

Annual Report 2022



**girls
inc.**

**of Greater Philadelphia
& Southern New Jersey**

Fiscal Year 22 is July 1, 2021 to June 30, 2022

Who We Are



Girls Inc. of Greater Philadelphia & Southern New Jersey has been serving the region since 1961, beginning as Teen Aid before becoming an independent affiliate of the national organization, Girls Inc., in 2002.

Girls Inc. uses a whole girl approach to inspire all girls and young women to be strong, smart and bold. Girls learn to value themselves, take positive risks, and develop their inherent strengths through a combination of research-based programs, mentoring relationships, and a pro-girl environment.

Our programs focus on healthy decision making, academic enrichment, life skills instruction, and career exploration. Through these research-based programs, our participants gain the skills to navigate gender, economic, and social barriers and grow into healthy, educated, and independent young women.

Affiliate Statistics for FY22

TOTAL # OF GIRLS

1,702



Participant Demographics:

RACE/ETHNICITY

Asian	31	1.82%
Black/African American	937	55.05%
Middle Eastern	2	0.12%
Native American	12	0.71%
Multiracial	176	10.84%
White	142	8.34%
Other	125	7.34%
Unknown	277	16.27%

Additionally, 342 participants (20.09%) identify as Hispanic/Latinx.

GRADE LEVELS

K-5th	907	53.30%
6th-8th	564	33.14%
9th-12th	210	12.34%
Active Alumnae	21	1.22%

Dena Herrin



Philadelphia is an amazing city—a beautiful skyline with thriving corporations, universities, and health systems. We have some of the best sports teams, food, and cultural institutions in the world. We also have the highest rate of poverty among the country’s largest cities. Our rates of violence, particularly gun violence, continue to surge. And while violence occurs throughout our city, it is largely concentrated in the high poverty neighborhoods of north and west Philadelphia where most of our participants live.



Girls are the fastest growing juvenile justice segment. The female incarcerated population stands over seven times higher than in 1980.

As of November 3rd, there have been 1,599 nonfatal and 417 fatal shooting victims in 2022.

This reality informs our program delivery. We have always taken a holistic approach, recognizing that in order for girls to grow into strong, independent, productive women, they need to make healthy decisions about their bodies, receive academic enrichment, and life skills instruction. During the past few years it has become increasingly apparent that those life skills must include violence prevention. The narrative around violence in Philadelphia focuses on males. However, during the past decade, there has been an increase in the number of girls involved in the juvenile justice system and experiencing violence, specifically school violence and sexual violence. Girls are the fastest growing juvenile justice segment. The female incarcerated population stands over seven times higher than in 1980. In 2021, our city saw an increase of murder victims who were women and children.



Our small group mentoring approach... has consistently produced positive outcomes.

Mentoring and out-of-school programs are essential components for combatting violence among youth. With positive opportunities to occupy their time after school and during the summers, students are less likely to engage in high-risk behaviors that lead to violence, making communities safer and helping students' academic and career goals stay on track.

Our small group mentoring approach, in a safe all girl environment where we deliver research-based programs has consistently produced positive outcomes. Our participants demonstrate higher school attendance and fewer disciplinary actions than their peers. We recognize that the normalization of violence also needs to be addressed directly. For over a decade, we have delivered programs to every girl in detention in Philadelphia's Juvenile Justice Services Center. For the past several years we have partnered with the city, state, and community foundations to deliver in-school programs for girls and young women facing higher exposure to individual and community risk factors. These initiatives address peer and social factors for violence and provide participants the support and skills to be engaged in school, build healthy relationships, and reduce their victimization and perpetration of violence. In partnership with corporations, trade unions, and social impact organizations we also launched an extensive paid summer internship program for middle and high school girls during the summer with intentional and structured experiences that encourage them to dream big, set goals, and visualize themselves as an important part of the workforce of the future.

Join us in our work to make our city safer while inspiring thousands of the region's girls and young women to be strong, smart, and bold.

