READY OR NOT, HERE THEY COME.

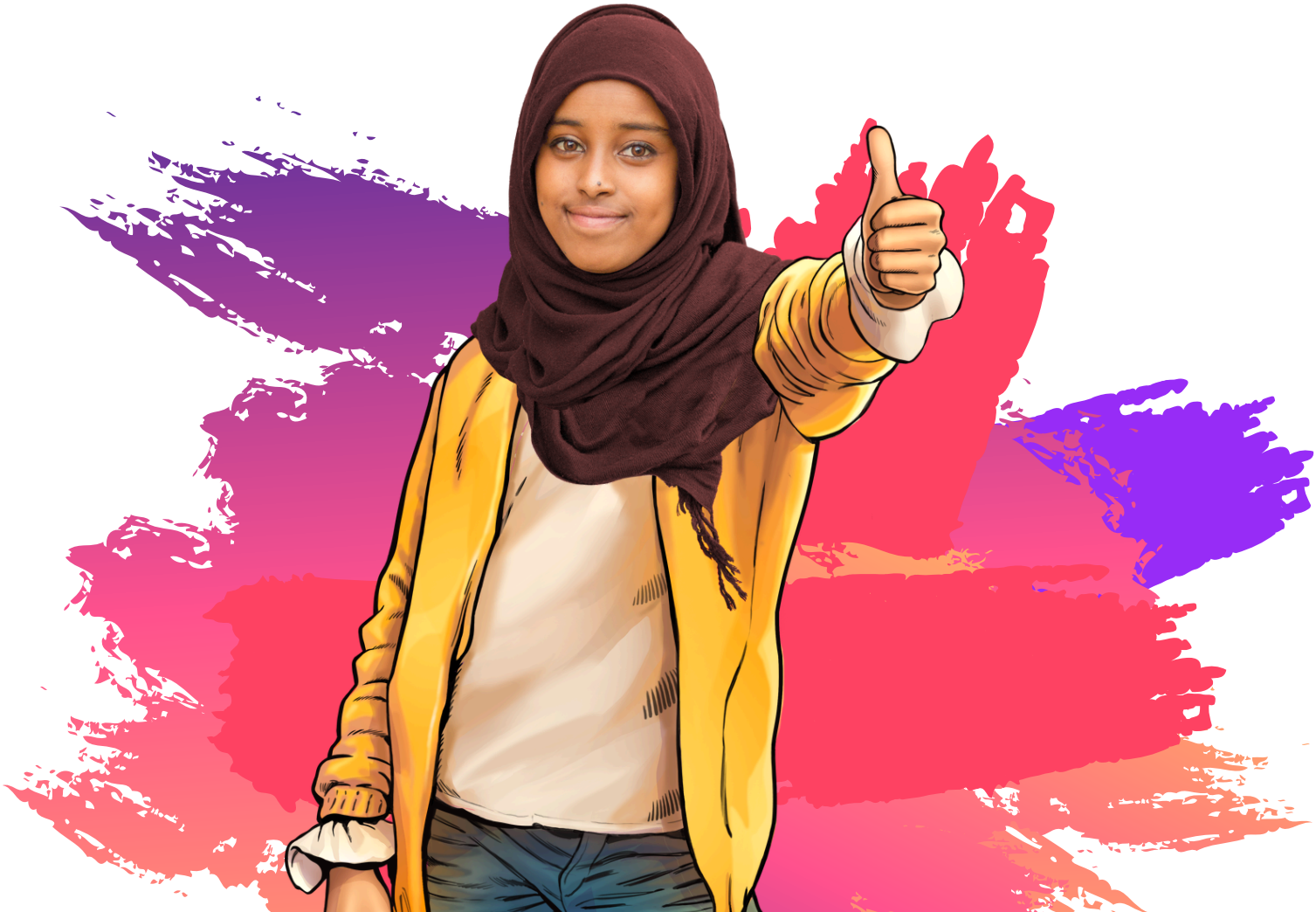
girls inc.



2026 ANNUAL REPORT

TABLE OF CONTENTS

Letter from the President & CEO	1
Letter from the Board Chair	2
Girls Inc. Board of Directors	3
New Board Members	4
Girls Inc. Staff Leadership	7
Ready or Not, Here They Come	8
Meet Shreya	9
Investing in Voices That Shape Today and Tomorrow	10
From Kindergarten to Career: Preparing Girls for What's Next	11
Partnerships that Expand Possibility	13
Strengthening the Network That Strengthens Girls	15
Meet Sabria	18
Financials	19



LETTER FROM THE PRESIDENT & CEO

Dear Friends,

This year marked the completion of our 2021–2025 Strategic Plan. I feel a great sense of pride as I reflect on the unprecedented challenges we have navigated. We have made extraordinary achievements as a Girls Inc. network, in partnership with all of you, our friends and supporters.

