Girls Inc. Girls' Bill of Rights

**Girls have the right to:**
Be themselves and to resist gender stereotypes.
Express themselves with originality and enthusiasm.
Take risks, to strive freely, and to take pride in success.
Accept and appreciate their bodies.
Have confidence in themselves and to be safe in the world.
Prepare for interesting work and economic independence.

A platform for social change, the Girls Inc. Girls’ Bill of Rights lays the groundwork for all Girls Inc. programs. It frames the discussion of gender-based hurdles facing girls today and the intrinsic rights they possess and deserve. First adopted in 1945, it was most recently updated in 2000.
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Girls Incorporated serves girls of many ages, ethnicities, income levels, and abilities. Our growth as an organization depends on our ability to respect the vast range of experiences that shape who we are as individuals and to unite as a community dedicated to raising confident, healthy girls. In this fiscal year, as we launched exciting new initiatives and expanded our reach, I am proud to report that every aspect of our work was grounded in a steadfast commitment to diversity and inclusion.

Meaningful, transformative diversity must be demonstrated throughout Girls Inc.—from our staff and board leadership to our programs. To address that goal, our 57th Girls Inc. National Conference focused on the theme of “Navigating Across Cultures.” Affiliate representatives from the United States and Canada came together to hear acclaimed speakers and participate in sessions that stressed the importance of diversity in hiring practices and detailed projects including the Girls Inc. Latina Initiative, which sparks community dialogue and helps affiliates communicate effectively with families.

The conversations that took place during our conference continue to inform the work we do to inspire all girls to be strong, smart, and bold. At the national level, we have made it a priority to ensure that our network of affiliates is well equipped to carry out the Girls Inc. mission. We are especially thankful to the Lilly Endowment for their support of our strategic plan in funding management development for our affiliates and to the Edna McConnell Clark foundation for their support of the affiliate fundraising project. Along with the expertise of the Osborne Group, we have provided affiliates with comprehensive tools and ongoing guidance on how to raise funds in order to expand effectively their reach in their own communities.

We also hit a major milestone this year with our first federal appropriation. With the help of our pro bono consultants at Covington & Burling, LLP, we received $447,000 in government funding to further our mission. This is a tremendous vote of confidence in our quality programming and an investment in the potential of all girls.

Reaching more girls requires that we go where girls are—and millions of today’s girls are online. With a generous grant from the AT&T Foundation, we have piloted Girls Inc. Online, an innovative web-based membership for girls. I am thrilled that AT&T has provided additional funding to grow this community of girls. Girls Inc. Online offers girls a safe and supportive environment to express themselves, connect with each other, and explore their interests.

This year, we also extended our commitment to reaching girls through public education. The next round of Girls Inc. public service announcements will soon hit the airwaves, giving us the valuable opportunity to engage a broad audience of girl advocates with our mission. The “Dear World” campaign features girls from Girls Inc. affiliates reading letters about what it is like to be a girl today. Their words, faces, questions, laughter, and unique perspectives paint a vibrant picture of who we are as an organization. We listen closely as girls tell us what they need in order to be strong, smart, and bold because at Girls Inc., it is our job to meet those needs. With this campaign, we give girls a platform to send their messages to the world. And we hope the world will be listening, too. We are thankful to zig USA, our pro bono advertising agency and also to Anheuser-Busch, who provided funding for these new PSAs. Finally, I thank all of our contributors for doing your part to enrich girls’ lives. Together, we are building a movement. I am confident that the girls we reach today will grow up to be compassionate and innovative leaders who will make the future brighter for everyone.
It is fitting that the day I first became involved with Girls Inc. was also the day I became a mother. Thirteen years ago, I was selected to be a recipient of a Girls Inc. award. But another event took precedence over the awards luncheon. I got a call to go to Texas, where I picked up my adopted daughter. Though I was not there to receive my award in person, I was certainly connected to the Girls Inc. mission that day. As my two daughters have grown, that connection has deepened. I am humbled to serve as Board Chair of an organization whose vision of empowered girls and an equitable society has such significance to me as a mother, a professional, and an advocate for girls.

Girls Inc. has been serving girls since 1864. In that time, society has made great strides in the advancement of girls’ and women’s rights. But as we celebrate the incredible opportunities available to girls today, we are also well aware of the complexities of their lives. Conflicting media messages, persisting gender stereotypes, cultural differences between their families and peer communities, and increasing pressures to be “perfect” are just a few of the issues girls face. We understand that to keep in step with girls, we must step with knowledge and purpose. The Girls Inc. 2007–2011 strategic plan was designed with that goal in mind.

