



2017 GIRLS INC.

ANNUAL REPORT

**girls
inc.**

Inspiring all girls to be strong, smart, and bold

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LEADERSHIP

PRESIDENT & CEO



Girls today face real and profound challenges. In fact, 1 in 4 girls experience sexual abuse or sexual assault by age 17. One in 5 teen girls report experiencing a mental disorder. Too many girls are missing out on education opportunities to prepare them for college and careers, particularly girls from low-income communities. And they are missing out on the critical knowledge and resources to prevent unplanned pregnancy and build healthy relationships.

But at Girls Inc., girls are empowered and equipped to overcome these barriers and succeed. They receive research-based programming and supports proven to achieve positive outcomes in the areas of health (Strong), education (Smart), and life skills (Bold). The Girls Inc. Experience, our comprehensive approach to whole girl development, allows girls to discover and build their inherent strengths, develop resilience, and plan for and work towards their future goals.

Knowing the transformative difference we're making in the lives of girls, we are compelled to grow. And I'm proud to say in fiscal year 2017, we did just that. We grew the number of girls served with the high-impact Girls Inc. Experience by 7 percent to 51,148 girls. Guiding our work is a strong roadmap, our five-year plan, "Leveraging the Power of the Network and Brand: Strategic Plan 2016-2020." This plan lays out a Bold Goal: *to double the number of girls we serve with impact by 2020.*

To support this ambitious target, last year we raised and invested significant capital. In 2017, we exceeded our annual operating revenue budget by 21 percent, bringing in \$12.3 million to continue and expand our work. And we experienced an extraordinary first, a \$10 million, four-year investment by the S.D. Bechtel, Jr. Foundation to support our \$20 million capital campaign. These funds allowed us to strengthen our affiliate network, providing \$3.5 million in growth grants to local Girls Inc. organizations.

We also made great strides in addressing key priorities outlined in the plan, including building a framework to effectively deliver outcomes for girls; a strong affiliate network equipped to consistently deliver the Girls Inc. Experience; and a policy platform that supports our goal to improve the conditions in which all girls are growing up. You can read more about these achievements in the subsequent sections of this year's report.

Growth requires strong leadership. Thank you to our outstanding Board of Directors, led by Chair, Melanie Gray. Their commitment to this new plan is tremendous with 100 percent contributing financially to the growth campaign. I conclude by expressing my appreciation to you, our donors, friends, and supporters who make this work possible. We could not have gotten this far without your belief in us -- and in the remarkable girls we serve.

I look forward to what we will accomplish together.

Judy Vredenburgh
President & CEO



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strong, smart, and bold

LEADERSHIP

BOARD CHAIR



This year marks my first full year as Chair of the Board of Directors, and the first completed year of our new strategic plan for growth in both direct service and advocacy. I am thrilled to say that Girls Inc. reached a new level of growth, impact, and effectiveness in fiscal year 2017. We secured critical funding to expand our reach, including the launch of Girls Inc. of Chicago in partnership with Martha Ruggles Elementary School on the Southside of Chicago. We also made significant investments in building the capacity of our affiliate network.

This year, Girls Inc. raised \$13 million in growth capital, toward our \$20 million investment campaign. This exceptional achievement allowed us to launch our first round of growth grants to 17 strong affiliates, three-year grants totaling \$3.5 million, to expand strategically to serve more girls growing up in low-income communities. This could not be possible without the generous investment of the S.D. Bechtel, Jr. Foundation.

We were also awarded a \$2 million, two-year grant from the Office of Juvenile Justice and Delinquency Prevention (OJJDP) to serve girls at increased risk of juvenile delinquency and victimization. Grant funds will support affiliates as they strengthen and expand valuable mentoring efforts to help more girls beat the odds and thrive. Through direct service, as well as public policy and advocacy, Girls Inc. is making a measurable difference in the lives of individual girls and increasing opportunities for all girls to succeed.

This time of significant growth requires serious investment internally. We remain committed to strengthening our capacity both locally and nationally with a clear understanding of what resources, infrastructure, and practices are needed to support sustainability and expansion, including financial health. And I can report that our finances are strong. In fact, we ended fiscal year 2017 with nine months of cash operating reserves, more than double the nonprofit standard.

Growing up a girl today means navigating various gender, economic, and social barriers. One in five girls in the U.S. live in poverty, surpassing the national poverty rate of 13.5 percent. Nearly 70 percent of the girls who attend Girls Inc. live in households earning \$30,000 a year or less. These girls face tough odds. But with Girls Inc. in their corner, they are excelling in school, living healthy and active lifestyles, and planning for college and careers. *They are strong, smart, and bold.*

We are grateful to have you on board at this important time. Together we will ensure many more girls have the knowledge, skills, and opportunity to push past serious barriers, break the cycle of poverty, and be all they can and want to be.

With gratitude,

Melanie Gray
Board Chair

LEADERSHIP

BOARD OF DIRECTORS

First Lady Michelle Obama

Honorary Board Chair

First Lady of the
United States

1/20/2017*

Donna Brace Ogilvie

Distinguished Board Chair
Decd. 2015

Susie A. Buffett

Girls Inc. Lifetime
Champion for Girls
Chair

The Sherwood Foundation
3/31/2016*

Melanie Gray

Board Chair
Partner

Winston & Strawn, LLP

Tony Bucci

Board Vice-Chair
Chairman & CEO
MARC USA

Susan Chapman-Hughes

Board Treasurer (FY18)
Senior VP, US Large Market
Global Commercial Payments
American Express Company

Lori Dickerson Fouché

Board Treasurer (FY17)
President of Prudential
Annuities
Prudential Financial

Julie Overbeck

Board Secretary
President
Remington Seeds LLC

Judy Vredenburgh

President & CEO
Girls Inc.

