

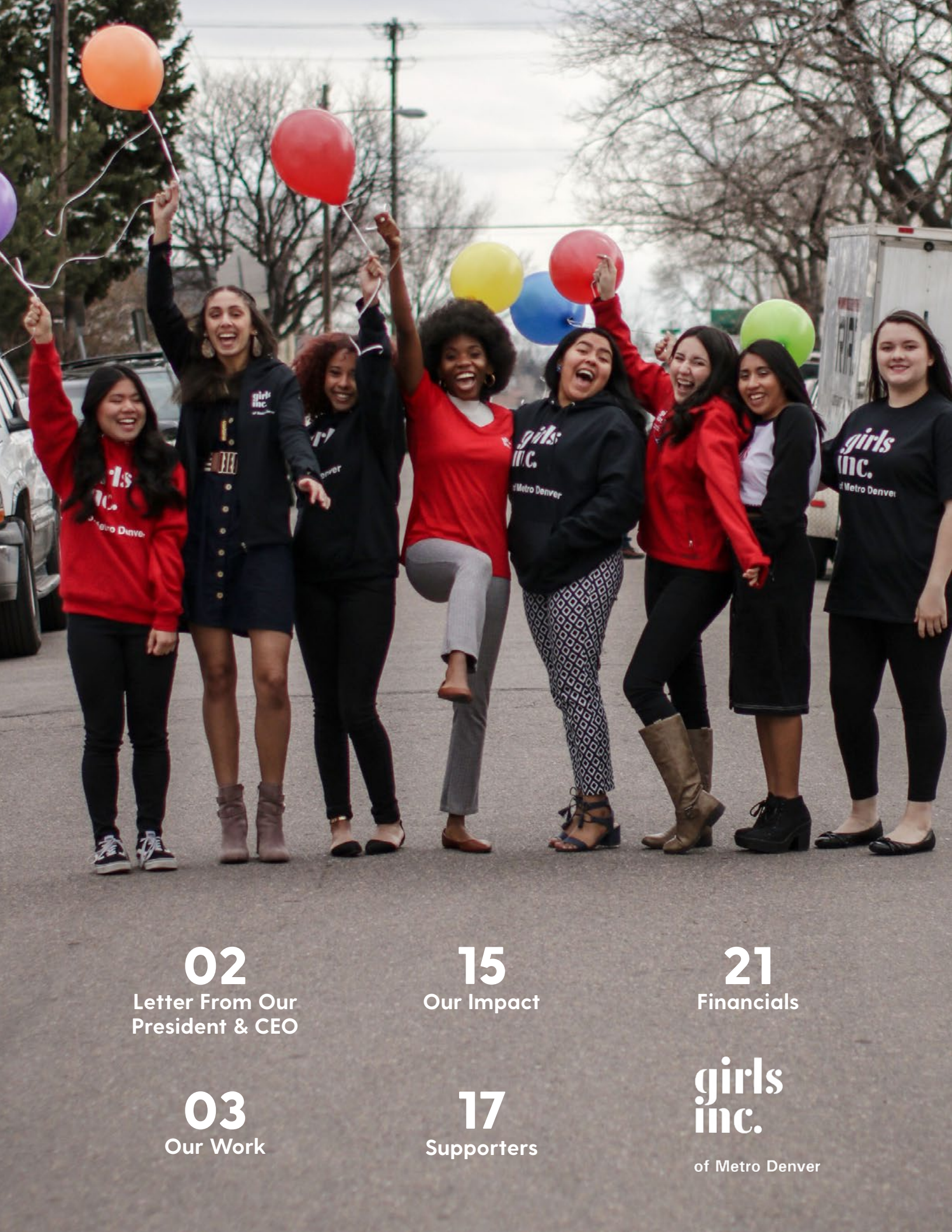
2018 ANNUAL REPORT



YEAR OF THE GIRL

**girls
inc.**

of Metro Denver



02
Letter From Our
President & CEO

03
Our Work

15
Our Impact

17
Supporters

21
Financials

**girls
inc.**
of Metro Denver

LETTER FROM OUR *President & CEO*

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 17%, 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!