Every milestone we reached was guided by a simple belief: when we strengthen the Network, we create more opportunities for girls. Throughout the past five years, we invested in helping Affiliates operate both more efficiently and more effectively, so they could focus on what matters most—delivering life-changing experiences that prepare girls to lead healthy and independent lives. Improved employee and workplace practices made sure we took good care of the people who are the most important part of the work we do. We invested in training at all levels to ensure that staff have the skills and knowledge to carry out their responsibilities effectively. We provided centralized services to ease administrative burden so staff can devote more of their attention to the girls. A review of our programmatic offerings helped us prepare to respond to the girls' needs and interests—even those that came up unexpectedly—with research-informed curricula.



We made sure 126,000 girls had caring mentors, high-quality programming, and supportive environments where they were encouraged to discover and build on their unique talents. Together, we brought the Girls Inc. Experience into new communities, including Miami, Pittsburgh, Des Moines, Detroit, and Boston, broadening the reach of our Network.

Across the Network, we can now tell our story with a bold, unifying marketing campaign that reflects our shared vision. Our improved data help us better understand what works, as we build on our historical expertise with girls. These investments have enhanced our ability to deliver the Girls Inc. Experience to more girls without compromising on our positive outcomes.

As we celebrate the ambitious goals we achieved together, we also embark on a new challenge. The world these girls are growing up in constantly evolves, and so must we. The new strategic plan builds on our strong foundation, committing us to create even more opportunities for girls to discover their strengths and pursue their dreams. Looking ahead to 2030, we see broader reach and deeper impact for Girls Inc., guided by a simple truth:

When girls thrive, communities thrive—and we all benefit.

Every milestone reflected in these pages represents new opportunities for girls to be inspired. We could not do this without you. Thanks to your support and partnership, more girls are discovering their strengths and gaining the confidence to create a future that will inspire all of us. Thank you for believing in girls and in their limitless potential.

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

LETTER FROM THE BOARD CHAIR

Dear Friends,

As Chair of the Board of Directors, I have the privilege of working alongside leaders who are deeply committed to ensuring that Girls Inc. remains strong, not only for the girls who benefit today, but also for generations of girls to come.

Every day, girls are navigating a world filled with both incredible opportunity and complex challenges. They are finding their voices, discovering their strengths, and envisioning futures that previous generations could not dream of. Yet too many still face barriers that can make those dreams feel out of reach. That is why the work of Girls Inc. has never been more important.

This is a pivotal moment for communities, as well as for girls. While community needs continue to grow, nonprofit organizations dedicated to advancing women and girls still receive only about 2% of charitable giving within the social services sector. Yet the return on that investment is immeasurable. Every dollar entrusted to Girls Inc. helps create opportunities for girls to build the knowledge, skills, and confidence they need to succeed, while also strengthening the network of local Affiliates that makes this life-changing work possible in communities across North America.

When we invest in girls, we invest in stronger families, more vibrant communities, and a brighter future for all of us. We invest in young people who will become innovators, educators, entrepreneurs, caregivers, and civic leaders. We invest in confidence, resilience, compassion, and the courage to lead with integrity. Time and again, we see that when girls are given the opportunity to thrive, they create lasting change—not only in their own lives, but in the lives of everyone around them.

Over the past five years, Girls Inc. has made thoughtful decisions that position us for long-term success, with strategic investments that have led to an organization that is more connected, more efficient, and better prepared to meet the evolving needs of girls. Our financial statements on page 19 show the stability of this organization. Girls need our support more than ever, and with your help and partnership, we are ready to build the future with them.

As we celebrate the achievements of the previous five years and begin a new chapter dedicated to sustainable growth, Girls Inc. has a clear vision, an exceptional leadership team, dedicated staff and volunteers, and a network of Affiliates that continues to innovate, collaborate, and provide girls with excellent mentors, unparalleled learning opportunities, and a powerful sisterhood, all of which are proven to help them achieve their goals.

On behalf of the Board of Directors of Girls Inc., I thank you for your trust, your partnership, and your belief in the future we are creating together.