With appreciation

Dena Herrin

Dena Herrin
Executive Director





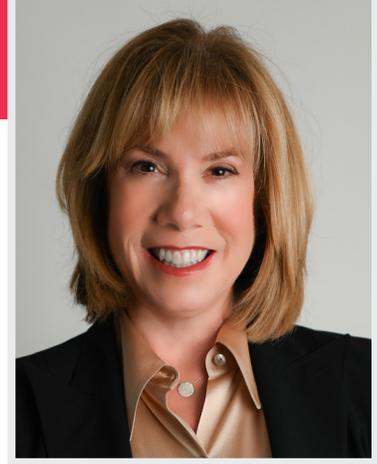
Madison

13 YEARS OLD, RISING STARS



As a Rising STAR, we develop our leadership skills and explore how to make our community a better place. My thinking and problem-solving capabilities are put to the test. We're encouraged to use our voice and learn from each other about how to become change agents. Girls Inc. motivates me and boosts my confidence to try new things and showcase my skills. In the past, I have been bashful about sharing my art, but I want to share my ideas and creativity to the world. I recently submitted my artwork to my school newsletter for my peers and faculty to see. One day, I hope to share my work with the world, and with the support of my Girls Inc. family, I know I can reach that goal."

Lori Garber, Esq.



Girls Inc. of Greater Philadelphia & Southern New Jersey had another stellar year. We continued to rebuild from the pandemic and saw revenues exceed prior years. Our extraordinary team with Dena Herrin, Executive Director, and Natasha Andrews, Director of Programs & Community Engagement, lead the most talented, dedicated, focused staff we have had to date.

Executive Staff

Dena Herrin
Executive Director

Natasha Andrews
Director of Programs and
Community Engagement

Cherice Arrington
Associate Director of
Programs and Advocacy

India Nixon-Lyon
Operations Coordinator

[Meet Our Leadership](#) ➔

The Girls Inc. staff is supported by hundreds of volunteers including our Board of Directors, Associate Advisory Board, college interns, and career exploration facilitators. We are so grateful for their commitment and contributions.

It is an honor to be a member of our Board of Directors. We are professionals from diverse backgrounds bringing expertise to help accomplish the Girls Inc. mission. We launched a new five-year strategic plan that is focused on expanding our reach, optimizing our staff model, diversifying funding streams and building a best-in-class board. You can read more about the plan in this annual report. The board is determined to support the staff by increasing revenues and building connections in order to provide the evidence-based Girls Inc. programs to even more girls and young women.

I have been fortunate to work directly with the participants, particularly Girls Inc. Rising STARS, a middle school leadership program. As a volunteer, I have also mentored high school students through the Ambassador Club in preparation for college. Some of these young women have been part of Girls Inc. since elementary school, participating in the continuum of programs. They are determined to make their mark and are so grateful for the experiences, opportunities, and skills they acquire at Girls Inc. I look forward to the successes they will achieve in their next chapter.

Our Girls Inc. affiliate is one of the strongest and most successful in the nation. We offer our participants a place to grow where they know they are not defined by the color of their skin, the neighborhood they live in, the financial status of their family, or their learning abilities. Girls Inc. is about empowerment, a community where girls learn to use their voice, know that they deserve to be heard, and understand their words matter.

We are excited for the year ahead but daunted by the realization that we have so much more work to do and so many more girls to serve. Please join us in supporting this work to create the next generation of strong, smart, and bold leaders.

Lori Garber

Lori A. Garber
Board Chair

Girls Inc. Programs

Strong

Friendly PEERsuasion builds girls' skills for resisting pressure to use harmful substances such as alcohol, tobacco, household chemicals, and other drugs.

Healthy Sexuality assists girls in understanding and embracing sexuality with a positive, empowered approach that is built on a foundation of accurate information, cultural sensitivity, and values of inclusiveness and respect.

Sporting Chance builds movement and athletic skills, cooperative and competitive spirit, health awareness, and interest in all sports as girls explore the benefits of an active lifestyle.

Media Literacy encourages girls to think critically about media messages and fosters their awareness of the power of the media and its effects on girls.