Ambassador Nicole Avant

Former U.S. Ambassador
to The Bahamas

Jill Bright

EVP of Human Resources
and Administration
Sotheby's

Rebecca Campbell

President
ABC Owned Television
Stations and ABC Daytime

Joyce Chang

Managing Director &
Global Head of
Fixed Income Research
JP Morgan
4/19/2016*

Taj Clayton

Partner
Winston & Strawn, LLP

Amy Dillon

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

Stacey Doré

SVP & General Counsel
Hunt Utility Services
8/14/17†

Saniah M. Johnson

Region III
Volunteer Representative
Head of US Corporate
Development
Macquarie Investment
Management

Peige Katz

CEO
Bexchange LLC

Bea Lurie

Region IV
Professional Representative
President & CEO
Girls Inc. of Chattanooga
1/1/2017*

Cate Luzio

Managing Director and EVP
Global Head of Multinational
Corporate Banking
HSBC Bank USA

Suna Said Maslin

Founder & CEO
Nima Capital, LLC

Regina Montoya

Chief Strategist
JMC Strategy Group

Lisa Moore

Region IV
Professional Representative
President & CEO
Girls Inc. of Memphis
4/27/17†

Sue Napper

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

Kristin A. Pace

Region II
Volunteer Representative
Partner
Donahue Fitzgerald, LLP

Lori Palmer

Region II
Professional Representative
President & CEO
Girls Inc. of
Metropolitan Dallas
9/30/16*

Suzanne Parker

Region III
Professional Representative
Executive Director
Girls Inc. of Holyoke

Alison Paul

Leader of U.S.
Retail Practice
Deloitte
8/14/17†

Deborah P. Rubin, Psy. D.

Senior Partner
RHR International LLP
4/19/2016*

Kim Sharan

Founder & CEO
Kim M. Sharan, LLC

Lucy Sorrentini

Founder & CEO
Impact Consulting, LLC
4/19/2016*

Sonya H. Soutus

Senior Vice President,
Public Affairs &
Communications
Nature's Bounty Co.
3/8/17*

Sonya Ulibarri

Region II
Professional Representative
President & CEO
Girls Inc. of Metro Denver
4/27/17†

Mary Wagner, Ph.D.

Senior Vice President,
Research & Development/
Quality & Regulatory/
Concept Innovation
Starbucks Coffee Company
4/19/2016*

Maureen Waters

Principal
Point B Inc.
4/19/2016*

Julie Greiner Weiser

Former Chief Merchandise
Planning Officer
Macy's Inc.

Roberta Wilhelm

Region I
Professional Representative
Executive Director
Girls Inc. of Omaha
4/19/2016*

Nanar Yoseloff

Philanthropist
8/14/17†

* Date board service ended

† New board member term started FY18



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LEADERSHIP

STAFF LEADERSHIP

Judy Vredenburgh
President & CEO

Pat Driscoll
Chief Operating Officer

Lynn Hepburn
Chief Development Officer

Charlene Jackson
Director of
Affiliate Services

Lara Kaufmann
Director of Public Policy

Janet Gartin Moore
Director of
Human Resources

Sue Odom
Director of Finance

Cristin Rollins, Ph.D.
Director of
Research and Evaluation

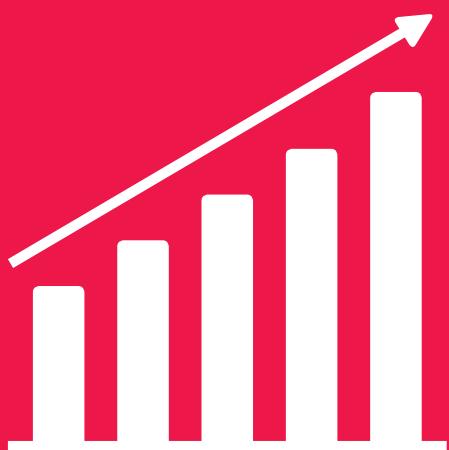
Penn Sheppard
Director of
Learning Central

Veronica Vela
Director of Marketing &
Communications

THE MANAGEMENT TEAM LEADS A STAFF OF 50 PEOPLE.



ACCOMPLISHMENTS



GIRLS SERVED WITH THE
GIRLS INC. EXPERIENCE GREW
BY 7% TO 51,148 GIRLS

ANNUAL OPERATING
REVENUE OF **\$12.3M WAS**
21% HIGHER THAN STRETCH
OBJECTIVE OF \$10.2M



**\$13M WAS RAISED IN
\$13,000,000 GROWTH CAPITAL**
TO SUPPORT OUR \$20M
CAPITAL CAMPAIGN

ACCOMPLISHMENTS

**\$3.5M IN GROWTH
GRANTS TO
17 AFFILIATES**



**\$2M TWO-YEAR
MENTORING GRANT
FROM THE OFFICE OF
JUVENILE JUSTICE AND
DELINQUENCY PREVENTION
(OJJDP)**

GIRLS INC. EARNED THE
HIGHEST RATING FROM
CHARITY NAVIGATOR –
FOUR STARS – FOR THE
THIRD STRAIGHT YEAR



STRONG AFFILIATES

“

We are learning from our stellar affiliates what it takes to provide the high-quality Girls Inc. Experience, and providing them opportunities to learn alongside each other. We want to arm them with the knowledge and resources to build a strong business foundation and effective organizational leadership - to provide the very best support we can to the girls we serve.

