



ANNUAL REPORT

Our Impact in 2016

girls
inc.

of Metro Denver



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President & CEO

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Financials

**girls
inc.**

of Metro Denver

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



LETTER FROM OUR PRESIDENT & CEO

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 Eurekaans 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

Pro-Girl Environment

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





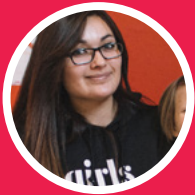
THANK YOU

girls inc.
Volunteer of the Month
Amy Onwudinanti

Volunteer of the Month
Amy Onwudinanti

Mentoring Relationships

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





Research Based Curricula



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 bring a leader in this field.

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.

“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

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.

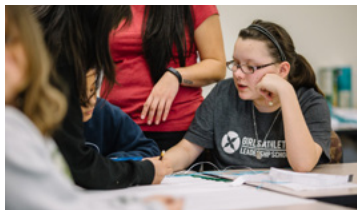
2016 IMPACT



**2,143 girls
served**



**12 paid high
school internships**



**76,265 hours
of Girls Inc.
curriculum
delivered**



**25,560 hours of
academic tutoring
provided**



**89% program
retention rate**



**\$65,000
awarded
in college
scholarships**



**Eureka! STEM
program kicks
off with 30 girls**



**13% increase
in revenue**



**76 girls attended
college tours held
at 8 campuses**



**16 daily
transportation
routes from schools
to Girls Inc.**



**86% daily
attendance rate**

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



**600 guests
celebrated the
inaugural My Bold
Future luncheon**



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Bold Beans Assistant
Manager

KATIE ARMSTRONG
Office Manager

SOPHIE BIELUCZYK
Manager of Development

MELINA BIXLER
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CARDENAS
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Elementary Program
Instructor

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Elementary Program
Instructor

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Bold Beans Barista

LUPE TAPIA
Manager of Middle
School Programs

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BARBARA VALDEZ
High School & College
Coordinator

ALBA VALERDI
Community Educator

HALLA
VILLOBOS
Bold Beans Barista

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*As of March 1, 2017

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enVision Foundation
Etkin Johnson Real Estate Partners LLC
Galvanize, Inc.
Girls Athletic Leadership School
Global Gate Controls, Inc.
Halliburton Giving Choices Match
Hammersmith Management, Inc.
Harry W. Vicksman and Louis L. Vicksman Trust
Imhoff Ohlson Family Fund
Innovest Portfolio Solutions
Janus Foundation
JF Construction
Johns Manville
King Soopers, Inc.
Kissed by Nature
Kullgren Family Charitable Trust
Linda D. Campbell Fund

Lockheed Martin Space Systems Company
Mandelbaum Family Charitable Foundation
McGraw Hill Financial
McKinsey & Company
Merchant & Gould P.C.
Nelnet Loan Services, Inc.
Noble Energy, Inc.
North Slope Capital Advisors
NowHere Foundation
Platte River Equity
QEP Resources, Inc.
RJ Clark Family Foundation
RK Foundation
Rocky Mountain Active 20-30
Rocky Mountain Cable Association
Ryan Gunsauls & O'Donnell, LLC
Schlessman Family Foundation
TalenTrust LLC
The Denver Outlaws
The Vine, Oak and Holly Fund
UMB Bank Colorado
VIDA Chiropractic Studio, LLC
Voya Foundation
XTO Energy

*Gifts made Sept. 1, 2015 through Aug. 31, 2016

Program Partners

Alamo Drafthouse
Aztlán Recreation Center
Bank of the West
Blossom Project
CBS4
CH2M
Comcast
Denver Art Museum
Denver Dumb Friend League
Denver Office of Children's Affairs
Denver Parks and Recreation

Denver Zoo
Galvanize
IGNITE
Junior Achievement
Lockheed Martin
Merchant & Gould
Metropolitan State University
NOENEMIES
PCL Construction
S&P Global
Safe City Youth Summit

