



2020 GIRLS INC.

# ANNUAL REPORT

**girls  
inc.**

Inspiring all girls to be strong, smart, and bold

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## LETTER FROM THE PRESIDENT & CEO



Dear Friends,

This year has been like no other. In unprecedented times, Girls Inc. has been agile, innovative, and most importantly responsive to the needs of our girls, staff, and the communities in which we work. We remain more committed than ever to helping girls become the next generation of leaders and change agents. None of this would have been possible without your generous support.

During the 2019 fiscal year, Girls Inc. provided more girls with the high-quality programming that has been proven to make a measurable difference in their lives: From 2018 to 2019, Girls Inc. experienced 9.4 percent growth in the number of girls who receive our highest level of support. To do this, the organization raised \$12.1M in operating revenue, 3 percent more than the budgeted goal of \$11.7M.

Earlier in 2020, Girls Inc. released the results of a two-year study conducted by the American Institutes for Research. The study found that girls participating in Girls Inc. had a clear advantage over their non-participating peers in 20 impact areas, including school engagement, academic achievement, physical activity, leadership, self-efficacy, and positive relationships with adults. What has long been clear to those who are within the network has now been externally validated: Girls Inc. provides the knowledge, opportunities, and resources girls need to thrive.

This validation is particularly welcome at the current moment, when the potential for girls to thrive—especially those living in poverty and in underserved communities—is at greater risk than ever before. The coronavirus pandemic exponentially increased the needs of girls, but Girls Inc. has risen to that challenge: Affiliates across the network stepped up, moving programming online, holding virtual mentoring sessions, calling, texting, and providing food and essential items to girls and their families. The network has also been there for girls grappling with the realities of racial injustice and the resultant social upheaval. With the support of Girls Inc., girls organized conversations, created petitions, spoke their truth, and took action in numerous ways to advocate for change.

At Girls Inc., our vision remains constant: we seek to contribute to a world in which every girl values her whole self, discovers her inherent strengths, and achieves her goals. To ensure a thriving community of strong, smart, and bold girls, Girls Inc. must be able to adapt to the changing social and economic landscape that the coming years will bring.

While going through old documents early this spring during the first terrifying weeks of the public health emergency, our original affiliate in Waterbury, Connecticut came across an old file with notes about how that affiliate was supporting a group of girls who had been orphaned by the 1918 flu pandemic. Girls Inc. was there to help them, and the local community, grapple with loss and rebuild. This poignant message from the past served to inspire many of us as we faced the unknown and made the commitment to respond confidently and effectively. Just as many Girls Inc. girls face daily challenges with the resolve to be strong, smart, and bold, so must we as a national organization continue to approach the change and transition that are demanded of us with a sense of collective strength, secure in our mission and historical context—and also with the confidence to face the unknown boldly. Over the last century, we have risen to the challenge to provide girls the best possible support to overcome obstacles and achieve their full potential. Girls Inc. must continue to do so, despite ongoing uncertainty, because the girls who are our collective future depend on it.

In these challenging times, I am deeply appreciative of the network of colleagues whose determination and expertise are at the core of the Girls Inc. Experience, which every day provides girls with the support they need to achieve their full potential. Most of all I am grateful to you, our donors, friends, and supporters, for making this work possible. We could not have achieved such success without your belief in us—and in the remarkable girls who will change our future.

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

## LETTER FROM THE BOARD CHAIR



Girls are the leaders our future needs. Every day, however, girls contend with gender, economic, and social barriers that affect their ability to reach their full potential. Girls Inc., through a combination of direct service and advocacy, is a proven solution to the challenges girls face, and is dedicated to making a positive and lasting difference in their lives.

The Girls Inc. network is strong. Total revenue reached \$88.7M in 2019, a 7 percent increase from 2018. Funds received by Girls Inc. during FY2019 have allowed affiliates to fulfill our mission and to meet the needs of girls providing comprehensive programming in healthy living, academic enrichment, and life skills instruction. Girls Inc. continues to receive extraordinary private and corporate support, ensuring that girls continue to learn and grow, even in the most challenging of times. You can read more about these generous investors later in the report.

A stronger, more sustainable future requires that we invest in girls. Fostering girl leadership and education strengthens our global economy and local communities. We must prepare girls to lead and participate more fully in all aspects of society. Girls Inc. is doing all of those things—and we have the data to prove it. When compared to their peers, Girls Inc. girls are significantly more likely to exhibit strong leadership skills and see themselves as leaders. They are also more confident in academic areas and better prepared for what comes after high school.

Knowing the difference Girls Inc. makes, we are compelled to grow. In June, the National Board approved the Girls Inc. 2021-2025 Strategic Plan, which focuses on ensuring that Girls Inc. has the necessary resources, infrastructure, and culture to achieve our ambitious dual goal: to dramatically increase the number of girls from low-income communities for whom we are able to provide direct services, and to become the leading advocate in advancing the rights and opportunities for all girls.

The future we are working towards will require strategic direction, forward thinking, and new paths of success, and it will also require the continued generous investment of supporters like you. Thanks to your commitment, Girls Inc. is prepared for the challenge.

The time is now for Girls Inc. and our mission to inspire all girls to be strong, smart, and bold. Thank you for your continued support.