Smart

Early Literacy initiative is designed to help increase literacy rates, testing scores, and foster a lifelong love of reading for participants in grades K-3.

Economic Literacy introduces girls to basic economic and financial concepts, including money management, investments, and global economics.

Operation SMART builds girls' skills and interest in science, technology, engineering, and mathematics.



Bold

Project BOLD strengthens girls' abilities to lead safer lives by developing strategies for self-defense, seeking out caring adults to help with personal violence, and advocating on violence issues.

Leadership and Community Action builds leadership skills and creates lasting social change by partnering girls and women in community action projects chosen by girls.

Girls Inc. Career Exploration introduces girls to a broad range of career options and professionals in those careers.



Ishetna

8 YEARS OLD, DISCOVERY

“

Girls Inc. is a place to have fun and be myself. My favorite part of the program was the Around the World Camp. When I showed my poster for Sydney, Australia, I felt proud of what I had done! We also got to go to the Magic Gardens, and I loved it there!”

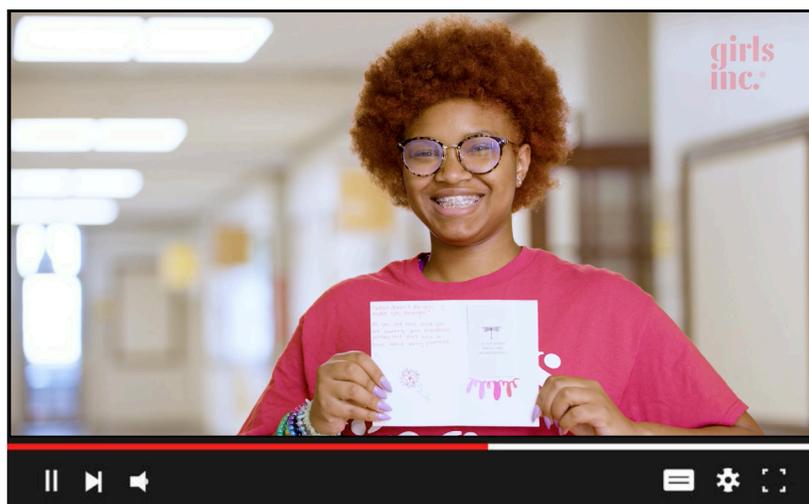
Associate Advisory Board

The Girls Inc. Associate Advisory Board (GIAAB) is a team of influential professionals committed to inspiring Girls Inc. participants with mentorship on their journey to becoming the next generation of leaders.

GIAAB partners with their networks across the region to promote Girls Inc. We introduce the high school participants of the Ambassador Club to unique experiences that prepare them for meaningful and productive post-secondary careers. In 2022, GIAAB facilitated monthly sessions comprised of goal setting, post-secondary planning, self-care, career exploration, and a senior send-off trunk party for our graduating seniors. Most notably, we supported the Ambassadors with their community action project focused on period poverty. The goal was to spread awareness about this issue to help girls and women in our communities gain more access to menstrual products by sharing educational materials and creating 300+ kits with sanitary products to be donated to local schools, juvenile justice centers, women's shelters, and LGBTQIA+ resource centers. In addition to in-kind donations, GIAAB was able to secure significant funding and expand partnerships across the region, as well as adding new GIAAB members to enhance corporate partnerships.

We are excited to continue our engagement with the amazing Girls Inc. Ambassadors while in high school and as alumnae participating in Project Accelerate. We are honored to support our Girls Inc. alumnae through college and early career with career exploration, introductions to our professional networks, advice on personal lessons learned, and access to opportunities such as scholarships or internships. GIAAB is always on the lookout for ways to inspire these future leaders to be strong, smart, & bold!

