



**GREAT FUTURES. EVERY KID.
EVERY COMMUNITY.**

Shellica Trevino

Region: Pacific Region

Priority Area: Capable Leader

**Subject: Shellica Trevino, CEO,
Boys & Girls Clubs of Thurston
County**



We know firsthand the difference it makes when youth and teens have a caring, trusted, trained adult in their corner.

To build the strongest local Clubs possible for young people, BGCA is committed to ensuring Clubs have the best leaders at all levels. Because we understand the direct connection between a Club's ability to impact youth and the strength of its leadership team, we support Clubs with hiring and onboarding, professional development, on-the-job training, and certifications across a rigorous leadership development continuum.

Every local Club needs strong leadership in every role — from the board room to the STEM lab. Investing in our leaders fuels strong Clubs, and the result is a nationwide network of safe, supportive and inclusive spaces that give kids a sense of belonging to thrive all year long.



A Capable Leader Shellica's Story

Shellica was 19 years old when she started working with Boys & Girls Clubs of Greater San Diego. She'd accepted a clerical position, certifying families for California's child development programs. Shellica met with many families — mainly single-parent households — facing financial hardships, and the experience resonated with her.

"My family grew up struggling for many years," Shellica said. "The first 15 years of my life were not stable at all. But I had many mentors — schoolteachers and people from church that connected with me as a teenager, and I felt really supported. I knew I wanted to give back to kids who were experiencing similar things."

She didn't know that this opportunity with Boys & Girls Clubs of Greater San Diego was the beginning of her journey of giving back and that taking this position would be the first of many steps forward.

Three years later, Shellica and her husband left California and relocated to Washington state to be closer to her parents and raise their first son. But after just six months, she already missed working with Boys & Girls Clubs of Greater San Diego. She started looking for opportunities with local Clubs when she found a part-time position as a social recreation coordinator at the Tumwater Club in Olympia — a city close to where she lived at the time. Eight months in, her dad was in a motorcycle accident, and she had to step away again to help with his business. A year and a half later, the Lacey Club opened as her dad's business closed. She applied for a position with the Club, becoming the front desk coordinator. Five months later, she was promoted to the branch director position. Shellica served as the Lacey Club's branch director for nine years, during which time they increased the Club's membership from 50 kids annually to over 900 kids. It was in this role that Shellica received Maytag's Dependable Leader Award.

"I immersed myself in that community ... When I think about that time, it was about people giving me a chance," Shellica said. "I wasn't necessarily a qualified candidate to receive the promotion to branch director, but the executive director at the time saw something in me and promoted me. I spent nine years pouring into the Lacey Club branch."

It's precisely what Shellica's first boss, Sally, did for Shellica in her initial position with Boys & Girls Clubs of Greater San Diego: She poured into Shellica, teaching her about work ethic and being a dependable leader.

Continuing to develop and expand her reach as a leader, Shellica became the director of operations for Boys & Girls Clubs of Thurston County. And six years later, in 2023, she became its chief operating officer. With each opportunity, she continued to pour into others, doing for others what had been done for her, including promoting dependable program staff to branch directors. "That's what the Clubs do, you know? We see leadership in people. And when we can, and every time we have an opportunity, we pour into those individuals and create leaders."

When asked about her vision moving forward, Shellica expressed her goals of increasing the Clubs' memberships. "I want to *grow* back to pre-COVID numbers," she said. "The pandemic took a hit on our membership, and so that's a goal, for sure, and has been a goal over the last couple of years. And we're in a good place to continue doing that." She also mentioned community engagement. "That requires all of us to do more regarding educating our local community as to what happens in a Boys & Girls Club. Whether it's school administrators, donors, teachers, parents, everyone ... I want them to understand what we're doing because what we're doing is amazing, and it is impacting the lives of kids and families positively."



Here at Boys & Girls Clubs of America, being a leader means being committed to the mission, dedicated to the work and, as Shellica so aptly put it, “showing up to do a hundred percent of the job every day.” These values enabled Shellica to impact others — kids, staff, parents — and develop as a leader, and they continue to guide her work today.

ADDITIONAL QUOTES FROM SHELLICA

“The things that we go through prepare us for supporting others and having a different perspective, and that couldn’t be more true with my life and the things that I experienced as a kid. I feel like it gave me a lens to see things a little bit differently and be there for people who needed it.”

“Attending BGCA’s National Conference reveals this greater movement we’re all part of. There’s so much power in knowing that we’re connected to so many different Club organizations and the national organization because you know that your impact is amplified. I think it’s really important to maintain that opportunity ... local branch staff can go and hear, see, meet and rub elbows with people who are like-minded and experiencing the same things and then go back energized and inspired, knowing we can do this because we’re all in it together. I think there’s a ton of power in that, and I appreciate that BGCA has been providing that opportunity for so long and in so many different ways. I learned a ton about being a good supervisor and running a Club and facilities. This was way before safety assessments and external safety assessments, so now it’s Club Directors Academy. I just had a staff member go to the Sacramento one, and she came back pumped about it because she gets to share what she’s doing. But she also gets to hear about what other people are doing, and she feels connected differently from those siloed in the work. I think that’s a really supportive way to propel Clubs and what we’re doing.”

“Pass-through funding is key. It ensures that the foundational part of the Boys and Girls Clubs’ work is happening and is supported by the national organization, so I’m grateful for that. We’ve had years where we’ve gotten pass-through programmatic grants like Project Learn that are already attached to things we’re doing. And so, it’s not this giant lift where we have to start a new program with one-time staff for the year, but it blends nicely with what we’re already doing. I think that kind of funding is key.”

JOIN US IN BUILDING GREAT FUTURES FOR YOUTH, FAMILIES AND COMMUNITIES

At Boys & Girls Clubs of America, we are committed to one singular mission: enabling all young people, especially those who need us most, to reach their full potential. When you invest in Boys & Girls Clubs of America, you will advance this important work, ensuring that youth build the skills they’ll need to succeed and grow into servant leaders, building more great futures in turn.

Great leaders make this work possible. Our research shows that there is a direct connection between a local Club’s ability to impact youth and the strength of its leadership team. Join us in equipping all frontline staff with training and skill development that fosters strong leadership. Together, we can continue developing capable leaders to provide generations of kids and teens with a safe, inclusive and engaging Club to learn and thrive.