Sincerely,  
**Tony Bucci**  
Board Chair

## BOARD OF DIRECTORS

**Susie A. Buffett**

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

**Tony Bucci**

*Board Chair  
Chairman  
9Rooftops*

**Julie Overbeck**

*Board Treasurer  
President  
Remington Seeds LLC*

**Amy Adams**

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

**Stephanie J. Hull, Ph.D.**

*President & CEO  
Girls Inc.*

**Michael Brown**

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

**Sandra Campos\***

*Founder  
Fashion Launchpad*

**Taj Clayton**

*Partner  
Kirkland & Ellis LLP*

**Amy Dillon**

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

**Michele Evans**

*Executive Vice President, Aeronautics  
Lockheed Martin Corporation*

**Renee Flagler\***

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

**Susan Gambardella**

*President, North America  
Kimberly-Clark Professional*

**Melanie Gray**

*Partner  
Winston & Strawn LLP (Retired)*

**Julie Greiner Weiser**

*Former Chief Merchandise  
Planning Officer  
Macy's Inc.*

**Rashida Hodge\***

*VP North America Global Markets  
IBM*

**Luana Lewis\***

*President & COO  
CollabraLink Technologies, Inc.*

**Cate Luzio**

*Founder & CEO  
Luminary*

**Lisa Moore**

*President & CEO  
Girls Inc. of Memphis*

**Sue Napper**

*Region IV Professional Representative  
Director of Administrative Services  
Owensboro Municipal Utilities  
(Retired)*

**Kristin A. Pace**

*Region II Volunteer Representative  
Partner  
Donahue Fitzgerald LLP*

**Vanita Patel\***

*Vice President of Sales  
Converge Technology Solutions Corp.*

**Alison Kenney Paul**

*Principal, Vice Chairman  
Deloitte, LLP*

**Dr. Deborah P. Rubin**

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

**Dana Sullivan**

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

**Sonya Ulibarri**

*Region II Professional Representative  
President & CEO  
Girls Inc. of Metro Denver*

\* New Board Member term started FY21



## STAFF LEADERSHIP

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

**Pat Driscoll**  
Chief Operating Officer

**Debbie Babcock**  
Director of IT

**Rebecca Carroll**  
Director of Finance

**Charlene Jackson**  
Director of Affiliate Services

**Lara Kaufmann**  
Director of Public Policy

**Delita Marsland**  
Chief Development Officer

**Janet Gartin Moore**  
Director of Human Resources

**Cristin Rollins, Ph.D.**  
Director of Research & Evaluation

**Penn Sheppard**  
Director of Learning

**Veronica Vela**  
Director of Marketing & Communications

THE MANAGEMENT TEAM LEADS A STAFF OF 50 PEOPLE.



# GIRLS IN ACTION



Girls are innately powerful, and this year, facing unforeseen and challenging circumstances, Girls Inc. girls put their leadership skills to use in inspiring ways. With the onset of the pandemic, they showed care for each other and their communities. [Libbe](#) and [Aryana](#) both shared their perspectives on mental health, along with girl-to-girl recommendations on healthy routines and outlook advice. The Girls Inc. of Worcester girls and staff prioritized menstrual equity with the creation of the [GirlPad Grab and Go program](#), providing period products funded by supporter donations. Several of this year's Teen Advocacy Council members—who also participated in the first-ever [Girls Inc. remote “fly-in”](#) to Capitol Hill—shared how the pandemic has impacted their lives, families, and futures:

- [Maya](#) reflected on her sources of hope and strength during COVID-19.
- [Joleena](#) reported on how her senior year was nothing like what she expected, but that she was finding ways to stay motivated.
- [Delaney](#) shared how the pandemic became a catalyst for both new habits and hopes for her.

Girls also mobilized in support of the Black community, stepping up as advocates and [taking action](#) for justice, equity, and change. Alitza participated in local community protests, often speaking to the gathered crowds about what solidarity means to her. Joleena used her personal blog to drive change, drafting a letter and petition for reform. Maya emphasized the need to take the time to process one's emotions and also engaged directly with her friends, family, fellow Girls Inc. girls, and community through deep and unflinching conversations about racial justice.

Civic engagement and action also continued to motivate girls. Our [She Votes 2020](#) initiative kicked off with its emphasis on allowing girls to see all the ways leadership can be expressed through civic engagement. Girl stories were gathered and shared, including [a letter](#) from one young voter to her peers and first-time voter [Daphne's](#) reflections on her family legacy of voting.

With their thoughts, words, and actions, our community of young women is leading the way to change, teaching us by example.



## A 2-YEAR STUDY PROVES EFFECTIVENESS OF GIRLS INC. PROGRAMS

*The Business of Giving*



## READING AND RACIAL EQUITY ARE FUNDAMENTAL

By Dr. Stephanie J. Hull  
*The 74*



## EDUCATION AS EQUITY

By Dr. Stephanie J. Hull  
*Independent Sector*



## IT'S TIME TO END NONPROFITS' HAND-TO-MOUTH WAY OF LIFE

By Dr. Stephanie J. Hull and Phil Buchanan  
*Chronicle of Philanthropy*



## GIRLS INC. GIRLS SHARE PERSPECTIVES

*'You Ever Just Feel Like Giving Up?' Senior Year on the Front Lines,*  
*New York Times*

*Incoming college freshmen might delay school due to COVID-19,*  
*CBS News*



## UNITED STATE OF WOMEN

*Unfinished Fights, Unsung Heroes:* Dr. Stephanie J. Hull, opening and closing remarks; Ashton, Girls Inc. of Chattanooga, panelist

*United State of Young Women Summit:* Girls and staff from Central Alabama, Orange County, Chicago, and Lynn, MA led panels and breakout sessions, along with Stephanie J. Hull who moderated a panel on young women and advocacy.