With your investment and steadfast support, Girls Inc. of Metro Denver will continue to achieve outstanding outcomes for girls and ensure that the *Year of the Girl* becomes the *Century of the Girl*!

In Gratitude,

SONYA ULIBARRI
President & CEO

PROGRAMS

Elementary School

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



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.



SEPT

Elementary School programs begin!

"Girls with dreams become women with vision." –Unknown



APR

Bold Futures Mentoring Celebration

Middle School

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.



"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



97%

of teen girls understand that getting pregnant would interfere with school



73%

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



15

partner schools received Girls Inc. of Metro Denver curriculum

"A girl should be two things: who and what she wants." - Coco Chanel



PROGRAMS

High School & College

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



SEPT

High School Programs Open House

JAN

Workout with Emily Schromm featured on 9News

MAR

Spring Break College Trip

Eureka!

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 *STEMapoolooza*, and challenged themselves with the Catapult Design Challenge and a STEM Challenge Station Race.

In 2018, Eureka! launched its first year of paid STEM internships for 24 girls who completed two full years in the program. Intern placements included Denver 4H, Denver Museum of Nature and Science, Kissed By Nature, Leprino Foods, Lockheed Martin, MedCAD, Merchant & Gould PC, Metro State University, Red Canyon Software, and Xcel Energy.



"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



24
girls in paid STEM
summer internships



200+
hours of summer
programming that first
year Eurekans completed
with the theme of
"Building a Great City"



80%
of Eureka! girls agree or
strongly agree that they would
like to pursue a STEM career

"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



MAR

New Eureka! Cohort
Interviews & Selection



JUNE

Eureka! 4-Week STEM
Camp at MSU begins

PROGRAMS

Strong, Smart & Bold Beans

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.

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.



"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



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

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



Bold Beans Café at STEAM on the Platte opens for business

Volunteers

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.



“The teachers and volunteers at Girls Inc. motivate us. They tell me that I can do anything I set my mind to.” - Niia, age 9



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



AUG

Volunteer Orientation 1 of 3 occurs for programs



APR

Annual Volunteer Recognition presenting Volunteer of the Year Awards



MAY

Comcast Cares Day, with 69+ volunteers

2018 IMPACT



2,430
unduplicated
girls & youth served



9,709
volunteer
impact hours



16,700+
meals served



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



33
school & community
program partners



15
daily transportation
routes from schools
to Girls Inc.

18
school-based
girls groups



92
girls enrolled in the
Eureka! STEM program



\$55,000
awarded in college
scholarships



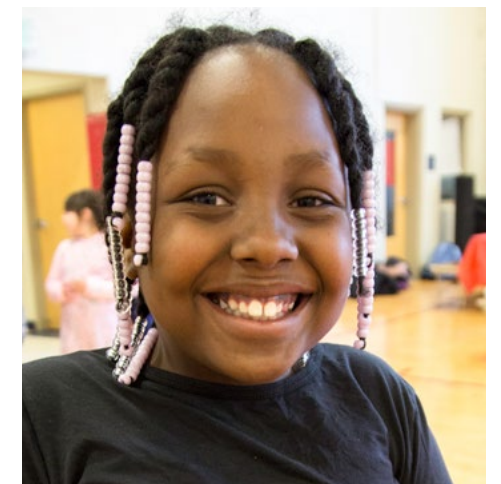
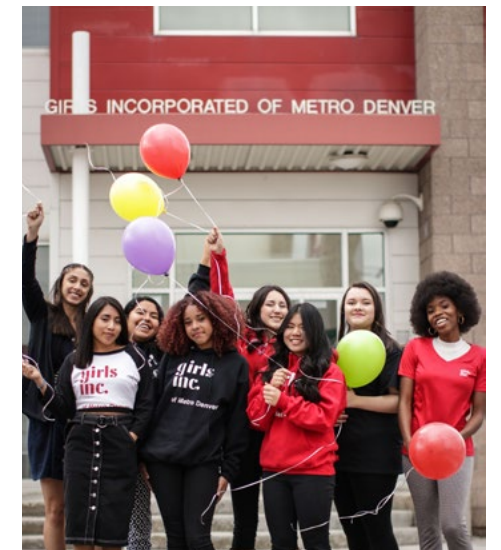
**32 high school
interns placed**