It has been a pleasure to work with dedicated board members, Girls Inc. staff, and our network of affiliates this year as we continue to implement the four key strategies of this plan:

1. Start more Girls Inc. member organizations and support their growth and long-term success;
2. Support growth and expansion at existing Girls Inc. member organizations, so they can bring Girls Inc. programs to more girls;
3. Keep girls at the forefront of Girls Inc. communications, advocacy, and policy work; and
4. Engage adult advocates who volunteer time and expertise, mentor girls, and get involved with Girls Inc. nationally and locally.

It is our priority to build on our strengths and focus on what we do best. Girls Inc. research-based programs provide girls with valuable skills in the areas of math and science education, pregnancy and drug abuse prevention, media literacy, economic literacy, adolescent health, violence prevention, and sports participation. Our communities of girls learn to support each other and take healthy risks. Our public education campaigns and advocacy efforts have raised awareness about girls’ rights and shaped legislation that will have a lasting impact in the lives of girls and women. With the solid framework and metrics of this plan, we can continue this important work and grow with clear intention.

When I look back on the time I have worked with Girls Inc. and served on the board, I am proud of how far we have come as an organization. We have seeded five new Girls Inc. affiliates and this year, we reached over 500,000 girls through our programs and publications. To support this exciting growth and connect with our donors, we launched membership programs for the many corporations and individuals who fund our programs and initiatives.

We know that the Girls Inc. approach works—we have more than 140 years of experience and learning behind us. I hope that we can someday bolster every girl with our strong, smart, and bold message as she steps forward into her own unique challenges and successes.

Bridgette P. Heller
Chair of the Board
The “Dear World” Campaign

A new set of Girls Inc. public service announcements will send the world some compelling messages from girls. The “Dear World” campaign was funded by a generous grant from the Anheuser-Busch Foundation and developed with our pro bono advertising agency, zig USA. It includes a dedicated website, and two television and forthcoming print advertisements.

These ads feature girls of all ages speaking to a world full of dreams and possibilities, but one that also throws conflicting pressures and unfair disadvantages at them. From concept to completion, each component of this campaign drew from real girls’ experiences. A rousing call to action, “Dear World” is our letter to girl advocates everywhere.

Girls Inc. national public education campaigns give us the valuable opportunity to reach new audiences and inspire them to connect with our mission. Because we believe that the girls we serve are our best and most qualified spokespeople, all of our campaigns, including “Dear World,” cast girls from Girls Inc. affiliates. The “Dear World” campaign officially began when we invited girls to write their own letters to the world. More than 275 girls from 16 affiliates across the United States and Canada auditioned by reading their letters out loud at the casting sessions.

Every girl has a unique take on what it means to be a girl in the world today, and that diversity was evident throughout the “Dear World” production process. At a casting in New Hampshire, Destiny Davis, 14, spoke confidently of her own potential: “As a girl, I have the pride in standing here and being able to say: I CAN CHANGE THE WORLD!” Other girls expressed their awareness of gender stereotypes and their determination to overcome them: “Dear World, I am not weak just because I am a woman. I am strong, gifted and driven. Do not count me out just because I am a woman. I can do anything you can. Hello world, I will never let you down,” said 15-year-old Collette Smith, of Girls Inc. of Tarrant County, Texas.

The goal of the “Dear World” campaign is to give girls a global forum to make their voices heard. Indeed, girls are the messengers in these ads. They run and skateboard through neighborhoods, plastering their letters to the world on walls and sending them through the air as paper airplanes. All of this was captured during a two-day shoot in California last winter—a time that was not just about capturing words and faces on film, but about giving girls the chance to learn and challenge themselves.

“The shoot was a life-changing experience for the girls who participated,” said Åsa Olsson, Cultural Arts/Teen Director of Girls Inc. of Carpinteria, California. “One girl who had been afraid of heights decided that she could film a scene on a rooftop with the support of the other girls. Another girl who has leg braces got to sit in the Assistant Director’s chair while the crew filmed some other girls running. Even though she appeared in front of the camera in another part of the ad, she told me her favorite part of the shoot was getting to watch the takes behind-the-scenes and talk to the director. There’s a girl from my center who always used to say ‘I can’t’ when faced with a challenge. Since that shoot, I have started to hear her say ‘I can.’”