## Advocating for COVID-19 Relief

In response to the outbreak of COVID-19, Girls Inc. has been advocating for support for our local affiliates, girls, and the communities we serve. We [called on Congress](#) to provide relief to nonprofit organizations that provide much needed support and services to communities affected disproportionately by the pandemic. We have advocated for better funding for schools, internet access for students who otherwise could not participate remotely, and stronger mental health support for student survivors of trauma. We also are advocating for funding to ensure fair, safe, and accessible elections, so people can exercise their right to vote without compromising their health.



## Responding to Racial Injustice

Black lives matter. Girls Inc. is committed to advancing a more just and equitable world, and that means dismantling systemic racism. We expressed our grief and outrage over the murders of George Floyd, Breonna Taylor, and others in [statements](#) and [joint letters](#). We provided support to our affiliates in helping young people cope with the trauma of racial violence and celebrated the efforts of Girls Inc. girls across our network to demand change. And we continue to advocate for schools to stop relying on law enforcement to keep order, and instead to invest more resources in supports for students' mental health, trauma sensitivity, social and emotional learning, and positive approaches to school discipline.



## A Big Year in Civic Engagement

With a U.S. Census that happens only once every ten years, the centennial of the 19th amendment, and a Presidential election, 2020 has been a big year for civic engagement. We released a collection of resources to support our affiliates' efforts to engage girls and their communities. We developed a number of tools to mobilize communities across the U.S. to understand the significance of and complete the 2020 Census. We celebrated the suffragists who fought for the 19th Amendment, while acknowledging the work that remained to ensure that people of color could vote, and the work that remains today to counter voter suppression and ensure all voters can exercise their rights. Finally, we initiated a partnership with When We All Vote to make sure eligible Girls Inc. girls and their families — as well as our other followers - are registered and ready to vote in November.



# CHAMPIONS

Girls Inc. is needed now more than ever before and many supporters concur, making extraordinary contributions to help us rise to meet this moment. Rapid response support from donors ensured that Girls Inc. pivoted quickly to meet the needs of girls during the pandemic and civil strife of 2020:



**Lilly Endowment, Inc.**, one of our oldest and closest supporters, made a \$1.1M grant to support the development of virtual programming for girls and trauma-sensitive resources.



The **AT&T Distance Learning and Family Connections Fund** made a \$300,000 contribution to Girls Inc. to work closely with affiliates, including Girls Inc. of Metropolitan Dallas, to provide a virtual programming model for the Girls Inc. network.



**Lockheed Martin**, a Girls Inc. partner for seven years, committed \$250,000 and production support as sponsor of a public-facing video designed to help adults learn to support the young people in their lives in trauma-sensitive ways.



**Richard Weitz and Demi Weitz** created RWQuarantunes to help nonprofits supporting those most heavily affected by Covid-19. Girls Inc. was selected as a nonprofit partner for an August event which raised over \$200,000, with the help of some of our closest friends and newest supporters in the entertainment community. Demi was honored with our Champion for Girls Award in recognition of her efforts and for embodying what it means to be strong, smart, and bold.

# CHAMPIONS



**Free People**, a Girls Inc. partner since 2016, supported girls with resources to encourage them to continue to learn and grow during this crisis. Partnering with mental health professionals, they provided a mental health toolkit for all Girls Inc. girls and staff. Additionally, all year long Free People donates 1% of their FP Movement collection proceeds to Girls Inc.



Also in support of girls' access to virtual programming, **JPMorgan Chase** made a gift of \$75,000 to fund technology needs in five cities, guaranteeing that Girls Inc. girls have the devices and access they need in order to fully experience Girls Inc.

With this outpouring of generosity from our partners, Girls Inc. is continuing to meet the ever-evolving needs of girls, and serve as a resource for connection, strength, and continued growth.





## INDIVIDUALS, ESTATES, AND TRUSTS

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

Anonymous (3)  
Nadine & Andy Barbera  
Katharine Butler  
Karen Scheid  
Maria & Jock Stafford  
Sue & Ralph Stern

### **Vanguard (\$50,000-\$99,999)**

Anthony L. Bucci  
Melanie Gray & Mark Wawro  
Liberty Ranch Infinite Possibilities - Family Foundation  
Linda Monda  
Mona & David Munson  
Carrie & Steve Parsons  
Gena H. Reed  
Clancy Collins White

### **Luminary (\$25,000-\$49,999)**

Shari & Steve Ashman  
Cecilia & Garrett Boone  
Elizabeth & Scott Christopher  
Sherry & Howard Davis  
David & Marinda Diesslin  
Stacey & Kennan Doré  
Olga Echevarria & James Hutson-Wiley  
Debbie & Randy Fowler  
JG Green Estate Trust  
Joanne Gronley  
Susan Jones  
Kay Krochman Marks & Tony Marks  
Helen P. LeFevre Trust  
Joan & Bart Levenson  
Sarah & Alan Losinger  
Laura A. McLaughlin  
Janet & Mike Michels  
Keith Monda  
William & Linda Newman  
William Scarbrough  
Ed Van Wingerden  
Amy & Barb Witherite  
Nanar & Tony Yoseloff

