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The Gladys Allen Brigham Community Center, Inc. is a 501(c)(3) organization incorporated in Massachusetts. All contributions are tax-deductible to the fullest extent allowed by law.

We're proud of the way we manage our resources. Please visit our website at: www.brighamcenter.org to view our Annual Report, visit www.Guidestar.org to view our 990 Financial Statements or see our Uniform Financial Statements and Independent Auditor's Report (UFR) on the Commonwealth of Massachusetts Operational Services Division Website at <https://ufr.osd.state.ma.us/home.asp>.

**girls
inc.**

Inspiring all girls to be
strong, smart, and bold

#HereForGood



Berkshire United Way
Community Partner

gladys allen BRIGHAM COMMUNITY CENTER



Annual Report 2023
July 1, 2022 — June 30th, 2023

**girls
inc.**

of the Berkshires

#HereForGood



**Berkshire United Way
Community Partner**

Gladys Allen Brigham Community Center | 165 East Street, Pittsfield MA 01201

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CEO's Report



I need to start by saying how thankful I am to work in a center with staff who have such a heartfelt commitment to the success of the children, youth, and families who come through our doors each day. I am often asked what the “secret sauce” is to the longevity of our staff. Simply, we are a team who are truly dedicated to the mission of this center.

What happened this past year to support our mission...

We supported 2,571 members this year. This is over 350 more than last year and exceeds pre-covid enrollment by 36. We have waiting lists for our Early Childhood Education and ABC School Age Enrichment Programs which to me are a representation of the quality of our programming. We are the first Level 4 QRIS Center (Massachusetts Quality Rating Improvement System) in the Berkshires. We achieved this goal in late February 2020 and then Covid hit so our priority shifted to the emergency child care needs during the pandemic. I want to thank our staff for the work they did to achieve Level 4 and to maintaining high quality standards here in the community.

We had substantial grant support through the Department of Early Education & Care with the Commonwealth Cares For Children (C3) grants and a Workforce Development Grant, all totaled over \$500,000. We turned that funding right around and distributed close to \$400,000 directly to our staff in the form of bonuses. Our full-time educators received bonuses totaling just over \$13,500 each by yearend. We also made a substantial investment in educational supplies and upgrades in each classroom as well as at our camp.

We were excited that DEEC made a significant investment in contracts and vouchers last year. The DEEC Board approved a 1.5% across the Board increase for all contracts across all regions and then did an additional 8.5% quality add on rate increase for all regions. For the center, we had an increased income of about \$122,000 which was annualized so we could use this funding to increase salaries. We upgraded our educator salary starting rates, had increases across the board for all full-time staff and had an add-on percentage for each year of service to the center.

We had an onsite audit with the Department of Early Education & Care, Audit Compliance & Resolution Unit. The purpose was to review the GABCC's management procedures and internal controls, conduct an eligibility/provider file and record review, and verify that GABCC has adequate internal controls and, follows Recordkeeping and Reporting Requirements. We had 50 files reviewed, and we had zero non-compliances, which is outstanding. These contracts are up for re-bid in this coming fiscal year so having a clear audit is certainly in our favor.

Special Events



Trunk or Treat



Party on the Patio



Celebration Evening

President's Report



For over 110 years, the Brigham Center has been risen to meet some of the greatest challenges faced by our community. Through two world wars, when girls had victory gardens at our camp property and committed to bond campaigns. Through the swinging 60's and psychedelic 70's, when the Women's Right Movement was in full force, girls were finally being told their place was in the workforce and not in the home, if they chose. Through the technology boom of the 90's and 2000's, we have stood the test of time. Facing the last two years, this global pandemic gave us moments of uncertainty, where we saw numbers ebb and flow like the tide. We have come back full force this year! We have added new programs for youth, through our Herberg elective and classes like Giga Girls. As board president, what myself and the other 18 esteemed board members see every month is a report full of excitement, hope and opportunity. I know that this work couldn't be done without our dedicated staff who are boots on the ground doing outreach, care and education; with not only the youth in Pittsfield but across Berkshire County. The outpouring of support from our community has been a lifesaver through these challenges. We created new partnerships and strengthened the relationship with our individual and corporate donors. This past year has made me even more excited for our future – knowing we have the team, the support and the youth, there is nothing we cannot accomplish together.

