INSPIRING A NEW GENERATION OF LEADERS
Dear Girls Inc. of Metro Denver Community,

When I look back upon 2022 and describe the year in a way that encapsulates our journey these words come to mind: growth, inspiration, and change.

I first became connected to Girls Inc. of Metro Denver as a volunteer and was so inspired by the mission that I created a path towards serving on their Board of Directors. My board service included embarking on a new three-year strategic plan, which included three years of growth plans to implement new programming in response to emerging needs expressed by our girls and families.

During my board tenure, a once in a lifetime opportunity arose when longstanding President and CEO, Sonya Ulibarri, announced her transition from the organization. After serving the organization for ten years, Sonya has left such a strong legacy for the organization, including rooting ourselves in gender equity and advocacy for girls. As I witnessed first-hand how the organization implemented these strategic goals during 2022, I could not help but jump at the opportunity and apply to serve as the next President and CEO of Girls Inc. of Metro Denver.

I could have been a Girls Inc. girl had there been a program in Pueblo, Colorado, where I grew up. As I reflect on my childhood, I can only dream of such a place that provides the opportunities and experiences that Girls Inc. creates for girls, and could have benefitted from a trusted resource to guide me during my youth through high school and as a first-generation college student. My wish and hope are that every girl has access to quality, comprehensive, research-based, gender specific, pro-girl programming.

It has been an honor to go from board member to President and CEO, and I have been astounded by the progress this organization made during this past year. From continuing to nurture newly added programs, such as GIRLS thINC Outside the Box and Leadership Out Loud, to growing our team, and providing new, much needed services to our girls, including mental health counseling and social emotional learning support. I am deeply proud of the work that we accomplished in 2022.

Thank you for your generosity and support. We hope that you will find inspiration in the annual report, and I look forward to continuing to partner with you in our mission to change the lives of thousands of girls each year.

Stay Bold,

Kayla Garcia
President & CEO
At Girls Inc. of Metro Denver, girls have access to the tools and support needed to succeed, including trained professionals who mentor and guide them in a safe, girls-only environment, peers who share their drive and aspirations, and research-based programming. Girls learn to set and achieve goals, boldly confront challenges, resist peer pressure, see college as attainable, and explore career options.

Based on research that shows that consistent participation in after-school programming can help eliminate the achievement gap, Girls Inc. of Metro Denver's programs are also designed to increase girls' high school graduation rates and participation in post-secondary education by providing quality Outside of School-Time programs. Colorado's academic performance gap is more pronounced for BIPOC (Black, Indigenous, or People of Color) students, making it crucial for Girls Inc. of Metro Denver to provide access to high-quality services to the demographic it serves. GIMD provides high-impact, high-dosage after-school support through Center-based programming in the West Colfax neighborhood.

To achieve its mission, GIMD offers core programs in the following areas:

**Healthy Living (STRONG):** Activities and experiences that provide girls with the knowledge, skills, and encouragement needed to develop and sustain a healthy lifestyle including healthy strategies to cope with stress and mental health.

**Academic Success (SMART):** Activities and experiences that expand on and support girls' school-based learning and engagement, including weekly structured tutoring in reading and math literacy.

**Leadership and Self-Sufficiency (BOLD):** Activities and experiences covering concepts such as financial literacy and college and career readiness, that build the knowledge, skills, and behaviors that enable girls to become strong self-advocates and live productive, fulfilling, and independent lives.

Girls Inc. of Metro Denver provides comprehensive outside of school-time programming after-school, on the weekend and full-day programming during the summer. Girls Inc. believes in girls and the Girls’ Bill of Rights.