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.

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

Sean Costello*
Managing Partner
Participant Capital

Wynter Deagle
Region II Volunteer Representative
Partner
Sheppard Mullin

Mandy Engel-Cartie
Region I Professional Representative
Executive Director
Girls Inc. of Sioux City

Ashli Fragomeni*
Region III Volunteer Representative
Chief Executive Officer
Girls Inc. of
the Greater Capital Region

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

Sayo Kamara*
Associate Director
Durst Organization

Luana Lewis
Founder
Grace Strategy

Kay Mathers
Region IV Volunteer Representative
Political Consultant

Elizabeth "Beth" Myers
Region II Professional Representative
Chief Executive Officer
Girls Inc. of Metropolitan Dallas

Courtney Naudo
SVP, Business Planning & Integration,
Walmart US
Walmart International

Dr. Deborah P. Rubin**
Senior Partner and Head of
Board & CEO Services
RHR International LLP

Julie Overbeck*
President
Bassett Capital

Alan Ratliff*
Partner
StoneTurn

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

*New Board Member who started during FY 26

**Board Member who finished their service during FY 26

NEW BOARD MEMBERS



Sean Costello

Managing Partner, Participant Capital

Sean Costello has more than 30 years of financial markets experience in the U.S. and Europe across investment banking, equity research and UHNW/ Global Family office private banking. He has worked in senior roles at firms including Morgan Stanley, Lehman Brothers, and Barclays. Sean founded Participant Capital in 2013 as a global merchant bank working with many of the world's largest family offices and other long-term institutional investors. Sean is an honors graduate of the University of Pennsylvania and holds an MBA from Duke University's Fuqua School of Business. In addition, he currently sits on the board of the Paris-based International Chamber of Commerce, which is the largest business organization in the world. Sean is a US and UK Citizen and a permanent resident of Ireland.

Sayo Kamara

Associate Director, Durst Organization

Sayo Kamara is a commercial real estate executive based in New York City. At The Durst Organization, he leads the leasing campaign for One World Trade Center's penthouse floors and advances leasing strategy at 825 Third Avenue through its $150 million capital improvement program. Prior to Durst, Kamara held roles at Cushman & Wakefield and Colliers International, building a decade of institutional experience across New York City's most competitive markets, advising owners and tenants across financial services, media, nonprofits, and corporate institutions.

His commitment to the next generation is central to everything he builds. Kamara served as the first African American board member and Chairman in the 77-year history of the Young Men's/Women's Real Estate Association of New York, where he modernized the organization's governance and curated events with senior leaders from Blackstone, BXP, and RXR. He previously served as Co-President of the Madison Square Boys & Girls Club Junior Board.

Kamara sees a clear shared purpose between real estate and Girls Inc.: both are about creating access – to spaces, resources, and relationships that allow the next generation to build their own story. His industry contributions have been recognized by Crain's New York Business as a Notable Leader in Real Estate, Business Insider as a Rising Star in Real Estate, Commercial Observer's 30 Under 30, and CREi.



NEW BOARD MEMBERS

Ashli Fragomeni

Chief Executive Officer, Girls Inc. of the Greater Capital Region
Professional Representative, Region III



Ashli Fragomeni is the Chief Executive Officer of Girls Inc. of the Greater Capital Region and a proud graduate of Russell Sage College, where she earned a degree in History.

Before joining Girls Inc., she spent 13 years working with all three major YMCA associations in the Capital Region, including a three-year stint with the YMCA of Greater New Orleans, where she served as the Associate Executive Director of Youth Development while simultaneously earning her MBA in NonProfit Organizational Leadership. Ashli has been recognized for her contributions to the community, having received the 2024 YWCA NENY Youth Empowerment Award and being named a 2024 Albany Business Review 40 Under 40 honoree. She is also a repeat panelist at HOBY Conferences and The NEW Leadership New York program hosted by the University at Albany's Center for Women in Government.

In addition to her work, Ashli is an adjunct professor at Russell Sage College.



Julie Overbeck

President, Bassett Capital

Julie is the Managing Partner of Basset Capital, a family investment firm. She is the former president of Remington Seeds LLC, one of the largest third party seed producers in the world. Prior to joining Remington Seeds, Julie had a 17-year career with Eli Lilly with multiple roles in general management, finance and business development. She was one of the three founding board members for Girls Inc. of Chicago and remains on the Board of that Affiliate. She served on the Girls Inc. Board between 2014 and 2022, first as Secretary, then as Treasurer.

