

girls  
inc.

of Greater Philadelphia  
& Southern New Jersey

FY23

# ANNUAL REPORT

July 1, 2022 – June 30, 2023



# 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

K–5th	41%
6th–8th	35%
9th–12th	22%
Alumni	2%



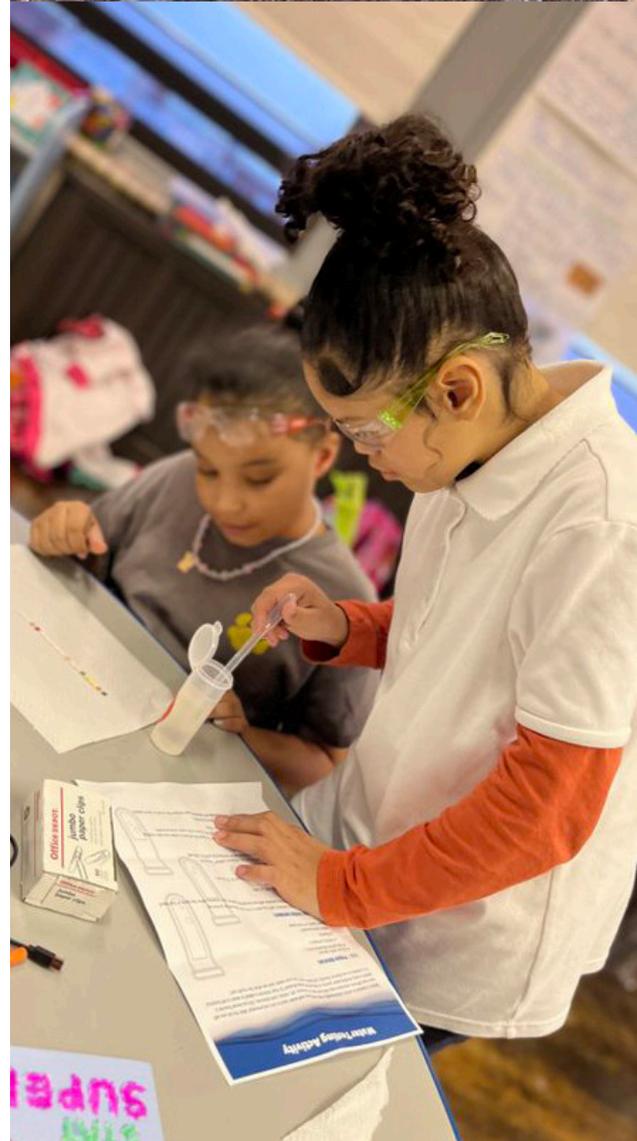
# Letter from the CEO

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.



## Board of Directors

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**Jessica Xi Chen**

## Executive Staff

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Chief Executive Officer

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**Natasha Johnson**

Deputy Director, Director  
of Programs

njohnson@girlsincpa-nj.org

**Cherice Arrington**

Associate Director of  
Programs and Advocacy

carrington@girlsincpa-nj.org

**India Nixon**

Operations Coordinator

inixon@girlsincpa-nj.org

# 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 lead 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*

# 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.

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

—Juleena



## 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.

**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  
ABC  
Alliance of Minority Physicians  
American Society of Civil Engineers (ASCE)  
Avantor  
Bethel Community Garden/  
Haverford College  
Bimbo Bakeries USA  
Bricklayers LU 1  
Career Sparks  
Carpenters Joint Apprentice  
Training Center  
D2 Groups  
Deloitte  
Domus  
Drexel Medical School  
Electricians  
Enterprise  
Fabscrap  
Finishing Trades  
First Tee  
Free People  
FS Investments  
Hilco Redevelopment Partners  
IQVIA  
Indiana University of  
Pennsylvania  
Jacobs

Kimley-Horn  
Laborers  
Longwood Gardens  
Macquarie  
MedTex  
Merck  
Moore College  
MRG  
NEST  
NFI  
PF Wealth Management Group  
The Philadelphia Chapter of  
the Links, Incorporated  
Philadelphia College of  
Osteopathic Medicine  
(PCOM)  
PHLY Insurance  
Plumbers Local 690  
PricewaterhouseCoopers  
RealED  
Sheet Metal Hall  
Sprinkled Sweetness Bakery  
Steamfitters LU 420  
Studio KeyFitness  
TD Bank  
The Lighting Practice  
US Squash  
Vynamic  
World Wide Technology

# 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.



*Natasha Johnson*

**Natasha Johnson**  
*Deputy Director,  
Director of Programs*



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

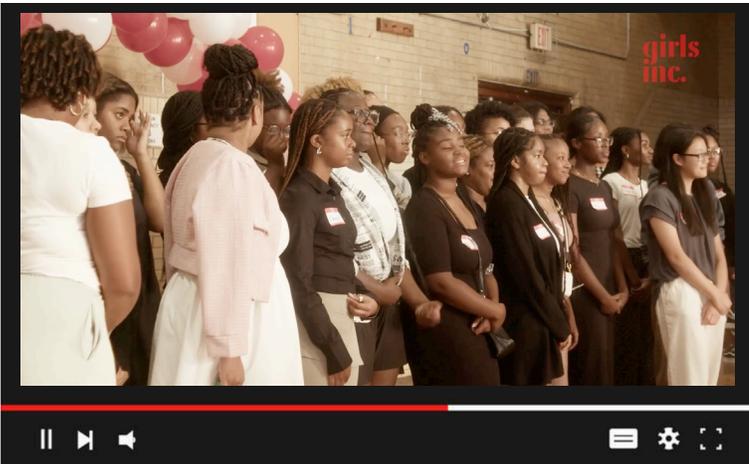
We appreciate our staff's commitment to continued growth and excellence. Many are leaders and organizers in the community beyond their roles at Girls Inc; additionally, several are also pursuing higher education opportunities to further enhance their skills. We are proud of their success and will continue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

# 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.



**Project Accelerate Expo 2023**

[Watch the Video](#)



## 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



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



# Financials

Revenue	FY23	FY22
Government Grants	\$628,904	\$418,312
Other Grants	\$456,237	\$550,351
Corporations	\$364,552	\$224,340
Foundations	\$219,686	\$259,001
Individual	\$63,288	\$125,838
Donated services & Supplies	\$222,601	\$231,901
Special events net	\$108,633	\$55,733
Investment Income (loss)	\$65,052	(\$76,037)
<b>Total</b>	<b>\$2,128,953</b>	<b>\$1,789,439</b>

Expenses	FY23	FY22
Program Services	\$1,528,412	\$1,185,061
Management and general	\$238,725	\$230,387
Development and fundraising	\$83,688	\$129,991
<b>Total</b>	<b>\$1,850,825</b>	<b>\$1,545,439</b>

## Audited financials



# 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

[Full list of FY23 donors](#)

“

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.



## 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.



## 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.



# Highlights



Our **21st Annual 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!

[View Events](#)

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.



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.

