

The Boston Alliance of LGBTQ+ Youth (BAGLY)



FOUNDED: 1980
CURRENT ORGANIZATION BUDGET: \$2.09M
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Investment Opportunity

BAGLY seeks an investment of \$750K to expand its community center and strengthen the impact of its statewide work.

BAGLY's Community Center provides a safe space for LGBTQ+ youth; it has doubled the size of its community center to serve more youth. With nearly 6,000 youth served annually, further investment in BAGLY's ability to support the AGLY Network will broaden and deepen positive outcomes for LGBTQ+ youth throughout Massachusetts.

In a moment of national crisis, LGBTQ+ youth are the targets of vicious political and legislative attacks, all while embodying the strength, resilience, and passion to help lead and fuel a movement against this increasing violence.

Even in Massachusetts, LGBTQ+ youth are 3.9 times more likely to attempt suicide and 2.8 times more likely to experience homelessness. For transgender and LGBTQ+ youth of color, these statistics are even more harrowing.

The Boston Alliance of LGBTQ+ Youth (BAGLY) was formed in 1980 as a youth-led, adult-supported organization addressing these problems on a personal, community, and societal level. BAGLY continues to prioritize the needs expressed by LGBTQ+ youth of color and transgender youth.

Generations of LGBTQ+ youth have benefitted from the social support, leadership development, and clinical services at BAGLY. Whether it's providing mental health therapy or food, BAGLY listens to the need and responds.

The world continues to benefit from these motivated and empathetic young people as they transition from youth into adulthood.

Two-Year Goals

Broadening Impact

- 50% more LGBTQ+ Youth Peer Leaders
- 36% more service and program capacity at its community center
- 7,000 youth served annually through the AGLY Network

Deepening Impact

- Hire 6 employees to improve the quality and quantity of BAGLY's services and programs

Creating Impact

- Address negative health and financial outcomes through two new programs, Hi-SET and Host Homes

Ways to Invest

FINANCIAL

- \$300K to support BAGLY's expanded community center and youth-serving programming
- \$225K to fund additional full-time community engagement and program staff
- \$225K to sustain and grow the AGLY Network statewide

IN-KIND

- Volunteers who will act as tutors, community center greeters, and help with large-scale events
- Technology consultants to help build BAGLY's capacity for data capture and analysis and website development
- Professional consultants to offer support with board trainings and strategic planning

Leadership & Governance

BAGLY's Executive Director, Grace Sterling Stowell, has been a pioneering activist and leader in the lesbian, gay, bisexual, transgender, queer (LGBTQ) youth, transgender, and social justice communities for over 40 years. Grace joined BAGLY shortly after its founding in 1980 and volunteered until 1995, when she was hired as the organization's first Executive Director.

BAGLY's Board of Directors provide fiscal oversight, governance, and long-term planning for the organization.

BAGLY's Youth Leadership Committee (YLC), including its Co-Chairs who also serve on the Board, work with staff to plan and implement all Boston-based programming.

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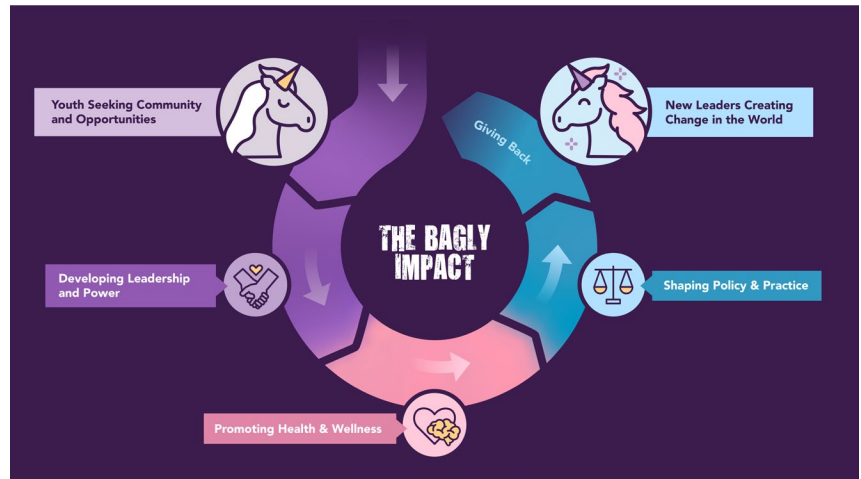
BAGLY has given me a space to unmask and be unapologetically, proudly me and has given me the opportunity to create that environment for my peers.