Treasurer's Report

The Gladys Allen Brigham Community Center's finance committee meets each month prior to the board meeting to review, discuss, and provide direction related to the organization's financial activities. The Finance Committee then prepares and presents pertinent financial information to the Board for review, discussion, and recommendation.

The organization finished the fiscal year ended June 30, 2023 with \$3,845,000 in income and \$2,769,000 in expenses resulting in a net surplus of \$1,076,000. Income consisted of \$3,095,000 of operating income, a non-operating gain (investment activity) of \$66,000 for the year, and non-operating income of \$683,000 from the Employer Retention Credit. Expenses included \$217,000 of non-cash depreciation.

With respect to FY23 revenue, the Gladys Allen Brigham Community Center continued to expand the Eureka! Program with \$50,000 in funding this year. During fiscal year 2023, the Center received \$525,000 of C3 Stabilization Funding from the Department of Early Education and Care.

The Gladys Allen Brigham Community Center finished the fiscal year with \$4,915,000 in assets and \$162,000 in liabilities. The largest portions of the assets consists of fixed assets (buildings, land and equipment) with a book value of \$1,041,000.



CEO's Report Continued

Grants to support many of our center programs came from the Josephine and Louise Crane Foundation, Avangrid Foundation/Berkshire Gas, the Coolidge Hill Foundation, Berkshire Life Charitable Foundation, General Dynamics, the Rotary Club of Pittsfield, Jewish Women's Foundation, the Massachusetts Afterschool Partnership, the Women's Club Fund as well as the Ruth P. Boraski Fund for Girls Inc., both held at Berkshire Taconic Community Foundation, along with capital funding from the Amelia Peabody Foundation.

Our relationship with the Department of Public Health, Office of Adolescent Sexuality Education and the Pittsfield Public Schools expanded. We completed 15 cohorts of in school programming which included the Get Real, Voices and Informed & In Charge Curriculums.

Additional in-school programming included our educator led elective as part of class rotation at Herberg Middle School. Our staff rotated through a daily schedule from January to June implementing a program for the girl's with curriculum-based activities in civic engagement, community service, college & career exploration, self-expression, and visual arts.

The strong relationship we have as a community partner with Berkshire United Way continued with Early Childhood Education and Girls Inc. programs where our outcomes for our children and youth in many cases exceed our benchmarks.

We received funding through the Department of Elementary and Secondary Education in the Educational Improvement Projects Earmarks. This was a multi-year advocacy effort that began in February 2020 and finally came to fruition, the earmark for \$200,000 was for the operation of the Eureka programs at the Framingham, Holyoke, Lynn, Pittsfield, and Worcester chapters of Girls Inc. This was thanks to the efforts of State Representative Tricia Farley-Bouvier and now retired Senator Harriet Chandler of Worcester, along with other Rep's and Senator's from the other regions, but these two were our Champions who brought the request forward in their funding priorities.

Speaking of Eureka, we had amazing news, that Taibat from our first cohort, was accepted and got a full scholarship to Princeton. We could not be prouder of her and her commitment to her future success. We had an incredibly successful Career and College fair for our girls in Eureka! and Discovery as well with 22 participating presenters on a half day of school in April.

... Continued

CEO's Report Continued

We received a grant through national Girls Inc. to offer a new curriculum called #WinAtSocial which focuses on social media and safety. Another Girls Inc. grant we received was for mental health support for our girls to enhance the program offerings and support to them throughout the year.

Our Affiliate Model Assessment Tool was submitted to National Girls Inc. The Affiliate Model is a blueprint for strong, sustaining, and growing Girls Inc. affiliates, created to evolve over time in response to affiliate needs and advancing best practices and policies. The AMAT provides a measure of organizational health and is required to be completed annually by each affiliate. This is a mandatory requirement of all affiliates and covers a wide array of areas: Girls, People, Environment, Programming, Outcomes, Leadership, Advocacy, Revenue, Finance, Technology, Operations, Marketing & Communications and Human Resources. To achieve a passing score, all affiliates must complete 100% of the 111 Required Elements and at least 52 of the 80 Core Elements and 72 of the 144 Best Practice Elements. Our scores for the 335 questions completed with required documentation - 100% for required, 97% for Core, and 90% for Best Practices.

The City of Pittsfield announced grantees for ARPA funding, and we received a grant for \$100,000 which was invested in capital improvements to camp allowing us to expand programming and expose children from under resourced neighborhoods to green space and outdoor recreation at our Onota Lake site. We had an increase of 35% in our enrollment in summer 2023.

