



Annual Review

MARCH 2024





BCYF Team



Harold Young IV
Program Officer



Kevin Rucker
Creative Assets Manager



Austin Ubannwa
Marketing Manager



Emily Cory
Executive Assistant to the
President & Board Administrator



Nikea Burgess
Admin Coordinator



Sheronna Lawrence
Vice President of Operations & Culture



Brandon Hansen
Senior Director of External Affairs



Lillian Jacobson
Director of Strategic Initiatives &
Planning



Maria Lay
Grants & Contracts Manager



Hana Machover
Senior Program Officer



Alysia Lee
President & CEO



Charisse Paige
Director of Grantmaking



Sheree Miller
Senior Program Officer



Kayla Morgan
Program Officer



Destiny Coleman
Admin Associate



Erica Miller
Director of Data Management



Keiona Gorham
Director of Capacity Building



Lyric Brown
Strategic Initiatives & Planning Associate



Harold Young IV
Marketing Manager



Michelle Brownson
Admin Coordinator

85.70% BIPOC
71.4% Women

Not Pictured:
Crystal DeWindt

Our Strategic Plan



Strategic Plan: Future Focused



Our Methodology

- 1** Center the needs and dreams of Baltimore children and youth as the focus for programming, funding, and relationship development.
- 2** Convene organizations, individuals, and donors focused on increasing the economic mobility of children and youth in Baltimore.
- 3** Establish alignment of purpose, funding, and programming to maximize access and exposure to the greatest number of children and youth in Baltimore.



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Strategic Plan: Youth Development Ecosystem



WHAT IS THE ECOSYSTEM?

Using the term ecosystem reminds us that we find truth and knowledge in the patterns in the natural world that we can apply in social justice movements and liberatory practices.

The ecosystem we envision is an extraordinary interconnected web of physical, psychological, and energetic networks that envelop the vibrant lives of Baltimore's youth, positively shaping their very existence – producing compassionate, resourceful, innovative, and productive humans.

WHO IS IN THE ECOSYSTEM?

- Youth-serving organizations and programs, schools, government agencies, teaching artists
- Staff of youth programs
- Youth and adult leaders
- Children and youth
- Families and caregivers
- Community spaces (libraries, houses of worship, community centers)
- Funders
- Arts and cultural institutions
- Advocacy organizations

The work of BCYF is to invest in the people that support the creation and/or sustainment of that ecosystem.

Strategic Plan: NEW Mission, Vision & Values

Mission

Build partnerships that support the ecosystem focused on opportunities for Baltimore youth by providing support to leaders and organizations.



Vision



WE ENVISION

a more just, creative, and abundant Baltimore where all young people live, thrive, and lead.

WE ENVISION

an ecosystem of sustainable youth programs with full agency, liberated from the harm of structural racism and inequity, and able to thrive in abundance.

Values

UBUNTU (n.) I am because of who we all are. Ubuntu is the southern African philosophy that describes the interconnectedness of all people. It emphasizes the idea that an individual's well-being is intricately tied to the well-being of the community. The philosophy promotes humanity, service, sharing, healing, and reconciliation.



In the West, we often greet each other by saying, “How are you doing?” The Maasai people of East Africa greet each other by asking, “How are the children?” This greeting represents the idea that the well-being of the children defines the well-being of the community.

The Baltimore Children & Youth Fund aspires to help the whole city of Baltimore embrace and live out the worldview embodied in the Maasai greeting. We firmly believe that the well-being of our children should be a collective responsibility embraced by all.

RACIAL JUSTICE

We honor and celebrate the cultural resources and assets within the Black, Brown, and Indigenous communities in Baltimore City. We acknowledge their history and power. We work to address the role of philanthropy in dismantling structural racism by engaging in internal and external work centering Black and Brown wisdom in our approach.

INTERGENERATIONAL LEADERSHIP

We include youth along with adults in all aspects of our work. Having different generations work together reflects how our entire community must work together to improve the quality of life in our city.

COMMUNITY OWNERSHIP

The community has equal, authentic decision-making power in distributing BCYF's resources. Additionally, the organization must include a variety of people who are highly committed and accountable to the communities they serve. At the core of our organization's mission lies the aspiration to embody our values. It is our desire that our grantees also share this commitment to aligning their values with ours.

Strategic Plan: NEW 3-Year Goals



Grantee Outcomes

Increase in percentage of grantees who have met or **exceeded their identified grantee outcomes**

2,500 Capacity Building Attendees

At least **2,500 unique participants** who attend community capacity building events

Community Knows Our Results

>50% of community members surveyed who strongly agree/agree that
“BCYF shares results in a clear and effective way”