MATALI J,

BAGLY participant, 15



BAGLY'S MODEL



BAGLY works with LGBTQ+ youth (12–25 years old) and prioritizes the needs of LGBTQ+ youth of color, trans and non-binary youth, and LGBTQ+ youth experiencing homelessness. BAGLY operates in the Greater Boston area through its community center, community outreach and volunteer opportunities, and statewide through the AGLY Network and advocacy work.

Over 40,000 youth seeking community and opportunities have been served by BAGLY since 1980, utilizing three primary strategies:

1. Developing Leadership and Power
2. Promoting Health and Wellness
3. Shaping Policy and Practices

At its community center, LGBTQ+ youth can find support, access services, and develop a strong and healthy sense of themselves.

Statewide, BAGLY offers financial and technical support to independent LGBTQ+ youth groups that serve nearly 6,000 youth annually. These groups, members of BAGLY's program, the AGLY Network, also receive assistance as they replicate the youth development and peer leadership training models BAGLY has helped pioneer.

BAGLY, and many members of the AGLY Network, offer free clinical and behavioral health services, which all work together to encourage LGBTQ+ youth to make the healthiest choices available to them.

As a founding organization of the National Youth Advocacy Coalition and the Massachusetts Governor's Commission on Gay and Lesbian Youth, BAGLY's vision and innovation have led the way in building a stable local and national infrastructure vital to today's LGBTQ+ youth work.

Developing and supporting LGBTQ+ youth leaders using trauma-informed, culturally competent programming and services, ultimately accomplishes BAGLY's most important goal – making sure that new, creative, passionate, and effective leaders continue making progressive change in the world.



BAGLY is home. It is a place where people can come to be themselves. It's a place where youth are put first.

J, BAGLY alum



IMPACT

BAGLY works to support LGBTQ+ youth individually and through building a robust statewide infrastructure advancing their work to create policy changes, participate in advocacy efforts, and institute culturally competent programming and services. Providing financial and technical assistance to the 15 independent LGBTQ+ youth groups comprising the AGLY Network, BAGLY works across the state by recognizing the experts in each geographical region.

While each AGLY group tackles issues specific to their youth, the Hi-SET and Host Homes programs are two new initiatives that are being launched to address the needs of all youth holistically, regardless of where they live. The Hi-SET program aims to help LGBTQ youth succeed academically and/or receive a GED. The Host Homes program seeks to interrupt homelessness. Both new programs strive to minimize factors that increase health risks.

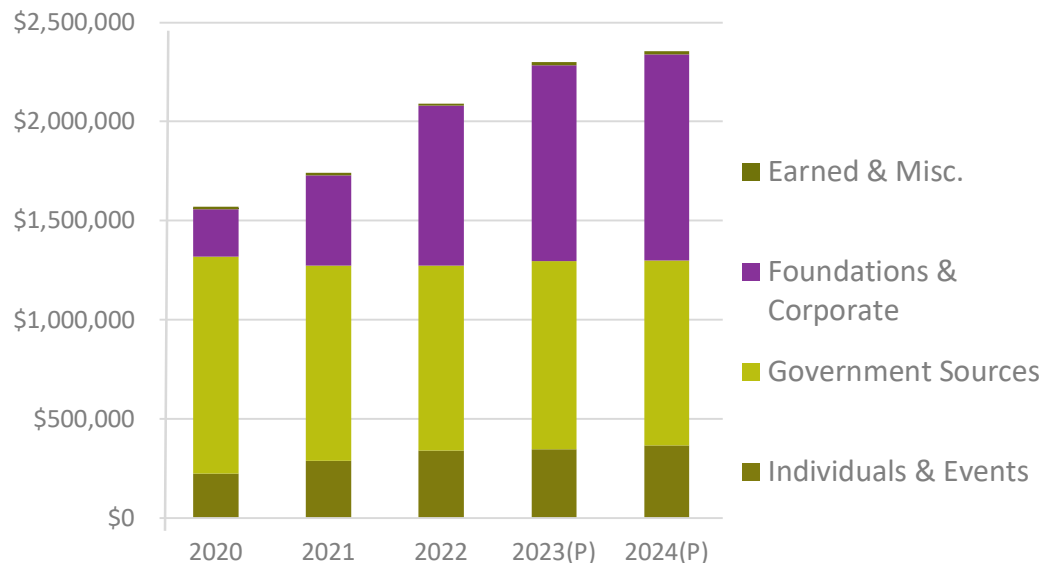
The political climate over the last two years presents BAGLY with renewed opportunities and energy to provide resources, training, and safety to LGBTQ+ youth leaders of color. Additionally, the COVID-19 pandemic has disproportionately impacted youth of color, and BAGLY has experienced an increase in demand for its critical programs and services, especially its services providing basic needs to at-risk youth (such as disbursement of monetary aid and distribution of food, clothing, and hygienic products), along with its programs addressing mental and behavioral health care and homelessness interventions.

