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, & 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

Total # of girls served
2,528

Total program hours
29,000+

Participant Demographics

More than 90% of participants are girls of color

More than 80% of participants live in under-resourced communities

Grade Levels

<table>
<thead>
<tr>
<th>Grade Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>K–5th</td>
<td>41%</td>
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<tr>
<td>6th–8th</td>
<td>35%</td>
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<tr>
<td>9th–12th</td>
<td>22%</td>
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<tr>
<td>Alumni</td>
<td>2%</td>
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Letter from the CEO

Thank you for your continued commitment to Girls Inc. and the girls and young women we serve. Together, we are guided by our vision of powerful girls in an equitable society.

The Girls Inc. Experience is focused on changing lives and trajectories while helping to create the next generation of leaders. We introduce thousands of girls and young women to opportunities and careers that change the way they envision their adult lives. They develop the confidence, skills, and resources to dream big. I see this every day, new paths forged because of the unique opportunities and the commitment of dedicated facilitators and volunteers in partnership with school staff and families.

In large and small ways these girls engage in experiences that are transformative—weekend college visits, paid summer internships in diverse industries, career advice from entrepreneurs, scientists, social impact leaders and corporate executives.

Girls Inc. participants lead advocacy projects that positively impact their communities. They learn that their voices matter, that their efforts make a difference, that there is a world of opportunity. They understand that they have the support to navigate the barriers and challenges they will inevitably face. They have mentors who believe in their potential and help them find a path to an exciting post-secondary career even when those goals seem insurmountable. I am in awe when I see these students walk into a room of business and community leaders, heads held high, handshakes firm, with a ready pitch about why you should hire them or support their community action project or take the time to review their scholarship essays.
Letter from the CEO continued

During this past year our team accomplished a great deal. You will read about some of those achievements in these pages. One area I want to highlight is our work around violence prevention. The issue of violence permeates our region, yet the impact on girls has been largely ignored and misunderstood. We have worked hard to educate our partners about the reality that girls and women are impacted differently by violence and therefore a different approach is required to stem the tide of violence in this population. Our school and government partners appreciate the urgency of this problem and understand that we are uniquely qualified to help girls reduce violence in their personal lives and communities. During this past year these partners have significantly increased their financial support, enabling the expansion of Bold Futures, our violence prevention program, throughout the region. We are honored to be part of this region wide effort that is showing positive results.

Our participants and staff understand that along with hard work and stepping out of our comfort zones, we all need community and connections to reach our goals. I am so grateful for the large community of government, corporate, and individual funders and for the hundreds of volunteers and the extraordinary Girls Inc. staff. Please join us in inspiring all girls to be strong, smart, and bold. This work does not happen without your support.

With appreciation,

Dena Herrin

Dena Herrin
Chief Executive Officer

Our school and government partners appreciate the urgency of this problem and understand that we are uniquely qualified to help girls reduce violence in their personal lives and communities.
Letter from the Board Chair

It has been another successful year for Girls Inc. of Greater Philadelphia and Southern New Jersey. I am again amazed, inspired, and grateful to the extraordinary team led by the Natasha Andrews, Deputy Director, Director of Programs and CEO, Dena Herrin. I also thank our Board of Directors and Associate Advisory Board for their dedication and tireless work to support the staff as they achieve the goals set out each year.

Our focus at Girls Inc. is on the unique challenges girls and women face around equity and opportunity. Many of our participants face those challenges and more living in communities that are affected by violence and inadequate resources.

Girls Inc. is addressing these issues head on by expanding social emotional learning and violence prevention programs to supplement our proven curriculum.

This work doesn’t happen without the hundreds of volunteers who provide mentorship, career exploration, professional development and so many other opportunities. I can say from experience that working with the girls is just as impactful and meaningful for the volunteers as it is for the participants. Please join our Girls Inc. family and be part of something powerful.

Thank you for a great year and looking forward to 2024!

Lori A. Garber
Lori A. Garber
Board Chair
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.

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“Girls Inc. helps me with my future because I want to be bold and proud of myself.”

— Juleena

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**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.

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**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.