**GIRLS HAVE THE RIGHT:**

- TO BE THEMSELVES & RESIST GENDER STEREOTYPES.
- TO EXPRESS THEMSELVES WITH ORIGINALITY & ENTHUSIASM.
- TO TAKE RISKS, TO STRIVE FREELY & TO TAKE PRIDE IN SUCCESS.
- TO ACCEPT THEIR BODIES.
- TO HAVE CONFIDENCE IN THEMSELVES & BE SAFE IN THE WORLD.
- TO PREPARE FOR INTERESTING WORK & ECONOMIC INDEPENDENCE.
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**PROGRAMS + IMPACT**

**Outside of School-Time LEARNING**

247 girls received school-year programming at our Center

54 girls received 150 or more dosage hours

78% of 5 to 12 year-olds received 300 or more dosage hours

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**Leadership and Self-Sufficiency (BOLD):** Activities and experiences covering concepts such as financial literacy and college and career readiness, that build the knowledge, skills, and behaviors that enable girls to become strong self-advocates and live productive, fulfilling, and independent lives.

43,560 hours of all-day summer programming provided to 121 girls in 1st-8th grade over 9 weeks

98% of girls received 150 or more dosage hours

23 provided transportation to and from 23 schools for 100 girls in 1st-8th grade to our Center daily

92% of participants identify as girls of color

99% of girls received 150 or more dosage hours

78% of 5 to 12 year-olds received 300 or more dosage hours

43,560 hours of all-day summer programming provided to 121 girls in 1st-8th grade over 9 weeks

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Girls Inc. of Metro Denver uses a research-based model to deliver programs that are rooted in the six pillars of the Girls Inc. Experience:

1. Pro-Girl Environment that is physically, socially, and emotionally safe and confirms that girls can succeed and deserve to be taken seriously for the women they will become.
2. Mentoring and trusting relationships with adult staff and volunteers trained in an approach grounded in a belief in girls’ rights and abilities.
3. Intentional, holistic, and compensatory programming focused on girls’ needs and that provides exposure to a wide variety of experiences and options that girls might not have experienced otherwise.
4. Research-based, relevant, and field-tested curricula that confronts the serious needs of girls while building the knowledge, skills, and attitudes to enable girls to be competent, confident individuals and adult women.
5. Interactive, girl-centered, motivating, deliberate activities that develop and promote girls’ strengths.
6. Sustained exposure to programming and connection with a girl over time to increase positive outcomes and reduce the potential for negative outcomes.

These inputs are paired with core essential services including academic enrichment and support, life skills instruction, and activities focused on healthy living.

When the Girls Inc. Experience and core essential services are utilized together, it results in the following short-term, intermediate, and long-term outcomes:

- College and post-secondary enrollment and completion
- Achievement of personal, educational and career goals
- Economic independence and employment
- Ownership and management of personal physical, mental, and sexual health

98% of girls report they have a great future ahead of them
94% of girls report they are good at leading others
88% of girls report they can use what they know to solve a “real-life” problem
90% of girls report it is important to be an active and informed citizen
98% of girls know they will graduate high school
92% of girls report they will graduate college
2022 marked a year of intention for Girls Inc. of Metro Denver’s social enterprises. To keep up with new ideas to support the Strong, Smart, and Bold Beans social enterprise, which provides youth employment and workforce training, and entrepreneurship training to girls, Girls Inc. of Metro Denver added a Director of Social Enterprise to improve stability, consistency, and new projects.

Diana, a 2018 My Bold Future Scholar, used her time at Bold Beans as a springboard to complete her academic work while at the University of Denver to prepare to study abroad in Spain. Deja used her Bold Beans experience to grow her jewelry business. and Citlali, a 2022 My Bold Future Scholar, utilized Bold Beans to support a work-study experience as she also completes her associate degree. Bold Beans was Andri’Nae’s first job which helped her secure a full-time manager role at a local business; the youngest the company had hired in history.
Each month Girls Inc. of Metro Denver educators curate research-based, gender and age appropriate, culturally responsive curriculum that is delivered to girls’ homes. Designed for elementary aged girls, every box contains up to two books to support literacy skills, several STEM activities to build confidence in math and science, supplies for all activities, an inspiring SHE-ro in a related career. These activities support physical and emotional health, and include a multi-page magazine to further promote literacy.

