

## BHGH's Leadership Transition: Reflecting and Looking Ahead

*As Kristin Ostby de Barillas assumes leadership of BHGH—succeeding Paul Minorini—she'll steer BHGH to continue to fulfill its 40-year mission of helping children in need.*

### Paul Minorini's 30-year Legacy

On any given day at the International headquarters of Boys Hope Girls Hope in St Louis, one can witness CEO Paul Minorini pacing around the building while using his cell phone for BHGH business....making connections....reaching out....telling the story....sealing the deal....laughing, caring and sharing. His frenetic "walk and talk" routine may well be the thing that will be most missed by staff members as Paul takes leave of the organization at the end of the year to attend to the personal needs of an ailing parent in Chicago.

After a 30 year association with BHGH, 20 in staff leadership positions, Paul will be handing over the reins of the organization to current President Kristin Ostby de Barillas, formerly the Vice President of International Development. Says Paul: "This is a very exciting opportunity for Boys Hope Girls Hope! We have the fortunate blessing of a smooth leadership transition to a proven and inspirational leader. I will continue supporting Kristin and BHGH in any way that furthers the mission and Kristin's success." Paul's first years of association with BHGH were as a volunteer, serving as a summer camp counselor for the program's island camp

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in Canada, tutoring scholars in the Chicago homes and serving as a volunteer houseparent there while attending Northwestern University on an Evans Scholarship. It was during these volunteer days that Paul got to know well the founder of BHGH, Fr. Paul Sheridan, S.J., who, some years later, recruited Paul to come into a professional role with the organization as its Director of



Left to Right: Young BHGH Scholar with Fr. Paul Sheridan and Paul Minorini

Organizational Advancement. Then, in 2001, Paul ascended into the role of President and Chief Executive Officer, nearly 16 years ago.

Of his tenure, Fr. Sheridan has recently communicated: "Paul has been an amazing leader for Boys Hope Girls Hope"...working "tirelessly to win the necessary financial resources needed to maintain and grow the operation, and relating personally to our scholars at every turn. On a personal level, Paul's character with its pronounced integrity won over individuals, foundations and corporations to embrace this mission and to invest generously in it." Ashland Tate, an alumnus from the New Orleans Affiliate, has commented upon Paul's leaving: "From the first day I met Paul and every day since he has brought a smile to my face and lifted my spirits. I have watched Paul connect with many others over the years through laughter, his good-hearted nature, and his sincere unwavering dedication to the mission of BHGH and the scholars. Paul is leaving a tremendous legacy and he will be missed greatly."

Paul readily admits that his favorite part of the job has always been interacting directly with the youth served, "watching our scholars and collegians soar to

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success, however that might be manifested by an individual.” And he says it’s the “people of BHGH—the staff, scholars, alumni, Board and donors”—that he will miss most. The happiest moment of his many years in leadership was attending the graduation ceremony of the first college graduate of the Guatemala Affiliate three years ago. “It was an amazing experience to be there and witness this young person launching into a new life as a college graduate, and realizing how far the Latin American program has come in its development.”

Asked about his perspective on his greatest achievement as President/CEO, Paul gives full credit for any accomplishments to the IO and Affiliate staff, Board and donors, saying “we’ve grown together to serve five times the number of youth since I started, through some very difficult times and immense social change. Between the 9/11 tragedy in 2001 and the Great Recession of 08-09, we’ve experienced some major financial challenges; but we were able to not only survive, but thrive throughout, thanks to our amazing local and IO teams.”

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Reflecting on Paul’s leadership through challenging times, Mike de Graffenried, outgoing Board Chairman who’s worked closely with Paul a number of years, had this to share: “Paul’s greatest contribution was to be open minded about how to pursue our mission. I can think of aspects of what we now do well that we would have avoided without Paul’s willingness to explore possibilities outside the model. In each case the willingness to adapt the model worked and helped us help more scholars and in new and different ways. Ego never got in the way for Paul because the scholars were always first.” An example is “the way he went about ensuring that the organization was protected through a well-planned and extended transition that provided flexibility to adapt to unforeseen issues.”

