

2023 GIRLS INC. ANNUAL REPORT





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LETTER FROM THE PRESIDENT



Dear Friends,

Thank you, once again, for your continued commitment to Girls Inc. Your generosity ensures that Girls Inc. girls have the mentorship and experiences to reach their full potential. I am pleased to share an update on the progress we have made, thanks to your support.

These past few years have required resiliency, adaptability, and unwavering determination to reach our goals. Your partnership has allowed our vision of powerful girls in an equitable society to continue to guide us, and it has kept us optimistic. I am proud that our programs and services have consistently resulted in transformational outcomes for girls, allowing them to emerge stronger, smarter, and bolder than ever before despite the challenging environment they are navigating.

Completing this second year of our Strategic Plan, we are well positioned to chart our path to resiliency and sustainability with a clear vision and bold goals. We owe deep gratitude to our colleague Patricia Driscoll, who retired in 2023 after dedicating over thirty years of her professional career to Girls Inc., for her contributions in getting us to this point. I am also thrilled to announce the appointment of our new Chief Operating Officer, Lisa Ghartey Ogundimu. (You will read more about Lisa later on.)

Perhaps one of the most heartening aspects of this past year has been our ability to reconnect with so many of you via our in-person events, with our staff through continuous learning initiatives, and with girls through our proven programming. It is good to be back together in so many spaces.

In the pages that follow, you will learn about the investments we are making in DEI and Leadership

Development. We will report on innovations to the Girls Inc. Experience, as well as on the progress we are making with our alumnae offerings, as we forge and facilitate connections among the powerful women who embody our organization's purpose.

From inspiring stories of transformational outcomes in girls' lives to new initiatives made possible through your generosity and those of our partners like Yoplait, Allergan Aesthetics, Mizuho, and Porsche, this report is a testament to the power of our community. We are proud of our success, but also know we must stay focused and redouble our efforts so that more girls can benefit from the Girls Inc. Experience. With your continued support, we will see this new generation of leaders take their rightful seats in our communities, our professional networks, our governments, and beyond.

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

LETTER FROM THE BOARD CHAIR



For nearly 160 years, Girls Inc. has been creating a more equitable world, with and for girls. The Girls Inc. Experience offers life-changing opportunities that help girls envision themselves as the leaders they are intended to be, the leaders we all need. As you will see throughout this report, participation in Girls Inc. leads to remarkable outcomes—especially for girls and young women of color and those growing up in low-income communities.

Thanks to your contributions, Girls Inc. continues to show financial resilience that indicates long-term sustainability despite the challenges faced in the aftermath of a global pandemic. I am pleased to announce that Girls Inc. delivered impressive results in the 2023 fiscal year. Our operating revenue was \$18.5M, 6 percent more than budgeted, and we ended the year with total net assets at \$55.5M. Girls Inc.'s capacity increased this year thanks to a renewed, multi-year partnership with Lilly Endowment and continued multi-year partnerships with Enterprise Holdings. The thoughtful stewardship of the generous gifts we are entrusted with are demonstrated in the financial reports that follow. Of note, in fiscal year 2023, 86 cents of every dollar spent went towards girls' programming, well above the standards set by the top industry Watchdogs like GuideStar, Charity Navigator, and the Better Business Bureau. Girls Inc. continually takes steps to increase and ensure our financial resiliency and sustainability.

We also made significant advances in building the infrastructure and systems that our strong and sustainable network of affiliates requires in order to deliver the excellent experiences that help girls succeed. The need is great, but Girls Inc. is a thriving organization that is ready to face those challenges and provide meaningful solutions.

As the Girls Inc. National Board Chair, I am immensely proud to serve this great organization. The purpose of Girls Inc. has never been more important than it is today, as girls and women continue to face great inequities in many areas, including leadership and bodily autonomy.

On behalf of the National Board, I want to thank all of you—donors, friends, supporters, and colleagues—for your unwavering support and your shared commitment to building a new generation of leaders. Because of you, Girls Inc. is leading social change with its mission of inspiring all girls to be strong, smart, and bold.