\* Deceased

**Advocate**  
**(\$10,000-\$24,999)**

Anonymous  
Rich Appel  
Jane & Steve Ballback  
Pat & Fred Beals  
Ron & Carole Beckman  
Phyllis F. Bernstein  
Dona Bolding & Roger C. Hamilton  
Cookie Boudreaux  
Esther & Hans Brand  
Kasia & Barry Brand  
Deborah D. Bridges  
Kathy & Travis Brown  
Susan Buck  
Caroline B. Burnett  
Estate of Robert Clark  
Katherine Coopersmith  
Greg Creed  
Sam Dawson - The Dawson Difference Fund  
Robyn Decker  
Chandra Dhandapani  
Richard Dodd  
Neha & Arjun Dugal  
Karen Fessel  
Jill Fischer  
Esther Flores  
Hale Glass  
Louise Gork  
Jeannie Graham  
Richard Harlow  
Estate of William James Henderson  
Marguerite Steed Hoffman  
Tiffany & Terry Hosey  
Daniel Hyman  
Rusty & John Jagers  
Nicole Jambard  
Mildred John  
Tracy Katsky Boomer  
Marilyn & Jeffrey Katzenberg  
Jurate Kazickas  
Morgan Kennedy  
Sharon Klein  
Tara Knicos  
Bonnie & Peter Kremer  
Ann & Mark Livingston  
Anisha & Chris Looney  
Erika Hayflick Lowe  
Rae & Kirk Malcolm  
Kay Mathers  
Adrienne & Rick Matros  
Katie McGrath & J.J. Abrams  
Kendra Miller  
Stephanie Zapata Moore  
Debbie Nash  
Karen Neustadt  
Cheryl Osborn  
Jason Owyang

Kristin Pace / Donahue Fitzgerald, LLP  
William & Alison Kenney Paul  
Mary Kay Petersen  
Marian Phillips  
Chris & Joe Popolo  
Marti Pozzi  
John & Sandra Reschovsky  
Deborah Rodriguez  
Evelyn Rose  
UW Rosenberger Trust  
Arlene Schnitzer (January 10, 1929 – April 4, 2020)  
Lisa K. Simmons  
Ken & Linda Slavin  
Judy & Joel Slutzky  
Roger & Carole Smitherman  
Courtney Snyder  
Jerry & Mary Sowell  
Marilyn Stefans  
Kay Stepp  
Cindy Stone  
John E. Stratman, Jr.  
Katherine Stroup  
Sherry Surra  
Tyson L. Taylor  
Sylvia Thompson  
Leslie Thornton  
Nathalie Vadim  
Teo & Emily Valdes  
Lacey & John Williams  
Nancy Youngman

**Ally**  
**(\$5,000-\$9,999)**

Bronwyn Allen  
Nancy Altobello  
Amy Amirani  
Heather & Charlie Annaloro  
Anonymous  
Kristen Appleman  
Sarah Aubrey  
Chanin Ballance  
Reynolds Barnes  
Robert Barry  
Dell Bauslaugh  
Ann Benton  
Shannon Berg  
Mary Lynn Bergman-Rallis  
Tom & Kara Berutti  
Kevin & Kathleen Bette  
Bladel Foundation Charitable Trust  
Maureen Blair  
Erika & Matt Borland  
Adrienne Bosh  
Juelle-Ann Boyer  
Sheila & Dane Boyington  
Brian & Christine Brammer  
Diana Brelsford

## **Ally (Continued)**

Constance Burke & Bill Leeman  
Kevin Burke  
David "Cid" Busby  
Loretta V. Cangialosi  
Claudia Cardillo  
Cecil & Bettye Cheves  
Carolyn Barker Collins  
Amy & William Conway  
Jean Cooper  
Jean & John Corey  
Kim Cornetet  
Beth & Grant Cox  
Kim Cummings  
PattiAnn Curtin  
Rose Dalsandro  
Julia Devine  
Chris P. Dialynas  
Raja Doddala  
Priscilla Doulton  
Libby & Frank Duff  
Mildrey E. Dutton  
Lauren Eaton Prescott  
Ryan Elam  
Trish Elliott  
Luzanne Engh  
Julie Spicer England  
Ashleigh Everett  
Robin Faerber  
Ellen Farrell  
Teresa Fellis  
The Felts Family  
Darla Finchum  
Dan Fogelman  
Lori Dickerson Fouché  
Jane Fowler  
Beverly & Donald Freeman  
Marlene & Darryl Fry  
Brandi Frye  
Luann & David Furman  
Janet Gagliano  
Susan Gambardella  
Gretchen Ganc  
Nathan & Amy Gebhard  
Erin George  
Wilbur Glahn  
Chrisna Govin  
John Grise  
Neeti Khaitan Gupta  
Lisa Haines  
Ann Hanes  
Meghan Hanley  
Kim Harr  
JoAnn Heisen  
Glenn Helton  
Cindy Hill  
Connie Hill & Doug Turner

