2020 GIRLS INC.
ANNUAL REPORT

Inspiring all girls to be strong, smart, and bold
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Dear Friends,

This year has been like no other. In unprecedented times, Girls Inc. has been agile, innovative, and most importantly responsive to the needs of our girls, staff, and the communities in which we work. We remain more committed than ever to helping girls become the next generation of leaders and change agents. None of this would have been possible without your generous support.

During the 2019 fiscal year, Girls Inc. provided more girls with the high-quality programming that has been proven to make a measurable difference in their lives: From 2018 to 2019, Girls Inc. experienced 9.4 percent growth in the number of girls who receive our highest level of support. To do this, the organization raised $12.1M in operating revenue, 3 percent more than the budgeted goal of $11.7M.

Earlier in 2020, Girls Inc. released the results of a two-year study conducted by the American Institutes for Research. The study found that girls participating in Girls Inc. had a clear advantage over their non-participating peers in 20 impact areas, including school engagement, academic achievement, physical activity, leadership, self-efficacy, and positive relationships with adults. What has long been clear to those who are within the network has now been externally validated: Girls Inc. provides the knowledge, opportunities, and resources girls need to thrive.

This validation is particularly welcome at the current moment, when the potential for girls to thrive—especially those living in poverty and in underserved communities—is at greater risk than ever before. The coronavirus pandemic exponentially increased the needs of girls, but Girls Inc. has risen to that challenge: Affiliates across the network stepped up, moving programming online, holding virtual mentoring sessions, calling, texting, and providing food and essential items to girls and their families. The network has also been there for girls grappling with the realities of racial injustice and the resultant social upheaval. With the support of Girls Inc., girls organized conversations, created petitions, spoke their truth, and took action in numerous ways to advocate for change.

At Girls Inc., our vision remains constant: we seek to contribute to a world in which every girl values her whole self, discovers her inherent strengths, and achieves her goals. To ensure a thriving community of strong, smart, and bold girls, Girls Inc. must be able to adapt to the changing social and economic landscape that the coming years will bring.

While going through old documents early this spring during the first terrifying weeks of the public health emergency, our original affiliate in Waterbury, Connecticut came across an old file with notes about how that affiliate was supporting a group of girls who had been orphaned by the 1918 flu pandemic. Girls Inc. was there to help them, and the local community, grapple with loss and rebuild. This poignant message from the past served to inspire many of us as we faced the unknown and made the commitment to respond confidently and effectively. Just as many Girls Inc. girls face daily challenges with the resolve to be strong, smart, and bold, so must we as a national organization continue to approach the change and transition that are demanded of us with a sense of collective strength, secure in our mission and historical context—and also with the confidence to face the unknown boldly. Over the last century, we have risen to the challenge to provide girls the best possible support to overcome obstacles and achieve their full potential. Girls Inc. must continue to do so, despite ongoing uncertainty, because the girls who are our collective future depend on it.

In these challenging times, I am deeply appreciative of the network of colleagues whose determination and expertise are at the core of the Girls Inc. Experience, which every day provides girls with the support they need to achieve their full potential. Most of all I am grateful to you, our donors, friends, and supporters, for making this work possible. We could not have achieved such success without your belief in us—and in the remarkable girls who will change our future.

Sincerely,

Stephanie J. Hull, Ph.D.
President and CEO
Girls are the leaders our future needs. Every day, however, girls contend with gender, economic, and social barriers that affect their ability to reach their full potential. Girls Inc., through a combination of direct service and advocacy, is a proven solution to the challenges girls face, and is dedicated to making a positive and lasting difference in their lives.

The Girls Inc. network is strong. Total revenue reached $88.7M in 2019, a 7 percent increase from 2018. Funds received by Girls Inc. during FY2019 have allowed affiliates to fulfill our mission and to meet the needs of girls providing comprehensive programming in healthy living, academic enrichment, and life skills instruction. Girls Inc. continues to receive extraordinary private and corporate support, ensuring that girls continue to learn and grow, even in the most challenging of times. You can read more about these generous investors later in the report.