The Berkshire County House of Correction Community Service Crew under the direction of Sgt. Kruzckowski is beyond helpful to us given our small facilities staff. They are such an incredible asset for agencies like ours with such large facilities to maintain. We cannot thank them and Sherriff Bowler enough for the continued support.

Lastly, we recently held a graduation for our Pre-Kindergarten class in August and sent them off to school ready to learn. I think it is worth noting that of our 10 graduates, five of those children were with us from the time they were born. Just one example of the Brigham Center being the place -- "Where Kids Grow Up."

Our new fiscal year is off to an amazing start, and I am looking forward to reporting all the successes one year from now.

With warmest regards,



Kelly A. Marion, MS, SPHR

Thanks to Our Volunteers



In Memorium

We would like to recognize those, who were a part of the Gladys Allen Brigham Community Center Mission, that have sadly passed away in this last year. Although they may be gone, their spirit of generosity and dedication to our community will stay with us forever. Deeply missed and never forgotten.

ABC School Age Enrichment



Early Childhood Education



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 Toole Insurance Agency
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Grants

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 Josephine and Louise Crane Foundation, Inc.
 Edward L. Mann Scholarship Fund
 Massachusetts Afterschool Partnership
 Massachusetts College of Liberal Arts Fund
 Price Waterhouse Cooper: Reimagine Grant
 Rotary Club of Pittsfield
 Ruth P. Boraski Funds for Girls Inc. of the Berkshires
 The Coolidge Hill Foundation
 United Methodist Women First Fund
 Women's Club of the Berkshires
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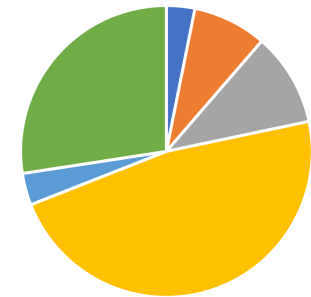


Aquatics



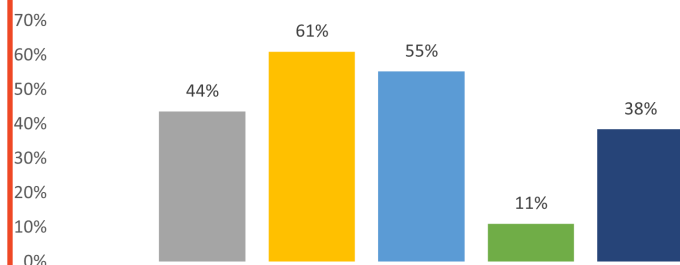
Who We Serve

Members Served by Program



■ ECE ■ ABC ■ GI ■ YES ■ CSW ■ Pool

Brigham Center Demographics FY 2023



■ People of Color ■ >\$25k Household Income ■ Single Parent HH
■ Living with Neither Parent ■ Disability

Our Programs

Today the Gladys Allen Brigham Community Center is proud to provide over 2200 Pittsfield and Berkshire County children and families with these programs:

Early Childhood Education – for infants to pre-kindergarten– Center staff furnish a safe, nurturing, educational environment with a focus on successful kindergarten readiness and family strengthening.

ABC School Age Enrichment Program – for children kindergarten to age 14 – Children attend before and after school and during the summer with a focus on literacy, education support and life skills programming.

Girls Inc. of the Berkshires – for girls 5 to 18 – As an affiliate of the national Girls Inc. organization research-based programs are offered to teach girls key skills in economic literacy, substance abuse prevention and Healthy Sexualirty; we work to inspire girls to be strong, smart and bold.

Youth Empowerment Services – for adolescent girls and boys – Staff focuses on character, values and leadership development, career exploration, self-esteem and confidence building; interventional case management; all designed to promote academic success, family strengthening and positive developmental outcomes

Camp Stevenson-Witawentin – for girls ages 5 to 18 – A memorable day camp experience for up to 100 girls each summer on Onota Lake The camp offers activities to curb summer learning loss and help reduce “nature deficit disorder”; a Counselor in Training program gives young women an opportunity to learn the skills needed to become a future camp counselor.

Aquatics – for children and families – Group and private lessons for all ages including toddler and preschoolers, water aerobics, family and lap swim time, skill clinics, as well as, therapeutic swim programs for disabled individuals and community rentals.

Girl Inc. of the Berkshires / Camp Stevenson Witawentin



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