



Inspiring all girls
to be strong,
smart, and bold

FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITOR'S REPORT

March 31, 2025 and 2024



Katz, Sapper & Miller, LLP
Certified Public Accountants

GIRLS INC.

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Independent Auditor's Report

Board of Directors
Girls Inc.

Opinion

We have audited the accompanying financial statements of Girls Inc., which comprise the statements of financial position as of March 31, 2025 and 2024, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Girls Inc. as of March 31, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Girls Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Girls Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Girls Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Girls Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Katz, Sapper & Miller, LLP

Indianapolis, Indiana
July 7, 2025

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	<u><u>\$88,046,303</u></u>	<u><u>\$ 69,377,022</u></u>

LIABILITIES AND NET ASSETS

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	<u>4,774,076</u>	<u>5,303,201</u>
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
	<u>31,386,718</u>	<u>26,670,109</u>
With donor restrictions:		
Purpose and time restrictions	28,255,914	14,239,820
Endowment	23,629,595	23,163,892
	<u>51,885,509</u>	<u>37,403,712</u>
Total Net Assets	<u>83,272,227</u>	<u>64,073,821</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$88,046,303</u></u>	<u><u>\$ 69,377,022</u></u>

See accompanying notes.

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

	Without Donor Restrictions	2025 With Donor Restrictions	Total
REVENUE AND SUPPORT			
Special events revenue	\$ 942,585		\$ 942,585
Less: Direct costs of special events	(184,535)		(184,535)
Special events, net	758,050		758,050
Contributions and private grants	6,732,188	\$ 24,238,368	30,970,556
Contributed nonfinancial assets	221,088		221,088
Program revenue	729,617		729,617
Other income	15,200		15,200
	8,456,143	24,238,368	32,694,511
Net assets released from restrictions	11,086,395	(11,086,395)	
Total Revenue and Support	19,542,538	13,151,973	32,694,511
EXPENSES			
Program Services:			
Affiliate services/growth	8,319,190		8,319,190
Program, research and training	4,807,162		4,807,162
Public education and advocacy	1,813,507		1,813,507
Total Program Services	14,939,859		14,939,859
Supporting Services:			
Management and general	523,855		523,855
Fundraising	2,386,877		2,386,877
Total Supporting Services	2,910,732		2,910,732
Total Expenses	17,850,591		17,850,591
CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN AND CONTRIBUTED NONFINANCIAL ASSET - PROPERTY HELD FOR SALE	1,691,947	13,151,973	14,843,920
INVESTMENT RETURN			
Net appreciation on investments and funds held by trustees	1,278,444	595,411	1,873,855
Investment income, net	914,218	734,413	1,648,631
Total Investment Return	2,192,662	1,329,824	3,522,486
CONTRIBUTED NONFINANCIAL ASSET - PROPERTY HELD FOR SALE	832,000		832,000
CHANGE IN NET ASSETS	4,716,609	14,481,797	19,198,406
NET ASSETS			
Beginning of Year	26,670,109	37,403,712	64,073,821
End of Year	\$ 31,386,718	\$ 51,885,509	\$ 83,272,227

See accompanying notes.

Without Donor Restrictions	2024 With Donor Restrictions	Total
\$ 1,167,880		\$ 1,167,880
(212,512)		(212,512)
955,368		955,368
6,889,437	\$ 7,850,934	14,740,371
60,045		60,045
683,968		683,968
400		400
8,589,218	7,850,934	16,440,152
10,845,535	(10,845,535)	
19,434,753	(2,994,601)	16,440,152
6,974,628		6,974,628
5,871,994		5,871,994
1,645,345		1,645,345
14,491,967		14,491,967
610,132		610,132
2,224,809		2,224,809
2,834,941		2,834,941
17,326,908		17,326,908
2,107,845	(2,994,601)	(886,756)
3,629,210	4,186,500	7,815,710
932,124	720,689	1,652,813
4,561,334	4,907,189	9,468,523
6,669,179	1,912,588	8,581,767
20,000,930	35,491,124	55,492,054
\$ 26,670,109	\$ 37,403,712	\$ 64,073,821

GIRLS INC.

STATEMENTS OF FUNCTIONAL EXPENSES
March 31, 2025 and 2024

	Affiliate Services/Growth		Program, Research and Training		Public Education and Advocacy	
	2025	2024	2025	2024	2025	2024
Salaries	\$ 1,343,641	\$ 1,226,344	\$ 1,949,309	\$ 2,521,164	\$ 740,919	\$ 699,868
Payroll taxes and employee benefits	326,800	291,250	474,094	599,077	194,805	179,488
Consultants and professional fees	743,437	423,003	953,738	820,457	176,871	250,247
Supplies	4,451	5,951	3,921	10,779	1,384	1,442
Telephone and computer expense	24,269	21,581	42,858	45,145		
Postage and shipping expense	2,907	3,846	3,610	3,240	2,080	3,975
Occupancy	39,138	64,321	137,863	144,412	99,893	95,072
Insurance	12,811	9,275	16,431	20,569	5,977	4,808
Equipment rental and maintenance	2,942	16,472	6,383	32,676	1,532	8,860
Travel and meetings expense	335,332	283,266	99,064	161,177	75,451	46,768
Printing and publications expense	74,020	107,212	22,891	9,318	149,488	33,388
Subscriptions	9,145	1,522	14,171	7,348	27,461	16,883
Membership dues	17,268	12,043	5,325	4,630	1,937	5,259
Awards	505,000	359,878		3,728		872
Pass-through grants to affiliates	4,356,962	3,878,265	680,000	1,054,989	140,020	208,875
Depreciation	17,105	15,736	24,491	34,900	8,909	8,158
Strategic investments	483,912	235,156	344,304	351,925	175,334	68,910
Miscellaneous	20,050	19,507	28,709	46,460	11,446	12,472
TOTAL EXPENSES BY FUNCTION	8,319,190	6,974,628	4,807,162	5,871,994	1,813,507	1,645,345
Less: Expenses included with revenues on the statements of activities:						
Cost of direct benefits to donors						
TOTAL EXPENSES ON THE STATEMENTS OF ACTIVITIES	\$ 8,319,190	\$ 6,974,628	\$ 4,807,162	\$ 5,871,994	\$ 1,813,507	\$ 1,645,345

See accompanying notes.