A stronger, more sustainable future requires that we invest in girls. Fostering girl leadership and education strengthens our global economy and local communities. We must prepare girls to lead and participate more fully in all aspects of society. Girls Inc. is doing all of those things—and we have the data to prove it. When compared to their peers, Girls Inc. girls are significantly more likely to exhibit strong leadership skills and see themselves as leaders. They are also more confident in academic areas and better prepared for what comes after high school.

Knowing the difference Girls Inc. makes, we are compelled to grow. In June, the National Board approved the Girls Inc. 2021-2025 Strategic Plan, which focuses on ensuring that Girls Inc. has the necessary resources, infrastructure, and culture to achieve our ambitious dual goal: to dramatically increase the number of girls from low-income communities for whom we are able to provide direct services, and to become the leading advocate in advancing the rights and opportunities for all girls.

The future we are working towards will require strategic direction, forward thinking, and new paths of success, and it will also require the continued generous investment of supporters like you. Thanks to your commitment, Girls Inc. is prepared for the challenge.

The time is now for Girls Inc. and our mission to inspire all girls to be strong, smart, and bold. Thank you for your continued support.

Sincerely,

Tony Bucci
Board Chair
LEADERSHIP

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* New Board Member term started FY21
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THE MANAGEMENT TEAM LEADS A STAFF OF 50 PEOPLE.
Girls are innately powerful, and this year, facing unforeseen and challenging circumstances, Girls Inc. girls put their leadership skills to use in inspiring ways. With the onset of the pandemic, they showed care for each other and their communities. Libbe and Aryana both shared their perspectives on mental health, along with girl-to-girl recommendations on healthy routines and outlook advice. The Girls Inc. of Worcester girls and staff prioritized menstrual equity with the creation of the GirlPad Grab and Go program, providing period products funded by supporter donations. Several of this year’s Teen Advocacy Council members—who also participated in the first-ever Girls Inc. remote “fly-in” to Capitol Hill—shared how the pandemic has impacted their lives, families, and futures:

- Maya reflected on her sources of hope and strength during COVID-19.
- Joleena reported on how her senior year was nothing like what she expected, but that she was finding ways to stay motivated.
- Delaney shared how the pandemic became a catalyst for both new habits and hopes for her.

Girls also mobilized in support of the Black community, stepping up as advocates and taking action for justice, equity, and change. Alitza participated in local community protests, often speaking to the gathered crowds about what solidarity means to her. Joleena used her personal blog to drive change, drafting a letter and petition for reform. Maya emphasized the need to take the time to process one’s emotions and also engaged directly with her friends, family, fellow Girls Inc. girls, and community through deep and unflinching conversations about racial justice.

Civic engagement and action also continued to motivate girls. Our She Votes 2020 initiative kicked off with its emphasis on allowing girls to see all the ways leadership can be expressed through civic engagement. Girl stories were gathered and shared, including a letter from one young voter to her peers and first-time voter Daphne’s reflections on her family legacy of voting.

With their thoughts, words, and actions, our community of young women is leading the way to change, teaching us by example.
A 2-YEAR STUDY PROVES
EFFECTIVENESS OF GIRLS INC. PROGRAMS

The Business of Giving

READING AND RACIAL EQUITY
ARE FUNDAMENTAL

By Dr. Stephanie J. Hull

The 74

EDUCATION AS EQUITY

By Dr. Stephanie J. Hull

Independent Sector

IT’S TIME TO END NONPROFITS’
HAND-TO-MOUTH WAY OF LIFE

By Dr. Stephanie J. Hull and Phil Buchanan

Chronicle of Philanthropy

GIRLS INC. GIRLS SHARE PERSPECTIVES

‘You Ever Just Feel Like Giving Up?’ Senior Year on the Front Lines,
New York Times

Incoming college freshmen might delay school due to COVID-19,
CBS News

UNITED STATE OF WOMEN

Unfinished Fights, Unsung Heroes; Dr. Stephanie J. Hull, opening and closing remarks; Ashton, Girls Inc. of Chattanooga, panelist

United State of Young Women Summit: Girls and staff from Central Alabama, Orange County, Chicago, and Lynn, MA led panels and breakout sessions, along with Stephanie J. Hull who moderated a panel on young women and advocacy.
ADVOCACY

Advocating for COVID-19 Relief

In response to the outbreak of COVID-19, Girls Inc. has been advocating for support for our local affiliates, girls, and the communities we serve. We called on Congress to provide relief to nonprofit organizations that provide much needed support and services to communities affected disproportionately by the pandemic. We have advocated for better funding for schools, internet access for students who otherwise could not participate remotely, and stronger mental health support for student survivors of trauma. We also are advocating for funding to ensure fair, safe, and accessible elections, so people can exercise their right to vote without compromising their health.

