

girls
inc.



2025

ANNUAL REPORT

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LETTER FROM THE PRESIDENT & CEO

Dear Friends,

Girls have tremendous potential. With the right mentors and opportunities, they become leaders who shape the world for the better. At Girls Inc., we celebrate girls' potential, and we equip them to make the most of it.

Girls Inc. girls build critical life skills that allow them to pursue their personal and career goals with confidence. Every day, we see girls thrive in spaces where they can ask curious questions, try new things, and explore the future careers that might interest them.

For example, Project Accelerate—a college and career readiness initiative—combines mentoring, internships, and apprenticeships to guide recent graduates to professional leadership. This groundbreaking program, which started among seven Girls Inc. Affiliates, has become a core offering across the Girls Inc. Network, reaching more than 4,000 girls at 31 Affiliates through valuable partnerships with great companies. Now in its fifth year, Project Accelerate is on track to surpass its goal of 5,400 participants. And this is just one of our successes.



We have set a bold vision to dramatically increase the number of girls who can participate in the transformative Girls Inc. Experience. This past year, more than 120,000 girls across the U.S. and Canada worked with trained Girls Inc. mentors in supportive environments. We seek to double that number in the years ahead, because we know that the Girls Inc. Experience works.

With our commitment to developing the next generation, and with funding partners like Lilly Endowment and the Enterprise Mobility ROAD Forward Initiative, Girls Inc. can ensure that our research-based programs fully support the girls we serve—and convey our highest hopes for them as adults of character who are empathetic, engaged, productive community members. Girls Inc. girls have the critical thinking skills, emotional intelligence, and ability to advocate for themselves and others. With our encouragement, they become not only effective leaders but also thoughtful, caring people who embrace their responsibility to help make the future bright.

In the pages that follow, you will read about how we are doing this crucial work of developing character, while also expanding our reach and creating positive outcomes for the girls we serve. And when I say we, I mean you as well—because none of this would be possible without your support.

In fiscal year 2025, our longtime supporter Tony Bucci completed his final year of service as Board Chair. I want to thank Tony for his dedication, his years of leadership, and his unwavering commitment to girls' opportunities and to this organization. We are fortunate that he continues to serve as a member of the Board of Directors. I am also thrilled to introduce Stephanie Savage as our new Board Chair. Stephanie has long been a champion of Girls Inc., and we look forward to her insight and skillful leadership in the years ahead.

Most of all, thank you for believing in girls and in Girls Inc. Thank you for standing with us as we inspire all girls to be strong, smart, and bold.

With gratitude,
Stephanie J. Hull, Ph.D.
President & CEO

LETTER FROM BOARD CHAIR

Dear Friends,

Girls Inc. has been evolving with girls for more than 160 years, ensuring that they have the resources and support they need to thrive. For all these years, caring individuals like you have enabled this organization to equip girls to realize their full potential.

With your support, in fiscal year 2025 Girls Inc. achieved an operating revenue of \$35 million and concluded the year with total net assets of \$83 million. I am pleased and proud that our reported revenue exceeds the target by 86%, in part because we secured a landmark five-year commitment from Lilly Endowment to support the work of character development and a very generous increase to an existing multi-year grant from the Enterprise Mobility: ROAD Forward Initiative. Multi-year investments like these ensure that girls have access to transformative experiences that cultivate their strengths, amplify their voices, and set them on a course to thrive. I can also assure you that Girls Inc. continues to be an excellent steward of the funds entrusted to the organization, always seeking efficiencies to prioritize direct investment in service to girls over administrative costs.

Your generosity makes it possible for more than 120,000 girls each year to benefit from the Girls Inc. Experience—and that number continues to grow. The girls and young women we work with today will shape the future in ways we cannot imagine. They will be the business owners, elected officials, teachers, doctors who are the foundation of our communities. Your support helps us equip them to meet that future with character, determination, and a deep sense of purpose.

I was honored to be elected Chair of the Girls Inc. Board of Directors after having supported the organization as a fundraiser in my local community, served as a member of the Board, and witnessed for many years the transformative power of the Girls Inc. Experience. With its proven ability to ensure that girls grow up healthy, educated, and independent, Girls Inc. has never been more essential, and my colleagues and I on the Board of Directors thank you for taking a personal interest in this new generation of leaders. When we work together with girls to build the future they envision, the world is full of possibilities.

