Dear Supporters & Friends,

It is undeniable that empowered girls achieve goals, strengthen communities, and move society forward. At Girls Inc. of Metro Denver, we work to provide girls with a powerful combination of long-term mentorship, brave spaces, and access to knowledge and skill-building opportunities that equip girls to be successful throughout their lives.

At Girls Inc. of Metro Denver, we inspire all girls to be Strong, Smart & Bold!

In 2018, over 2,400 girls and youth from across Metro Denver experienced Girls Inc.’s high impact, research-based programs. We also launched comprehensive partnerships with new elementary and middle schools, offered the first year of paid STEM internships in the Eureka! program, expanded high school and collegiate scholarship funds, and opened a new café for Strong, Smart & Bold Beans!

As our work continues to gain momentum, we need to raise more resources to support growth and innovation. Last year, Girls Inc. of Metro Denver’s revenue grew by 37%, which provides an important foundation for sustainability and future expansion. We are also good stewards of your support, directing 91 cents for every dollar received to program delivery.

In the year ahead, we will continue to deliver programming that achieves positive outcomes for girls in the areas of healthy living (Strong), academic success (Smart), and leadership and self-sufficiency (Bold). We will also strengthen our capacity to advocate for policies that advance the rights and opportunities for Colorado’s girls and women, and provide new ways for girls to exercise their voice and leadership.

We are excited to share Girls Inc. of Metro Denver’s 2018 reach and impact through this report, as well as recognize the donors, funders, partners, and volunteers who continue to believe in our mission and in the power and potential of every girl. Thank you!

In Gratitude,

SONYA ULIBARRI
President & CEO
Girls Inc. of Metro Denver’s Elementary School program expanded with more comprehensive programming outputs than any other age group. With a focus on delivering high-impact programs, 307 girls completed 50 hours or more of Girls Inc. curriculum related to healthy living, academic success, and leadership and self-sufficiency. In FY2018, a team of four full-time Community Educators delivered programs at our Center on West Colfax and in thirteen schools across Metro Denver.

Programs offered included The Heart of the Girl (social and emotional support), She’s on the Money (financial literacy), Goddess Girls (healthy sexuality), and Girls Build It (STEM).

Center-based girls in 1st through 5th grade also received tutoring and homework help and engaged in “Fresh Fridays” which focused on girl-led activities. In addition, over sixty 4th and 5th grade girls paired with sixteen mentors through the Bold Futures group mentoring program.

“My favorite part of Girls Inc. of Metro Denver is the teachers! I loved learning about self-control and managing my anger and emotions this year.” - Titi, age 9

“Girls with dreams become women with vision.” – Unknown

300+ girls served
86% of elementary school girls care about doing well in school
93% of 5th grade girls were able to identify two or more strategies for managing conflict.

Elementary School
SEPT
Elementary School programs begin!

APR
Bold Futures Mentoring Celebration
Girls Inc. of Metro Denver’s Middle School program expanded school-based partnerships that reached over 1,000 middle school girls in 15 schools across Metro Denver. Middle School Community Educators also delivered year-round after school and weekend programming at our Center on West Colfax.

Center-based girls in 6th through 8th grade strengthened their social and emotional skills through a Girls’ Group and participated in Economic Literacy, Healthy Sexuality, and Advocacy and Awareness programming. For electives, girls played tennis, volleyball, flag football, and participated in cultural cooking. They also received weekly tutoring and homework help.

97% of teen girls understand that getting pregnant would interfere with school

73% of teen girls plan to, at a minimum, graduate from college

“My favorite part about coming to Girls Inc. of Metro Denver is being around all girls! I like being able to talk in a safe space, and talk about things you can’t normally talk about.”

- Nayeli, age 12

15 partner schools received Girls Inc. of Metro Denver curriculum

“A girl should be two things: who and what she wants.” - Coco Chanel
Girls Inc. of Metro Denver’s High School and College program increased programming, deepened community partnerships, and continued to build connections between Center-based and school-based programs. Over 850 girls and youth were served through programs including: Girls Inc. Scholars, a one-on-one collegiate support program, Healthy Sexuality, High School and College prep workshops, Career Development, and a statewide college tour.

In the spring of 2018, Girls Inc. awarded $55,000 in Girls Inc. scholarships to six outstanding Girls Inc. of Metro Denver girls. We also hosted high school summer interns at our Center on West Colfax, training girls to work in a nonprofit setting.