”

PAT DRISCOLL, CHIEF OPERATING OFFICER



A LEARNING STRATEGY TO SUPPORT GROWTH AND SUSTAINABILITY

While training services have long been an important support we provide affiliates, Girls Inc. is moving to a more intentional and centralized focus on learning that supports our work as a strong, data-driven, growing organization. Learning opportunities will include in-person events, online learning and virtual opportunities, and materials that are available 24/7. The learning strategy will also include implementing a learning management system to host online learning, track users, and index learning materials.

GROWTH CAMPAIGN UPDATE

In this second year of our strategic plan, we invested \$3.5 million to support the growth of 17 affiliates that demonstrated readiness for accelerated expansion in the number of girls served each year. This is the first of three stages of capital investment fueling nation-wide growth, with additional investments to be announced in early 2018 and in 2019. By 2020, we will have invested \$14 million to directly support affiliate growth and advance our goal of increasing the number of girls served intensively by 50 percent.

Read more about how these growth grants are directly impacting affiliates in [Shelbyville, IN](#) and [Panama City, FL](#).



SMART PROGRAMMING

“ Clear, concrete outcomes help us keep our finger on the pulse of what girls are getting from their experiences. Outcomes data shows us where programming is strong and where it needs improvement, helps affiliates target efforts, staffing and other resources, and ensures we are accountable to our mission and an excellent steward of the funds entrusted to us. ”

CRISTIN ROLLINS, PH.D., DIRECTOR OF RESEARCH AND EVALUATION



MEASURING OUR IMPACT AND DELIVERING OUTCOMES FOR GIRLS

Girls Inc. has invested in a dual-focused research and evaluation plan to practically assess girls' progress toward outcomes in the areas of health, education, and life skills (Strong, Smart, Bold), and measure our impact.

- **NETWORK MEASUREMENT STRATEGY:** In collaboration with affiliate leaders, we formalized a measurement strategy that promotes consistency in data collection, clearly connects our measurement efforts to the goals we have for girls, and provides us the ability to quantify our impact across the affiliate network.
- **FORMAL EVALUATION:** With funding from the Lilly Endowment and in conjunction with the American Institutes for Research, we have begun planning a rigorous, third-party evaluation of the outcomes that matter most for girls. This study will provide us with evidence on how the Girls Inc. Experience contributes to positive outcomes for girls.

BOLD ADVOCACY

“ Many of the issues girls face are symptoms of larger, pervasive societal problems that are rooted in gender, racial, and income inequality. In order to ensure that all girls can realize their potential, we must dismantle the structural barriers that get in their way, and equip girls to raise their voices to effect policy change and shifts in cultural norms and attitudes.

LARA S. KAUFMANN, DIRECTOR OF PUBLIC POLICY



BUILDING A NETWORK-WIDE ADVOCACY PLATFORM

Last fall, Girls Inc. conducted a network-wide survey of girls, affiliate leaders, parents, and donors to target our advocacy efforts. This research identified our top policy priorities to be:

- Ending Bullying, Harassment, and Sexual Violence
- Improving Girls' Access to Educational Opportunities
- Supporting Girls' Mental Health
- Advancing Reproductive Health



GIRLS ACTION NETWORK LAUNCHES

This past winter, Girls Inc. inaugurated the first-ever Girls Action Network comprised of nine girls from seven affiliates. These girls will provide valuable insight to help guide our work and will advocate on behalf of girls throughout the network, lending their voices and perspectives to these important issues, including a trip to D.C. later this year to meet with policy makers.



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BOLD ADVOCACY



ADVANCING TRAUMA-INFORMED CARE

We pushed the Senate to vote on the Juvenile Justice Reform Act, a bipartisan bill that would help reduce the number of marginalized girls detained for non-violent status offenses (many of whom are trauma survivors) and ensure that girls who are detained get trauma-informed care.

PROTECTING TITLE IX

We organized a network-wide day of action to urge Secretary of Education Betsy DeVos to continue Title IX enforcement so schools fulfill their obligation to prevent and address sexual harassment and violence, and also met with the Acting Assistant Secretary for Civil Rights to reiterate our concerns.



STRENGTHENING THE NETWORK TO MAGNIFY OUR VOICE

We developed the first-ever Girls Inc. Advocacy Handbook and supporting resources to build the capacity of the network to advocate in a big way. We hope that these resources will allow us to leverage our collective strength to improve the lives of girls, particularly those most vulnerable.

OUR YEAR



THE HONORABLE HILLARY CLINTON SPEAKS AT GIRLS INC. LUNCHEON

Secretary Hillary Rodham Clinton served as keynote speaker at our 2017 Girls Inc. New York Luncheon - Celebrating Women of Achievement and was honored with the 2017 Girls Inc. Champion for Girls award. More than 1,000 people attended the sold-out event, which raised over \$1.2 million.