Sincerely,

Stephanie Savage

Chair, Girls Inc. Board of Directors



GIRLS INC.

BOARD OF DIRECTORS

Susie A. Buffett

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

Stephanie Savage

Board Chair
Showrunner/Writer
Fake Empire

Tony Bucci

Immediate Past Chair
Chairman
9Rooftops

Cynthia Medina Carson

Board Treasurer
Founder
Wager

Stacey Walker King

Board Secretary
Chief Brand Officer
MACRO

Stephanie J. Hull, Ph.D.

President & CEO
Girls Inc.

Amy Adams**

Vice President, Government
Partnerships and Funding
Cummins Inc.

Bobby Amirshahi**

SVP, Corporate Communications
Macy's Inc.

Karen Bennett*

EVP & Chief People Officer
Cox Enterprises

Yvette Lee Bowser

Founder & Writer-Producer
SisterLee Productions

Tiffany Collie-Bailey

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

Wynter Deagle

Region II Volunteer Representative
Partner
Sheppard Mullin

Mandy Engel-Cartie

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

Dawna Michelle Fields**

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

Renee Flagler**

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

Susan Gambardella**

President, North America
Kimberly-Clark Professional

Lea Paine Highet*

Managing Member & Principal
Douglass Winthrop Advisors LLC

Rashida Hodge

CVP, Azure Data and AI,
Customer Success
Microsoft

Stephanie Hsieh

Chief Executive Officer
Bioscience Los Angeles County, Inc.

Hope Greaves Johnson*

Finance Director
Amazon People eXperience
& Technology
Amazon

Laura Kaufmann Belkhat

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

Luana Lewis

Founder
Grace Strategy

Kay Mathers

Region IV Volunteer Representative
Political Consultant

Beth Myers

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

Karina Rosenthal*

Region I Volunteer Representative
Chief Operating Officer
Impact Financial Group

Dr. Deborah P. Rubin

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

Vanita Patel**

Head of Industry and Strategic
Partnerships
Apple Inc.

Pamela Stewart

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

Dana L. Sullivan**

Partner
Buchanan Angeli Altschul & Sullivan LLP

*New Board Member who started during FY 25

**Board Member who finished their service
during FY 25

NEW BOARD MEMBERS



Karen Bennett

EVP & Chief People Officer, Cox Enterprises

Karen Bennett is the executive vice president and Chief People Officer for Cox Enterprises, a private, family-owned company with \$23 billion in annual revenues. In her role, she leads the human resources, corporate affairs, and the brand, marketing and creative departments. Bennett brings more than 30 years of experience leading teams that focus on maximizing talent potential and the entire employee experience while addressing the needs of the business.

Bennett is a graduate of Terry College of Business at the University of Georgia where she earned both her bachelor's and executive MBA degrees. Terry College recognized Bennett as a Distinguished Alumni in April 2023.

Hope Greaves Johnson

Finance Director, Amazon People eXperience & Technology at Amazon

Hope Greaves Johnson is the Finance Director, Amazon People eXperience & Technology at Amazon. Previously, she was the Chief Financial Officer at Haven Technologies, an Insurtech start-up based in NYC. She joined Haven in September 2021 and was charged with establishing the Finance Function and Processes.

Before joining Haven Technologies, Hope spent over 20 years with IBM, serving in a variety of Finance roles. In her last role, Hope was Vice President and Assistant Controller, IBM Business Controls. In this role, she managed IBM's Internal Controls Framework across all IBM brands, geographies and functions. Prior to this role, she served as Director of Finance for various company divisions, including Systems Risk, Controls & Revenue; Global Business Services Delivery (IBM Consulting); and Global Services Integration Hub in Dublin, Ireland.

Hope received her Bachelor's in Management from the University of the West Indies, Jamaica, with First Class Honors. She earned her MBA in Finance at Columbia Business School and received Beta Gamma Sigma Honors recognition.

