

girls
inc.



2024 ANNUAL REPORT CELEBRATION ISSUE





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LETTER FROM THE PRESIDENT



Dear Friends,

Girls are the leaders we all need. They already have the potential to reshape the world. At Girls Inc., we have a bold vision of powerful girls in an equitable society—a world in which every girl values her whole self, discovers her inherent strengths, and achieves her goals. Yet too many girls still confront barriers as they seek opportunities to achieve their amazing potential.

To help girls make the most of who they are, Girls Inc. offers them mentoring and experiences that prepare them for success. Our work is informed by 160 years of expertise and led by a network of 74 Affiliates with the local connections and context to bring girls' promise to life.

Friends and supporters like you are the essential foundation of all these efforts. In the past fiscal year, your unwavering commitment to girls and to the work of Girls Inc. has made it possible to deepen and strengthen our work across the U.S. and Canada. You will read about some of that progress in this report.

For example, the Girls Inc. National office has refined the infrastructure that supports our Network. Our Learning and Leadership Development team is engaging Affiliates and staff more deeply to provide professional development, and our Program Services team has created new mental health and leadership development offerings for the girls Affiliates serve. And, to better tell the Girls Inc. story, we launched a newly redesigned website that features girls' perspectives on the Girls Inc. Experience. Bolstered by these supports, Affiliates are now working with 114,000 girls—an increase of 58 percent from the dip in participation caused by school closures during the pandemic.

As a Network, we continue building new partnerships to support transformative programs. For instance, Project Accelerate, now working with more than 3,700 young women at 26 Affiliates, engages with partners to increase the presence of women of color in positions of power and influence within the workforce. Meanwhile, the Girls Inc. Alumnae Association also continues to grow, sustaining and encouraging Girls Inc. participants through the college/career transition and throughout their lives.

In this report, you'll learn more about the transformative experiences and the positive outcomes that are the Girls Inc. Experience. With your steadfast support, Girls Inc. remains resilient and poised to meet the challenges of our day head on. Together, we can ensure that girls have the opportunities they need to grow and lead. Thank you so much for your dedication to our mission and for being a part of our journey forward.

Sincerely,

Stephanie J. Hull, Ph.D.
President and CEO

LETTER FROM THE BOARD CHAIR



As Girls Inc. celebrates 160 years of inspiring girls to be strong, smart, and bold, I am so proud of this organization's enduring legacy. Girls Inc. has always been, and remains, at the forefront of advancing girls' rights and opportunities.

You, as committed, generous supporters and donors, have made it possible for us to sustain this legacy. With your help we have connected girls to transformative experiences that enable them to realize their potential as the leaders they are meant to be—leaders who are vital to our workforce, our governments at every level, and our communities. This report will offer you a look at the remarkable outcomes that Girls Inc. achieves, particularly for girls and young women of color and those growing up in low-income communities.

In fiscal year 2024, Girls Inc. reached an operating revenue of \$19M, exceeding our target by 4 percent, and we concluded the year with total net assets of \$64M. Your contributions have positioned Girls Inc. for financial resilience and sustainability, making it possible for us to increase the number of girls we serve to 114,000. We take particular pride in the fact that 84 cents of every dollar goes directly towards programming for girls, surpassing the standards set by top industry watchdogs such as GuideStar and Charity Navigator.

Girls' needs have continued to evolve since 1864, and Girls Inc. remains committed to evolving with them. We continue to refine the infrastructure of a robust network of 74 Affiliates across the U.S. and Canada, who deliver the exceptional opportunities that are the heart of the Girls Inc. Experience.

As the Girls Inc. National Board Chair, I am honored to serve this incredible organization. Girls Inc. has never been more crucial than it is today. As a society, we all benefit when the contributions of girls and women are embraced and celebrated rather than limited. On behalf of the National Board, heartfelt thanks to all of you—our donors, friends, supporters, and colleagues—for your steadfast support and shared commitment to nurturing the new generation of leaders.

With gratitude,

Tony Bucci
National Board Chair



BOARD OF DIRECTORS

Susie A. Buffett

Girls Inc. Lifetime Champion for Girls
Chair of the Sherwood Foundation

Tony Bucci

Board Chair
Chairman
9Rooftops

Amy Adams

Board Treasurer
Vice President, Government
Partnerships and Funding
Cummins Inc.

Susan Gambardella

Board Secretary
President, North America
Kimberly-Clark Professional

Stephanie J. Hull, Ph.D.

President & CEO
Girls Inc.

Bobby Amirshahi

SVP, Corporate Communications
Macy's Inc.

Yvette Lee Bowser

Founder & Writer-Producer
SisterLee Productions

Tiffany Collie-Bailey*

Region IV Volunteer Representative
Chief Executive Officer
Girls Inc. of Greater Atlanta

Wynter Deagle*

Region II Volunteer Representative
Partner, Sheppard Mullin

Mandy Engel-Cartie

Region I Professional Representative
Executive Director
Girls Inc. of Sioux City

Dawna Michelle Fields

Region III Volunteer Representative
Senior Director, NA Bright Smiles, Bright
Futures Operations
Colgate-Palmolive Company

Renee Flagler

Region III Professional Representative
Executive Director
Girls Inc. of Long Island

Rashida Hodge

VP, Azure Data and AI,
Customer Success
Microsoft

Stephanie Hsieh

Chief Executive Officer
Bioscience Los Angeles County, Inc.

Laura Kaufmann Belkhayat*

Partner, Capital Markets; Private Equity
Skadden Arps, Slate, Meagher
& Flom LLP and Affiliates

Luana Lewis

Founder
Grace Strategy

Kay Mathers

Region IV Volunteer Representative
Program Director
Ruth's List Florida

Cynthia Medina Carson*

Founder, Wager

Beth Myers

Region II Professional Representative
Chief Executive Officer
Girls Inc. of Metropolitan Dallas

Courtney Naudo

SVP, Business Planning & Integration
Walmart US

Vanita Patel

Head of Industry and Strategic
Partnerships
Apple Inc.