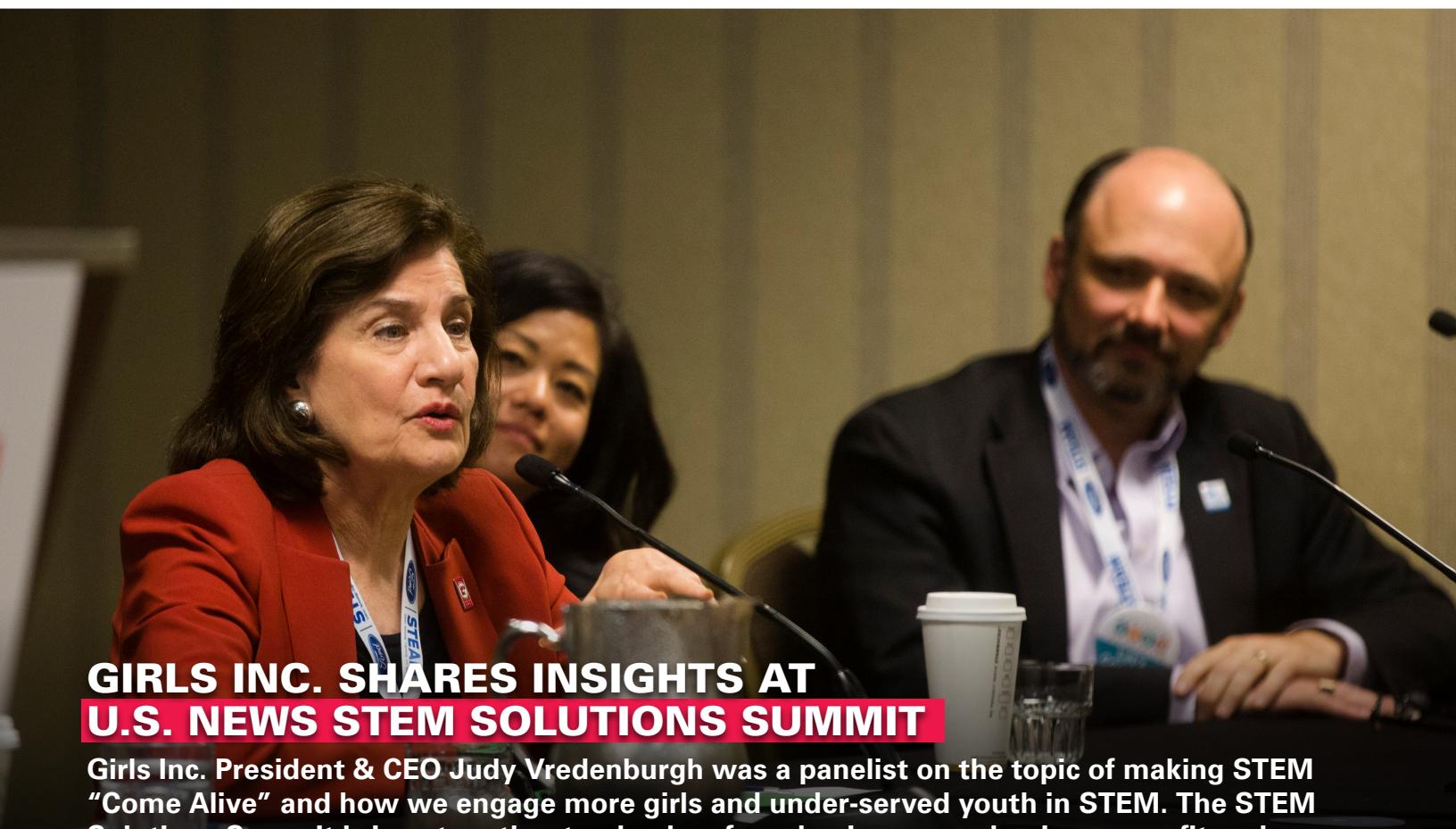
GIRLS INC. GIRLS TAKE PART IN THE FORTUNE MOST POWERFUL WOMEN SUMMIT

More than 30 girls from Girls Inc. of Orange County took part in the *Fortune Most Powerful Women* Summit in Laguna Niguel, CA, where they participated in a speed mentoring session with women leaders from the *Fortune* list, and attended a private dinner and gala that evening with top women leaders and influencers, including Girls Inc. President & CEO, Judy Vredenburgh.



GIRLS INC. HONORED AT THE "ALL ABOUT GIRLS SUMMIT"

Judy Vredenburgh, Girls Inc. President & CEO, participated in the PACE Center for Girls' "All About Girls Summit" as part of a panel discussion on barriers facing girls today and was honored as a 2017 Believe in Girls Award recipient.



GIRLS INC. SHARES INSIGHTS AT U.S. NEWS STEM SOLUTIONS SUMMIT

Girls Inc. President & CEO Judy Vredenburgh was a panelist on the topic of making STEM "Come Alive" and how we engage more girls and under-served youth in STEM. The STEM Solutions Summit brings together top leaders from business, academia, nonprofit and government to explore how to build a strong and diverse STEM workforce for tomorrow.



GIRLS INC. GIRLS JOIN FIRST LADY MICHELLE OBAMA AND STEPHEN COLBERT

100 Girls Inc. girls attended a special program at New York's Jacobs Theatre, hosted by First Lady Michelle Obama and Stephen Colbert, and featuring performances by Broadway's finest and remarks by Queen Rania of Jordan and the First Lady of Malawi during the 71st United Nations General Assembly. That next day, excited girls attended a taping of The Late Show.



2017 GIRLS INC. WEEK BRINGS AWARENESS TO BULLYING AND HARASSMENT

Local Girls Inc. organizations from across the country participated in a week-long campaign, bringing awareness to bullying and harassment, showing girls how they can be agents of change to address these issues. Hundreds of girls, staff, volunteers, and supporters of Girls Inc. took the pledge to end bullying and harassment - with our message reaching half a million people online. Judy Vredenburgh's op-ed was also published in [HuffPost](#).