Management and General		Fundraising		Cost of Direct Benefits to Donors		Total	
2025	2024	2025	2024	2025	2024	2025	2024
\$ 231,851	\$ 265,374	\$ 1,365,864	\$ 1,369,211			\$ 5,631,584	\$ 6,081,961
56,952	64,579	332,255	325,334			1,384,906	1,459,728
21,804	24,542	155,766	110,905			2,051,616	1,629,154
1,571	2,398	2,084	2,834			13,411	23,404
						67,127	66,726
629	427	8,574	19,470			17,800	30,958
98,332	57,116	75,066	69,390			450,292	430,311
9,775	9,425	12,363	11,091			57,357	55,168
2,506		3,170				16,533	58,008
40,410	37,295	113,923	111,156	\$ 184,535	\$ 212,512	848,715	852,174
3,116	2,417	109,191	75,789			358,706	228,124
2,765	773	7,810	4,765			61,352	31,291
3,168	2,076	4,191	4,996			31,889	29,004
	1,708		2,010			505,000	368,196
	598	5,000	1,704			5,181,982	5,144,431
14,569	15,992	18,427	18,819			83,501	93,605
28,474	48,430	161,362	86,691			1,193,386	791,112
7,933	76,982	11,831	10,644			79,969	166,065
523,855	610,132	2,386,877	2,224,809	184,535	212,512	18,035,126	17,539,420
				(184,535)	(212,512)	(184,535)	(212,512)
<u>\$ 523,855</u>	<u>\$ 610,132</u>	<u>\$ 2,386,877</u>	<u>\$ 2,224,809</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 17,850,591</u>	<u>\$ 17,326,908</u>

GIRLS INC.

STATEMENTS OF CASH FLOWS March 31, 2025 and 2024

	2025	2024
OPERATING ACTIVITIES		
Change in net assets	\$19,198,406	\$ 8,581,767
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation	83,501	93,605
Noncash contribution of property held for sale	(832,000)	
Net appreciation of investments	(1,476,286)	(5,466,266)
Net appreciation of funds held by trustees	(397,569)	(2,349,444)
Changes in operating assets and liabilities:		
Accrued investment income	(51,144)	
Dues receivable	(5,077)	(18,862)
Promises to give and grants receivable	(336,500)	(1,283,183)
Prepaid expenses and other	22,579	111,533
Notes receivable from affiliates	75,000	(150,000)
Operating lease right-of-use assets and liabilities, net	(51,299)	112,701
Accounts payable and accrued expenses	(229,657)	208,530
Scholarships payable	54,022	(45,135)
Deferred revenue	32,636	(32,049)
Net Cash Provided (Used) by Operating Activities	<u>16,086,612</u>	<u>(236,803)</u>
INVESTING ACTIVITIES		
Purchases of property and equipment	(21,923)	(66,026)
Purchases of investments	(1,465,415)	(10,268,845)
Proceeds from sales of investments	10,340,513	11,316,669
Net Cash Provided by Investing Activities	<u>8,853,175</u>	<u>981,798</u>
NET INCREASE IN CASH AND EQUIVALENTS	24,939,787	744,995
CASH AND EQUIVALENTS		
Beginning of Year	<u>15,163,680</u>	<u>14,418,685</u>
End of Year	<u>\$40,103,467</u>	<u>\$ 15,163,680</u>
CASH AND EQUIVALENTS		
Cash	\$ 6,034,613	\$ 5,495,823
Cash equivalents included in investments - current	33,891,696	9,409,275
Cash equivalents included in investments - endowment	<u>177,158</u>	<u>258,582</u>
TOTAL CASH AND EQUIVALENTS	<u>\$40,103,467</u>	<u>\$ 15,163,680</u>
SUPPLEMENTAL DISCLOSURES		
Cash paid for amounts included in the measurement of lease liabilities:		
Operating cash flows - operating leases	\$ 433,963	\$ 261,013
Noncash investing activities:		
Noncash contribution of property held for sale	832,000	

See accompanying notes.

GIRLS INC.

NOTES TO FINANCIAL STATEMENTS March 31, 2025 and 2024

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

General: Girls Inc., which is incorporated in the Commonwealth of Massachusetts, inspires all girls to be strong, smart, and bold through life-changing programs and experiences that help girls navigate gender, economic, and social barriers. Research-based curricula, delivered by trained, mentoring professionals in a positive all-girl environment equip girls to achieve academically; lead healthy and physically active lives; manage money; navigate media messages; and discover an interest in science, technology, engineering, and math. The network of local Girls Inc. nonprofit organizations serves 118,900 girls ages 6 to 18 annually across the United States and Canada. The accompanying financial statements of Girls Inc. do not include the financial position and operating results of affiliates, each of which has its own independent board of directors and maintains separate accounts.

The program services of Girls Inc. are as follows:

- **Affiliate Services/Growth** reflects delivery of program and management services and technical assistance to affiliates, replication of programs at affiliates, national scholarships and awards, development of delivery systems in major urban areas and the convening of regional meetings.
- **Program, Research and Training** reflects program development, field testing, evaluation, research, training, and technical assistance for Girls Inc. programs. Programs focus on science, math and technology, health and sexuality, economic and financial literacy, sports skills, leadership and advocacy and media literacy.
- **Public Education and Advocacy** reflects public education, advocacy, representation in Washington, D.C., communications with internal and external audiences and strategic alliances entered into for visibility purposes.