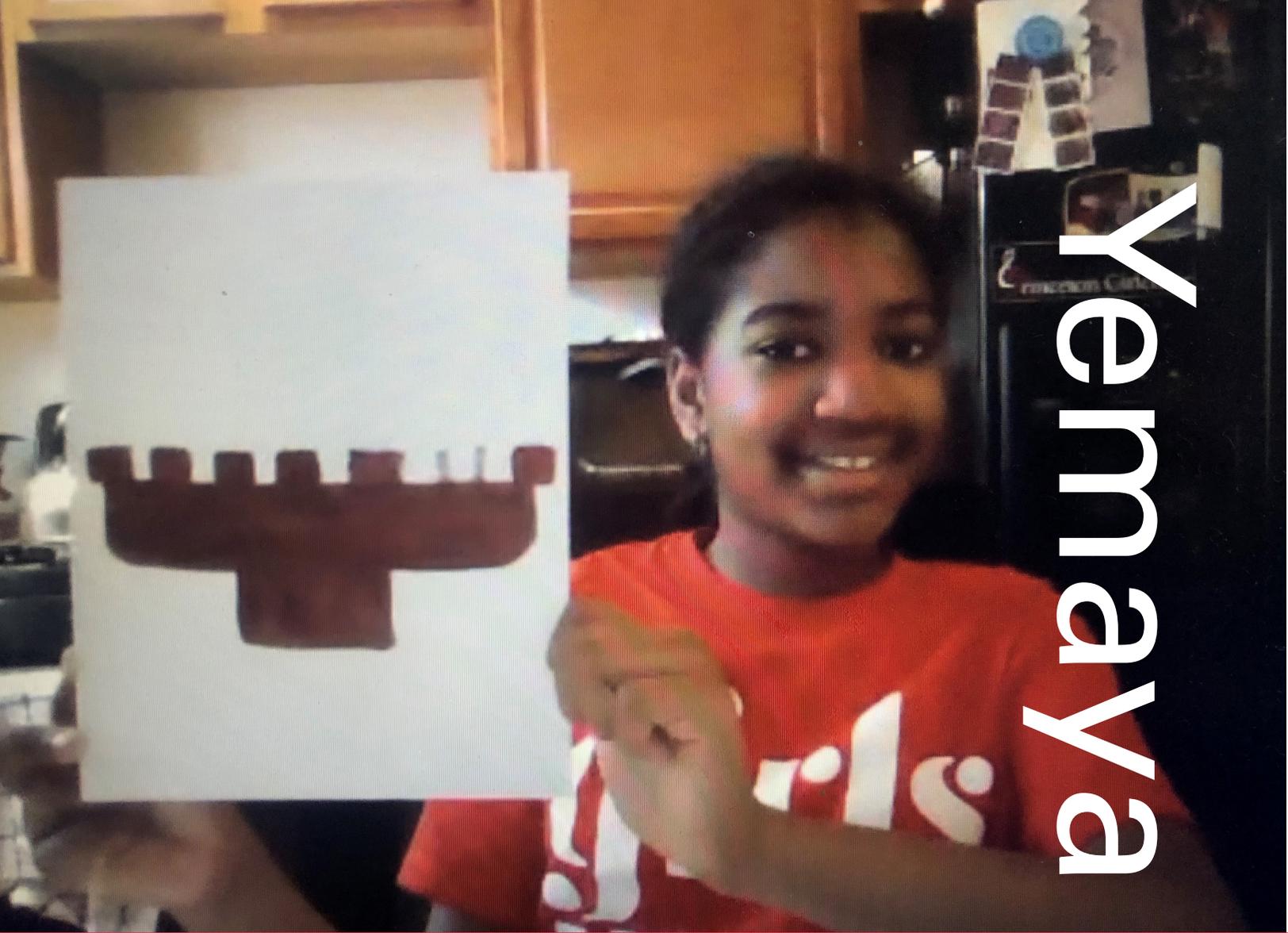
If you or anyone you know wants to join, volunteer, sponsor, advocate, or simply learn more about how to empower our next generation of female leaders, reach out to our GIAAB chairs, Julia Rosen and Justine Sloyer at GIAAB@girlsincpa-nj.org!



**Ambassadors Club
Confronts Period
Poverty with GIAAB Mentors**



Watch the video!