Julie has been a Girls Inc. donor since 1994. Her involvement with the organization has grown and sustained itself over the years. Aside from her role as a board member, Julie previously served as a Girls Inc. Corporate Advisory Committee Member and a 2011 Corporate Camp Judge, among other roles. She holds a BS degree in Biology and an MBA, both from Purdue University.

NEW BOARD MEMBERS



Alan Ratliff

Partner, StoneTurn

Alan is a co-owner of StoneTurn Group, an U.S.-based international business consultancy with 15 offices that he joined as the first lateral partner 20 years ago, opening and leading its Houston office. Alan is StoneTurn's Risk Management Partner, serves on its ESG Council, Community Engagement Committee and Reputational Risk Committee.

Alan was recognized in the inaugural and all subsequent surveys of Top Damages Experts in IAM's Patent1000 (2014-25) including on the short list of "Highly Recommended" experts. He is also an AV-Preeminent rated attorney by Martindale-Hubbell and, most recently, received Consulting Magazine's Excellence in Leadership award in 2025. Alan is nationally certified in financial forensics, global management accounting, and patent valuation.

Alan is a past Girls Inc. of Greater Houston Board Chair and was the inaugural recipient of the "He's in Her Corner" Award for allyship (2022). Alan has been recognized twice by the Mayor and Houston City Council with Alan Ratliff Day (2006, 2019) for his community volunteerism, was the 2014 recipient of Volunteer Houston's Greater Houston Services Award for Youth Services, and was a two-time appointee to chair the public/private non-profit supporting Houston's BARC Shelter by successive Mayors of Houston. Alan's current board service includes the (a) US Olympic Committee's Board of Trustees, (b) Houston's Theatre Under the Stars (Treasurer, Executive Committee, and Education Committee which oversees a "Fame" school and a "River" school with inclusive arts education for young adults with disabilities), (c) Chinquapin Prep School in East Houston for under-resourced 6th-12th graders (former Board Chair), and (d) Harris County's Precinct4Forward (public/private non-profit to enhance community centers and services).

GIRLS INC. STAFF LEADERSHIP

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

Lisa Ghartey Ogundimu, Esq.
Chief Operating Officer

Katie Astrich
Director, Public Policy

Michael "Otto" Boeglin
Director, Information Technology

Amy Bush
Director,
Learning and Leadership Development

Diana Jones
Chief Financial Officer

Niki Kelly
Vice President, Affiliate Services

Rob Reddy
Chief Development Officer

Sandi Skwor-Gatlin
Director, Program Services

Tiffany Trotter
Chief People and Culture Officer

Veronica Vela
Vice President,
Marketing and Communications

Julie Younes
Director, Research and Evaluation



READY OR NOT, HERE THEY COME.



Girls are already strong, smart, and bold. They are the new generation of problem-solvers, innovators, and creators in the making. They have inherent strengths and abilities, and our job is to help develop them, uncover new ones, and tell the world to be ready for what's coming, because Ready or Not, Here They Come.

Ready or Not, Here They Come is the theme of the Girls Inc. marketing campaign that launched in 2025, focused on the positive outcomes that we see when girls are prepared to lead in all aspects of their lives.

In the various features of this report, we hope you will see our commitment to creating the experiences that strengthen our Network so our Affiliates can support girls to be the leaders we all know they are.

MEET SHREVA

"For most of my life, I carried the weight of having to be perfect. I grew up in a loving, supportive Indian household that always pushed me to do my best, but somewhere along the way, perfection felt like pressure. My mental health began to suffer. Girls Inc. was where that began to change. Through the lessons, the conversations, and the women who shared their stories so honestly, I began to understand something I had never understood before. Failure isn't something to fear, it's an opportunity to learn. I remember a mentor talking about a career path that didn't work out and how she once saw that as a failure, only to realize later it led her exactly where she was meant to be. That moment stuck with me.

As I grew in the program, my perfectionist mindset faded away, and I found myself more willing to try new things. Instead of meticulously calculating opportunities as either risks or benefits, I began trying things simply because they sounded interesting. That's when I began to discover my passion for advocacy.

At Girls Inc., I also gained the confidence to harness my creativity. When I was 13, I published my first children's fantasy novel, and Girls Inc. hosted my first ever book event. I also created a nonprofit, GleeBoxx, delivering necessities to those in need. Girls Inc. helped me crowdfund to get it up and running and in just one year, I've organized ten donation drives and delivered over 700 GleeBoxxes."

