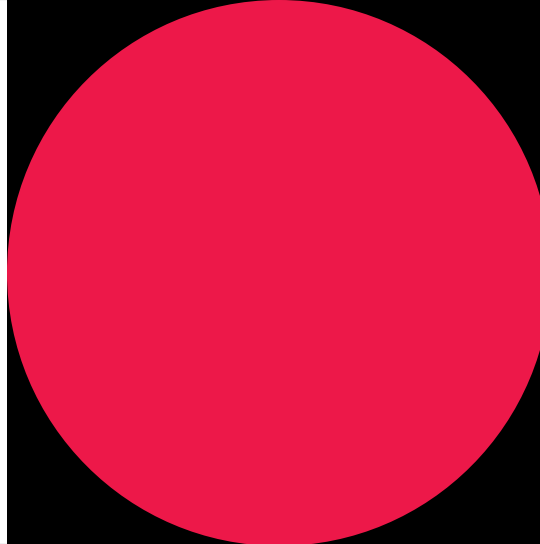


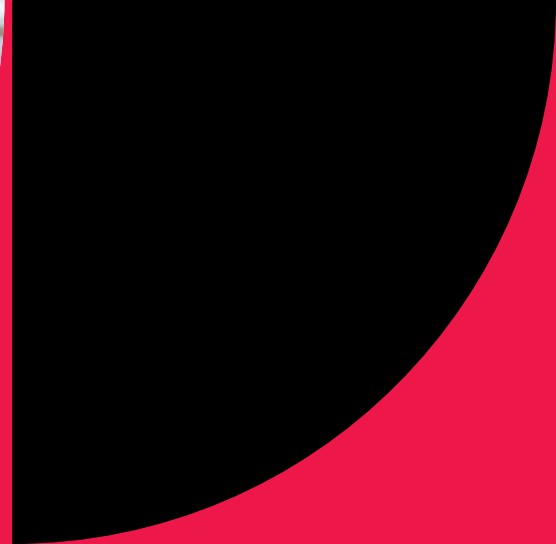
**girls
inc.**

of Greater Philadelphia
& Southern New Jersey



FY24 **ANNUAL REPORT**

July 1, 2023–June 30, 2024



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

Total number of
Girls and Young
Women Served

2,533

Total program hours

29,000+



Letter from the CEO

This year I have the privilege of reflecting on 10 years at the helm of this important organization. It is important because the work changes the trajectory of women's lives and transforms communities. The obstacles that girls and young women face have not improved during this past decade and in some ways, have gotten worse. Access to healthcare has suffered. Social media has made it more difficult to be an adolescent. The pay gap is real and representation in leadership roles continues to lag. Many of the conversations in boardrooms and government offices that created so much hope in the fight for equity have been redirected to new concerns. The differences in the ways in which males and females experience violence and discrimination are real but are still too often treated as the same.

“...this generation of young girls are being introduced to possibilities that I never would have imagined at their age...”

Despite setbacks, I am filled with hope, enthusiasm, and gratitude. I am hopeful because this generation of young women has big dreams and the skills to achieve those dreams. I am enthusiastic because this generation of young girls are being introduced to possibilities that I never would have imagined at their age and with us, they are acquiring the skills and confidence to pursue those possibilities. They have learned to navigate historic barriers and are prepared to take on the new ones.

We are at a crossroads, where possessing confidence, self-advocacy and high expectations has never been more important. If you have met the girls and young women in our programs, you know what I am talking about. They understand that they are the most important determinant in creating their own bright futures. We help them acquire the critical tools to make healthy decisions about their bodies, achieve academic excellence and advocate for themselves and their communities as they pursue leadership careers, often in fields historically closed to women.

I am full of gratitude to our corporate partners, volunteers and our many nonprofit and government supporters who understand that the issues girls and young women face are unique and complicated and deserve the targeted proven solutions that we deliver. To our board of directors led by Lori Garber and our associate advisory board, thank you for your partnership and counsel.