100% Infrastructure

100% of infrastructure
goals developed and implemented

Investing in Our Team

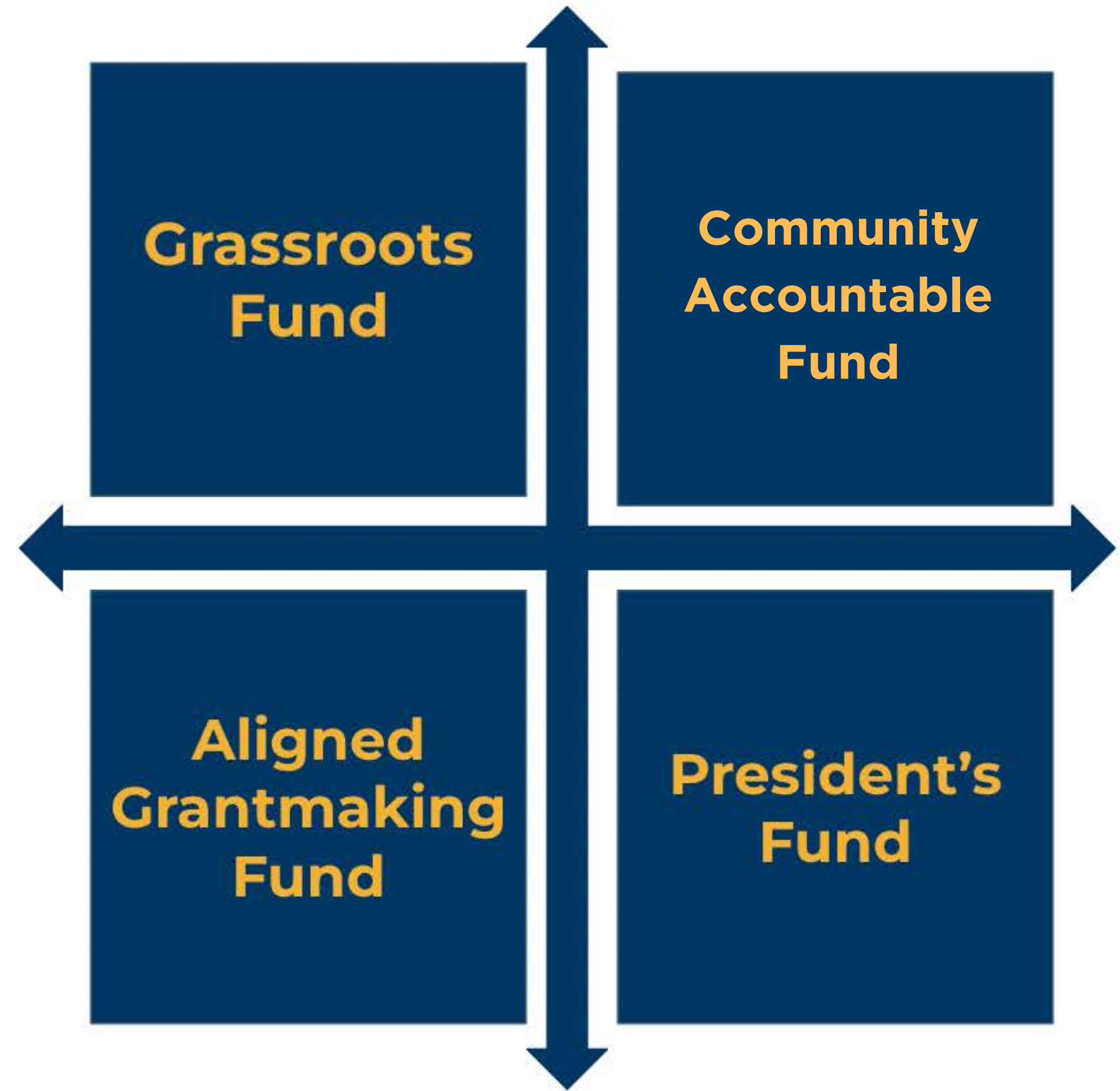
Increase in percentage of staff that are measured **exceeds expectations on identified focus competencies on an annual basis**



