



# STRONGER, SMARTER, BOLDER TOGETHER

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## ANNUAL REPORT



2021



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# LETTER FROM THE PRESIDENT

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



# LETTER FROM THE BOARD CHAIR

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,  
**Tony Bucci**  
Board Chair



# BOARD OF DIRECTORS

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

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*Board Secretary  
Vice President, Fuel Cell and  
Hydrogen Technologies  
Cummins Inc.*

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*President & CEO  
Girls Inc.*

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*Region III Volunteer Representative  
CPA, Managing Director,  
Audit & Assurance Services  
Deloitte & Touche*

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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  
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Macy's Inc.*

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*VP, Azure Data and AI,  
Customer Success  
Microsoft*

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CollabraLink Technologies, Inc.*

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*Founder & CEO  
Luminary*

**Lisa Moore**

*Region IV Professional Representative  
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Girls Inc. of Memphis*

**Sue Napper**

*Region IV Professional Representative  
Director of Administrative Services  
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*Managing Director  
Google*

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

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*Region I Volunteer Representative  
Partner  
Buchanan Angeli Altschul &  
Sullivan LLP*

**Sonya Ulibarri**

*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.**  
President & CEO

**Pat Driscoll**  
Chief Operating Officer

**Rebecca Carroll**  
Chief Financial Officer

**Casta Guillaume, Ph.D.**  
Director of Research & Evaluation

**Lizbeth Johnson**  
Interim Director of Information Technology

**Lara S. Kaufmann**  
Director of Public Policy

**Niki Kelly**  
Director of Affiliate Services

**Delita Marsland**  
Chief Development Officer

**Janet Gartin Moore**  
Director of Diversity, Equity, and Inclusion

**Penn Sheppard**  
Director of Learning

**Veronica Vela**  
Director of Marketing & Communications



# ALUMNA FEATURE

“

**TO BE STRONG,  
SMART, AND BOLD  
IS TO NOT LET YOUR  
CIRCUMSTANCES  
DEFINE YOU. ”**

**Melanie**

Girls Inc. of New York City Alumna

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.

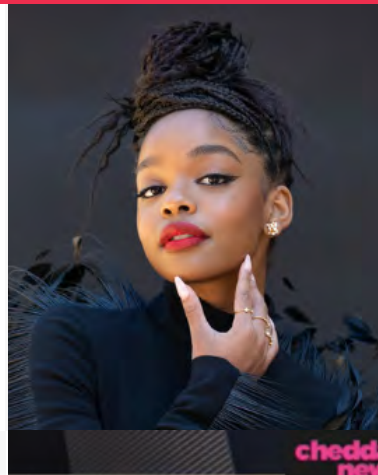


# HIGHLIGHTS



## Girls Inc. awarded \$10M from the Equality Can't Wait Challenge

[New York Times](#)



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

[The Hollywood Reporter](#)



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

[Vanity Fair](#)



## Girls Inc. CEO on Paving the Way for Gender Equality

[Cheddar News](#)



## Let's Address Systemic Racism Systemically – Now and Always

By Dr. Stephanie J. Hull

[Independent Sector](#)



## Enterprise is giving \$120 million to improve racial equity

[CNN.com](#)



## Hillary Clinton and Tina Fey Teaming for Girls Inc. Fundraiser

[The Hollywood Reporter](#)



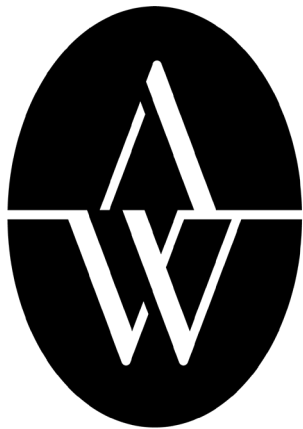
## Nevermind the medals – advocating for mental wellbeing

By Dr. Stephanie J. Hull

[Blavity](#)



# HIGHLIGHTS



ARCHEWELL

## 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.](#)





# CHAMPIONS



## ROAD FORWARD

RESPECT | OPPORTUNITY | ACHIEVEMENT | DIVERSITY



### ON THE ROAD FORWARD TO RACIAL EQUITY WITH ENTERPRISE

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.



Patrick J McGovern  
FOUNDATION

### PARTNERING ON TECHNOLOGY ADVANCEMENTS WITH THE PATRICK J. MCGOVERN FOUNDATION

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!"



# rae

## 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.”



## 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.



# CHAMPIONS

## GIRLS INC. VIRTUAL CELEBRATION

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!



# ADVOCACY FOR AND WITH GIRLS

## 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!



# GIRLS IN ACTION

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.