Alison Kenney Paul**

Managing Director
Google

Dr. Deborah P. Rubin

Senior Partner and Head of
Board & CEO Services
RHR International LLP

Stephanie Savage

Showrunner/Writer
Fake Empire

Pamela Stewart*

Chief Customer Officer -
Retail North American Operating Unit
The Coca-Cola Company

Dana L. Sullivan

Region I Volunteer Representative
Partner
Buchanan Angeli Altschul & Sullivan LLP

Stacey Walker King*

Chief Brand Officer
MACRO

*New Board Member who started during FY 24

**Board Member who finished their service during FY 24

NEW BOARD MEMBERS



TIFFANY COLLIE-BAILEY

Region IV Professional Representative
CEO, Girls Inc. of Greater Atlanta

Tiffany Collie-Bailey is a nonprofit management leader who has worked with faith-based healthcare and human services organizations for over two decades. Since 2018, Collie-Bailey has been the Chief Executive Officer of Girls Inc. of Greater Atlanta, inspiring countless girls to reach their fullest potential. Prior to this, she was the Deputy Executive Director & Chief Operations Officer for The Society of St. Vincent de Paul Georgia.

In addition to serving on the board of Girls Inc., Tiffany is on the WellStar Kennestone Hospital Regional Health board and a member of the Cobb Chamber of Commerce Diversity & Inclusion Committee.



WYNTER DEAGLE

Region II Volunteer Representative
Partner, Sheppard Mullin

Wynter Deagle is an accomplished partner in the Privacy and Cybersecurity group of Sheppard Mullin's Del Mar, California office. Deagle is an experienced trial lawyer who specializes in defending individual and class actions relating to privacy, consumer protection, cybersecurity, false advertising and unfair business practices, and data collection, use and storage practices (including breach-related litigation). Outside of the courtroom, she designs global privacy and cybersecurity compliance programs that satisfy legal obligations while driving business value. Deagle is a passionate advocate for diversity, equity, and inclusion in the legal and business communities and provides pro bono representation to non-profits equally committed to these goals.



LAURA KAUFMANN BELKHAYAT

Partner, Capital Markets; Private Equity, Skadden Arps, Slate, Meagher & Flom LLP and Affiliates

Laura Kaufmann Belkhat is a Partner, Capital Markets; Private Equity at Skadden Arps, Slate, Meagher & Flom LLP and Affiliates. Laura represents corporate clients, private equity sponsors, REITs and investment banks in a variety of capital markets transactions, including public and private offerings of equity and debt securities and initial public offerings, as well as acquisition finance, spin-off and restructuring transactions. Kaufmann Belkhat's experience includes advising on issuances of investment grade and high-yield indebtedness for both issuers and underwriters. In recognition of her work, she has been named a leading capital markets attorney by Chambers Global, Chambers USA and IFLR, in addition to having been selected as one of the Top Financing Lawyers in North America by MergerLinks.

NEW BOARD MEMBERS



CYNTHIA MEDINA CARSON

Founder, Wager

Cynthia Medina Carson is an advocate for girls and women and alumna of Girls Inc. of the Valley in Massachusetts. Medina Carson is an organizational and executive growth expert with over 20 years of management experience. In addition to being the CEO of Wager, a salary networking and career management company focused on women and women of color, she's a people advisor to startups and nonprofits. In her spare time, Medina Carson leads the Cheeky Monkey Club, a networking group for women who hate to network and heads a \$5MM capital campaign for her hometown's Girls Inc.



PAMELA STEWART

Chief Customer Officer - Retail

North American Operating Unit, The Coca-Cola Company

Pamela Stewart is the Chief Customer Officer – Retail for the North America Operating Unit of The Coca-Cola Company. Stewart brings a unique blend of leadership and operational expertise to the Girls Inc. board, fueled by a deep commitment to youth causes, having served on the boards of Save the Children, The Coca-Cola Scholarship Foundation, and 3DE by Junior Achievement. Stewart is a director of the Utz snack brands public board. Her accolades for exemplary leadership are numerous and include the 2024 Savoy Top Corporate Executive; 2024 Top 50 Women Leaders in Consumer Products & Retail; 2023 BET Iconic Executive Award; 2022 OUT Magazine's 20 Global Media & Entertainment Titans; and 2021 Global Top African American in Business by National Diversity Council, among others. Stewart also is a member of the esteemed Executive Leadership Council and Black Women on Boards.



STACEY WALKER KING

Chief Brand Officer, MACRO

Stacey Walker King is a distinguished leader and visionary brand strategist. King holds the position of Chief Brand Officer at MACRO, a renowned multi-platform media company. With a remarkable track record of innovation and connection, King is at the forefront of shaping the cultural landscape. As a trendsetter and unparalleled connector, King has the exceptional ability to unite communities through her signature, must-attend events and generate momentum for the brands she champions. Her unique blend of creativity, strategic vision, and community engagement is a catalyst for positive change, making her a pivotal leader who will play a key role in advancing the mission and impact of Girls Inc. on a national scale.



STAFF LEADERSHIP

Stephanie J. Hull, Ph.D.
President and CEO

Lisa Ghartey Ogundimu, Esq.
Chief Operating Officer

Katie Astrich
Director, Public Policy

Rebecca Carroll
Chief Financial Officer

Niki Kelly
Vice President, Affiliate Services

Rob Reddy
Chief Development Officer

Tiffany Trotter
Chief People and Culture Officer

Trenna Valado
Director, Research and Evaluation

Veronica Vela
Vice President, Marketing and Communications



GIRLS INC. 160TH ANNIVERSARY

In 2024, Girls Inc. is celebrating 160 years of inspiring girls to be strong, smart, and bold.

For nearly 160 years, Girls Inc. has been evolving with girls, equipping and supporting them to best meet the challenges and opportunities of the day and to envision and advocate for a more equitable and sustainable future.

Girls Inc. is the leading expert on girls. Our deep history of working with and for girls has informed our knowledge base and has guided our approach to the development of programs and experiences that change the trajectory of girls' lives and prepare them for lifelong success.