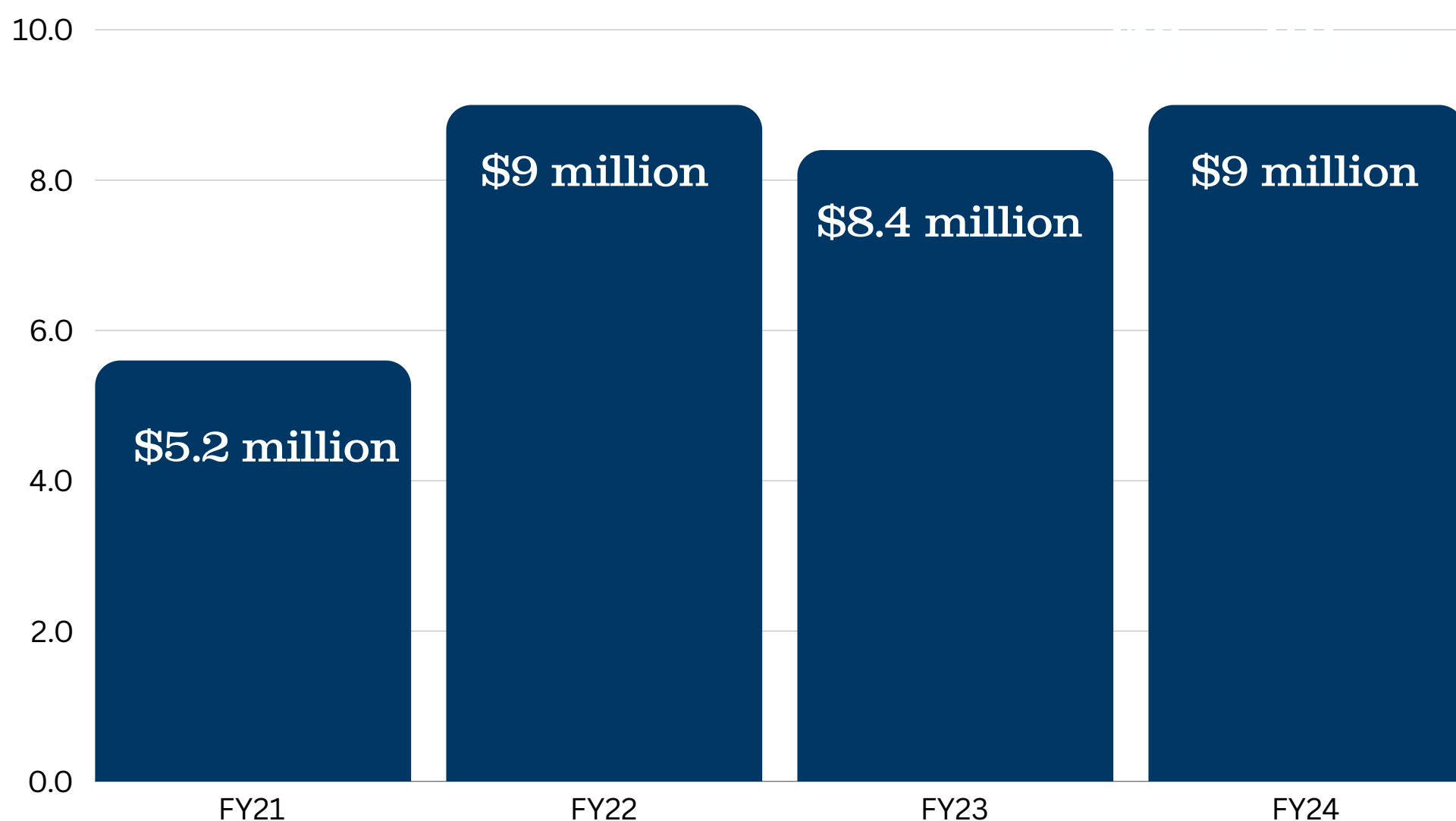
Grantmaking & Technical Assistance



Grantmaking



GRANTMAKING



\$31.6

MILLION

**AWARDED
SINCE FY 21**

GRANTMAKING

Announcing the Grant Cycle

Bus Ads- Radio-News

Social Media-Community Events

Neighborhood Lawn Signs



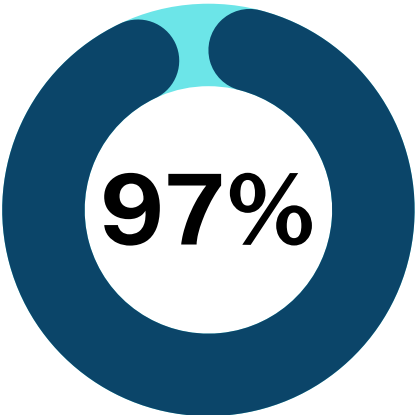
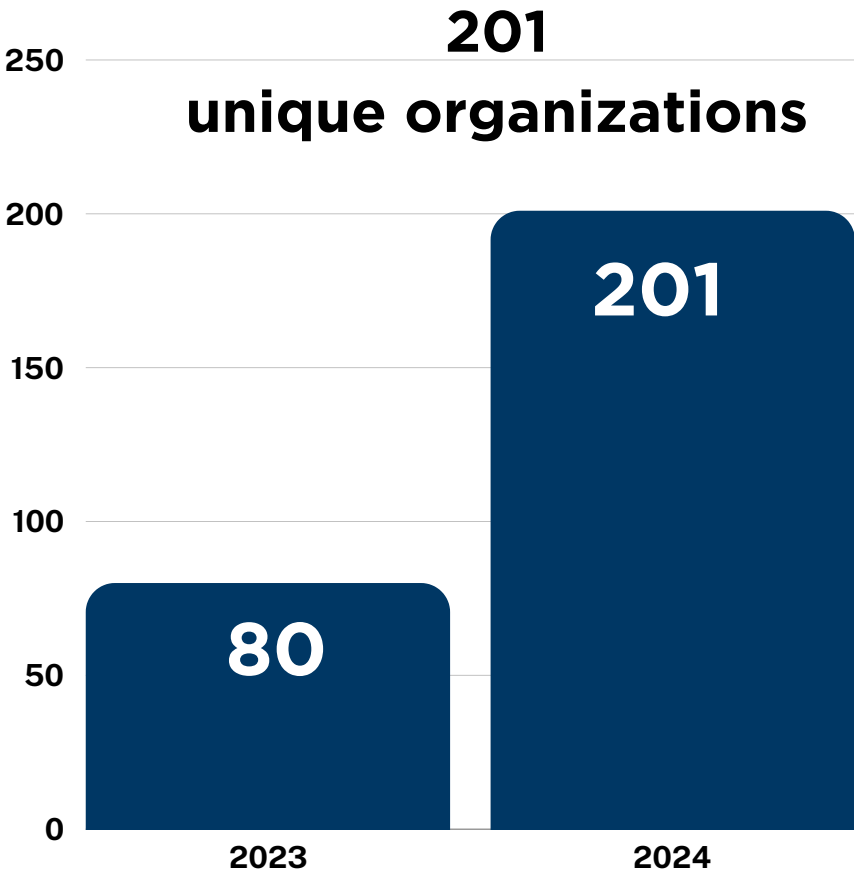
GRANTMAKING

Pre-Application Technical Assistance



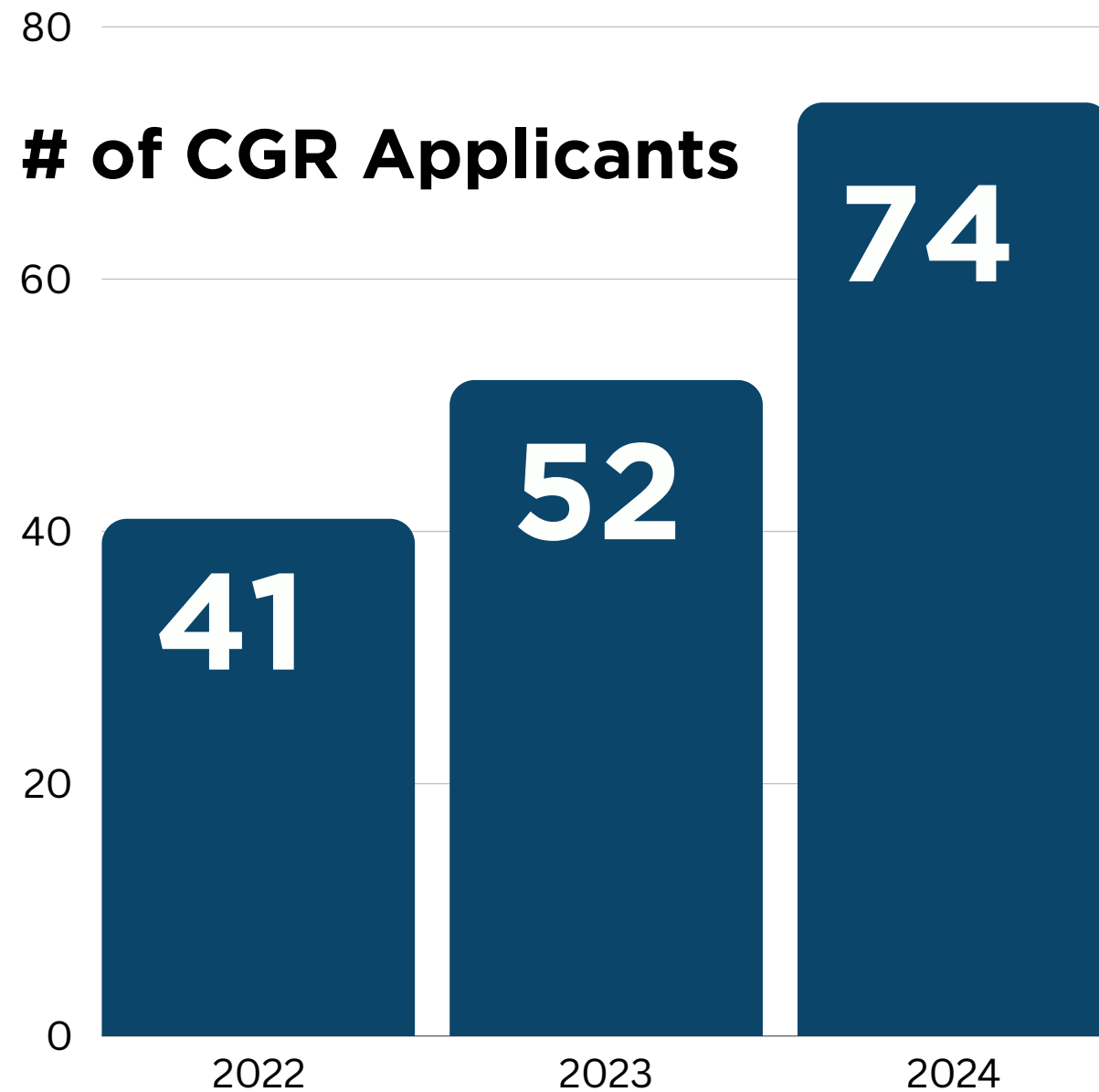
BCYF hosts pre-application technical assistance sessions to support applicants through the application process.