Yemaya

13 YEARS OLD, RISING STARS



The part of Rising STARS that stands out to me the most is when we do problem solving activities, like coding or building robotic sensors. This program has taught me how to communicate and be more open to sharing my thoughts and feelings. To me, Girls Inc. means coming together as a group, learning and exploring ideas, how to help the community, and connecting with each other.”

Career Exploration Partners

Ascension Investment Advisors, Inc.

Big Sound Philly

Bimbo Bakeries USA

Century Force

Comcast NBC10 Telemundo62

Compass Realtors

Deloitte

Drexel University

Eigen X

Exyn Technologies

FabScrap

First Tee

Free People

FS Investments

Hilco Redevelopment Partners (HRP)

Howard University

Independence Blue Cross

Ingredion

Indiana University of Pennsylvania (IUP)

Jacobs Engineering Group

Johnson & Johnson

PF Wealth Management Group LLC

The Links, Penn Town &
Philadelphia Chapters

Lockheed Martin

Longwood Garden

Macquarie

Macy's

Merck Women's Network

Milder Furniture

NAWIC Philadelphia

NEST

Philadelphia College of Osteopathic
Medicine (PCOM)

PECO

Philadelphia Federal Credit Union

PHLY Insurance

PriceWaterhouse Cooper (PwC)

Queen's Gambit

Remark Glass

Siemens Healthineers

Office of the United States Attorneys (USAO)

Vineyard App Camp

Vynamic

Women United (United Way)

World Wide Technology



American Water
Career Exploration

[Watch the Video](#)

A portrait of a young Black woman with long, dark braids, smiling warmly. She is wearing a red top and a necklace. The background is a bright, indoor setting with a window.

Nylah

13 YEARS OLD, EUREKA!



I was first introduced to Girls Inc. when I was about 7 years old. I vividly remember dropping my sister off and seeing a room full of girls that looked like me doing things I was interested in. Ever since that day, I begged my mom to sign me up, even if I was a few years too young. Throughout my journey at Girls Inc., I've made it a point to embody what a Girls Inc. girl should do to excel academically. Ms. Brie has shared study tips and connected me to professionals in STEM careers through career exploration workshops which have inspired me academically! The career exploration workshops also gave me the opportunity to explore possible career paths that include S.T.E.A.M. Through these workshops I have found a passion for air travel."