Take a ride with us through the decades...

GIRLS INC. THROUGH THE YEARS



1864

The inaugural Girls Club was established in Waterbury, CT during the height of the Suffrage Movement.



1895

The organization expanded its presence to Massachusetts with the goal of improving conditions for working girls, and later grew to 125 clubs in the eastern United States.

Early 1900s:

The early 1900's were marked by significant advancements in women's rights laying the groundwork for gender equity, including the ratification of the 19th Amendment granting women the right to vote.

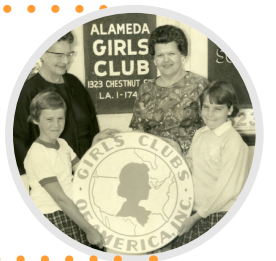


1948 – 1949

The first National Executive Director, Harriet O. Aull was hired thanks to a gift of \$3000 from Barker Welfare Foundation; the organization adopted the first national logo, established a membership fee, and published the first handbook.

1960s

National office moved to NYC. Girls Club continues to meet the evolving needs of girls during this time marked by the Women's Liberation Movement, The Equal Pay Act, and the Civil Rights Act.



1970s

Title IX passes in 1972, prohibited sex discrimination in education. The Girls Club of America garnered support from donors aligned with the organization's mission enabling the establishment of a secondary headquarters, the National Resource Center, in Indianapolis and an office in Washington, D.C.

1980s

The organization's services expanded across the U.S. and advocacy efforts intensified with a focus on youth development, juvenile justice, Title IX, and teen pregnancy. Launch of core programs and the inaugural Girls Club of America celebration luncheon.



1990s

The organization's name changed to Girls Incorporated, followed by the first *Strong, Smart, and Bold Report*, and national website. In 1998, the organization unveiled a mission that would serve as its north star, inspiring all girls to be strong, smart, and bold.

2000s

Girls Inc. welcomed programmatic growth with the Girls' Rights Campaign. New program curricula were released to enrich the girls' educational experiences. Girls Inc. community embraced social media, launching channels on YouTube, Facebook, and LinkedIn.



2010s

Development of the first-ever Network-Wide Strategic Direction and adoption of the Network-Wide Policy & Advocacy Platform. First Girls Inc. Super Bowl PSA and partnerships with Starbucks and Oprah for the Teavana Oprah Chai campaign and Michelle Obama's Girls Opportunity Alliance.

Present Day

[Project Accelerate](#) launched following a \$10M investment from the Equality Can't Wait Challenge.

The first-ever [Girls Inc. Alumnae Association](#) was created as an extension of the Girls Inc. Experience designed for alumnae of Girls Inc. and the Girls Clubs of America.

To address the evolving needs of girls and gender-expansive youth who can benefit from Girls Inc.'s pro-girl environment and programming, Girls Inc. issued the [National Position on Gender Equity](#).

In the wake of the pandemic, enhanced wellness programming and resources were offered to support both girls and staff.

The Brand Ambassador Council and National Teen Advocacy Council (TAC) were established to lift up the voices and experiences of girls. Both include participants and recent alumnae who are representatives of their peers. Brand Ambassadors serve as spokespeople for the organization, whereas the TAC is a girl-led leadership body that informs the Girls Inc. advocacy agenda.



REFLECTIONS OF OUR RICH HISTORY



We sat down with Brenda Stegall, former Director of Program & Training Services and a long-time Girls Inc. employee at both the local and National levels. Stegall shared many memories about her remarkable forty years with the organization and her first-hand account of how Girls Inc. equipped thousands of girls to lead over the decades. Here is her story.

BRENDA STEGALL

Former Director of
Program & Training Services
Girls Inc. National

My journey with Girls Inc. began in 1966. I was living in the South at the height of the Vietnam War and the Civil Rights Movement. I was fresh out of college, and, like the girls we serve, I wanted to change the world for the better. I joined what was then known as the Girls Club of Memphis as the first-ever work-study student, alongside my dear late friend Patricia C. Howard, after whom the recently established Girls Inc. of Memphis Center was named. Patricia would become my lifelong friend.

There was so much happening in the world during those times, and girls were often overlooked. We were pretty underfunded compared to boy organizations, which laid the foundation for us to want to do more. Under the local leadership of Ms. Fannie Belle Burnett, we worked tirelessly to address the needs of girls from impoverished communities who were facing real injustices. We were also living through significant societal changes and challenges. Racism and social inequality were

rampant at the time, but together, we came in determined to change the world and make it all better, and in many respects, we did.

The assassination of Dr. King happened in our backyard in 1968, leaving the community with a mix of fear and anger. Girls Inc. quickly galvanized city officials and community organizations to support girls and their families by leveraging our facility as a safe space where all could speak on the issues facing our community and the nation. Girls and parents alike saw Girls Inc. as real partners.

Eventually, I became responsible for leading programming efforts in Memphis and developing a curriculum to help girls navigate the challenges of the day. The girls we served came from underserved communities and had little access to or understanding of how to obtain employment or how to manage their finances once employed. So, I developed a financial literacy and apprenticeship program



along with a college and career readiness program. I recall one girl who did not have much by way of a family—we managed to help her stay in school and attend college on a full scholarship. She had the skills and the smarts, but as most girls we served, she lacked the opportunities.

In the early 90s, I transitioned to the role of CEO of Girls Inc. of Sarasota. At that time, Sarasota's needs and demographics varied considerably from those of Memphis. Girls Inc. was often seen as a social club with diverse opinions across the socio-economic spectrum about the best ways to support girls, requiring us to unite with the community around the importance of pro-girl spaces and intentional compensatory programming. During this time, we also changed the organization's name to Girls Inc.

I soon moved on to the National team, focusing on scaling up programming across the Network. The National office played a key role in unifying the Network through a consistent Girls Inc. Experience, allowing us to expand our reach and impact. We launched programs that remain staples in the Girls Inc. Experience to this day: Healthy Sexuality and Economic Literacy. I also had the pleasure of leading the introduction of early-stage entrepreneurship programs, which can be seen as a precursor to today's popular "Shark Tank" show.