Responding to Racial Injustice

Black lives matter. Girls Inc. is committed to advancing a more just and equitable world, and that means dismantling systemic racism. We expressed our grief and outrage over the murders of George Floyd, Breonna Taylor, and others in statements and joint letters. We provided support to our affiliates in helping young people cope with the trauma of racial violence and celebrated the efforts of Girls Inc. girls across our network to demand change. And we continue to advocate for schools to stop relying on law enforcement to keep order, and instead to invest more resources in supports for students’ mental health, trauma sensitivity, social and emotional learning, and positive approaches to school discipline.

A Big Year in Civic Engagement

With a U.S. Census that happens only once every ten years, the centennial of the 19th amendment, and a Presidential election, 2020 has been a big year for civic engagement. We released a collection of resources to support our affiliates’ efforts to engage girls and their communities. We developed a number of tools to mobilize communities across the U.S. to understand the significance of and complete the 2020 Census. We celebrated the suffragists who fought for the 19th Amendment, while acknowledging the work that remained to ensure that people of color could vote, and the work that remains today to counter voter suppression and ensure all voters can exercise their rights. Finally, we initiated a partnership with When We All Vote to make sure eligible Girls Inc. girls and their families — as well as our other followers - are registered and ready to vote in November.
Girls Inc. is needed now more than ever before and many supporters concur, making extraordinary contributions to help us rise to meet this moment. Rapid response support from donors ensured that Girls Inc. pivoted quickly to meet the needs of girls during the pandemic and civil strife of 2020:

Lilly Endowment, Inc., one of our oldest and closest supporters, made a $1.1M grant to support the development of virtual programming for girls and trauma-sensitive resources.

The AT&T Distance Learning and Family Connections Fund made a $300,000 contribution to Girls Inc. to work closely with affiliates, including Girls Inc. of Metropolitan Dallas, to provide a virtual programming model for the Girls Inc. network.

Lockheed Martin, a Girls Inc. partner for seven years, committed $250,000 and production support as sponsor of a public-facing video designed to help adults learn to support the young people in their lives in trauma-sensitive ways.

Richard Weitz and Demi Weitz created RWQuarantunes to help nonprofits supporting those most heavily affected by Covid-19. Girls Inc. was selected as a nonprofit partner for an August event which raised over $200,000, with the help of some of our closest friends and newest supporters in the entertainment community. Demi was honored with our Champion for Girls Award in recognition of her efforts and for embodying what it means to be strong, smart, and bold.
Free People, a Girls Inc. partner since 2016, supported girls with resources to encourage them to continue to learn and grow during this crisis. Partnering with mental health professionals, they provided a mental health toolkit for all Girls Inc. girls and staff. Additionally, all year long Free People donates 1% of their FP Movement collection proceeds to Girls Inc.

Also in support of girls’ access to virtual programming, JPMorgan Chase made a gift of $75,000 to fund technology needs in five cities, guaranteeing that Girls Inc. girls have the devices and access they need in order to fully experience Girls Inc.

With this outpouring of generosity from our partners, Girls Inc. is continuing to meet the ever-evolving needs of girls, and serve as a resource for connection, strength, and continued growth.
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Jill Bright
Kristin A. Pace
Julie Greiner Weiser

Luminary
($25,000-$49,999)
Ambassador Nicole Avant & Ted Sarandos
Francis X. Burnes III
Saniah Johnson
Tara I. Stacom

Advocate
($10,000-$24,999)
Amy Adams
Robin Klehr Avia
Rebecca S. Campbell
Susan Chapman-Hughes
Stephanie J. Hull, Ph.D.
Regina T. Montoya

Ally
($5,000-$9,999)
Taj J. Clayton
Sue Napper
Alison Paul
Sally Gooch Paynter
Sonya H. Soutus

