

2022 GIRLS INC. ANNUAL REPORT





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LETTER FROM THE PRESIDENT



Dear Friends,

Your shared belief in the limitless potential of girls has sustained us and seen us through another year marked by extraordinary challenges. Thanks to your generous investments, Girls Inc. has been able to maintain a steady focus on our longstanding expertise: creating an excellent Girls Inc. Experience, in collaboration with and on behalf of girls. You make it possible for us to offer girls an unparalleled opportunity to thrive and lead, with the guidance of trusted mentors and in safe and supportive environments.

We are pleased to report that over the course of Fiscal Year 2022, the first year of implementing our strategic plan, the National office met its ambitious goals. We have thoroughly evaluated our capacity to provide the necessary infrastructure to sustain a resilient network of Affiliates.

We have also created a series of specific plans and roadmaps that will determine our next steps. Our historical commitment to diversity, equity, and inclusion will be strengthened and exemplified as we implement the roadmaps that have now been developed to guide professional learning for Affiliate and National staff members and board. The leadership development and talent management initiatives we are undertaking across the Network will similarly ensure a thriving workforce and an enhanced pipeline for the talent that sustains our position as the preeminent organization in our space. We have a technology master plan to illuminate our path and new guidelines for the Girls Inc. brand positioning that allows us to lay claim effectively to our historical leadership in youth development.

Even as we have made tremendous progress in these areas, we face strong headwinds. Girls are still letting us know unequivocally that their mental well-being is at risk, and another year has passed with instability and a lack of safety in the school settings they rely on for support. Our society remains fragmented, with new sources of divisiveness arising seemingly every day, and the situation for girls and women in particular has not improved. Economic insecurity and environmental threats are a continual source of anxiety, especially for those whose financial situation was already precarious.

Investors and partners like you are helping us make a difference. In this report, you will learn about our cherished collaboration with Macy's, which promotes college and career readiness and sends girls a clear signal that they can excel in the STEM fields. Through our work with the Saks Fifth Avenue Foundation, wellness and the importance of self-care are at the forefront, making it easier for girls to ask for and receive the support they need. An outpouring of support from entertainment industry leaders helped make our March virtual event truly extraordinary. These key partnerships let us know that, even as the pandemic drove us once more into our lonely Zoom rooms, we were not alone in our effort to ensure a brighter future for girls.

Thanks to these and other gifts, strong, smart, bold Girls Inc. girls across the US and Canada are confidently pushing past barriers to achieve their own ambitious goals. It is through your generosity, as our partners, that we have the necessary resources to lift up the voices of these young people and support them as they prepare determinedly for the future they envision. I thank you for your confidence in their potential as individuals, and your belief in the potential of their collective contributions to improve our world. With your continued support, I know that our shared vision of powerful girls in an equitable society will soon be realized.

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

LETTER FROM THE BOARD CHAIR



For nearly 160 years, Girls Inc. has been the pre-eminent organization equipping girls, particularly girls from low-income families and girls of color, to lead and fulfill their potential. Leaders at Girls Inc. have no doubt said many times throughout these years that there has never been a better time to do this work. And yet, we again find ourselves saying with firm conviction that there has never been a better time than right now. I want to begin with thanks to all of you—donors, friends, supporters, and colleagues—for your steady and strong support for our mission.

As we look back on the 2022 fiscal year, we are once again pleased with the success of our efforts. It was an unprecedented year in fundraising, thanks to the infusion of a \$10 million grant from MacKenzie Scott and Dan Jewett, Charles and Lynn Schusterman Family Philanthropies, and Melinda Gates. In the pages that follow, you will learn more about Project Accelerate, the new work with alumnae that this funding is supporting across the Girls Inc. Network. As this grant for a new initiative was unanticipated, the organization exceeded its goal for the year by a significant amount, with a total of \$25.3 million in revenue, which was \$10.5 million (70.8 percent) more than had been budgeted. The organization finished the year with net assets totaling \$55.9 million.