# DONORS

## INDIVIDUALS, ESTATES, AND TRUSTS

### **Pacesetter** **(\$100,000-\$999,999)**

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 Charles & Margery Barancik Foundation  
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 Mercedes Millington & Jack Mithun  
 Linda Monda  
 Alan Patmore  
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 Margot Perot  
 Gena H. Reed  
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### **Luminary** **(\$25,000-\$49,999)**

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 Phyllis F. Bernstein  
 Tracy Katsky Boomer  
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 Yvette Lee Bowser  
 Kasia & Barry Brand  
 Kathy & Travis Brown  
 Jamie Lavin Buzzard  
 Chris Chastain

\* Deceased



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Kate & Warren Coopersmith  
Phil Dayalu  
Wynter Deagle  
Taylor Dilk  
Priscilla Doulton  
Arjun Dugal  
Julie Spicer England  
Robin Faerber  
Karen Fessel  
Natalie Fondriest  
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Gretchen Ganc  
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Cindy & David Van Wingerden  
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Frances Wilcox  
Amy Williams  
Nancy Youngman  
Merryl & Chuck Zegar  
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Jacquelyn Blakley  
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Kim Cornetet  
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Christina Davis  
Sam Dawson  
Sherry & Deryl Deke  
Chris Dialynas  
Felice Diercks  
Jennifer Dinnen  
Kate Duffy  
Kathy & Thomas Dunlap  
Dora Dunn  
Ashleigh Everett  
Tammy Farley  
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Jane Fowler  
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Jacquelyn Pawela-Crew  
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Sonja Rivera  
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Deborah & George Rodriguez  
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Margaret & Scott Rubinacci  
Ana Salgado  
Anna Sampang  
Tess Sanchez & Max Greenfield  
Stephanie Savage  
Susan & Victor Schaff  
Maryan Schall  
Nini & Peter Seaman  
Raj Shah  
Dawn & Rich Sharff  
Jessica Sharp  
Heather Shemilt  
Judy Slutzky  
Patricia M. & William H. Smith  
Hon. Rodger & Hon. Carole Smitherman  
Courtney & Dan Snyder  
Mary Lynn & Warren Staley



**Ally (Continued)**

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Jeff & Marie Stuart  
Doniel N. Sutton  
Andrew P. Swiger  
Robin Thede  
Teo & Emily Valdes  
Ivano Paolo Vit  
Jackie Webb  
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Beth Myers & Sandra Zamora  
Zumbo Family

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Iris Abelson  
Kelly Abercrombie  
Catha & Martin Abrahams  
Norma Ackerley  
Timothy Adams  
Lola Adeyemo  
Marty Adler-Jasney  
K.C. & David Adornetto  
Mara Brock Akil  
Caroline Alarcon  
Tom & Breanna Albrecht  
Sheri & Mike Alexander  
Scott Allen  
Margaret O. Allison  
Nancy Altobello  
Phyllis & Steven Amerikaner  
Amy Amirani  
Jennifer Anaya  
Heidi Anderson  
Joseph Andrews  
Gayle Andrews  
Nancy Andrews  
Anonymous  
Michael & Kimberly Anton  
Cherie Arabia  
Douglas Armer  
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Katherine Ashley  
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Francine Ballard  
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Helmi Banta  
Margo & Jeffrey Barbakow  
Nadine Barbera  
Joanne Barker  
Jamie Barrar  
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Joena Bartolini  
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Popsockets, LLC  
Pure Storage  
Rauxa  
Raytheon Company  
Studs, Inc.  
Taco Bell Corp.  
Thermo Fisher Scientific  
Warner Bros. Television Group  
Zurich's Women Innovation Network

**Partner****(\$1,000-\$4,999)**

A and Be Bridal Shop  
Alice and Ames  
American Endowment Foundation  
Anonymous  
B Riley Financial, Inc.  
Bloomberg  
The Boeing Company  
Brownstone Productions  
CAA ICON  
Capital Institutional Services, Inc.  
CBS  
Charities Aid Foundation of America  
Charles Schwab & Co., Inc.  
Christensen Dunn Early Foundations Fund  
The Cleveland Foundation  
CollabraLink Technologies, Inc.  
Cross River Bank  
Cushman & Wakefield Women's Integrated Network (WIN)  
Tri-State Chapter  
Enterprise Holdings Inc.  
Exterro Inc.  
Flip & Tumble  
Fontaine Fund of the Vermont Community Foundation  
Frank W. Yates Jr. Family Foundation  
General Reinsurance Corporation  
Gensler  
Goldman, Sachs & Co. Matching Gift Program  
Green Leaf Lab  
Greiner Weiser Family Foundation  
Happy Box Store LLC  
The Harmon Family Foundation  
Hello Sunshine  
Hugger Muggger Yoga Products

**Partner (Continued)**

Illinois Credit Union League  
Influence with Impact  
Keybank Foundation  
Kimberly-Clark Professional  
Klarna  
Leandro P. Rizzuto Foundation  
Lincoln Financial Group  
The Loretta Cangialosi Fund  
Luca + Danni  
Meyer Foundation  
The Monthly Bean  
Morgan Stanley Global Impact Funding Trust, Inc.  
Mufson Family Foundation  
Northern Trust Bank

