, this year's Summit was our largest yet! The event was generously hosted by the Gila River Indian Community in Chandler, Arizona and was a valuable opportunity to celebrate the ways in which our paths are interwoven as a family of Native Clubs.

## HIGHLIGHTS OF THE 2024 NATIVE SUMMIT

- Keynote speeches from champions of the Movement, including BGCA President and CEO, Jim Clark, BGCA Executive Vice President & Chief Executive Officer, Lorraine Orr, BGCA National Vice President, Carla Knapp, Akwesasne Tribal Chief, Michael L. Connors, as well as representatives from Gila River Indian Community Governor, Stephen Lewis and Sam McCracken from Nike N7
- Informative breakout sessions on topics that included finance management, safety, culturally relevant and trauma-informed practices, staff and teen recruitment and retention, program and resource development and advocacy
- A meaningful intergenerational panel discussion, representing the voices of Native youth, Elders and Tribal Leaders
- Information-sharing Talking Circles to discuss key topics specifically designed for board members, CEOs, Tribal leaders and Club staff
- Honoring Native Spirit Award winner, Damian Perry, for his hard work at Boys & Girls Club of Lac Courte Oreilles Ojibwe Band
- Representation from our dedicated partners, sponsors and cultural vendors
- Cultural Celebration and showcases from Club youth, as well as Indigenous musician Lyla June Johnston, Boys & Girls Clubs of the Gila River Indian Community, Boys & Girls Club of Flagstaff, Hopi Youth Dance Group, crown dancers from Boys & Girls Club of White Mountain Apache, powwow dancers from Red Lake Nation Boys & Girls Club, DJ Tribal Touch, Emcee One and hip-hop artist Supaman









# THREADS *of* PARTNERSHIP

## Spotlight: Supporting our Endowment Fund

A key component of BGCA Native Services' network of partnerships and support is its Endowment Fund. Through donations and other gifts from our supporters, this fund ensures that our work has a reliable and stable source of income, even during times when other funding streams may not be as readily available. Our supporters are integral to advancing the mission of BGCA Native Services to serve youth on Native Lands. By contributing to the Endowment Fund, donors can help us secure our long-term impact and continued success.

Gifts made to our Endowment Fund are a testament to the unwavering commitment of our partners, whose philanthropy helps us advance the preservation and celebration of Indigenous culture. We are deeply grateful for contributions which directly benefit our Native Clubs by strengthening staff and volunteer teams, enhancing resources and facilities and expanding culturally relevant programming.

Through generous support of this fund, our partners are playing a pivotal role in creating a lasting legacy that will ensure BGCA Native Services continues to provide sustainable, meaningful support to Native Clubs and the youth they serve for many years to come. Invaluable contributions help to strengthen the foundation of these vital programs, allowing us to expand opportunities for young people in Indigenous communities, empower them to reach their fullest potential, and foster positive, long-term change. We would like to extend our deepest gratitude to those who have contributed towards this fund over the years, whose commitment to our cause is a testament to the power of collective action. This enduring dedication and unwavering support make it possible for us to continue our mission and ensure that Native youth have access to the resources, opportunities and encouragement they need to succeed.





# BINDING OUR STORIES TOGETHER

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## U.S. Secretary of the Interior Deb Haaland Visits Boys & Girls Clubs of Mississippi Band of Choctaw Indians

In 2024, United States Secretary of the Interior, Deb Haaland, paid a visit to Boys & Girls Clubs of Mississippi Band of Choctaw Indians. While there, she was invited to the Pearl River Teen Center to witness the impactful services provided by Native Clubs firsthand. Secretary Haaland is a member of the Pueblo of Laguna and made history by becoming the first Native American to serve as a cabinet secretary. The Secretary was welcomed to the Club by over 50 youth and their families who gathered for the event. During the visit, youth participated in beading classes, Native language instruction, entrepreneurship programming, robotics engineering and physical activities. Secretary Haaland spoke with youth about their activities, discussed experiences at the Club with youth and families and even seized the opportunity to join a game of basketball with Club youth.



Glen Billie, CEO of Boys & Girls Clubs of Mississippi Band of Choctaw Indians explained the impact of the visit, “Our Club was honored to have Secretary Haaland visit to see the cultural programming we offer and meet our youth. Many of the kids found inspiration in meeting a Native woman who holds a prestigious role in society. Opportunities such as this visit allow youth to feel represented and encourages them to dream big and pursue greater opportunities in their futures.”

As the country’s largest Native youth service provider, BGCA Native Services takes pride in inspiring Native youth through critical programming that is evidence-based and culturally relevant. With strong support from BGCA and their Tribal government, Boys & Girls Clubs of Mississippi Band of Choctaw Indians is a prime example of how Native Clubs are shaping future leaders. Club staff have witnessed young people whose lives have been significantly impacted by their Club experiences, such as becoming leaders in their communities and inspiring positive change. BGCA Native Services thanks Secretary Haaland for providing a voice for Tribal nations and for supporting our most important resource, our Native youth. We also celebrate the efforts of Boys & Girls Clubs of Mississippi Band of Choctaw Indians as they empower Indigenous youth to achieve success and strive for great futures.