Financials



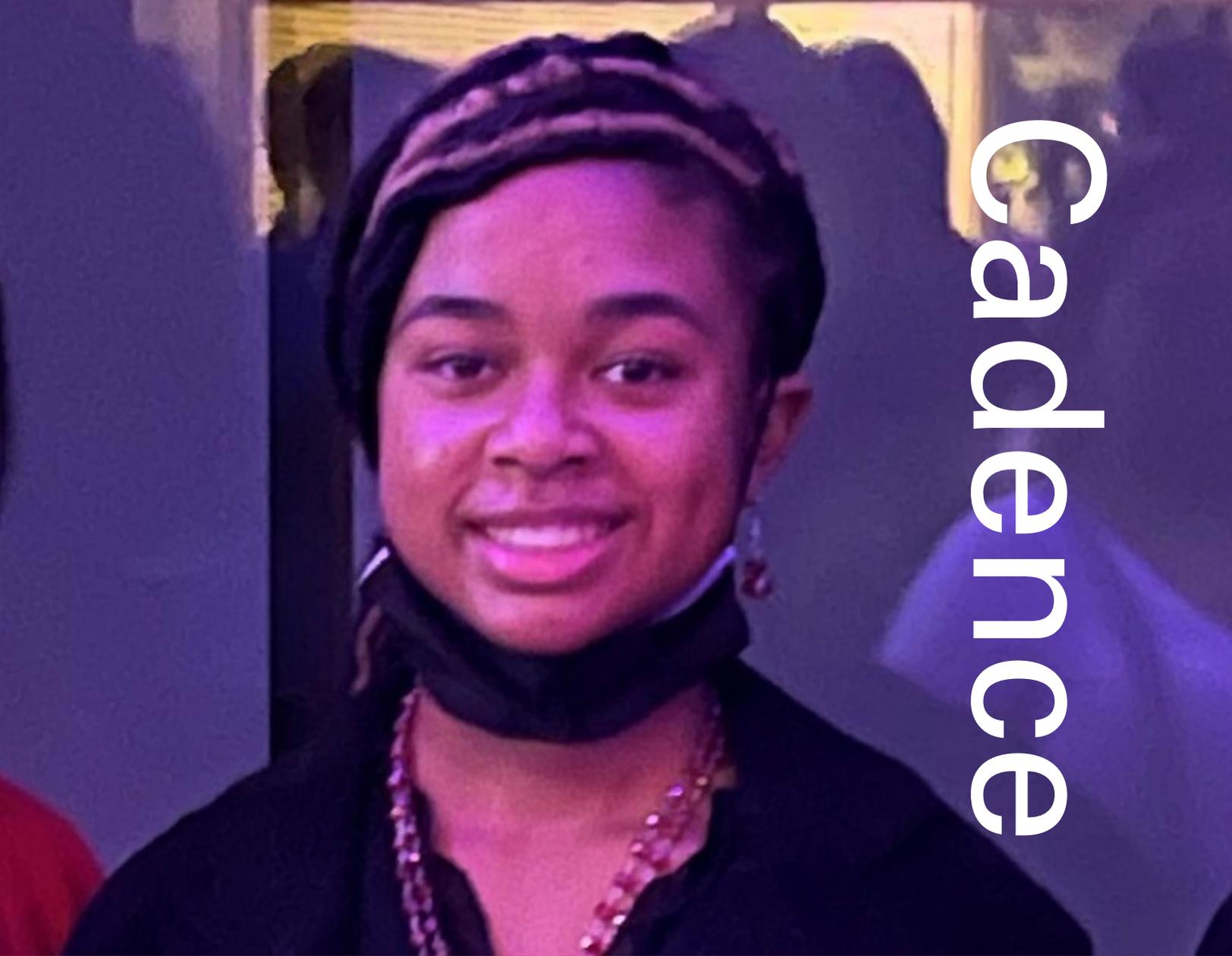
REVENUE

	FY22	FY21
Government Grants	418,312	260,500
Other Grants	550,351	377,170
Corporations	224,340	232,655
Foundations	259,001	27,500
Individual	125,838	304,630
Donated services & supplies	231,901	254,566
Special events net	55,733	83,575
Investment Income (loss)	(76,037)	55,415
Total	1,789,439	1,596,011

EXPENSES

	FY22	FY21
Program Services	1,185,061	849,189
Management & General	230,387	142,174
Development & Fundraising	129,991	86,650
Total	1,545,439	1,078,013

[Audited financial statements](#) ➔

A portrait of a young Black woman with her hair styled in braids wrapped in a black headwrap. She is wearing a black turtleneck and a necklace of small, round, reddish-brown beads. She is smiling slightly and looking towards the camera. The background is a blurred indoor setting with warm lighting.

Cadence

16 YEARS OLD, EUREKA!

“

During the past six years, Girls Inc. has given me the knowledge, strength, and support to cultivate the leader that I am today, and that I will be in the future. I have attended many career exploration events throughout my time in the program that have exposed me to the worlds of marketing, graphic design, sustainable interior design, and technology advancement. I met amazing and innovative women within those fields who showed us that we can decide our future and choose our path.”

Funders

Champions for Girls

Luminary (\$25,000–\$50,000)

Akrum Sheikh
Anonymous

Advocate (\$15,000–\$24,999)

Sonja Rivera

Ally (\$10,000–\$14,999)

Dena Herrin
Lori A. Garber, Esq.
Frederick Masters, Esq.