Irma R. Hilton, Ph.D.  
Kristen & James Hinton  
Susan M. Holley  
Bonnie Houston  
Meredith Houston  
William Howard & Cindy Pitzer  
Susette Hsiung  
Stephanie J. Hull, Ph.D.  
Kristin & Frank Isaac  
Lauren iungerich  
Franchon Jacobson  
Pamela & David Jaderlund  
Amanda Jeffers Townsley  
MelissaJohnson  
Leslie Juron & Jay Price  
Stu Kaplan  
Tammy Karp  
Cyrill & Kristen Kellerhals  
Sharon Kenworthy  
Allison Knizek  
Beth & Steve Knopik  
Carol & Alan Koch  
Chris & Michele Kramer  
Akemi Kurokawa  
Suzanne Lane  
Valerie J. Lawlor  
Susan Lewis  
Matthew Linde  
Paul & Pat Lingle  
Terri & Mark Little  
Gayle Littleton & Andrew, Preston, William & Davis Levy  
Daniel Long  
Denise A. Long  
Nance & Ramón López  
Judy Love  
Thom Maciula & Fish Greenfield  
Paul & Suzanna Makkos  
Suna Said Maslin  
Laura Maxwell  
Cynthia McCague  
Jean McCray  
James McDonald  
Laura McLaughlin  
Lori McMillan  
Ellen Meltzer  
Mia Mendis  
Rina Mimoun  
Lynn & John Minna  
Michele Moehring-Rauch  
Renita Mollman  
Rick & Cannon Montague  
Cyndy Montgomery  
Honora Murphy  
Martha Murphy  
Mark Nash  
Rosa Navejar  
Linda Nelson  
Julia Nova Cognito  
Julie Overbeck

**Ally (Continued)**

Tony & Jo Paap  
Mike Palmer  
Claire Paris  
Will Perakis  
Ann & Tim Percival  
Douglas Perley  
Kate E. Phelan  
Adrienne Pierce & Laura Goodwin  
Rebecca Pollock  
Earl Prolman  
Neil Rafferty  
Jimmye Reeves  
Betty Regard  
Debra J. Richardson  
Janet Levy Rivkin  
Shaiza Rizavi  
Jane Rosa  
Dr. Linda D. Rose  
Gregg Rosen  
Dr. Deborah P. Rubin  
Michael Runnebohm & Marcy Patrick-Runnebohm  
Nick Runnebohm  
Susan Samuelli  
Julia Sands  
Susan & Victor Schaff  
Nini & Peter Seaman  
Richard & Clare Segall  
Angela Sheehan  
Heather K. Shemilt  
Lori Siegel  
Judith Sjoberg  
Michael Spillane  
Tara Stacom / Cushman & Wakefield  
Ellen Stafford-Sigg  
Mary & Warren Staley  
James & Marian Steffner  
Sharon & Hank Stokes  
Phyllis Subin  
Jody Venturoni  
Judy & Donald Vredenburgh  
Adam Walker  
Ellen Walkley  
Jennifer Watson  
Wendy N. Watson  
Jason Waxman  
Scott Weinger  
Julie Greiner Weiser  
Kathleen G. White  
Susan Wilkerson  
Chandra Wilson  
Paula Wilson  
Ronnie & Kate Wilson  
Ellen Wood  
Shelly Ann Youree  
Karen Ziccardi

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

Jane Aaron  
Kelly Abercrombie  
Al & Marsha Abeson  
Kathleen Abney  
Jay Abramsky  
Joseph F. Abruzzo, Jr.  
Norma Ackerley  
Allegra Acosta  
Amy Adams  
Sarah Adams  
Tori Adams  
Mark Adamy  
Matha Adler-Jasney  
Charity E. Alker  
Elizabeth Heller Allen  
Joan Tate Allen  
Linda Allison  
John & Catherine Alsip  
Shelby & Wanda Amos  
Felicia F. Anchor  
Beth Andersen  
D'Ann Anderson  
Heidi Anderson  
Melissa Anderson  
Donna Andrews  
Beth Aney  
Larry & Karen Anfin  
Courtney Angeli  
Kendra Angier  
Anonymous (3)  
Elizabeth Appling  
Maurice Arel  
Joni Arison  
Linda Arkin  
Karen & Eric Armijo  
Shannon Armstrong  
Tabitha Armstrong  
Richard Arvedlund  
Ann Ash  
Robert Asselbergs  
Stephanie Atencio  
Ryan Attard-Reilly  
Marianne Auld  
Jennifer Austin  
Sharon C. Awramik  
Donna & Kevin Baird  
Brian & Kris Baker  
Carrie Baker  
Hollie Baker  
Jessica Baker  
Kiran Bal  
Becky Balarin  
Catherine & John Balch  
Scott Baldwin  
Sabrina Ball

