The Girls Inc. Bill of Rights

GIRLS HAVE THE RIGHT...

To be themselves and to resist gender-stereotypes

To express themselves with originality and enthusiasm

To take risks, to strive freely, and to take pride in success

To accept and appreciate their bodies

To have confidence in themselves and to be safe in the world

To prepare for interesting work and economic independence
Dear Friends,

Thank you for helping to make 2016 an incredible year of impact at Girls Inc. of Metro Denver!

In the last year, we launched the inaugural *My Bold Future* luncheon and awarded $65,000 in college scholarships, welcomed the first class of Eurekans to our five-year STEM program, celebrated the first anniversary of the Bold Beans social enterprise, and developed new partnerships reaching girls across metro Denver. This was all possible because of your support!

At the core of Girls Inc.’s work is our mission to inspire all girls to be Strong, Smart, & Bold. Our unique approach to serving girls is rooted in the six essential elements of the Girls Inc. experience:

- A pro-girl and girls only environment
- Trusting, mentoring relationships with adult staff
- Holistic, compensatory, and intentional programming
- Relevant, field-tested and research based curricula
- Girl-centered, motivating, deliberate and interactive activities
- Sustained exposure to programming and connection with a girl

In 2016, over 2,140 girls participated in programs that utilize this holistic approach grounded in a belief in girls’ rights and abilities. Their stories are shared throughout this report.

Girls Inc. of Metro Denver has bold goals that will allow us to expand our reach and impact in the years ahead. We will invest in the growth of our programs and sustainability of our business model. We will also leverage the collective voices of girls and families to be effective advocates for girls from across our community.

With your continued support and investment we will achieve these goals together. Thank you for being in our corner and for believing that every girl deserves to grow up healthy, educated, and independent.

In Gratitude,

Sonya Ulibarri | President & CEO
Girls Inc. provides a pro-girl and girls-only environment that is physically, socially and emotionally safe and confirms that girls can succeed and deserve to be taken seriously for the persons they are now, and the women they will become.

MEET CAMILLE

Camille is the third girl in her family to attend programs at Girls Inc. of Metro Denver. She loves the all-girl environment at Girls Inc. because, “when you’re with boys sometimes you can get annoyed or frustrated.”

“I like Girls Inc. because we can learn about something new every day.”

- Camille
Girls Inc. provides trusting, mentoring relationships with adult staff and volunteers who are trained in an approach that is grounded in a belief in girls’ rights and abilities.

MEET JUSTICE

Since 2013, Justice has been volunteering in the Elementary School Program as a leader in everything from free time to classroom time. Justice is also a mentor for the group mentoring program, Bold Futures. She is a great example of the richness volunteers bring to program; she truly enjoys the girls company and their varied personalities.

“I really like watching the girls grow up. The girls that were in 2nd grade when I started are now in 5th grade. They help me know myself and have helped me learn my limits and discover myself. I love when I come in and they tell me about their day. It’s a community. I know their birthdays, I know their stories, I know the girls and I love being a part of their community.”

-Justice
Intentional Programming

Girls Inc.’s programming is holistic, compensatory and intentionally focused on girls’ needs and provides exposure to a wide variety of experiences and options that girls might not have experienced otherwise.

MEET CELESTE

Celeste has been attending programs at Girls Inc. of Metro Denver since the first grade. She is now in 7th grade and has been accepted into the newest Eureka! cohort, our five year STEM program. Celeste likes all STEM disciplines, but dreams of being a Marine Biologist.

“The STEM classes allow you to be hands-on, not just learn about things, but do them.”
- Celeste
At Girls Inc., we believe that girls have the right to receive comprehensive sexual health education that is age-appropriate, accurate, and evidence based. Our Healthy Sexuality programming is relevant to today’s girls because it embraces a broad and comprehensive approach that recognizes sexuality as a key element of the whole girl.” - Lupe

Girls Inc. provides relevant, field-tested, and research based curricula that confront the serious needs of girls while building the knowledge, skills, and attitudes to enable girls to be competent, confident individuals and adult women.

MEET LUPE

Lupe, Manager of Middle School Programs, has been working for Girls Inc. for over ten years. Last year, Lupe and her staff of educators, provided 594 girls with healthy sexuality curriculum across Denver. Lupe was recently recognized by Girls Inc. National for being a leader in this field.
Interactive Activities

Programs are designed to be girl-centered, motivating and deliberate with interactive activities that develop and promote girls’ strengths.

“Girls Inc. of Metro Denver is great because they’re very helpful and there are a lot of resources, it’s very reassuring.” - MJ

MEET MJ

MJ started attending programs at Girls Inc. of Metro Denver when she was in 8th grade. Over the years, she has participated in many different classes, and some of her favorites include Art & Culture and Self-Defense. Now, she’s a Bold Barista at Strong, Smart & Bold Beans and has learned that “you have to be very confident and keep calm” while working at the social enterprise business.
Sustained Exposure

“It’s a very unique place, you get an opportunity to do whatever you want and learn lots of things. I have made lots of friends here. I like the volunteers and teachers because they understand me.” - Ashley

MEET ASHLEY

Ashley has been a Girls Inc. girl since the first grade. Following in the footsteps of her older sisters, Ashley began Girls Inc. programs as early as she could and continues now through her middle school years. As a member of the Girls Inc. community, she has been a mentor to her peers and younger girls in program, drawing from her own long time experience as she grows into a young leader.