To learn more about Shreya's Girls Inc. story, click here.

"Looking back, Girls Inc. didn't remove the pressure from my life, it replaced it with purpose. It helped me transform into someone willing to take risks, tell stories, advocate loudly, and build something meaningful for others. It has truly been the catalyst for all I achieved, and I'm just getting started."



SHREVA
National Scholar,
Brand Ambassador &
Teen Advocacy Council Member
Girls Inc. of the Greater Capitol Region

INVESTING IN VOICES THAT SHAPE TODAY AND TOMORROW

Leadership begins with helping girls recognize that their voices matter. Girls Inc. serves as both a champion for girls and a platform that elevates their perspectives, ensuring that the policies shaping their futures are informed by those most affected. By listening first—and creating meaningful opportunities for girls to lead—we are preparing the new generation of engaged citizens and community leaders.

From surveying more than 400 girls about the issues shaping their futures to providing Affiliates with the resources to facilitate girls leading change in their communities, Girls Inc. continues building the evidence and momentum needed to identify not only the challenges that are facing girls but the opportunities that exist to support their leadership trajectory, knowing a supported girl is a benefit to us all.

Support includes equipping girls and Affiliates with the tools to champion topics that are important to girls across their respective communities. Affiliate participation in advocacy grew by 34 percent through the formation of 32 local Teen Advocacy Councils through grants provided locally from HQ, alongside a newly established Canadian Teen Advocacy Council. Together, these efforts are helping develop informed, engaged leaders while ensuring that girls' voices are shaping conversations in communities and policy spaces across states, provinces, and communities.



FROM KINDERGARTEN TO CAREER: PREPARING GIRLS FOR WHAT'S NEXT

What sets Girls Inc. apart from other youth-serving organizations is our ability to create research-informed programs and transformative experiences that support the whole girl—and the people who help her thrive. Every program is intentionally designed to build the character and life skills girls need to succeed in post-secondary education, their careers, and life.

This past year, we strengthened that commitment by investing in the future of our Network. We modernized and enhanced our curriculum to support girls' growth, and brought Affiliate leaders together to co-create the next generation of Girls Inc. programming. We also created opportunities for continuous learning and collaboration through monthly gatherings and national convenings where Affiliate staff shared best practices, exchanged innovative ideas, and strengthened their ability to deliver high-quality programming in their local communities.

To further deepen our impact, we introduced our Character Development Initiative, training 92 Affiliate Character Champions to embed confidence, critical thinking, emotional intelligence, kindness, respect, and self-advocacy into every girl's experience. As artificial intelligence reshapes how we work, learn, and solve problems, these qualities will define tomorrow's leaders and are the skills that technology can never replicate. Increasingly, employers, educators, and community leaders are telling us that these uniquely human skills are exactly what young people and the workforce need to thrive. The intentional Character Development Initiative ensures every girl has the opportunity to build the resilience, and leadership skills needed to shape her future and strengthen her community.

In addition to the Affiliate character trainings, we engaged more than 200 Headquarters, Affiliate staff, and board members in professional learning to ensure we model the same character we strive to cultivate in girls. We also introduced She's Ready to Lead, a new high school capstone where girls live their values by applying each of the character elements in the collaborative design and leadership of a community action project. Participants presented these projects at the 2026 Girls Leading Change Summit and will eventually implement them, strengthening their communities where they live and go to school. To reinforce this work beyond our programs, we awarded $320,000 to 26 Affiliates to bring parents and caregivers along in this journey, helping create communities where girls' character and leadership can flourish.



The Character Initiative is one way Girls Inc. supports the workforce of tomorrow; another is through our college and career readiness program, Project Accelerate. The success of Project Accelerate affirms what we know: when girls have access to meaningful career exploration, skill development, and supportive relationships, they are better prepared to achieve their goals and contribute to the workforce. What began as a pilot has evolved into a core program available to the entire Girls Inc. Network, equipping Affiliates with the resources, training, and tools to advance college and career readiness and workforce development.

Girls who graduate with confidence, career readiness, and leadership skills become employees, entrepreneurs, civic leaders, mentors, and community volunteers who strengthen local economies and improve the quality of life in their communities.

Since its launch in 2021, more than 8,000 young women have benefited from the program, reporting eagerness and preparedness for their future. Additionally, 94 percent of Project Accelerate partners say they want to continue supporting the program, reinforcing its value and impact.