Although we saw programs as an important tool, we worked to redefine what the Girls Inc. Experience was by examining what really made us unique and kept girls coming back time after time. That was the combination of pro-girl safe spaces where girls can be themselves, try new things, and grow with the support of trusted mentors who deliver holistic programming and expose girls to opportunities that help them lead in all aspects of their lives.

My time with Girls Inc. was marked by a passionate belief in the strength and potential of girls - a belief that started with our inception in 1864 and that stands true today among the passionate public servants who continue to support the organization's mission. We know girls are strong, smart, and bold, but the outside world sometimes challenges that notion. Our job is to shore up what's missing and address the limits that society has tried to impose on girls. I believe this understanding has guided the organization and its staff to provide unwavering support and opportunities for girls to thrive.

My testament is one but consistent with the leaders before and after me. It's a story that speaks to the power of dedication, innovation, and a steadfast commitment to helping girls be strong, smart, and bold. It's a celebration of the transformative impact we can all have and the enduring power of community.

My hope for girls is that they continue to have access to mentors who help them stretch beyond their comfort zone to meet the needs of where the girls are today. I also hope Girls Inc. is recognized for its rich legacy and important societal value. We can never again go back to the dark ages of girls and women's rights.



HIGHLIGHTS



Want More BIPOC Women on Corporate Boards? Start in Middle School.

[Black Enterprise](#)



Addressing the Mental Health Crisis Affecting Girls

Interview with Dr. Stephanie J. Hull

[Comcast Newsmakers](#)



Girls Inc. Launches New Program to Address Girls' Mental Health

[Good Morning America](#)



Yoplait and Girls Inc. Help Girls Build Confidence Through Ad Campaign

[Yoplait](#)



Young People Get Voting. They Are Less Sure About How to Exercise Their Voice

[The 74](#)

DR. DENAI GORDON

Girls Inc. of Omaha Alumna



“

Coming back to the Girls Inc. Health Center is a full circle moment for me. It's truly an honor to come back and serve the community in this way.

I spent most of my childhood as a member of Girls Inc. in Omaha, Nebraska. Girls Inc. has been an integral part of my life providing numerous opportunities, continuous praise, and unconditional support. Programs like Corporate Camp provided me the opportunity to learn more about the business field. I was able to participate twice, and had the opportunity to be flown to New York in addition to receiving a prize. Corporate Camp helped break down boundaries, showing me that I could truly do anything I set my mind to. Girls Inc. programming provided me with an environment to flourish.

Even after graduating from high school, Girls Inc.'s support continued. During summer breaks in college I worked as a facilitator and attended events at the center. I always felt as though Girls Inc. was never out of reach.

After earning my medical degree, I returned to my Girls Inc. community, serving as a physician at the Fontenelle Health Center and Family Medicine Clinic at the Girls Inc. Health Center. It is truly an honor and full circle moment to be able to come back and serve the community that has helped shape me into the woman I am today.

The Girls Inc. Health Center offers primary care, health education, and other services and resources to patients of all ages and genders throughout the local community. We are helping to provide everyone with access to healthcare and establish trust within the community. Thank you, Girls Inc., for helping me grow to be strong, smart, and bold.

[Watch this video](#) to hear Dr. Gordon talk about the impact Girls Inc. had on her growing up and why it's important to return and serve the community.

CHAMPIONS

BUILDING A NEW GENERATION OF LEADERS, TOGETHER

Girls Inc. deeply appreciates the unwavering support of its partners and donors in recognizing the potential in girls and in creating opportunities for girls to lead in all facets of their lives.

SEPHORA AMPLIFYING THE VOICES OF GIRLS THROUGH LIFE- CHANGING EXPERIENCES

Sephora and its employees support our National organization, our Network of Affiliates, and the girls we serve, through charitable grantmaking, customer engagement, employee matching, local volunteering with Affiliates, and product donations. Their platforms have amplified the voices of girl leaders who have been exposed to life-changing opportunities, highlighting them on their Times Square billboard and [social media channels](#). This year, they also joined us in lifting up our first-ever Network-wide fundraiser, *Girls Inc. Together*. We extend our heartfelt appreciation to Sephora for championing a community where diversity is expected, self-expression is honored, and all are welcomed and included.



BNY

CHARTING NEW PATHWAYS TO FINANCIAL INCLUSION

In 2023, Girls Inc. was honored to be chosen as the charitable partner for the new Mellon Women's Opportunities ETF (BKWO). Not only does this ETF promote women's opportunities and gender equitable practices, but the launch of BKWO provided a once-in-a-lifetime opportunity for Girls Inc. of New York City participants to be a part of the NASDAQ closing bell ceremony in the heart of New York City, and to be featured on the Times Square jumbotron.

With a desire to ensure girls have the tools they need to thrive, BNY also provided opportunities for Girls Inc. participants across the Network to learn critical life skills like personal financial literacy and college and career preparedness. These opportunities increased participants' confidence in their ability to thrive as leaders in their communities—not only in the future, but now.

CHAMPIONS

JD FINISH LINE FOUNDATION SUPPORTING COLLEGE & CAREER ASPIRATIONS

Girls Inc. remains committed to collaborations that foster meaningful engagements with our participants. In the past year, we welcomed a new, multi-year national partnership with the JD Finish Line Foundation, which centers on college and career readiness through their support of Project Accelerate.

As part of that effort, the JD Finish Line Foundation in conjunction with a handful of Girls Inc. Affiliates provided girls with career-centered experiences. Participants from Girls Inc. of Indianapolis and Girls Inc. of Metro Denver were able to tour the JD offices, job shadow, and network with JD Sports staff from their design, legal, and merchandising teams who shared their experiences working for a large global retail company. In addition to office tours and networking opportunities, the JD Finish Line Foundation has supported Affiliate graduation celebrations by providing items from participant wish lists that will make their transition to higher education and the workforce more seamless.