**Career Exploration** introduces girls to a broad range of career options and professionals in those careers.
**Bold Futures**

Bold Futures is our intensive mentoring program that addresses the source and repetition of delinquent behaviors for girls ages 9–14 who are at risk of involvement in the juvenile justice system.

**Participants...**

- **Improve** their decision-making skills to avoid or reduce involvement in delinquent behaviors such as disruptive behaviors at school and participation in fighting, violence, substance abuse, truancy, or other juvenile offenses.

- **Develop** appropriate skills to successfully navigate situations and confrontations with the potential for violence, victimization, and/or sexual assault through interactive activities, mentoring, and a sisterhood of support.

- **Receive** comprehensive violence prevention education, develop personal safety plans, understand the power of their voices as advocates, practice effective communication strategies, learn conflict resolution techniques and learn about self-care.

- **Improve** school attendance and ultimately develop the competencies and skills to improve their academic performance through our research based curricula, exposure to college and professional mentors, career exploration workshops, and increased access to academic support.

**Career Exploration Partners**

1919 Investment Counsel Kimley-Horn  
ABC Laborers  
ABC Alliance of Minority Physicians Longwood Gardens  
American Society of Civil Macquarie  
Engineers (ASCE) MedTex  
Avantor Merck  
Bethel Community Garden/ Moore College  
Haverford College MRG  
Bimbo Bakeries USA NEST  
Bricklayers LU 1 NFI  
Career Sparks PF Wealth Management Group  
Carpenters Joint Apprentice Philadelphia Chapter of the Links, Incorporated  
Training Center Philadelphia College of Osteopathic Medicine (PCOM)  
D2 Groups PHLY Insurance  
Deloitte Plumbers Local 690  
Domus PricewaterhouseCoopers  
Drexel Medical School RealED  
Electricians Sheet Metal Hall  
Enterprise Sprinkled Sweetness Bakery  
Fabsrap Steamfitters LU 420  
Finishing Trades Studio KeyFitness  
First Tee TD Bank  
Free People The Lighting Practice  
FS Investments US Squash  
Hilco Redevelopment Partners Vynamic  
IQVIA World Wide Technology  
Indiana University of Pennsylvania  
Jacobs
Letter from the Deputy Director

At Girls Inc. of Greater Philadelphia & Southern New Jersey, we are committed to our participants, community, and staff. Our dedication to developing the next generation of future leaders starts with our team!

We invest significant time and resources to ensure they have the knowledge, skills, and expertise needed to do their jobs effectively while progressing in their careers. Many members of our staff began as college interns. Over 60 college students participate in our internship program each year. They receive extensive training and supervision and help deliver programs to many of the 2,500 girls and young women we serve annually. We always look first to this pipeline when we hire new staff. Once on board, we work with each staff member to identify their goals and professional development needs. We provide significant development opportunities through Girls Inc. local and national training. Staff are also encouraged to participate in nonprofit courses at La Salle, Drexel, Temple, and Bryn Mawr colleges. We work with staff to identify courses and programs to help them reach their goals and we sponsor their participation. We are very intentional in mapping out career plans with the hope that many of our employees will move into leadership positions as we grow—and that has been the case. Nearly all our program managers and supervisors started with us as interns.

We will continue to nurture our staff and foster an environment of learning and excellence with the knowledge that strong, smart, and bold girls are inspired by stronger, smarter, bolder professionals! We look forward to a successful 2024 for our participants and staff.

In 2023, our staff participated in a variety of trainings including:

- Inclusive Program Approaches
- Human Resources
- Trauma-Informed Practices & Secondary Trauma
- Mental Health Awareness
- Youth Mental Health First Aid
- Preventing Underage Drinking
- College and Post Secondary Preparedness
- Grant Writing
- Organizational Leadership
- Fund Development & Finance

We appreciate our staff’s commitment to continued growth and excellence. Many are leaders and organizers in the community beyond their roles at Girls Inc; additionally, several are also pursuing higher education opportunities to further enhance their skills. We are proud of their success and will continue to support them in the exploration of their purpose, passion, and development as professionals.

Natasha Johnson
Deputy Director, Director of Programs
Project Accelerate

Young women participating in Project Accelerate have the opportunity to become familiar with professional settings and grow their networks early on. Rising 10th grade students complete a series of career exploration workshops over the summer where they can explore new fields and their own interests.

