STRONGER, SMARTER, BOLDER TOGETHER

ANNUAL REPORT

2021

GIRLSINC.ORG
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**ANNUAL REPORT 2021**
Dear Friends,

In a year marked by unprecedented fear and devastating isolation, the Girls Inc. network came together to provide extraordinary support to girls—as well as to their families and their communities. Throughout the network, we had the good fortune to remain focused on our mission, and to meet our ambitious goals even as we watched other equally hard-working organizations fail to thrive. Our courage was tested, and our hearts were sore, but our resolve was strengthened by the relationships and connections we have with each of you: our staff, colleagues, supporters, and friends. Simply put, we were—and are—stronger together.

It is not with a view toward hunkering down that the strategic plan we launched in April 2020 is rooted in self-assessment and taking stock. Rather, we have an imperative to scale and bring Girls Inc.’s proven programming to more of the girls who need us most. We also aim to be the leading advocate for the rights and opportunities of all girls. In order to do so, we have set three strategic priorities: 1) innovate funding and revenue streams, 2) leverage the knowledge of the network, and 3) enhance the core components of Girls Inc., including our evidence-based programming, girl-led advocacy, and alumnae engagement.

Our new plan also calls for creating a culture of innovation and knowledge management, with an intentional focus on diversity, equity and inclusion (DEI). Over the last year, we have seen magnified long-standing social inequities, which not only hinder the development of girls’ potential, but also threaten our ability to compete in the global economy. Girls Inc. has been involved in this work for decades, and will continue to leverage our relationships and resources to advance young women’s influence, power, and representation. We seek to strengthen our infrastructure and our core values in order to prepare for the future we envision, one in which we bring the proven Girls Inc. Experience to more girls and more communities throughout the US and Canada.

I am deeply grateful for your commitment to Girls Inc. and for our shared belief in the inherent potential of every girl. With your support, Girls Inc. works alongside girls and young women to advance policy and culture change. We equip them to take action as leaders and change agents. We champion together the issues they care most about—such as support for mental health, and safe and supportive schools, both highlighted later in this report.

I look forward to what we will accomplish together. Together is the way that Girls Inc. has navigated a pandemic to emerge at year-end as a stronger, smarter, and bolder network. Together, we are building a new generation of leaders. And together, we will move boldly forward, to ensure that girls and young women thrive, in this moment, and in college, career, and life.

Sincerely,

Stephanie J. Hull, Ph.D.
President and CEO
I want to begin this letter with heartfelt appreciation to our donors, friends, supporters, and colleagues. Girls Inc. has been able to adapt to a challenging and changing environment, and that is a testament to your unwavering commitment to our mission and to the girls we serve. In the pages that follow, you will see that there is much to highlight about Girls Inc.’s accomplishments in fiscal year 2021. At the same time, we are keenly aware that we must not lose any momentum as we work to close the opportunity gaps that remain for far too many girls.

I am pleased to report that Girls Inc. delivered impressive results in the 2021 fiscal year. Our operating revenue was $15.23M, 22.3 percent higher than budgeted, and we ended the fiscal year with total net assets at $41.3M. Girls Inc.’s capacity increased considerably this year thanks to significant multi-year partnerships with the Lilly Endowment and Enterprise Holdings.

Most recently, we proudly accepted a $10M award from the Equality Can’t Wait Challenge in support of Project Accelerate. The competition—hosted by Pivotal Ventures, MacKenzie Scott and Dan Jewett, and Charles and Lynn Schusterman Family Philanthropies—called for bold ideas that would expand women’s power and influence in the U.S. by 2030. Project Accelerate will leverage partnerships with leading employers to improve young women’s preparation for and attainment of leadership positions. We will have much more to say about this work in subsequent annual reports.

The end of the fiscal year marked the successful conclusion of our five-year strategic plan. The network is strong, growing, and well positioned for continued impact. Now, we turn our attention to capacity building, both within the National office and among our network of 78 affiliates. Our new strategic plan for 2021–2025 sets as its goal to create a sustainable organization that has a resilient culture to ensure a thriving community of strong, smart, and bold girls.