As we release the “Dear World” campaign this year, we have high hopes for how far and wide girls’ voices will carry. It will be hard to miss our letter to the world—it is marked with countless strong, smart, and bold signatures and sealed with our promise to do help all girls stand proud and say those two words: I can.

“The following Girls Inc. affiliates were part of the “Dear World” casting: Girls Inc. of Alameda County, CA; Girls Inc. of Carpinteria, CA; Girls Inc. of Orange County, CA; Girls Inc. of Santa Barbara, CA; Girls Inc. of Bay County, FL; Girls Inc. of Jacksonville, FL; Girls Inc. of Sarasota, FL; Girls Inc. of Sioux City, IA; Girls Inc. of Lynn, MA; Girls Inc. of Greater Lowell, MA; Girls Inc. of Omaha, NE; Girls Inc. of New Hampshire; Girls Inc. of Tarrant County, TX; Girls Inc. of Dallas, TX; Girls Inc. of Durham, Canada; Girls Inc. of York, Canada

“Dear World, I love myself and the only person I want to be is me.”

Monique, age 8, Girls Inc. of Carpinteria, California
“Dear World, being a girl means I can laugh if it’s funny, I can cry if it’s sad, I hurt when I fall, I get angry when I am wronged and I can dream as big as I want.”

Elisia, age 13, Girls Inc. of Alameda County, California

“If I had to send a message I would say ‘Never change who you are.’”

Tashay, age 10, Girls Inc. of Jacksonville, Florida

“It’s good to be a girl in this world today. I like being a girl because I can speak for myself. I can stand up for myself. Being a girl makes me strong.”

Mytha, age 6, Girls Inc. of New Hampshire
Girl Leadership: Girls Inc. She Votes™

Girls who become engaged in the electoral process are more likely to be active citizens, educated voters, and candidates for public office as adults. Girls Inc. She Votes™, an in-depth, non-partisan campaign supported by a grant from The Brico Fund, was created with that important knowledge in mind.

We are proud to report that leading up to a historic presidential election girls at our Girls Inc. program sites and at Girls Inc. Online are learning about the many ways that local and national government decisions affect their lives. And as we help girls understand their own stake in the political process, we encourage them to discover their leadership potential.

“I find that women, even in the highest tiers of professional accomplishment, are substantially less likely than men to demonstrate ambition to seek elected office,” says Jennifer Lawless, author of It Takes a Candidate: Why Women Don’t Run for Office and a featured speaker at the 2007 Girls Inc. Region III Conference. “This gender gap in political ambition persists across generations. Despite cultural evolution and society’s changing attitudes toward women in politics, running for public office remains a much less attractive and feasible endeavor for women than men.” Today, women represent just 16 percent of members of Congress, 26 percent of state legislators, and nine out of 50 governors. We at Girls Inc. believe we can shift those numbers. But the change must start with girls.

“We have our funding, we seek to elevate the status of women and girls so they are recognized as contributing their full potential,” says Anne Summers, Executive Director of the Brico Fund.

“To confront the gender disparities that exist in the political arena, Girls Inc. She Votes™ empowers girls to take action as citizens today and gives them the confidence to see a future where they are voters, candidates, and office holders. Ultimately, we know that when a young woman votes three times, she becomes a voter for life. And when women vote, a different kind of candidate gets elected.”

The Girls Inc. She Votes™ initiative includes educational online content and a comprehensive guide of activities for affiliates to do with girls.

“We have mock elections and candidate training to fundraising and analyzing campaign ads, these activities are designed to make the political process fun and accessible,” says April Osajima, Girls Inc. Director of Public Policy. At a middle school program site for Girls Inc. of the Washington, D.C. Metropolitan Area, Osajima facilitated a workshop in which girls created a graph to illustrate the number of women in Congress over the past century. At Girls Inc. of New Hampshire, girls held a vote on having either a pizza party or an ice cream party. “When asked how they would feel if they weren’t allowed to vote for some reason, they were all in agreement that it wouldn’t be fair.”

“From mock elections and candidate training to fundraising and analyzing campaign ads, these activities are designed to make the political process fun and accessible.”

recalls program director Jen Indeglia. “One girl mentioned that she didn’t think it was fair that they were voting, because not all of the girls in the program were present to give their vote for a decision that would affect everyone.” With Girls Inc. She Votes™, girls learn the profound importance of political representation; they are empowered to see themselves as representatives of their Girls Inc. communities—representatives who may one day be working in City Hall, on Capitol Hill, or even in the White House.
Girls’ Rights Week 2007  
At Girls Inc., our advocacy efforts are driven by girls’ voices. We listen to what girls tell us about their lives, and we give them the tools and opportunities to be agents for social change. This commitment to girl-driven advocacy is solidified every spring during our Girls’ Rights Week, when representatives from our Girls’ Advisory Board travel to Washington, D.C. to talk about the issues that matter most to the girls in their communities.