Moving forward, Paul sees nothing but greater success for BHGH under Kristin Ostby de Barillas’s leadership. He believes her greatest challenge will revolve around the continued stabilization of the financial picture of the organization, as well as maintaining improved staff retention at all levels. Paul believes Kristin “is the perfect person to meet these challenges: a rare and very special combination of tremendous dedication and passion for helping our scholars, exceptional team-building skills, keen intellect and business savvy, and a great ability to communicate her commitment and knowledge to both current and potential supporters.” Paul continues, “I always tried to surround myself

with exceptional people and help them to realize their potential.” He believes Kristin is an amazing example of this.

As for Paul’s future, he will be turning his attention in the months ahead to caring for an aging parent in Chicago with a progressively deteriorating condition. But he will maintain volunteer involvement with BHGH and other non-profit organizations in the area; and he will be available to help and support Kristin through the transition and beyond.



*Left to Right: Paul Minorini and Kristin Ostby de Barillas*

Although Paul’s “walk and talk” routine will be missed around the International office, all staff are eager and excited to work with Kristin to take BHGH to even greater heights as the organization approaches its 40th anniversary.

## Kristin Ostby Takes the Helm

BHGH International announced on June 11th that Kristin Ostby de Barillas has been selected as its new President and eventual Chief Executive Officer. Kristin was the organization’s Vice President of International Development and has led Boys Hope Girl’s Hope’s operations in Latin America since 2005. Kristin has already assumed the role of President and will also become the CEO on January 1st.

Of Kristin, Fr. Paul Sheridan, S.J., said: “Kristin brings a deep understanding and commitment to the program, and a generosity of spirit to further its results. She is an extremely capable manager, well-respected by her team and our scholars. Her drive and intellect will ensure the success and expansion of the organization.”

Paul Minorini, reflected similarly: “Kristin has been with BHGH for 11 years, and in that time has performed incredibly well, both in her passion for the mission and the development/growth of the international programs, as well as in her many contributions to



*Kristin Ostby de Barillas, BHGH's new President & CEO as of Jan. 1, 2017 with college graduate Luis from Esperanza Juvenil (BHGH in Guatemala).*

the organization as a whole. Kristin has been my and the Board's overwhelming first choice for a successor for many years, and we have worked to ensure that she has gained the experience, exposure and passion to rise to that level. In short, Kristin is a 'first round draft pick' who is poised and ready to take the next professional step in our organization's leadership."

Outgoing International Board Chairman of BHGH, Mike de Graffenried, was effusive in his praise for Kristin: "Kristin took charge of our small Guatemala program in 2005 and developed it into a program with nine group homes and a certified school – a program we never imagined it could become. We feel very confident that Kristin can lead the whole organization to new heights beyond the very successful position we have already achieved under Paul Minorini and Fr. Paul Sheridan's leadership."

While at BHGH in Latin America, Kristin has overseen the growth of programs in Guatemala, Mexico and Peru—Esperanza Juvenil, Ser y Crecer, and Casa Javier, respectively. Under her leadership, the Guatemala Affiliate has grown from serving 29 children in 2005 to serving 170 children in 2016. Kristin was also instrumental in opening the organization's Affiliate in Monterrey, Mexico, in 2008, which now operates three homes for boys and an Academy program for boys and girls.

A widely respected organizational leader and strategist and fluent in Spanish, Kristin received her MBA from the Stanford Graduate School of Business in 2005, and earned a BA from Minnesota's Carleton College in 1998. Prior to her work with BHGH, Kristin was on the Senior Leadership Team at Glide Memorial Church and Foundation, San Francisco's largest social service agency. There she worked with the organization's founders in leading a program to help faith-based organizations around the U.S. and South Africa empower people living in poverty in their communities and increase diversity in their organizations.