Project Accelerate: The Equality Can't Wait Challenge (ECWC) was established in 2020 by Pivotal Ventures, with support from MacKenzie Scott and Dan Jewett and Charles and Lynn Schusterman Family Philanthropies, and provides funding to expand women's power and influence in the United States by 2030. In August and September 2021, Girls Inc. was awarded \$10,000,000 from the ECWC to benefit its *Project Accelerate* program. *Project Accelerate* spans across all of Girls Inc.'s program services described above and addresses inequality in the workplace, particularly the absence of women of color in positions of influence and leadership. The program will accelerate young women's trajectories through college and career entry, leveraging partnerships with corporations and social impact organizations to ensure both their preparation and their access to positions of influence. *Project Accelerate* will also reduce the gender gap by working with young women starting as early as their junior year in high school to ensure they have the resources and support to thrive as leaders. Under the ECWC, funds received may be used for all *Project Accelerate* expenses through July 31, 2026. Girls Inc. is required to submit annual project reports through the end of the grant term.

Basis of Presentation: The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America, which require Girls Inc. to report information regarding its financial position and activities according to the following net asset classifications:

- **Net Assets Without Donor Restrictions** are not subject to donor-imposed restrictions and may be used at the discretion of Girls Inc.'s management and Board of Directors. This net asset category includes funds functioning as an endowment through designation by the Board of Directors.
- **Net Assets With Donor Restrictions** are subject to stipulations imposed by donors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of Girls Inc. or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Donor-restricted contributions that were initially classified as conditional contributions are reported as increases in net assets without donor restrictions when the conditions are met, if the restrictions expire in the same year in which the revenue is recognized. All other donor-restricted contributions are reported as increases in net assets with donor restrictions. When a restriction expires, net assets are reclassified from net assets with donor restrictions to net assets without donor restrictions in the statements of activities. Restrictions expire when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both. Gifts associated with the acquisition of long-lived assets are released from restriction when the assets are placed in service.

Estimates: The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and reported amounts of revenue and expenses. Actual results could differ from those estimates.

Cash and Equivalents consist of cash on hand or in demand deposit accounts and highly liquid investments purchased with an original maturity of three months or less for the purposes of the statements of cash flows. Cash and equivalents included in investment accounts are reflected in investments on the statements of financial position. Girls Inc. maintains its cash in bank deposit accounts which, at times, may exceed the federally insured limits. Girls Inc. has not experienced any losses from its bank accounts.

Promises to Give and Grants Receivable: Unconditional promises to give and grants receivable expected to be collected within one year are recorded at net realizable value. Amounts expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on these amounts are computed using risk-adjusted rates applicable in the years in which those promises are received. Amortization of the discounts is included in contributions and grants in the statements of activities. Conditional promises to give are recognized when the conditions on which they depend are substantially met.

Promises to give and grants receivable are reviewed for collectability and a provision for doubtful accounts is recorded based on management's judgment and analysis of the creditworthiness of the donors and grantors, historical experience, economic conditions, and other relevant factors.

Investment Valuation and Income Recognition: Investments are initially recorded at cost, if purchased, or at fair value, if donated. Thereafter, investments are stated at fair value. See Note 3 for discussion of fair value measurements.

Investment return reported in the statements of activities consists of distributions from perpetual trusts, interest and dividends and realized and unrealized capital gains and losses, net of external and direct internal investment expenses. Unrealized losses on debt securities exclude any adjustments to the allowance for credit losses, which are reported as an expense. Distributions from perpetual trusts are recognized upon receipt. Interest income is recorded on the accrual basis, and dividends are recorded on the ex-dividend date. Purchases and sales of investments are recorded on the trade date. Gains and losses on the sale of investments are determined using the specific-identification method.

Property and Equipment: Expenditures for property and equipment are stated at cost for purchased assets, or at fair value at the date of donation for donated assets, less accumulated depreciation. Costs of ordinary maintenance and repairs are expensed as incurred. Upon retirement or disposal of property and equipment, the costs and related accumulated depreciation amounts are eliminated, and any gain or loss is included in the statements of activities. Depreciation of property and equipment is provided on a straight-line basis over the lesser of the estimated useful lives or the lease term as follows:

Furnishings and equipment	3-10 years
Leasehold improvements	7-15 years

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Leases: Girls Inc. determines if an arrangement is a lease at inception. Girls Inc. recognizes a lease asset for its right to use the underlying leased asset and a lease liability for the corresponding obligation to make lease payments. Right-of-use assets and lease liabilities are recognized at the commencement date based on the present value of lease payments over the lease term. The present value is calculated using the rate implicit in the lease. If the rate is not readily determinable from the lease, Girls Inc. uses a risk-free rate of a period comparable with that of the lease term. Right-of-use assets also include any lease payments made at or before lease commencement and are reduced by any lease incentives. Lease terms include options to extend or terminate the lease when it is reasonably certain that Girls Inc. will exercise the option. Operating lease expense is recognized on a straight-line basis over the lease term. Variable lease expenses are recorded when incurred. Girls Inc. does not recognize an asset and liability for leases with a term of 12 months or less. Girls Inc. does not separate lease and non-lease components.

Long-lived Assets, including property held for sale, property and equipment, and operating lease right-of-use assets, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability is measured by comparison of the carrying amount to future net undiscounted cash flows expected to be generated by the related asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount exceeds the fair market value of the assets. No adjustments to the carrying amount of long-lived assets were required in 2025 and 2024.

Perpetual Trusts: Girls Inc. is the beneficiary of certain perpetual trusts. Perpetual trusts are recognized as revenue when Girls Inc. is notified that it has been named as an irrevocable beneficiary of a trust.