Given the uncertainty of the past 18 months and the unknown repercussions for the years ahead, the work we are undertaking now is particularly urgent. We intend not to go back, but instead to move forward. Our future success will depend on effective coordination and collaboration throughout the entire network. We are interconnected, and the work we do is interdependent. Just as we rely on each other, we also rely on you, our supporters and partners. We depend on your investment in Girls Inc., and the connections you make with us are necessary and deeply appreciated.

Together, we have an incredible opportunity to change the trajectories of girls’ lives, which will benefit their families, their communities, and our society as a whole. Thank you for joining us at this important time. We are grateful for your support.

Sincerely,
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Board Chair
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Girls Inc. Lifetime Champion for Girls
Chair of the Sherwood Foundation

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CEO
Project Verte and Founder,
Fashion Launchpad

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Partner
Kirkland & Ellis LLP

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President & CEO
Girls Inc. of Shelbyville & Shelby County

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Former Chief Merchandise Planning Officer
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VP, Azure Data and AI,
Customer Success
Microsoft

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CollabraLink Technologies, Inc.

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Senior Partner and Co-Head of
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Region I Volunteer Representative
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Sonya Ullebarri
Region II Professional Representative
President & CEO
Girls Inc. of Metro Denver

* New Board Member term started FY21
NEW BOARD MEMBERS

**Sandra Campos**  
CEO, Project Verte and Founder, Fashion Launchpad  
Sandra Campos is an internationally recognized 3x CEO and 2x founder in retail and retail technology. She is currently CEO of Project Verte and Founder of Fashion Launchpad.

**Renee Flagler**  
*Region III Professional Representative*  
Executive Director  
Girls Inc. of Long Island  
Renee Flagler Executive Director of Girls Inc. of Long Island. Flagler is an experienced business strategist, and award-winning writer, adjunct professor, and speaker who is passionate about encouraging women and youth to pursue their passion and purpose.

**Rashida Hodge**  
VP, Azure Data and AI, Customer Success  
Microsoft  
Rashida Hodge is a technologist and executive leader at the forefront of AI and emerging technologies changing how businesses operate. Throughout her career, she has been focused on delivering complex technology solutions from research to commercialization, at scale.

**Luana Lewis**  
President & COO  
CollabraLink Technologies, Inc.  
Luana Lewis is President and Chief Operating Officer at CollabraLink Technologies. She’s also the founder of Amalie Consulting. Lewis has over 25 years of experience across multiple practice areas, including strategic planning, enterprise transformation/portfolio management, and human capital management with a focus on diversity, equity and inclusion.

**Vanita Patel**  
Head of Industry and Strategic Partnerships  
Apple Inc.  
Vanita Patel is the Head of Industry and Strategic Partnerships at Apple Inc., with twenty years of experience as a global technology executive focused on building partnerships to drive transformational change.
Stephanie J. Hull, Ph.D.  
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Delita Marsland  
Chief Development Officer

Janet Gartin Moore  
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Director of Learning

Veronica Vela  
Director of Marketing & Communications
Hello! My name is Melanie. I am an alumna of Girls Inc. of New York City and a freshman at Boston College. I am also the first person in my family to attend college. Before coming to Girls Inc., I did not see a bright future for myself or one filled with possibility. I questioned whether I was capable or deserving of great things. But Girls Inc. taught me there was nothing I could not do. I learned that our circumstances don’t have to define us. I also discovered that I could even help others get through difficult times. As a mentor and peer educator, I plan to continue to do what I can to ensure young people like me have the support they need to succeed in life. That’s the impact Girls Inc. has made in my life.