About her selection to replace Paul Minorini, Kristin reflects: "I feel honored that the Board of Directors has asked me to take on

the role of President and CEO of BHGH. Paul Minorini has been a phenomenal mentor to me and I look forward to learning more from him as I step into this role. I also feel great appreciation for our founder, Fr. Paul Sheridan, whose vision forty years ago and continued commitment have allowed us to become the organization we are today. I believe deeply in the work we are all doing to change the course of the lives of the amazing children and youth in our care. The young people who are a part of our organization have a tremendous opportunity and we are very blessed to be their support team and family as they create their futures."

Kristin's personal profile includes growing up in Annandale, Virginia, outside Washington, DC, and Palo Alto, California. She is married to Benito Barillas, who grew up in a home for over 300 boys in Guatemala and was in the U.S. pursuing his Master's degree when he and Kristin met. They have lived for 11 years in Guatemala with their two young sons. Kristin will continue to be based in Guatemala while spending extended periods of time with BHGH's 18 Affiliates and its headquarters.

Regarding the future, Kristin shares that her "goal is that over the next year we can step back, look at where we are today, and think critically about our plans for the next decade. We need to make sure our mission, values and common practices are in alignment and we have the right structures in place at the International Office and network-wide to support our work. We have made progress this year with our new Collaborative Leadership model. Now, we need to find ways to continue to have thoughtful input and collaboration across the BHGH network while respecting that the top priority of our local staff will always be the youth in their direct care and the Affiliates they operate. Together, we need to chart our course forward. Once we have renewed our vision, I know we will continue to work with great perseverance to generate the resources of strategic partners, opportunities for our youth, and funds to support our critical mission."

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Kristin is especially committed to diversity at all levels of the organization and intends to make sure "we use our diversity as the gift and asset it is" to advance the organization and its mission. "We need to take the time to hear each other's life stories that shape our many ways of thinking, raise questions with each other and challenge each other respectfully when we're missing key perspectives. We have a tremendous opportunity to be a fun, dynamic, diverse family that develops in depth and numbers and in our own personal growth. We are many unique people who make up one team pursuing one mission striving for excellence."

# One Team One Mission: September Gathering brings BHGH International and Affiliate Leaders Together



The week of September 26-29 saw the entire network-wide leadership of Boys Hope Girls Hope gathered in St. Louis for an important meeting exploring the topic of One Team: One Mission.

*This was an eagerly-awaited opportunity for Affiliate and IO staff to come together to envision our collective future, forge consensus around key identity issues, identify shared goals, and strengthen old—and build new—relationships.*

With representatives from 12 of 15 domestic Affiliates and all three Latin American countries, the Gathering provided opportunities for Executive Directors to meet separately with the new President and CEO of BHGH International, as well as with the incoming IO Board Chair, to discuss challenges and opportunities facing the organization. There was a clear sense that we are stronger together as an International Network of programs and that our future success lies in realizing the synergies inherent in that model.

Concurrent to that meeting, the Program Directors and managers, Academy Heads and Development staff explored together a new BHGH “Framework of Practice” paradigm. This is a comprehensive construct that will articulate how we define, measure, speak about and report on the success of our scholars and collegians moving forward, using evidence-based practices and measurement tools to set the parameters for our outcomes and impact. The development staff found it particularly helpful to be a

*BHGH Affiliate and International leaders at September Gathering*

part of this discussion with program staff, as they have the task of speaking to our various publics and constituents about the “secret sauce” that makes Boys Hope Girls Hope the success that it is.

Discussion about the core values of Boys Hope Girls Hope, its DNA, and how we are distinct among the great variety of other college access programs consumed much of the joint agenda engaging all leaders. A draft Boys Hope Girls Hope DNA Statement has emerged from that discussion and is currently in circulation and under review by the various Affinity Groups. Once affirmed by the network and adopted, the DNA Statement will form the foundation for much of the communication that tells the BHGH story to our donors, stakeholders and constituents. Finally, much energy was invested in determining our shared goals and priorities and examining whether our current structures, resources and work processes allow us to attain those aspirations.