With guidance from Girls Inc., these young women work together to develop their ideas and experiences into compelling public policy messages. Girls’ Rights Week 2007 started off with a discussion of *The Supergirl Dilemma: Girls Grapple with the Mounting Pressure of Expectations*, a Girls Inc. research study conducted by Harris Interactive and supported by funding from IBM and Wal-Mart Stores, Inc. The study shows that while girls are told they can do anything, what they’re often hearing is that they have to do everything. And while girls today have more options open to them, they still face conflicting expectations at home, with their peers, and in the media.

Persisting gender stereotypes can also make it difficult for girls to follow their dreams and pursue their talents and interest. The Girls’ Advisory Board members were well aware of this problem. Cryshawna Harris, 18, attends Girls Inc. of Winston-Salem, North Carolina. She was once the subject of sexist comments because she beat a boy at a game of Ping-Pong. “A male staff member at my community center teased the boy for losing a ‘male-dominated’ game. I don’t understand how you can have ‘male-dominated’ games,” she said.

Throughout Girls’ Rights Week, the advisory board members shared their unique experiences with each other as they prepared to share them with policy makers. They also agreed that their participation in Girls Inc. programs had given them the confidence to confront many of the pressures outlined in *The Supergirl Dilemma*. “The environment at Girls Inc. is the most supportive environment I’ve ever been in,” said 17-year-old Selina Duran, whose interest in science, math, and technology was nurtured through her participation in a robot-building competition at Girls Inc. of Greater Los Angeles. “I think all girls deserve the benefits that come with being part of such a supportive girls’ community.”

The Girls’ Advisory Board members took this conviction with them to Capitol Hill, where they met with members of Congress. La Sandra Prince, 18, spoke directly with her representative, Shelia Jackson Lee (D-TX). She talked to the congresswoman about how issues such as teen pregnancy and dating violence are affecting girls in her hometown of Houston, Texas. She also stressed the positive impact that Girls Inc. programs have made in her own life. “During the meeting, I asked Representative Jackson Lee how you know when it’s the right time to focus on which issues,” La Sandra remembers. “She told me that if you know in your gut that you should be fighting for something, the right time to take action is anytime.”
Corporate Camp™ for Entrepreneurs

Twenty-five teen girls traveled to New York City to be “campers” at Girls Inc. Corporate Camp™ for Entrepreneurs in partnership with The Goldman Sachs Foundation. For the last five years, this week-long program has provided a supportive space for girls to explore what it means and what it takes to be an entrepreneur.

To win a spot at Girls Inc. Corporate Camp, teams of girls must come up with their own business ideas and submit detailed plans, which include marketing strategies, financial projections, and descriptions of their company’s leadership structure. “Girls Inc. Corporate Camp” has seen tremendous growth since its launch. I was impressed with the number and quality of entries we received from our network of Girls Inc. affiliates this year,” says Brenda Stegall, Girls Inc. Director of Programs and Training Services. “This is a serious competition, and it is a thrill to see so much entrepreneurial spirit demonstrated at the application stage. Corporate Camp allows us to nurture that spirit and take it to the next level by giving these young women the skills they will need to thrive as the business leaders of tomorrow.”

The teams selected for the 2007 Girls Inc. Corporate Camp for Entrepreneurs included Sunny Five (Girls Inc. of Carpinteria, California), an advertising agency specializing in bilingual ads; Forever Blooming (Girls Inc. of Southwestern Connecticut), a company that manufactures paper flowers; Strong, Smart, & Bold Greeting Cards (Girls Inc. of Metropolitan Dallas, Texas), a line of greeting cards for African-American and Latino customers; Team SRQ (Girls Inc. of Sarasota County, Florida), a service to help high school juniors and seniors with college applications; and Flash Forward (Girls Inc. of Tarrant County, Texas), a photography company. The winning teams brought their plans to New York City, where they were treated to a week filled with advice and inspiration from women who have turned their own ideas into successful companies.