They have also hosted groups of girls at JD Sports stores so that they can learn about what goes into managing a retail store and how their hiring practices support employees' upward mobility from store to corporate roles. Girls were also able to enjoy in-store shopping sprees at these engagements thanks to the company's generosity. We are grateful for the JD Finish Line Foundation's commitment to Girls Inc. and to building the new generation of leaders.



The inaugural group of YPS members are (from top left to right): Evelina Khorenko, *Chair*; Gianna Signorille, *Vice Chair*; Meghan Keough, CPA, *Treasurer*; Olivia Marquez, *Secretary*; Roshni Bagli; Rynne Betty, M.S.; Ashleigh Brown; Briyana Haywood; Emma Keegan; Lisa Napper; Sarah Stamets; Victoria Zlotnikova

NEW GIRLS INC. ENGAGEMENT OPPORTUNITIES NATIONAL YOUNG PROFESSIONALS SOCIETY

In addition to our corporate and foundation partners, Girls Inc. is proud to collaborate with and create opportunities for a wide range of like-minded supporters who believe in the power and potential of girls and are interested in supporting organizational efforts. As such, we are thrilled to have launched the [National Young Professionals Society \(YPS\)](#), a dynamic group of young people dedicated to the mission and values of Girls Inc. As members of the YPS, these individuals commit to advocating for girls' rights on both the national scale and within their local communities, engage in opportunities to network with and mentor Girls Inc. girls and alumnae, and raise funds for the advancement of Girls Inc. programming. We are proud to have the support of the YPS who have wholeheartedly committed to uplifting the Girls Inc. Experience and serving as ambassadors for our vision of powerful girls in an equitable society.

CHAMPIONS

GIRLS INC. NATIONAL LUNCHEONS CELEBRATING INSPIRATIONAL LEADERS



Helping girls envision themselves in all spaces involves celebrating inspirational women leaders, a cornerstone of our two annual National Luncheons held in Los Angeles and New York. These events honor incredible women while showcasing the transformational Girls Inc. Experience, highlighted by exceptional participants sharing their Girls Inc. stories. The luncheon in Los Angeles honored **Gina Prince-Bythewood**, award-winning director, writer, producer; **Robin Thede**, Comedian/Writer, Creator/Star of *A Black Lady Sketch Show*; and, as our Champion for Girls, **Clancy Collins White**, Executive Vice President, Creative Affairs, Warner Bros. Television. The New York Luncheon recognized Girls Inc. alumna, **Symone D. Sanders-Townsend**, Author, Seasoned Democratic Strategist and Co-Host of MSNBC's *The Weekend* alongside **Ndidi Massay**, Vice President of Workplace Culture and Diversity Initiatives, CBS Sports.



This organization holds such a special place in my heart and I can still remember my first Girls Inc. luncheon like it was yesterday. I was blown away by the power in that room, by the strength and ferocity I saw in those girls, and their stories impacted me profoundly. Stories of how Girls Inc. helped them find their voices and achieve their dreams—how it literally changed their lives...It's never been more important to empower and champion young women. They are our greatest hope for the future.

Clancy Collins White, 2024 Champion for Girls Award Recipient

CHAMPIONS

COMING TOGETHER TO CELEBRATE 160 YEARS OF GIRL LEADERS

girls inc. | GIRLS INC.
TOGETHER

MAY 9, 2024

CELEBRATING
160
YEARS
1864 2024

As part of our milestone year-long celebration, U.S. and Canadian Affiliates joined forces with the National organization for the first-ever virtual giving day, Girls Inc. Together. This groundbreaking event united 51 Affiliates, each showcasing their unique stories and the transformative power of the Girls Inc. Experience, all under the unifying theme of *Celebrating 160 Years of Girl Leaders*.

Hosted by Emmy-award winning **Tamron Hall**, the live program included celebrities such as **Quinta Brunson**, **Da'Vine Joy Randolph**, and the cast of the Broadway show **Suffs**. As always, the real stars of the program were the Girls Inc. participants who shared their stories about being strong, smart, and bold. Watch the inaugural event at GirlsIncTogether.org.

“

Because I was part of Girls Inc., and with the help of my mentors, I've built a very solid foundation of confidence and perseverance.

FERNANDA

Girls Inc. Brand Ambassador & Girls Inc. of San Diego Alumna



ADVOCACY

LIFTING THE VOICES OF GIRL LEADERS THROUGH ADVOCACY

In addition to our direct service, advocating with and for girls is a critical part of our work. Equipped with leadership programming, girls learn how to advocate for themselves and others, creating real change in their communities.

In a Presidential election year, we naturally turn our attention to supporting civic engagement and encouraging everyone to vote. We've provided Affiliates with new resources focused on the essentials of how to have healthy civil discourse with tools to build the skills for respectful conversations, as well as to be critical consumers of political media. Other tools include the building blocks for learning experiences and ways for program leaders to engage girls in thoughtful conversations that prepare them to be contributing members of society and the democratic process. Resources are packaged within our enhanced *She Votes* curriculum that includes pledge cards girls can use to encourage the adults in their lives to vote, a *Rate My State* advocacy tool to get girls thinking about how state laws and procedures make it harder or easier to vote, and a mock election kit for Affiliates to run their own elections with the candidates and issues of their choosing.

Lastly, we've partnered with organizations like the League of Women Voters and Non-Profit Vote to support Affiliate efforts to encourage voting in their communities through legally permissible strategies for 501(c)(3) organizations.

We've also increased our capacity to support girl-led advocacy across our Network. At the National level, the Teen Advocacy Council (TAC) lobbied Congress on comprehensive sexual education and equitable school climates and successfully added two legislative co-sponsors.

In year two of the program, our Affiliate Teen Advocacy Council grants are now represented in thirteen states and two Canadian provinces. Affiliate TACs chose to focus on issues of importance to them and their communities, including youth mental health, school bathroom access, and menstrual equity. The Sioux City and Indianapolis TACs successfully advocated for their cities to recognize the 160th Anniversary of Girls Inc.!