Letter from the CEO continued

I am so grateful to the parents and guardians who entrust us to help prepare their daughters for exciting futures. But I am most grateful to our participants who could be doing many other things during their free time but choose to be with us, engaging with like-minded peers in safe, fun, productive spaces. They are committed to achieving a future that is meaningful, and we are committed to helping them achieve their goals. To these young women, thank you in advance for helping to create a more equitable world where women's voices are front and center, because when women succeed, we all do better. Your ambition will lift us all.

I feel good about the past 10 years of accomplishments at Girls Inc. We have dramatically increased the number of girls we serve, their engagement with us, our geographic reach and our financial sustainability. Our outcomes are excellent. I am most proud of the staff culture we have created. We walk the talk, we have increased salaries, benefits, professional development and career opportunities. I wish we could have done more, but our industry suffers from the same misalignment of contribution and pay as other critical social service and educational occupations. We acknowledge that the day job is only a part of everything adults need and want to do and have made flexibility a critical component of our workplace. The result is worth noting in this post-pandemic environment where longevity in employment seems to have lost meaning. Our staff retention has been strong. Our participants and their families benefit from experienced, dedicated professionals and consistent mentorship. Thank you to the Girls Inc. staff who make the magic happen every day. Working with you has been both an honor and a pleasure.

I will be leaving Girls Inc. at the end of this year. I want to thank the staff, board, participants, families and partners for trusting me with this awesome responsibility. I am excited to see where this important organization goes next.

With my sincere appreciation,



Dena Herrin

Dena Herrin
Chief Executive Officer



Letter from the Board Chair

It has been another exceptional year for Girls Inc. of Greater Philadelphia and Southern New Jersey.

The team, led by Dena Herrin, CEO and Natasha Johnson, Deputy Director and Director of Programs served more girls and young women in the community with greater impact as we deepened our commitment to inspire all girls to be strong, smart, and bold.

Our Best in Class Board of Directors with their diverse expertise worked tirelessly to ensure a sustainable and effective organization through governance, fund development, and staff support. During the past year, the board completed a Risk Management assessment planning for potential internal and external exposures and causes. We updated our Financial Policies and Procedures and continued to educate the boards and staff about the nuances of nonprofit finance. We performed comprehensive reviews and updates of our Governance and Human Resources policies and procedures.

“*The staff and boards are singularly focused on creating an environment that is most beneficial for the girls...*”

Besides full engagement, board directors take their fiduciary duties seriously to ensure the organization is thriving for many years. The members of both the Governing Board and Associate Advisory Board continued their volunteer efforts with the girls and young women through mentorship, post-secondary planning, and internships.

Board of Directors

Lori Garber, Esq.
Board Chair

Jessica G. Sharp
Chairperson Elect

Gillian Johnson
First Vice Chair

Komal Mayekar
Second Vice Chair

Mike Brown
Treasurer

Deborah Beck Kauffman
Assistant Treasurer

Aimee Shafer, CPA
Assistant Secretary

Kelly Brundin

Jessica Xi Chen

Kia VanWright Ford

Lisa Garnett-Willis

Jason Heckler

Milissa Hutchinson

Honorable Sandra Mazer Moss (Ret.)

Margaret Rickard Rubinacci

Sonja Rivera

**Justine Sloyer, PHR,
SHRM-SCP**

Julie Verdugo

Honorable Sheila Woods-Skipper

Letter from the Board Chair continued

The staff and boards are singularly focused on creating an environment that is most beneficial for the girls and on results for positive meaningful outcomes. The values of Girls Inc. are firmly established in our programming and the dedication and passion of the staff earn our affiliate respect in the local community and nationally in the Girls Inc. affiliate network.

To our donors and partners, please accept my gratitude as your generosity has allowed us to exceed our 2024 financial goals.

Our work is not possible without you and we urge you to continue your support and connect with us for further involvement. Please join our Girls Inc. family and help us reach even more girls as we begin 2025.

With appreciation,



Lori A. Garber

Lori A. Garber
Board Chair

Executive Staff

Dena Herrin

Chief Executive Officer
dherrin@girlsincpa-nj.org

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



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.