## Partner (Continued)

Sandra Bane  
Saman Bangloria  
Monica Banton  
Jeanne Barbour  
Richard Barden  
Janet H. Barnard  
Doreen Barnes  
Elizabeth Barnes  
Mark Barnhizer  
Sheila Barry-Oliver  
Jan Bartholomew  
Elisabetta Bartoloni  
Suzanne & Enrico Bartolucci  
Krystal & Matt Beall  
Beaty Family Foundation  
Deborah Beck  
Lacie Beck  
Mark & Michelle Beck  
Robert Beck-Coon  
Alisa Behne  
Dorie Guess Behrstock  
Elisa Benavides  
Melanie Bender  
June Benenson  
Debbie L. Benner  
Paula Jeanine Bennett  
Cason Benton  
Andrea Bereal  
Alex Berger  
Daria Berkman  
Greg Berlanti  
Jennifer Berlekamp  
Carol Berryman  
Beth Beshaw  
Lisabeth Bethmann  
Sailaja Bhashkar  
Lana Bridget Billeaud  
Michael Billia  
Ron Binkowski  
Lizabeth Anne Bitner  
Kathy Black  
Michelle Blair  
Ann Blake  
Katherine Bland  
Julie M. Bleicher  
Ginny & Tim Bliss  
Kathy & Mathew Bliven  
Jane, Megan, & Jeremy Blocker  
Susan Sokol Blosser  
Tom & Dana Bollinger  
Rhonda Bolton  
Courtney Bonacuse  
Polly & Santiago Borasino  
Summer Born  
Tom & Mary Gene Boulware  
Gail Bowden  
Linda Bowen

Laurie Bowers  
Barbara Bowman  
Tim Boyd  
Brett Boydston  
Denise Bragdon  
Debra Breed  
Gary Bright  
Barbara Brizdle  
Paul & Susu Brock  
Kevin Brockman  
Ann Brooks  
Roy Brooks  
Betty Brown  
Dana Brown  
Emily K. Brown  
Janai Brown  
Melanie Brown  
Michael Brown  
Kathleen Bryant  
Beth Bucheister  
Marjorie Buckley  
Beth Buggenhagen  
Dr. Christopher Bunce & Dr. Delores Olivarez  
Jessie Burgess  
Dr. Gail Burgos  
Candy Burkitt  
Francis X. Burnes III  
Hanna Andy Burnett  
John Burns  
Lance & Kelly Bussieres  
Stacy Butchart  
Wes & Patty Butcher  
Jamie Lavin Buzzard  
Marc Byers  
Helen B. Cahn  
Jordan & Brooke Caldwell  
Alexander Calicchia  
Dorothy & Fos Campbell  
Rebecca S. Campbell  
Julie & Paul Capritto  
Keri Carkeek  
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Noah & Ariel Zych



## CORPORATION, FOUNDATION, AND GOVERNMENT DONORS

### **Visionary**

**(\$1,000,000 and above)**

Anonymous  
 Lilly Endowment  
 S.D. Bechtel, Jr. Foundation  
 The Sherwood Foundation

### **Pacesetter**

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

Allergan  
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 AT&T  
 Benefit Cosmetics  
 Comic Relief USA  
 Cox Enterprises  
 Cummins Inc.  
 Free People  
 GoldieBlox  
 Hearts On Fire  
 Humble Bundle  
 J. Crew  
 J.P. Morgan Chase & Co.  
 Johnson & Johnson  
 LAM Research  
 Lockheed Martin  
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 Madewell  
 Patrick J. McGovern Foundation

Menlo Ventures  
 Moody's Corporation  
 National Grid  
 Nike  
 Rae Wellness  
 Saks Fifth Avenue Foundation

### **Vanguard**

**(\$50,000-\$99,999)**

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 Fidelity Brokerage Services LLC  
 Nth Degree Scholarship Fund  
 Saks Off Fifth  
 thredUP  
 The UPS Foundation

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 Apple TV  
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 Colgate Palmolive Company  
 Deloitte LLP  
 e.l.f. Cosmetics  
 Forever 21  
 FOX Sports  
 Cate Luzio  
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**Advocate****(\$10,000-\$24,999)**

3 Arts Entertainment  
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Cetera Financial Group  
William T. & Amy J. Conway Fund at the Cleveland Foundation  
Douglas C. Lane & Associates, Inc.  
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Hulu  
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Lesbians for Good of Horizons Foundation  
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Netflix  
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Novartis  
Popsockets, LLC  
Skims Body, Inc.  
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Triple Threat Productions, Inc.  
Visionary Women  
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The Wasily Family Foundation

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Big Beach  
California Community Foundation  
CAPTRUST Financial Advisors  
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Chernin Entertainment  
CHNGE  
Cogo Systems, Inc.  
Creative Artists Agency  
Robin Chandler Duke Foundation  
EisnerAmper LLP  
Erica Messer Productions  
EvensonBest

Facebook  
Fake Empire  
Fidelity Investments  
Garden & Gun  
Gensler  
Gersh Agency  
Goldman Sachs Gives  
The Gotham Group  
Haworth  
ICM Partners  
Imagine Television / Amblin Television  
John Wells Productions  
J.T. Magen & Company Inc.  
Kimberly-Clark Professional  
Kin  
Jane A. Lehman and Alan G. Lehman Foundation  
Maniac Productions  
Marvel  
McKuin Frankel Whitehead LLP  
MetLife Auto & Home  
Meyer Foundation  
Microsoft Corporation  
Mimoun Weinger Family Fund  
Network For Good  
Nickelodeon  
PatMa Productions  
Robert Derector Associates  
Runways / Gossip Girl  
Secret Hideout / The Mother Co.  
Seven Turns Fund, Inc.  
SideCar Content Accelerator  
Spectrum Originals  
Stance  
UTA  
WB Wood

