**Frequently Asked Questions**

**What is the current administrative arrangement for our Clubs?**

In November 2023, Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay entered into a Shared Services Agreement. This agreement established a collaborative partnership between the two organizations, allowing them to work together on day-to-day operations while maintaining the flexibility for either organization to withdraw from the arrangement at any time.

**How has the collaborative partnership gone so far?**

The shared services agreement has resulted in effective unifications of key departments, prompting active conversation between the Boards and leadership regarding a formalized merger and what will best serve our kids and teens in the future.

**What alternative arrangement is now being considered?**

Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay share a common mission to provide safe spaces in communities that need us the most and provide innovative programs, vital services, and life-changing opportunities to kids and teens in the Tampa Bay region. Both Boards and leadership staff are having active conversations to determine if we are better positioned to amplify our impact and serve the community more effectively as one organization.

**Why is the possibility of a merger being considered?**

A merger between Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay will provide the potential to build on the strengths of each organization to make a more significant difference in helping to shape the lives and guide the future of kids and teens in the Tampa Bay region. This combined effort will allow us to expand our reach and deepen our impact within the communities we serve.

**Have similar Boys & Girls Clubs mergers been successful elsewhere in the United States?**

Several major mergers between Boys & Girls Clubs across metropolitan areas have occurred in recent years, aimed at strengthening services for young people by consolidating resources and expanding outreach.

Here are some notable examples:

**1. Boys & Girls Clubs of Metro Phoenix and Boys & Girls Clubs of the East Valley**: This merger took place on January 1, 2020, creating one of the largest youth-serving organizations in Arizona.

**2.** **Boys & Girls Clubs of Metro Los Angeles and Boys & Girls Clubs of Venice**: In January 2023, these two clubs merged to form a more robust organization across the Los Angeles area. This integration was designed to create a larger impact and better serve communities throughout Los Angeles​.

**3.** **Boys & Girls Clubs of Metro Louisiana**: In 2021, several clubs in Baton Rouge, Covington, Gretna, and Slidell merged to form the Boys & Girls Clubs of Metro Louisiana. This merger enhanced the organization's ability to serve nearly 20,000 families across nine parishes, providing more comprehensive support and allowing the clubs to advocate more effectively for youth throughout the region.

These mergers were driven by the need to pool resources, eliminate redundancies, and expand the reach of programs to more youth, particularly in underserved areas. They also allowed for better evaluation and implementation of proven, impactful programs.

**Have similar mergers of non-profit entities occurred in the Tampa Bay Area?**

Several notable nonprofit mergers have occurred in the Tampa Bay area in recent years, including Habitat for Humanity of Pinellas County and Habitat for Humanity of West Pasco (2019), and the recently announced merger between the Crisis Center of Tampa Bay and Family Resources (2025). These mergers reflect a trend of nonprofits in the area joining forces to improve service delivery, financial sustainability, and community impact.

**How would a merger affect Club membership?**

A merger between Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay can lead to positive outcomes due to expanded resources, improved access, and enhanced programs. Key factors that would impact Club membership include:

**1.** **Expanded Reach and Access**: Mergers typically result in a larger geographic service area, which allows more youth to join clubs that might have been inaccessible before.

**2.** **Enhanced Programs**: When two clubs merge, they often pool resources to offer more comprehensive and diverse programming. This can attract new members and retain existing ones.

**3. Increased Efficiency and Capacity**: Mergers can reduce operational redundancies, allowing more funds to be directed toward member services, which can improve the quality and availability of programs and boost membership.

**4.** **Improved Member Retention**: The integration of resources allows for better support systems for members, leading to higher retention rates.

**How would a merger affect club staff?**

While mergers can present challenges such as potential job redundancies or cultural shifts, they also have potential to create opportunities for staff growth, professional development, and enhanced job security by stabilizing and expanding the organization's capacity.

Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay are committed to prioritizing the professional goals and trajectory of its team members. A combined organization can offer more diverse roles and responsibilities and help team members gain access to more comprehensive training, development opportunities, and resources.

The current shared services agreement has fostered collaboration between previously separate teams, enabling the sharing of best practices and innovations. Teams from both organizations can continue to benefit from exposure to new methods and ideas from their peers in a merged organization.

A merger between Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay can provide greater financial stability, which can provide a more secure working environment for employees, with better resources, support, and improved benefits.

**How would a merger affect benefactors and how their gifts would be applied?**

A merger between Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay can have several notable effects on donors and charitable gifts. The consideration of a merger is motivated primarily by an interest in consolidating resources, reducing administrative overhead and redundancies, and expanding the quality and quantity of our services. With these goals in mind, and factoring the size and reach of both organizations, we see an opportunity for larger, more ambitious initiatives that can attract new donors and encourage existing ones to increase their contributions.

The policy for restricted gifts will remain in place, enabling donors to allocate their monetary contributions or in-kind donations to a specific Club, program, or campaign of their choice. Donors will also retain the option to direct their contributions to a particular county. However, the merger should serve as a source of inspiration for our supporters, offering them greater confidence that every contribution will be utilized to its fullest potential for maximum impact.

**Who will make the decision regarding a merger and when will it happen?**

The Boards of Directors for Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay will hold a vote on November 1, 2024, to determine whether to proceed with a formal merger between the two organizations. Additional key decision-makers that have or will be involved include: 1. President & CEO, Freddy Williams, 2. Legal and Financial Advisors, 3. Key Stakeholders, and 4. Key Representatives from Boys & Girls Clubs of America.

**May I share my thoughts on the possibility of a merger, and if so, how?**

Your feedback and insights are highly encouraged and can be directed to Freddy Williams, President & CEO of Boys & Girls Clubs of the Suncoast and Boys & Girls Clubs of Tampa Bay, at fwilliams@bgcsun.org or fjwilliams@bgctampa.org.