



Board of Directors



Welcome & On-Boarding Packet



Board Meeting Schedule



2026



BOARD & COMMITTEE MEETINGS 2026

BOARD MEETINGS

11:30am

JANUARY 13	JUNE 9
FEBRUARY 10	SEPTEMBER 8
MARCH 10	OCTOBER 13
APRIL 14	NOVEMBER 10
MAY 12	DECEMBER 8

EXECUTIVE COMMITTEE BOARD MEETINGS

11:00am

JANUARY 6	JULY 7
FEBRUARY 3	AUGUST 4
MARCH 3	SEPTEMBER 1
APRIL 7	OCTOBER 6
MAY 5	NOVEMBER 3
JUNE 2	DECEMBER 1

BOARD NOMINATING & GOVERNANCE COMMITTEE

8:00am

FEBRUARY 26
APRIL 23
JUNE 25
OCTOBER 22

FINANCE COMMITTEE

2:00pm

FEBRUARY 24
MAY 26
AUGUST 25
NOVEMBER 24

DEVELOPMENT COMMITTEE

8:00am

JANUARY 14
APRIL 8
JUNE 3
OCTOBER 14

FACILITIES COMMITTEE

2:00pm

FEBRUARY 18
JULY 22
NOVEMBER 18

★ **New Building & Capital Campaign**
Committees will meet as needed
throughout the year





Expectations & Responsibilities

GSGBC BOARD OF DIRECTORS

Membership on the GSGBC Board of Directors is an act of public service requiring commitment, engagement, and dedication to the mission of the organization. Consistent with these obligations, Directors will focus on strategic direction of the organization to ensure GSGBC's continuing success and will adhere to the following values, duties, and responsibilities.

RESPONSIBILITIES & EXPECTATIONS OF DIRECTORS

1. Directors are expected to be ambassadors and advocates for the mission, values, and operations of GSGBC.
2. Directors are expected to become familiar with key aspects of GSGBC including, but not limited to, its mission, governance, finances, programs, strategic plans and performance measures.
3. Directors are expected to support the role of the Executive Director when he or she is carrying out delegated authority for all administrative, fiscal, and personnel matters.
4. Directors are expected to exemplify the highest standards of ethical behavior, act strictly in accordance with federal, state, and local laws and comply with all regulations, bylaws, resolutions and policies of GSGBC applicable.
5. Directors are expected to disclose all actual, apparent, or potential conflicts of interest in accordance with GSGBC By-laws, resolutions, policies and procedures (details in Conflict of Interest policy)
6. Directors are expected to devote the necessary time, attention, and preparation to Board activities to function effectively and to enable the Board as a whole to function effectively, including regular and committee meetings. Directors are therefore expected to annually attend at least 75% of the Board meetings.
7. Directors are expected to participate in GSGBC's programs and events.
8. Directors are expected to maintain confidentiality of matters not public under state or federal law.
9. Directors are expected to provide generous philanthropic support to GSGBC through personal financial gifts commensurate with their capacity and organizational needs, including support of annual Gala/Golf events. In addition, Directors are expected to assist with the identification, introduction, and solicitation of potential contributors to GSGBC.



Bylaws

**AMENDED AND RESTATED BY-LAWS
OF
GENE SLAY’S BOYS’ CLUB OF ST. LOUIS, INC.
DBA
GENE SLAY’S GIRLS AND BOYS CLUB OF ST. LOUIS**

These Amended and Restated By-Laws (the “By-Laws”) of Gene Slay’s Boys’ Club of St. Louis, Inc. DBA Gene Slays Girls and Boys Club of St. Louis, a Missouri benevolent corporation (the “Corporation”), supersede the original By-Laws, including all amendments and/or restatements. These By-Laws were adopted by the Board of Directors (the “Board”) of the Corporation on _____, 2024.

ARTICLE I. PURPOSE, LOCATION AND OFFICES

Section 1.1 Principal Office.

The principal office of the Corporation shall be at such place as the Board of Directors may from time to time determine. Until such time as changed, the address of the principal office of the Corporation shall be 2524 South Eleventh Street, St. Louis, Missouri 63104. The Corporation also may have other offices, in such places (within or without the State of Missouri) as the Board may from time to time determine.

Section 1.2 Purpose.

The purpose of the Corporation shall be as stated in the Articles of Agreement of the Corporation.

Section 1.3 Registered Office and Agent.

The registered office of the Corporation shall be maintained in the State of Missouri and may be, but need not be, identical with the principal office. The registered agent of the Corporation shall maintain a street address identical to the street address of the registered office of the Corporation.

ARTICLE II. MEMBERS

The Corporation shall have no members.

ARTICLE III. DIRECTORS

Section 3.1 General Powers; Eligibility.

The Board shall control and manage the business and property of the Corporation. The Board may exercise all such powers of the Corporation and do all such lawful acts and things as are not by law, the Articles of Incorporation, or elsewhere in these By-Laws, required to be exercised or done by some particular officer of the Corporation.

Section 3.2 Number.

The Board of Directors shall consist of between eighteen (18) and twenty-four (24) individuals who, for the purposes of staggering the terms of the Directors, shall be divided into three (3) classes.

If any Director shall be or become, for any reason, unable or unwilling to serve on the Board, his or her position on the Board shall be deemed to be vacant and the Board shall have the power to fill or not fill the vacancy as provided in Section 3.6 of this Article. The number of Directors constituting the Board may be increased or decreased by amendment to this Section, provided that such number shall always be at least three (3).

Section 3.3 Election.

At each annual meeting of the Directors, the Directors then serving, including all Directors whose terms of office expire at such meeting, shall elect Directors to hold office until the next succeeding annual meeting. The Nominating and Governance Committee shall nominate prospective Directors for election.

Section 3.4 Term of Office.

Each Director, unless removed, resigned, disqualified, or otherwise separated from office, shall hold office for a term of three (3) years or until his or her successor shall have been elected and qualified. Any individual who serves for three (3) consecutive terms as a Director shall not be eligible to serve for another term for a period of one (1) year following the end of such third successive term. A Director appointed for an unexpired term may subsequently serve three (3) consecutive three (3) year terms. Notwithstanding the above, any past President whose second term as Director shall have expired coincident with his or her tenure in office shall serve an additional one (1) year term as Director. In addition, there may be non-voting member(s) of the Board appointed by the President who shall sit in an advisory capacity. The number of non-voting members shall not exceed a majority of the number of voting members.

Section 3.5 Removal.

Any Director may be removed at any time and for any reason by a majority vote of the Directors then in office.

Section 3.6 Vacancies.

If a vacancy in the Board of Directors arises, the Board shall have the power to fill or not fill any vacancy occurring in the Board subject to the provisions of this Article. The vote of a majority of the Directors in office is required to fill a vacancy on the Board. If the Directors remaining in office constitute fewer than a quorum of the Board, the Directors may fill the vacancy by the affirmative vote of a majority of the Directors remaining in office.

Section 3.7 Compensation of Directors.

No Director shall be entitled to compensation for his or her services as a Director, including attendance at any meeting of the Board or of any Committee thereof.

Section 3.8 Notice of Meetings.

Unless waived as hereinafter provided, notice of the time, place and purpose of each annual and special meeting shall be delivered to each Director, either at the most recent address which he or she has furnished the Secretary of the Corporation or at his or her last known resident address, by mail, by facsimile, or electronic mail, at least five (5) days before such meeting. If given by mail, such notice shall be deemed delivered upon deposit in the United States mail, postage prepaid, and addressed in either manner aforesaid.

Section 3.9 Annual Meeting.

The annual meeting of the Board of Directors shall be held on the second Tuesday in December of each year or on such other date within one month before or after such date as is selected by the President and included in the notice of the meeting, at the time and place set forth in the notice of the meeting.

Section 3.10 Regular Meetings.

The Board of Directors shall meet for regular meetings on the second (2nd) Tuesday of each month during a calendar year except the months of July and August. The President shall, or shall cause, notice of such regular meetings to be delivered to all Directors at least one (1) week in advance.

Section 3.11 Special Meetings.

Special meetings of the Board may be called by the President or any three (3) Directors in office upon delivery to each Director of the time, place, date, and purpose of the meeting.

