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of Metro Denver
Dear Friends,

Thank you for making 2017 a year of growth, innovation, and impact at Girls Inc. of Metro Denver (GIMD)!

With your support, over 2,400 girls in our community participated in programs that inspire them to be Strong, Smart & Bold. This represents 12% growth in girls served and includes new program initiatives that focused on mentoring, violence prevention, entrepreneurship, and STEM!

GIMD is committed to reaching more girls through its dynamic program model, as well as increase positive outcomes achieved by the girls we serve. We believe that measuring outcomes is critical to having a real and lasting impact for girls.

In 2017, GIMD participated in a network-wide Strong, Smart, and Bold Outcomes Measurement Survey. This documented the difference a high-quality Girl Inc. experience can make in girls’ lives. Through this outcomes work, we know the following:

**Girls are STRONG.** They are in charge of their health and possess the knowledge, skills, and attitudes to develop and sustain healthy lifestyles.

**Girls are SMART.** They are academically engaged, and connect academics to life experiences, opportunities, and careers.

**Girls are BOLD.** They are socially and emotionally intelligent and display character and confidence that result in independent, productive, and fulfilling lives.

We are excited to share girls’ stories and program data in this report and throughout the year. It is your investment, paired with girls’ hard work and determination, which makes these outcomes possible!

In the years ahead, GIMD will continue to grow its high-impact programs and reach new girls and communities. We will also continue to be good stewards of your support, directing 90 cents for every dollar received to program delivery.

I invite you to be part of this exciting work now and in the future as investors, partners, volunteers, and advocates for girls’ rights and abilities. Thank you so much!

In Gratitude,

**Sonya Ulibarri**
President & CEO
Girls Inc. of Metro Denver provides girls with the knowledge, skills, and encouragement to develop and sustain a healthy lifestyle.

POSITIVE BODY ESTEEM

Body positivity is important for girls and allows them to live comfortably in their own bodies with confidence and self-esteem.

MEET SOPHIA

Sophia is 6 and in her first year of programming with Girls Inc. of Metro Denver. She has learned about the body, construction, and the work of engineers.

73% of Girls Inc. of Metro Denver girls are happy with their bodies, compared to 48% of girls nationally.
“My favorite part of Girls Inc. of Metro Denver is when I see girls and teachers happy, and when we make each other feel happy. This makes me feel strong.” - Sophia
“The best part of the ‘Eureka!’ program is the experiences we get with STEM, such as being able to create what we envision in our head. We created a city and I designed the airport and airport hotel.” - Celica
Girls Inc. of Metro Denver expands on and supports girls’ school-based learning and engagement.

MEET CELICA

Celica is going into 9th grade at Kunsmiller Creative Arts Academy this fall. She joined Eureka! to open more doors of opportunity for her future. Girls Inc. of Metro Denver has exposed Celica to new concepts and careers in STEM. When Celica grows up, she hopes to be an animator!

CHANGING THE FACE OF STEM

Even though women are underrepresented in STEM post-secondary programs and careers, Girls Inc. girls have the potential to close this gap and change the face of STEM for the next generation.

92% of Girls Inc. of Metro Denver girls find science or math interesting.
Girls Inc. of Metro Denver helps girls to build the knowledge, skills, and behaviors that enable girls to function independently and live productive and fulfilling lives.

**LEADERS OF THE FUTURE**

Girls Inc. prepares girls to challenge the status quo and close the gender leadership gap by encouraging girls to discover their leadership strengths and capabilities.

**MEET SOLLIANA**

Solliana is 16 and in her junior year of high school. She has participated in multiple high school programs through Girls Inc. of Metro Denver. Solliana received our 2018 Helen M. McLoraine Strong, Smart & Bold Scholarship.

96% of Girls Inc. of Metro Denver girls are hopeful about their futures!
“Girls Inc. has shaped the way I view women in leadership roles, and has transformed the way I show up as a leader in my everyday life.”

- Solliana
“Mentorship matters because no one does life alone, we all need mentors, guides, and advocates along the way to become the best person we can be.”
- Stephanie
There are six essential elements of the Girls Inc. Experience:

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

MEET STEPHANIE
(not pictured)

Meet Stephanie, who became a mentor because she believes that anytime you have the opportunity to work with others you grow. She is one of our Bold Future Mentors for girls in 4th and 5th grades. This group mentoring program offers weekly mentoring sessions to 60 elementary school girls each year.

MENTORING RELATIONSHIPS

Trusting, mentoring relationships help young people attain the psychological and social skills that are necessary for success in education and life.

88% of Girls Inc. of Metro Denver girls say there is an adult at Girls Inc. they can depend on.
In 2017, Girls Inc. of Metro Denver invested in the growth and impact of its social enterprise coffee business, Strong, Smart & Bold Beans (Bold Beans), by expanding paid jobs and leadership opportunities for teen girls, delivering pipeline programs for younger girls, and opening a new and expanded location at STEAM on the Platte. This location has allowed Bold Beans to expand operating hours, menu offerings, and product sales which will lead to an increase in employment opportunities and impact for girls. It also provides new opportunities for partnership and brand awareness for both Bold Beans and Girls Inc. of Metro Denver.