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IN THE NEWS



10 POWER PLAYERS BLAZING NEW TRAILS, FEATURING JUDY VREDENBURGH

- *Good Housekeeping*



HILLARY CLINTON TALKS GENDER INEQUALITY IN GIRLS INC. SPEECH

- *Teen Vogue*

"WHEN YOUR YOUNG DAUGHTER WANTS TO ACT LIKE A TEEN." JUDY VREDENBURGH INTERVIEWED

- *Wall Street Journal*

"TEEN GIRLS WOULD PAY THE ULTIMATE PRICE UNDER THE AHCA." DIRECTOR OF PUBLIC POLICY LARA KAUFMANN INTERVIEWED

- *Bustle*

A SPECIAL PREMIER WITH REESE WITHERSPOON AND MATTHEW MCCONAUGHEY

- *People*

JUDY VREDENBURGH SHARES PERSPECTIVES ON HUFFPOST BLOG

- *Huffpost*

"WHY WE NEED REPRESENTATION AND MENTORS FOR GIRLS STUDYING SCIENCE AND TECHNOLOGY." SENIOR LEARNING MANAGER JENNIE MATHUR INTERVIEWED

- *Uproxx*



CHAMPIONS

S.D. BECHTEL, JR. FOUNDATION INVESTS IN GIRLS' POTENTIAL

Girls Inc. is committed to doubling the number of girls we serve with impact by 2020, which is why we launched a \$20M growth capital campaign in July 2016. To date, we've raised \$13M in support of this ambitious goal, catalyzed by a \$10M investment from the S.D. Bechtel, Jr. Foundation. The Foundation is joined by the entire Girls Inc. Board of Directors, close friends, and former Board in their support of this campaign. This extraordinary investment is reflective of a shared belief in the life-changing difference we make for and with girls, our detailed plans, and our proven track record of achievement. We are grateful to those who have joined with us to assure positive change for girls, their families, their communities, the next generation, and all of us.



TONY BUCCI BOLSTERS GIRLS INC. VISIBILITY

Girls across the country have a champion in Girls Inc. Vice Chair, Tony Bucci. Widely recognized for his high-level thinking, strategic marketing expertise, and philanthropic efforts, Tony has been a valued member of our National Board of Directors since 2008. As Chairman and CEO of MARC USA, one of the nation's largest privately-held marketing communications companies, Tony brought the full resources of his agency, as well as significant personal investments and vigor, to our campaign for national growth and expansion. He and his team at [MARC USA](#) were also responsible for the major overhaul of the Girls Inc. website and digital strategy. Tony is committed to spreading our mission wide and engaging his network with Girls Inc., to make sure that all girls, regardless of their circumstances, have the resources and supports they need to grow up to be healthy, educated, and successful.

CHAMPIONS

INVESTING IN THE SEXUAL HEALTH AND FUTURES OF GIRLS

A large part of living a healthy life is understanding and embracing your sexual health. We are proud to have a like-minded, longtime supporter enable Girls Inc. to sustain and grow our healthy sexuality program, which helps girls of any age navigate this sensitive area of their health and wellbeing on their own terms with age-appropriate knowledge and tools. This critical programming is built on open communication, fact-based sex education, inclusivity, and the prevention of adolescent pregnancy; resulting in girls who feel empowered to make their own decisions and are confident advocates for their health and lifestyle.



MONTHLY DONORS SUSTAIN GIRLS INC. MISSION

Girls Inc. is proud to recognize those special friends, whose investments are so instrumental to our success, and who pledge to support strong, smart, and bold girls all year-round: our monthly donors. Recurring monthly donations – of any size – help to lower our expenses and promote financial stability, which collectively ensures that more of our resources can be dedicated to providing the transformative Girls Inc. Experience to even more girls.

“ My husband and I give to Girls Inc. because of our strong belief that every girl deserves the opportunity to become a strong, independent, and empowered woman. We have a six-year-old daughter: according to researchers, her lifetime self-confidence will peak in just a couple of years. This is simply unacceptable to us. Giving to Girls Inc. makes me feel like I can make change, and ensures that I am helping the next generation of women experience more equity than I did, just as the last generation did for me. Monthly giving is automatic; I don’t have to think about it or remember to do it, and it provides consistent support for Girls Inc. ”

STAISHY BOSTICK SIEM, GIRLS INC. MONTHLY DONOR



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DONORS



INDIVIDUALS, ESTATES, AND TRUSTS

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

Anonymous

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

Cecilia G. Boone
Tony Bucci
Elizabeth T. Corn
Kathy Buckman Gibson
Joe & Teresa Harlan
Tom Johnson
Kenneth W. Lepisto
Elizabeth C. Ogie
Gena H. Reed
Sue & Ralph Stern
Lucile Miller Wright Trust

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

Lisa & Jeff Blau
Cookie Boudreux
Debra & Randy Fowler
Christopher Griffin
Susan & Jeff Jones
Fred Masters
Donna Brace Ogilvie*
Nick & Judy Runnebohm

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

Dr. Kathryn Beal & Laura Zwak DeMare
Beaty Family
Phyllis F. Bernstein
Susan Buck
William T. & Amy J. Conway Fund
Kate & Warren Coopersmith
Norbert Donelly
Stacey H. Doré
Libby & Frank Duff

* Deceased

Lori Fouché
Melanie Gray
Philip & Nancy Haehl
Jason Heckler
Saniah Johnson, CPA
Elena Lisle
Elaine Marieb
Janet & Mike Michels
Melanie Okon
Julie Overbeck
Pamela & Andy Policano
Kathryn Schoen
Mireille Soria
Jack Stamm Estate
Karen Rogers Still
Nanar & Tony Yoseloff