Section 3.12 Place of Meetings.

The Board shall hold its meetings at the principal office of the Corporation or at such other place within or without the State of Missouri as it may from time to time determine. Directors may participate in a meeting of the Board through the use of any means of communication by which all Directors participating may simultaneously hear each other. Participation in a meeting in this manner shall constitute presence in person at the meeting.

Section 3.13 Quorum; Act of the Board.

Except as otherwise provided by law, the Articles of Incorporation, or the By-Laws, one-half of the acting voting members of the Board of Directors shall constitute a quorum for the transaction of business, and the act of a majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board.

Section 3.14 Actions By Board Without A Meeting.

Any action required or permitted to be taken at a meeting of the Board may be taken without a meeting if all of the Directors consent in writing, by fax or by electronic mail. Such consent(s) shall be filed with the records of the Corporation. Signatures whether in writing or some other form may be obtained by counterpart. The consent(s) shall have the same force and effect as a unanimous vote of the Directors at a meeting duly held and may be stated as such in any certificate or document filed pursuant to the provisions of Missouri law.

Section 3.15 Conflict of Interest Transaction.

Any transaction in which a non-compensated Director has a material interest must be approved in advance by a vote of the majority of the Board of Directors who have no direct or indirect interest in the transaction. The Board may only approve a transaction if (a) the material facts of the transaction and the Director's interest are disclosed to the Board, and (b) the Directors in good faith reasonably believe that the transaction is not detrimental to the Corporation. A conflict of interest transaction is not voidable and cannot serve as the basis for imposing liability on a non-compensated Director if the transaction is not unfair to the Corporation at the time it is entered into and has been approved as provided in this section.

ARTICLE IV. COMMITTEES

Section 4.1 Executive Committee.

The Corporation shall have an Executive Committee consisting of the Officers of the Corporation and not more than four (4) additional non-Officer Directors who shall be appointed by the President and approved by the Board of Directors annually. The President shall serve as the Chairperson of the Executive Committee. The Executive Committee does not assume the authority of the Board unless specifically authorized to do so by the Board of Directors who may delegate, subject to the limitations described in Section 4.7 below, to the Executive Committee any and all authority with respect to the management of the Corporation otherwise vested in the Board. Any action required or permitted to be taken at a meeting of the Executive Committee may be taken without a meeting if all Executive Committee members consent in writing, by fax or by electronic mail.

Section 4.2 Nominating and Governance Committee.

The Executive Committee shall designate members of a Nominating and Governance Committee subject to the approval of the Board of Directors annually at the Annual Meeting. The Nominating and Governance Committee shall (a) recommend prospective nominees for (i) membership on the Board subject to election under Section 3.3 hereof, and (ii) the Officers of the Corporation, subject to election under Section 5.6 hereof and (b) develop programs to foster greater interest in and involvement by the members of the Board. This Committee shall evaluate the performance of Board Members and ensure that all Directors are in good standing and all Committees are functioning. This Committee shall oversee the onboarding of new Directors. The Nominating and Governance Committee shall consist of three (3) or more Directors.

Section 4.3 Facilities Committee.

The Nominating and Governance Committee shall designate a Chairperson and members of a Facilities Committee subject to the approval of the Board of Directors annually at the Annual Meeting. It shall be the duty of this committee to guide and advise the Executive Director and the Board on maintenance of the facilities. This Committee shall be responsible to conduct, monitor and maintain an annual physical needs assessment of the Corporation's property and buildings to ensure the safety and condition thereof.

Section 4.4 Finance Committee.

The Treasurer shall serve as the Chairperson of the Finance Committee. The Nominating and Governance Committee shall, in consultation with the Treasurer, designate members of the Finance Committee subject to the approval of the Board of Directors annually at the Annual Meeting. It shall be the duty of this Committee to guide and advise the Executive Director and Chief Financial Officer of the Corporation, if any, on all material financial affairs, policies and investments of the Corporation. The Finance Committee shall support the Executive Director and Chief Financial Officer of the Corporation, if any, in the creation and management of the annual budget, monitor the results of operation, and completion of the annual audit/IRS Form 990, subject to the approval of the Board of Directors.

Section 4.5 Development Committee.

The Nominating and Governance Committee shall designate a Chairperson and members of a Development Committee subject to the approval of the Board of Directors annually at the Annual Meeting. The Development Committee shall support the development staff of the Corporation and make reports as needed to the Board of Directors. This Committee shall oversee all fundraising activities, evaluate annual

fundraising goals, and promote philanthropy and fundraising activities among the Board and the community.

Section 4.6 Other Committees.

The Corporation may have other Committees consisting of two or more Directors appointed by a majority of the Directors. Such committees shall have such purposes and such powers as the Board may confer, subject to the limitations described in Section 4.7 below. The Board shall appoint two or more Directors as members of any such Committee and shall designate one such Director as the Chair of the Committee. Subject to Section 4.7 below, the Board shall have the power at any time to expand or limit the authority of, dissolve, and fill vacancies in, or change the membership of, any such Committee.

Section 4.7 Limited Authority of Committees.

The Board may appoint non-board members to Committees from time to time provided the number of such non-Board members so appointed does not exceed the number of Board members serving on any such Committee, and provided further any non-Board members so appointed shall not be voting members on such Committee. The Board may not delegate to any Committee the authority to (a) approve the dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the Corporation's assets, (b) elect, appoint, or remove Directors or Officers of the Corporation or fill vacancies on the Board or on any of its Committees, or (c) adopt, amend, or repeal the Corporation's Articles of Incorporation or By-Laws.

Section 4.8 Actions of Committees.

Unless otherwise approved by the Board, a majority of the members of any Committee shall constitute a quorum and the acts of a majority of the members present at a meeting of any Committee at which a quorum is present shall be the act of such Committee. Any action which is required to be or may be taken at a meeting of any Committee established by the Board may be taken without a meeting if all members of the committee consent in writing, by fax or by electronic mail. The consent(s) shall have the same force and effect as a unanimous vote of the Committee at a meeting duly held and may be stated as such in any certificate or document filed pursuant to the provisions of Missouri law. The Secretary shall file the consent(s) with the minutes of the meeting of the Committee.

ARTICLE V. OFFICERS

Section 5.1 Principal Executive Officers.

The Principal Executive Officers of the Corporation shall be a President, one or more Vice-Presidents, a Treasurer, and a Secretary. On an interim basis, the Office of Presidency shall be shared by the former Chairman of the Board and the President. Each Officer shall have such authority and perform such duties as provided in these By-Laws or as the Board may determine from time to time. Any two or more offices may be held by the same person except the offices of President and Secretary. All Officer terms shall be for two (2) years. All Officers shall be a member in good standing of the Board of Directors. If any officer of the Corporation is absent or unable to act, or for any other reason that the Board may deem sufficient, the Board may delegate, for the time being, some or all of the functions, duties, powers and responsibilities of any officer to any other officer, or to any other agent or employee of the Corporation or other responsible person.

Section 5.2 President.

Unless the Board otherwise provides, the President will be the chief executive officer of the Board with such general executive powers and duties of supervision and management as are usually vested in the office of the chief executive officer of a corporation, and the President will carry into effect all directions and resolutions of the Board. The President, in the absence of the Chairman of the Board or if there is no Chairman of the Board, will preside at all meetings of the Directors. The President will, unless the Board otherwise provides, be ex officio a member of all standing committees. The President will have such other or further duties and authority as may be prescribed elsewhere in these Bylaws or from time to time by the Board. Upon the disability of the President or at any time upon his or her request, the duties and powers of the President shall be performed and exercised by the Vice-President.

Section 5.3 Vice President.

In the absence or disability of the President or in the event of the President's inability or refusal to act, any Vice President may perform the duties and exercise the powers of the President until the Board otherwise provides. Vice Presidents will perform such other duties and have such other authority as the Board may from time to time prescribe.

Section 5.4 Secretary and Assistant Secretaries.