Sincerely,
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

Sandra Campos**

CEO, Board Member, Advisor
Cynosure Holdings

Alex Calicchia**

Region II Volunteer Representative
President & CEO
Hive Partners

Mandy Engel-Cartie*

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

Taj Clayton**

Partner
Kirkland & Ellis LLP

Amy Dillon**

Region I Professional Representative
President & CEO
Girls Inc. of Shelbyville and Shelby County

Dawna Michelle Fields*

Region II Professional Representative
Senior Director of
Operations & Community, NA
Colgate-Palmolive Company

Renee Flagler

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

Melanie Gray**

Partner
Winston & Strawn LLP (Retired)

Julie Greiner Weiser**

Former Chief Merchandise
Planning Officer
Macy's, Inc.

Rashida Hodge

VP, Azure Data and AI,
Customer Success
Microsoft

Stephanie Hsieh*

President
Waban Advisors, Inc.

Dr. Adriane Johnson-Williams*

Founder & Principal
Standpoint Consulting

Luana Lewis

Founder
Grace Strategy

Cate Luzio**

Founder & CEO
Luminary

Kay Mathers*

Region IV Volunteer Representative
Program Director
Ruth's List Florida

Beth Myers*

Region II Professional Representative
CEO
Girls Inc. of Metropolitan Dallas

Lisa Moore**

Region IV Professional Representative
Former President & CEO
Girls Inc. of Memphis

Sue Napper**

Director of Administrative Services
Owensboro Municipal Utilities (Retired)

Courtney Naudo

SVP, International Strategic Portfolio
Management and Chief People Officer
Walmart International

Julie Overbeck**

Basset Capital

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

Founder
Fake Empire

Dana Sullivan

Region I Volunteer Representative
Partner
Buchanan Angeli Altschul & Sullivan LLP

Sonya Ulibarri**

Chief Impact Officer
Latino Community Foundation of Colorado

*New Board Member who started during FY 23

**Board Member who finished their service during FY 23

NEW BOARD MEMBERS



BOBBY AMIRSHAHI

SVP, Corporate Communication
Macy's Inc.

Bobby Amirshahi joined Macy's, Inc. in December 2020 as Senior Vice President of corporate communications. In this role, Amirshahi leads enterprise-wide communications for the company, including crisis, issues and reputation management, public relations for the consumer brand, colleague communications, financial communications, corporate giving, and social impact.



MANDY ENGEL-CARTIE

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

A native Iowan, Mandy Engel-Cartie's first job in college was with a nonprofit advocacy organization. She quickly developed a passion for mentoring, sharing resources, and developing emerging leaders. After 21 years at Girls Inc. of Sioux City, Mandy continues to learn each day and finds joy in the success of others.



DAWNA MICHELLE FIELDS

Region III Volunteer Representative
Senior Director of Operations & Community, NA
Colgate-Palmolive Company

Dawna Michelle Fields directs Colgate-Palmolive Company's "Bright Smiles, Bright Futures" (BSBF), one of the company's largest corporate social responsibility programs, targeted at children and families. Serving as the driving force behind North American operations and community relations, Dawna grew the company's reach in North America from \$6 million annually to over \$50 million annually. A passionate advocate for partnering with the community to make a difference, Dawna also serves as the National Vice President of the National Council of Negro Women, Incorporated, and serves on the America Dental Associations Foundation's Give Kids A Smile Advisory Committee.

NEW BOARD MEMBERS



STEPH HSIEH

President
Waban Advisors, Inc.

Having enjoyed a 30+ year career in biotechnology – serving in a variety of industry leadership roles from patent litigator, corporate executive, entrepreneur, and industry trade leader, Stephanie Hsieh now focuses her time serving on corporate boards and a few “passion projects.” Her current priority is leading the GrowLABio Coalition, which is focused on convening stakeholders to design and implement plans for the community-centric, equity-focused transformation of the greater Los Angeles region into a top global life science hub.



KAY MATHERS

Region IV Volunteer Representative
Program Director
Ruth’s List Florida

Kay Mathers is a dedicated political consultant and unwavering champion for women and girls. With a background in television news and serving as a District Aide in the Florida State Legislature, she leverages her expertise to empower female candidates, providing strategic guidance and support across a range of political campaigns, from Congress to local school boards in Florida.