BAGLY has provided generations of LGBTQ+ youth in Massachusetts with the tools to live authentic and healthier lives and go on to create legal, political, and social progress for all of us.

FINANCIAL SUSTAINABILITY

BAGLY's revenue through the pandemic into FY22 has been strong, buoyed by explosive growth in individual giving (average 50% growth year-over-year) and consistent institutional funding. While individual giving levels are anticipated to plateau at 3-5% growth, they will continue to be boosted by reliable government and institutional partnerships. Identifying and securing new multi-year pledges from corporate partners is one of BAGLY's strategic development goals for the next two years.

Revenue by Source



Key Investors

- BETH ISRAEL DEACONESS MEDICAL CENTER
- CUMMINGS FOUNDATION
- MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH
- MASSACHUSETTS FINANCIAL SERVICES (MFS)
- PUMA

Partners

- 2,000 INDIVIDUAL DONORS WHO CHOOSE TO SUPPORT BAGLY'S WORK AND MISSION
- ARNOLD WORLDWIDE
- BREAKTIME
- HAVAS MEDIA
- MA COMMISSION ON LGBTQ YOUTH
- POINT SOURCE YOUTH

Success Story: Fari Shakur

Fari first found BAGLY in 2012, at 19 years old, when he was searching for a place where he could try to meet other transgender young people. Before he knew it, Fari was involved in BAGLY's Youth Leadership Committee (YLC), starting as the transgender meeting facilitator and then moving on to being one of the co-chairs of the YLC and a member of BAGLY's Board of Directors. He loved working alongside queer and transgender youth and decided to really dedicate himself to BAGLY, including doing an internship with the Development and Marketing team and another as the organizer for BAGLY's annual Trans Youth Summit. Now, Fari has graduated with his masters in social work and is providing therapy to, and advocating for, LGBTQ+ survivors of violence in Massachusetts.



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures BAGLY tracks to demonstrate progress, create internal accountability, capture lessons learned, and adjust strategy, as necessary.

	FY 2022	FY 2023 (P)	FY 2024 (P)
PROGRAM PERFORMANCE			
Peer leaders trained throughout the state	40	50	60
Number of times youth accessed the programs & services at BAGLY's community center	5,275	6,200	7,200
Number of youth served statewide	6,000	6,500	7,000
Number of organizations, schools, and service providers that receive outreach and training statewide	135	150	175
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	12	16	18
Board members	8	10	12
Total revenue	\$2.09M	\$2.30M	\$2.35M

SOCIAL IMPACT

As BAGLY develops and supports LGBTQ+ youth throughout Massachusetts, the organization uses its trauma-informed programming and services to improve their mental health, financial and vocational opportunities, and increase the number of culturally competent environments and service providers they can access.

Below is the summary of the social impact that BAGLY aspires to have on LGBTQ+ youth and the resources available to them in the next two years.

INDICATOR	2022	2024
Percent of youth reporting feeling less isolated after programming	100%	100%
Percent of youth participants reported learning helpful coping skills	87%	90%
Percent of staff, teachers, and health care providers that report an increase in cultural competency to better serve LGBTQ+ youth	90%	95%
Percent of youth who attain employment after accessing case management services (Host Homes)	85%	88%
Percent of youth who maintain stable housing after Host Homes participation	75%	80%
Retention rate in high school equivalency degree program (Hi-SET for Life)	75%	90%