The Secretary will attend all meetings of the Board and will record the minutes of such meetings in a book to be kept for that purpose. The Secretary will perform similar duties for each standing or temporary committee when requested by the Board or such committee. The Secretary will have the general duties, powers and responsibilities of a secretary of a corporation and will perform such other duties and have such other responsibility and authority as may be prescribed elsewhere in these Bylaws or from time to time by the Board or the President, under whose direct supervision the Secretary will be. In the absence or disability of the Secretary or in the event of the inability or refusal of the Secretary to act, any Assistant Secretary or other elected officer may perform the duties and exercise the powers of the Secretary until the Board otherwise provides. Assistant Secretaries will perform such other duties and have such other authority as the Board may from time to time prescribe.

Section 5.5 Treasurer and Assistant Treasurers.

The Treasurer will have responsibility for the safekeeping of the funds and securities of the Corporation, will keep or cause to be kept full and accurate accounts of receipts and disbursements in books belonging to the Corporation and will keep or cause to be kept all other books of account and accounting records of the Corporation. The Treasurer shall serve as the Chairperson of the Finance Committee. The Treasurer will deposit or cause to be deposited all moneys and other valuable effects in the name and to the credit of the Corporation in such depositories as may be designated by the Board or by any officer of the Corporation to whom such authority has been granted by the Board. The Treasurer will have the general duties, powers, responsibilities and authority of a treasurer of a corporation. The Treasurer will perform such other duties and will have such other responsibility and authority as may be prescribed elsewhere in these Bylaws or from time to time by the Board. In the absence or disability of the Treasurer or in the event of the Treasurer's inability or refusal to act, any Assistant Treasurer or other elected officer may perform the duties and exercise the powers of the Treasurer until the Board otherwise provides. Assistant Treasurers will perform such other duties and have such other authority as the Board may from time to time prescribe.

Section 5.6 Election.

The Nominating and Governance Committee shall nominate the Officers of the Corporation, which nomination shall be submitted for election at the annual meeting of the Directors.

Section 5.7 Execution of Instruments.

All written instruments, contracts or obligations of the Corporation shall be executed by such Officer or Officers, or the Executive Director as the Board of Directors may direct from time to time, and in the absence of such direction, by the President or Vice-President.

ARTICLE VI. MISCELLANEOUS

Section 6.1 Executive Director.

The Executive Director of the Corporation shall be qualified to assume and discharge the responsibilities of the day-to-day management and operation of the Corporation in furtherance of its purpose. The Executive Director shall, in addition to the responsibilities outlined in the position described, be authorized and obligated, among other duties, to develop and maintain a short- and long-term strategic plan for the Corporation, develop annual objectives and an annual operational and capital budget for the Corporation and the ongoing evaluation and monitoring of the foregoing. The Executive Director shall submit regularly to the Board of Directors reports demonstrating the extent and quality of the services and financial activities of the Corporation. The Executive Director shall sign and execute for the Corporation all agreements, contracts, and other instruments which do not require the authorization by the Board of Directors, or which have been authorized by the Board, except where such action has been expressly delegated by the Board to some other official of the Corporation by the Board of Directors. The Executive Director shall be evaluated annually by the Executive Committee with consultation by the Board of Directors, which evaluation shall be in accordance with the Corporation's general policies and guidelines. The Executive Director may not be a member of the Board of Directors.

Section 6.2 Bonds.

The Board may require any officer or employee handling money of the Corporation to be bonded at the Corporation's expense in such amount as may be determined by the Board.

Section 6.3 Corporate Seal.

The Corporation shall have no seal.

Section 6.4 Amendments of By-Laws.

The Board may amend these By-Laws upon the vote of a majority of the full Board of Directors at any annual, regular or special meeting of the Board.

Section 6.5 Notice.

Notice of all meetings of the Board of Directors, the Officers, and Committees shall be delivered either in person, by fax, by telephone, by electronic mail, or by mail, postage prepaid and addressed to such individual at the individual's address, electronic mail address, telephone number or fax number as it appears on the records of the Corporation. Written notice delivered by mail shall be deemed delivered upon the earlier of receipt or five (5) days after deposit of the notice in the United States mail, as evidenced by the

postmark, if mailed to the address of such individual in the Corporation's records and with first class postage affixed. Written notice delivered by fax or electronic mail shall be deemed delivered upon transmission.

Section 6.6 Waiver.

Any individual may waive notice of any meeting at any time. The waiver must be in writing, signed by the individual entitled to the notice and filed with the minutes, the corporate records or provided to the individual in charge of the meeting. Attendance at any meeting shall constitute a waiver of notice of such meeting except where such individual (a) objects to the transaction of any business because the meeting is not lawfully called or convened and (b) does not vote for or assent to the objected to action.

Section 6.7 Resignations.

A Director or Officer may resign at any time by delivering notice in writing, by fax or by electronic mail to the Board or, except in the case of the President, to the President. The resignation will become effective upon delivery of the notice unless the notice specifies a later effective date.

Section 6.8 Books and Records.

Except as the Board of Directors may from time to time direct or as may be required by law, the Corporation shall keep its books and records at its principal office.

Section 6.9 Severability.

If any word, clause, or provision of these By-Laws shall, for any reason, be determined to be invalid or ineffective, the provisions hereof shall not otherwise be affected thereby but shall remain in full force and effect.

Section 6.10 Indemnification.

Each Board member will be indemnified by the Corporation against any and all claims and liabilities to which he or she has or will become subject to by reason of having served as a Board member to the fullest extent as authorized by law. The Corporation will also reimburse each such person for all legal expenses reasonably incurred by him or her in connection with any such claim or liability. However, no Board Member will be indemnified against, or be reimbursed for any expense incurred in connection with any claim or liability arising out of his or her own act of willful and/or criminal misconduct or gross negligence. This right of indemnification provided herein will not be exclusive to any other rights that any Board Member may be entitled to by law. The Board of Directors at its discretion may purchase Director's Liability Insurance to provide coverage for any claims made against a Director acting in that capacity.

Father Charles P. Maxwell launched the Boys' Club of St. Louis on October 3, 1929 in Soulard. Under the sponsorship of the St. Louis Catholic Archdiocese and Cardinal Glennon, Fr. Maxwell's new club was the first officially affiliated boys' club in the State of Missouri.

By 1933, GSBC had an active membership of over 1,200 boys. It had proved itself worthy of community support and was admitted to the St. Louis Community Chest – the forerunner to the United Way. Over the next 30 years, GSBC moved a number of times before completing and occupying the current 36,000+ square foot facility at 2524 South 11th Street in 1959.

One of the members of the Club during those early days with Eugene P. Slay. As an adult, Mr. Slay found himself continually going back to the Club on South 11th Street to help and contribute toward the development of young people in need. He served as President of the Club and became Chairman of the Board in 1993. He pursued his dream of creating an endowment to support the growth of the Club. Through his leadership, a premier annual golf outing at Norwood Hills Country Club was initiated and became the cornerstone of the fundraising to accomplish his dream. In 2006, in recognition of his long-term contributions, the St. Louis Boy's Club was renamed the Gene Slay's Boys' Club of St. Louis in his honor.

Initially a recreation center and safe haven, GSGBC continues to meet the needs of the changing demographics through program enhancement. GSGBC provides high quality and holistic programs that respect and meet the needs of at-risk youth through academics, leadership building, health, athletics, and the arts. GSGBC improves the lives of at-risk and underserved youth who subsist in South St. Louis, while positioning them for post-secondary success.



Committee Roster

GSGBC Board Committee Assignments 2026

EXHIBIT A

Executive Committee

Jill Garlich, Chair
Ed Finkelstein
Jomo Castro
Tony Gordon
Mike Yates
Ken Stein

Board Nominating & Governance

Leona Lucas, Chair
Trent Ball
Ed Finkelstein
Jim Simon
Nate Lindsey
Jill Garlich, Ex Officio
Robert Puricelli

Finance Committee

Ken Stein, Chair
Hank Bellina
Djuan Coleman
Jill Garlich, Ex Officio
Robert Puricelli

Development Committee

Jill Garlich, Chair
Jomo Castro
Kathy Bratkowski
Mike Yates
Lisa Monteleone
Alex Oliver
John Peter
Rhonda Thompson
Robert Puricelli

Facilities Committee

Michael Yates, Chair
Tony Gordon
Vicki LaRose
Hank Bellina
Alex Oliver
Mark Haberberger (advisory)
Jill Garlich, Ex Officio
Robert Puricelli



GSGBC History

GSGBC History

Father Charles P. Maxwell launched the Boys' Club of St. Louis on October 3, 1929 in Soulard. Under the sponsorship of the St. Louis Catholic Archdiocese and Cardinal Glennon, Fr. Maxwell's new club was the first officially affiliated boys' club in the State of Missouri.