Additionally, each month girls gather in Zoom parties to share their creations and learning. The successful pilot has become a standing program at Girls Inc. of Metro Denver. In 2022, Girls Inc. of Metro Denver launched a partnership with CBS Colorado to participate in Girls and Science, where GIMD, supported by volunteers, assembled 750 boxes which were solely focused on STEM. As a result of this partnership, Girls thINC Outside the Box now reaches 67 cities in Colorado.

**GIRLS VIEW STEM LEARNING AS FUN AND INCREASE THEIR CONFIDENCE IN STEM**

“She loved getting to have her own “wonder wall”. She is STILL adding to it daily as things come up. It’s been on the wall for 2 months! I thought that was a very creative way to connect the book to real life and make her feel like she is a natural scientist.”

**ALLOWS GIRLS TO WORK INDEPENDENTLY AND SELF-PACED**

“My 9-year-old daughter got her second box in the mail from GIMD yesterday. She looooved it. Like, seriously loved it. She had been home from school for maybe 10 minutes before she had it all opened up, worked on the experiments (we all have very healthy resting and active heart beats!), and educated us on the life and art of Frida Kahlo. Thank you!”

**INCREASE CONFIDENCE AND RESILIENCE AND SEE THEMSELVES AS LEADERS**

“My girls have a multi-racial background so getting books with characters that look like them was so special to us. It is so different to watch them read stories about girls who look like them. They really saw themselves being leaders and making a difference.”

**FROM PARENTS**

**SUPPORTERS**

- BOEING
- Ball
- CBS Colorado
- Comcast NBCUniversal
- Fidelity Investments
- TIAA
INVESTING IN STEMINISTS

The Girls Inc. Eureka! program is an intensive, five-year Science, Technology, Engineering, and Math (STEM) based program that builds girls confidence and skills through hands-on opportunities. The goals of Eurek! are to get diverse and historically underrepresented girls excited about STEM, enable girls to understand STEM career opportunities, motivate girls to pursue postsecondary education in STEM fields and ensure that girls are well positioned to join the community’s workforce in these fields.

In 2022, Eureka! held its first annual Eureka-thon. During this celebration of learning, students shared their projects related to building and engineering the future, as well as presentations regarding individual internship projects at STEM based companies.

100% of participants graduated high school
94% of Eurekans matriculated at institutions of higher education

1ST & 2ND YEAR EUREKANS REPORTED:

100% plan to attend college or university after graduation
85% plan to study a STEM field in college
91% know more about STEM concepts than they did before

INTERNS REPORTED:

90% agreed or strongly agreed that their internship experience helped them learn more about a STEM career
86% agreed or strongly agreed that their internships helped them get a better idea of what they wanted to do in the future
100% agreed or strongly agreed that their internship experience helped them learn more professional skills.
In 2022 Girls Inc. of Metro Denver held its first annual College Shower. Graduating high school is the first of many milestones Girls Inc. celebrates for our girls. GIMD continued to support their journey towards higher education by providing in-kind and financial support to each graduating senior so they can experience another rite of passage at their college campuses. Support includes access to technology and other supplies needed for residential housing.

GIMD supported two college tours in the summer to demystify the college experience for high school girls.

I truly believe that I wouldn’t have been able to have such a smooth college move-in experience without the help of the GIMD College shower. I remember feeling so stressed about how I was going to pay for clothes, dorm decorations, a fridge, a new laptop, and all of the other college essentials, and Girls Inc. saved me. My total move-in costs came out to over $700 and only a small fraction of that came out of my own pocket—for that I will forever be thankful to Girls Inc.

Bound for the FUTURE

In 2022 Girls Inc. of Metro Denver created a Rapid Response Fund for young women currently enrolled in college and distributed $15,000 to support girls as needs arose throughout the year to prevent girls pausing their studies due to unforeseen circumstances such as a flat tire hindering their commute or need for new technology.

College Scholarships: Over $83,500 were awarded as part of the annual My Bold Future Scholars program, with Girls Inc. of Metro Denver having two Girls Inc. National scholars, the first time our affiliate was awarded not one, but two, nationally recognized scholars in over a decade.