- Application Toolkit
- Group or 1-on-1 Sessions
- In-Person or Virtual
- Streamlined Application
- Simple to Use Platform



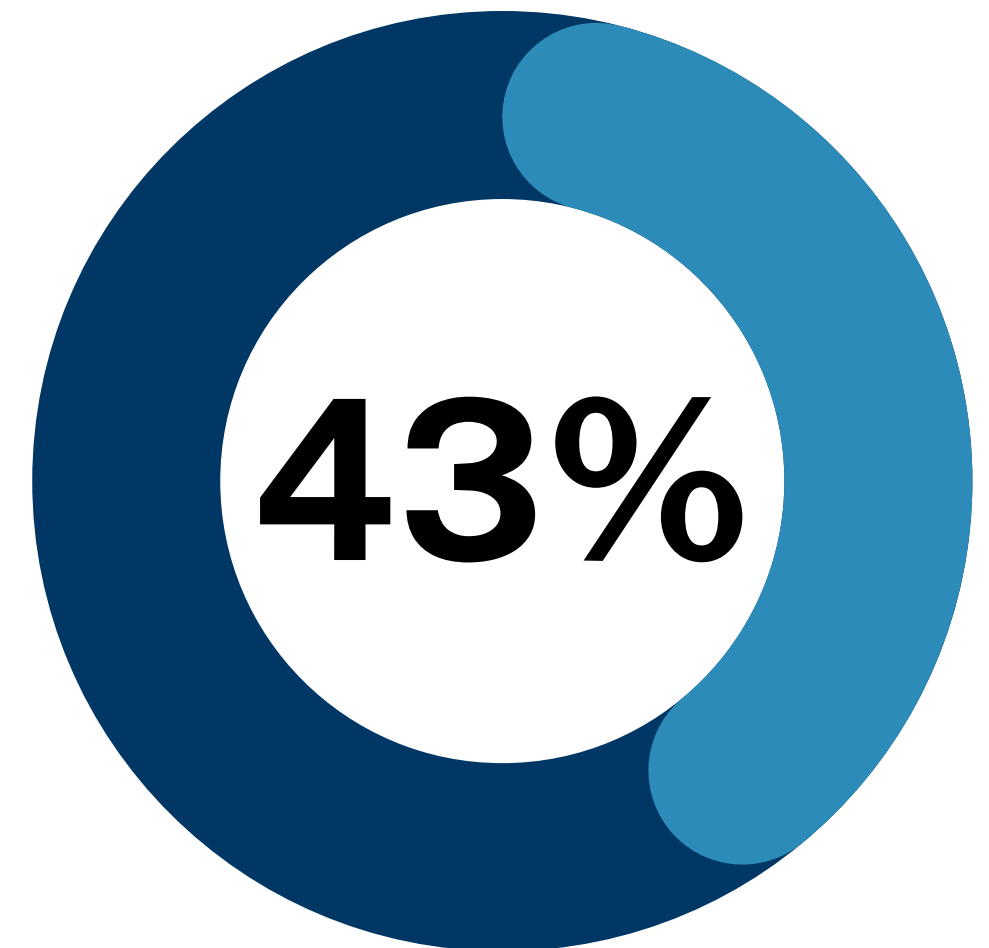
report the sessions
helped them
in preparing their
GRF application

Community Grant Reviewers



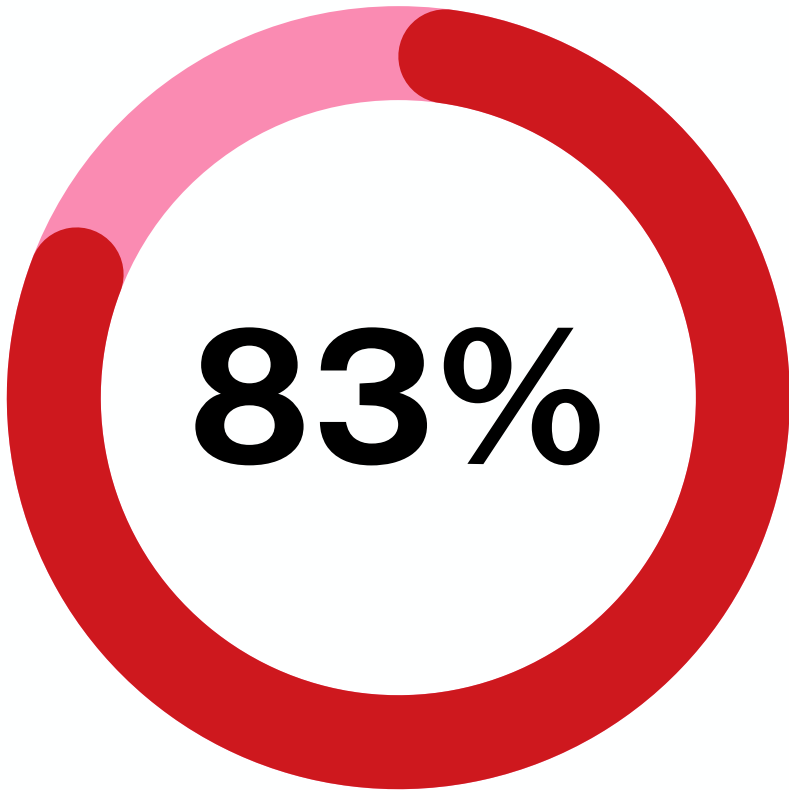
The applicants live in 27 unique zip codes.

96.5% of the reviewers are BIPOC.