By 1933, GSBC had an active membership of over 1,200 boys. It had proved itself worthy of community support and was admitted to the St. Louis Community Chest – the forerunner to the United Way. Over the next 30 years, GSBC moved a number of times before completing and occupying the current 36,000+ square foot facility at 2524 South 11th Street in 1959.

One of the members of the Club during those early days with Eugene P. Slay. As an adult, Mr. Slay found himself continually going back to the Club on South 11th Street to help and contribute toward the development of young people in need. He served as President of the Club and became Chairman of the Board in 1993. He pursued his dream of creating an endowment to support the growth of the Club. Through his leadership, a premier annual golf outing at Norwood Hills Country Club was initiated and became the cornerstone of the fundraising to accomplish his dream. In 2006, in recognition of his long-term contributions, the St. Louis Boy's Club was renamed the Gene Slay's Boys' Club of St. Louis in his honor.

Initially a recreation center and safe haven, GSGBC continues to meet the needs of the changing demographics through program enhancement. GSGBC provides high quality and holistic programs that respect and meet the needs of at-risk youth through academics, leadership building, health, athletics, and the arts. GSGBC improves the lives of at-risk and underserved youth who subsist in South St. Louis, while positioning them for post-secondary success.



Budget FY2027

Gene Slay's Girls & Boys Club of St. Louis
Approved FY27 budget

Revenue

	FY27 Budget	FY26 Budget	FY26 Actuals + Projections	
CONTRIBUTION REVENUE				
4010 Contributions	404,000.00	334,500.00	367,417.00	Includes a 90k campaign gift for
4030 Trust Fund Contributions	60,000.00	60,000.00	58,376.00	
Total CONTRIBUTION REVENUE	464,000.00	394,500.00	425,793.00	
EVENT REVENUE				
4110 Golf Classic Revenue	540,000.00	540,000.00	490,000.00	35th Annual. If FY26 is clos
4435 Gala Revenue	450,000.00	450,000.00	449,273.00	After hitting 440, I think we
4438 Fundraiser/ Special Events	85,000.00	85,000.00	73,540.00	
Total EVENT REVENUE	1,075,000.00	1,075,000.00	1,012,813.00	
6050 Fundraising Event Expenses	-30,000.00	-30,000.00	-29,968.00	
6051 Gala Expenses	-190,000.00	-200,000.00	-226,207.00	
6100 Golf Classic Expenses	-175,000.00	-200,000.00	-192,885.00	
Total FUNDRAISING EXPENSE	-395,000.00	-430,000.00	-449,060.00	
NET EVENT REVENUE	680,000.00	645,000.00	563,753.00	
GRANT REVENUE				
4043 Foundations/Corporations	325,000.00	210,000.00	558,849.00	220k MHB, Stupp 6,500, R
4300 United Way Support	145,000.00	137,455.00	151,451.00	
4415 Federal, State & City Grants	750,000.00	675,000.00	744,506.00	\$75,630 OVPYJ + \$140,51!
Total GRANT REVENUE	1,220,000.00	1,022,455.00	1,454,806.00	
OTHER REVENUE				
4200 In-Kind Revenue				
4201 In-Kind Goods Revenue	25,000.00	0.00	12,075.00	
4202 In-Kind Food Revenue	135,000.00	98,000.00	134,561.00	
4205 In-Kind Rent Revenue	0.00	0.00		
Total 4200 In-Kind Revenue	160,000.00	98,000.00	146,636.00	
5211 In-Kind Expenses				
5212 In-Kind Good Expense	-25,000.00	0.00	-12,075.00	
5214 In-Kind Food Expense	-135,000.00	-98,000.00	-134,561.00	
5217 In-Kind Rent Expense	0.00	0.00		
Total 5211 In-Kind Expenses	-160,000.00	-98,000.00	-146,636.00	
4450 Interest & Dividend Revenue	69,132.00	88,000.00	59,376.00	
5012 Investment Fees	-7,500.00	-15,900.00	-61,503.00	
4430 Miscellaneous Revenue	0.00	0.00		
Total OTHER REVENUE	61,632.00	72,100.00	-2,127.00	
PROGRAM REVENUE				
4045 Facilities Revenue	13,800.00	13,125.00	12,200.00	
4420 Membership Dues	23,124.00	6,800.00	23,124.00	
4423 Transportation Reimbursement	28,000.00	28,000.00	28,000.00	
Total PROGRAM REVENUE	64,924.00	47,925.00	63,324.00	
Total Revenue	2,490,556.00	2,181,980.00	2,505,549.00	
Gross Profit	2,490,556.00	2,181,980.00	2,505,549.00	

Expenditures

FACILITIES & EQUIPMENT

5045 Equipment Expenses		566.00		
5060 Utilities	50,000.00	45,000.00	41,967.00	
5070 Operating Agency Vehicles	15,000.00	10,002.00	9,963.00	
5200 Building & Grounds Supplies	5,000.00	3,133.00	3,639.00	
5311 Repairs & Maintenance	90,000.00	70,000.00	115,888.00	Soulard renovations per year to
5400 Property Insurance	100,000.00	81,744.00	70,412.00	Cyber + Philadelphia policies wi
5410 Depreciation	86,615.00	84,000.00	84,000.00	
6150 Bad Debt Expense	0.00	0.00		
Total FACILITIES & EQUIPMENT	346,615.00	294,445.00	325,869.00	

GENERAL EXPENSES

5015 Printing	4,690.00	3,001.00	7,169.00	
5020 Office Supplies	3,036.00	3,038.00	1,697.00	
5030 Communications	93,304.00	50,851.00	79,734.00	\$23,000 in one-time, required e:
5035 Recruiting & Hiring Expenses	8,631.00	4,000.00	7,825.00	
5040 Postage & Shipping	1,750.00	1,500.00	2,172.00	
5090 Staff Expenses	1,900.00	406.00	1,806.00	
5213 Training & Development	33,550.00	9,000.00	26,804.00	Everything covered by grants ext
5600 Credit Card Merchant Fees	2,000.00	8,500.00	1,656.00	
5650 Interest Expense	7,000.00	26,500.00	25,796.00	If we can pay down First Bank lir
5700 Miscellaneous Expenses	0.00	0.00	0.00	
5711 Advertising/Promotional	2,500.00	3,500.00	2,419.00	
5715 Software & Subscriptions	10,797.00	16,835.00	23,992.00	
5899 Meals & Entertainment	500.00	500.00	607.00	
5720 Meeting Expenses	2,800.00	1,709.00	2,005.00	
5730 Bank Charges & Fees	2,000.00	1,303.00	1,448.00	
Total GENERAL EXPENSES	174,458.00	130,643.00	185,130.00	

PAYROLL EXPENSE

5000 Wages & Salaries	1,489,194.33	1,224,000.00	1,306,759.15	46k is unfilled PT program positi
5011 Payroll Service Fees	90,851.66	143,140.00	78,405.55	
5130 Employee Benefits Expense	140,721.48	66,675.00	136,726.59	
5140 Retirement Expenses	87,963.32	103,958.00	87,045.13	
5150 Payroll Taxes	121,135.55	57,908.00	104,540.73	
5160 Contracted Employee Salaries	0.00	0.00	16,123.00	
Total PAYROLL EXPENSE	1,929,866.34	1,595,681.00	1,729,600.15	

PROFESSIONAL & CONTRACT SERVICES

5010 Professional Fees	1,295.00	410.00	2,296.00	
5025 Accounting	41,137.00	34,000.00	48,000.00	
5026 Legal	15,000.00	16,979.00	22,600.00	
5085 Consultant Fees	0.00	0.00		

Total PROFESSIONAL & CONTRACT SERVICES	57,432.00	51,389.00	72,896.00	
---	------------------	------------------	------------------	--