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

Alloy Entertainment  
Amblin Partners  
American Endowment Foundation  
Anna Be  
Annapurna Pictures  
The Boeing Company  
The Roxanne & Henry Brandt Foundation  
Buchanan, Angeli, Altschul & Sullivan LLP  
The CarMax Foundation  
The Frances Chapin Foundation  
Chinae Alexander  
The Christensen-Dunn Early Foundations Fund  
Cisco Systems, Inc.  
City National Bank  
Community Foundation of Greater Memphis  
The CW Network, LLC  
Draper James LLC  
Egide Family Foundation  
Endeavor Content  
Endemol Shine North America  
The Fanwood Foundation  
Felker Toczek Saddleson Abramson LLP  
Fontaine Fund of the Vermont Community Foundation  
Foundation Source  
Freeport-McMoran Copper Gold Foundation  
Frontstream  
Geiger  
Girls Inc. of Sarasota County  
Goldman, Sachs & Co. Matching Gift Program  
The GoodCoin Foundation  
Grant Tani Barash & Altman, LLC  
Henegan Construction Co., Inc.  
Hugger Mugger Yoga Products  
Ibis Reproductive Health  
Infidelity Counseling Network  
Innovative Artists  
JLL  
Kapital Entertainment  
Katz, Sapper & Miller  
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Lincoln Financial Group  
Marriott Marquis New York  
Miller Family Charitable Fund  
Morgan Stanley Global Impact Funding Trust, Inc.  
Mufson Family Foundation  
The National Bank of Indianapolis  
National Financial Services

Win & Christie Neuger Family Foundation  
Northern Trust Bank  
Nutrien Ag Solutions  
Paradigm Talent Agency  
Paramount Pictures  
PMK\*BNC  
Pottery Barn  
Prieto Hiltner Family Fund  
Donnalee Robinson & Oguz Erkan Donor Fund  
Joseph Rosen Foundation Inc.  
The Schloss Family Foundation Inc.  
Schwab Charitable Fund  
Silver Family Foundation  
Sister  
Tektronix, Inc.  
United Way of Tucson & Southern Arizona  
Untitled Entertainment  
The Vermont Community Foundation  
VISA U.S.A., Inc.  
The Walt Disney Company Foundation  
Wells Fargo Clearing Services LLC  
Wells Fargo Philanthropy Fund  
Wieden + Kennedy, Inc.  
WME  
Wolf Circus Jewelry  
Frank W. Yates Jr. Family Foundation



## GROWTH CAPITAL CAMPAIGN

### **Visionary (\$1,000,000 and above)**

Anonymous  
S.D. Bechtel, Jr. Foundation  
Cummins  
Lilly Endowment  
Julie Overbeck  
The Sherwood Foundation  
Carrie Beth Stempler\*

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

Anonymous  
Tony & Linda Bucci  
Joyce Chang  
Lori Dickerson Fouché  
Melanie Gray  
Peige Katz  
Doug & Gay Lane  
Joyce M. Roché  
Onkar & Kim Sharan  
Ellen Stafford-Sigg  
Judy & Donald Vredenburg  
Nanar & Tony Yoseloff

### **Vanguard (\$50,000-\$99,999)**

Jill Bright  
Kristin A. Pace  
Julie Greiner Weiser

### **Luminary (\$25,000-\$49,999)**

Ambassador Nicole Avant & Ted Sarandos  
Francis X. Burnes III  
Saniah Johnson  
Tara I. Stacom

### **Advocate (\$10,000-\$24,999)**

Amy Adams  
Robin Klehr Avia  
Rebecca S. Campbell  
Susan Chapman-Hughes  
Stephanie J. Hull, Ph.D.  
Regina T. Montoya

### **Ally (\$5,000-\$9,999)**

Taj J. Clayton  
Sue Napper  
Alison Paul  
Sally Gooch Paynter  
Sonya H. Soutus

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

Amy Dillon  
Susan Gambardella  
Cate Luzio  
Lisa Moore  
Lori Palmer  
Suzanne Parker  
Deb Rubin  
Dana Sullivan  
Sherry and Daniel Watts

### **Supporter (Under \$1,000)**

Barbara J. Anderson  
Mike Brown  
Bea Lurie  
Sonya Ulibarri



## GIRLS INC. GRATEFULLY ACKNOWLEDGES

### Gifts in Honor of:

Joyce Chang  
 Anuradha Deshmane  
 Sandra Dewey  
 Natalie Gambardella  
 Stuart, Violet, & Dashiell Gibbs  
 Stephanie J. Hull, Ph.D.  
 Sharon Klein  
 Cate Luzio  
 Jane Macey  
 John Morgan  
 Liza Parker  
 Alison Kenney Paul  
 Sonja Hoel Perkins  
 Sarah Schechter  
 Lois Stith  
 Emily Stone  
 Judy Vredenburg  
 Julie Greiner Weiser  
 Reese Witherspoon

### Gifts in Memory of:

Michelle Allyn  
 Lenda Anderson  
 Jacqueline Cavanagh  
 Abigail Cummins  
 Maria Laso Elders  
 Ashlyn Flegel  
 Suzanne Patmore Gibbs  
 Hon. Ruth Bader Ginsburg  
 Jane Hazen  
 Alice Humphries  
 Jean Kluger  
 Virginia Lias  
 Edna Luzio  
 Keith Minton  
 Frances Molsberry  
 Gloria Pedro  
 Melissa Ritter  
 Hon. Raymond Robak  
 Elianna Russell  
 Carol Singleton  
 Bonnie K. Sloane  
 Dr. Joseph Spracher  
 Jimmy Starkey  
 Breonna Taylor  
 Agatha Van Wingerden  
 Ginny Weibel  
 Jenny Wilkinson  
 Mary Young