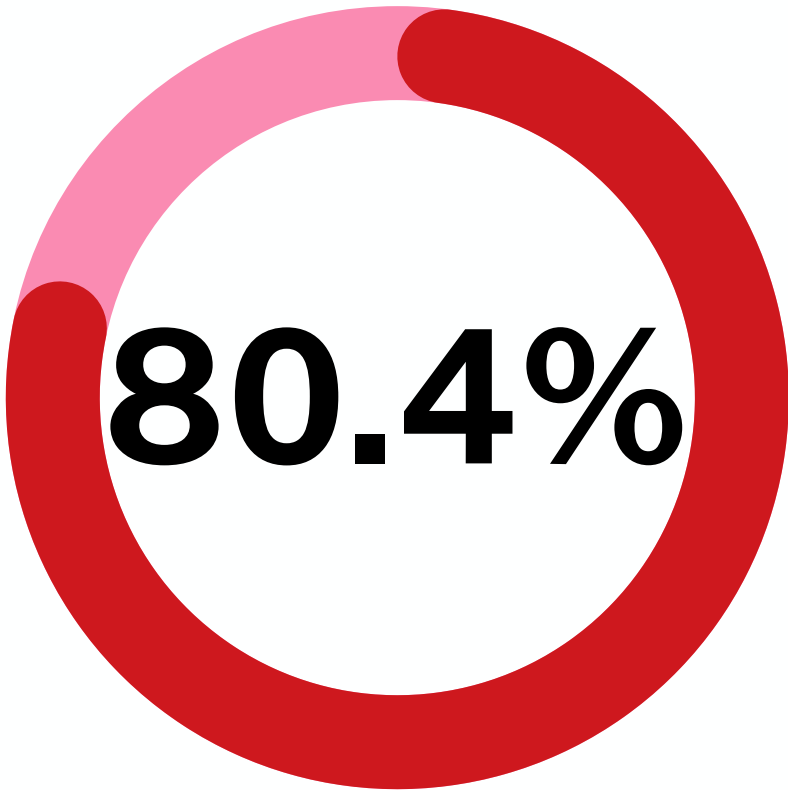


43% of the reviewers are youth, ages 15-24

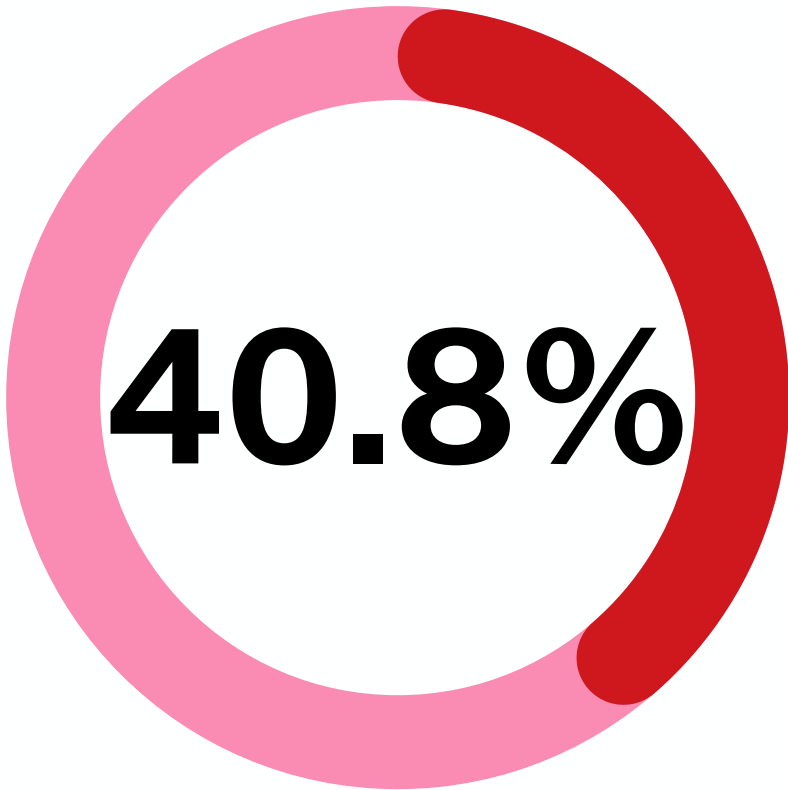
103 CURRENT GRANTEE PARTNERS



**Black or Brown-Led
Organizations**



Multi-Year Grants



**Fiscal Sponsored
Programs**

GRANTMAKING

Capacity Building

Each grantee is assigned:

- Program Officer
- Financial Compliance Officer

BCYF provides

- impactful convenings
- relevant, hands-on professional learning



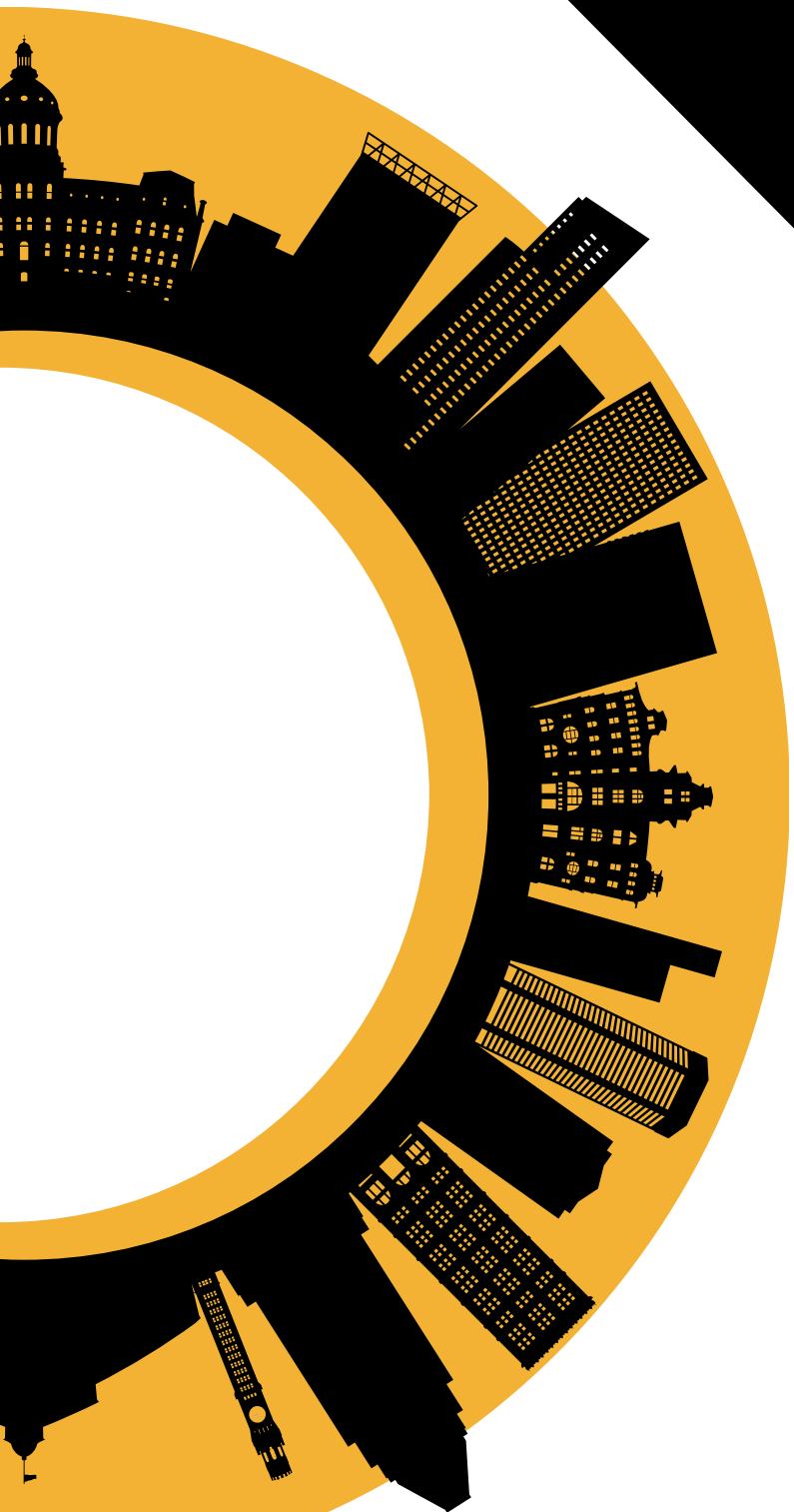


LEARNING + GROWTH

The Gathering: Our Annual Convening

251 Registered!

- *Co-Designed by 17 Grantees & 6 Staff**
- *79% of BCYF Grantee Organizations**
- *20 Breakout Sessions led by Local Experts**
- *Youth Performances**
- *Support from Gov. Moore, Mayor Scott, City Council, Comptroller Henry**



the learning lab



KNOWLEDGE FOR IMPACT

2024 THEME

Our Story.

Our Power.


Opening Plenary



Opening Plenary
@The Legacy Sites
Montgomery, AL
February 27-29, 2024

FEBRUARY 2024

Learning Circles



BC YF BALTIMORE CHILDREN & YOUTH FUND

SOLD OUT

Learning Circles
Ask a Fundraiser:
Fundraising & Sustainability

FREE

Participants will develop their own three-year fundraising plan and present their case for support to potential funders.

Capacity Building cohorts for youth-serving programs in Baltimore City!

Limited Spaces available!

led by
Anna Barber & Rashida Petersen
from Ask a Fundraiser

Register now!
bcyfund.org



BC YF BALTIMORE CHILDREN & YOUTH FUND

SOLD OUT

Learning Circles
Echoes of Change:
Expanding Your Nonprofit's Impact Through Storytelling

FREE

Attend Six (6) Virtual and Three (3) In-Person Sessions from March-June.

Capacity Building cohorts for youth-serving programs in Baltimore City!

Limited Spaces available!

led by
Mothyna James-Brightful
of MeRise LLC

Register now!
bcyfund.org



BC YF BALTIMORE CHILDREN & YOUTH FUND

SOLD OUT

Learning Circles
Evaluate Your Program:
Results-Based Accountability

FREE

Participants will develop an action plan for results-based accountability for their program.

From March-June

Capacity Building cohorts for youth-serving programs in Baltimore City!

Limited Spaces available!

led by
Dr. Kyla Liggett-Creel
from University of Maryland

Register now!
bcyfund.org

gather!



gather!
Break Bread for Community
Dialogue & Reflection

LABs



LABs
Intergenerational Field
Experiences to experience
storytelling here at home!

MAY

Community Exhibition



Community Exhibition
Closing out the Lab by
sharing OUR STORY.

JUNE



LEARNING + GROWTH

#bcreds

Free Micro-Credential Technical Assistance program focusing on nonprofit management, board governance, youth development, and racial equity.