ADVOCACY

girls
inc.

**GIRLS' OF COLOR
EXPERIENCES WITH
RESTORATIVE PRACTICES:
RECOMMENDATIONS FOR
SCHOOL CLIMATE REFORMS**



Public Policy Fellow Dr. Anna Cait Wade's report, [Girls' of Color's Experiences with Restorative Practices](#), which is focused on equitable school discipline and the untapped potential of restorative justice in schools, has attracted significant attention from policymakers, researchers, and educators. Working with the Policy Team, she briefed over 20 Congressional offices, the International Council of Girls Schools, a meeting of the National Coalition on Women and Girls in Education, Girls Inc.'s NETWORK virtual conference, the annual meeting of the American Educational Research Association, and her work was referenced in EdWeek and at the National PTA's annual conference. We look forward to the impact her research will continue to have on achievable equitable school climates for girls of color.

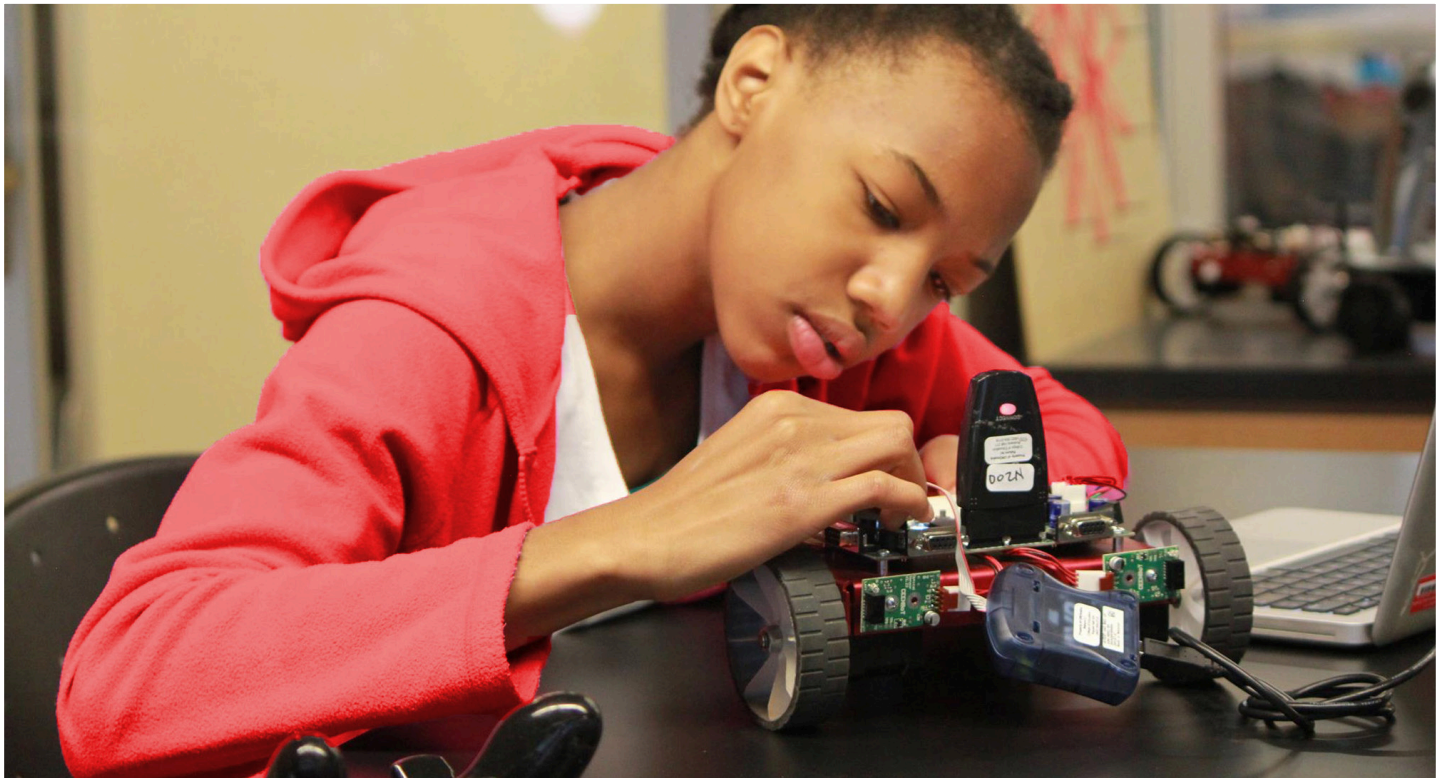
In the past year, we also made significant strides in understanding how best to support our Network in building and applying their advocacy capacity. We now have annual data on the integration of advocacy and policy change work at the individual Affiliate level and on the biggest obstacles Affiliates face in growing that capacity. That data allows National to build resources and supports to most effectively and efficiently reach all of our Network with what they need most. We have also built our capacity to engage our external audiences with a new advocacy platform called Quorum Grassroots. An add-on to our current legislative search function, Grassroots expands the ways we can ask the public to support policy change initiatives, and gives us room to grow further in years to come.

As part of our year-long focus on raising awareness of Menstrual Equity issues among Federal policymakers, this May we launched the National Coalition to End Period Poverty. Partnering with other leading organizations including PERIOD, the Alliance for Period Supplies, and the National Association of School Nurses, this new, non-partisan national coalition welcomes organizations who want to join us in raising awareness, educating the public and policymakers, and driving legislative change to achieve menstrual equity. We've also partnered with the Period Education Project to improve access to essential menstrual health education, close gaps in women's health, and engage future doctors in experiences that promote health equity.



GIRLS INC. PROGRAMMING

PROGRAMMING SOLUTIONS THAT HELP GIRLS REACH THEIR FULLEST POTENTIAL



As the preeminent girls' leadership organization, we are proud to provide research-based resources for girls of all ages to develop the skills to meet the challenges and opportunities of today. Starting as young as six, our holistic programming allows our youngest participants to see themselves as leaders and use their strengths to make a difference.