Mentor (\$5,000–\$9,999)

Mary Gaffney
Jason Heckler
Eric Hoffman
Milissa Hutchinson
Komal Mayekar

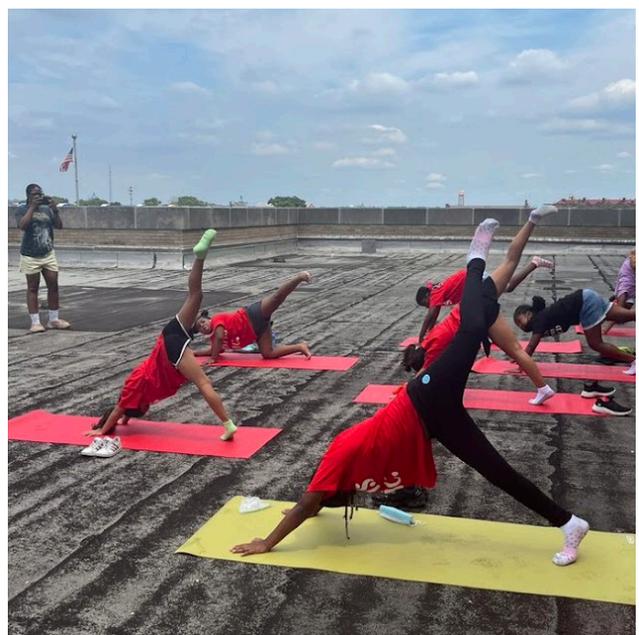
Partner (\$2,500–\$4,999)

Mike Brown
Chrisna Govin
Ann Marie Horner
Deborah Kauffman
Sonal Mayekar
Sandra Lea O'Connell Pfeffer
Margaret & Scott Rubinacci
Aimee Shafer



Friend (\$1,000–\$2,499)

Reid Bodek
The Fox Foundation
Sheila Gallucci-Davis
Lisa Garnett-Willis
Scott Herrin
Mary E. Hewlett
Saniah Johnson
Kimberly Kashon
Hon. Sandra Mazer Moss
Dean McQuirns
Michael Mergard
Chelsey Roman
Frank Rotonta
Meredith and Sam Sadoulet
Ruth and Earl Scott
Justine Sloyer
Hon. Sheila Woods-Skipper



Funders

Corporations and Foundations

\$150,000+

Philadelphia Office of Children & Families

\$100,000–\$149,000

Free People of URBN, Inc.
Girls Inc.

\$50,000–\$99,999

Avantor Sciences Foundation
Comcast NBCUniversal
Juvenile Justice Services Center
NJ Department of Children and Families,
Division on Women
Pennsylvania Commission on Crime and
Delinquency (PCCD)
Philadelphia Foundation
PHLConnectED
PwC Charitable Foundation
Subaru

\$25,000–\$49,999

CHUBB
Deloitte
Lockheed Martin
Macquarie Investment Management
The School District of Philadelphia
The Steinman Foundation

\$15,000–\$24,999

CLA Foundation
Women United (United Way)
Vanguard



\$10,000–\$14,999

Citizens Charitable Foundation
JPMorgan Chase & Co.
Macy's
Saks Fifth Avenue

\$5,000–\$9,999

CRE Financial Council
Enterprise
Jacobs
The Lilly Foundation
National Energy Education Development
Project
Origlio Beverage
Philadelphia Insurance Companies
Philadelphia Youth Network (PYN)
Women in Cable Telecommunication
(WICT)

Click below to view the complete list of funders

[Complete funders list](#) 



Logan

12 YEARS OLD, MYWIC



Building was one of my interests since I want to be a robotic engineer when I grow up. Before starting MyWIC, I thought we would be sitting in one room all day learning about construction, but it wasn't at all like I thought it would be! The projects we worked on stood out to me because I didn't think we were going to do anything that was hands-on—my greatest achievement was all the things we made, like the copper rose and toolbox! We also learned about finances and investments and the dangers of alcohol."

Project Accelerate Update

PARTICIPANTS PLACED

27

INTERNSHIP SITES

18

Internships are a pivotal aspect of Project Accelerate, designed to support young women through their next critical transitions—from high school to college and from college to career. During the summer of 2022, we placed 27 high school students in a broad range of large corporations, small companies, and social impact organizations. Several are women- and BIPOC- owned and are in fields including engineering, film, design, sustainable manufacturing, and more!

