



# Employee Housing & Club Sustainability Campaign



## ► Strategic Objectives

Recognition as the premier child-based non-profit organization on island

Build our endowment to secure the financial future of the Club

Recruit and retain top professionals in child development

Offer robust compensation package:

- Competitive pay
- Retirement plan access to a Financial Advisor
- Improved health benefits
- Safe, affordable housing environment

## ► NBGC Created, Town-approved 4-Lot subdivision (2018)



## ► Current Housing Inventory



### Quad

- 4 one-bedroom units



### 67 Sparks Avenue

- 2 two-bedroom units



### 71 Sparks Duplex

- 1 three-bedroom unit
- 1 two-bedroom unit



### 75 Sparks Duplex

- 1 three-bedroom unit
- 1 two-bedroom unit



### 69 Sparks Triplex

- 2 two-bedroom units
- 1 one-bedroom unit

**14**  
Staff in Club Housing

**14**  
Full-time, year-round staff

**5-7**  
Housing-dependent full-time, year-round staff vacancies

**0**  
Staff housing units available

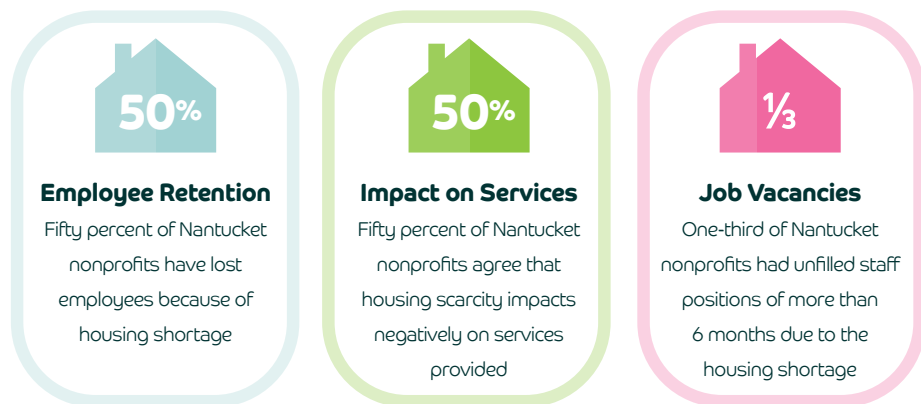


# Employee Housing & Club Sustainability Campaign

## ► Housing Equals Staff Retention



## ► Housing Shortage Impact on Non-Profits



## ► Facility Fund

- Board responsibility to protect assets
- Expanded facilities require maintenance and capital projects
- Prior campaign did not provide these monies

**Goal \$4mm**

## ► Project Budget

Property Acquisition **\$2.5m**



Existing Duplex Renovation

**\$.5m**

Subdivision Infrastructure

**\$.4m**

Purchase/Construction of Duplexes & Triplex

**\$2.5m**



Landscaping

**\$.1m**

Employee Housing Facilities Fund

**\$2m**

Facility Fund for Clubhouse

**\$2m**

**Total \$10mm\***

\*Preliminary figure

# As the kids keep coming, we ask for your support.