Perpetual trusts are created by donors and are neither in the possession nor under the control of Girls Inc. The trusts are administered by third party trustees as designated by the donors. Girls Inc. is entitled to receive all or a portion of the annual net income earned from the assets of the trusts. Girls Inc.'s beneficial interest in perpetual trusts is presented at fair value. See Note 3. Perpetual trusts are included in net assets with donor restrictions, and changes in value of perpetual trusts are recognized within net assets with donor restrictions in the statements of activities. Distributions are recognized within net assets with or without donor restrictions in the statements of activities based on any donor restrictions specified in the trust agreement.

Contributions and Grants are recognized as support when they are received or unconditionally promised. Grants and contracts are classified as contributions in instances in which a resource provider is not itself receiving commensurate value for the resources provided. Contributions are considered conditional when the agreement with the resource provider includes a barrier that must be overcome and either a right of return of assets transferred or right of release of a promisor's obligation to transfer assets. Conditional contributions are not recognized as revenue until the conditions are substantially met. Cash received prior to when conditions are substantially met are recognized as refundable advances.

Grants and contracts normally provide for the recovery of direct and indirect costs. Entitlement to the recovery of the direct and related indirect costs is conditional upon compliance with the terms and conditions of the grant agreements and with applicable regulations, including the expenditure of the resources for eligible purposes. Substantially all grants are subject to financial and compliance reviews and audits by the grantors. Management believes an adverse material outcome from those reviews and audits is unlikely.

Contributed Nonfinancial Assets: Contributions of services are recorded at estimated fair value when received if they create or enhance a nonfinancial asset or if such services require specialized skills, are provided by individuals possessing those skills and would typically need to be purchased if not donated. Volunteers contribute significant amounts of time to Girls Inc.'s activities that do not meet recognition criteria, and the value of these contributed services is not reflected in the financial statements. Other contributions of nonfinancial assets are recorded at estimated fair value when received. See Note 11.

Program Service Revenue is recognized at the time the service is performed.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Membership Dues, which are based on a percentage of the member affiliates' annual expenditures, are recognized as revenue ratably over the membership period of one year and are included in program revenue. Deferred revenue includes membership dues received in advance of the period to which they relate. Dues receivable are uncollateralized member affiliate obligations generally requiring payment by December 31 of each year for the following calendar year and which do not bear interest. Dues receivable are recorded at invoiced amounts, net of an allowance for credit losses. The allowance is determined using historical loss information by aging category adjusted for current economic conditions and reasonable and supportable forecasts. Dues receivable are charged off against the allowance when management believes there is no possibility of recovery. Recoveries from accounts previously written off are recognized as an offset to credit loss expense in the year of recovery. Management determined that no allowance for credit losses was necessary as of March 31, 2025 and 2024. Dues receivable totaled \$93,400, \$88,323, and \$69,461 at March 31, 2025, 2024, and 2023, respectively. Deferred revenue related to membership dues totaled \$347,223, \$314,587, and \$346,636 at March 31, 2025, 2024, and 2023, respectively.

Special Events Revenue, including related sponsorship revenue and other contributions, are considered unconditional contributions, except for the portion related to the direct benefit being provided to the donors that is considered an exchange transaction. The contribution portion is recognized when received or promised and the exchange transaction portion of the revenue is recognized upon occurrence of the event. The value of the exchange element of these transactions was \$184,535 in 2025 and \$212,512 in 2024. Funds received for the exchange transaction portion of the revenue for events occurring subsequent to the statement of financial position date are reflected as deferred revenue.

Functional Allocation of Expenses: The costs of providing various programs and other activities have been summarized on a functional basis in the statements of activities and functional expenses. Expenses that can be identified with a specific program or supporting service are allocated directly according to their natural classification. All remaining indirect costs have been allocated to program and supporting services benefited. The expenses that are allocated include the following:

Expense	Method of Allocation
Personnel related expenses	Time and effort
Office expenses	Time and effort
Information technology	Full time equivalent
Occupancy	Square footage
Travel and meetings	Time and effort
Depreciation	Full time equivalent
Other	Time and effort

Grants and Other Assistance are recognized as expense when the grant is made or other assistance is provided. Promises to give to others are recognized as accounts payable and accrued expenses and expense when the promise has been communicated to the grantees and becomes unconditional.

Advertising Costs are expensed as incurred and totaled \$129,757 in 2025 and \$78,044 in 2024.

Income Taxes: Girls Inc. is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, though it is subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded by the Code. In addition, Girls Inc. has been determined by the Internal Revenue Service not to be a private foundation within the meaning of Section 509(a) of the Internal Revenue Code. There was no unrelated business income tax for the years ended March 31, 2025 and 2024.

Girls Inc. files U.S. federal and states of New York and Indiana information tax returns. Girls Inc. is no longer subject to U.S. federal and state income tax examinations by tax authorities for the fiscal years before March 31, 2022. Management believes that Girls Inc.'s income tax filing positions will be sustained on audit and does not anticipate any adjustments that will result in material change.

NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Reclassifications: Certain amounts in the 2024 financial statements have been reclassified to conform to the presentation of the 2025 financial statements.

Subsequent Events: Management has evaluated the financial statements for potential recognition and disclosure of subsequent events occurring through July 7, 2025, the date the financial statements were available to be issued.