Girls Inc. launched Project Accelerate after securing a $10M investment as a winner of the *Equality Can't Wait Challenge* – hosted by Pivotal Ventures, MacKenzie Scott and Dan Jewett, and Charles and Lynn Schusterman Family Philanthropies – which called for bold ideas that would expand women's power and influence in the U.S. by 2030. We are grateful to the following matching funders who signed on to support the first five years of Project Accelerate:

- ADP
- Allergan Aesthetics
- BNY
- CBRE
- Chief
- The Coca-Cola Foundation
- Cox Enterprises
- Cummins
- JD Foundation
- Marshalls
- Power Home Remodeling



PARTNERSHIPS THAT EXPAND POSSIBILITY

Corporate partners make it possible for Girls Inc. to deliver programs and experiences that no single organization could provide alone. Their investments expand access to workforce development, mental health resources, STEM education, career exploration and so much more, while strengthening the capacity of Affiliates to meet emerging community needs.

COCA-COLA

Girls Inc. was proud to expand our longstanding partnership with The Coca-Cola Company (TCCC) through the Coca-Cola FC (Future Careers) Academy. Coca-Cola FC Academy gave the new generation of leaders the chance to learn about different careers that help bring global events like the FIFA World Cup 2026™ to life while engaging in one-in-a-lifetime real-world activities tied to the FIFA World Cup 2026™. Girls Inc. participants across 14 Affiliates engaged in soccer clinics with former players, kit-designing events with Powerade, and the FIFA World Cup 26™ Trophy Tour. Participants even had the chance to serve as Coca-Cola Flag Bearers. We are honored to work alongside Coca-Cola to equip girls with tangible skills that translate to real jobs—while also giving them unforgettable experiences tied to an iconic global moment like the FIFA World Cup 2026™. Together we are helping girls build confidence, leadership, and practical workplace skills that will serve them long after the final match.



JD FOUNDATION



Career exploration is the seed from which career aspirations grow, giving girls the opportunity to envision themselves in spaces and roles they may not have previously imagined. Through our partnership with JD Foundation, Girls Inc. participants have gained unique exposure to the inner workings of a global retailer, JD Sports—touring corporate offices, connecting with women leaders, and participating in engaging experiences in stores. These opportunities provide valuable insight into a range of career possibilities, helping girls broaden their horizons as they prepare for college and their careers.

ULTA BEAUTY CHARITABLE FOUNDATION

Since 2024, the Ulta Beauty Charitable Foundation (UBCF) has provided critical support for the physical and mental wellbeing of Girls Inc. participants across the Network. This year, we once again partnered with UBCF and Period Education Project (PEP) to bring medically accurate, age-appropriate, menstrual health education workshops—called PEP Rallies—to Girls Inc. participants across the Network. Led by passionate medical students, PEP Rallies help girls gain confidence and essential menstrual health information to establish a foundation for reproductive wellness. Girls Inc. Affiliates also partnered with local period product organizations to distribute menstrual health supplies to participants. As one Affiliate put it, "This kind of programming can shape confidence, normalize health conversations, and build community around shared experiences. And thanks to the accessible and affirming curriculum created by PEP, our staff felt supported and excited to bring this content to life in a way that was age-appropriate, girl-centered, and totally stigma-free. We truly believe this work is changing lives — one bold, informed girl at a time."





STRENGTHENING THE NETWORK THAT STRENGTHENS GIRLS

FROM DATA TO OUTCOMES

Girls Inc. brings more than 160 years of experience understanding what girls need to thrive. Our commitment to girls is grounded in evidence, informed by their lived experiences, and strengthened through continuous learning. Through research, evaluation, and network-wide data collection, Girls Inc. builds a deeper understanding of girls' experiences, identifies emerging needs and opportunities, and uses what we learn to strengthen programs and inform strategic decision-making.

This past year, Girls Inc. continued to build and apply this evidence through key projects such as the Strong, Smart, and Bold Outcomes Survey (SSBOS), Annual Affiliate Survey (AAS), the Girls Inc. US Factbook, and the Girls Inc. Canada Factbook. Together, these efforts provide critical insight into both the girls we serve and the environments in which they participate—helping us understand where girls are thriving, where barriers persist, and how we can continuously improve the Girls Inc. Experience to create positive, measurable outcomes in girls' lives.

Now in its tenth year, the SSBOS gathers information about girls' experiences and outcomes. Key findings from the past year include:

STRONG

73% were physically active three or more days per week.