BETH MYERS

Region II Professional Representative
CEO
Girls Inc. of Metropolitan Dallas

Beth Myers serves as the Chief Executive Officer of Girls Inc. of Metropolitan Dallas, one of the largest affiliates in a network of 75 Girls Inc. affiliates in North America. Her career spans over 30 years in the nonprofit sector with prior experience at the Center for Nonprofit Management, Big Brothers Big Sisters of America, and Big Brothers, Big Sisters of South Texas. Beth holds a master’s degree in social work administration from Arizona State University and a graduate certificate in executive business coaching from the University of Texas, Dallas. Beth is passionate about serving her community and helping those who have been deprived of the opportunity to succeed and has distinguished herself as a strategic and visionary leader who is known for crafting creative solutions to complex problems.



STAFF LEADERSHIP

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

Lisa Ghartey Ogundimu, Esq.
Chief Operating Officer

Katie Astrich
Director of Public Policy

Rebecca Carroll
Chief Financial Officer

Niki Kelly
Vice President, Affiliate Services

Rob Reddy
Chief Development Officer

Greg Rollo
Director of Information Technology

Penn Sheppard
Vice President, Learning Services

Tiffany Trotter
Chief People and Culture Officer

Trenna Valado
Director, Research and Evaluation

Veronica Vela
Vice President, Marketing and Communications



APPOINTMENT OF NEW NATIONAL CHIEF OPERATING OFFICER

Lisa Ghartey Ogundimu, Esq.

Lisa Ghartey Ogundimu, Esq., comes to Girls Inc. from the New York State Office of Children and Family Services (NYSOCFS) where she served as deputy commissioner for the Division of Child Welfare and Community Services.

As COO, Lisa brings deep operational acumen to key support areas. Leading change management processes across our organization, she will also serve as a trusted thought and business partner to the Senior Leadership Team, and will provide support and guidance to our entire affiliate network.

Lisa will draw on experience garnered in her previous executive-level leadership role at the NYSOCFS, where she oversaw a robust array of services designed to support families by creating alternate pathways of intervention beyond the traditional child welfare response. She has a longstanding commitment to just and equitable child and family well-being through a lens of race equity and social justice. In her work she cultivates a culture of collaboration and shared accountability.

Lisa received her bachelor of science in foreign service from Georgetown University and her J.D. from Pace University School of Law.



Having devoted my career to supporting young people and equity, in my capacity as the COO of Girls Inc., I aim to leverage my expertise to assist the organization in further enhancing our illustrious 160-year history of providing mentorship, safe environments, and data-driven programs that together ensure all girls are provided the tools to move confidently, know their worth, and proudly take up space.

SCHOLAR FEATURE



“

Girls Inc. taught me how to be unapologetically me and how to hone my skills to effectuate positive change.

LILA

National Scholar & Brand Ambassador
Girls Inc. of Santa Fe Alumna

Hello! My name is Lila.

I am an alumna of Girls Inc. of Santa Fe attending George Washington University. I first started at Girls Inc. when I was five years old and have been a part of Girls Inc. for 13 years. Girls Inc. is my second home and family. Everyone there has either seen me grow up or has grown up with me. I've participated in various enriching activities, including afterschool programs, spring and summer camps, and leadership groups. Through the Teen Leadership Council (TLC) and the National Teen Advocacy Council (TAC), I found my passion for activism and dedication to creating positive change.

Girls Inc. is also where I got my first job. I served as a program facilitator leading the same groups I once participated in as a child. Witnessing these kids in a familiar setting evoked a profound sense of fulfillment. I couldn't imagine my life without Girls Inc. Thank you Girls Inc. for supporting me and helping me grow to be strong, smart, and bold.

[Watch](#) the video of Lila in action as she speaks to issues that matter most to her on the steps of New Mexico's state capitol.

[Watch](#) Lila and Skye's fireside chat with Marsai Martin at our Girls Inc. Los Angeles Luncheon.

HIGHLIGHTS



The CDC says Girls are sad. Let us help.