89% of girls strongly believe that Bold Beans has prepared them for future work success.

MEET ANDRI’NAE

Meet Andri’nae, one of Bold Beans “Original Baristas!” Andri’nae is 18, attends George Washington High School, and has been a barista for three years. Andri’nae wants to be an entrepreneur and business owner when she grows up, and the skills she has gained from being a barista will help her get there. From inventory and pricing, to working with customers, she knows that this job has prepared her for future jobs.
“My favorite part about Girls Inc. has been bonding with the staff through different events. And I got to learn to make coffee drinks!”-Andri’nae
2017 IMPACT

85,650 hours of Girls Inc. curriculum delivered

87% program retention rate

2,408 unduplicated girls served

16,000+ meals served

28,000 hours of academic tutoring provided

60 girls enrolled in the Eureka! STEM program

400+ Volunteers

$55,000 awarded in college scholarships

4,080 girls served

28,000 hours of academic tutoring provided

87% program retention rate

60 girls enrolled in the Eureka! STEM program

$55,000 awarded in college scholarships

4,080 girls served
12% increase in girls served & 6% increase in revenue

15 daily transportation routes from schools to Girls Inc.

60 girls attended college tours

90% daily attendance rate

238 STRONG (Healthy), SMART (Academic), BOLD (Leadership) courses offered

$40,000 in Wages Earned by Bold Baristas

61 girls receiving weekly mentorship

22 school & community outreach partners

16% increase in girls served & 6% increase in revenue
Our People

Staff

KATIE ARMSTRONG
Office Manager

MELINA BIXLER
Director of Programs

NATASHA BUDLONG
Community Educator

VICTORIA CHIQUITO
Bold Barista

ISABEL CRUZ
Community Educator

JJ DEARMORE
Manager of Social Enterprise

SARA HAZEL
Director of Development

ELAINE JACKSON
Manager of Elementary School Programs

ROBYN JACKSON
Manager of High School & College Programs

BEATRICE LARA
Middle School Program Assistant

FELICIA LOVATO
Van Driver

LAGUA LOVATO
Van Driver

ADRIANNA MENCHACA
Community Educator

MICKEY MITCHELL
Bold Barista

MARYJANE PEREYRA
Bold Barista

PATTY RAMIREZ
Program Administrative & Evaluation Coordinator

ANDRI’NAE RHYMES
Bold Barista

MARLENE RODRIGUEZ
Community Educator

JESSICA ROMERO
Community Educator

REILLY SANBORN
Director of Finance

ANGEL SHABAZZ
Community Educator

DIA ST. JOHN
Eureka! Program Coordinator

SONYA ULIBARRI
President & CEO

JENNY VALADEZ FRAIRE
Bold Barista

Josie Valadez Fraire
Community Educator

Barbara Valdez
Career Readiness Coordinator

Heidi Vielhaber
Manager of Volunteer Programs

Halla Villedobos
Bold Barista

Scouti Dishman
Bold Barista

Arianne Bates
Bold Barista

As of July 1, 2018

Interns

ANYA DICKSON
PR & Marketing Intern

TI ANNA HAMBLETON
Elementary School Intern

ASHLEY MILLER
Middle School Intern

REYNA VALDEZ
High School/College Intern

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*September 1, 2016 - August 31, 2017

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September 1, 2016 - August 31, 2017

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Club 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.

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Dr. Martin Luther King, Jr. Early College
East High School
Excel Academy
Girls Athletic Leadership School
Grant Beacon Middle School
Green Valley Middle School
John Amesse Elementary School
Kepner Middle School
La Academia at the Denver Inner City Parish
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Maxwell Elementary School
Morey Middle School
Ricardo Magon Flores Academy
Skinner Middle School
West Early College
Middle School
Whittier Elementary School
Wyatt Academy

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Amanda Fein
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Karen Nakandakar
Kathleen Ott
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5280 Solutions
Anadarko
Colorado United Soccer
Comcast NBC Universal
DISH Network
Lockheed Martin
Optimist Club of Monaco South
PCL Construction
PWC
Regis University
Psychology and Neuroscience Club
Women in IP Law
Xcel Energy

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Lisa De La Garza
Stephanie Donner
Rebecca Franciscus
Megan Garnett
Dusti Gurule
LaRae Scott Jennings
Sophia Mahmood
Matt Mann
Jessica Moore
Brent Naherny
M. Julie Patino
Katie Reilly
Bijal Shah
Cindy Willard