# ORGANIZATIONAL DEVELOPMENT

BGCA Native Services experienced significant growth in 2024, expanding with the addition of 10 new Native Clubs to our network. This growth reflects the strength of our organization and our unwavering commitment to expanding into more Native communities. Through meaningful partnerships with Tribal leaders and local communities, we aim to blend traditional practices with modern youth development strategies, fostering a sustainable, inclusive, and holistic approach to Native youth success. The theme of “Weaving our Future” highlights the importance of growth through interconnectedness and community collaboration while emphasizing the importance of maintaining traditional ways of life as we move forward. BGCA Native Services is dedicated to providing resources and training to help Clubs adapt, evolve and stay relevant to the unique needs of their communities. We are confident that, with a strong foundation built on sustainability and growth, we will continue to empower Native youth and create lasting, positive change in the years to come.

**“ Thanks to the support and hard work of our team, in 2024 we have chartered 10 new Native Boys & Girls Clubs and established partnerships with at least 7 additional Tribes, opening doors for more Native Clubs across the country. With each new location comes a positive and safe place for Native youth to engage in critical trauma-informed, evidence-based, and culturally relevant programs which strengthens services offered to youth in Tribal communities. ”**

*– Carla Knapp, National Vice President, BGCA Native Services*

**10**  
**NEW NATIVE BOYS**  
**& GIRLS CLUBS**  
**CHARTERED IN 2024**





# BUILDING STRONG PARTNERSHIPS

BGCA Native Services is grateful for our dedicated program partners, whose continued support enable us to provide essential youth development programming to thousands of Native youth each year.



## Andra Rush

As an advocate and leader, Native Ambassador, Andra Rush has made a significant contribution to our endowment fund to ensure that Native youth are given opportunities to build strong futures.



## American Indian College Fund

The American Indian College Fund, through its commitment with BGCA, has opened up scholarships exclusively for qualified Boys & Girls Club members to attend Tribal colleges and universities in the immediate proximity of their Club.



## AmeriCorps VISTA

BGCA Native Services' partnership with AmeriCorps VISTA seeks to strengthen communities by aligning with the traditional Native practice of investing in young people. This project recruits young adults from Native communities to serve as VISTAs. Through the engagement of local Club alumni and other community members as VISTAs, this program creates opportunities for career readiness and educational attainment for Native youth.



## The Boeing Company

Through BGCA Native Services' partnership with The Boeing Company, Boeing provided sponsorship for the 2024 Native Summit. They will also provided program support and capacity building for both new and existing Native Clubs and employee community engagement in coordination with Boeing Native American Network employee leaders.





## Bureau of Indian Education

A Memorandum of Agreement between BGCA Native Services and the Bureau of Indian Education allows collaboration to enrich the lives of Native youth. The goal of this partnership is to use the strengths of both organizations to enhance the educational well-being of Indigenous youth attending BIE funded schools and dormitories.



## The California Endowment

The partnership with The California Endowment has supported Native Boys & Girls Clubs in California to attend trauma-informed trainings and increase access to experiences that can help achieve equity for Native youth. This partnership prioritizes creating stronger Native Club organizations, providing increased Club program quality and effective advocacy.



## FirstPic, Inc.

Long-time partner, FirstPic, Inc., has assisted BGCA Native Services in their impactful work to serve Native youth across Indian Country since 1996. Together, they have helped provide vital resources and opportunities, fostering leadership, education and cultural pride among Native youth to ensure a brighter future for generations to come.



## Gary Wendt

The investment from Boys & Girls Clubs in Indian Country Board Member, Gary Wendt, supports the academic success pillar of BGCA's mission. In 2024, Gary served as a sponsor for BGCA's 2024 Native Summit and has been instrumental in advancing some of BGCA Native Services' most significant initiatives of 2024. His philanthropic efforts have played a crucial role in ensuring the financial sustainability and enduring viability of Native Boys & Girls Clubs.



## Indian Health Service (IHS)

IHS provides funding for the Type 2 diabetes prevention program On the T.R.A.I.L. to Diabetes Prevention. T.R.A.I.L. is an innovative combination of educational, physical and nutritional activities that provides youth with a comprehensive understanding of healthy lifestyles with the long-term goal of preventing and/or reducing the onset of Type 2 diabetes.



## Margaret A. Cargill Philanthropies

BGCA Native Services' partnership with Margaret A. Cargill Philanthropies supports the identification of aquatic safety challenges within Native communities and recommend high-quality, sustainable solutions to address safe swimming inequities among Native youth. This partnership provides Native Clubs with the opportunity to enhance their knowledge and skills in youth aquatic safety and drowning prevention.