At a panel discussion and visits to women-owned businesses around the city, Corporate Campers were challenged to ask questions and refine their business plans. The advice and guidance they received also prompted the girls to reflect on important issues including work-life balance, healthy risk-taking, and how to define success. At the end of the week, each team presented its final business plan at the Goldman Sachs headquarters. “Our mission is to develop the next generation of global leaders” says Stephanie Bell-Rose, president of The Goldman Sachs Foundation. “Girls Inc. Corporate Camp for Entrepreneurs gives these young women an opportunity to explore the possibilities of their futures and begin preparing for success.”

After her week in New York City, seventeen-year-old Rebecca Bernbach from Girls Inc. of Southwestern Connecticut has a clear understanding of how she will pave her path to business success: “I learned how important it is to take advantage of the opportunities that are presented to you.”

Girls Inc. is grateful to the following individuals and businesses for their participation in the 2007 Girls Inc. Corporate Camp™ for Entrepreneurs: Anita B. Watkins, SIXFOOT4; Dawn Casale, One Girl Cookies; Marcie L. Setlow, independent media fundraising consultant; Lauren Chung, personal fashion consultant; Alicia Mugetti, fashion designer; Joanna Patton and Judy Lotas, LPNY; Amy Scherber, Amy’s Bread; Katrina Parris Flowers.

“Our mission is to develop the next generation of global leaders.”
Celebration Luncheons
Three times a year, Girls Inc. recognizes women and men who help create a better future for girls. Our Luncheon awards are presented by exceptional young women, our Girls Inc. National Scholars.
Girls Inc. National Conference  
The girls and young women Girls Inc. serves today come from diverse cultures and backgrounds. We know that in order to expand our reach, we must address the expanding definitions of diversity in girls’ lives. This year, the 57th Conference of Girls Incorporated in Newport Beach, California, brought 253 participants together to explore the theme of “Navigating Across Cultures.”

Those in attendance included affiliate staff and board members, Girls Inc. alumnae, as well as Girls Inc. national staff and current and former board members.

The conference opened with a panel discussion moderated by Ellyn Spragins, author of What I Know Now: Letters to My Younger Self. On the panel were Bonnie St. John, Girls Inc. alumna and Silver Medalist in Skiing, 1984 Paralympics; Maria Guajardo, Ph.D., Director for the Mayor’s Office of Education, Denver, Colorado; Robin Schwartz, then President of Regency Television, now President of OWN: The Oprah Winfrey Network; and Sandy Hong Tu, Girls Inc. National Scholarship alumna and teacher of mathematics. Each of these women spoke about how they have navigated across cultures at different stages of their lives.

Additional conference offerings helped affiliates further engage with the topic of diversity and the Girls Inc. strategic plan of reaching more girls. “The sessions were designed with tools and takeaways for participants to directly apply in their ongoing work,” says Susan Houchin, Girls Inc. Director of National Services. A Latina Initiative panel provided important guidance on how Girls Inc. member organizations can collaborate with national and local Latino organizations. A plenary session on inclusiveness was conducted by diversity expert Al Smith, who challenged participants to see how diversity is not simply a buzzword but a reality in our daily lives. Affiliates also participated in fundraising workshops conducted by The Osborne Group, where they received valuable advice on everything from board development and donor solicitation to special events.

At the closing breakfast, keynote speaker Debra Martin Chase, the producer of blockbusters, including The Princess Diaries, The Cheetah Girls, and Sisterhood of the Traveling Pants, spoke about her recent trip to India—a trip that reinforced her belief that girls and girl advocates need to understand diversity from a global perspective. “This was an inspiring note to close on,” says Joyce M. Roché, President and CEO of Girls Inc. “It is our responsibility to help girls develop inquisitiveness about other cultures and a connection to a concept of girlhood that has no borders. That education can start in our Girls Inc. centers and in the communities we serve, but the positive effects will be felt all around the world.”

"Diversity is not simply a buzzword but a reality in our daily lives.”

Left: Dancers from Relampago del Cielo Grupo Folklorico

Above: From left, Sally Baker, Executive Director, Girls Inc. of Westchester County; Barbara Dowd, Associate Director for New Business, Girls Inc.; Showleah M. Tolbert, Director of Development, Girls Inc. of Orange County
Girls enCourage™ & Thinking SMART

This year marked the release of two new Girls Incorporated program resources: the Girls enCourage™ adventure sports curriculum and Thinking SMART, a guide to designing community-based STEM (science, technology, engineering, and math) programs for girls.