PROGRAM EXPENSE

5210 Program Expenses	65,000.00	55,000.00	55,595.00	
Total PROGRAM EXPENSE	65,000.00	55,000.00	55,595.00	

Total Expenditures

	2,573,371.34	2,127,158.00	2,369,090.15	
--	---------------------	---------------------	---------------------	--

Net Revenue	-82,815.34	54,822.00	136,458.85	
-------------	------------	-----------	------------	--

Other Revenue				
---------------	--	--	--	--

INVESTMENT REVENUE				
4400 Unrealized Gains & Losses	0.00	0.00	75,844.00	
4405 Realized Gains & Losses	0.00	0.00	92,619.00	
Total INVESTMENT REVENUE	0.00	0.00	168,463.00	

Total Other Revenue	0.00	0.00	168,463.00	
----------------------------	-------------	-------------	-------------------	--

Add Back Depreciation	86,615.00	84,000.00	84,000.00	
------------------------------	------------------	------------------	------------------	--

Total Other Expenditures	86,615.00	84,000.00	84,000.00	
---------------------------------	------------------	------------------	------------------	--

SURPLUS (DEFICIT) W/O INVESTMENT & DEPRECIATION	3,799.66	138,822.00	220,458.85
--	-----------------	-------------------	-------------------



Development Committee Charter



GSGBC DEVELOPMENT COMMITTEE CHARTER

Purpose

The Development Committee shall support the development staff of the Club and make reports as needed to the Board of Directors. This Committee shall oversee all fundraising activities, evaluate annual fundraising goals, and promote philanthropy and fundraising activities among the Board and the community.

Responsibilities

The Development Committee is responsible to:

1. Monitor all fundraising sources and make reports as needed to the Board Chair and Board of Directors
2. Promote philanthropy and fundraising activities among fellow board members and the community
3. Evaluate annual fund goals
4. Support the efforts of the Development Department with introductions and connections to relevant community partners/prospective donors
5. Provide feedback and oversight on marketing material to ensure a cohesive brand that furthers the mission
6. Maintain a comprehensive Gift Acceptance Policy and make recommendations for any policy updates to the Board for approval

Meeting Frequency

This committee meets at least four times per year.

December 2024



Facilities Committee Charter



GSGBC Facilities Committee

PURPOSE

It shall be the duty of the Facilities Committee to guide and advise the Executive Director and the Board on maintenance of the facilities. This Committee shall be responsible to conduct, monitor and maintain an annual physical needs assessment of the Corporation's property and buildings to ensure the safety and condition thereof.

RESPONSIBILITIES

The Facilities Committee shall be responsible to:

- Cause a physical needs assessment of the Club's facilities to be conducted annually to inform budget and otherwise plan for capital needs
- Identify and evaluate significant maintenance and repair issues addressing immediate and short-term needs and communicating maintenance recommendations to the Board.
- Conduct an annual walk-through inspection of the Club's facilities
- Work with the Executive Director to prepare a recommended annual general maintenance budget encompassing annual scheduled and maintenance events.
- Prepare an analysis intended to estimate the remaining useful service lives and current replacement costs of the Club's major capital assets.
- Work with the Finance Committee and contractors/inspectors to estimate future replacement costs of the Club's facilities, including systems. This information is provided to the Board for consideration in developing a capital reserve fund and replacement schedule.
- Assist the Executive Director with the analysis of proposals for significant repairs, and shall assist the Executive Director with evaluation of maintenance/construction contractors and implementation thereof

December 2024



Finance Committee Charter



GSGBC FINANCE COMMITTEE CHARTER

Purpose

The Treasurer shall serve as the Chairperson of the Finance Committee. The Nominating and Governance Committee shall, in consultation with the Treasurer, designate members of the Finance Committee subject to the approval of the Board of Directors annually at the Annual Meeting. It shall be the duty of this Committee to guide and advise the Executive Director and Chief Financial Officer of the Corporation, if any, on all material financial affairs, policies and investments of the Corporation. The Finance Committee shall support the Executive Director and Chief Financial Officer of the Corporation, if any, in the creation and management of the annual budget, monitor the results of operation, and completion of the annual audit/IRS Form 990, subject to the approval of the Board of Directors.

Responsibilities

The Finance Committee is responsible to:

- 1.) Support the Executive Director in the creation and management of the annual budget.
- 2.) Monitor the results of operational expenses throughout the course of the fiscal year.
- 3.) Assist the Executive Director and Director of Finance in the presentation of the actual results of operations at least quarterly to the Board of Directors.
- 4.) Support the Executive Director and Director of Finance in working with the Corporation's outside accounting firm in the preparation for and the completion of the firm's annual audit and in the preparation of the Corporation's IRS Form 990.
- 5.) Support the Corporation's Investment Sub-Committee in its' monitoring of the assets of the Corporation, including its endowment fund and unrestricted reserves, and in the making of recommendations about organizational investment policy and specific investment decisions.
- 6.) Support the Corporation's Investment Sub-Committee in the reporting to the Board of Directors, at least annually, or as needed on the results of the investment decisions of the sub-committee.
- 7.) The Finance Committee has the authority to create sub-committees to support the success of the agency's finance goals.

Meeting Frequency

This committee meets at least five (5) times per year.

December 2024



GSGBC Nominating & Governance Committee Charter



GSGBC NOMINATING AND GOVERNANCE COMMITTEE CHARTER

Purpose

The Nominating and Governance committee is responsible for maintaining proper board composition and ensuring that the Board governs effectively. This committee fosters the development of new and existing board members, manages board member recruitment, and nominates candidates for officer positions.

Responsibilities

The Nominating and Governance Committee shall (a) recommend prospective nominees for (i) membership on the Board subject to election by the Board, and (ii) the Officers of the Board, subject to election by the Board, and (b) develop programs to foster greater interest in and involvement by the members of the Board. This Committee shall evaluate the performance of Board Members and ensure that all Directors are in good standing and all Committees are functioning. This Committee shall oversee the onboarding of new Directors. The Nominating and Governance Committee shall consist of three (3) or more Directors.

The Governance Committee is responsible to:

1. Monitor and maintain board-wide adherence to governance best practices
2. Conduct an annual board self-assessment
3. Assess the organization's governance needs by periodically reviewing the board's size, strategic composition, and committee structure; and to recommend changes as needed
4. In partnership with the Executive Committee, create an annual board calendar for approval by full board
5. Review and recommend changes to bylaws and board policies every three (3) years
6. Onboard and train new and existing board members
7. Provide ongoing governance training and support
8. Identify, cultivate, and nominate new board members to build a strategically composed board
9. Recruit for demographic and skill diversity among board members; including diversity of race, gender, age, geography, skill set, perspective, and experience
10. Maintain an officer succession plan that grooms board members to serve as board officers (president, vice president, secretary, and treasurer)
11. Track term expirations and maintains a succession plan for board vacancies
12. Recruit non-board members to committees to add value and potentially serve as future board members
13. Identify governance committee goals to track committee progress

Meeting Frequency

This committee meets at least five times per year and submits committee minutes to the full board to communicate progress.

December 2024



Strategic Plan





Strategic Plan Summary

September 2022

Mission Reminder



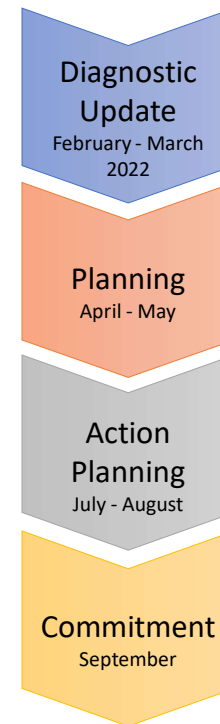
The mission of Gene Slay's Girls & Boys Club is to empower girls and boys in the St. Louis metropolitan area, especially those who need us most, to realize their physical, intellectual, and emotional potential.

Planning Process

In early 2022, the GSGBC embarked on a strategic planning process facilitated by Collaborative Strategies, Inc. The process that the planning team followed included 4 phases: Diagnostic, Planning, Action Planning, and Commitment.