Girls Inc. of Metro Denver provides girls with workforce experience through industry-based skill development, youth employment, and paid internships through career and college readiness training.

$83,500 awarded as part of the annual My Bold Future Scholars program

$45,000 approximate wages and stipends earned by girls

NAME???, GRADUATE???
Creating the Next Generation of Girl Advocates

Girls Inc. of Metro Denver maintained its commitment to advocate and advance rights and opportunities for all girls and built its capacity to influence policy that impacts girls and centers on girls’ voices.

GIMD’s Advocacy Platform:

- Achieve economic independence and pay equity
- Advance reproductive rights
- End violence against girls and women
- Ensure equitable educational access
- Equity and justice for all growth.
- Promote girls’ mental health

In 2022 elementary, middle, and high school girls engaged in the public process through live and video testimony at the Capitol, drew pictures, sent letters to legislators, attended advocacy workshops, met with elected leaders such as school board members, and drafted policy. Through this exposure they gained experience, learned skills, and built confidence to advocate for themselves and others on issues that directly impact girls.

GIMD girls directly prioritized the following legislation to remove barriers for girls and young women:

- Raise The Floor HB-1249 which aimed to increase the age at which youth can be prosecuted in juvenile court
- End Period Poverty Bild passed by the Denver Public Schools board
- Reproductive Health Equity Act, HB22-1279 signed into law
- Sales Tax Exemption on Essential Hygiene Products, SB22-1055 signed into law
- Relationship development with the Denver Public School Board and The Colorado Youth Justice Coalition to revise the district’s youth health education bill
Leadership Out Loud is a three-year, cohort-based program for high schoolers that provides opportunities for teen girls to build and practice advocacy skills at the local, state, and national levels. In 2022 Girls Inc. of Metro Denver welcomed the second cohort of girls. Participants took part in a residential summer intensive at the Regis University campus where they participated in monthly weekend classes during the school year to build technical advocacy skills and take part in paid advocacy policy and public sector focused internships. Through Leadership Out Loud, girls explored advocacy concepts and developed the skills needed to influence and advance Girls Inc. of Metro Denver’s advocacy platform.

Outdoor Learning

Girls Inc. of Metro Denver completed a capital renovation project to actualize an idea brought forth by girls. Girls approached the staff with the desire to raise funds to purchase a new swing set for the backyard. Understanding girls were asking for a change, Girls Inc. of Metro Denver embarked on a collaborative planning process with girls to completely renovate the outdoor space at our main facility on West Colfax.

The renovation included new play and climbing structures, additional green spaces and outdoor classrooms, safety features, garden boxes, teen convening spaces, and a community mural.

In partnership with Norris Design, Mortenson Construction, and Faatma Be Oné from the Righteous Food Collective, the new area opened to kick off the 2022 Summer Camp.

Girls Inc. of Metro Denver is grateful to the other generous benefactors for the project, Cummins Foundation, Liz and Chad Gardner, the Estate of Patricia Kist, The Colorado Health Foundation, and Salah Foundation.
## Financials

### Revenue

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<tbody>
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<td>20% Individual Contributions</td>
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<tr>
<td>3% Mile High United Way</td>
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<tr>
<td>21% Foundation</td>
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<td>3% Program Fees &amp; Misc.</td>
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<tr>
<td>6% Investment Income</td>
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<td>13% Corporate Partnerships</td>
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<td>1% Bold Beans Social Enterprise</td>
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<td>1% Girls Inc. National Support</td>
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<td>3% Government Grants</td>
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<td>24% In-Kind</td>
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<td>3% Special Events</td>
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<td>5% Fundraising &amp; Development</td>
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<td>4% General Administrative</td>
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### Expenses

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<tr>
<td>91% Program</td>
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<tr>
<td>21% Program</td>
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<tr>
<td>5% Fundraising &amp; Development</td>
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<td>4% General Administrative</td>
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### Assets