Girls enCourage™, a component of Girls Inc. Sporting Chance®, introduces girls ages 12–14 to non-traditional sports and physical activities. Participants learn the value of self-reflection, healthy risk-taking, and teamwork through adventure expeditions and other programs. At a time when there is so much cultural emphasis on weight and appearance, Girls enCourage™ aims to counteract this negative pressure with positive experiences that highlight girls’ individual strengths and abilities.

“Girls tell me that they are proud of themselves and each other for taking a chance on something new. From staying on the board during windsurfing to not quitting the treetop trekking even when they want to, girls gain a sense of accomplishment that is not based on being ‘the best,’ but on trying their hardest,” said Bev Newman, Program Specialist at Girls Inc. of York Region in Canada.

Thinking SMART was also developed to foster girls’ confidence through hands-on activities that promote investigation and risk-taking. Building on the strong foundation of the Girls Inc. Operation SMART® program, the guide offers Girls Inc. affiliates tools for engaging parents and a framework for recruiting local science, technology, engineering, and math professionals to work with girls as SMART Partners. These community partnerships inspire girls to think like scientists by giving them opportunities to think with scientists.

Girls enCourage™ and Thinking SMART have gone through a rigorous research, pilot testing, training, and evaluation process that is synonymous with the high-quality programming Girls Inc. has delivered for more than 140 years. “We have also worked hard to ensure that these new materials reflect the organization’s strategic plan to help affiliates reach more girls,” said Brenda Stegall, Girls Inc. Director of Programs and Training Services. To that end, each guide and curriculum was shipped with a CD of supplemental program materials that can be printed as needed, as well as marketing brochures for affiliates to use in their local outreach and fundraising efforts.

We are proud of these innovative programming initiatives, and we are especially grateful to the funders who helped to launch them: The Girls enCourage™ curriculum was made possible through generous funding from NFL Charities, PepsiCo, MetLife Foundation, and Lulu C. Wang. Major support for the Thinking SMART project was provided by the National Science Foundation, with additional support from Alcoa Foundation; American Association for Artificial Intelligence; Amgen Foundation; Coca-Cola Foundation; CREW Foundation; Engineering Information Foundation; ExxonMobil Foundation; Ford Motor Company Fund; General Motors Foundation; Mercedes-Benz USA, LLC; Motorola Foundation; Pfizer, Inc.; Rockwell Collins Inc. Touch ‘N Tutor Research and Development Foundation; Toyota USA Foundation; and Verizon Foundation.
Donor List

April 1, 2007 to March 31, 2008

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Vanguard ($1,000,000 and Above)

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Girls Inc. Gratefully Acknowledges:

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General Electric Company
General Mills Foundation
GlaxoSmithKlein
Goldman, Sachs & Co.
The Home Depot Foundation
Houghton Mifflin
JPMorgan Chase & Co.
Macy’s, Inc.
MetLife
Microsoft
The Moody’s Foundation
 Mutual of America
Pegucot Capital Management, Inc.
Pew Charitable Trusts
Pfizer Foundation
The Prudential Foundation
Qualcomm
Statler Street
Tektronix Foundation
Thomson West Community Partnership Program
Tupperware Corporation
UBS
United Technologies
Wachovia Foundation
The Wallace Foundation

*Girls Inc.*

We proudly recognize the members of The Donna Brace Ogilvie Society of Girls Incorporated

Gertrude and Arthur Anderson Trust
Alice Hilseweck Ball
Judith L. Bell
R. Dyke Benjamin
Jan Gosling Bobbs
Teri Bordenave
Ruth E. Breese
Frank Burns
Fannie Belle Burnett
Matilda M. Cobb Trust
Susan E. Davis
Decade Charitable Lead Annuity Trust
Dewitt Wallace Endowment
Marjorie E. Duckrey
Allyson P. Ely
Margaret Gates