Planning Team members included:

Andrew Blassie, Jomo Castro, Mike Fitzgerald, Anthony Gordon, Nancy Hawes, Robert Puricelli, Jill Slay Garlich, Earl Strauther, Joshua Wiese, Michael Yates



- **Data analysis.**
- **Survey** of board and staff.
- **Interviews** with partners and stakeholders.
- Half-day meetings with the strategic planning team to develop **goals** and **priorities** for the GSGBC.
- 6 Task Forces meet to develop **action plans** for each priority.
- Planning team reconvenes to **review and approve plan.**
- Board approves plan.



Contents



Relevant Background Information

Strategy Outline

This section highlights findings from the diagnostic phase of the project. The planning team reviewed these slides at its first meeting.

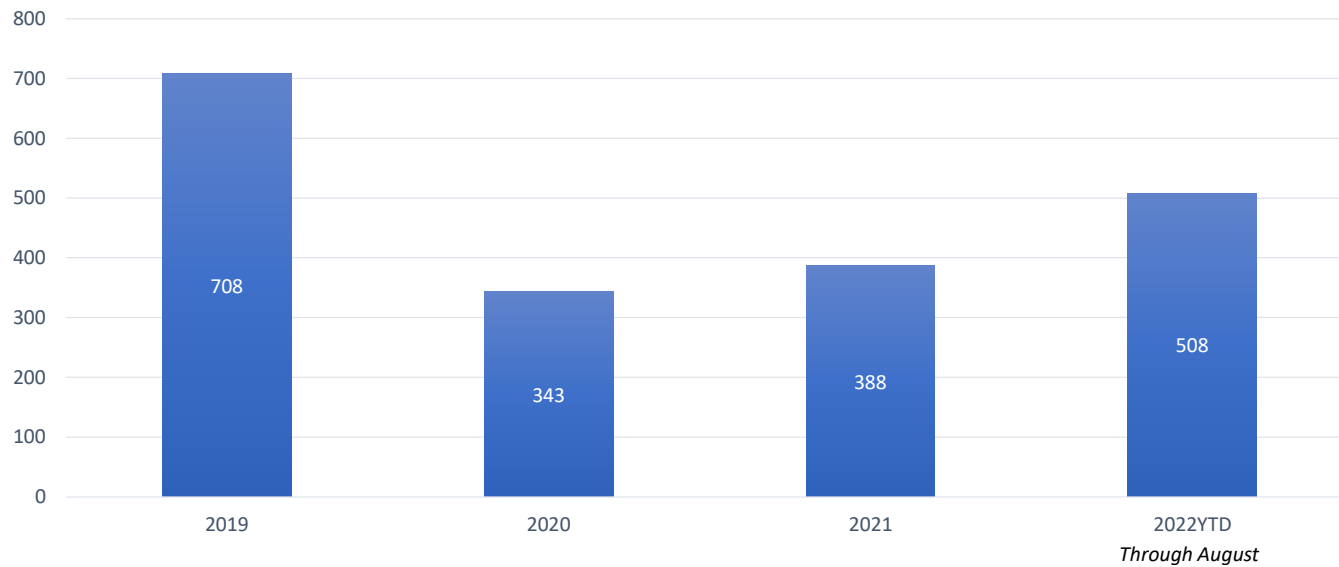
Action Planning Deliverable

Background Information

Program Participation



Youth Served



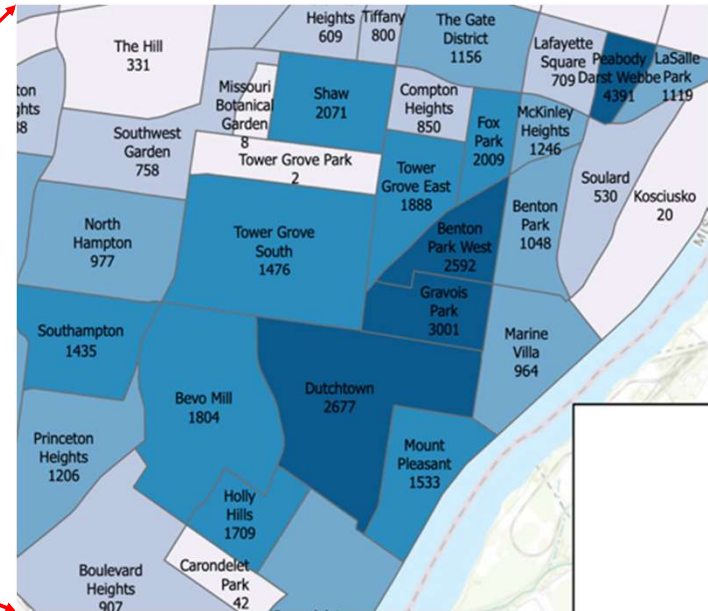
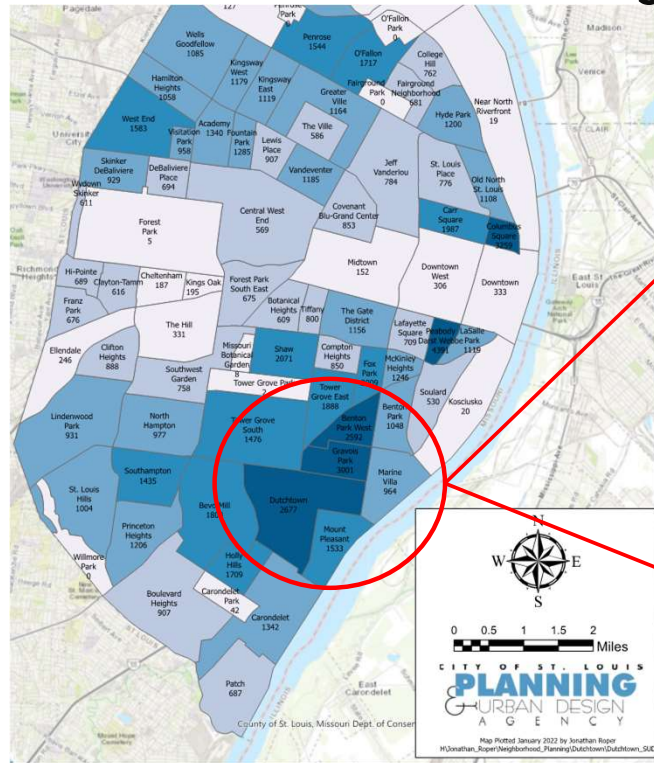
Confidential. Do not reproduce.

4

 Collaborative Strategies | Inc.

Background Information

2020 Census Data: Clustering of the Under 18 Population



Dutchtown and the surrounding areas have a very high concentration of Under 18 population in the St. Louis area compared to most other areas.

Background Information

Stakeholders' Goals for the Club



- ▼ Interviewees recognize the **community need in Dutchtown is greater than Soulard**. Dutchtown has the highest concentration of youth in the City. **Facilities planning will be an important element of this strategic plan.**
 - City's Dutchtown priorities: violent crime prevention, jobs, incarceration, food, affordable housing, development, teen engagement
- ▼ Explore **embedding programs at schools** (in addition to our own sites).
- ▼ Program areas to consider: **violence prevention, conflict resolution, problem solving, workforce development for teens, partnerships with social service organizations** that can address basic needs
 - Collaborate with STL Youth Jobs?
 - Entrepreneurship Center?
- ▼ Developing **deeper relationships** with members can increase the Club's impact. Find new and better opportunities to assist with social-emotional development.
- ▼ Programs need to evolve as youths' interest evolve.
- ▼ **Keep driving participation.** As the southside evolves, the Club will need to evolve its approach to outreach. Increase relationship-building efforts with charter schools.
- ▼ Stay **focused on outcomes**. Club alumni should have higher/better post-secondary outcomes than their peers.
- ▼ As St. Louis welcomes more immigrants, the Club could increase its ability to **serve non-English speakers**.
- ▼ Continue **diversifying fundraising efforts**. The pandemic forced us to rely less on traditional events.
- ▼ Work on **succession** at all levels.
- ▼ Consider aligning with a larger entity.