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



A Decade of Growth

Girls Inc. Philly has two Out-of-School Time Programs

Ambassadors Club: A high school leadership and post-secondary readiness program to support girls as they grow into healthy, educated, independent women. Ambassadors explore post-secondary academics and careers, develop personal goals, and participate in career exploration opportunities.

STEM Gems: STEM-focused program to explore, ask questions, persist, and solve problems through hands-on activities. Girls learn to view STEM careers as exciting and filled with new opportunities.

Girls Inc. begins programming in Camden, New Jersey



Girls Inc. Philly launches Discovery program

Early grade literacy for 5–8 year olds cultivates their leadership skills through literacy and healthy lifestyle activities. Girls are encouraged to investigate the world around them and gain confidence to create change within their communities and lives.

STEM continuum expands with the launch of Eureka! Philadelphia

Intensive 5-year STEM-based program for 13-18 year olds aimed at building confidence and skills through hands-on opportunities in STEM while also incorporating physical fitness, personal development, and college and career readiness.



Partnership with Office of Children and Families for Out-of-School Time on-site programs



Since 2014...

We opened **4 program spaces**

We increased from 3 to **30 staff members**

We developed **4 new out-of-school time programs**

To deliver an average of **150 program hours per girl annually**

[Learn more about what we do here](#)



Bold Futures begins at three partner sites

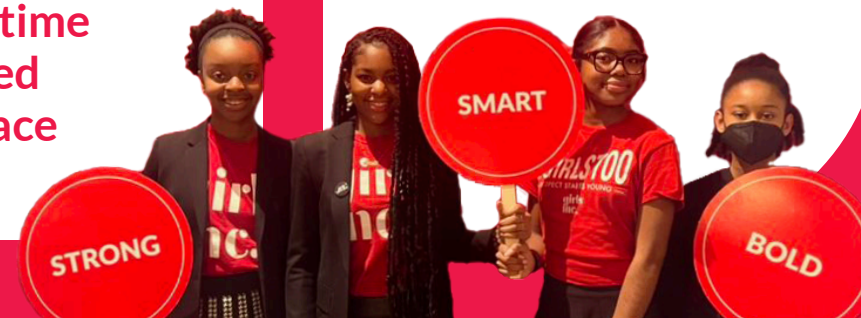
After school mentoring program equips students with the guidance, support, and skills necessary to be engaged in school, build healthy relationships, and reduce risky behaviors.

Rising STARS established

Leadership program for middle school girls designed to equip them with the skills to investigate their rights and responsibilities and create lasting social change within the community, where participants gain the confidence to dream big and achieve their goals.



Girls Inc. Philly moves to BOK, and for the first time has dedicated program space



Project Accelerate launches

A targeted extension of the Girls Inc. Experience, designed to support young women through their next critical transitions—from high school through college and from college to career. The project prepares young women leaders to succeed in the workplace environments while affecting cultural change from within.

Girls Inc. adds Bold Futures and Eureka! in Camden

Expanded program space in the BOK

including an Early Literacy center and STEM lab.



A Decade of Impact

Gabbie A.

Age: 14

Years with Girls Inc.: 9

Gabbie started in Discovery and is now in Eureka!

What does Girls Inc. mean to you?:

I began my journey at the age of six. My mom found out about the program from a friend of hers and signed me up. Girls Inc. means a community made of girls and women who come together to support each other through life's challenges and exposes you to look beyond what you're used to and throughout the program you gain knowledge.



Layah S.

Age: 9

Years with Girls Inc.: 4

Layah started in Discovery Camp and is now in Rising STARS

What does Girls Inc. mean to you?:

Girls Inc. means making friends, learning new things, and visiting new places. My Girls Inc. mentors are very helpful because if I need to talk about something they will listen, help me, and keep my feelings safe with them.

What Girls Inc. moment inspired you to be the person you are today?:

When I was building solar cars with [corporate partner] Lockheed Martin, I felt like I could really do and conquer anything.



Skye W.