Our successful programming and service delivery model has established us as a leader in equipping girls with the resources to reach their full potential. *Lean In*, founded by Sheryl Sandberg, tapped into our expertise for the launch of *Lean In Girls*. In collaboration with *Lean In*, we piloted a girls' leadership curriculum with an enhanced focus on identifying and addressing biases while building allyship.

In support of girls and believing in their inherent strengths, we have enhanced our programming to ensure girls have the tools to lead healthful lives. Through our partnership with *The Kids Mental Health Foundation*, the *On Our Sleeves* K-8th grade program offers resources for families, caregivers, educators, and coaches to help young people talk about their mental health. We launched a partnership with *Learn to Live* providing free on-demand mental health resources for ages 13 and up, their families and our staff. We are also working with the *Social Institute* to offer *Win@Social*, an online program that helps girls navigate the digital universe, including character development and emotional intelligence. Lastly, we support Girls Inc. Affiliate staff with mental health funding and training intended to help connect girls to community resources while also providing needed support for programming staff to address their own mental health needs.

GIRLS INC. PEOPLE AND CULTURE

GIRLS INC. AS A LEADING LEARNING CULTURE

Girls Inc. remains committed to investing in its people—at the National and Affiliate level—by offering relevant, innovative, and high-quality opportunities for continuous professional development. Our commitment to creating meaningful learning opportunities and nurturing a positive employee experience is at the heart of everything we do. Through our steadfast dedication to our employees' growth and success, Girls Inc. continues to thrive as a leader in inspiring the new generation of strong, smart, and bold girls.



This year, our newly established Learning and Leadership Development department focused on the following initiatives:

- **Technical Skill and Leadership Development** - Our growing portfolio of leadership development experiences includes in-person and virtual training specific to job-specific roles, responsibilities, and leadership development to enhance every leadership level and ongoing professional development. We are actively exploring how our professional development can be aligned to professional certifications, ensuring our staff can access the necessary resources and learning opportunities.
- **The DEI Roadmap Cohort Pilot** -Members of the DEI cohort pilot played a dual role as both participants and key contributors to the roadmap's implementation. They shared their thoughts on the roadmap's strengths and opportunities to improve it. Their feedback, such as more assessment-like tools, collaborative communities, and access to shared resources, informs our new action plan for creating a more inclusive culture for Girls Inc. employees and the young people we serve.

By creating meaningful learning opportunities and nurturing a positive employee experience, we are not only enhancing our organizational capabilities but also ensuring that every girl we serve benefits from the expertise and passion of our exceptional staff.

Our commitment to employee growth is crucial for equipping every girl we serve with the guidance, education, and inspiration she needs to thrive and lead. We are building a future where every girl can be strong, bright, and bold.

GIRLS INC. OUTCOMES

DRIVING POSITIVE OUTCOMES THROUGH THE GIRLS INC. EXPERIENCE

As part of our efforts to continue building on the legacy of girl leaders, we equipped National and Affiliate staff with meaningful data to inform ongoing continuous quality improvement (CQI) efforts across the Girls Inc. Network. Our annual survey of Girls Inc. Affiliates revealed robust regrowth of the Network since the 2020 pandemic dip - we reached **114,000 girls** in 2023, a 58% increase since 2020 and a 27% increase from 2022. We also heard from more girls in 2023, with more than 6,000 girls completing our Strong, Smart & Bold Survey (SSBOS), a 225% increase from 2022. Girls shared how they are thriving in all three areas



86%

reported exercising at least once a week



STRONG

87%

plan to graduate from college



SMART

88%

believe that it is important to be an active and informed citizen



BOLD

They also reaffirmed the importance of the Girls Inc. environment - 91% said there are adults at Girls Inc. who believe they will be a success, 91% said they get to try new things at Girls Inc., and 90% felt safe at Girls Inc.

To share our expertise on all things girls, we also revised and updated the U.S. and Canadian **Fact Books** which include insightful trends impacting the lives of girls. Both Fact Books and highlights from the 2023 SSBOS report are available on the [Girls Inc. website](#) along with other important research and data on girls.



CONTINUING THE GIRLS INC. LEGACY

In its second year, the Alumnae Association continues to grow with the goal of providing Girls Inc. alums everywhere with the continuum of support made available through the Girls Inc. Experience. To further engage and encourage organic interaction among members, we have launched the Alumnae Association Leadership Council and Community Builders program. The Leadership Council consists of 12 Girls Inc. alumnae from across the Network who serve as representatives for their fellow alums and are focused on recruitment, growth, and engagement of members. Our Community Builders focus on increasing online engagement on the [Alumnae Association platform](#).





Meet the Alumnae Association Leadership Council

 <p>Amparo Vasquez Girls Inc. of Memphis</p>	 <p>Anya Dickson-Arguello Girls Inc. of Metro Denver</p>	 <p>Ashley Fink Girls Inc. of Bay County</p>	 <p>Rebecca Schepman Girls Inc. of Jackson County</p>	 <p>Denice Lytle Girls Inc. of Columbus & Phenix-Russell</p>	 <p>Gifty Kessie Girls Inc. of Worcester</p>
 <p>Joleena Mundy Girls Inc. of Greater Indianapolis</p>	 <p>Kiah Herron Girls Inc. of the Washington Metropolitan Area</p>	 <p>Dr. LaShawn Frost Girls Inc. of Sarasota County</p>	 <p>Rosa Alvarado Girls Inc. of San Diego</p>	 <p>Shayla Montgomery Girls Inc. of the Pacific Northwest</p>	 <p>Stephanie McGary Girls Inc. of Metro Dallas</p>

To learn more about the Alumnae Association, please visit the [Girls Inc. Website](#). Girls Inc. Alumnae looking to join an inspiring community please [click here](#) to start your journey!

STEPHANIE MCGARY

Girls Inc. of Metropolitan Dallas Alumna



The impact of Girls Inc. is profound and far-reaching, and I believe creating a supportive space for alumnae will amplify its full-circle impact.