Hope serves as a Board Member of the Women Business Collaborative (WBC), an alliance of business women's organizations working together towards common goals. She is also a member of the Horizons National, an organization dedicated to advancing educational equity.



NEW BOARD MEMBERS

Lea Paine Highet

Managing Member & Principal, Douglass Winthrop Advisors LLC

Lea Paine Highet is a Managing Member and Principal at Douglass Winthrop Advisors, LLC, an SEC-Registered Investment Advisor headquartered in New York, that provides wealth and asset management services to individuals, families, trusts and endowments. She chairs the firm's wealth management group and counsels clients on all aspects of their planning with a particular focus on working with multi-generational families. Paine Highet is a CERTIFIED FINANCIAL PLANNER® practitioner and a member of STEP (Society of Trust and Estate Practitioners).

She is on the board of the Open Space Institute, a national conservation leader, and the Adirondack Foundation, a community foundation dedicated to building more equitable communities in the Adirondacks. She also serves as treasurer of the Coby Foundation which funds projects in the textile and needle arts field.

Lea graduated magna cum laude from Harvard College. A graduate of an all-girls school, she has devoted her career to empowering women of all ages to become financially literate.



Karina Rosenthal

**Chief Operating Officer at Impact Financial Group
Region I Volunteer Representative**

Karina has served on the board of Girls Inc. of Greater Indianapolis for the past six years, actively supporting the organization's mission to inspire all girls to be strong, smart, and bold. Her passion for the cause is rooted in her own experience as an immigrant to the United States, where she overcame language barriers and economic challenges. As a mother of three young daughters, Rosenthal is deeply committed to empowering the next generation of female leaders.

Rosenthal is the Chief Operating Officer at Impact Financial Group, a franchise of Ameriprise Financial, based in Indianapolis, Indiana. In this role, she oversees the delivery of financial planning and wealth management solutions tailored to individuals and business owners. Additionally, she serves as managing partner at Terebinth Group, a company that provides housing to over 350 individuals with intellectual and developmental disabilities. Prior to her current role, Rosenthal spent 15 years with KPMG in various consulting and internal technology leadership positions. She is a Certified Public Accountant (CPA). Rosenthal holds both a bachelor's degree and an MBA from the Kelley School of Business at Indiana University.



GIRLS INC.

STAFF LEADERSHIP

Stephanie J. Hull, Ph.D.

President and CEO

Lisa Gharthey Ogundimu, Esq.

Chief Operating Officer

Katie Astrich

Director, Public Policy

Amy Bush

Interim Director,
Learning and Leadership Development

Rebecca Carroll

Chief Financial Officer

Sandi Skwor- Gatlin

Director, Program Services

Niki Kelly

Vice President, Affiliate Services

Beth Plionis

Interim Director, Research and Evaluation

Rob Reddy

Chief Development Officer

Tiffany Trotter

Chief People and Culture Officer

Veronica Vela

Vice President,
Marketing and Communications

Uche Unogu

Director, Information Technology



HIGHLIGHTS



Girls Inc. joins forces with #HalfTheStory for a digital literacy campaign—backed by The Duchess of Sussex, Oprah Winfrey, and Melinda French Gates



Girls Inc. Awarded \$15M by Lilly Endowment Inc. to Support Character Development



YM/WREA and Girls Inc. Illuminate One World Trade Center for Women's History Month and International Women's Day



POWERADE and Girls Inc. Join Forces to Inspire Young Women to Lead and Reach Their Full Potential Both On and Off the Court



Girls Inc. CEO Named to Worthy Magazine 100



Girls Inc. Highlighted as top 5 Causes to Support This Holiday Season

PARTICIPANT STORY

I have been fortunate to have Girls Inc. in my life since I was about 9 years old. Through Girls Inc. I have learned how to be strong, smart, and bold in every sense. Girls Inc. first taught me how to establish healthy habits and always encouraged my peers and me to remain active, which influenced me serving as captain of my school's competitive weightlifting team.