SalesForce
The Performance Collaborative with Mile High United Way
Think Like a Genius Foundation
V-Day West Colfax
Women's Foundation of Colorado
Xcel Energy
XTO



Community Advisors

Stacey Bledsoe
Steph Chichester
Kaiti Delaney
Amanda Fein
Kelsey Anne Green
Chris Homolac
Karen Nakandakar
Kathleen Ott
Leslie Reed
Emily Snooks
Kirstin Stoll DeBell
Teresa Thraikill-Smith
Coralie Witter

Volunteers

GROUPS

CH2M
Charles Schwab
Comcast NBC Universal
Cordova Family
Denver Dumb Friends
League
DISH Network
Emerging Leaders Council
of Mile High United Way
Fidelity Investment
Gravity Dance Collective
IMA Financial Group
Lockheed Martin
Metropolitan State
University, Roadrunners
Give Back Day
Morey Middle School
NO ENEMIES
Optmist Club of Monaco
South
PCL Construction
S&P Global
Salesforce
The Delores Project
University of Colorado
Denver
Xcel Energy

INDIVIDUALS

Amy Abdelrahman
Chelsea Adkisson
Jennifer Alabiso
Betty Alemseghed
Ellie Allon
Rocio Almanza-Guillen
Olivia Almon
Erin Alzona
Donaji Arango-Silva
Shanla Arellano
Evelin Arriaza
Lily Astudillo-Rangel
Lisa Atufunwa
Samantha August
David Baker
Lily Barbo
Joyce Barcadel
Damaris Barcadel-Figueroa
Brooke Barker
Clint Barron
Chloe Beardsley
Bridget Bell
Tamara Berkman
Tim Beuson

Shaunderay Billie
Taylor Binder
Kristina Blea
Yesenia Bonilla
Andy Borchers
Diana Botello
Pam Butler
Denisse Cabrera
Jasmine Cann
Nicole Cappelletty
Yazmin Castillo
McKayla Chavez
Allie Chesnut
Alan Clausen
Nichole Clayton
Kevin Cloud
Vanessa Coen
Omani Cole
Linda Coleman
Kelly Collins
Teena Cordova
Marina Corona
Joyce Couillard
Devon Cozens
Matt Cresto
Andy Cullen
Andrea Danhof
Susan Davis
Katherine Decker
Diana DeLaRosa
Nicole Demandante
Michelle Desort
Anya Dickson
Yordanos Dinku
Rachel Donnelly
Emily Dooling
Mary Dowell
Jennifer Drake
Anne Dunlap
Tiffany Edwards
Joshua Ehrlich
Rebecca Embler
Kacee Ertzbischoff
Mike Frazzini
Ramina Fresquiz
Bonnie Garcia
Candelario Garcia
Joseph Garcia
Diana Garcia-Orozco
Perla Gheiler
Susan Gonzales
Maya Goodman
Alan Graham
Danette Grauberger
Zach Grunder
Genevieve Gutierrez
Tanya Haave
Ashley Hale
Peter Harrington

Emily Hartegan
Mandy Harvey
Kristen Hastings
Theresa Hauser
Aly Higgins
Alexandra Hilbert
Erin Hiltner
Kevin Ho
Heidi Hoffman
Chris Homolac
John Howard
Ming Hui
Antionette Jenik
Libby Jordan
Abby Kaeli
Nora Kane
Jessica Kennedy
Hana Koci
Alexandra Koldeway
Mary Kusek
Amy Lactace
Katie LaMarca
Colin Lamb
Beatrice Lara
Kimla Larson
Nancy Latimer
Kristin Leiker
Jordan Licari
Jack Lile
Ruby Linkhart
Oak Logan Jones
Britt Mace
Debbie Magana
Amarie Mahmood
Kynnie Martin
Jordan Martinez
Erin McClarie
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 Ohlsson
Georgia Ohrdorf
Gary Olson