[*Medium*](#)



National PTA 2023 Youth Risk Prevention Symposium: Protecting Our Children From Past and Future Trauma

[*YouTube*](#)



To End Child Poverty, We Need to Seed Generational Wealth

[*The 74*](#)



Inequality is still at the heart of student NAEP score performance

[*The Hechinger Report*](#)



Girls Inc. and Girls Opportunity Alliance Menstrual Equity Panel

[*Girls Inc.*](#)



Girls Inc. partners with Sheryl Sandberg's Lean In on Girls Leadership Program

[*The Associated Press*](#)

CHAMPIONS

Girls Inc. is grateful for its extraordinary partners whose support enables Girls Inc. to fulfill its mission-critical work. Together, we are building the new generation of strong, smart, and bold leaders capable of realizing their full potential.

ALLERGAN AESTHETICS

BREAKING BARRIERS IN STEM WITH ALLERGAN AESTHETICS

Girls Inc. is proud to celebrate our multi-year national partnership with Allergan Aesthetics which is committed to mentorship and creating opportunities for young women to confidently explore and pursue STEM careers. Mentorship opportunities allow girls to see themselves in all places. Through this partnership, girls were exposed to women physicians associated with Allergan Aesthetics, who shared their career journeys and tips on how to overcome challenges that women in STEM often face. The guidance that Girls Inc. girls received further equipped them to develop meaningful careers and achieve their goals. We are grateful for Allergan Aesthetics' commitment to Girls Inc. and to building the new generation of leaders.



YOPLAIT

OPEN UP AND BE BOLD WITH YOPLAIT AND GIRLS INC.

To highlight the power of Girls Inc. programming, Yoplait launched a national partnership encouraging women and girls everywhere to “Open Up and Be Bold” by sharing their strengths. By embarking on the simple, bold act of saying the qualities girls love about themselves out loud, they can build up their confidence. Throughout Spring 2023, Yoplait’s “Open Up and Be Bold” packaging featured Girls Inc. branding and powerful quotes from alumnae inspiring girls to confidently express themselves and grow into strong women!

CHAMPIONS

PORSCHE CARS NORTH AMERICA, INC.

PORSCHE CARS NORTH AMERICA, INC., PIXAR ANIMATION STUDIOS AND GIRLS INC. RIDE INTO HISTORY WITH THE ICONIC PORSCHE 911 SALLY SPECIAL



The Porsche 911 Sally Special, inspired by the character Sally Carrera from Disney and Pixar’s animated film Cars, was auctioned for a record price of \$3.6 million at the RM Sotheby’s Monterey Auction in August 2022. The one-of-a-kind vehicle was created to commemorate the 20th Anniversary of Sally Carrera, and embodies the spirit of the character as well as the strong, smart, and bold girls we serve. Girls Inc. is grateful to Porsche and Pixar for their generous donation, which will support the work of Girls Inc. National and Girls Inc. of Greater Atlanta.



MIZUHO AMERICAS

BUILDING LEADERS IN SPORTS AND BEYOND WITH MIZUHO AMERICAS

This year, Mizuho Americas selected Girls Inc. as the charitable partner of the Mizuho Americas Open, a new LPGA tournament. To celebrate the launch of the partnership, which includes a \$500,000, three-year grant supporting leadership programming for girls, Mizuho invited participants from Girls Inc. of Long Island to an exclusive clinic with LPGA Champion and Tournament Host Michelle Wie West, with a behind-the-scenes tour of the course. In addition to sharing golf tips, Michelle gave the girls valuable advice about weathering adversity and embracing leadership.

CHAMPIONS

GIRLS INC. NATIONAL LUNCHEONS CELEBRATING WOMEN OF ACHIEVEMENT



Girls Inc. invested in me.
They set me up to take the
world by storm.