“I have been an active member of Girls Inc. of Metro Denver for 10 years and I am most certainly strong, smart, and bold because of my participation. The experience helped me build a strong foundation in leadership and professional skills to help me have a successful future. I feel more confident speaking and advocating for myself at school with teachers and counselors because of my exposure to the positive influences and amazing opportunities given to me at Girls Inc.” - Morning Star Yazzi, 10th grader

$55,000 in GIMD scholarships awarded

4,900+ hours of comprehensive GIMD programming for high school girls

84% of GIMD teens believe they can make a positive difference in their community

“When the whole world is silent, even one voice becomes powerful.” – Malala Yousafzai

High School & College Programs

High School Programs

Open House

High School Programs

College Trip

Workout with Emily Schromm featured on 9News

Spring Break College Trip

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Girls Inc. of Metro Denver’s Eureka! STEM program grew to 92 participants in FY2018. In Eureka!, girls attended monthly STEM Saturday events where they explored density, attended Girls and Science at the Denver Museum of Nature and Science and STEMapalooza, and challenged themselves with the Catapult Design Challenge and a STEM Challenge Station Race.


“I have been coming to Girls Inc. since 1st grade. I want to be an architect when I grow up, and the Eureka! program is helping me achieve that goal. This place makes me strong, smart, and bold.” - Coral, age 13

“You have the right to be involved. You have something important to contribute, and you have to take the risk to contribute it.” – Mae Jemison
In November 2017, Girls Inc. of Metro Denver’s social enterprise coffee business, Strong, Smart & Bold Beans (Bold Beans), expanded into a full café! The Bold Beans Café is located at STEAM on the Platte in the Sun Valley neighborhood. The expansion allowed us to increase paid positions for girls, offer an expanded drink and food menu, and operate longer weekday hours.

"I came into Bold Beans not liking coffee, but now I’ve acquired a taste for it! My favorite is a café au lait with almond, cinnamon and sugar! Bold Beans has also inspired me to own my own business." - MJ, a Bold Beans Barista for 3 years

Bold Beans employed 10 girls (Bold Baristas) in hourly positions during after-school and summer hours, who earned over $26,000 in wages and tips in the 2018 fiscal year. In addition to paid positions, Bold Baristas participated in monthly business development courses exploring cost of goods sold, profit margins, cash handling, and marketing. Girls also led the hiring process for all new employees.

"Create the highest, grandest vision possible for your life, because you become what you believe." - Oprah Winfrey

88% of Bold Baristas are employed in their first job at Bold Beans

100% of Bold Baristas agree that earning a paycheck helped them meet a personal financial or savings goal

$26,000+ earned in wages and tips
Volunteers are an integral part of the work we do at Girls Inc. of Metro Denver. Committed volunteers help during free time, support classroom activities, prepare and serve meals, provide administrative support, and keep our facilities clean and safe! Program volunteers cultivate a safe and positive environment for girls through behavior management and promote a pro-girl environment by inspiring a culture of sisterhood.

86% of volunteers said the work they did at Girls Inc. was meaningful to them.

9,700+ hours of volunteerism.

93% of girls feel that there is an adult in their life who they trust.

“I am like a drop of water on a rock. After drip, drip, dripping in the same place, I begin to leave a mark, and I leave my mark in many people’s hearts.” – Rigoberta Menchú Tum
2,430
unduplicated
girls & youth served

16,700+
meals served

$26,129
in wages & tips
earned by Bold
Baristas

9,709
volunteer
impact hours

18
school-based
girls groups

33
school & community
program partners

15
daily transportation
routes from schools
to Girls Inc.

92
girls enrolled in the
Eureka! STEM program

$55,000
awarded in college
scholarships

86%
of graduating
seniors pursuing
post-secondary
education

32 high school
interns placed

116,613
Girls Inc. impact
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Our Supporters

$30,000+  
Adolph Coors Foundation  
Anschutz Foundation  
Bell Family Foundation  
Cancom/NBCUniversal  
Denver Children’s Affairs  
Eckerd Foundation  
Family Foundation  
Franciscan Friars of Holy Name  
Province of St. Boniface  
Memorial Fund  
Kaiser Foundation  
Kaufman Foundation  
Liberty Holdings  
Motorola Solutions Foundation  
Passage Foundation  
Rose Community Foundation  
U.S. Bank Foundation  
United Airlines  
Xcel Energy Foundation

$15,000-$29,999  
Ball Foundation  
CHOM  
The Denver Foundation  
Denver Post Community Foundation  
Diamonds in the Rough Foundation & Hyde Park Athletic Club  
Friends for Voters Foundation  
Gary & Mary West Endowment  
Girl Scouts of Colorado  

eXcel Energy Foundation

Our Supporters

$5,000 - $14,999  
Adams State University  
Anadarko Petroleum Foundation  
Anschutz Family Foundation  
Anchor Point Gift Fund  
Antero Resources  
April 2000  
Arvest Bank  
Arrowhead Capital  
Aspen Foundation  
Aspen Valley Community Foundation  
Ashley Furniture  

eXcel Energy Foundation

Foundation, Corporate & Government

$1,000 - $4,999  
AMCO Properties, L.P.  
Alpine Bank  
American Petroleum Institute  
Avalon Health Care  
Avery Ranch Foundation  

eXcel Energy Foundation

Individual Donors

$500 - $999  
AMC Theatres  
AMERICAN FAMILY INSURANCE  
AMERICAN HEALTHCARE  
AMERICAN SODA  
Ametek  
Ameren  
AmerisourceBergen  

eXcel Energy Foundation

Champions for Girls

Members are individuals who contribute $1,000 or more in direct financial support (separate from event table, ticket, or auction purchase) making it possible to create long-lasting, positive change in the girls we serve.