Throughout the school year, Project Accelerate students work through a set of career readiness sessions with our partners, staff, and other mentors. They learn how to write resumes, look for jobs, communicate professionally, and prepare for and ace interviews. We also provide sessions for caregivers and students about college life, navigating FAFSA, and applying for scholarships. The Project Accelerate initiative culminates in paid internships for rising juniors and seniors.

Summer Internship Hosts

Beehive @ Bok
Bethel Community Garden
Children’s Hospital of Philadelphia
Federal Aviation Administration
First Tee
Fleisher Art Memorial
Free People
Girls Inc. of Greater Philadelphia & Southern New Jersey
Hoffman Design Group
Jacobs Engineering Group
Lavin, Cedrone, Graver, Boyd & DiSipio
Mom Your Business
MyWIC
Office of Councilmember Katherine Gilmore-Richardson
Philadelphia Law Department
Project Glimmer
Sharp Dance Company
The Sheward Partnership
Smith Memorial Playhouse & Playground
Subaru of America
Ugly Art Films
Yes! And... Collaborative Arts

Project Accelerate Expo 2023
Watch the Video
Financials

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<th>Revenue</th>
<th>FY23</th>
<th>FY22</th>
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<td>Government Grants</td>
<td>$628,904</td>
<td>$418,312</td>
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<td>Other Grants</td>
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<td>Corporations</td>
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<td>Individual</td>
<td>$63,288</td>
<td>$125,838</td>
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<tr>
<td>Donated services &amp; Supplies</td>
<td>$222,601</td>
<td>$231,901</td>
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<tr>
<td>Special events net</td>
<td>$108,633</td>
<td>$55,733</td>
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<tr>
<td>Investment Income (loss)</td>
<td>$65,052</td>
<td>($76,037)</td>
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<td>$1,789,439</td>
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<td>Program Services</td>
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<tr>
<td>Management and general</td>
<td>$238,725</td>
<td>$230,387</td>
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<td>Development and fundraising</td>
<td>$83,688</td>
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<tr>
<td>Total</td>
<td>$1,850,825</td>
<td>$1,545,439</td>
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Audited financials

“I like Girls Inc. because people don’t judge me for who I am or my personality. I learned how to make new friends, and to be nicer and kinder to people.

—Salome
Funders

Champions for Girls

**Luminary ($25,000–$50,000)**
Akrum Sheikh

**Advocate ($15,000–$24,999)**
Sonja Rivera
Dena Herrin

**Ally ($10,000–$14,999)**
Sheila Harrington

**Mentor ($5,000–$9,999)**
Jason Heckler
Anika Hawkins
Lisa Casiello
Mary Gaffney
Milissa Hutchinson
Mike Brown
Komal Mayekar

**Partner ($2,500–$4,999)**
Lori and Andrew Garber
Robert D Garber
Chrisna Govin
Frederick Masters Esq.
Sandra Lea O’Connell Pfeffer
Margaret & Scott Rubinacci
Aimee Shafer
Kate Shields
Justine Sloyer
Jessica Sharp

**Friend ($1,000–$2,499)**
Scott Herrin
Suzanne Stetson
Michael Paolone
Julie Verdugo
Reese Blair
Sheila Gallucci-Davis
Theresa Staerk
Catherine Sutherland
Alyssa Cherkin
David Sharp
Kelly Brundin
Reid Bodek
Sheila Woods-Skipper
Deborah Kauffman
Lisa Garnett-Willis

When I’m sad, my friends or the [program leader] help me calm down. At Girls Inc. I have people that can help me.

—Zaelynn
Girls Inc. helps build up my confidence and communication skills—especially team work, creativity, respect, & entertainment.

—Juby

Funders

Corporate, Foundation & Grant Donors

$150,000+
Girls Inc.
Philadelphia Office of Children & Families
Pennsylvania Commission on Crime & Delinquency

$100,000–$149,999
Free People
The School District of Philadelphia

$50,000–$99,999
Avantor Foundation
Comcast NBCUniversal
The Exelon Foundation
NJ Department of Children and Families, Division on Women
The Philadelphia Foundation
Subaru of America Foundation, Inc.