There have been so many wonderful and unique experiences that I have benefited from attending Girls Inc. of Sarasota County. For example, I got to spend summers exploring different careers. One trip that really sticks out is when I got to work and live on a research boat for an entire weekend in Miami. We tagged sharks to learn more about marine biology. I also had an amazing opportunity to work with local experts to learn about the Florida ecosystem and participated in STEM opportunities on college campuses, which had the added benefit of exposing me to college life allowing me to envision myself in those settings.

As a participant of Girls Inc.'s Project Accelerate I've received college and career readiness support - everything from how to find the right school, filling out applications and financial aid forms, picking the right classes, to finding internships and jobs. Because of this program, I feel confident to pursue my goals to study political science at Barnard University and eventually become a member of Congress.

In addition to all these amazing programs and experiences, Girls Inc. provided me with an extended family. Girls Inc. is where I met my best friend and where I found my strongest supporters among the staff. They've helped my family navigate life challenges like securing housing grants as we transitioned through a divorce and faced housing insecurity. I'm also grateful for the emotional support that my Girls Inc. mentors have always provided me, including joining me on a college tour in New York City.

“Girls Inc. is truly life changing and, as I transition into college, I feel like I'm ready to take on what's in front of me not just for myself, but to make a difference for all of us.”

Sloan

Brand Ambassador
Girls Inc. of Sarasota County



CHAMPIONS

POWERADE®



“She’s Got More” with Powerade and Girls Inc.

Girls Inc. is proud to celebrate our multi-year national partnership with Powerade, a brand that knows “It Takes More” than just talent to succeed - it takes opportunity, mentorship, and community. With a shared commitment to building a new generation of leaders, Powerade partnered with Girls Inc. through the “She’s Got More” event series. The events featured Powerade hometown athletes, such as LSU basketball star and hip-hop artist Flau’jae Johnson, who joined Girls Inc. of Atlanta participants to discuss self-confidence and entrepreneurship, and, of course, play ball. In Dallas, Olympic Gold medalist Tara Davis-Woodhall inspired Girls Inc. participants with powerful messages about self-advocacy, respect, kindness, and showing up for yourself as you reach for the sky. Beyond the events, Powerade invests in Girls Inc. participants through its “She’s Got More” scholarships awarded to girls across the Network for their outstanding academic and athletic achievements. Looking ahead, Powerade is deepening its commitment by becoming the official sports drink of Sporting Chance programming across the Network in 2025 and beyond. Through this partnership, Powerade is a testament to the impact national partnerships can have on local communities, inspiring girls to build confidence, strength, and leadership skills through sport.

Fitness, wellness and happiness with FP Movement

With over eight years of national partnership, Free People and FP Movement center their support for Girls Inc. on developing skills that carry girls from girlhood to adulthood, with a focus on fitness, happiness, and wellness. With every FP Movement purchase, Festive 5Ks, donation round-ups at registers and employee giving campaigns, they invest in, strengthen, and encourage our Network and the nearly 120,000 girls we serve; their support provides young people with trusted mentors, holistic programming, and nurturing environments where girls are encouraged to take risks, thrive, and grow with confidence. By partnering nationally and engaging effectively on a local level in Philadelphia, New Jersey, Los Angeles, Miami and other areas, FP Movement demonstrates their belief in advancing girls’ strengths, abilities, and potential. We are grateful to Free People and FP Movement for standing behind our vision of powerful girls. As we consider our years-long partnership, one thing is clear – we are stronger when we are moving together.