Learn more about my story.
HIGHLIGHTS

Girls Inc. awarded $10M from the Equality Can’t Wait Challenge

New York Times

The Duchess of Sussex, Girls Inc., and National Women’s Law Center give teen girls an opportunity to voice their concerns

Vanity Fair

Let’s Address Systemic Racism Systemically — Now and Always
By Dr. Stephanie J. Hull

Independent Sector

Hillary Clinton and Tina Fey Teaming for Girls Inc. Fundraiser

The Hollywood Reporter

Marsai Martin Partners With Girls Inc. to Executive Produce Inaugural Film Festival

The Hollywood Reporter

Girls Inc. CEO on Paving the Way for Gender Equality

Cheddar News

Enterprise is giving $120 million to improve racial equity

CNN.com

Nevermind the medals — advocating for mental wellbeing
By Dr. Stephanie J. Hull

Blavity
ELEVATING A GENERATION OF GIRL LEADERS

Meghan, The Duchess of Sussex, convened a virtual roundtable with Girls Inc. and National Women’s Law Center to give adolescent girls a platform to speak about the breadth of challenges their generation is currently facing. Joined by Stephanie J. Hull and Fatima Goss Graves, the respective leaders of Girls Inc. and National Women’s Law Center, The Duchess heard from a powerful and passionate group of 13- to 18-year-olds—primarily girls of color—who are part of the Girls Inc. network. Read more here.
With a five-year, $5 million commitment through its ROAD Forward program, the Enterprise Holdings Foundation has provided Girls Inc. with an incredible opportunity to advance two critical areas of our efforts supporting racial and gender equity. By sharpening the work we do to support social and emotional learning, Girls Inc. will ensure that girls we serve develop skills they need to thrive in school and in the world. By supporting our own deep commitment to diversity, equity and inclusion, Girls Inc. will continue to build an organization that is reflective of the girls we serve and the values we hold as we work to create an equitable society.

The Patrick J. McGovern Foundation committed $250,000 to developing a wide-reaching, intentional, and regularly renewed approach to technology, a vital step as Girls Inc. works to achieve its growth goals and help equip the girls it serves to thrive in a rapidly changing world. The funding significantly accelerates implementation of the strategic plan by providing a full audit of existing technology infrastructure and capacity, and a set of recommendations to guide direction and investment in the immediate future.

Foundation President, Vilas Dhar, states, “We’re proud to partner with Girls Inc. in developing strong, smart, bold, and ethically-grounded leaders. The holistic and affirming programming, focus on STEM education, and 20 impact areas across which Girls Inc. empowers and inspires girls benefits us all as we work towards a shared, inclusive, and tech-enabled future. We’re so excited to see what this community continues to accomplish!”
FITNESS + FUNDRAISING FROM CREFC WOMEN’S NETWORK

The Commercial Real Estate Finance Council (CREFC) hosted a virtual fitness fundraiser during the month of October, with over 300 of its members clocking 71,673,025 steps in support of Girls Inc. Special thanks to the CREFC Women’s Network for selecting Girls Inc. as a beneficiary and raising nearly $160,000 through their virtual walk.

INVESTING IN HEALTHY FUTURES WITH RAE WELLNESS

As part of its mission to “live and breathe support for well-being,” Rae Wellness donates 5% of all revenue to Girls Inc., investing in the health and well-being of the next generation. Together, Girls Inc. and Rae Wellness ensure that thousands of girls have access to the support they need to take charge of their mental and physical health and assert their ability to sustain a healthy, positive sense of self in challenging environments. In 2020, support from Rae Wellness was critical. Together, we guaranteed that girls had access to safe spaces, enriching programming, and networks of support they needed to navigate and cope with challenges they faced. “We are proud to align our company with Girls Inc. and inspired every day by its mission—championing and inspiring the next generation of females,” said Angie Tebbe, CEO and co-founder of Rae. “Our partnership helps empower girls to achieve their version of wellness while maintaining a positive sense of self through the Mind + Body Initiative, and we are committed and honored to be a part of this amazing work.”
Girls Inc. hosted virtual events to celebrate the accomplishments of Girls Inc. girls and the support of donors at a time when it was most needed. In December, Hon. Hillary Rodham Clinton, Simon Biles, Tina Fey, Amanda Gorman, and so many other inspiring women lent their time, talent, and voices to collectively lift our spirits and to help raise funds to support the Girls Inc. mission. This spring, we also hosted our first-ever Film Festival, executive produced by Marsai Martin and hosted by Amber Ruffin. The event featured four short films about Girls Inc. girls, created by leading female directors. There were also special appearances by Dr. Anthony Fauci, Tracee Ellis Ross, Venus Williams, and more!
MAKING SCHOOLS SAFER AND MORE SUPPORTIVE FOR GIRLS AND ALL YOUTH

The transition to a new administration and Congress presented Girls Inc. with an opportunity to encourage government officials to prioritize the health, safety, and success of girls and all youth.