Partner
($1,000-$4,999)
Amy Dillon
Susan Gambardella
Cate Luzio
Lisa Moore
Lori Palmer
Suzanne Parker
Deb Rubin
Dana Sullivan
Sherry and Daniel Watts

Supporter
(Under $1,000)
Barbara J. Anderson
Mike Brown
Bea Lurie
Sonya Ulibarri
GIRLS INC. GRATEFULLY ACKNOWLEDGES

Gifts in Honor of:
Joyce Chang
Anuradha Deshmane
Sandra Dewey
Natalie Gambardella
Stuart, Violet, & Dashiell Gibbs
Stephanie J. Hull, Ph.D.
Sharon Klein
Cate Luzio
Jane Macey
John Morgan
Liza Parker
Alison Kenney Paul
Sonja Hoel Perkins
Sarah Schechter
Lois Stith
Emily Stone
Judy Vredenburgh
Julie Greiner Weiser
Reese Witherspoon

Gifts in Memory of:
Michelle Allyn
Lenda Anderson
Jacqueline Cavanagh
Abigail Cummins
Maria Laso Elders
Ashlyn Flegel
Suzanne Patmore Gibbs
Hon. Ruth Bader Ginsburg
Jane Hazen
Alice Humphries
Jean Kluger
Virginia Lias
Edna Luzio
Keith Minton
Frances Molsberry
Gloria Pedro
Melissa Ritter
Hon. Raymond Robak
Elianna Russell
Carol Singleton
Bonnie K. Sloane
Dr. Joseph Spracher
Jimmy Starkey
Breonna Taylor
Agatha Van Wingerden
Ginny Weibel
Jenny Wilkinson
Mary Young

In-Kind Donations:
Jeremy Coffey
Comcast
Cox Communications
Curtis Mallet-Pevost, Colt & Mosle LLP
FOX Sports Supports & FOX Sports
Stephanie Jiroch, BrandPsyche Strategies

Matching Gift Organizations
American Express Company
  Employee Giving Program
Benevity Community Impact Fund
Dodge & Cox Gift Matching Program
EisnerAmper LLP
Equifax
Freeport-McMoran
  Copper Gold Foundation
Goldman Sachs & Co.
  Matching Gift Program
Salesforce.org
Shell Oil Company Foundation
  Matching Gifts Program
Silver Lake Technology Management, LLC
Sony Pictures Entertainment
The JPMorgan Chase Foundation
The Walt Disney Company Foundation
William Blair & Company
Wonderful Giving
YourCause

Our thanks to the networks who donated airtime for our Public Service Announcement.
THANK YOU for SUPPORTING US!

❤️ girls inc.
### Allocation of Expenses

- **83%** Programming Expenses
- **15%** Fundraising Expenses
- **2%** Management & General Expenses

### Statement of Activities
**Twelve Months Ended March 31, 2020**

#### Revenue and Support

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special events revenue</td>
<td>$ 1,184,584</td>
<td>$ 1,184,584</td>
<td></td>
</tr>
<tr>
<td>Less: direct special event expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Special events, net direct cost</td>
<td>1,041,929</td>
<td>1,041,929</td>
<td></td>
</tr>
<tr>
<td>Contributions and private grants</td>
<td>4,628,178</td>
<td>5,931,644</td>
<td>10,559,822</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>107,940</td>
<td>107,940</td>
<td></td>
</tr>
<tr>
<td>Government grants and contracts</td>
<td>657,655</td>
<td></td>
<td>657,655</td>
</tr>
<tr>
<td>Program revenue</td>
<td>721,016</td>
<td>721,016</td>
<td></td>
</tr>
<tr>
<td>Other income</td>
<td>86,560</td>
<td></td>
<td>86,560</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>6,585,623</td>
<td>6,589,299</td>
<td>13,174,922</td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td>15,759,152</td>
<td>(2,584,230)</td>
<td>13,174,922</td>
</tr>
</tbody>
</table>

#### Expenses:

- **Program Services:**
  - Program, research and training                                | 5,392,385                   | 5,392,385               |          |
  - Public education and advocacy                                 | 1,663,077                   | 1,663,077               |          |
  **Total Program Services**                                      | 12,163,818                  | 12,163,818              |          |