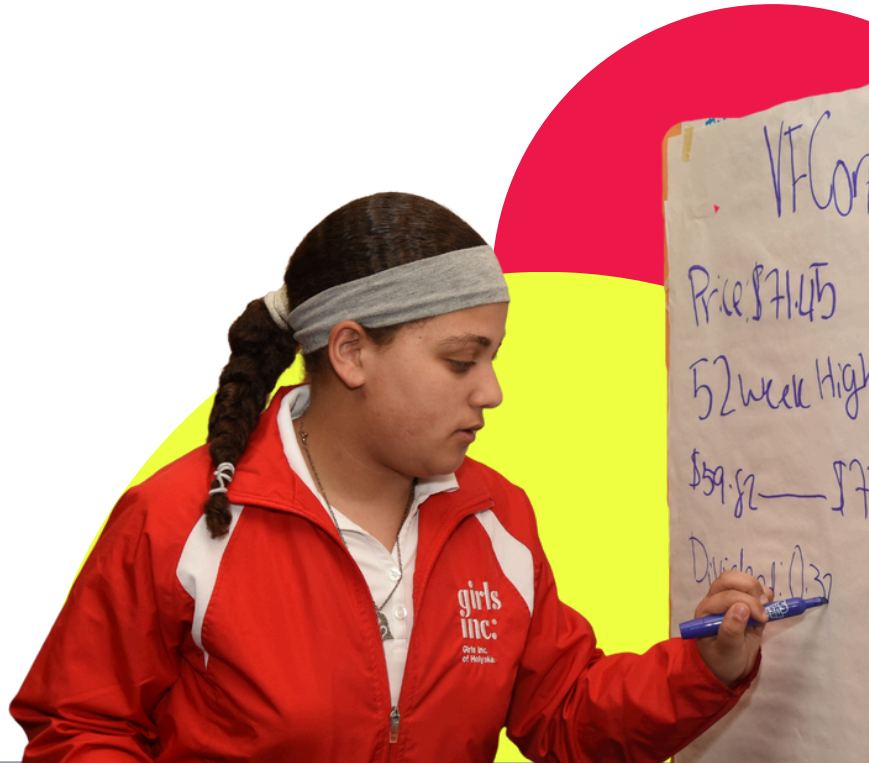
fp movement



CHAMPIONS

On the ROAD Forward with Enterprise Mobility

Enterprise Mobility has partnered with Girls Inc. on their ROAD Forward initiative since 2020. This initiative focuses on closing social equity gaps in three areas — early childhood development, youth health & wellness and career & college preparation. This year, Enterprise Mobility expanded this partnership, committing \$2.5M per year to Girls Inc. through 2030. The grant supports enhancements to Girls Inc. programming—ensuring that girls have access to the latest proven best practices in building the confidence, leadership skills, and resilience needed to succeed in school, careers, and life. The grant will also support the professional development of the 2,300 staff members across the Girls Inc. Network, with leadership pathways. Enterprise Mobility also supports many Affiliates throughout the Network with local grants. Additionally, Enterprise Mobility's Chief Diversity Officer, Errin Braddock, joined the Girls Inc. Network at our ASPIRE Conference this year, helping to strengthen the Network by sharing best practices in staff development.



Lilly Endowment Inc.

A private foundation since 1937

Developing Leaders of Strong Character with Lilly Endowment

Lilly Endowment Inc., a longstanding supporter of Girls Inc., made a significant \$15M investment in Girls Inc. character development. Over five years the grant will enable Girls Inc. to incorporate character-building into all aspects of our work, from programming for girls to training for staff and board members. The Girls Inc. Network is uniquely qualified to ensure that young people mature into engaged, responsible and caring adults through the intentional development of a range of positive character traits such as confidence, kindness, critical thinking, emotional intelligence, respect, and self-advocacy, which are hallmarks of our work.



GIRLS INC. LUNCHEONS

CELEBRATING INSPIRATIONAL LEADERS



Each year at our annual Luncheons held in Los Angeles and New York, Girls Inc. celebrates extraordinary individuals who are role models for the girls who participate in Girls Inc. programming. These events honor exemplary leaders, while also featuring Girls Inc. participants who share their stories with the audience. This past year's Luncheon in Los Angeles honored Tara Duncan, President, Onyx Collective; Melinda Hsu, Writer, Showrunner and Director; Kaley Cuoco, Actress, Producer, and Activist; and as our Champion for Girls, Nicole David, Consultant/Producer. The New York event recognized Auli'i Cravalho, Actor & Producer; Kelly Stevens, Chief Operating Officer, Simpson Thacher & Bartlett LLP; Shaina Taub, Songwriter & Performer; and receiving the 2025 Girls Inc. Inspiration Award for women in STEM, Dr. Malena Rice, Planetary Astrophysicist.



“To every girl out there who has ever been told that she cannot, or she shouldn't or she's not quite enough, I want you to know something...the work that Girls Inc. is doing provides those safe spaces and professional mentorship that is not just about today, it's about creating a future where no girl doubts herself.”