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

Wanda & Shelby Amos
Anonymous (2)
Lisa Argyros
Ambassador Nicole Avant & Ted Sarandos
Emy Lou Baldridge
Jane Ballback
Dr. Philip & Michelle Batton
Hazel Bell
Paula Jeanine Bennett
Ann Benton
Diana Blank
Sheila & Dane Boyington
Beth & Teddy Caldwell
Brady & Ashley Claxton
Greg Creed
Ariane Dart
Sherry Delaney
John DePrez Jr. & Lee Marks
Ardith Eicher
Amanda Eilian
Rebecca Raphael Feuerstein
Curtis Freilich
James L. Fri, Jr. & Ellida Sadler Fri
Nora & Gardiner Garrard
Marcella Guarino
Cecile Gyles
Dena Herrin
C. Richard & Joann Hinckley
Jack Horner
Molly & David Jackson
Martin Jetter
Happy Jones

Leslie Juron & Jay Price
James & Peggy Kent
Jeff & Susan Kent
Gay Lane
The Isabelle Makepeace Trust
Sheba & Teddy Matheu
Lee & Rose McNeely
Linda & Keith Monda
Alexandra Mondre
David M. Munson & Mona Campbell Munson
Martha Murphy
Purvi Padia
Carrie Freeman Parsons
Tamara Payne
Thomas Petway III
Joyce M. Roché
Kara Ross
Margaret Rickard Rubinacci
Michael Runnebohm
Linda Salisbury
Patricia Sarlo*
William S. Shanahan
Kim M. Sharan
Arnold Simonsen
Linda & Ken Slavin
Courtney & Dan Snyder
Ellen Stafford-Sigg
Bobby Stone
Sylvia Thompson
James P. (Bo) Trotter, Jr.
Bruce Van Cleave
The Delores Barr Weaver Fund
Julie Greiner Weiser & Michael Weiser
Elizabeth M. Weldon
Martha Ruth Whatley
The Elizabeth Worth Williams Fund
Ellen Wood

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

Kelly Abercrombie & Todd Kerber
Jane Amaba
Dr. Heidi Anderson
Anonymous
Kim Balaschak
Alice Hilseweck Ball
Tom Berutti
Jo Ann Biggs
James Blanchard
Julie M. Bleicher
Tracy Katsky Boomer



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Donna & John Boscia
Brian & Christine Brammer
Deborah D. Bridges
Kathy & Travis Brown
Rebecca Campbell
Claudia Cardillo
Susu Casey & Paul Brock, Jr.
Lisa Claycomb
Aimee & Chris Cogan
Bill & Cathy Collins
William Colton
Jennifer & John Compton
Kevin Connolly
Rachel Cook
Kim & James Cornetet
Tim Cotz & Ken Moffett
Dr. Betsy Crandall
Karen Crawford
M. Gordon Daniels
Nini & Elliott Davenport
Christina Davis
Jennifer Dinnen
Rebecca Douglas
Priscilla Doulton
Daniel Doyle
Julie & Robert England
Robin Faerber
Sandra Farkas
Joy Fernandez
Karen & Alton Fessel
Kerianne Flynn
Barbara Franqui
Beverly Freeman
Luann Lovejoy Furman
Erin George
Stephen & Pamela Gilchrist
Ramon Gilsanz
Carolyn Gray
Johanna Gustafsson & Chris Pinckney
Cornelia Haag-Molkenteller
Renee Hamad
Jasmine Pree Hameth
Dana Hollander
Terry Hosey
Dawn Huntly-Mattox
Sari Hymowitz
Beverly Jackson
Mildred John
Stu Kaplan
Tammy Karp
Peige & Stuart Katz
Mary Ellen Keim
Morgan Kennedy
Beth Kinsella
Beth Kojima
Chris & Michele Kramer
Kimberly Kravis
Amy Larrison
Heather Lavallee
Cherie Leetzow
Joan & Bart Levenson
Mindy Lauer Levin
Susan Lewis
David & Malia Litman
Daniel Long
Denise A. Long
Sarah & Jeff Lorberbaum
Cate Luzio
Diane & Tom Mahan
Rae & Kirk Malcolm
Sallie T. & John C. Martin
Kay Mathers & Rob Roy
Adrienne & Rick Matros
Bruce & Julie Menin
Carolyn Minick-Mason
Regina Montoya, Paul Coggins & Jessica Montoya Coggins
Stephanie Zapata Moore
Henry & Snow Morgan
Holly Morgan
Robert & Joanna Myers
Leslie O'Connor
Michelle Parker
Martha Paull
Adrianne Pierce & Laura Goodwin
Jason & Jodi Pike
Katherine Pope
Philippa & Larry Portnoy
Dr. Carrie Pumphrey
Alan Ramsay
Katherine P. Reeves
Mr. & Mrs. Gerard L. Regard
Debra J. Richardson
Janet Levy Rivkin
Shaiza Rizavi
Linnea & George Roberts
Deborah Rodriguez
Michelle Rohé
Dr. Robin Rose
John Ross
Jane & Dan Roulier
Amy Ruben
Richard G. Ruben
Laura D. Ryan
Shannon Ryan & Kyle Bornheimer