$25,000–$49,999
Chubb
Citizens Bank
Comcast NBCUniversal
Deloitte
PWC Charitable Foundation
Spring Point Partners
Steinman Foundation
Vanguard Group, Inc.

$15,000–$24,999
American Water
CLA
Kia USA
Pennsylvania Liquor Control Board RUDD
Philadelphia Youth Network
United Way

$10,000–$14,999
AmerisourceBergen Sourcing, LLC
Origlio Beverage
PECO Exelon Corp

$5,000–$9,999
1919 Investment Counsel, LLC
Bimbo Bakeries USA
CD & Associates, Inc.
Jacobs
JPMorgan Chase
Macquarie Investment Management
Milo’s Tea Company
National Energy Education Development Project
NEST International, Inc.
Target
TD Bank
Women in Cable Telecommunications (WICT)
World Wide Technology, Inc.
WSFS Bank

$2,500–$4,999
6ABC Live Action News
BDO
Bo Wang Delaware Diagnostic Labs
CD & Associates, Inc.
Childrens Hospital of Philadelphia
DPR Construction
Edmund Optics
Fulton Bank
GEM Mechanical Services
Hilco Redevelopment Partners
Maven Communications
UGI Corp

$1,000–$2,499
AbbVie
Brown & Connery, LLP
Enterprise Holdings Foundation
Families Behind the Badge
Children’s Foundation
The Fox Foundation
Holman Automotive Group, Inc.
Independence Blue Cross
Lavin, Cedrone, Graver, Boyd & Disipio
The Lighting Practice Inc.
Longwood Gardens
The Merck Company Foundation
Mom Your Business
The Neubauer Family Foundation
The Philadelphia Chapter of the Links, Inc.
The Sheward Partnership

Full list of FY23 donors
Mental Health

Here’s how our staff are incorporating mental health & social-emotional learning into our high school programming.

Amber

Philadelphia Juvenile Justices Services Center

During our programs at the Philadelphia Juvenile Justices Services Center, we start each session with a mood check, offering participants the opportunity to release negative energy constructively, communicate the need for solitude, or share a highlight of their day. The girls often choose to participate in short meditations accompanied by the music of their choice. There are also scheduled mindfulness days where the residents engage in conversations and activities focused on self-care, emotional intelligence, resiliency, and self-reflection.

Miranda

Ambassadors Club

The Ambassadors engage in regular well-being check-ins. While all the girls actively participate in these check-ins, there are some students who do not have other adults in their lives that they feel comfortable confiding in. These students have expressed their frustration with the lack of attention given to mental health and social emotional learning in their schools. They appreciate the fact that, regardless of the topic of our lessons for the day, we always set aside 20 minutes for them to express their feelings in their journals we provide for them.

Niah

Eureka!

Eureka!’s collaboration with the Drexel College of Medicine, particularly the inclusion of mental health mentors and virtual workshops, demonstrates a proactive approach to addressing the social and emotional needs of high school girls. By engaging with topics such as eating, sleeping, social media, relationships, and self-care, we are equipping students with practical skills to navigate the complexities of their lives. This approach ensures that students not only excel in STEM but also develop the emotional intelligence and resilience needed to face the broader challenges of high school and beyond, fostering a well-rounded and empowered generation of young women.
Strong, Smart, & Bold Celebration was our most successful event yet, with 375 attendees raising over $160,000 to support our mission. Join us on May 1, 2024 for our 22nd Annual Celebration!

Graduating seniors in the class of 2023 received an average of $125,263 in scholarships to pursue their post-secondary academics, including Girls Inc. national scholarships.

All five cohorts of Eureka! Philadelphia are now enrolled with 122 participants, and Eureka! Camden was launched in the summer of 2023.

With the support of city and state funders in Pennsylvania, we expanded our Bold Futures violence prevention programs to 8 sites.

We launched our first in-person Health & Wellness Marathon with over 150 in attendance for a day of workshops on nutrition, physical activity, health screenings, and more in collaboration with US Squash and other partners.

During our second year of Project Accelerate, we grew the number of paid summer internships from 27 in 2022 to 39 in 2023.

Continuing our focus on staff professional development, 100% of full-time staff have now participated in external nonprofit management and/or youth development education.