We are optimistic about expanding our reach to include young alumnae. At the same time, the stunning financial results belie the very real challenges our organization has faced and continues to face. At both the local and national levels, we are managing through a continuing pandemic and recruiting and retaining the excellent people who facilitate the proven Girls Inc. Experience.

This makes our current strategic priority of creating the national infrastructure that underpins a sustainable and resilient network even more urgent. We have committed to create a stronger network by providing reliable resources for our Affiliates to depend on; in turn, we depend on you as our most reliable partners in this work, for the sustaining investments you make in our daily work and in our future, and for the storytelling and shared connections that help us to expand our reach and provide more girls with the opportunity to succeed on their own terms and in all sorts of wonderful ways.

On behalf of my colleagues on the National Board of Directors, I thank you. We deeply appreciate your partnership and support, in this moment, and always.

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
Basset Capital*

Amy Adams

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

Stephanie J. Hull, Ph.D.

*President & CEO
Girls Inc.*

Yvette Lee Bowser*

*President & Writer - Producer
SisterLee Productions*

Michael Brown

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

Alexander Calicchia*

*Region II Volunteer Representative
President & CEO
Hive Partners*

Sandra Campos

*CEO, Board Member, Advisor
Cynosure Holdings*

Taj Clayton

*Partner
Kirkland & Ellis LLP*

Amy Dillon

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

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, Azure Data and AI,
Customer Success
Microsoft*

Adriane Johnson-Williams*

*Founder & Principal
Standpoint Consulting*

Luana Lewis

*Founder
Grace Strategy*

Cate Luzio

*Founder & CEO
Luminary*

Lisa Moore

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

Sue Napper

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

Courtney Naudo*

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

Kristin A. Pace**

*Region II Volunteer Representative
Partner
Donahue Fitzgerald LLP*

Vanita Patel

*Head of Industry
and Strategic Partnerships
Apple Inc.*

Alison Kenney Paul

*Managing Director
Google*

Dr. Deborah P. Rubin

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

Stephanie Savage*

*Founder
Fake Empire*

Dana Sullivan

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

Sonya Ulibarri

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

* New Board Member term started FY22 ** Board term ended FY22

NEW BOARD MEMBERS



YVETTE LEE BOWSER

President & Writer - Producer
SisterLee Productions

A graduate of Stanford University, writer- producer Yvette Lee Bowser is the first and youngest African American woman to create and run her own television series. She also has the distinction of executive producing and shepherding ten series onto myriad primetime, cable, and streaming platforms.



ALEXANDER CALICCHIA

Region III Professional Representative
President & CEO
Hive Partners

As Founder and CEO of Hive Partners, Alex brings extensive program and product management experience that delivers results across multiple business lines, product categories, and delivery channels. Alex is a cultural change agent, speaker, certified executive coach, and facilitator. He is certified in Diversity, Equity and Inclusion, as well as a Birkman Signature Consultant.



ADRIANE JOHNSON-WILLIAMS

Founder & Principal
Standpoint Consulting

Dr. Adriane Johnson-Williams is Founder and Principal at Standpoint Consulting and an award-winning spokesperson in collective impact, philanthropy, nonprofit governance, and higher education. She is committed to fighting structural inequities by bridging the gap between people who make decisions and people who must live with the decisions being made. She is also the president of the newly founded Girls Inc. Alumnae Association.



COURTNEY NAUDO

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

Courtney is a senior executive experienced in driving results at a global scale and has a passion for people. She is currently serving as the Chief People Officer and Strategic Portfolio Management leader for Walmart International.



STEPHANIE SAVAGE

Founder
Fake Empire

Stephanie Savage founded Fake Empire with Josh Schwartz in 2010. They create and executive produce television series including *Gossip Girl*, *Nancy Drew* and *City on Fire*, coming soon to AppleTV+.