Kaley Cuoco



“There is no limit to what a person can do when she is given the chance. When girls are supported, when they are encouraged to be bold, to be strong, to be smart. They don't just succeed—they redefine what success looks like.”

Auli'i Cravalho

PUBLIC POLICY

Advocacy is important to all kinds of change – not only public policy. Advocacy means speaking up for yourself, your friends, and anyone you see getting less than they deserve. These are all important character traits. Girls Inc. makes sure girls know what it means to use their voice and lead as change-makers in all settings.

In our continued effort to strengthen our Network, we launched a new Policy Digest to help Affiliates navigate changes in Federal policy and continue to offer support on a federal, state, and local level.

We also continue our research work with Policy Fellow, Dr. Glory Okwori, who is analyzing the potential of telehealth to increase youth access to mental and behavioral health treatment, hoping to identify obstacles to use and potential policy changes. Her work has been presented at the 2025 UConn Training Institutes and will be featured in an upcoming academic journal.

This year has seen significant strides in girl-led advocacy. Our network of Teen Advocacy Councils (TACs) is now 30 strong across the United States and Canada. We are building cross-TAC connections through events like Take Our Daughters to Congress Day and bringing girls to speak at the United Nations Convention on the Status of Women. We are thrilled to be designing our first Network-wide Girl Summit in the summer of 2026.

As happens each summer, the Teen Advocacy Council convened in Washington, DC from July 14 to 17. Having worked and learned together since October, these eleven girls from around the country put their new skills to good use. They spent a morning in the Senate shadowing women leaders there and lobbied the House of Representatives in the afternoon. Having chosen to focus on issues of menstrual equity and youth mental health, they met with six Congressional offices to ask them to co-sponsor specific pieces of legislation and were thrilled to meet directly with Congresswoman Diana DeGette (CO), Congressman Lou Correa (CA), and Congresswoman Grace Meng (NY). They simulated running for office in a seminar with Running Start, toured the Capitol, learned about history in a scavenger hunt at the National Portrait Gallery, and wrapped up their trip with a celebration overlooking Nationals Park. Their passion and impact continue to impress us, and we can't wait to watch their advocacy journeys continue!



PROGRAMMING

Program Services launched a new program initiative to provide curricula that meet the needs of girls, incorporating emerging research, knowledge, and social trends, so that girls are equipped with skills and behaviors necessary to thrive and maximize their potential. The Girls Inc. Framework for Programs will guide the development and revision of program curricula on a consistent basis to ensure they are current, relevant, research-informed, adaptable, and focused on girls' needs.

Foundational skills are at the heart of every Girls Inc. program—skills that not only prepare girls for academic and career success but also shape who they become. With support from the Lilly Endowment, we have launched the Character Development Initiative, an organization-wide effort that centers on six core elements of character: critical thinking, emotional intelligence, kindness, respect, self-advocacy, and confidence. Through intentional activities and guided reflection, girls are encouraged to name, explore, and practice these values—ensuring they not only gain tools for success, but also strengthen their skills as strong, smart, and bold leaders.

Recognizing that Girls Inc. girls are leaders at all ages and stages of growth and development, we launched the *I'm a Leader Too!* for ages 6-8. Activities in *I'm a Leader Too!* support girls in identifying, developing, and utilizing leadership skills such as citizenship, team building and group dynamics, communication, goal setting, decision-making, researching, issue awareness and advocacy.



In our ongoing effort to support youth mental health we welcomed a partnership with #HalfTheStory on a digital wellness program for girls ages 12-14 designed to support girls in confidently navigating life on and offline.



PEOPLE AND CULTURE

Girls Inc. as a Leading Learning Culture

Girls Inc. continues to enhance our offerings to support professional development for employees throughout the Network. This year we launched the first cohort of Leadership Accelerator, which will strengthen Girls Inc.'s roster of future leaders and equip emerging leaders from different backgrounds, cultures, and life experiences with the skills to advance into future executive positions. Participants will grow their leadership abilities and capacity through targeted learning opportunities, collaborative communities, and practical skill-building. Girls Inc. selected 30 participants for the first cohort, which includes rising leaders from 29 Affiliates and Headquarters. The program kicked off with a virtual convening in June and will continue with virtual sessions and an in-person meeting during our Network's annual ASPIRE staff learning conference in September. Based on what we learn during this program, we will continue to improve our talent development efforts to cultivate a more empowered workplace culture that allows everyone an opportunity to grow.