### In-Kind Donations:

Jeremy Coffey  
 Comcast  
 Cox Communications  
 Curtis Mallet-Pevost, Colt & Mosle LLP  
 FOX Sports Supports & FOX Sports  
 Stephanie Jiroch,  
 BrandPsyche Strategies

### Matching Gift Organizations

American Express Company  
 Employee Giving Program  
 Benevity Community Impact Fund  
 Dodge & Cox Gift Matching Program  
 EisnerAmper LLP  
 Equifax  
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for  
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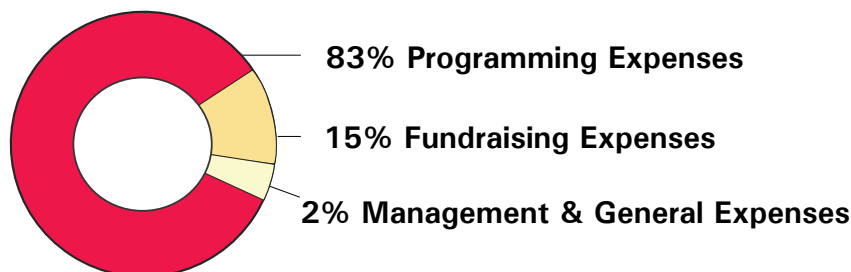
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# STATEMENT OF ACTIVITIES

TWELVE MONTHS ENDED MARCH 31, 2020

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

## ALLOCATION OF EXPENSES



## WHAT THIS MEANS

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

REVENUE AND SUPPORT	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Special events revenue	\$ 1,184,584		\$ 1,184,584
Less: direct special event expenses	(142,655)		(142,655)
Special events, net direct cost	1,041,929		1,041,929
Contributions and private grants	4,628,178	5,931,644	10,559,822
In-kind contributions	107,940		107,940
Government grants and contracts		657,655	657,655
Program revenue	721,016		721,016
Other income	86,560		86,560
	6,585,623	6,589,299	13,174,922
Net assets released from restrictions	9,173,529	(9,173,529)	
<b>Total Revenue and Support</b>	<b>15,759,152</b>	<b>(2,584,230)</b>	<b>13,174,922</b>
<b>EXPENSES:</b>			
Program Services:			
Affiliate services/growth	5,108,356		5,108,356
Program, research and training	5,392,385		5,392,385
Public education and advocacy	1,663,077		1,663,077
<b>Total Program Services</b>	<b>12,163,818</b>		<b>12,163,818</b>
Supporting services:			
Management and general	376,438		376,438
Fundraising	2,254,575		2,254,575
<b>Total Supporting Services</b>	<b>2,661,013</b>		<b>2,661,013</b>
<b>Total Expenses</b>	<b>14,824,831</b>		<b>14,824,831</b>
<b>CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN</b>	<b>934,321</b>	<b>(2,584,230)</b>	<b>(1,649,909)</b>
<b>INVESTMENT RETURN</b>			
Net appreciation on investments and funds held by trustees	(346,107)	(1,404,531)	(1,750,638)
Investment income, net	179,013	603,298	782,311
<b>Total Investment Return</b>	<b>(167,094)</b>	<b>(801,233)</b>	<b>(968,327)</b>
<b>CHANGE IN NET ASSETS BEFORE PENSION CHANGES OTHER THAN NET PERIODIC COSTS</b>	<b>767,227</b>	<b>(3,385,463)</b>	<b>(2,618,236)</b>
Pension changes other than net periodic costs	(386,509)		(386,509)
Change in Net Assets	380,718	(3,385,463)	(3,004,745)
Net Assets - Beginning of year	8,541,267	26,586,169	35,127,436
Net Assets - End of year	\$ <b>8,921,985</b>	\$ <b>23,200,706</b>	\$ <b>32,122,691</b>



# BALANCE SHEET

TWELVE MONTHS ENDED MARCH 31, 2020

## ASSETS

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Cash	\$ 3,353,864
Accrued investment income	6,238
Dues receivables	81,996
Grants, contracts, and contributions receivable	1,778,295
Investments - Current	14,105,501
Notes receivable from affiliate	59,843
Prepaid expenses and other	307,924
Investments - Endowment	5,052,407
Property and equipment, net	1,350,075
Funds held by trustees	9,708,027

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**Total Assets** **\$ 35,804,170**

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## LIABILITIES

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Accounts payable and accrued expenses	854,261
Scholarships payable	1,156,809
Deferred revenue	313,811
Accrued pension cost	1,256,430
Deferred rent obligation	100,168

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**Total Liabilities** **\$ 3,681,479**

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## NET ASSETS

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Without Donor Restrictions:	
Designated by Board for Endowment	555,268
Undesignated	8,366,717
	<hr/>
	8,921,985
With Donor Restrictions:	
Purpose and time restricted	8,995,540
Perpetual in nature	14,205,166
	<hr/>
	23,200,206

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**Total Net Assets** **32,122,691**

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**Total liabilities and net assets** **\$ 35,804,170**



**WITH YOU IN HER CORNER,**  
SHE WILL SUCCEED.

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**girls  
inc.**

Inspiring all girls to be  
strong, smart, and bold

**ANNUAL REPORT 2020**