Christina Alderfer  
Anchor Point Gift Fund Board of Directors  
Craig Zimmerman  

eXcel Energy Foundation

Individual Donors

$100 - $249  
Amanda & Edward Sawyer  
Anna Barron  
Andrew Balsam  
Andrew Berte  
Andrew Beryl  

eXcel Energy Foundation

Congratulations on Champions for Girls
### Financial Statements

#### Assets

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>275,312</td>
<td>253,417</td>
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<tr>
<td>Grants &amp; fees receivable</td>
<td>39,816</td>
<td>41,110</td>
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<tr>
<td>Investments</td>
<td>4,581,381</td>
<td>4,767,576</td>
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<tr>
<td>Prepaid expenses &amp; other</td>
<td>21,591</td>
<td>38,410</td>
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<tr>
<td>Property &amp; equipment</td>
<td>2,355,888</td>
<td>2,236,602</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>7,273,988</td>
<td>7,337,115</td>
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#### Liabilities

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>Accounts payable</td>
<td>56,506</td>
<td>14,561</td>
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<tr>
<td>Accrued payroll &amp; related benefits</td>
<td>64,081</td>
<td>74,318</td>
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<tr>
<td>Other liabilities</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Long-term liabilities</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Deferred revenue</td>
<td>25,000</td>
<td>100</td>
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<td><strong>Total Liabilities</strong></td>
<td>145,587</td>
<td>88,979</td>
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</table>

#### Net Assets

<table>
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<tr>
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<th>2017</th>
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<tbody>
<tr>
<td>Unrestricted</td>
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<tr>
<td>Temporarily restricted</td>
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<td>2,198,750</td>
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<tr>
<td>Restricted</td>
<td>2,592,337</td>
<td>2,592,337</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td>7,128,401</td>
<td>7,248,136</td>
</tr>
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#### Total Liabilities & Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td>7,273,988</td>
<td>7,337,115</td>
</tr>
</tbody>
</table>

### Revenue

- **$2,443,631**
  - 10% Corporate Partnerships
  - 16% Individual Contributions
  - 2% Bold Beans Sales
  - 12% Investment Income
  - 1% Member Dues & Fees
  - 19% Foundations
  - 5% Government Grants
  - 7% Girls Inc. National Support
  - 4% Special Events
  - 18% In-Kind
  - 5% Mile High United Way

### Expenses

- **$2,267,105**
  - 91% Program Expenses
  - 4% General Administrative
  - 5% Fundraising & Development
  - 7% Mile High United Way
OLIVIA AINSWORTH, STEM Educator

KATIE ARMSTRONG, Office Manager

ARIANA BATES, Bold Barista

MELINA BIXLER, Director of Training, Evaluation & Advocacy

MARIA CORDERO, HR Consultant

DAMARIS BRENNER, Bold Barista

JJ DEARMORE, Manager of Social Enterprise

TIANNA HAMBLETON, Elementary School Community Educator

SARA HAZEL, Director of Development

MARI CARMEN JARA RODRIGUEZ, Bold Barista

LAILA JOHNSON, Bold Barista

LYNNA KAUCHECK, Manager of STEM Programs

JULIE KELLER, Middle School Community Educator

JENNY MARTIN, Development & Special Events Coordinator

SARAH MCGILL, Manager of High School & College Programs

ADRIANNA MENCHACA, Elementary School Community Educator

JESSICA MONROE, Elementary School Program Coordinator

RUTH OLIVARES, Van Driver

MANDI PACHECO, Administrative Assistant

MARY JANE PEREYRA, Bold Barista

SUMMER PUENTE, Career Readiness Coordinator

PATRICIA RAMIREZ, Program Administrative & Evaluation Coordinator

CHARLEEN RAMIREZ-MARES, Director of Programs

ANDRINAE RHYMES, Bold Barista

REILLY SANBORN, Director of Finance

MADELINE SCARBOROUGH, High School & College Programs Assistant

ANGEL SHABAZZ, Interim Manager of Middle School Program

DIA ST. JOHN, Eureka! Program Coordinator

SONYA ULIBARRI, President & CEO

JENNY VALADEZ FRAIRE, Bold Barista

HEIDI VIELHABER, Manager of Volunteer Programs

*As of June 1, 2019

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Social Investment Representative, Xcel Energy

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PAM MCCOY, Manager, Metrics and Performance Management, CenturyLink, Inc.

*September 1, 2017 - August 31, 2018