TIFFANY DAVIS

National Scholar & Brand Ambassador
Girls Inc. of Central Alabama



For the first time since the pandemic, Girls Inc. donors gathered again on the East and West coasts to celebrate women who are role models of leadership and the power of the Girls Inc. Experience. The luncheon in Los Angeles honored President and Writer - Producer, SisterLee Productions, **Yvette Lee Bowser**, Actress, Producer, and Writer, **Marsai Martin**, and Founding Partner of Del Shaw Moonves Tanaka Finkelstein & Lezcano, **Nina Shaw**. In New York, we had the privilege of honoring iconic Costume Designer, Entrepreneur and Stylist, **Patricia Field**, Singer, Songwriter and Activist, **H.E.R. (Gabriella Sarmiento Wilson)**, Co Anchor of "Today" and Co Host of "Today with Hoda & Jenna," **Hoda Kotb**, along with Corporate Vision Award winner, **Walgreens**. During these events, donors also had the opportunity to hear from exceptional young participants who shared their personal Girls Inc. Experiences.



As a former National Scholar myself, I know the excitement that the scholars are feeling today. I want you to know that the work you are doing right now, the experiences you are having, they are not only going to stick with you for the rest of your life, they are going to make a difference... I was always good, but Girls Inc. made me great .

Special message from Symone Sanders-Townsend, political strategist and political commentator, former chief spokesperson and senior advisor to Vice President Kamala Harris, and Girls Inc. alumna.

ADVOCACY

ADVOCATING FOR AND WITH GIRLS

Girls Inc. is committed to advocacy grounded in the lived experiences of the girls in our network. We bring an intersectional, racial justice, and trauma-informed lens to our work, and advocate for policies and practices that:

- Support girls' health and wellbeing;
- Foster school climates that are conducive to learning for all students, particularly those from underserved communities and those who face discrimination because of their race, color, national origin, sex, disability, sexual orientation, gender identity, and/or religion; and
- Combat systemic racism, sexism, and other social and economic barriers.



Girls across the Girls Inc. network learn to be civically engaged, advocate on issues that matter to them, and envision a world where girls and all youth have what they need to grow and flourish, in school and beyond. It is our mission—now and always—to support girls and to ensure that their rights are recognized and respected.

MENSTRUAL EQUITY



Led by our girls' voices, the Girls Inc. National Public Policy team works to bring attention and action to the lack of access to the products that allow girls to manage their periods with dignity. Twenty-four percent of girls report having missed school due to lack of access to period products, and almost 85 percent believe the issue needs more attention.

In 2023, Girls Inc. Week focused on Menstrual Equity, providing educational, advocacy, and marketing resources for Girls Inc. Affiliates. Girls learned about why menstrual equity matters and raised their voices to increase awareness of the issue and support change.

At the policy level, Girls Inc. is leading efforts to pass Federal legislation that would make menstrual products free in schools, and make safe, affordable products accessible to ensure all girls can participate fully in their lives, schools, and communities. As such, Girls Inc. is a key supporter of both the Menstrual Equity for All (ME4All) Act and the Period P.R.O.U.D. Act.

ADVOCACY

GIRLS INC. CELEBRATES THE ONE-YEAR ANNIVERSARY OF THE TEEN ADVOCACY COUNCIL

In 2023, Girls Inc. launched a new initiative to grow girl-led advocacy throughout the network.

We provided grants to six Girls Inc. Affiliates - Limestone, New York City, San Diego, Shelbyville, Tarrant County, and Worcester - to create local Teen Advocacy Councils (TACs) at their affiliates. Comprised of 10-12 girls each, these TACs identified and learned about issues the girls care about and developed their advocacy skills. Each program culminated in an opportunity for the girls to put their new skills to use in influencing change in their communities. We are excited to welcome another eight Affiliates to the program in 2024.



GIRLS INC. PROGRAMMING

MEETING GIRLS WHERE THEY ARE

The Girls Inc. Experience provides a comprehensive approach to whole girl development through three core components proven to help girls realize and reach their full potential: **people**—trained staff and volunteers who build lasting, mentoring relationships; **environment**—pro-girl, inclusive and equitable, brave space with shared respect; and **programming**—intentional, interactive, relevant, and culturally responsive. Our attention to the needs of today's girls propels Girls Inc. to continually evolve our programming experiences, working with external partners and experts in the field to provide education and resources that help girls build the knowledge, skills, and confidence to be leaders and effect change in the world.