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5280 Solutions
Afro Triangle Designs
Alamo Drafthouse Cinema
Allied Integrated Marketing
Anadarko
APEX Recreation Center
Ball Aerospace & Technologies
Butterfly Pavilion
CH2M Hill
Colorado Ballet
Colorado Rapids
Colorado Women’s Hall of Fame
Comcast
Denver Botanic Gardens
Denver Bronco Cheerleaders
Denver Museum of Nature and Science
Denver Parks & Recreation
Disciples of Funk
Dish Network
DPD Crime Lab
Dreambent Studios
Forward Rising, Inc.
Galvanize
GrowHaus
Hyatt
La Que Sabes
Lathrop & Gage, LLC
Leprino Foods
Lincoln Hills Cares
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Morgan Stanley
NREL
PCL Construction
PCs for People
Peyback Foundation
PricewaterhouseCoopers
Ready Set College
River North Art District
Sigma Lambda Gamma Sororities
SNObahn Indoor Ski and Snowboard

In-Kind

AEG Presents - Rocky Mountains
Alamo Drafthouse Cinema
Allied Integrated Marketing
Andrea Garcia Schoelzel Interiors
Atmos Energy
Barre Forte LoHi
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Bill Starke
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Chloe Beardsley
Cirque du Soleil America
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Colorado Ballet
Colorado Rapids Soccer Club
Colorado Rockies Baseball Club Foundation
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Denver Botanic Gardens
Denver Parks and Recreation
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drybar Cherry Creek
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JetBlue Airways
Julian Fernandez
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Kalot Superfood
Kristen Gurule
Kroenke Sports Charities
Lathrop & Gage
Live Nation - Colorado & Rocky Mountains
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Shane Company
Simplify Me, LLC
SmartSign
SNObahn Indoor Ski and Snowboard
Spa Bella Medispa
Spa Vital at Pura Vida
Spunky Fluff LLC
Stacy James
SupperBell
The Awareness Group (TAG)
The Inverness Hotel and Conference Center
The Ritz-Carlton Denver
The Scottsdale Resort at McCormick Ranch
U.S. Bank
Walter James Reilly
Waterway Carwash
Way Shen
Work & Class Restaurant
Xcel Energy

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September 1, 2016 - August 31, 2017

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Adolph Coors Foundation
Anschutz Foundation
CH2M Hill
Comcast
Daniels Fund
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Green Waves Fund
I.A. O’Shaughnessy Foundation
Latino Community Foundation of Colorado
Leprino Foundation
Liberty Media/Liberty Gives
Lockheed Martin
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YouthRoots

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Conoco Phillips
DISH Network
Fidelity Investments
Forest Heights Lodge Fund
IMA
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Motorola
PCL Construction
RK Mechanical
Roots & Branches Foundation
Rose Community Foundation
The Denver Foundation
Walton Family Foundation
XTO Energy
YouthRoots

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Alamo Drafthouse Cinema
Amazon Smile
Benevity Community Impact Fund
BOA Technology
Bob Barker Company

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CenturyLink
CoBank
Coldwell Banker
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Colorado Physician Health Program
Colorado Women’s Bar Association
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Encana
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Glacier Construction
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Benjamin Bridge
Jantee Bridges
Dewayne Brill
Bradley Brinshean
Emily Brinshean
Monique Brown
Rebecca Brubaker
Lauren Bruno
## Financial Statements

### Assets

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; cash equivalents</td>
<td>275,312</td>
<td>322,167</td>
</tr>
<tr>
<td>Grants &amp; fees receivable</td>
<td>39,816</td>
<td>40,442</td>
</tr>
<tr>
<td>Investments</td>
<td>4,581,381</td>
<td>4,304,479</td>
</tr>
<tr>
<td>Prepaid expenses &amp; other</td>
<td>21,591</td>
<td>30,308</td>
</tr>
<tr>
<td>Property &amp; equipment</td>
<td>2,355,888</td>
<td>2,472,188</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>7,273,988</td>
<td>7,169,584</td>
</tr>
</tbody>
</table>

### Liabilities

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>56,506</td>
<td>19,714</td>
</tr>
<tr>
<td>Accrued payroll &amp; related benefits</td>
<td>64,081</td>
<td>60,541</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>-</td>
<td>31,412</td>
</tr>
<tr>
<td>Long-term liabilities</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>25,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>145,587</td>
<td>111,667</td>
</tr>
</tbody>
</table>

### Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>2,340,007</td>
<td>2,140,741</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>2,196,057</td>
<td>2,324,839</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>7,128,401</td>
<td>7,057,917</td>
</tr>
</tbody>
</table>

**Total Net Assets:** 7,273,988 (2017) 7,169,584 (2016)
REVENUE
$2,033,317

REVENUE
13% Investment Income
2% Bold Beans
1% Member Dues & Fees
12% Individual Contributions
6% Mile High United Way
20% In-Kind
5% Special Events
4% Government Grants
24% Foundations
1% Member Dues & Fees
7% Girls Inc. National Support

EXPENSES
$2,070,861

EXPENSES
89% Program Expenses
5% Fundraising & Development
6% General Administrative
6% Corporate Partnerships