116,613
Girls Inc. impact
hours served



86%
of graduating
seniors pursuing
post-secondary
education



**girls
inc.**
of Metro Denver

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Emily Snooks
Joanna Shea
Karen Nakandakare
Kathleen Ott
Kelsey Green

Kristin Stoll-DeBell
Laura Fitch
Leslie Reed
Lori Palazzo
Michelle Garcia
Nicole Daugherty
Owen Bardwell
Stacey Bledsoe
Theresa Thrailkill Smith

Scholarship Selection Team

Andria Koen
Beth Robinson
Christine Bancroft
Dr. Djuanna Harvell
Erin Miller
Jamie Torres

Jessica Moore
Joni Roberts
Marcelle Wall
Mary Brogan
Shalifa Williamson
Theresa Donnelly

Volunteer Groups

Amp the Cause
Colorado Freeze Flag Football
Comcast
DaVita
DISH Network
E Science Labs
Fidelity Investments
Girls Ultimate Movement
Lockheed Martin
LUVS Junior League of Denver

Merchant & Gould
Metropolitan State University of Denver
Moore Agency
Optimist Club of Monaco South
Salesforce
Slalom Consulting
The Honey Project
U.S. Bank
Xcel Energy

Volunteers

Sheila Alishouse
Olivia Almon
Kate Andersen
Meron Araia
Leslie "Lily" Astudillo
Frintey Azcona
Juliana Baca
Kerry Banker
Lilith Barbo
Erica Barillari
Gretchen Belila
Dirk Beveridge
Flor Blake
Britany Booker
Brooklynn Booker
Melanie Braidich
Melsnie Braidiet
Emma Brandeis
Damaris Brenner
Nate Brown
Rebecca Brubaker
Tammy Busse
Itzel Cervantes
Yesica Chavez
Jake Chavez
Chantel Columna
Rylie Cook
Etti Cooper
Courtney Culpepper
Chad Cunningham
Iliana De La Rosa
Salina Denchswailer
Michelle Dicker

Yordanos Dinku
Betheliehm "Betty" Dukamo
Megon E.Sohээр
Audrey Einfeldt
James Ellis
David Espinosa
Beth Evans
Channing Evans
Lauen Feddersen
Trina Fernandes
Sophia Flocchi
Jessica Garcia
Chad Gardner
Liz Gardner
Rebecca Kindsfather
Kefim Gholston
Ellen Gibson
Maggie Golding
Maya Goodman
Macy Gosch
Aaron Groofe
Camie Gunerrero
Clarance Hall
John Hall
Mihie Hall
Jill Hall
Tianna Hambleton
Samantha Hanrahan
Anna Hanson
Lindsey Hart
Theresa Hauser
Robert Hennig
Alexx Herrera

Program Partners

Alamo Drafthouse
APEX Recreation Center
Art Students League of Denver
Ball Aerospace
Bikes Together
Butterfly Pavillion
Café Culutra
CBS4
CH2M
Colorado Freeze
Colorado State University
Comcast
Denver Art Museum
Denver Nuggets
Denver Museum of Nature and Science

Denver Office of Children's Affairs
Denver Parks & Recreation
Fidelity
Jacobs Engineering Group
Johns Mansville
Kissed by Nature
Lakewood Cultural Center
Leprino Foods
Lockheed Martin
LUSH
Merchant & Gould
Metropolitan State University of Denver
Natural Grocers
PCL Construction
Red Canyon Software