STAFF LEADERSHIP

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

Pat Driscoll
Chief Operating Officer

Katie Astrich
Director of Public Policy

Rebecca Carroll
Chief Financial Officer

Greg Rollo
Director of Information Technology

Niki Kelly
Vice President, Affiliate Services

Casta Guillaume, Ph.D.*
Director, Research and Evaluation

Delita Marsland*
Chief Development Officer

Penn Sheppard
Vice President, Learning Services

Tiffany Trotter
Chief People and Culture Officer

Veronica Vela
Vice President, Marketing and Communications

* Recent changes in staff leadership: Rob Reddy has been promoted to Chief Development Officer and Casta Guillaume has transitioned from Girls Inc.

SCHOLAR FEATURE



“

To support Girls Inc. and its participants is to invest in the future.

Hello! My name is Jasmine.

I am an alumna of Girls Inc. of Greater Philadelphia & Southern New Jersey and will be attending medical school at Brown University. Many of the core memories I have from Girls Inc. are tied to the community that I found among the other Girls Inc. girls. I believe that Girls Inc. played an important role in my success thus far and my ability to have the opportunity to enter a career that has very few women, especially Black women. The road has not been easy, but the confidence and sense of self that Girls Inc. allowed me to develop are undoubtedly responsible for my success.

JASMINE

Alumna of Girls Inc. of
Greater Philadelphia & Southern New Jersey

The Girls Inc. Experience showed me that it is not always about the journey to your end goal but about those who you meet along the way, many of whom have made a great impact on me. I thank my Girls Inc. network for pushing me to be the best version of myself and shaping me into the strong, smart, and bold woman that I am today.

Read more about Jasmine's Girls Inc. Experience and other IMPACT stories [here](#).

Looking back... Jasmine shares how Girls Inc. inspired her to pursue a career in medicine in this [2018 video](#).

HIGHLIGHTS



Michelle Obama Helped to Bring the Holiday Spirit to Saks Fifth Avenue

Vogue



The Classroom as a Radical Space: Teacher, Author and Fierce Intellectual, bell hooks Transformed Education, Especially for Women of Color

the74million.org



Fast-tracking virtual support during the pandemic

Youth Today



Tina Fey, Venus Williams, Ariana DeBose Set for Girls Inc. Honors

The Hollywood Reporter



Girls Inc. relies on mentoring to help develop a next generation of women leaders

USA Today



Open Letter: To Build an Empowered, STEM-Capable Society, We Need to Look to Promote Learning Beyond the Classroom

The 74



GIRLS INC. LAUNCHES FIRST-EVER NATIONAL ALUMNAE ASSOCIATION

In 2022, Girls Inc. established an Alumnae Association, a powerful network of women from across the United States and Canada. The Alumnae Association, open to all past members of Girls Inc. organizations (including Girls Club of America prior to 1990), provides a continuum of services, including professional development, networking, and learning opportunities that supports Girls Inc. members throughout their lifespan. With safe places to connect and grow, the Alumnae Association keeps the women engaged with the organization while creating pathways for the future generations of Girls Inc. girls.



CHAMPIONS

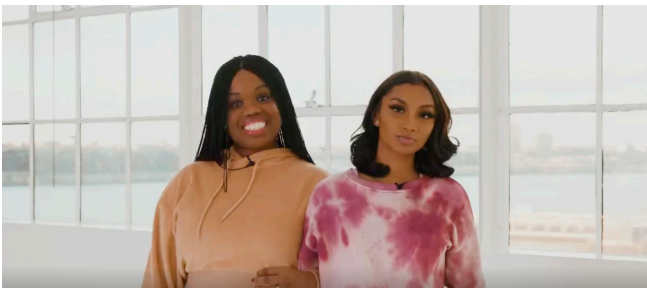
Girls Inc. is grateful for its extraordinary partners whose support enables Girls Inc. to fulfill its mission-critical work. Together, we are building the next generation of strong, smart, and bold leaders capable of realizing their full potential. Below are a few highlights featuring 2022 partnership activities.