NOTE 2 - AVAILABLE RESOURCES AND LIQUIDITY

Girls Inc.'s financial assets available for general expenditure within one year of March 31, 2025 and 2024 were as follows:

	2025	2024
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
Notes receivable from affiliates	75,000	150,000
Investments - endowment	9,606,742	9,489,093
Beneficial interest in perpetual trusts	14,989,648	14,592,079
Total Financial Assets	84,935,736	66,679,471
Donor-imposed Restrictions:		
Funds subject to donor restrictions	(28,255,914)	(14,239,820)
Endowment	(23,629,595)	(23,163,892)
Board-designations:		
Endowment	(966,795)	(917,280)
Rent reserve	(2,974,748)	(2,766,116)
Affiliate assistance	(1,000,000)	
Total Financial Assets Available Within One Year	<u>\$ 28,108,684</u>	<u>\$ 25,592,363</u>

Girls Inc.'s endowment funds consist of donor-restricted endowments and funds designated by the Board of Directors as endowments. Income from donor-restricted endowments is restricted for specific purposes and, therefore, is not available for general expenditure. Although Girls Inc. does not intend to spend from its board-designated endowment other than amounts appropriated for general expenditure as part of its annual budget approval and appropriation process, amounts from its board-designated endowment could be made available if necessary.

Girls Inc. has board-designated net assets that are without donor restrictions that are to be used to pay rent for its lease for office space in Indianapolis, Indiana. Girls Inc. also has board-designated net assets that are without donor restrictions that are to be used to support affiliates through various short-term financial needs. The board-designated net assets are managed consistently with Girls Inc.'s investment policy and could be made available if necessary.

Girls Inc. has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, as part of its liquidity management, Girls Inc. invests cash in excess of daily requirements in short-term investments, including government agency bonds and money market fund shares.

NOTE 3 - FAIR VALUE MEASUREMENTS

Girls Inc. has categorized its assets and liabilities that are measured at fair value into a three-level fair value hierarchy. The hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that Girls Inc. has the ability to access.

Level 2 – Inputs to the valuation methodology may include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and/or inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement. In situations where there is little or no market activity for the asset or liability, Girls Inc. makes estimates and assumptions related to the pricing of the asset or liability including assumptions regarding risk.

Following is a description of the valuation methodologies used by Girls Inc. for assets that are measured at fair value on a recurring basis. There have been no changes in the methodologies used at March 31, 2025 and 2024.

Mutual Fund Shares and Money Market Fund Shares: Valued at the daily closing price as reported by the funds. These funds are required to publish their daily net asset value (NAV) and to transact at that price. These funds are deemed to be actively traded.

Common Stocks and Government Agency Bonds: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate Bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those corporate bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields or similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Beneficial Interest in Perpetual Trusts: Valued using Girls Inc.'s proportionate share of the fair value of the assets in the trust, as provided by the trustee, unless there are facts and circumstances that indicate that the fair value of the beneficial interest differs from the fair value of Girls Inc.'s proportionate share of the assets held by the trust, in which case the present value of the estimated future cash flows would be used. When Girls Inc.'s proportionate share of the fair value of the assets in the trust is used to estimate fair value, these assets are not classified in the fair value hierarchy.

NOTE 3 - FAIR VALUE MEASUREMENTS (CONTINUED)

Following is a summary, by major nature and risks class within each level of the fair value hierarchy, of Girls Inc.'s assets that are measured at fair value on a recurring basis as of March 31, 2025 and 2024:

2025	Level 1	Level 2	Total	NAV
Assets				
Investments:				
Money market fund shares	\$33,874,573		\$33,874,573	
Government agency bonds - short-term	194,281		194,281	
Common stocks	24,209,816		24,209,816	
Corporate bonds		\$554,834	554,834	
Government agency bonds - long-term	2,777,263		2,777,263	
Mutual fund shares	430,779		430,779	
Funds Held by Trustees:				
Beneficial interest in perpetual trusts				\$14,989,648
Total Assets at Fair Value	<u>\$61,486,712</u>	<u>\$554,834</u>	<u>\$62,041,546</u>	<u>\$14,989,648</u>
2024				
Assets				
Investments:				
Money market fund shares	\$ 8,672,404		\$ 8,672,404	
Government agency bonds - short-term	995,453		995,453	
Common stocks	23,554,366		23,554,366	
Corporate bonds		\$610,688	610,688	
Government agency bonds - long-term	11,056,321		11,056,321	
Mutual fund shares	150,129		150,129	
Funds Held by Trustees:				
Beneficial interest in perpetual trusts				\$14,592,079
Total Assets at Fair Value	<u>\$44,428,673</u>	<u>\$610,688</u>	<u>\$45,039,361</u>	<u>\$14,592,079</u>

Assets Measured Using Net Asset Value per Share (or Equivalent) Practical Expedient

The following table summarizes assets measured at fair value based on the NAV per share (or equivalent) as of March 31, 2025 and 2024:

	Fair Value		Unfunded	Redemption	Redemption
	2025	2024	Commitments	Frequency	Notice Period
Beneficial interest in perpetual trusts (a)	<u>\$14,989,648</u>	<u>\$14,592,079</u>	N/A	Illiquid	Illiquid

(a) Underlying investments are managed by trustees using diversified portfolios.

NOTE 4 - INVESTMENTS

Girls Inc.'s investments consisted of the following as of March 31, 2025 and 2024:

	2025	2024
Money market fund shares	\$33,874,573	\$ 8,672,404
Common stocks	24,209,816	23,554,366
Corporate bonds	554,834	610,688
Government agency bonds	2,971,544	12,051,774
Mutual fund shares	<u>430,779</u>	<u>150,129</u>
	<u>\$62,041,546</u>	<u>\$45,039,361</u>

Girls Inc.'s investment return consisted of the following for the years ended March 31, 2025 and 2024:

	2025	2024
Distributions from perpetual trusts	\$ 667,082	\$ 672,239
Interest and dividends	1,131,924	1,108,360
Realized and unrealized gains	1,873,855	7,815,710
Broker expenses	<u>(150,375)</u>	<u>(127,786)</u>
Total Investment Return	<u>\$3,522,486</u>	<u>\$9,468,523</u>

Girls Inc.'s investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Girls Inc. does not intend to sell, and more likely than not will not be required to sell, any fixed income securities in an unrealized loss position before recovery of the amortized cost basis. Unrealized losses on debt securities were primarily caused by interest rate increases. None of the contractual terms of the debt securities allow for the settlement at a price less than the amortized cost bases of the investments. Additionally, U.S. government securities are not impacted by changes in credit quality given the explicit or implicit guarantees provided by the U.S. government. While unrealized losses on corporate bonds were partially caused by changes in credit quality, Girls Inc. does not expect these investments to be settled at prices less than amortized cost. Corporate bonds held by Girls Inc. had a total cost of \$580,932 and a total fair value of \$554,834 at March 31, 2025. Corporate bonds held by Girls Inc. had a total cost of \$659,370 and a total fair value of \$610,688 at March 31, 2024.