Headquarters launched its first two Thrive cohorts for managers of people. The educational initiative creates a space for participants to engage in leadership practices and executive coaching and implement collaborative practices with their peers.

As part of our commitment to expanding access to critical resources across the Girls Inc. Network, we invested in a key learning opportunity to grow our internal capacity. In April 2025, 16 team members from Affiliates and Headquarters across the country completed Youth Mental Health First Aid (YMHFA) certification training. This intensive program prepares them to lead both in-person and virtual courses, equipping them with tools to recognize and respond to youth mental health challenges with empathy, critical thinking, and emotional intelligence.

We are proud to share that all 16 participants successfully earned their certification and are now qualified to teach the standard YMHFA course. Their leadership—rooted in confidence, respect, and kindness—will strengthen our collective capacity to support the mental well-being of the girls we serve and foster spaces where self-advocacy and resilience can thrive.



ALUMNA STORY

Girls Inc. was a crucial component in my life, helping me overcome life's challenges.

I was born into poverty in South Central Los Angeles with seemingly no lifeline out of it, yet Girls Inc. gave me experience, confidence, people who believed in me and vouched for me, a scholarship to live out my life aspirations, transitional support to college, an alumni community, and a lifeline throughout decades.

Girls Inc. provided me with my first leadership opportunities and the place to find camaraderie, connection, and community. I felt pride sharing my opinions more confidently out loud in a group, and the confidence to join the Girls Inc. Advisory Board for Los Angeles, where I got to support local planning efforts. How do you explain the value of water when all you've known is desert? That was Girls Inc. for me. Over and over and over, Girls Inc. gave me invaluable and priceless experiences.

I have many special memories of Girls Inc, but two in particular stand out as being notably significant. The first was attending a marketing workshop and being selected to present on behalf of our group. It was my first time feeling like a leader. After a history of nervousness at both leadership and public speaking, it was incredibly empowering to step into both. I still remember what I wore. I remember the name of the brand we created. I remember how it felt. I remember the impact it had on my identity. It was so important I thought about going into marketing for some time. Girls Inc. gave me countless opportunities to feel like a leader, and to become one.

Another very significant memory was the day my high school Principal came to my English class to let me know I'd won the National Girls Inc. Scholarship. She welcomed in my parents, and my Girls Inc. mentor (balloons in tow). My father had just lost his job of over 20 years, and I wasn't sure I'd get to go to college. The Girls Inc. scholarship represented my success in a time of uncertainty and gave me hope. Hope that, for a time, felt lost.

Not only has Girls Inc helped me through challenges, and to make sense of some of them, but Girls Inc. also gave me the opportunity to receive the empowering and life-saving impact of shaping these challenges into triumphant storytelling. I can trace my growth through my involvement with Girls Inc.

Girls Inc.'s mission has never been more important, and the best solutions arise from those directly impacted by the greatest challenges. I recently launched a nonprofit called, "Women's Survivors Network" to support survivors of abuse to escape, heal, rebuild, and reclaim their feeling of purpose. My cofounder and I are both driven to create a network of support.

We always need support from others; people who believe in us more than we believe in ourselves. People who prioritize our safety, our skills development, our leadership, and our hearts. We need girl warriors, and spaces for those warriors to see themselves for the warriors they are... perhaps for the first time in their lives. We need Girls Inc.

“Girls Inc. gave me countless opportunities to feel like a leader, and to become one.”

Amparo

Girls Inc. of Greater Los Angeles Alumna



ALUMNAE ASSOCIATION

The Alumnae Association continues to grow and provide opportunities for alumnae from across the Girls Inc. Network to connect and build on their Girls Inc. Experience in meaningful ways. The virtual community now boasts more spaces for Affiliates to engage with their alumnae at the local level and beyond. Through the Alumnae Association, members are also able to participate in in-person networking events and volunteer opportunities. Equally as important is the ongoing learning the Association provides. Throughout the year, we have been able to collaborate with various partners like West Fraiser and The Period Education Project to provide educational experiences.