Slalom Consulting
Spinster Sisters Co.
The Performance Collaborative
Think Like a Genius Foundation
University of Colorado
Anschutz Medical Center
University of Colorado at Boudler
Wings Over the Rockies Air & Space Museum
Xcel Energy

School Partners

Bear Valley International at Henry Campus
Brown International School
Castro Elementary School
Cesar Chavez Academy
Cheltenham Elementary School
Collegiate Prep Academy
Cowel Elementary School
Denver Center for International Studies: Denver (DCIS)
Denver Center for International Studies: Fairmont (DCIS)
Denver Center for International Studies: Montbello (DCIS)

Denver School of Science and Technology (DSST Byers)
Denver School of Science and Technology (DSST Stapleton)
East High School
Edison Elementary School
Florida Pitt Waller
Girls Athletic Leadership School (GALS)
Godsman Elementary School
Hamilton Middle School
Kunsmiller Creative Arts Academy
Lake International School and STRIVE Prep Lake Campus

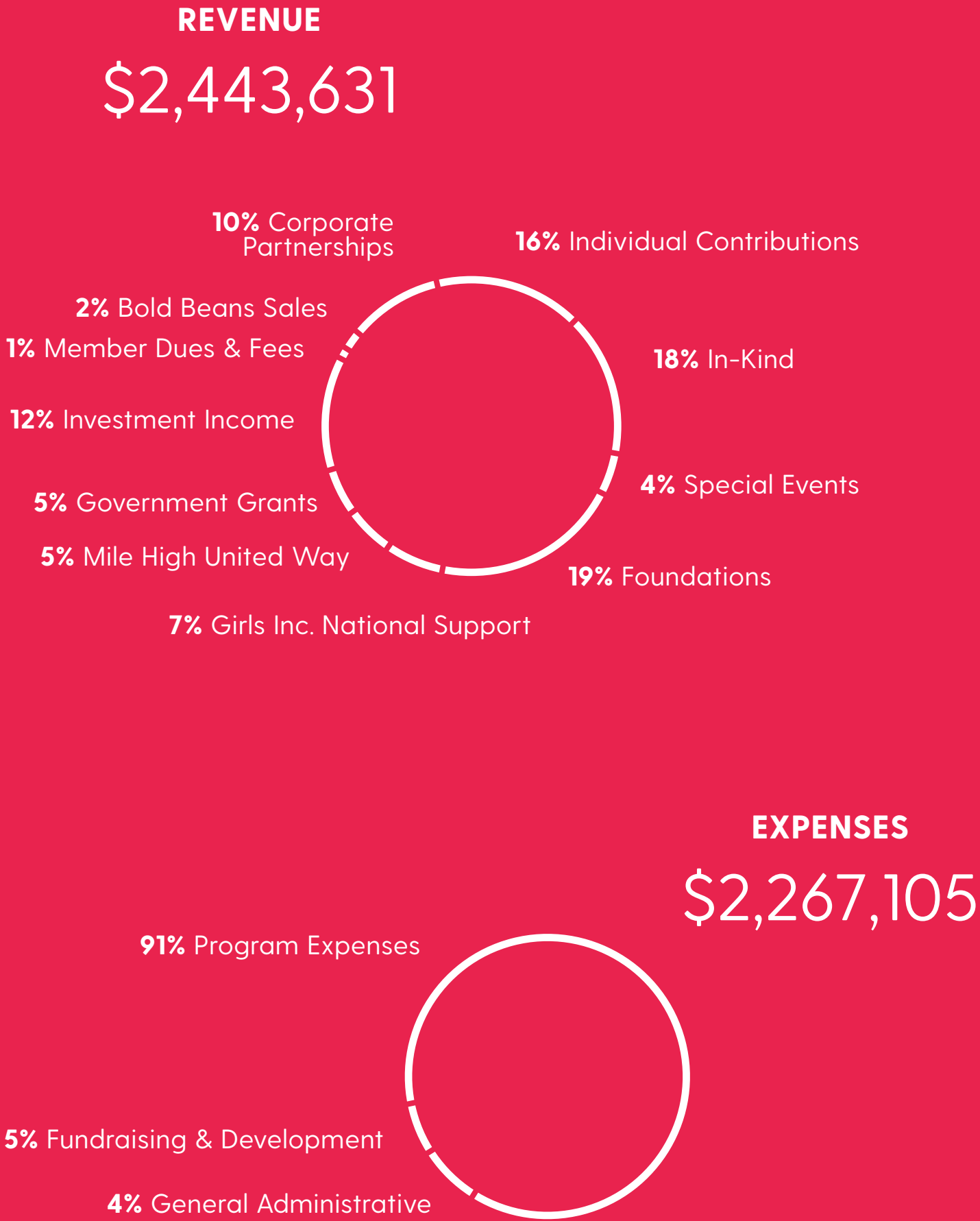
Martin Luther King, Jr. Early College
McGlone Academy
Morey Middle School
New Legacy Charter
Newlon Elementary School
Ricardo Magon Flores Academy
Rocky Mountain Prep: Creekside
Skinner Middle School
St. Rose of Lima Catholic Academy
STRIVE Prep SMART
Trevista at Horace Mann
West Early College Middle School
Wyatt Academy