NOTE 5 - PROMISES TO GIVE AND GRANTS RECEIVABLE

Unconditional Promises to Give and Grants Receivable

The unconditional promises to give and grants receivable balance consisted of \$131,250 that was classified as net assets with donor restrictions and \$1,519,135 that was classified as net assets without donor restrictions at March 31, 2025. The unconditional promises to give and grants receivable balance consisted of \$725,543 that was classified as net assets with donor restrictions and \$588,342 that was classified as net assets without donor restrictions at March 31, 2024.

All unconditional promises to give and grants receivable at March 31, 2025 and 2024 are due to be received in less than one year. At March 31, 2025 and 2024, management recorded an allowance for uncollectible amounts of \$37,751 and \$347,155, respectively.

NOTE 5 - PROMISES TO GIVE AND GRANTS RECEIVABLE (CONTINUED)

Conditional Promises to Give and Grants Receivable

At March 31, 2025 and 2024, Girls Inc. had outstanding promises to give of \$14,098,193 and \$2,319,497, respectively, which were conditional on requirements in accordance with the respective grant agreement and applicable regulations. These funds will be recognized as revenue in the periods in which the conditions are fulfilled.

NOTE 6 - PROPERTY AND EQUIPMENT

Property and equipment consisted of the following as of March 31, 2025 and 2024:

	2025	2024
Furnishings and equipment	\$ 484,587	\$ 462,664
Leasehold improvements	<u>498,583</u>	<u>498,583</u>
	983,170	961,247
Less: Accumulated depreciation	<u>(428,245)</u>	<u>(344,744)</u>
Total Property and Equipment, net	<u>\$ 554,925</u>	<u>\$ 616,503</u>

NOTE 7 - ENDOWMENT

Girls Inc.'s endowment consists of ten individual funds established by donors for various purposes. The endowment also includes certain net assets without donor restrictions that have been designated for endowment by the Board of Directors.

Interpretation of Relevant Law

Girls Inc. is subject to the Massachusetts-enacted version of the Uniform Prudent Management of Institutional Funds Act (UPMIFA) and, thus, classifies amounts in its donor-restricted endowment funds as net assets with donor restrictions, because those assets are time restricted until the Board of Directors appropriates such amounts for expenditure. Donor-restricted funds include perpetual trusts in which Girls Inc. is named a beneficiary. Most of those assets are also subject to purpose restrictions that must be met before reclassifying those net assets to net assets without donor restrictions. The Board of Directors has interpreted UPMIFA as not requiring the maintenance of purchasing power of the original gift amount contributed to an endowment fund, unless a donor stipulates the contrary. Girls Inc. considers a fund to be underwater if the fair value of the fund is less than the sum of (a) the original value of initial and subsequent gift amounts donated to the fund and (b) any accumulations to the fund that are required to be maintained in perpetuity in accordance with the direction of the applicable donor gift instrument. Girls Inc. has interpreted UPMIFA to permit spending from underwater funds in accordance with the prudent measures required under the law. Additionally, Girls Inc. considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the various funds
- The purposes of the donor-restricted endowment funds
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of Girls Inc.
- Girls Inc.'s investment policies

NOTE 7 - ENDOWMENT (CONTINUED)

The endowment net asset composition by type of fund as of March 31, 2025 and 2024, was as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
2025			
Board-designated funds	\$966,795		\$ 966,795
Donor-restricted endowment funds:			
Original gifts and amounts required to be maintained in perpetuity by donors including beneficial interest in perpetual trusts		\$18,623,148	18,623,148
Accumulated investment gains		<u>5,006,447</u>	<u>5,006,447</u>
Total Endowment Funds	<u>\$966,795</u>	<u>\$23,629,595</u>	<u>\$24,596,390</u>
2024			
Board-designated funds	\$917,280		\$ 917,280
Donor-restricted endowment funds:			
Original gifts and amounts required to be maintained in perpetuity by donors including beneficial interest in perpetual trusts		\$18,225,578	18,225,578
Accumulated investment gains		<u>4,938,314</u>	<u>4,938,314</u>
Total Endowment Funds	<u>\$917,280</u>	<u>\$23,163,892</u>	<u>\$24,081,172</u>

Underwater Endowment Funds

From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the original value of gifts donated to the donor-restricted endowment or the level that the donors otherwise require Girls Inc. to retain as a fund of perpetual duration. There were no underwater endowment funds at March 31, 2025 and 2024.

Investment and Spending Policies

Girls Inc. has adopted investment and spending policies, approved by its Board of Directors, for endowment assets managed by Girls Inc. that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. Endowment assets managed by Girls Inc. are invested in a well-diversified asset mix, with a target asset allocation of 70% to 90% into equity and 10% to 30% into fixed income securities, that is intended to result in a consistent inflation-protected rate of return that has sufficient liquidity to make annual distributions according to the spending policy. Other alternative investment classes may not exceed 15% of the asset mix. The remainder of the assets not invested as noted above shall be cash reserves, which are not to exceed 10% of the assets market value, unless approved by the Investment Subcommittee. Investment risk is measured in terms of the total endowment fund and managed to not expose the endowment to unacceptable levels of risk. Girls Inc. expects its endowment assets, over time, to produce a total return in excess of that generated by relevant benchmarks. Actual returns in any given year may vary from this amount.