We also continue to showcase incredible women leaders through our *Strong, Smart, and Bold Video Series*, providing guidance and perspectives on different career fields and paths to leadership.

All alumnae are encouraged to join the Alumnae Association. Download the app [here](#) or contact Marisa Churchill at MChurchill@girlsinc.org



STRONG SMART BOLD



FINANCIALS

GIRLS INC. STATEMENTS OF FINANCIAL POSITION March 31, 2025 and 2024

ASSETS

	2025	2024
ASSETS		
Cash	\$ 6,034,613	\$ 5,495,823
Accrued investment income	51,144	
Dues receivable	93,400	88,323
Promises to give and grants receivable, net	1,650,385	1,313,885
Investments - current	52,434,804	35,550,268
Prepaid expenses and other	164,166	186,745
Notes receivable from Affiliates	75,000	150,000
Investments - endowment	9,606,742	9,489,093
Property held for sale	832,000	
Property and equipment, net	554,925	616,503
Operating lease right-of-use assets	1,559,476	1,894,303
Beneficial interest in perpetual trusts	14,989,648	14,592,079
TOTAL ASSETS	\$ 88,046,303	\$ 69,377,022

LIABILITIES AND NET ASSETS

	2025	2024
LIABILITIES		
Accounts payable and accrued expenses	\$ 835,424	\$ 1,065,081
Scholarships payable	1,397,042	1,343,020
Deferred revenue	347,223	314,587
Operating lease liabilities	2,194,387	2,580,513
Total Liabilities	4,774,076	5,303,201
NET ASSETS		
Without donor restrictions:		
Designated by the Board for endowment	966,795	917,280
Designated by the Board for rent reserve	2,974,748	2,766,116
Designated by the Board for affiliate assistance	1,000,000	
Undesignated	26,445,175	22,986,713
	31,386,718	26,670,109
With donor restrictions:		
Purpose and time restrictions	28,255,914	14,239,820
Endowment	23,629,595	23,163,892
	51,885,509	37,403,712
Total Net Assets	83,272,227	64,073,821
TOTAL LIABILITIES AND NET ASSETS	\$ 88,046,303	\$ 69,377,022

FINANCIALS

GIRLS INC. STATEMENTS OF ACTIVITIES March 31, 2025 and 2024

REVENUE AND SUPPORT

Special events revenue	\$ 758,050	\$ 955,368
Contributions and private grants	30,970,556	14,740,371
Contributed nonfinancial assets	221,088	60,045
Program revenue	729,617	683,968
Other income	15,200	400
Total Revenue and Support	<u>32,694,511</u>	<u>16,440,152</u>

EXPENSES

Program Services:		
Affiliate services/growth	8,319,190	6,974,628
Program, research and training	4,807,162	5,871,994
Public education and advocacy	1,813,507	1,645,345
Total Program Services	<u>14,939,859</u>	<u>14,491,967</u>
Supporting Services:		
Management and general	523,855	610,132
Fundraising	2,386,877	2,224,809
Total Supporting Services	<u>2,910,732</u>	<u>2,834,941</u>
Total Expenses	<u>17,850,591</u>	<u>17,326,908</u>

CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN AND CONTRIBUTED NON FINANCIAL ASSET

\$ 14,843,920	\$ (886,756)
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INVESTMENT RETURN

Net appreciation (depreciation) on investments and funds held by trustees	\$ 1,873,855	\$ 7,815,710
Investment income (loss), net	1,648,631	1,652,813
Total Investment Return	<u>3,522,486</u>	<u>9,468,523</u>

CONTRIBUTED NONFINANCIAL ASSET - PROPERTY HELD FOR SALE

832,000

CHANGE IN NET ASSETS

\$ 19,198,406	\$ 8,581,767
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NET ASSETS

Beginning of Year	<u>64,073,821</u>	<u>55,492,054</u>
End of Year	<u>\$ 83,272,227</u>	<u>\$ 64,073,821</u>

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