D Giles O’Malley Foundation
Girls Inc. Leadership Endowment
Girls Inc. Olympic Torch Sports
Endowment
Teresa A. Hanzaty
Lillian “Stormy” Hessel
Nelson J. Hibiard
Susan Houchin
Candice Howard
Hudson Charitable Trust
Clifford Jackson
Faye Johnson
Catherine Schumberger Jones
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Pat Loomes
Marvin MacGregor
Isabelle L. Makepeace Trust
Lee Marks and John C. DePrez Jr.
Karen L. Martin
W. Corby May
Dorothy H. McCoy
Sandra McMillan
Martha May Newson
Heather Johnston Nicholson PhD
Donna Brace Ogilvie
Kalli O’Malley
Sally Gooch Pyanter
Mary Miles Lewis Peck
Edith Blakenee Phelps Fellowship
Jane D. Prejean
Priscilla A. Spear Trust
Linda T. Punch
Jane and Terry Quinn
Horace Raines
Janet Levy Rivkin
Albert J. and Jan P. Roberta Trust
William H. Robinson
Joyce M. Roché
Lila K. Rosa
Janet L. Russell
Jane Sherwin Schwartz
Jean Ellen duPont Shiehan
Ellen Krosney Shockro, PhD
Elizabeth K. Sleight Trust
Jd and John Sprague
Tara I. Stacom
Brenda K. Stiegall
Isabel Carter Stewart
Kathleen Walek
Janece L. Warne
Sherry Burnett Watts
D. Susan Wisely
Neil Hodgson Woodruff
Development Fund
Lucile Miller Wright Trust
Sharon Wyse

Estate of * Membership through June 2018
Balance Sheet  
Eighteen months ended March 31, 2008 (Reflects a shift from an October–September fiscal year to an April–March fiscal year.)

<table>
<thead>
<tr>
<th>Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$ 406,139</td>
</tr>
<tr>
<td>Accrued investment income</td>
<td>182,670</td>
</tr>
<tr>
<td>Dues and other receivables</td>
<td>75,935</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>233,530</td>
</tr>
<tr>
<td>Grants, contracts, and contributions receivable, net</td>
<td>1,586,324</td>
</tr>
<tr>
<td>Investments</td>
<td>3,272,929</td>
</tr>
<tr>
<td>Land, building, and equipment, net</td>
<td>2,222,409</td>
</tr>
<tr>
<td>Funds held by trustees</td>
<td>11,364,295</td>
</tr>
<tr>
<td>Total assets</td>
<td>$ 19,344,231</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities:</td>
<td></td>
</tr>
<tr>
<td>Accounts payable, accrued expenses</td>
<td>$ 1,117,360</td>
</tr>
<tr>
<td>Scholarships payable</td>
<td>590,093</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>98,509</td>
</tr>
<tr>
<td>Deferred rent obligation</td>
<td>233,620</td>
</tr>
<tr>
<td>Total liabilities</td>
<td>2,039,582</td>
</tr>
<tr>
<td>Commitments</td>
<td></td>
</tr>
<tr>
<td>Net assets (deficit):</td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>(1,580,533)</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>6,150,107</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>12,736,075</td>
</tr>
<tr>
<td>Total net assets</td>
<td>17,304,649</td>
</tr>
<tr>
<td>Total liabilities and net assets</td>
<td>$ 19,344,231</td>
</tr>
</tbody>
</table>
Statement of Activities
Eighteen months ended March 31, 2008 (Reflects a shift from an October–September fiscal year to an April–March fiscal year.)

<table>
<thead>
<tr>
<th>Revenue, gains (losses), and other support:</th>
<th>Unrestricted</th>
<th>Temporarily restricted</th>
<th>Permanently restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and private grants</td>
<td>$ 5,278,880</td>
<td>6,218,803</td>
<td>—</td>
<td>11,497,683</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>871,945</td>
<td>—</td>
<td>—</td>
<td>871,945</td>
</tr>
<tr>
<td>Government grants and contracts</td>
<td>317,239</td>
<td>250,000</td>
<td>—</td>
<td>567,239</td>
</tr>
<tr>
<td>Special events revenue</td>
<td>2,383,308</td>
<td>—</td>
<td>—</td>
<td>2,383,308</td>
</tr>
<tr>
<td>Less cost of direct benefit to donors</td>
<td>(1,159,338)</td>
<td>—</td>
<td>—</td>
<td>(1,159,338)</td>
</tr>
<tr>
<td>Net revenues from special events</td>
<td>1,223,970</td>
<td>—</td>
<td>—</td>
<td>1,223,970</td>
</tr>
</tbody>
</table>

Net appreciation on investments
and funds held by trustees
Investment income
Program-related revenue
Miscellaneous
Net assets released from restrictions
Revenue, gains, and other support