There was general consensus among participants in the leadership Gathering that our time together was well-spent and very valuable, serving to advance the organization, reinvigorate commitments to the BHGH Mission, renew professional and personal connections, and position us for a brighter future under our new leadership. As reflected in the post-meeting evaluation, this Gathering had “some of the richest dialogue we’ve had in a long time.”

# Business and Community Leader Designates Scholarship Funds: Announcing the BHGH Steward Scholarships

*One of Boys Hope Girls Hope's most pressing immediate future needs is scholarship funds to support our growing number of collegians! A special donor helps with a five-year commitment.*

A very exciting announcement was made at the recent Boys Hope Girls Hope International Board Meeting on November 5, communicated by Ms. Juanita Logan of World Wide Technology, Inc. (WWT) and BHGH of St. Louis Affiliate board member.

Mr. David L. Steward, Chairman and Founder of World Wide Technology, Inc., is underwriting a half-million dollars in college scholarships for Boys Hope Girls Hope scholars in a five-year commitment to the organization. World Wide Technology is one of the largest African-American-owned businesses in the US, headquartered in St. Louis, Missouri. The President of World Wide Technology, Mr. Joe Koenig, has been on the Boys Hope Girls Hope International Board of Directors for three years and has been elected to serve as Board Chairman next year. World Wide Technology has supported Boys Hope Girls Hope in a number of ways since Joe Koenig became involved with us, including IT technical assistance, marketing and communications, and HR support.

Mr. Steward was a recent keynote speaker at the September Gathering of BHGH leaders in September (see separate article in this edition of VOH). He shared stories of his upbringing in the small town of Clinton, Missouri, where he experienced the racial discrimination and segregation endemic to the Jim Crow era in the United States. Steward told the story of how he was among a small group of black high-school students who single-handedly integrated the all-white public swimming pool in Clinton in 1967. "The adversities I encountered during my youth served as my training ground for hard times I eventually faced as a struggling entrepreneur." The Boys Hope Girls Hope leaders in attendance at his presentation were very touched by Mr. Steward's remarks and background, being reminded of the many struggles and challenges our scholars face in their communities as they encounter similar situations.



*Left to Right: Joe Koenig and David Steward, both of World Wide Technology, give a question and answer session at the 2016 Leadership Gathering on September 28.*

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The "BHGH Steward Scholarships" as they will be known will be available to BHGH collegians studying Science, Technology, Engineering and Math (STEM subjects), as well as business and the arts. Scholarship recipients will also receive funds toward professional development activities with World Wide Technology and will be eligible for summer internships as well.

Words cannot express the gratitude we feel towards David Steward and WWT for all the support and assistance they have provided over the years to Boys Hope Girls Hope, and now for the Steward Scholarships being made available to underwrite the financial assistance we provide our collegians.

*Thank you Mr. Steward and WWT on behalf of the entire BHGH community!!*

If you are interested in ensuring all of our scholars receive BHGH assistance to attend college, contact us to contribute to the **BHGH International Scholarship Fund!**



The Boys Hope Girls Hope family—our scholars, collegians, affiliate and International teams—wish you a wonderful holiday season and a New Year filled with HOPE!

## Upcoming...

- *In 2017, Boys Hope Girls Hope will celebrate its 40th Anniversary!*
- *Watch online for beautiful, informative and more user-friendly new BHGH International and Affiliate websites soon!*



**Boys Hope Girls Hope**

Arizona | Baltimore | Baton Rouge | Cincinnati | Colorado | Detroit | Guatemala  
Illinois | Kansas City | Mexico | Nebraska | New Orleans | New York | Northeast Ohio  
Peru | Pittsburgh | St. Louis | San Francisco | Southern California

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Boys Hope Girls Hope helps academically capable and motivated children-in-need to meet their full potential and become men and women for others by providing value centered family-like homes, opportunities and education through college.