We activated our national network, including girls, to advocate for policies that help schools become safer and more supportive for students by:

- Increasing access to mental health support;
- Adopting positive approaches to school discipline that address the racial disproportionality in suspensions and expulsions and create environments conducive to learning;
- Improving access to comprehensive, non-shaming, and inclusive healthy sexuality education;
- Affirming the rights of LGBTQ+ students; and
- Fixing harmful Title IX regulations on sexual harassment.

Our national public policy team regularly meets with the White House Gender Policy Council and with offices at the Department of Education and Department of Justice, as well as with congressional offices, to advocate for the support of students through these policy priorities.

STRENGTHENING OUR DIRECT SERVICE THROUGH ADVOCACY

Our direct service and advocacy work—which are integrally linked—continue to strengthen and reinforce one another.

Our local organizations provide advocacy programming to girls. Our programming helps girls become leaders, find their voices, and learn to advocate for themselves and others. In turn, working with and listening to girls helps inform our policy positions.

Mobilizing our large network of affiliates, engaging girls and their communities, and working in coalition with partner organizations helps to amplify our policy recommendations. Our advocacy with and for girls raises awareness about the issues girls face, systemic solutions to address these issues, as well as the difference Girls Inc. makes. Direct service and advocacy are stronger, smarter, and bolder together!
Teaching girls to advocate for themselves and others, and giving them opportunities to do so, creates change today and is an investment in their leadership tomorrow.

Just a few examples from the last year:

- Members of the Girls Inc. National Teen Advocacy Council (TAC) participated in **listening sessions with officials from the U.S. Department of Education** about the impact of the pandemic on their education.

- Girls from around the network contributed to **White House Gender Policy Council listening sessions** in which they shared their life experiences and suggested policy changes.

- During a **Virtual Capitol Hill Day** in July, our TAC leaders met with congressional offices regarding racial equity challenges in K-12 schools, the need for more mental health support for youth, and access to comprehensive sex education.

- **Representative Carbajal agreed on the spot** during a meeting with the TAC to cosponsor the Real Education and Access for Healthy Youth Act, showing our TAC members that their advocacy really can make a difference.

The power of youth voices moves the needle forward on important issues, in our communities and nationally. We commend our teen advocates for their courage in sharing their stories and advocating for what they believe in. Through efforts like these, we make progress in creating a more equitable world for girls and all youth.
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Rae Wellness
Saks Fifth Avenue Foundation

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Fidelity Brokerage Services LLC
J. Crew
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Saks Incorporated
The UPS Foundation
thredUP
Virginia B. Toulmin Foundation

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Belk
CVS Health
Deloitte LLP
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The Harmon Family Foundation  
Hello Sunshine  
Hugger Mugger Yoga Products

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Avec Les Filles  
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Goldman Sachs Gives  
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## BALANCE SHEET
TWELVE MONTHS ENDED MARCH 31, 2021

### ASSETS

<table>
<thead>
<tr>
<th>Asset</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$ 6,558,550</td>
</tr>
<tr>
<td>Accrued investment income</td>
<td>7,412</td>
</tr>
<tr>
<td>Dues receivables</td>
<td>82,935</td>
</tr>
<tr>
<td>Grants, contracts, and contributions receivable</td>
<td>1,262,301</td>
</tr>
<tr>
<td>Investments - Current</td>
<td>13,480,230</td>
</tr>
<tr>
<td>Notes receivable from affiliate</td>
<td>43,220</td>
</tr>
<tr>
<td>Prepaid expenses and other</td>
<td>260,758</td>
</tr>
<tr>
<td>Investments - Endowment</td>
<td>7,666,672</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>1,268,699</td>
</tr>
<tr>
<td>Funds held by trustees</td>
<td>13,207,960</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$ 43,838,737</strong></td>
</tr>
</tbody>
</table>