Girls Inc. has a policy of appropriating for distribution each year any earnings on the endowment fund in the amount of not more than 4% before fees of the three-year moving average market value of the endowment fund with a maximum increase of 6% per year over the prior year's spending amount. This approach serves to protect against volatility in the amount of gifts received and assists in maintaining intergenerational equity. In establishing this policy, Girls Inc. considered the long-term expected return on its investment assets, the nature and duration of the individual endowment funds, many of which must be maintained in perpetuity because of donor-restrictions, and the possible effects of inflation. This is consistent with Girls Inc.'s objective to maintain the purchasing power of the endowment assets as well as to provide additional real growth through new gifts.

NOTE 7 - ENDOWMENT (CONTINUED)

Girls Inc.'s endowment also includes the beneficial interest in perpetual trusts, which are managed by third party trustees under the investment and distribution policies of the trustees.

Activity in the endowment by net asset class for 2025 and 2024 is summarized as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment at March 31, 2023	\$755,408	\$19,106,927	\$19,862,335
Investment return	188,846	4,907,189	5,096,035
Appropriations for expenditure	<u>(26,974)</u>	<u>(850,224)</u>	<u>(877,198)</u>
Endowment at March 31, 2024	917,280	23,163,892	24,081,172
Investment return	69,745	1,329,824	1,399,569
Appropriations for expenditure	<u>(20,230)</u>	<u>(864,121)</u>	<u>(884,351)</u>
Endowment at March 31, 2025	<u>\$966,795</u>	<u>\$23,629,595</u>	<u>\$24,596,390</u>

NOTE 8 - PERPETUAL TRUSTS

Girls Inc. is a beneficiary of certain irrevocable perpetual trusts, which are managed by third-party trustees. The fair value of Girls Inc.'s beneficial interest in the perpetual trusts at March 31, 2025 and 2024, was \$14,989,648 and \$14,592,079, respectively. The funds appreciated by \$397,569 in 2025 and by \$2,349,444 in 2024. Income distributions from such trusts amounted to \$667,082 in 2025 and \$672,239 in 2024 and are reflected as investment income in the accompanying statements of activities.

NOTE 9 - NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions consisted of the following as of March 31, 2025 and 2024:

	2025	2024
Subject to Expenditures for Specific Purpose:		
Affiliate Growth Investments	\$ 452,183	\$ 1,426,021
STEM Programming (science, technology, engineering, math)	296,231	716,158
Health & Self Esteem Programming	16,467,691	2,074,988
Reading Literacy Programming	361,750	
Diversity Programming	855,251	456,142
College Scholarships for Girls	3,068,504	2,978,766
Project Accelerate	2,962,258	5,466,225
Other	3,792,046	1,121,520
Subject to Endowment Spending Policy and Appropriation:		
Endowment appreciation	5,006,447	4,938,314
Original endowment gift	3,633,500	3,633,499
Beneficial interest in perpetual trusts	<u>14,989,648</u>	<u>14,592,079</u>
Total Net Assets With Donor Restrictions	<u>\$51,885,509</u>	<u>\$37,403,712</u>

NOTE 9 - NET ASSETS WITH DONOR RESTRICTIONS (CONTINUED)

Net assets released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by donors as follows for the years ended March 31, 2025 and 2024:

	2025	2024
Satisfaction of Purpose Restrictions:		
Affiliate Growth Investments	\$ 593,041	\$ 1,771,834
STEM Programming (science, technology, engineering, math)	1,007,427	1,392,303
Economic Literacy Programming		1,250
Health & Self Esteem Programming	2,407,297	2,252,232
Reading Literacy Programming	553,113	
Diversity Programming	600,891	725,108
College Scholarships for Girls	702,704	545,675
Project Accelerate	3,960,716	2,919,196
Other	1,064,166	1,059,952
Tribute Funds	<u>197,040</u>	<u>177,985</u>
Total Net Assets Released from Restrictions	<u>\$11,086,395</u>	<u>\$10,845,535</u>

NOTE 10 - LEASES

Girls Inc. leases office space in Indianapolis, Indiana, New York, New York, and Washington, D.C., under separate noncancelable operating leases through November 30, 2033, September 30, 2028, and June 30, 2026, respectively. The lease in Indianapolis, Indiana, includes one five-year extension option, in the sole discretion of Girls Inc., subsequent to the expiration of the original lease term, which Girls Inc. was not reasonably certain would be exercised. The leases also require Girls Inc. to pay all executory costs (property taxes, maintenance, and insurance). Lease payments have an escalating fee schedule, which range from a 3% to 10% increase each year.

Girls Inc. accounts for lease and non-lease components within a contract as a single lease component. There may be variability in future lease payments stipulated in the contracts for common area maintenance, real estate taxes, and property insurance. The lessors base these payments on actual expenses incurred by the lessor in proportion to the space leased. These charges are treated as variable lease payments, which are expensed in the period in which the related obligation was incurred and are excluded from the measurement of right-of-use assets and lease liabilities.