OXB Studio  
Panorama Employee Giving  
PatMa Productions  
Pentalpha Surveillance  
Personalized Beauty Discovery, Inc.  
Renaissance Charitable Foundation  
RenaissanceRe US Inc  
Riverside Gives Fund  
Scarborough & Tweed  
Sundaily  
True II Form  
The Vermont Community Foundation  
Venus ET Fleur  
The Walt Disney Company Foundation  
Wisdom Tree  
Woodley + Lowe







# DONORS

## GIRLS INC. GRATEFULLY ACKNOWLEDGES

### Gifts in Honor of:

Lucy Aaron  
 Abbie Aguilera  
 Nancy Altobello  
 Iggy Azalea  
 Elyssa Campodonico Barr  
 Finley Bethea  
 Hon. Hilary Clinton  
 Mallory Coffey  
 Veretta Dent  
 Mary Todd Fannin  
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 Greta Thunberg  
 Lynne Tsuda  
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 Richard Weitz  
 Reese Witherspoon

### Gifts in Memory of:

Hon. Ruth Bader Ginsberg  
 Jacqueline (Jackie) Cavanagh  
 Robert DesHotel  
 Audrey Verona Dorch  
 Michele Evans  
 Suzanne Patmore Gibbs  
 Nancy Joan Sprecher  
 Breonna Taylor  
 Dorothy Tucker

### In-Kind Donations:

Comcast  
 Cox Communications  
 Curtis, Mallet-Prevost,  
 Colt & Mosle LLP  
 Renee Bushey

Our thanks to the networks who donated airtime for our Public Service Announcement.

# BALANCE SHEET

TWELVE MONTHS ENDED MARCH 31, 2021

## ASSETS

Cash	\$ 6,558,550
Accrued investment income	7,412
Dues receivables	82,935
Grants, contracts, and contributions receivable	1,262,301
Investments - Current	13,480,230
Notes receivable from affiliate	43,220
Prepaid expenses and other	260,758
Investments - Endowment	7,666,672
Property and equipment, net	1,268,699
Funds held by trustees	13,207,960

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**Total Assets** **\$ 43,838,737**

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## LIABILITIES

Accounts payable and accrued expenses	863,484
Scholarships payable	1,281,122
Deferred revenue	333,955
Deferred rent obligation	97,885

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**Total Liabilities** **\$ 2,576,446**

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## NET ASSETS

Without Donor Restrictions:

Designated by Board for Endowment	765,540
Undesignated	11,142,773

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11,908,313

With Donor Restrictions:

Purpose and time restricted	9,244,889
Perpetual in nature	20,109,089

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29,353,978

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**Total Net Assets** **41,262,291**

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**Total Liabilities and Net Assets** **\$ 43,838,737**

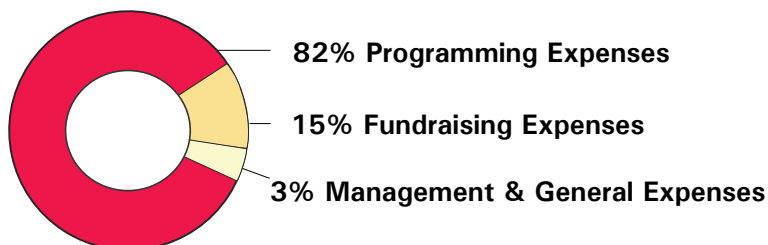
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# STATEMENT OF ACTIVITIES

TWELVE MONTHS ENDED MARCH 31, 2021

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

## ALLOCATION OF EXPENSES



## WHAT THIS MEANS

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

REVENUE AND SUPPORT	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Special events revenue	\$ 799,438		\$ 799,438
Less: direct special event expenses	0		0
Special events, net direct cost	799,438		799,438
Contributions and private grants	5,793,526	7,866,124	13,659,650
In-kind contributions	75,481		75,481
Program revenue	618,873		618,873
Other income	80,569		80,569
	7,367,887	7,866,124	15,234,011
Net assets released from restrictions	8,253,411	(8,253,411)	
<b>Total Revenue and Support</b>	<b>15,621,298</b>	<b>(387,287)</b>	<b>15,234,011</b>
<b>EXPENSES:</b>			
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		1,171,550
<b>Total Program Services</b>	<b>12,112,878</b>		<b>12,112,878</b>
Supporting services:			
Management and general	425,973		425,973
Fundraising	2,161,466		2,161,466
<b>Total Supporting Services</b>	<b>2,587,439</b>		<b>2,587,439</b>
<b>Total Expenses</b>	<b>14,700,317</b>		<b>14,700,317</b>
<b>CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN</b>			
	<b>920,981</b>	<b>(387,287)</b>	<b>533,694</b>
<b>INVESTMENT RETURN</b>			
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
<b>Total Investment Return</b>	<b>1,225,857</b>	<b>6,540,559</b>	<b>7,266,416</b>
<b>Gain on PPP Loan Forgiveness</b>	<b>839,490</b>		<b>839,490</b>
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	\$ <b>11,908,313</b>	\$ <b>29,353,978</b>	\$ <b>41,262,291</b>





# **BUILDING A NEW GENERATION OF LEADERS**