[List of internship hosts](#) ➔



“I had a daily meeting in the beginning of each day with my supervisor to discuss what I would be doing that day. In the beginning I was sorting bottles, but I was interested in delabeling and after I asked my supervisor about it, I was able to work on this task! Advocating for myself when I wanted to try new things in the workplace showed me how confident I can be with myself.”

–Layla P., Remark Glass

“Layla jumped into each new project and was a true team player. During her second week, she expressed an interest in the delabeling process, a crucial part of our workflow. It was a proud moment to see her take ownership over her learning journey, ask to work in an area where she could build her skillset, and then in doing so, showcase how she could be an asset to the team.”

–Kate Duffy, Layla’s supervisor, Remark Glass

Project Accelerate Update



“During the month I spent at Subaru I concluded that there is more to a car company than

just selling cars. I did many projects like writing articles and installing an automatic start for a car. My internship helped me realize what jobs I definitely don’t want and what jobs I would maybe consider in the future. I also left with a good idea about what a healthy workplace environment feels like.”

–Chozen G., *Subaru of America*



“This internship has helped me by leaps and bounds. I was able to ask many

questions about how things work, like getting my first paycheck (a memory to be cherished), or simply learning what is expected of me in a job environment. I really enjoyed the hustle and bustle of my internship. It was a kind, respectful, and open environment, and every time one of my supervisors explained their up-coming workshops, I could hear the passion in their voices and smiles.”

–Jaylin Y., *Center for Design Education’s Architecture and Design Program*



“When first going into this internship I was unsure about whether I would enjoy it since I wasn’t interested in film or filmmaking. Once I actually started, it was quite the opposite! This internship was really me stepping out of my comfort zone. Usually when I find myself in something I don’t think I’ll enjoy I wouldn’t take a chance and go for it. This summer I allowed myself to try something different and I actually enjoyed it and learned something about myself. I now have a new view on what I could possibly do as a career.”



–Morgan H., *Lil’ Filmmakers*

During the summer of 2023 we will place approximately 50 high school students in paid internships.

If you would like to learn more: Contact Lillian Knoerzer, Partnership Manager at lknoerzer@girlsincpa-nj.org.



Imani

14 YEARS OLD, MYWIC



My experience at MyWIC Camp was completely different than I thought it would be. I didn't expect it to be exciting but by the third week I was already loving it and was making friends. Girls Inc. taught me the values of being true to myself and talking things over when I had any issues, and the biggest change I have seen in myself is becoming more mature and at peace with others."

College Visits



During the summer of 2022, a cohort of high school participants joined fellow teens from three other Girls Inc. Affiliates for a weekend at Western New England University for the inaugural **Girls Inc. TeenCon**. The weekend offered informative and hands-on sessions centered around various post-secondary readiness topics, including college to professional networking and non-traditional career paths.

The 11th and 12th grade **Ambassadors and Eureka's** visited Indiana University of Pennsylvania for an overnight campus visit this summer. Activities included a student scholars panel, admission's presentation, an academic/student life fair, and campus tour. The participants had the opportunity to speak directly with department advisors to learn about the qualifications needed to pursue a degree.





2022-2026 Strategic Plan

In 2022, Girls Inc. of Greater Philadelphia & Southern New Jersey launched a new 5-year strategic plan to strengthen our strong, smart, & bold mission with the following Strategic Imperatives:

1 Innovate Programs and Expand Impact

Continue to be the innovative Affiliate that we have become known for by expanding our reach and impact through new programs and delivery models.

2 Optimize our Staff Model to Grow our Organization

In order to reach as many girls as possible with our innovative programming, we will evaluate our organizational needs and build a strong pipeline, succession plan, training, and other infrastructure to attract and retain talent.

3 Build Resiliency & Sustainability in Funding

Diversify our funding sources, with special emphasis on individual funders, and complete our Capital+ Campaign.

4 Build the Girls Inc. Best-in-Class Board

To support all of the above, increase diversity and engagement across our Board of Directors and Girls Inc. Associate Advisory Board, with support of necessary infrastructure.

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