### LIABILITIES

<table>
<thead>
<tr>
<th>Liability</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>863,484</td>
</tr>
<tr>
<td>Scholarships payable</td>
<td>1,281,122</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>333,955</td>
</tr>
<tr>
<td>Deferred rent obligation</td>
<td>97,885</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$ 2,576,446</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>765,540</td>
</tr>
<tr>
<td>Undesignated</td>
<td>11,142,773</td>
</tr>
<tr>
<td><strong>Total Without Donor Restrictions</strong></td>
<td><strong>11,908,313</strong></td>
</tr>
<tr>
<td>With Donor Restrictions:</td>
<td></td>
</tr>
<tr>
<td>Purpose and time restricted</td>
<td>9,244,889</td>
</tr>
<tr>
<td>Perpetual in nature</td>
<td>20,109,089</td>
</tr>
<tr>
<td><strong>Total With Donor Restrictions</strong></td>
<td><strong>29,353,978</strong></td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>41,262,291</strong></td>
</tr>
</tbody>
</table>

**Total Liabilities and Net Assets** $43,838,737
STATEMENT OF ACTIVITIES
TWELVE MONTHS ENDED MARCH 31, 2021

AT GIRLS INC. WE ARE COMMITTED TO USING FUNDS RESPONSIBLY.

For every $1.00 spent, 82 cents goes to supporting girls' development.

Allocation of Expenses

- 82% Programming Expenses
- 15% Fundraising Expenses
- 3% Management & General Expenses

Revenue and Support

<table>
<thead>
<tr>
<th>WITHOUT DONOR RESTRICTIONS</th>
<th>WITH DONOR RESTRICTIONS</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special events revenue</td>
<td>$ 799,438</td>
<td>$ 799,438</td>
</tr>
<tr>
<td>Less: direct special event expenses</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Special events, net direct cost</td>
<td>799,438</td>
<td>799,438</td>
</tr>
<tr>
<td>Contributions and private grants</td>
<td>5,793,526</td>
<td>13,659,650</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>75,481</td>
<td>75,481</td>
</tr>
<tr>
<td>Program revenue</td>
<td>618,873</td>
<td>618,873</td>
</tr>
<tr>
<td>Other income</td>
<td>80,569</td>
<td>80,569</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>7,367,887</td>
<td>15,234,011</td>
</tr>
<tr>
<td></td>
<td>8,253,411</td>
<td>(8,253,411)</td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td>15,621,298</td>
<td>15,234,011</td>
</tr>
<tr>
<td></td>
<td>(387,287)</td>
<td></td>
</tr>
</tbody>
</table>

Expenses:

Program Services:
- Affiliate services/growth | 5,080,719 | 5,080,719 |
- Program, research and training | 5,860,609 | 5,860,609 |
- Public education and advocacy | 1,771,550 | 1,771,550 |

**Total Program Services** | 12,112,878 | 12,112,878 |

Supporting services:
- Management and general | 425,973 | 425,973 |
- Fundraising | 2,161,466 | 2,161,466 |

**Total Supporting Services** | 2,587,439 | 2,587,439 |

**Total Expenses** | 14,700,317 | 14,700,317 |

Change in Net Assets Before Investment Return

| INVESTMENT RETURN | 920,981 | (387,287) | 533,694 |

Net appreciation on investments and funds held by trustees | 1,031,387 | 5,964,284 | 6,995,671 |
Investment income, net | 194,470 | 576,275 | 770,745 |

**Total Investment Return** | 1,225,857 | 6,540,559 | 7,266,416 |

Gain on PPP Loan Forgiveness | 839,490 | 839,490 |
Change in Net Assets | 2,986,328 | 6,153,272 | 9,139,600 |

Net Assets - Beginning of year | 8,921,985 | 23,200,706 | 32,122,691 |
Net Assets - End of year | $ 11,908,313 | $ 29,353,978 | $ 41,262,291 |