<table>
<thead>
<tr>
<th>Expenses:</th>
<th>Unrestricted</th>
<th>Temporarily restricted</th>
<th>Permanently restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Affiliate services/growth</td>
<td>2,968,720</td>
<td>—</td>
<td>—</td>
<td>2,968,720</td>
</tr>
<tr>
<td>Program, research, and training</td>
<td>6,967,383</td>
<td>—</td>
<td>—</td>
<td>6,967,383</td>
</tr>
<tr>
<td>Public education and advocacy</td>
<td>2,426,336</td>
<td>—</td>
<td>—</td>
<td>2,426,336</td>
</tr>
<tr>
<td>Total program services</td>
<td>12,362,439</td>
<td>—</td>
<td>—</td>
<td>12,362,439</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supporting services:</th>
<th>Unrestricted</th>
<th>Temporarily restricted</th>
<th>Permanently restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and general</td>
<td>733,438</td>
<td>—</td>
<td>—</td>
<td>733,438</td>
</tr>
<tr>
<td>Fund-raising</td>
<td>1,186,375</td>
<td>—</td>
<td>—</td>
<td>1,186,375</td>
</tr>
<tr>
<td>Total supporting services</td>
<td>1,919,813</td>
<td>—</td>
<td>—</td>
<td>1,919,813</td>
</tr>
<tr>
<td>Total expenses</td>
<td>14,282,252</td>
<td>—</td>
<td>—</td>
<td>14,282,252</td>
</tr>
</tbody>
</table>

Increase in net assets before the effect of adoption of SFAS No. 158
Effect of adoption of SFAS No. 158
Increase in net assets
Net assets (deficit) at beginning of year
Net assets (deficit) at end of the period

$ (1,580,533) 6,150,107 12,735,075 17,304,649
Programs and Services  Girls Inc. develops research-based programs that encourage girls to take risks and master physical, intellectual, and emotional challenges. Programs are offered through a network of more than 1,600 program sites in over 300 cities in the United States and Canada.

**GIRLS INC. ECONOMIC LITERACY®**
Girls learn to manage money, invest, and begin to develop an appreciation for global economics.

**GIRLS INC. FRIENDLY PEERSUASION®**
Girls develop skills to resist pressure to use harmful substances such as alcohol, tobacco, household chemicals, and other drugs.

**GIRLS INC. LEADERSHIP AND COMMUNITY ACTION™**
Girls build their leadership skills and create lasting social change through community action projects.

**GIRLS INC. MEDIA LITERACY®**
Girls learn to analyze critically what they see and hear in the media, advocate for change in entertainment, news, and advertising media, and create images that are more realistic and reflective of their lives.

**GIRLS INC. OPERATION SMART®**
Girls develop enthusiasm for and skills in science, technology, engineering, and mathematics and consider careers in these fields by interacting with women and men pursuing such careers.

**GIRLS INC. PREVENTING ADOLESCENT PREGNANCY®**
Girls acquire the knowledge and skills necessary to take charge of and to make informed, thoughtful decisions about their sexual health.

**GIRLS INC. PROJECT BOLD®**
Girls learn to lead safer lives by developing skills and strategies for self-defense, including physical techniques and the ability to seek out and talk to caring adults about personal violence issues.

**GIRLS INC. SPORTING CHANCE®**
Girls learn to appreciate an active lifestyle as they develop movement and athletic skills, cooperative and competitive spirit, health awareness, and interest in sports and adventure.

**SERVICE POPULATION**
Girls Inc. reaches over 900,000 girls through direct service, the website, and Girls Inc. products and publications.

Racial/Ethnic Groups of Girls Served
- African American 44%
- Caucasian 30%
- Latina 18%
- Multiracial 5%
- Asian American/Pacific Islander 2%
- Native American 1%

Family Income of Girls Served
- Under $10,000 16%
- $10,000–$14,999 15%
- $15,000–$19,999 16%
- $20,000–$25,000 18%
- over $25,000 35%

Family Configuration of Girls Served
- One parent 48%
- Two parents 39%
- One parent at a time 6%
- Neither parent 7%
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Waterbury, CT
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Lee Marks Fine Art
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New York, NY

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Minneapolis, MN

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**DORIS BERNBACH**
Executive Director

**SUSAN FEDELL**
Executive Director

**MELANIE GRAY**
Attorney at Law

**BRIDGETTE P. HELLER**
Global President—Baby, Kids & Wound Care Franchise

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Major photography
Duffy-Marie Arnout
Berliner Studio
donjé photography
LK Photos
Sarah Muddoch
Alan Petman Photography

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**Printing**
Capital Offset, New Hampshire
Strong
Smart
and
Bold