Nathan Miller
Ama Mills
David M'Latchie
Dena Moline
Troy Montez
Donna Montsomeny
Diana Morales
Melanie Morehart
Olivia Myers
Caroline Myers
Cindy Nguyen
Zoe O'Donoghue
Stacy Ohlsson
Janis Olsen
Jessica Ostajich
Laura Osterman
Alain Paolini
Leah Parsons
Angie Pascale
Shyamal Patel
Alexandra "Alex" Perez
Ella Pinkert
Taylor LaValley
Sarah Liberatore
Juan Machado
Keely Mailo
Katherine Maples
Feliz Martinez
Clea May
Savannah McCormick
Inez McQueen
Mary Metropulos
Ashley Miller

Coleen Sanders
Rosalina "Rosy" Sarmiento
Gretchen Saunders
Devon Schragger
Mev Scremin
Chloe Shaw
Linda Siegel-Richman
Sadie Simpson
Brandon Simpson
Shaquanna Smith
Natyely Soza
Stephanie Spencer
Christine Stanitski
Cristi Stankewicz
Becky Stiffer
Breshay Strong
Megan Summers
Christine Tansey
Erin Tillet
Robert Toers
Jaylah Ulibarri
Steve Ward
Carrie Webber
Liliana Weide
Sam Weitche
Ted Wieteche
Emma Wind
karen Woduln
Karin Yanez
Hossna Yasini
Morgan Yost

Financial Statements

ASSETS	2017	2018
Cash & cash equivalents	275,312	253,417
Grants & fees receivable	39,816	41,110
Investments	4,581,381	4,767,576
Prepaid expenses & other	21,591	38,410
Property & equipment	2,355,888	2,236,602
	7,273,988	7,337,115
LIABILITIES		
Accounts payable	56,506	14,561
Accrued payroll & related benefits	64,081	74,318
Other liabilities	-	-
Long-term liabilities	-	-
Deferred revenue	25,000	100
	145,587	88,979
NET ASSETS		
Unrestricted	2,340,007	2,457,049
Temporarily restricted	2,196,057	2,198,750
Restricted	2,592,337	2,592,337
Total Net Assets	7,128,401	7,248,136
Total Liabilities & Net Assets	7,273,988	7,337,115





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MARIA CORDERO,
HR Consultant

DAMARIS BRENNER,
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Community Educator

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*As of June 1, 2019

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*September 1, 2017 -
August 31, 2018