MACY'S

MACY'S CELEBRATES WOMEN'S HISTORY MONTH, RAISING OVER \$4M OVER THREE YEARS OF PARTNERSHIP

For the third consecutive year, Macy's designated Girls Inc. as its national charitable partner for the Women's History Month round-up campaign, allowing customers to round up their purchases with donations supporting the work of Girls Inc., while also celebrating brands owned and founded by women. To date, Macy's and its customers helped raise more than \$4 million from round-up initiatives. Girls Inc. is honored for the vote of confidence and support of Macy's and its customers.

Macy's has also extended its support through its talent. During Women's History Month, the Girls Inc. network, including girls, board members, executives, and staff, met with Macy's employees to discuss STEM education, college readiness programs, and career discussions to better equip Girls Inc. girls for campus life and beyond.



[Click here](#) to watch the "It Starts with Her" campaign



Sophia and Gabby

Girls Inc. Mentee & Mentor
Pairing featured in the Macy's Campaign.



The feeling I get from Girls Inc. is something I want to pay forward in the future. I hope that more girls and women get to feel this positivity, too.

SOPHIA

Macy's Campaign Mentee &
Girls Inc. of Westchester County Participant

CHAMPIONS



2022 VIRTUAL NY LUNCHEON GIRLS ARE THE LEADERS THAT OUR FUTURE NEEDS

Girls are the leaders that our future needs. With this vision, host Gayle King kicked off our March virtual Luncheon celebrating the bold leadership, stories, and accomplishments of Girls Inc. girls and of honorees **Tina Fey, Ariana DeBose, Aerin Lauder, Pamela Stewart, Carrie Strom, and Venus Williams**. The event included special appearances from **Nkeki Obi-Melekwe and the Broadway cast of TINA – The Tina Turner Musical**, Girls Inc. participants, and our generous supporters and corporate partners.

“

I stay involved in Girls Inc. because I'm in the real world now and I want to share what I'm learning with the next generation. And what I'm learning is that these companies need our voices. They are lacking without it. And I'm passionate about giving back to Girls Inc. to help equip the next girl in line.

CLAIRE

Brand Ambassador from Girls Inc. of Minneapolis and Amherst College Sophomore



[Click here](#) to watch the 2022 Girls Inc. Virtual Luncheon

CHAMPIONS

SAKS FIFTH AVENUE FOUNDATION THE SAKS FIFTH AVENUE FOUNDATION SUPPORTS GIRLS' MENTAL HEALTH

The Saks Fifth Avenue Foundation is committed to bridging gaps in access to critical mental healthcare resources, particularly for women, the LGBTQ+ community, and communities of color. Since 2020, Girls Inc. has partnered with the Foundation to provide Mind+Body programming and to improve resources for social and emotional learning. We are grateful for this ongoing partnership, which supports girls in better understanding their mental health needs and accessing support when they need it.



“

Girls often intuitively know that their bodies and minds are connected. When something feels off, they've learned strategies to address the feeling from both a physical and emotional perspective so they can bring themselves back.

MARLENA CANDELARIO ROMERO

Program Facilitator at Girls Inc. of Greater Miami

CHAMPIONS

PROJECT ACCELERATE

PROJECT ACCELERATE RECEIVES \$10M TO ADDRESS WORKPLACE INEQUALITY



In 2021, Girls Inc. was awarded a \$10 million grant through the Equality Can't Wait Challenge, a national competition funded by Pivotal Ventures, MacKenzie Scott and Dan Jewett, and Charles and Lynn Schusterman Family Philanthropies, that enabled us to launch Project Accelerate - a program designed to address 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. This year, we launched Project Accelerate with an inaugural cohort of seven affiliates (Girls Inc. of Central Alabama, Girls Inc. of Greater Indianapolis, Girls Inc. of New York City, Girls Inc. of Orange County, Girls Inc. of Greater Philadelphia & Southern New Jersey, Girls Inc. of San Antonio, and Girls Inc. of St. Louis) and we welcomed a second cohort of six affiliates to the project this summer (Girls Inc. of Alameda County, Girls Inc. of Denver, Girls Inc. of Kingsport, Girls Inc. of Omaha, Girls Inc. of Sarasota, and Girls Inc. of the Valley).