Originally from Dallas, I had the privilege of attending Girls Inc. of Metropolitan Dallas during my formative teenage years. Like many others at my Affiliate, my single mother sought a reliable afterschool and summer program for my sister and me, and she found everything she needed and more in Girls Inc.

Throughout school years and summers, I engaged in entrepreneurship through our in-house snack shop, attended etiquette classes at Neiman Marcus, and built lasting friendships with fellow girls that continue to this day. Thanks to a \$10,000 Girls Inc. scholarship, I started college as a first-generation student with a solid financial footing.

I hold a Bachelors in Political Science from Dillard University and a Masters in Counseling from Southern Methodist University, and I am a licensed mental health practitioner in Texas. Inspired by my experience at Girls Inc., I launched a career in the nonprofit sector, focusing on children and youth mental health. I also founded *Tots N' Teachers*, a counseling and consultation business dedicated to enhancing the mental wellness of children and educators.

Through *Tots N' Teachers*, I've had the privilege to give back to Girls Inc. of Metropolitan Dallas by annually training their afterschool and school-time staff on child development and self-care. Volunteering at Girls Inc. events, from playground builds to conferences, has also been a rewarding way to stay connected.

I am honored to be part of the inaugural Leadership Council aimed at enhancing alumnae engagement with Girls Inc. I envision the Leadership Council creating a space where alumnae can collaborate both online and in person—a dedicated environment for networking, professional growth, and wellness support that enhances the experience for all. Staying connected to Girls Inc. is vital to perpetuating the legacy of strong, smart, and bold women, providing encouragement even during moments when individuals may not feel particularly strong, smart, or bold. **Our mutual support is crucial; we are each other's responsibility.**

BALANCE SHEET

TWELVE MONTHS ENDED MARCH 31, 2024

ASSETS

	<u>2024</u>	<u>2023</u>
ASSETS		
Cash	\$ 5,495,823	\$ 6,543,402
Dues receivable	88,323	69,461
Promises to give and grants receivable, net	1,313,885	30,702
Investments - current	35,550,268	31,208,645
Prepaid expenses and other	186,745	298,278
Note receivable from affiliate	150,000	
Investments - endowment	9,489,093	7,619,700
Property and equipment, net	616,503	644,082
Operating lease right-of-use assets	1,894,303	2,194,991
Beneficial interest in perpetual trusts	14,592,079	12,242,635
TOTAL ASSETS	<u><u>\$ 69,377,022</u></u>	<u><u>\$ 60,851,896</u></u>

LIABILITIES AND NET ASSETS

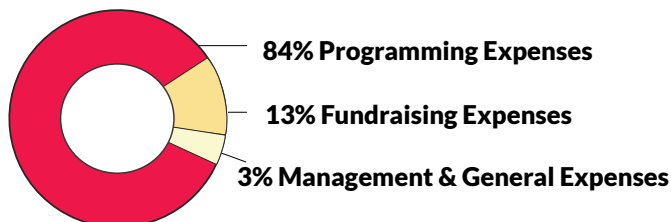
	<u>2024</u>	<u>2023</u>
LIABILITIES		
Accounts payable and accrued expenses	\$ 1,065,081	\$ 856,551
Scholarships payable	1,343,020	1,388,155
Deferred revenue	314,587	346,636
Operating lease liabilities	2,580,513	2,768,500
Total Liabilities	<u>5,303,201</u>	<u>5,359,842</u>
NET ASSETS		
Without donor restrictions:		
Designated by the Board for endowment	917,280	755,408
Designated by the Board for rent reserve	2,766,116	2,213,815
Undesignated	<u>22,986,713</u>	<u>17,031,707</u>
	<u>26,670,109</u>	<u>20,000,930</u>
With donor restrictions:		
Purpose and time restrictions	14,239,820	16,384,197
Endowment	<u>23,163,892</u>	<u>19,106,927</u>
	<u>37,403,712</u>	<u>35,491,124</u>
Total Net Assets	<u>64,073,821</u>	<u>55,492,054</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$ 69,377,022</u></u>	<u><u>\$ 60,851,896</u></u>

STATEMENT OF ACTIVITIES

TWELVE MONTHS ENDED MARCH 31, 2024

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

ALLOCATION OF EXPENSES



WHAT THIS MEANS

**For every \$1.00 spent,
84 cents goes to supporting
girls' development**

	<u>2024</u>	<u>2023</u>
REVENUE AND SUPPORT		
Special events revenue	\$ 955,368	\$ 545,703
Contributions and private grants	14,740,371	16,719,763
Contributed nonfinancial assets	60,045	486,108
Program revenue	683,968	698,735
Other income	400	87,940
Total Revenue and Support	<u>16,440,152</u>	<u>18,538,249</u>
EXPENSES		
Program Services:		
Affiliate services/growth	6,974,628	7,436,395
Program, research and training	5,871,994	6,233,617
Public education and advocacy	1,645,345	1,598,582
Total Program Services	<u>14,491,967</u>	<u>15,268,594</u>
Supporting Services:		
Management and general	610,132	542,842
Fundraising	2,224,809	1,853,529
Total Supporting Services	<u>2,834,941</u>	<u>2,396,371</u>
Total Expenses	<u>17,326,908</u>	<u>17,664,965</u>
CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN	<u>\$ (886,756)</u>	<u>\$ 873,284</u>
	<u>2024</u>	<u>2023</u>
INVESTMENT RETURN		
Net appreciation (depreciation) on investments and funds held by trustees	\$ 7,815,710	\$ (2,353,851)
Investment income (loss), net	1,652,813	1,085,958
Total Investment Return	<u>9,468,523</u>	<u>(1,267,893)</u>
CHANGE IN NET ASSETS	<u>\$ 8,581,767</u>	<u>\$ (394,609)</u>
NET ASSETS		
Beginning of Year	<u>55,492,054</u>	<u>55,886,663</u>
End of Year	<u>\$ 64,073,821</u>	<u>\$ 55,492,054</u>

girls inc.

Inspiring all girls
to be strong,
smart, and bold