**Now accepting applicants for the
Pilot Course:**

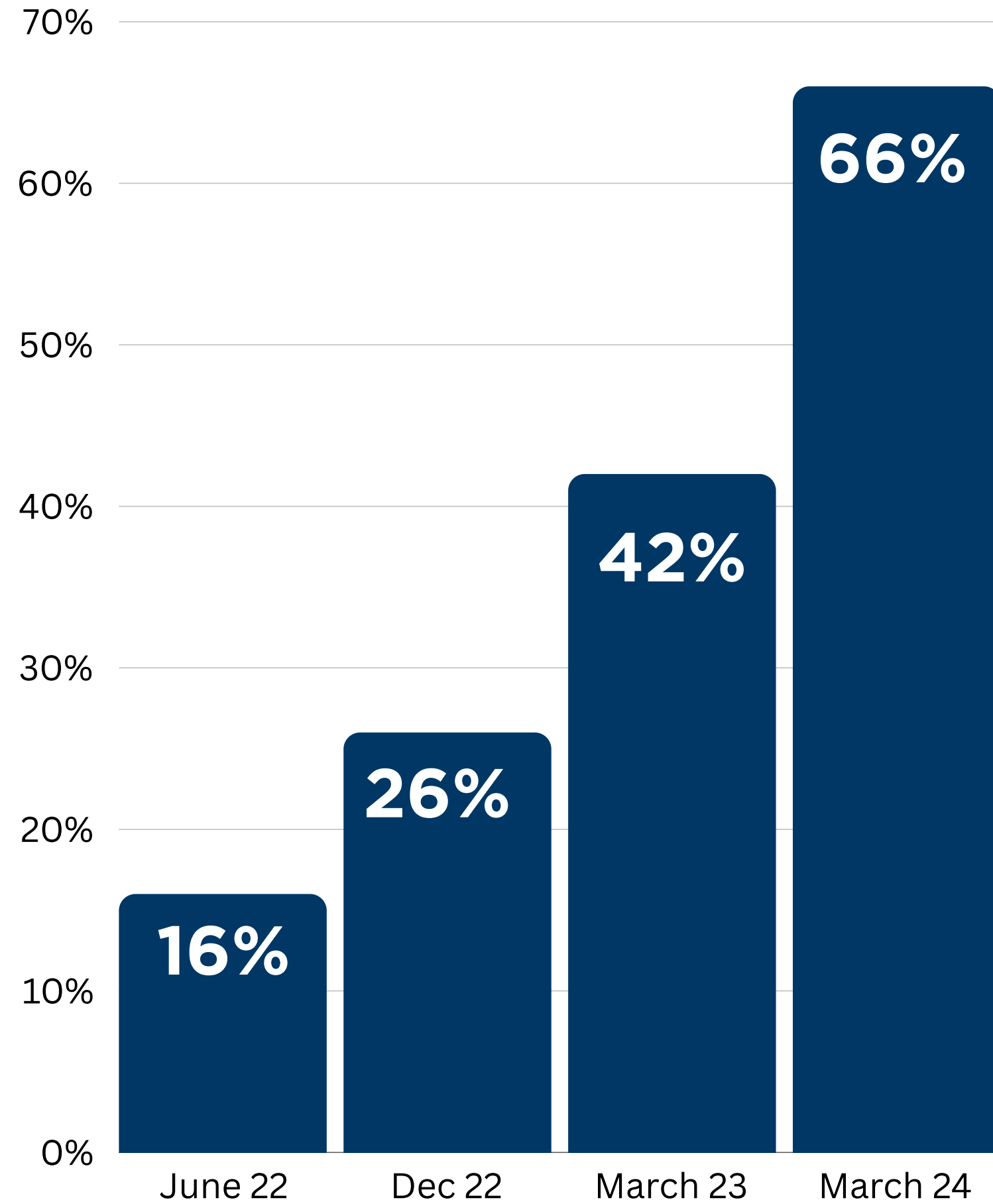
How to Read a Finance Report





Infrastructure

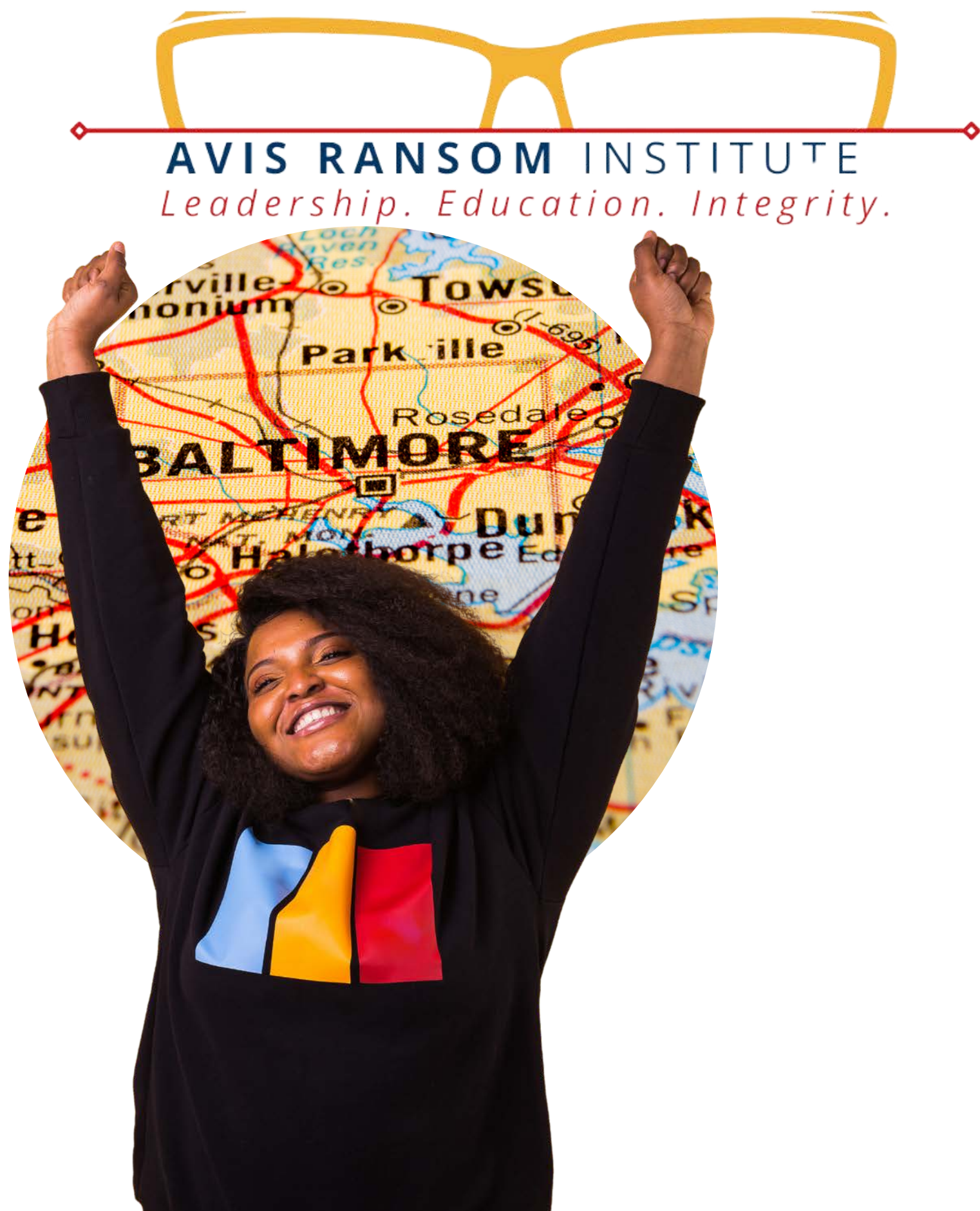




Infrastructure

Ontrack for our Goal:
100% Implemented by 2026

- **Grant Management Policy and Procedures Manual**
- **Board of Directors Handbook**
- **Public Information Act Procedures**
- **Strategic Plan**
- **Documentation Audit**
- **Board Evaluation**
- **Capacity Building/Technical Assistance Policies**
- **Gift Acceptance Policy**
- **Tech Stack and Inventory**
- **Data Management Policies**