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<td>Grant &amp; Fees Receivable</td>
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<td>Investments</td>
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<td>Prepaid Expenses &amp; Other</td>
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<td>Land, Property &amp; Equipment</td>
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**Total Assets**: $9,511,773 (2021), $8,498,789 (2022)

### Liabilities

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<td>Accrued Payroll &amp; Related Benefits</td>
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<td>Other Liabilities</td>
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<td>Long-Term Liabilities</td>
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<td>Deferred Revenue &amp; Conditional Contributions</td>
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**Total Liabilities**: $9,511,773 (2021), $8,498,789 (2022)

### Net Assets

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<tr>
<td>Restricted</td>
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<td>3,261,703</td>
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**Total Net Assets**: $9,360,863 (2021), $8,340,532 (2022)
SUPPORTERS

September 1, 2021 - August 31, 2022

Foundation, Corporate & Government

$50,000+ The Ball Foundation Colorado Energy Foundation Cummins Foundation PDC Energy The Denver Foundation The Pelients Foundation

$30,000 - $49,999

Anonymos

$25,000 - $29,999

Anonymous

$20,000 - $14,999

Anonymous

$15,000 - $14,999

Anonymous

$10,000 - $9,999

Anonymous

$5,000 - $4,999

Anonymous

$1,000 - $4,999

Anonymous

Green Waves Fund

IFA Management Group

Jack and Jill of America

Kaiser Foundation

Kenneth King Foundation

KJ Community Fund

Lockheed Martin

Motterson

Oxervit

Phig Identity

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Vesto

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Wealth Enhancement Group

Women at Guild ERG-Guild Education

Individuals

$500 - $999

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Jeffrey & Tracy Baugman

Kay Beasley

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Jenny Elder Moke

Dana Figoil

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Peyton Fullerton

Liz & Chad Gardner

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Djaunna Harrell

Ann Hauser

Gail Haynes

Mark Hennes

Champions for Girls

Individuals in this donor circle contribute $1,000 or more in direct personal financial support, making it possible to create long-lasting, positive change on behalf of the girls we serve.