As part of our continuous evolution, and to address the needs of girls today, we revised our healthy sexuality programming to help girls grow their agency over their bodily autonomy. We enhanced our media literacy programming to help girls safely navigate the ever-changing digital landscape that includes mental wellness management and tools for deciphering the accuracy of the messages they encounter. For those entering college and career, Girls Inc. programming creates thoughtful pathways to leadership building the foundation for equitable workplaces and working with partners committed to driving Diversity, Equity, and Inclusion (DEI) and embracing women in leadership.





OUR ALUMNAE ASSOCIATION IS GROWING

Girls Inc. remains steadfast in its mission to inspire girls to be strong, smart, and bold. Through the Alumnae Association, we seek to connect exceptional women who once walked the path of Girls Inc. with tools to navigate the next phase of their life journey.

At the heart of our Alumnae Association's purpose is to ensure that the Girls Inc. journey doesn't end with graduation, but rather transforms into a lifelong adventure. The Association aims to help participants grow their professional network with a sisterhood of support among other Girls Inc. alumnae across our network of 75 affiliates, and by providing meaningful content needed to thrive in their personal and professional lives.

Over the past year, we've welcomed close to 1,000 members, and our family continues to grow with each passing day. The response from former Girls Inc. participants across the US and Canada is a testament to the enduring impact that the Girls Inc. Experience has on our participants' lives.

We are energized by the prospect of further expanding our network, creating even more impactful learning opportunities, and strengthening the bonds that tie us. The dedication of our alumnae, the passion for Girls Inc.'s mission, and the unwavering support of our community are the driving forces behind our success.

**Strong, Smart, and Bold
Video Series: Zahra Phillips**

A video thumbnail featuring a woman with curly hair and glasses, identified as Zahra Phillips. A play button icon is overlaid on the bottom right of the image.

**EXPLORING CAREERISM:
NAVIGATING THE PATH TO SUCCESS**
JULY 19TH @ 7PM EST

An event graphic with a dark red background. It features two circular portraits: one of Tiffany Trotter, the Moderator, and one of Courtney Oliver, the Guest. A play button icon is centered between the portraits. The Girls Inc. Alumnae Association logo is positioned at the bottom center.

Moderator:
Tiffany Trotter
Chief People and Culture

Guest:
Courtney Oliver
Vice President, Human Resources

GIRLS INC. LEADERSHIP DEVELOPMENT

MODELING THE WORLD WE WANT TO SEE FOR GIRLS

Girls Inc. is committed to building the world we want to see for girls, and that starts with developing a pipeline of leaders within our ranks and ensuring that our staff has the resources they need to develop their abilities. The Girls Inc. National Office serves as the hub for professional growth and training. Our learning management system serves the entire network to enhance staff and volunteers' knowledge, equip them with skills to deliver a high-quality Girls Inc. Experience, and sustain their thriving organizations. Over the last year, we've committed to enhancing our leadership development offerings through the Talent Development Pilot Cohort. Launched in January 2023, the purpose of the cohort is to design, implement, and revise a shared approach to performance management that can be adopted by the network and applied to a variety of staff structures and service delivery models. In its first year, the Talent Development Pilot cohort was charged with incorporating the Girls Inc. core and leadership competencies into our performance management cycle. (Subsequent years of implementation will incorporate functional competencies as well.)



The Talent Development Pilot Cohort consists of five affiliate teams and one team from the National office who will conduct this work throughout the remainder of 2023.

Underpinning this work is the collective, continuous commitment of the Girls Inc. National office, Board, and affiliate leaders to Diversity, Equity, and Inclusion (DEI). In the next phase of our DEI journey, the National office, spearheaded the Affiliate DEI Roadmap Pilot Cohort, composed of ten affiliates, with National staff supporting the group by identifying equity and inclusion improvement opportunities and developing success benchmarks to ensure accountability.

Grounded in the spirit of inclusion, and leveraging Girls Inc.'s federated structure, our network is able to harness the collective strengths and strategies of its network to develop and deploy systems within its workforce and the communities in which they operate.