Infrastructure: Avis Ransom Institute

Our Road Map

- **Youth Curriculum Forums**
- **Plug-N-Play Curriculum**
- **Weekend Leadership Retreat**

Sharing Our Work



In The Media

23

Stories in the Local Media



VoyageBaltimore

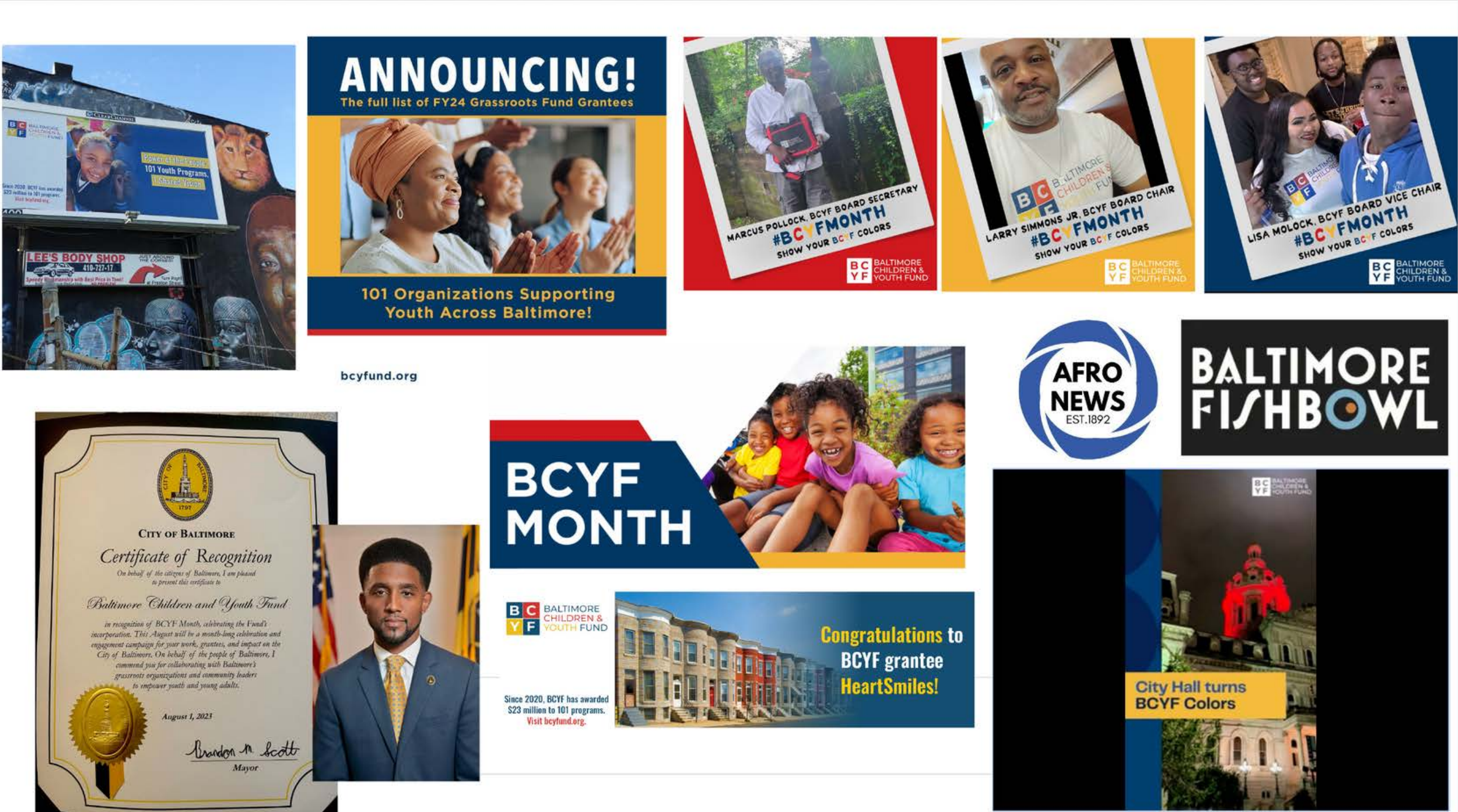


In The Community
130
Events in
the
Community



BCYF Month

- 1. Social Media
- 2. BCYF Month
- 3. Grantee Billboard Campaign
- 4. Bus Ads



BCYF BY THE #S



1 Strategic Plan

103 Grantees

\$31.6 Million Awarded

83% Black & Brown-led orgs

66% Infrastructure Complete

130 Events in the Community

WHAT DO WE NEED TO BUILD A MORE CREATIVE, JUST & ABUNDANT BALTIMORE?

NOV. 6, 2023

TEACH LOVE

BE OPEN

TO ALL PEOPLE ESPECIALLY IF THEY ARE DIFFERENT FROM YOU

Commit to

listen AND IMPLEMENT

CHALLENGE 2 CHANGE PROGRAM

The Gathering
FALL '23
Presented by BCYF BALTIMORE CHILDREN & YOUTH FUND

innovative & bold ideas out of the box

genuine connection between different populations in the two baltimores

prioritize youth led support and opportunities

from "I" to "We"

BETTER RELATIONSHIPS within the community

youth on the BCYF board!

safe spaces! for youth

safety & guidance from community

WELLNESS

holistic meditation yoga

peaceful warriors

awaken community development

end of school year conference for youth to navigate summer program

back to school event @ conv. ctr

teen community centers

dirt bike park

mental health practitioners involved in community

youth lacrosse year round

assistance for parents with troubled youth

ACCESSIBILITY AND OUTREACH

TRAUMA AWARENESS

EQUITY AND ACCESS

EQUITY FOR ALL

ADDRESS SYSTEMIC BARRIERS

SAFE AND AFFORDABLE HOUSING

teens need food stamps preventative wellness... healthy eating choices

FULL SWING NARRATIVE SHIFTING

PARTNERSHIPS YOUTH & ADULT

UNAPOLOGETIC LEADERSHIP

leaders with messaging to change mindset

GOVERNMENT ACCOUNTABILITY AT THE LOCAL LEVEL

FUND LIKE YOU WANT US TO WIN

COLLABORATIVE PLANNING PROGRAMMING & FUNDING

strength-based

grass-roots

18 mths or more in advance

homeschool support

sustainable

18-24 youth I.D. access (free I.D.)

repurpose public dollars to CBO'S

lauren green dancingwithmarkers



BCYF BALTIMORE CHILDREN & YOUTH FUND