ADVOCACY

ADVOCACY BY, FOR, AND WITH GIRLS

Girls Inc. works with girls to tap into their limitless power to advocate for equity and social justice, changing their circumstances, and making the world a better place while providing opportunities for leadership development.

Girls Inc. also advocates for girls, especially for the needs of girls from low-income communities and those who may face discrimination because of their gender, race, religion, ethnicity, immigration status, disability, socioeconomic status, sexual orientation, and gender identity. Below are a few areas where we focused our advocacy work over the last year.



June 23, 2022, marked the 50th anniversary of the passage of [Title IX of the Education Amendment Act of 1972](#). Girls Inc. celebrated Title IX throughout 2022 to recognize the significant progress the law has made while acknowledging continued challenges, including adopting Title IX as the theme of Girls Inc. Week 2022 (May 2 - 6). Celebrations presented an opportunity to educate girls about Title IX, spark an intergenerational dialogue, and uplift girls' voices. We disseminated Title IX resources to support Girls Inc. girls as they raised awareness of upholding and expanding rights, protections, and support around gender discrimination, sexual harassment, and assault for K-12 students.

As part of the Title IX Coalition, Girls Inc. helped deliver a **55,000 signature petition to the Department of Education**, urging them to promptly promulgate new Title IX regulations. When the proposed rulemaking was issued in June 2022, Girls Inc. submitted public comments endorsing the effort to restore Title IX's purpose, emphasizing the Department's need to be more expansive and inclusive in protecting all students against sex-discrimination education.

Girls Inc. continues to be deeply engaged in ensuring the new regulations apply a comprehensive definition of harassment and requires educational institutions to respond promptly and effectively to sexual harassment and assault.

ADVOCACY



GIRLS INC. NETWORK UNANIMOUSLY ADOPTS UPDATED ADVOCACY AND POLICY PLATFORM

In the fall of 2021, Girls Inc. undertook the significant task of updating our national [Policy and Advocacy Platform](#). After a series of listening sessions with affiliates and incorporating their feedback over the course of several months, the National Council voted to unanimously adopt the new network-wide Policy and Advocacy Platform. This updated platform now includes a more comprehensive approach to the organization's policy positions and advocacy priorities. Our advocacy priorities are organized under four main issue areas.

The first is **sexual health, safety and autonomy**, which now includes advancing menstrual equity, combatting sexual harassment, and advancing [comprehensive sex education](#) and sexual health services. The second is **equitable access to education**, which includes [school discipline reform](#) and access to meaningful opportunities, such as STEM. The third is promoting **civic engagement and voting rights** - a new focus of our platform and investing in girl-led advocacy. The fourth is **mental health and wellness**, which involves advocating for [access to mental health](#) support services for students and combating the persistent stigma. [Learn more about these issues](#) affecting girls and youth and how you can take action.

BRINGING GIRLS' VOICES TO THE TABLE

In 2022, Girls Inc. established and strengthened powerful Executive Branch relationships. We were honored to be invited to speak at the White House Roundtable on Mental Health and Girls. Stephanie Hull, Ph.D., Girls Inc. President & CEO, and a recent Girls Inc. alumna, Kiran Kadiyala, spoke with Ambassador Susan Rice, Head of the Domestic Policy Council, Jennifer Klein, Head of the Gender Policy Council, and other White House staff, sharing what Affiliates and girls have to say about mental health.