70% participated in a sports team in the past year.

SMART

Over 90% are confident they will graduate from both high school and college.

83% of teens know what education or training they need for the career they want to pursue.

BOLD

93% believe they have a good future ahead of them

90% said girls like them can be leaders.

We gained valuable insights into the Girls Inc. Network in FY2026 via the AAS, a yearly data collection process that provides an overview of Girls Inc. services and business practices. The AAS helps Girls Inc. understand how Affiliates are thriving, where additional support may be needed, and how the Network can expand its reach to impact more girls in the US and Canada. In the last year Girls Inc. supported more than 126,000 girls, an increase of 6% from the previous year and 43% since 2020.

Data is more than a measure of our impact—it is part of how we create it.

We have spent more than 160 years learning from girls. We are still listening. Still learning. And still using what we know to build a future where every girl has the opportunity to thrive.

Because when girls thrive, the impact extends far beyond their individual lives—strengthening communities, expanding the future workforce, and cultivating the leaders, innovators, and problem-solvers we all need.

INVESTMENTS IN OUR NETWORK AND PEOPLE

Girls Inc. HQ provides day-to-day partnership, customized consulting, and resources Affiliates need to thrive including credentialed training and development opportunities that help Affiliates build operational readiness, long-term sustainability and build core competencies to grow as leaders.

Guided by strategic planning and feedback from Network staff in partnership with Nonprofit HR, the Girls Inc. self- and supervisor assessments helped employees and managers evaluate proficiency in role-specific skills and responsibilities—an important step toward creating a roadmap for growth.

Four new leadership development programs launched to strengthen the Network's talent pool of current and future leaders:

- **RISE** — Emerging Network professionals build the skills, confidence, and mindset needed to grow and advance in their careers.
- **ASCEND** — Emerging and current mid-level leaders strengthen their leadership capacity and elevate how they lead within Girls Inc.
- **Leadership Accelerator** — High-potential leaders fast-track the business acumen and executive skills needed to step into Executive Director and CEO roles.
- **The Five Behaviors® of a Cohesive Team** — CEOs and Executive Directors strengthen trust and enhance the collective effectiveness and impact of leadership teams, using the Five Behaviors® framework and interactive learning.

Through learning systems, role-based training, and external expertise, we help Affiliates run strong, effective organizations by providing staff with training in key areas including fund development, governance, program delivery, advocacy, and data-informed decision-making.

These investments helped Affiliates strengthen organizational effectiveness and build the capacity to deliver high-quality experiences that help girls grow up strong, smart, and bold.



GROW WITH GIRLS INC.

As our Network grows stronger, so does our reach. Girls Inc. continued its strategic expansion efforts, bringing the Girls Inc. Experience to more communities where girls need it most – communities like Pittsburgh, Pennsylvania; Des Moines, Iowa; Detroit, Michigan; Boston, Massachusetts; Hartford, Connecticut; Poughkeepsie, New York; and Tampa, Florida.

Every new community we serve represents more girls with access to life-changing programs, caring mentors, and the support they need to become strong, smart, and bold. Expanding the Network is more than increasing our footprint—it is ensuring that more girls, regardless of where they live, have the opportunity to realize their full potential.

HARNESSING THE POWER OF OUR ALUMNAE COMMUNITY

The Girls Inc. Experience doesn't end when a girl graduates from our programs—it evolves into a lifelong connection. The Girls Inc. Alumnae Association creates a vibrant community where former participants, regardless of where or when they attended Girls Inc., can stay connected to one another, their local Affiliates, and the broader Girls Inc. Network. Through professional networking, leadership development, exclusive programming, and in-person and virtual events, the Association helps alumnae continue to grow while strengthening the community that helped shape them.

This year also marked the launch of a pilot mentorship program connecting alumnae with current participants, creating meaningful opportunities for girls to learn from women who once stood where they are today. As the program expands across the Network, it will strengthen the continuum of support that defines Girls Inc.—ensuring every generation of girls can benefit from the experiences, guidance, and leadership of those who came before them.



MEET SABRIA

Behind every investment into the Girls Inc. Network and its people highlighted in this report is a girl whose life has been transformed. Her story reflects what becomes possible when a connected Network of caring adults, research-informed programs, and community partnerships come together to help girls realize their potential.

Meet Sabria, a proud alumna of Girls Inc. of the Valley in Holyoke, Massachusetts.