The affiliates chosen to lead this work with the support of Girls Inc. National includes:

- Central Connecticut
- Chicago
- Washington, D.C. Metropolitan Area
- New Hampshire
- New York City
- Tarrant County, TX
- Tennessee Valley
- Wayne County, IN
- YWCA of Minneapolis
- York Region, Canada

BALANCE SHEET

TWELVE MONTHS ENDED MARCH 31, 2023

ASSETS

Cash	\$	6,543,402
Dues receivables		69,461
Promises to give and grants receivable, net		30,702
Investments - current		31,208,645
Prepaid expenses and other		298,278
Investments - endowment		7,619,700
Property and equipment, net		644,082
Operating lease right-of-use asset		2,194,991
Beneficial interest in perpetual trust		12,242,635
Total Assets	\$	60,851,896

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable and accrued expenses		856,551
Scholarships payable		1,388,155
Deferred revenue		346,636
Operating lease liabilities		2,768,500
Total Liabilities	\$	5,359,842

Net assets

Without Donor Restrictions:

Designated by Board for endowment		755,408
Designated by Board for rent reserve		2,213,815
Undesignated		17,031,707

20,000,930

With Donor Restrictions:

Purpose and time restrictions		16,384,197
Endowment		19,106,927

35,491,124

Total Net Assets **55,492,054**

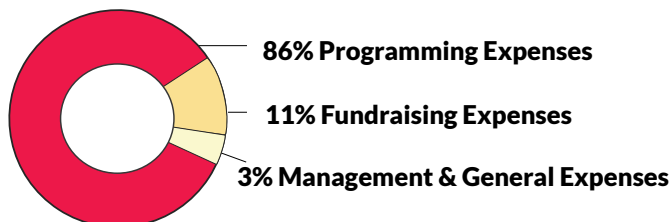
Total liabilities and net assets **\$ 60,851,896**

STATEMENT OF ACTIVITIES

TWELVE MONTHS ENDED MARCH 31, 2023

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

ALLOCATION OF EXPENSES



WHAT THIS MEANS

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

REVENUE AND SUPPORT	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Special events revenue	\$ 650,659		\$ 650,659
Less: Direct special event expenses	(104,956)		(104,956)
Special events, net direct cost	545,703		545,703
Contributions and private grants	8,198,081	8,521,682	16,719,763
Contributed nonfinancial assets	486,108		486,108
Program revenue	698,735		698,735
Other income	87,940		87,940
	10,016,567	8,521,682	18,538,240
Net assets released from restrictions	9,665,809	(9,665,809)	0
Total Revenue and Support	\$ 19,682,376	\$ (1,144,127)	\$ 18,538,249
EXPENSES			
Program Services:			
Affiliate services/growth	7,436,395		7,436,395
Program, research and training	6,233,617		6,233,617
Public education and advocacy	1,598,582		1,598,582
Total Program Services	\$ 15,268,594		\$ 15,268,594
Supporting services:			
Management and general	540,344		540,344
Fundraising	1,853,529		1,853,529
Total Supporting Services	\$ 2,393,873		\$ 2,393,873
Total Expenses	\$ 17,662,467		\$ 17,662,467
CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN AND GAIN (LOSS) ON SALE OF PROPERTY AND EQUIPMENT			
	\$ 2,019,909	\$ (1,144,127)	\$ 875,782
INVESTMENT RETURN			
Net appreciation on investments and funds held by trustees			
	(509,906)	(1,843,945)	(2,353,851)
Investment income, net	276,388	809,570	1,085,958
Total Investment Return	\$ (233,518)	\$ (1,034,375)	\$ (1,267,893)
GAIN (LOSS) ON SALE OF PROPERTY & EQUIPMENT	(2,498)		(2,498)
CHANGE IN NET ASSETS	1,783,893	(2,178,502)	394,609
NET ASSETS			
Beginning of year	18,217,037	37,669,626	55,886,663
End of year	\$ 20,000,930	\$ 35,491,124	\$ 55,492,054



BUILDING A NEW GENERATION OF LEADERS

girls inc.

Inspiring all girls
to be strong,
smart, and bold