Age: 20

Years with Girls Inc.: 10

Skye started in STEM Gems and is now a Girls Inc. alumna pursuing a Bachelors Degree in Biology at LaSalle University

What Girls Inc. moment inspired you to be the person you are today?:

Visiting an army aviation base and having the opportunity to speak with remarkable, strong women in that field. At the time, it had never even crossed my mind to consider such a path, but the experience was eye-opening. It showed me that I can achieve anything I set my mind to, reinforcing the belief that the "Skye" is the limit. This encounter motivated me to pursue my dreams with confidence and ambition, knowing that I can break barriers and forge my own path.



Safiyah F.

Age: 22

Years with Girls Inc.: 12

Safiyah started in STEM Gems and is now a Girls Inc. alumna pursuing a Masters Degree in Systems Engineering at Cornell University

What Girls Inc. moment inspired you to be the person you are today?:

There were many Girls Inc. moments that inspired me to be the person I am today, but the networking and public speaking events stand out most because I got to meet professionals and envision myself speaking about really cool things and having a large impact on the world and my community. Being able to learn through my mentors has allowed me to make better decisions for my future.



Anjali R.

Age: 19

Years with Girls Inc.: 11

Anjali started in STEM Gems and is now a Girls Inc. alumna pursuing a Bachelors Degree in Sociology at Howard University

What does mentorship mean to you?:

Over the many years with Girls Inc., I have made friends with industry professionals and Girls Inc. facilitators beyond the simple mentor/mentee dynamic. My mentors are my mothers, my aunts, my friends, and even my peers. I know no matter what happens, there's a place for me in Girls Inc.



Ava B.

Age: 11

Years with Girls Inc.: 4

Ava started in Discovery Camp and is now in Rising STARS

What Girls Inc. moment inspired you to be the person you are today?:

The moment that inspired me to be the person I am today was when I was invited to open the annual Strong, Smart, & Bold Celebration when I was 8 years old. It showed me that everyone saw my potential and helped me see it too. My mentors at Girls Inc. here are my "girl family" who will support me and teach me new things.



Egypt H.

Age: 17

Years with Girls Inc.: 9

Egypt started in STEM Gems and is now in Eureka!

What Girls Inc. moment inspired you to be the person you are today?:

When I started my first internship with Girls Inc. Project Accelerate at Lavin Law, I was inspired by women who worked in the office. They came from different career backgrounds yet ended up in the same place based on their own interests. It showed me that I didn't have to confine myself to one straight career path and inspired me to be curious and explore new opportunities.



Caelyn O.

Age: 25

Years with Girls Inc.: 10

Caelyn started in Ambassadors Club and is now a Girls Inc. alumna with a Bachelor's Degree in Fashion Merchandising and Management from Jefferson University. She works in Creative Marketing at Free People.

What does Girls Inc. mean to you?:

A safe space. I joined Girls Inc. as a teenager, where I grew confidence to be myself, meet friends, and experience the great opportunities Ambassador Club provided. I attribute Girls Inc. to opening me up to new experiences at a young age that involved traveling, public speaking, and community service.



Since the launch of Project Accelerate, we've seen our Alumnae spread their wings in college and beyond!

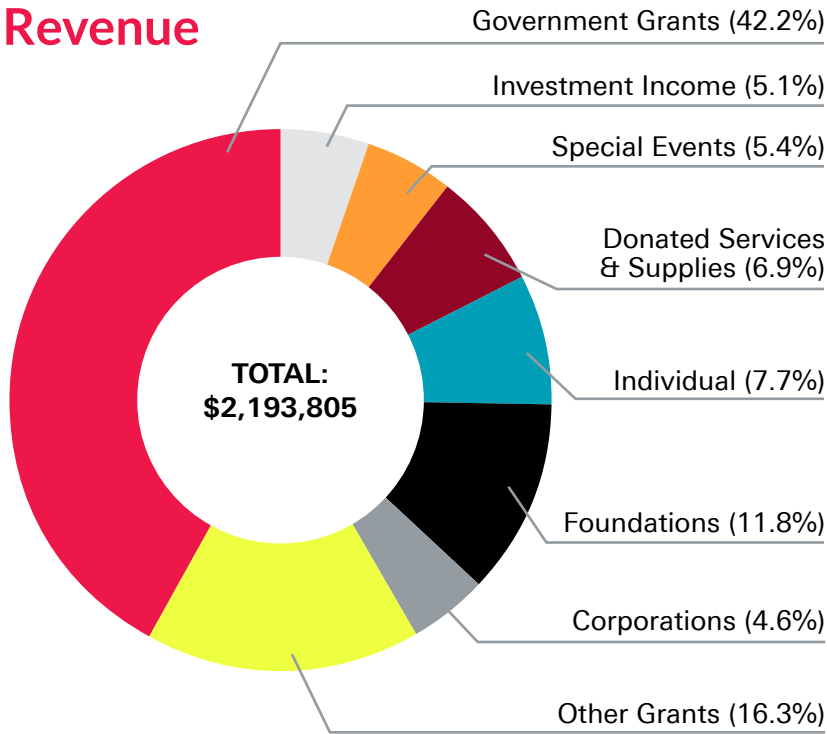
Current Project Accelerate participants are enrolled at:

- Albright College
- Antioch College
- Community College of Philadelphia
- Cornell University
- Crozier Health, EEG Tech Program
- Drexel University
- Georgetown University
- Hampton University
- Howard University
- Indiana University of Pennsylvania
- Millersville University
- Muhlenburg College
- North Carolina A&T
- Penn State
- Philadelphia Technical Institute
- Rowan College of Burlington County
- Rutgers University (Brunswick Campus)
- Spelman College
- Temple University
- The College of New Jersey
- Thomas Jefferson University
- University of Delaware
- University of Maryland Eastern Shore
- University of Pennsylvania
- University of Pittsburgh
- University of Toronto
- US Naval Academy
- Washington & Jefferson College
- Widener University

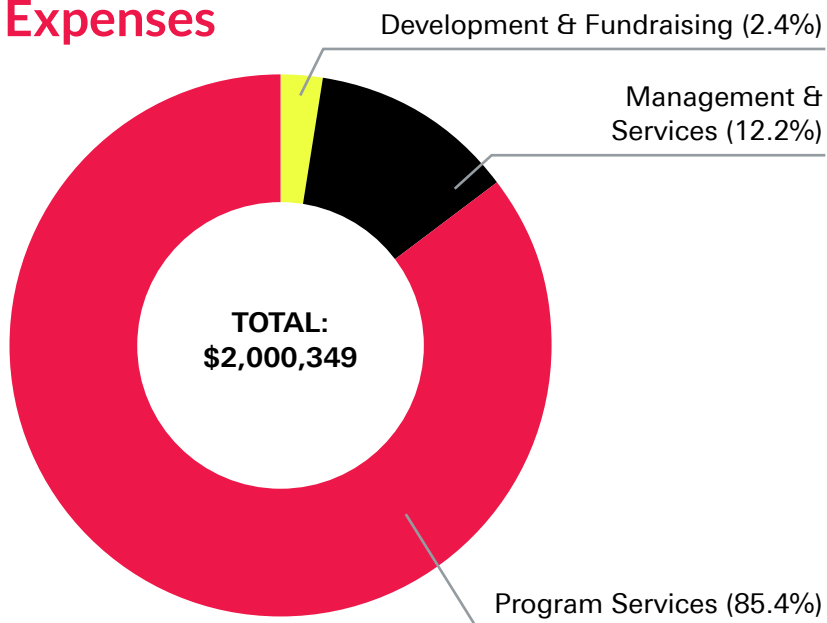


Financials

Revenue



Expenses



Audited financials



Funders

Champions for Girls

Luminary \$25,000+

Kelly Brundin
Sheila Harrington
Jason Heckler

Advocate \$15,000-\$24,999

Mike & Chrissy Brown
Mary Gaffney
Sonja Rivera
Aimee & Caleb Shafer

Mentor \$5,000-\$9,999

Lori & Andrew Garber
Dena Herrin & Alfredo Mauri
Komal Mayekar
Jessica Sharp

Partner \$2,500-\$4,999

Anonymous
Deborah Katzman
Sandra Lea O'Connell Pfeffer
Margaret & Scott Rubinacci
The Sloyer Family

Friend \$1,000-\$2,499

Jeffrey Aldi
Reid Bodek
Rachel Carnevale
Kia VanWright Ford
Lisa Garnett-Willis
Marilyn Hayes
Scott Herrin
Deborah Kauffman
Sonal Mayekar
Betsy Neiva
Angelica Roiz
Julia Rosen
Samuel Sadoulet
Melody Wolske
Sheila Woods-Skipper

Corporate, Foundation & Grant Donors

\$150,000+

Girls Inc.
Philadelphia Office of
Children & Families
Pennsylvania Commission
on Crime & Delinquency
The School District of
Philadelphia

\$100,000-\$149,999

Free People of URBN, Inc.