- **Supporting services:**
  - Management and general                                        | 376,438                     |                         |          |
  - Fundraising                                                    | 2,254,575                   |                         |          |
  **Total Supporting Services**                                    | 2,661,013                   |                         |          |

**Total Expenses**                                                | 14,824,831                  |                         | 14,824,831|

#### Change in Net Assets Before Investment Return

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Investment Return</strong></td>
<td>934,321</td>
<td>(2,584,230)</td>
<td>(1,649,909)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net appreciation on investments</strong></td>
<td>(346,107)</td>
<td>(1,404,531)</td>
<td>(1,750,638)</td>
</tr>
<tr>
<td><strong>Investment income, net</strong></td>
<td>179,013</td>
<td>603,298</td>
<td>782,311</td>
</tr>
<tr>
<td><strong>Total Investment Return</strong></td>
<td>(167,094)</td>
<td>(801,233)</td>
<td>(968,327)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Change in Net Assets Before Pension Changes Other Than Net Periodic Costs</strong></td>
<td>767,227</td>
<td>(3,385,463)</td>
<td>(2,618,236)</td>
</tr>
<tr>
<td><strong>Pension changes other than net periodic costs</strong></td>
<td>(386,509)</td>
<td></td>
<td>(386,509)</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>380,718</td>
<td>(3,385,463)</td>
<td>(3,004,745)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Description</th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets - Beginning of year</td>
<td>$ 8,541,267</td>
<td>$ 23,200,706</td>
<td>$ 32,741,967</td>
</tr>
<tr>
<td>Net Assets - End of year</td>
<td>$ 8,921,985</td>
<td>$ 23,200,706</td>
<td>$ 32,122,691</td>
</tr>
</tbody>
</table>

**At Girls Inc. We Are Committed to Using Funds Responsibly.**

**What This Means**

For every $1.00 spent, 83 cents goes to supporting girls’ development.
## BALANCE SHEET
### TWELVE MONTHS ENDED MARCH 31, 2020

### ASSETS

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$3,353,864</td>
</tr>
<tr>
<td>Accrued investment income</td>
<td>6,238</td>
</tr>
<tr>
<td>Dues receivables</td>
<td>81,996</td>
</tr>
<tr>
<td>Grants, contracts, and contributions receivable</td>
<td>1,778,295</td>
</tr>
<tr>
<td>Investments - Current</td>
<td>14,105,501</td>
</tr>
<tr>
<td>Notes receivable from affiliate</td>
<td>59,843</td>
</tr>
<tr>
<td>Prepaid expenses and other</td>
<td>307,924</td>
</tr>
<tr>
<td>Investments - Endowment</td>
<td>5,052,407</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>1,350,075</td>
</tr>
<tr>
<td>Funds held by trustees</td>
<td>9,708,027</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$35,804,170</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>854,261</td>
</tr>
<tr>
<td>Scholarships payable</td>
<td>1,156,809</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>313,811</td>
</tr>
<tr>
<td>Accrued pension cost</td>
<td>1,256,430</td>
</tr>
<tr>
<td>Deferred rent obligation</td>
<td>100,168</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$3,681,479</strong></td>
</tr>
</tbody>
</table>

### NET ASSETS

<table>
<thead>
<tr>
<th>Without Donor Restrictions:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Designated by Board for Endowment</td>
<td>555,268</td>
</tr>
<tr>
<td>Undesignated</td>
<td>8,366,717</td>
</tr>
<tr>
<td><strong>Total Without Donor Restrictions</strong></td>
<td><strong>8,921,985</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>With Donor Restrictions:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Purpose and time restricted</td>
<td>8,995,540</td>
</tr>
<tr>
<td>Perpetual in nature</td>
<td>14,205,166</td>
</tr>
<tr>
<td><strong>Total With Donor Restrictions</strong></td>
<td><strong>23,200,206</strong></td>
</tr>
</tbody>
</table>

| **Total Net Assets**                                                | **32,122,691** |

| Total liabilities and net assets                                    | **$35,804,170** |
WITH YOU IN HER CORNER,
SHE WILL SUCCEED.

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