## Nike N7

Through the support of Nike N7, together we promote the "Power of Sports" and close the opportunity gap for Native young people. BGCA Native Services and local Clubs ensure success in school, work and life while reinforcing each community's cultural values and traditional ways. Together, we can equip Native Clubs to deliver transformational impact in their communities through the "Power of Sports".



## Northwest Area Foundation

This partnership aims to expand the number of Native Clubs delivering workforce development programming to Native youth and ensure that Native Clubs can deliver the highest-quality Club Experience by providing an assessment tool that sets Clubs up for continuous improvement. Our goals are to increase Clubs' capacity to provide high-quality Workforce Development programs, guiding Native youth to develop 21<sup>st</sup> century skills and a clear vision of their future career goals.



## Novo Foundation

Through this partnership, the Novo Foundation and BGCA Native Services work together to improve the ability of Native organizations to build and sustain strategic partnerships and key stakeholders, through culturally relevant services, youth development programs adapted for Native youth and driven by outcomes and leadership trainings.



## OJJDP

The U.S. Department of Justice's Office of Justice Programs (OJP)'s Office of Juvenile Justice and Delinquency Prevention (OJJDP) supports BGCA through grants that allow us to strengthen, expand, and implement youth mentoring activities and youth development programming.





## Polaris

BGCA Native Services, in partnership with Polaris and others, work together to promote science, technology, engineering and mathematics (STEM) to Native youth. This opportunity will ignite passion and motivate young people attending Boys & Girls Clubs on Native Lands.



## Red Nose Day

The aim of Red Nose Day is to bring about real and lasting change by tackling the root causes of childhood poverty and social injustice through the power of entertainment. BGCA Native Services has received proceeds from Red Nose Day, which will be used to build capacity and support increases in average daily attendance in Native Clubs.



## San Manuel Band of Mission Indians

BGCA Native Services' partnership with the San Manuel Band of Mission Indians creates pathways to a better future through education for Native young people. The Tribe's investment supports 14 local Native Boys & Girls Clubs statewide in California, providing 1,400 youth with evidence-informed educational programming created from Native youths' unique cultural, social, environmental, emotional, intellectual and physical dimensions.



## Starbucks Indigenous Partner Network Employee Resource Group

BGCA Native Services and Starbucks Indigenous Partner Network Employee Resource Group have teamed up to support the Trauma-Informed Network (Pathways to Healing) through a two-year partnership, to provide trauma-informed training to Native Clubs and network-wide access to online trauma-informed curriculum.



## Yale University

The initial partnership between Native Boys & Girls Clubs and Yale University came through the 2019 Charles Carl Fellowship Award which enabled Chief Executive Officers from various Boys & Girls Clubs on Native Lands to attend a three-day conference at the Child Study Center in the Yale School of Medicine. The event reflects the strong partnership between Yale Child Study faculty and BGCA Native Services which continues to evolve, such as serving as subject matter experts for the Native Trauma-Informed Network (Pathways to Healing).



# FUTURE READY: AGENDA FOR COLLECTIVE IMPACT

In 2024, BGCA Native Services has continued to weave a fabric of support and sustainability with our Native Clubs and partners, helping to ensure that more Native youth have access to culturally relevant and enriching programming. Boys & Girls Clubs of America's new strategic direction, Future Ready: Agenda for Collective Impact, provides a framework to maximize the impact of Native Clubs in the coming years. With an emphasis on growth, quality and outcomes, and an uncompromising commitment to safety, this new initiative will inform our collaborative work with Boys & Girls Clubs on Native Lands into 2025 and beyond. It will help us build upon our existing strengths to best serve Native youth, families and communities. The initiative's five priority areas act as a roadmap for how Native Clubs will be able to generate the most collective impact:

**FUTURE  
READY**

Agenda for Collective Impact

## ORGANIZATIONAL STRENGTH

We will demonstrate strong financial health, sound governance and sustainable organizational practices that promote growth and innovation in existing organizations and new growth on Native Lands.

## TALENT

We will attract, retain and develop diverse, transformational leaders at all levels through customized culturally relevant trainings.

## YOUTH & TEEN IMPACT

We will deliver high quality, culturally relevant practices and intentional learning experiences to every member, every day, building skills and providing experiences that lead to positive outcomes.

## INFLUENCE

We will influence public opinion and action to elevate the youth development sector and highlight issues that affect Indigenous youth and teens.

## DIGITAL TRANSFORMATION

We will leverage data and technology to create strategic advantages in every aspect of our organization.

With these five key priority areas instructing our efforts, BGCA Native Services is enthusiastic about all that is yet to be achieved with the help of our dedicated partners and the commitment of our Native Clubs. Through this support, we will make certain that the future readiness of Native Clubs yields the maximum collective impact in the present and as we move into the future.









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