\$50,000-\$99,999

Avantor Sciences
Foundation
Comcast NBCUniversal
National Philanthropic
Trust
New Jersey Office of the
Attorney General
New Jersey Office of
Children and Families,
Division on Women
The Philadelphia Juvenile
Justice Services Center
Subaru

\$25,000-\$49,999

Chubb
Citizens Bank
Deloitte
PwC Charitable
Foundation

\$15,000-\$24,999

American Water
MaST Community Charter
School III
New Jersey Office of Faith
Based Initiatives
Philadelphia Youth
Network
The Steinman Foundation

\$10,000-\$14,999

AmerisourceBergen
Sourcing, LLC
Tides Foundation

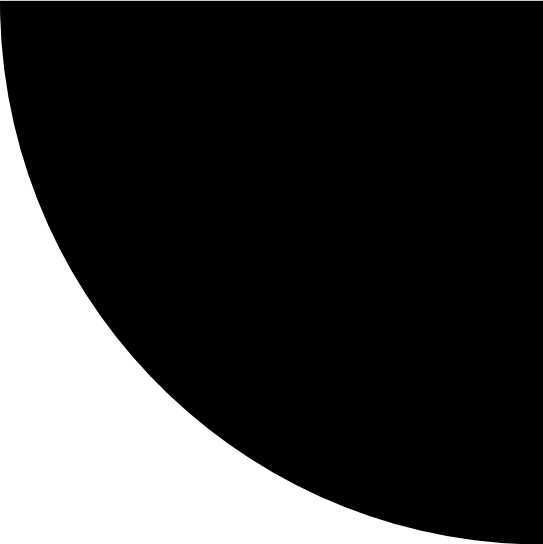
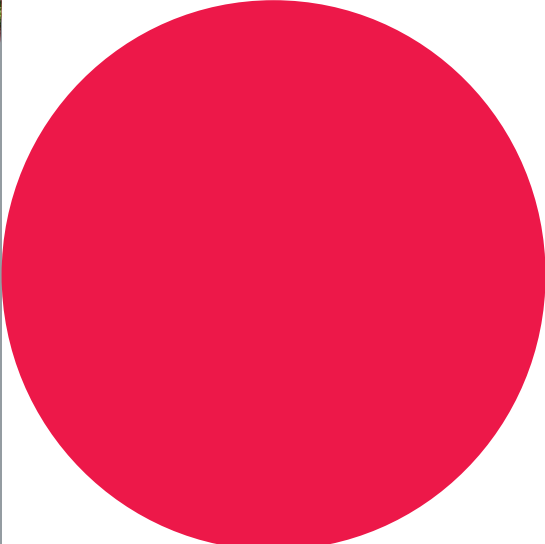
\$5,000-\$9,999

Bimbo Bakeries USA
Cigna Healthcare
Macquarie Asset
Management
Pennsylvania Liquor
Control Board
US Cold Storage
World Wide Technology,
Inc.
WSFS Bank

\$2,500-\$4,999

BDO
CD & Associates, Inc.
Delaware Valley Industrial
Resource Center
DPR Construction
Edmund Optics
The Fox Foundation
GEM Mechanical Services
Hilco Redevelopment
Partners
Jacobs Engineering
Maven Communications
National Energy Education
Development (NEED)
Project
NEST International, Inc.
Philadelphia Insurance
Companies (PHLY)
SAP Women's Initiative
Secure Planning Group,
LLC
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Valentine Foundation

[See all of our Individual and Corporate Champions](#)



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