Jess Saalfield
Vickie Ann Salazar
Tess Sanchez & JJ Philbin
Claude Scarbrough
Zibby Schwartzman & Kyle Owens
Marcia & Dave Scott
Clare & Richard Segall
Erin Selleck
Dr. Shevonda Sherrow
Isabelle B. Silverman
Mona Sinha
Judy Slutsky
Courtney & Dan Snyder
Tara I. Stacom
Ken Stoler
Andrew Swiger
Nancy Boxley Tepper
Amber Tolliver
Jim Toth
Lisa Tung & Spencer Glendon
Henry Turley
Judy & Donald Vredenburgh
Laura Vukovich
Dana & Matt Walden
Sally K. Walden
Diane Warren
Michael Wayne
Russ Wertz
Luke & Mary Pat Williams
Eric & Connie Wisman
Marilyn Wolper

Kay Althoff
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Anschutz Southern California Sports Complex LLC
The Arrivals
ASCO
AYCO Charitable Foundation
The Bank of America Charitable Foundation
George Barrie Foundation Inc.
Blumhouse Productions
The Boeing Company
Bon Iver/Marilyn Whirlwind Touring
The Roxanne & Henry Brandt Foundation
CA Technologies
The Frances Chapin Foundation
Edward Charles Foundation
Christensen-Dunn Early Foundations Fund
Chuao Chocolatier
Del Shaw Moonves Tanaka Finkelstein & Lezcano
Dharma Merchant Services
The Elno Family Foundation
Emerson Charitable Trust
Facebook Payments, Inc.
Fidelity Brokerage Services LLC
Fidelity Investments
Fontaine Fund of the The Vermont Community Foundation
Fry Family Foundation
GE Foundation
Gelfand, Rennert & Feldman, LLP
The Gersh Agency
Girls Inc. of Westchester
GlobalGiving Foundation
The Alfred & Ann Goldstein Foundation
The Goode Family Charitable Foundation
The Gorlitz Foundation
The Adi and Jerry Greenberg Foundation
Greiner Weiser Family Foundation
HBO
Holborn Corporation
HSBC Community and Philanthropic Services
IBM Employee Services Center
ICM Partners
Impact Consulting, LLC
InFaith Community Foundation
Jackson-Burgin Foundation
just keep livin Foundation
JustGive
The K Foundation
Kairos Group Inc.
Katz, Sapper & Miller



Inspiring all girls to be
strong, smart, and bold

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The Marilyn and Jeffrey Katzenberg Foundation
Kendra Scott LLC
Kilter Films
The Robert & Kimberly Kravis Foundation
LA Promise Fund for Public Schools
The Norman and Sadie Lee Foundation
The Leibowitz and Greenway Family Charitable Foundation
Lifeline Education Charter School, Inc.
Amy & Frank Linde Family Foundation Inc.
Lionsgate
Local Mercato
The Seth MacFarlane Foundation
Macquarie Investment Management
Marriott International, Inc.
Marriott Marquis New York
Meyer Foundation
Momentum Jewelry
Mufson Family Foundation
The National Bank of Indianapolis
Win & Christie Neuger Family Foundation
The New York Community Trust
Northern Trust
Northern Trust Bank
The Northern Trust Company
1000 Wishes
ONEHOPE Foundation
Abby & George O'Neill Trust
Over 40 Females, LLC
Paradigm
Paramount Pictures
Pezold Family Foundation
Pfizer Foundation Matching Gift Program
PNC Bank
Races for Awareness, LLC
Walter Alan Richards Foundation, Inc.
Irene Ritter Foundation
The Rothman Brecher Agency
Saban Family Foundation
Schuster Enterprises, Inc.
The Shoreland Foundation
Shoval Foundation
Sidley Austin LLP
Steinwachs Family Foundation
StubHub Center Foundation
T. Rowe Price Program for Charitable Giving
Tarr Family Charitable Foundation
Terex Corporation
Textron Inc.

TisBest Philanthropy
Tupperware Brands Corporation
Venable, LLP
The Walt Disney Company
Winged Keel Group
Wolf Films
YourCause, LLC
YPO
Jane E. Zilch Fund
Zisson Foundation, Inc.



GROWTH CAPITAL CAMPAIGN

Visionary

(\$1,000,000 and above)

S.D. Bechtel, Jr. Foundation

Julie Overbeck

The Sherwood Foundation

Frank Burns

Tara I. Stacom

Advocate

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

Robin Klehr Avia

Rebecca S. Campbell

Susan Chapman-Hughes

Regina T. Montoya

Pacesetter

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

Tony & Linda Bucci

Joyce Chang, David Robbins, and Isabel Robbins

Lori Dickerson Fouché

Melanie Gray

Peige Katz

Doug & Gay Lane

Joyce M. Roché

Onkar and Kim Sharan

Ellen Stafford-Sigg

Judy and Donald Vredenburgh

Ally

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

Taj J. Clayton

Sue Napper

Sally Gooch Paynter

Sonya H. Soutus

Partner

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

Amy Dillon

Lori Palmer

Suzanne Parker

Sherry and Daniel Watts

Vanguard

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

Jill Bright

Kristin A. Pace

Julie Greiner Weiser

Supporter

(Under \$1,000)

Barbara J. Anderson

Bea Lurie

Luminary

(\$25,000-\$49,999)

Ambassador Nicole Avant & Ted Sarandos



GIRLS INC. GRATEFULLY ACKNOWLEDGES

Gifts in Honor of:

Lucy Aaron
 Noa Bendit-Shtull
 Lisa Blau
 Darcy Buck
 Joyce Chang
 Susan Chapman-Hughes
 The Honorable Hillary Rodham Clinton
 Lisa & Emma Cobert
 Sage Blumstein Colburn
 Elora Cosper
 Ayo Davis
 Lenore Furman
 Gay Lane
 David Lovejoy
 Susie Lovejoy
 Cristin Rollins
 Shannon Ryan
 Cheryl Saban
 Sasha Shillcutt
 Laine Dimaria Wayne
 Shelly Youree