"I've been part of Girls Inc. for over a decade. I attended a prestigious international boarding school. While that experience taught me discipline and rigor, it was at Girls Inc. where I truly felt like a priority. It was the first place where I felt seen, supported, and surrounded by girls and mentors who looked like me and believed in my potential.

Girls Inc. was also where opportunity became tangible. Through the program, I was able to visit Google's Boston office, and tour the Massachusetts Green High Performance Computing Center—a major data facility supporting leading research institutions. Experiences like these didn't just inspire me; they expanded my understanding of what was possible. That was the first time I ever wrote a line of code, and it sparked my lasting interest in computation and systems thinking. Girls Inc. made STEM feel accessible, exciting, and real.

Today, I hold a master's degree in applied data science from Bay Path University. Girls Inc. gave me something that I now realize every girl needs: the ability to see women like us succeeding."

To learn more about Sabria's Girls Inc. story, click here.



> *"You see Girls Inc. isn't just a program to me. It is the prerequisite that turned access into belonging and made everything else possible at the exact moment it mattered."*

SABRIA
Girls Inc. of the Valley Alumna

FINANCIALS

STATEMENTS OF FINANCIAL POSITION
March 31, 2026 and 2025

ASSETS

	2026	2025
ASSETS		
Cash	$ 1,564,150	$ 6,034,613
Accrued investment income	53,970	51,144
Dues receivable	145,767	93,400
Promises to give and grants receivable, net	7,607,838	1,650,385
Investments - current	54,295,484	52,434,804
Prepaid expenses and other	221,726	164,166
Notes receivable from affiliates	150,000	75,000
Investments - endowment	12,072,719	9,606,742
Property held for sale	832,000	832,000
Property and equipment, net	457,049	554,925
Operating lease right-of-use assets	1,651,666	1,559,476
Beneficial interest in perpetual trusts	15,811,464	14,989,648
TOTAL ASSETS	$94,863,833	$88,046,303

LIABILITIES AND NET ASSETS

LIABILITIES		
Accounts payable and accrued expenses	$ 955,195	$ 835,424
Scholarships payable	1,465,915	1,397,042
Deferred revenue	360,785	347,223
Operating lease liabilities	2,220,376	2,194,387
Total Liabilities	5,002,271	4,774,076
NET ASSETS		
Without donor restrictions:		
Designated by the Board for endowment	1,281,211	966,795
Designated by the Board for rent reserve	3,248,491	2,974,748
Designated by the Board for affiliate assistance	1,000,000	1,000,000
Undesignated	28,531,508	26,445,175
	34,061,210	31,386,718
With donor restrictions:		
Purpose and time restrictions	29,197,380	28,255,914
Endowment	26,602,972	23,629,595
	55,800,352	51,885,509
Total Net Assets	89,861,562	83,272,227
TOTAL LIABILITIES AND NET ASSETS	$94,863,833	$88,046,303

FINANCIALS

STAEMENTS OF ACTIVITIES
MARCH 31, 2026 and 2025

	2026	2025
REVENUE AND SUPPORT		
Special events, net	$ 911,357	$ 758,050
Contributions and private grants	21,392,482	30,970,556
Contributed nonfinancial assets	57,027	221,088
Program revenue	747,560	729,617
Other income	22,496	15,200
Total Revenue and Support	23,130,922	32,694,511
EXPENSES		
Program Services:		
Affiliate services/growth	9,475,021	8,337,097
Program, research and training	7,283,138	4,821,432
Public education and advocacy	2,558,795	1,833,970
Total Program Services	19,316,954	14,992,499
Supporting Services:		
Management and general	534,005	486,584
Fundraising	2,710,436	2,371,508
Total Supporting Services	3,244,441	2,858,092
Total Expenses	22,561,395	17,850,591
CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN AND CONTRIBUTED NONFINANCIAL ASSET - PROPERTY HELD FOR SALE	569,527	14,843,920
INVESTMENT RETURN		
Net appreciation on investments and funds held by trustees	4,388,669	1,873,855
Investment income, net	1,631,139	1,648,631
Total Investment Return	6,019,808	3,522,486
CONTRIBUTED NONFINANCIAL ASSET - PROPERTY HELD FOR SALE		832,000
CHANGE IN NET ASSETS	6,589,335	19,198,406
NET ASSETS		
Beginning of Year	83,272,227	64,073,821
End of Year	$ 89,861,562	$ 83,272,227

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