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Barb & Fred Baumann

Mike & Julie Beaulieu

Frankki Bevis

Janet Boine

Brooke Brandt

Joan Bresnan

Linda & Pat Brishenow

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Cody Toste

Ryan Tolone

Allison Werner

Elizabeth Winchester

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Scott Smith &

Susan Blake-Smith

John Spiegelman

Alice & Tom Stephens

Kristine Strain

Cori & Tyler Streetman

Michelle Suruga

Deborah Takeuchi

Maya Thomas

Christina Urbi Reyes

Sonya & George Ulltang

Francesca Vecchicelli

Marvelle Wall

Brandon Witcoxon

Mary Willis

Amy Wirsz

Carrie Wriser

Corrie & Ian Wirtz

Alicia & Jim Wood

Christina Zavlanil

Jacqueline Hall

Kendra Harrison

Alejandra Harvey

Elizabeth & Kenneth Haughey

Michelle Hawkins

Vernanda Hayden

Kristyna Hebenstreit

Adela Herrera

Kerry Hewitt

Jeanne Hicks

Lori Hood

Tamar Ingram

Jill Jennings

Liss Johanss

Carols Johnson

Maria Jones Newman

Kelli Kast

Karen Kennedy

Janet Kenny

Hunter Keprat

Rachel Krikos

Wendy Kitts Merchant

Nancy Koord

Cora & Gary LaPlante

Stephanie Laron

Jennifer Lettsch

Stephanie Lind

Nancy Litvak

Kate Lyda

Adrienne Mansarens

Edda Maxwell

Tony Mcleest

Aaron Medlock

Mary Metropulos

Jess & Ryan Monroe

Mary Litvak

Nancy Litvak

Jill Mendenhall

The Sisters of St. Francis

The Estate of Patricia Kist

The Sisters of St. Francis

The Estate of Patricia Kist

Comcast NBC Universal

Daniels Fund

DENVER United Way

The Sisters of St. Francis

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DENVER United Way

The Sisters of St. Francis

The Estate of Patricia Kist

Comcast NBC Universal

Daniels Fund

DENVER United Way

The Sisters of St. Francis

The Estate of Patricia Kist
$100-$249

-$1-$99

$50-$99

$250-$499

$500-$749

$750-$999

$1,000-$2,499

$2,500-$4,999

$5,000-$9,999

$10,000-$19,999

$20,000-$49,999

$50,000-$99,999

$100,000-$249,999

$250,000-$499,999

$500,000-$999,999

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$50,000,000-$99,999,999

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$50,000,000,000,000,000+$99,999,999,999,999,999
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>KATIE ARMSTRONG</td>
<td>Manager of Finance</td>
</tr>
<tr>
<td>ADONIA ARTEAGA</td>
<td>Manager of Center Based Programs</td>
</tr>
<tr>
<td>EMMA BARCENAS</td>
<td>High School &amp; College Program Coordinator</td>
</tr>
<tr>
<td>MORGAN BENNETT</td>
<td>Elementary School Community Educator</td>
</tr>
<tr>
<td>MELINA BIXLER</td>
<td>Associate Director</td>
</tr>
<tr>
<td>SKYLAR BOYCE</td>
<td>Coordinator of Center Programs</td>
</tr>
<tr>
<td>KAIT BERRECKMAN-CORRADO</td>
<td>Director of Social Enterprise</td>
</tr>
<tr>
<td>DIANA DE LA ROSA SANTIAGO</td>
<td>Bold Beans Barista</td>
</tr>
<tr>
<td>DENISE DELGADO</td>
<td>Director of Development</td>
</tr>
<tr>
<td>HANNAH FERNANE</td>
<td>Bold Beans Barista</td>
</tr>
<tr>
<td>ERIC RAYA STEINEISS</td>
<td>Manager of STEM &amp; Career Readiness Programs</td>
</tr>
<tr>
<td>BRE HUIZAR-ARELLANO</td>
<td>Advocacy Coordinator</td>
</tr>
<tr>
<td>LUZ MACIAS</td>
<td>Program Administrator</td>
</tr>
<tr>
<td>CITLALI MARES</td>
<td>Bold Beans Barista</td>
</tr>
<tr>
<td>NYA MARTIN</td>
<td>Middle School Community Educator</td>
</tr>
<tr>
<td>SARAH MCGILL</td>
<td>Manager of Teen Programs</td>
</tr>
<tr>
<td>ADRIANNA MENCHACA</td>
<td>Elementary School Community Educator</td>
</tr>
<tr>
<td>JESSICA MONROE</td>
<td>Development Manager</td>
</tr>
<tr>
<td>MANDI PACHECO</td>
<td>Manager of Operations</td>
</tr>
<tr>
<td>DESTINEE PERKINS</td>
<td>Director of Programs</td>
</tr>
<tr>
<td>CHARLEEN RAMIREZ-MARES</td>
<td>Social Enterprise Coffee Shop</td>
</tr>
<tr>
<td>SEYRI REYES</td>
<td>Middle School Community Educator</td>
</tr>
<tr>
<td>ANDRI'NAE RHYMES</td>
<td>Bold Beans Assistant Manager</td>
</tr>
<tr>
<td>MARI CARMEN RODRIGUEZ JARA</td>
<td>Elementary School Community Educator</td>
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<tr>
<td>CYNTHIA LIZANO</td>
<td>Manager of Community Engagement</td>
</tr>
<tr>
<td>LEAH MARTIN-SCHMIDT</td>
<td>High School &amp; College Community Educator</td>
</tr>
<tr>
<td>ANGEL SHABAZZ</td>
<td>Manager of Training &amp; Participant Engagement</td>
</tr>
<tr>
<td>ERIKA TAYLOR</td>
<td>College &amp; Career Readiness Coordinator</td>
</tr>
<tr>
<td>SONYA ULIBARRI</td>
<td>President &amp; CEO</td>
</tr>
</tbody>
</table>

*AS OF AUGUST 31, 2022