Background Information

Staff Perspectives on the Club



- ▼ What is the **biggest obstacle** (that we can control) that is preventing the Club from being more successful?
 - Almost half of the respondents suggested a need for improved communication.
 - Several members of the staff also suggested the need for clear direction, priorities, and procedures.
 - “Visibility out in the communities we serve. We’re certainly working on it, but we need to be out in the community talking to parents and families at events in the neighborhoods we serve.”
 - The Club should have consistent procedures (ex: onboarding new members).
- ▼ What are the **biggest unmet needs** of the girls and boys we serve?
 - We need to develop deeper relationships with members in order to provide mentorship and act as a role model.
 - Programming needs to move beyond filling time toward fully engaging members.
 - “A specific avenue for identifying specific, basic needs within members homes and connecting families to resources.”
- ▼ Other Comments
 - We should be trying to fill our capacity, get more members in the building, and have waitlists for programs.
 - More appreciation for members and staff.

Background Information

Historical Financial Performance



	FY2018	FY2019	FY2020	FY2021	Budget FY 2022
Revenue Before Investment Income	\$1,812,465	\$1,890,151	\$1,424,980	\$3,057,538	\$2,565,560
Investment Gains (Losses) incl. Beneficial Interests	\$30,638	\$51,844	-\$75,165	\$796,639	
Total Revenue	\$1,843,103	\$1,941,995	\$1,349,815	\$3,854,177	\$2,565,560
Operating Expenses	<u>\$1,760,321</u>	<u>\$2,113,919</u>	<u>\$1,850,606</u>	<u>\$2,137,539</u>	<u>\$2,642,727</u>
Surplus (Deficit)	\$82,782	-\$171,924	-\$500,791	\$1,716,638	-\$77,167
Surplus (Deficit) without Investment Activity	\$52,144	-\$223,768	-\$425,626	\$919,999	-\$77,167
Depreciation Expense	\$116,132	\$123,039	\$122,889	\$127,276	\$187,500
Surplus (Deficit) without Depreciation	\$168,276	-\$100,729	-\$302,737	\$1,047,275	\$110,333

FY20 had no golf tournament. FY21 had 2 golf tournaments plus PPP1 forgiveness. FY22 has PPP2 forgiveness.

Contents



Relevant Background Information

Strategy Outline

The next several slides illustrate the recommendations of the strategic planning team.

Tracking Our Progress

Big Picture Vision for 2027



Rebuilding Participation

Right outreach & partnerships

Right location(s)

Right programs/expertise



Improving Organizational Capacity

Staffing and workplace

Marketing/communications

Data tracking & technology

Fundraising

2027 Goals



Impact & Participation	Organizational Capacity
• Clear evidence shows our members are better off as a result of their participation at the Club. They go on to post-secondary career or college programs at rates greater than their local peers. • Our program portfolio is well aligned with the needs of our community (including new Americans). • 1,000 members (continuing to serve 6-16 year olds) • Average daily attendance of 100-150 during the school year and 200 during summer • Excellent relationships with SLPS, charter schools, and community groups in our neighborhood(s) • [member retention rate goal]	• Operating in a new or significantly renovated building in the vicinity of Dutchtown/Gravois Park/Carondelet • Effectively leveraging partners to provide services/programs (so we don't "do it all"). • A full, diverse board is engaged in leading the organization and raising money • Adept at outcomes measurement and participation tracking • Succession planning underway • An annual budget of \$3M-\$3.5M with balanced budgets. • Staff retention rates on par or better than our peers.

Strategic Priorities



These “strategic priorities” are the major action items of the strategic plan. They represent the most important initiatives required to achieve the GSGBC’s goals.

1. Start the detailed evaluation of moving the Club’s primary location to a new campus in one of the south side communities with the greatest need (and embarking on a capital campaign).
2. Increase outreach and evaluate embedded programming to drive greater participation.
3. Expand our program offering (directly and through partners) in two important but unrelated ways: workforce development and better serving youth with developmental or emotional challenges.
4. Update and streamline the Club’s approach to data management and outcomes measurement, enabling us to better serve members and more compellingly communicate our impact.
5. Support staff by re-evaluating the Club’s compensation philosophy and a renewed commitment to professional development.
6. Update our approach to individual philanthropy to grow our annual revenues.

#1: Evaluate Our Location

Start the detailed evaluation of moving the Club's primary location to a new campus in one of the south side communities with the greatest need (and embarking on a capital campaign).



Getting Started: Key Tasks

- ☐ Conduct a deeper exploration of potential locations in/near Dutchtown. Seek assistance from neighborhood real estate expert (e.g. RISE).
- ☐ Survey parents/care-givers regarding their interest in moving the club. Poll interest in the potential benefits of a new location.
- ☐ Determine the size and type of facilities we'd want at a new location (e.g. pool, fields, classrooms, etc.).

Metrics

✓ N/A

Investment Required

- Facilities consultant
- Architect
- Feasibility study

#2: Increase Participation

Increase outreach and evaluate embedded programming to drive greater participation.



Getting Started: Key Tasks

- ☐ Review and reorder GSGBC "giveaways" (collateral material) for kids, parents and referral sources
- ☐ Visit SLPS and Charter School referral sources every quarter. Provide them with appropriate collateral material.
- ☐ Review written plans for afterschool and summer outreach.
- ☐ Attend community/neighborhood association meetings
- ☐ Coordinate annual open house at each campus.
- ☐ Coordinate community communication blitz to promote after school and summer programs.

Metrics

- ✓ Program enrollment
- ✓ Members

Investment Required

- TBD

#3: Expand Program Offerings

Expand our program offering (directly and through partners) in two important but unrelated ways: workforce development and better serving youth with developmental or emotional challenges.



Getting Started: Key Tasks

- ☐ Implement a process to ensure we are getting IEPs from members and understand their needs.
- ☐ Evaluate and explore the support services that are already available for our members.
- ☐ Develop a soft skills training program to ensure that our members have the underlying skills necessary to succeed in the workforce.
- ☐ Create a clear set of goals explaining what we want to achieve in the area of workforce development.
- ☐ Develop a plan for how we will implement a workforce training program across our different age groups. Present to the Board for approval.

Metrics

- ✓ Percent of members participating in a workforce development program
- ✓ Number of potential members directed to other support service organizations
- ✓ Percent of members with developmental or emotional challenges who participate in specialized programming

Investment Required

- Workforce development program coordinator

#4: Outcomes Measurement

Update and streamline the Club's approach to data management and outcomes measurement, enabling us to better serve members and more compellingly communicate our impact.



Getting Started: Key Tasks

- ☐ Reevaluate the outcomes we are currently trying to achieve and what data we should track to show those outcomes.
- ☐ Identify the outcomes data that we are already collecting and whether there is additional data we need to collect based on our new KPIs.
- ☐ Implement new data collection practices.
- ☐ Create a communications plan for what data we will communicate, to who, and with what regularity.

Metrics

✓ N/A

Investment Required

- TBD – Possible technology investments

#5: Compensation Evaluation

Support staff by re-evaluating the Club's compensation philosophy and a renewed commitment to professional development.



Getting Started: Key Tasks

- ☐ Develop a plan via an employee driven subcommittee to solicit feedback from FT and PT employees about what they value most in their benefits and compensation.
- ☐ Reevaluate our professional development offerings and develop plans for offerings by employee type and seniority level.
- ☐ Complete compensation studies for selected positions that we feel may not be at a market rate.
- ☐ Complete an audit of our hiring and onboarding processes.
- ☐ Review workload across our positions to determine if certain roles are imbalanced.
- ☐ Create a communication plan that explains the changes to benefits and policies that we choose to make to the compensation and benefits for employees.

Metrics

- ✓ Staff "Net Promoter" Score
- ✓ Percentage of employees participating in our annual meeting with benefits providers
- ✓ Percentage of job descriptions with an associated onboarding checklist

Investment Required

- TBD changes in comp or benefits expense

#6: Individual Philanthropy

Update our approach to individual philanthropy to grow our annual revenues.



Getting Started: Key Tasks

- ☐ Work with board members to open their networks to the Club and invite prospects to tour the Club.
- ☐ Update the board job description to include philanthropic responsibilities.
- ☐ Restart board development committee meetings.
- ☐ Clarify how we will “tell our story”.
- ☐ Develop a new pitch to loyal mid-level donors to raise their giving to the next level.