Shannon Olvera
Elena Ortiz
Carla Osorio
Tina Oteka
Trianda Outley
Carrie Packard
Jenae Paine
Dawna Perry
Stefanie Peterson
Eliana 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 Sherif
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 Vagner
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
Patty Salazar
Cathy Schwartz
LaRae Scott Jennings
Emily Wingers

Financial Statements

ASSETS

	2016	2015
Cash & cash equivalents	322,167	179,346
Grants & fees receivable	40,442	79,822
Investments	4,304,479	4,360,128
Prepaid expenses & other	30,308	42,030
Property & equipment	2,472,188	2,632,020
	<hr/> 7,169,584	<hr/> 7,293,346

LIABILITIES

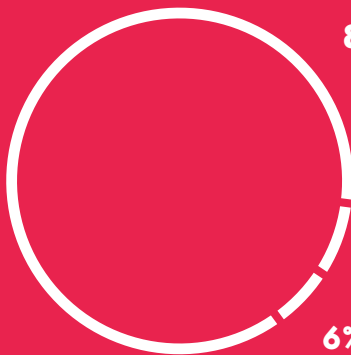
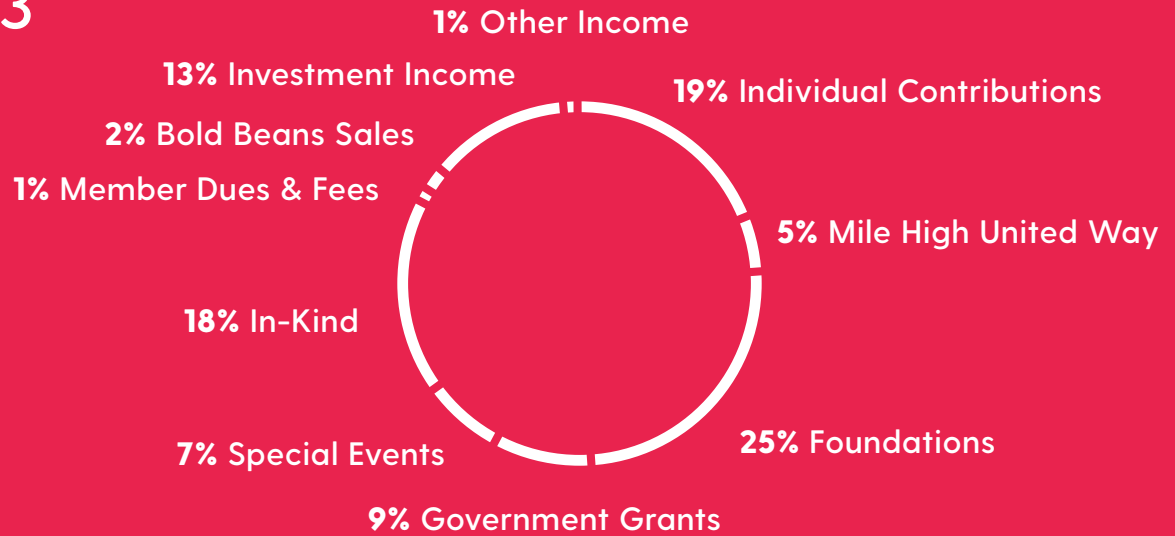
Accounts payable	19,714	11,651
Accrued payroll & related benefits	60,541	25,469
Other liabilities	31,412	6,719
Long-term liabilities	0	31,397
Deferred revenue	0	49,781
	<hr/> 111,667	<hr/> 125,017

NET ASSETS

Unrestricted	2,140,741	2,108,855
Temporarily restricted	2,324,839	2,467,137
Restricted	2,592,337	2,592,337
	<hr/> 7,057,917	<hr/> 7,168,329
	7,169,584	7,293,346

REVENUE

\$1,924,483



EXPENSES

\$1,867,658

**girls
inc.**

of Metro Denver

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