Girls Inc. provides sustained exposure to programming and connection with a girl over time, to increase positive outcomes and reduce the potential for negative outcomes.
2016 IMPACT

76,265 hours of Girls Inc. curriculum delivered

89% program retention rate

2,143 girls served

25,560 hours of academic tutoring provided

12 paid high school internships

$65,000 awarded in college scholarships

Eureka! STEM program kicks off with 30 girls
13% increase in revenue

140 healthy living (STRONG), academic (SMART), and leadership (BOLD) programs offered

16 daily transportation routes from schools to Girls Inc.

76 girls attended college tours held at 8 campuses

86% daily attendance rate

600 guests celebrated the inaugural My Bold Future luncheon

160 healthy living (STRONG), academic (SMART), and leadership (BOLD) programs offered

76 girls attended college tours held at 8 campuses

86% daily attendance rate

600 guests celebrated the inaugural My Bold Future luncheon
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Bold Beans Assistant Manager

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Bold Beans Barista

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Elementary Program Instructor

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Manager of Elementary School Programs

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Community Educator

RENU GUPTA
Elementary Program Instructor

GRACE JENKS
Van/Shuttle Driver

CAITLIN LONG
Eureka! Coordinator

MARISA LOPEZ
Bold Beans Barista

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Manager of Middle School Programs

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BARBARA VALDEZ
High School & College Coordinator

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Community Educator

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CARRIE WEBBER
Manager of Volunteer Programs

*As of March 1, 2017

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Debbie Magana
Amarie Mahmood
Kynnie Martin
Jordan Martinez
Erin McClare
Jessica McDaniel
Debbie McEndree
Sasha McGhee
Mary McKnight
Daniela Mendoza
Katie Middleton
Alanna Miller
Justice Mitchell
Melina Monroe
Sara Monsen
Shawna Moran
Jenn Morikawa
Amber Motet
Cassie Mullin
Ana Naves
Anya Nayda
Elise Neer
Kristine Nguyen
Isabella Nieves
Lena Nowacki
Stacy Ohieson
Georgia Ohrdorf
Gary Olson
Shannon Olvera
Elena Ortiz
Carla Osorio
Tina Oteka
Trianda Outley
Carrie Packard
Jenae Paine
Dawna Perry
Stefanie Peterson
Eliza Posner
Martin Pracak
Jenna Rashford
Adrian Recio
Yvonne Reed
Danielle Richey
Laura Roberts
Carri Robinson
Emma Rodgers
Maria Rodriguez
Ruth Rohs
Nancy Rosas
Marty Ruffalo
Megan Rusk
Christine Russell
Rachel Saunders
Lydia Schroeder
Sarah Schulz
Rebecca Schwab
Barbara Scott
Amy Selchert
Elizabeth Shelman
Charlie Shepherd
Fartun Sheriff
Georgia Simpson
Jaelynn Smith
Nichole Snyder
Deane Speer
Christy Spring
J’nae Squires-Horton
Eric Stephens
Ashley Story
Jessica Summers
Luisa Tago
Isobel Thieme
Blake Thoennes
Raquel Torres
Avery Twombly
Haley Underwood
Marie Wagner
Barbara Valdez
Victoria Valencia
Alyssa VanVelkinburgh
Samantha Velarde
Anelia Velasquez
Mary Victorio
Cynthia Villanueva
Ashlie Viramontes
Robert Wardlaw
Kyle Warner
Amy Watson
Faith Weekey
Chelsea Welch
Stacey White
Gertie Williams
Jonalyn Wittwer
Shannon Worthman
Sabrina Xu
Haley Yost
Guy Zerfoss
MaryKate Zukiewicz

School Partners
Brown International School
Bruce Randolph School
Colorado I Have a Dream
Foundation
East High School
Kepner Middle School
La Academia at the Denver
Inner City Parish
Martin Luther King, Jr. Early
College
Morey Middle School
North High School
Northfield High School
PREP Academy
Ricardo Magon Flores
Academy
STRIVE Prep
Wyatt Academy

Scholarship
Selection Team
(non-board)
Jantzen Bridges
Suzie Bullock
Katie DeBord
Marcia Emmons
Mike Frazzini
Kim Haverly
Matt Mann
Jessica Moore
Elizabeth Paulsen
dChris Ramos
Cathy Schwartz
LaRae Scott Jennings
Emily Wingers
## Financial Statements

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>322,167</td>
<td>179,346</td>
</tr>
<tr>
<td>Grants &amp; fees receivable</td>
<td>40,442</td>
<td>79,822</td>
</tr>
<tr>
<td>Investments</td>
<td>4,304,479</td>
<td>4,360,128</td>
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<tr>
<td>Prepaid expenses &amp; other</td>
<td>30,308</td>
<td>42,030</td>
</tr>
<tr>
<td>Property &amp; equipment</td>
<td>2,472,188</td>
<td>2,632,020</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>7,169,584</td>
<td>7,293,346</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>19,714</td>
<td>11,651</td>
</tr>
<tr>
<td>Accrued payroll &amp; related benefits</td>
<td>60,541</td>
<td>25,469</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>31,412</td>
<td>6,719</td>
</tr>
<tr>
<td>Long-term liabilities</td>
<td>0</td>
<td>31,397</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>0</td>
<td>49,781</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>111,667</td>
<td>125,017</td>
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**NET ASSETS**

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>2,140,741</td>
<td>2,108,855</td>
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<tr>
<td>Temporarily restricted</td>
<td>2,324,839</td>
<td>2,467,137</td>
</tr>
<tr>
<td>Restricted</td>
<td>2,592,337</td>
<td>2,592,337</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>7,057,917</td>
<td>7,168,329</td>
</tr>
</tbody>
</table>

7,169,584  7,293,346
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