Total lease cost for the years ended March 31, 2025 and 2024 was as follows:

	2025	2024
Operating lease cost	\$372,739	\$374,712
Variable lease cost	<u>30,808</u>	<u>18,074</u>
Total Lease Cost	<u>\$403,547</u>	<u>\$392,786</u>

The following summarizes the weighted-average remaining lease term and weighted-average discount rate at March 31, 2025 and 2024:

	2025	2024
Weighted-average remaining lease term:		
Operating leases	7.00 years	8.00 years
Weighted-average discount rate:		
Operating leases	3.42%	3.36%

NOTE 10 - LEASES (CONTINUED)

The future minimum lease payments under noncancelable operating leases with terms greater than one year were as follows at March 31, 2025:

Payable In Fiscal Year	Operating Leases
2026	\$ 440,854
2027	389,036
2028	368,433
2029	216,338
2030	221,746
Thereafter	<u>861,435</u>
Total future undiscounted lease payments	2,497,842
Less: Interest	<u>(303,455)</u>
Total Lease Liabilities	<u>\$2,194,387</u>

NOTE 11 - CONTRIBUTED NONFINANCIAL ASSETS

For the years ended March 31, 2025 and 2024, contributed nonfinancial assets recognized in the statements of activities consisted of the following:

	2025	2024
Property held for sale	\$ 832,000	
Air travel	25,000	
Advertising services	94,336	\$29,097
Legal, consulting, and information technology services	<u>101,752</u>	<u>30,948</u>
Total Recognized Contributed Nonfinancial Assets	<u>\$1,053,088</u>	<u>\$60,045</u>

Contributed nonfinancial assets did not have donor-imposed restrictions.

The contributed property held for sale consisted of real estate in Johnson City, Tennessee, transferred to Girls Inc. upon dissolution of a former affiliate. See Note 15.

Contributed air travel was used in program services and supporting services activities. Contributed air travel is valued and is reported at the estimated fair value in the financial statements based on the assigned value provided by the airline.

Recognized contributed advertising services comprise airtime for public service announcements for public education and advocacy activities. Contributed advertising services are valued and are reported at the estimated fair value in the financial statements based on rates for similar services in the United States for national advertising campaigns and the economic benefits received by Girls Inc. In addition to providing economic benefits to Girls Inc., contributed public service announcements provide benefits to all of the member affiliates.

Recognized contributed legal, consulting, and information technology services comprise professional services for public education and advocacy activities and management and general activities. Contributed legal, consulting, and information technology services are valued and are reported at the estimated fair value in the financial statements based on current rates for similar services in Indianapolis, Indiana, New York, New York, and Washington, D.C., as applicable.

NOTE 12 - RETIREMENT PLAN

Girls Inc. sponsors a defined contribution 401(k) retirement savings plan for all of its qualified employees. All plan participants are permitted to make salary reduction contributions to the Plan, and Girls Inc. contributes, on a matching basis, 100% of each participant's contribution up to 4% of each participant's annual compensation. Girls Inc. may also make a discretionary contribution to the Plan, to be determined annually, based on eligible earnings of participants. Participants become fully vested immediately upon entry into the Plan. Girls Inc. made contributions of \$267,367 and \$251,149 to the 401(k) Plan during the years ended March 31, 2025 and 2024, respectively.

NOTE 13 - RELATED PARTY TRANSACTIONS

Girls Inc. recognized contributions from members of its Board of Directors of \$501,355 and \$550,646 for the years ended March 31, 2025 and 2024, respectively. Girls Inc. had gross promises to give from members of its Board of Directors of \$167,500 and \$353,000 at March 31, 2025 and 2024, respectively.

Girls Inc. has affiliates that serve as local chapters of Girls Inc. Girls Inc. has no ownership or voting interests in these local chapters. However, affiliation agreements between the local chapters and Girls Inc. gives Girls Inc. control over how the chapters carry out certain activities and require the payment of affiliate dues to Girls Inc. Girls Inc. recognized dues revenue from affiliates of \$652,215 and \$630,235 for the years ended March 31, 2025 and 2024, respectively, which is included in program revenue. Girls Inc. had dues receivable from affiliates of \$93,400 and \$88,323 at March 31, 2025 and 2024, respectively. Girls Inc. provided funding to affiliates of \$5,181,982 and \$5,144,431 for the years ended March 31, 2025 and 2024, respectively. Girls Inc. had accounts payable to affiliates of \$173,745 and \$587,913 at March 31, 2025 and 2024, respectively.

In November 2023, Girls Inc. entered into a \$150,000 note receivable with an affiliate. The agreement required no monthly principal or interest payments and interest did not accrue on the outstanding balance on the note unless there was an event of default, as defined in the agreement. The outstanding balance on the note was due upon the original maturity date of May 31, 2024. The note receivable was paid in full in May 2024. The note receivable had a balance of \$150,000 at March 31, 2024.

In December 2024, Girls Inc. entered into a \$75,000 note receivable with an affiliate. The agreement is payable in two installments of \$37,500, with the first payment due on June 30, 2025 and the second payment due on December 30, 2025. Interest does not accrue on the outstanding balance on the note unless there is an event of default, as defined in the agreement. The note receivable had a balance of \$75,000 at March 31, 2025.

Girls Inc. recognized a contributed nonfinancial asset - property held for sale from a former affiliate during the year ended March 31, 2025. See Note 15.

NOTE 14 - CONCENTRATIONS

Contributions and private grants provided 95% and 90% of total revenue and support for the years ended March 31, 2025 and 2024, respectively. As part of the contributions and private grants, three donors provided 60% of total revenue and support for the year ended March 31, 2025 and one donor provided 12% of total revenue and support for the year ended March 31, 2024.

Three donors represented approximately 68% and 67% of Girls Inc.'s net promises to give and grants receivable at March 31, 2025 and March 31, 2024, respectively.

NOTE 15 - PROPERTY HELD FOR SALE

Property held for sale consists of real estate in Johnson City, Tennessee, transferred to Girls Inc. upon dissolution of a former affiliate. The real estate consists of approximately four acres, including a building, and was valued at approximately \$832,000. The fair value of the real estate was determined by a third-party analysis performed which reflected a range of estimated fair values based on recent comparable sales prices in Johnson City, Tennessee. Girls Inc. intends to sell the real estate within the next year and plans to place the sale proceeds in a board-designated reserve to assist the remaining two affiliates within the geographic area of the former affiliate.