In June, the Department of Education launched the National Parents and Families Engagement Council, and invited Girls Inc. to serve as one of twelve founding members. Created to facilitate strong and effective relationships between schools and parents, families, and caregivers, Girls Inc. will send two parent members of the Girls Inc. community to serve as representatives and liaisons. We are proud to be bringing the voice of girls to these and other important conversations, and expect Girls Inc. to continue to be part of the conversation and the solutions as these efforts evolve.



BALANCE SHEET

TWELVE MONTHS ENDED MARCH 31, 2022

ASSETS

Cash	\$	12,908,675
Dues receivables		68,078
Promises to give and grants receivable, net		1,190,435
Investments - current		22,076,769
Notes receivable from affiliate		23,272
Prepaid expenses and other		225,102
Investments - endowment		8,265,400
Property and equipment, net		75,191
Beneficial interest in perpetual trust		13,585,207

Total Assets **\$ 58,418,129**

LIABILITIES

Accounts payable and accrued expenses		796,884
Scholarships payable		1,301,840
Deferred revenue		337,139
Deferred rent obligation		95,603

Total Liabilities **\$ 2,531,466**

NET ASSETS

Without Donor Restrictions:

Designated by Board for endowment		820,669
Undesignated		17,396,368

18,217,037

With Donor Restrictions:

Purpose and time restricted		16,639,688
Endowment		21,029,938

37,669,626

Total Net Assets **55,886,663**

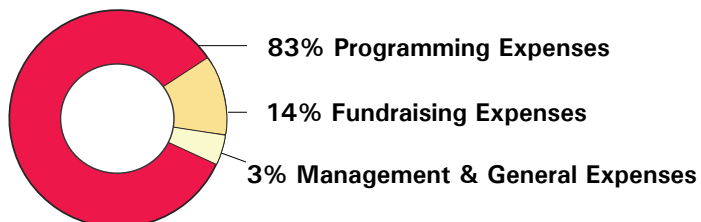
Total liabilities and net assets **\$ 58,418,129**

STATEMENT OF ACTIVITIES

TWELVE MONTHS ENDED MARCH 31, 2022

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	\$ 916,677		\$ 916,677
Less: Direct special event expenses	(52,200)		(52,200)
Special events, net direct cost	864,477		864,477
Contributions and private grants	7,237,343	16,493,613	23,730,956
In-kind contributions	18,409		18,409
Program revenue	624,549		624,549
Other income	81,816		81,816
	8,826,594	16,493,613	25,320,207
Net assets released from restrictions	9,763,147	(9,763,147)	
Total Revenue and Support	18,589,741	6,730,466	25,320,207
EXPENSES:			
Program Services:			
Affiliate services/growth	5,570,861		5,570,861
Program, research and training	5,776,292		5,776,292
Public education and advocacy	946,453		946,453
Total Program Services	12,293,606		12,293,606
Supporting services:			
Management and general	457,731		457,731
Fundraising	2,035,021		2,035,021
Total Supporting Services	2,492,752		2,492,752
Total Expenses	14,786,358		14,786,358
CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN			
	3,803,383	6,730,466	10,533,849
INVESTMENT RETURN, SALE OF PROPERTY AND EQUIPMENT			
Net appreciation on investments and funds held by trustees			
	668,234	965,946	1,634,180
Investment income, net	85,526	619,236	704,762
Total Investment Return	735,760	1,585,182	2,338,942
GAIN ON SALE OF PROPERTY & EQUIPMENT	1,751,581		1,751,581
Change in Net Assets	6,308,724	8,315,648	14,624,372
Net Assets - Beginning of year	11,908,313	29,353,978	41,262,291
Net Assets - End of year	\$ 18,217,037	\$ 37,669,626	\$ 55,886,663



BUILDING A NEW GENERATION OF LEADERS

girls inc.

Inspiring all girls
to be strong,
smart, and bold