Metrics

- ✓ \$1000+ Donors
- ✓ Retention (%) of \$1000+ Donors
- ✓ \$ Raised Individuals/Family Foundations
- ✓ # Planned Gifts
- ✓ # Major Gifts (Individual + corporate)

Investment Required

- Database and Compliance Coordinator
- Development Assistant

Contents



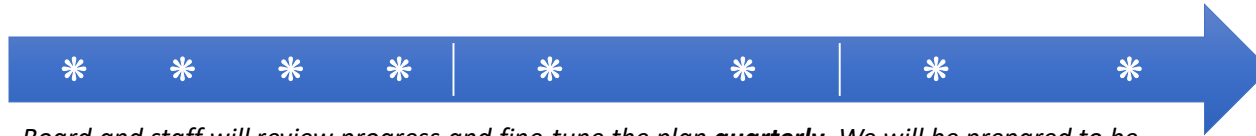
Relevant Background Information

Strategy Outline

Tracking Our Progress

*Discussion of how we will track
implementation.*

Tracking Our Progress



*Board and staff will review progress and fine-tune the plan **quarterly**. We will be prepared to be adjust the plan over time.*

What to Review?

- ☐ Are we progressing on our major initiatives?
- ☐ Are we achieving our goals?

WAZE TO RAISE

Choose-Your-Own Adventure Roadmap to GSGBC Fundraising

JANUARY - WINTER EVENT

GSGBC hosts a themed fundraising event with dancing, drinks, dinner, and donations! You can participate by securing a business sponsorship or buying a table and inviting prospective donors. You can also join our planning committee to help select the theme, raffle solicitations, and finalizing party details See page 2 for more details!

1

MAY - GOLF CLASSIC

Founded in 1992, the Golf Classic is a premier tournament and our flagship event, always held on the Tuesday after Memorial Day. There are lots of ways that donors of all capacity levels can support this event! Including sponsorships, helping secure raffle items, selling/buying raffle tickets, and more! Check out the next page for more details.

2

JUNE - WIFFLE BALL FUNDRAISER

In 2015, Civil Design, Inc. (including Adonis Smith), created this event to bring engineering and architectural businesses together for fun and philanthropy. Everything is handled by CDI, but we have long had a hope of expanding to a second day. If you're interested view the next page for more details.

3

OCTOBER - FRIENDS DRIVE

In October, you have an opportunity to provide GSGBC with a list of potential donors in your network, and we will create a personalized appeal letter that we will mail for you. The letter can be personalized to fit your voice and audience. We can also work with you on an appeal letter at any time of year that works best for you. Go to page 3 for more details.

4

DECEMBER - 12 BARS OF CHARITY

12 Bars of Charity brings together more than 20,000 attendees for a festive, competitive bar crawl between 8 local non-profits. Attendees buy a sweatshirt in the color of the non-profit they want to support. For every sweatshirt sold, GSGBC receives a \$15 donation. Go to page 3 to learn how you can support us in this fundraiser.

5

OTHER WAZE!

Lunch & Learns/Tours

peer-to-Peer

Host a party!

Corporate Matching

Stewardship

Underwriting

1. WINTER EVENT

Love a party? We throw the best! Typically the last weekend of January we host a themed fundraising event. Attendees are asked to make a donation during Fund-A-Need portion of our program and the rest of the evening is just a party.

How to be Involved:

- Secure a sponsorship from your business or buy a table and invite prospective donors.
- Invite other folks in your network to sponsor/buy a table.
- Join the Committee! Committee members:
 - Meet two-three times from February – July to evaluate previous event, select upcoming theme, chairs, etc.
 - More regular meetings from August – December for sponsorship solicitation, raffle solicitations, and finalizing party details!

2. GOLF CLASSIC

We hold our Golf Classic on the Tuesday after Memorial Day at Norwood Hills Country Club. An amazing group of friends and loyal supporters gather to play golf, dine, and bid on auction items.

How to be Involved:

- Secure a sponsorship from your business or buy a personal team, sponsorships range from \$3,500 to \$30,000 with various benefits to each.
- Invite other folks in your network to sponsor/buy a team (some great prospects are your banks, accountants, lawyers, vendors.
- Secure donations of items and experiences for our Live and Silent Auctions Any value—\$25 gift cards can add up to an amazing Silent Auction basket!
- Sell Raffle tickets to your friends and associates—ask Raffle Master Ed Finkelstein to show you the ropes! 1 ticket for \$20, 3 tickets for \$50.
- Sell advertisements and hole sponsorships ranging from \$150 to \$600.
- *Not a golfer?* Come for the dinner portion only, \$225.
- Join the Committee! Committee members:
 - Help the non-golfers responsible for logistics with all things golf!
 - Monthly meetings from February – June

3. WIFFLE BALL FUNDRAISER

Every June, Civil Design, Inc. organizes a Wiffle Ball Tournament to benefit GSGBC. Civil Design graciously coordinates the tournament for architects and engineers and then donates the proceeds back to us! We are immensely grateful for the generosity of CDI. We have seen the success of the event and hope to expand with some help.

How to be Involved:

We would like to start a second day of the tournament to open it up for the broader community. If you're interested in getting a second day off the ground, we'll need volunteers to staff it, organize and promote it, and bring together 8-24 teams.

4. FRIENDS DRIVE

Send your network a personalized end-of-year appeal letter. Submit a list of prospective donors in the month of October (we'll give you a spreadsheet), and GSGBC will provide a template of an appeal letter than can be customized and tailored to your voice and audience. We will provide printed letters for you to sign at the November board meeting, then we will collect them and get them in the mail for you.

End of year a hard time for you to carve out the capacity to fundraise? We can work with you on an appeal letter at any time of year that works better for you.

5.12 BARS OF CHARITY

12 Bars of Charity is a bar crawl with a mission to benefit local St. Louis charities! When you register for 12 Bars, you receive your chosen non-profit's sweatshirt and a shuttle that takes you to bars with drink specials. GSGBC is one of 8 non-profits that participates, which is held on a Saturday mid-December.

How to be Involved:

- Invite everyone you know to support our team sweatshirt!
- Sponsor - Those who register for our sweatshirts receive a small giveaway. Last year we did koozies, with sponsors listed on the back. If you'd like to make a \$250-\$500 donation, your name or business can be listed on our giveaway.
- Volunteer! We need volunteers to help hand out sweatshirts Friday night and Saturday all day. It is always a fun and festive time.

Additional Waze to Raise with no timeline:

1. **Lunch & Learns/Tours** - Invite your friends to visit GSGBC for a Lunch & Learn. You send the invites; we bring the lunch and a short presentation. Or schedule a time with the Development team to bring a donor or prospect in for a personal tour of GSGBC.
2. **Peer-to-Peer Campaign** - The beauty of peer-to-peer campaigns is that they're completely customizable to your schedule and network! Do a birthday fundraiser for GSGBC on social media. Invite your friends to donate on #GivingTuesday or #GiveSTLDay. Provide a match challenge for GSGBC to promote to the community.
3. **Bring your friends together!** - Host a get-together at a venue with a charitable component – lots of places will offer reduced hosting rates and/or fundraising opportunities (think \$1 to GSGBC from every Michelob Ultra sold). Organize a 50/50 raffle. Open up your home or pool for a "Parlor" Party. Whatever you're comfortable with and your friends will think is fun, GSGBC staff can help make it a reality.
4. **Corporate Matching** - Confirm whether your company will match any personal donations you make to GSGBC!
5. **Stewardship** - It's ALWAYS cheaper to work with a return donor than finding a new donor. Volunteer to help in the essential work of donor stewardship. Write thank you cards or make thank you calls to donors. We're hoping to build the infrastructure to start sending birthday cards to top donors on a regular basis, so let us know if that is something you'd like to help with!
6. **Underwriting** - Don't feel comfortable asking or don't feel like you have a network to ask, you can help underwrite the costs for acquisition mailings!
7. **Choose Your Own Adventure** - Have another idea? We'd love to hear it!



Welcome to the Board of Directors!



Thank you for your service to this vital mission