Gifts in Memory of:

Betty Lou Lovejoy
 Carol Sovinski
 Edwin A. Weiller

In-Kind Donations

Benefit Cosmetics
 Bright Ideas in Broad Ripple
 CBS
 Chuao Chocolatier
 COMCAST
 Deloitte
 Disney
 Facebook
 Fox
 MARC USA
 David McGrail
 MWW
 Project Glimmer

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Matching Gift Organizations

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 American Express Gift Matching Program
 Avalon Park & Preserve, Inc.
 Benevity Community Impact Fund
 The Boeing Company

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 GSK
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 Kate Spade & Company Foundation
 Macquarie Group Foundation
 Pfizer Foundation Matching Gift Program
 Temptime Corporation Gift Matching Program
 Textron Inc.
 The Toro Foundation
 Tupperware Brands Corporation
 U.S. Bank Foundation
 Urban Policy Development LLC
 The Walt Disney Company Foundation
 YourCause, LLC

PHOTO CREDIT

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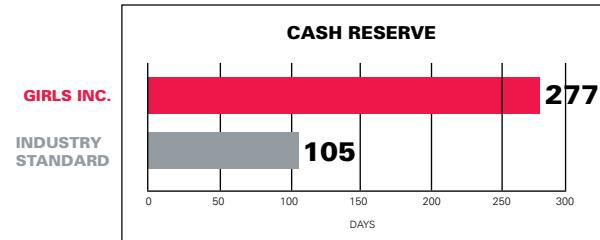
BALANCE SHEET

TWELVE MONTHS ENDED MARCH 31, 2017



COMPARISON TO INDUSTRY BENCHMARKS – YOUTH DEVELOPMENT PROGRAMS

Girls Inc. cash reserve is 9 months, more than double the industry standard.



ASSETS

Cash and equivalents	\$ 7,761,731
Accrued investment income	5,736
Dues and other receivables	1,701
Grants, contracts, and contributions receivable, net	14,677,863
Investments - Current	2,646,372
Note receivable from affiliate	48,889
Prepaid expenses and other	361,577
Endowment - Cash and equivalents	380,607
Endowment - Investments	4,984,804
Property and equipment, net	1,467,236
Funds held by trustees	9,066,291
Total assets	\$ 41,402,807

LIABILITIES

Accounts payable and accrued expenses	\$ 896,930
Scholarships payable	1,006,825
Deferred revenue	209,209
Accrued pension cost	964,820
Deferred rent obligation	90,461
Total liabilities	\$ 3,168,245

NET ASSETS

Unrestricted	6,862,663
Temporarily restricted	18,672,107
Permanently restricted	12,699,792
Total net assets	\$ 38,234,562

Total liabilities and net assets	\$ 41,402,807
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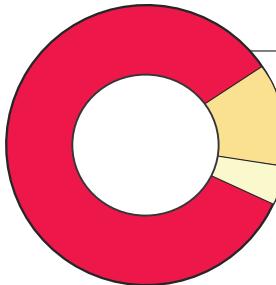
STATEMENT OF ACTIVITIES

TWELVE MONTHS ENDED MARCH 31, 2017

girls
inc.

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

ALLOCATION OF EXPENSES



- 88% Programming Expenses
- 9% Fundraising Expenses
- 3% Management & General Expenses

WHAT THIS MEANS

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

OPERATING REVENUE, GAINS AND OTHER SUPPORT	UNRESTRICTED	TEMPORARILY RESTRICTED	PERMANENTLY RESTRICTED	TOTAL
Special events revenue	\$ 1,768,809			\$ 1,768,809
Less: direct special event expenses	(328,999)			(328,999)
Special events, net	1,439,810			1,439,810
Contributions and private grants	3,052,955	\$ 18,346,951	\$ 1,000	21,400,906
In-kind contributions	294,373			294,373
Government grants and contracts		\$507,744		
Program revenue	677,576			677,576
Other income	70,423			70,423
	5,535,137	18,854,695	1,000	24,390,832
Net assets released from restrictions	5,316,816	(5,316,816)		
Total Operating Revenue, Gains and Other Support	10,851,953	13,537,879	1,000	24,390,832

EXPENSES:

Program Services:				
Affiliate services/growth	2,398,714			2,398,714
Program, research and training	5,335,322			5,335,322
Public education and advocacy	1,347,155			1,347,155
Total program services	9,081,191			9,081,191
Supporting services:				
Management and general	286,564			286,564
Fundraising	957,856			957,856
Total supporting services	1,244,420			1,244,420
Total Expenses	10,325,611			10,325,611

CHANGE IN NET ASSETS BEFORE INVESTMENT RETURN

INVESTMENT RETURN	526,342	13,537,879	1,000	14,065,221
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INVESTMENT RETURN

Net appreciation (depreciation) on investments and funds held by trustees	168,255	412,335	533,612	1,114,202
Investment income, net	76,324	552,636		628,960
Total Investment Return	244,579	964,971	533,612	1,743,162

CHANGE IN NET ASSETS BEFORE PENSION CHANGES OTHER THAN NET PERIODIC COSTS

Pension changes other than net periodic costs	173,355	14,502,850	534,612	15,808,383
Change in Net Assets	944,276	14,502,850	534,612	15,981,738
Net Assets - Beginning of year	5,918,387	4,169,257	12,165,180	22,252,824
Net Assets - End of year	\$ 6,862,663	\$ 18,672,107	\$ 12,699,792	\$ 38,234,562



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

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