Dear Friends,

At Girls Incorporated of Worcester, it isn't any one thing that helps girls grow into healthy, educated, and independent women. It isn't just the caring, nurturing adults ... or the great programs... or strong community partnerships...or daily homework help...or girl-only space. It’s ALL of it combined. It’s the Girls Inc. Experience, and this annual report focuses on the community impact of the six essential elements of the experience:  Mentoring Relationship, Girls–Only Environment, Intentional Programming, Research-Based Curricula, Sustained Exposure, and Interactive Activities.

Achieving outstanding program outcomes, strengthening our financial position, and building the ground-work for growth and sustainability have been the major themes and successes of the year. We finished 2013 with a balanced budget while making a positive difference in the lives of over 1,400 girls and families. As the oldest and only facility based girl-centered organization in central Massachusetts, Girls Inc. of Worcester is laser focused in carrying out the mission of “inspiring all girls to be strong, smart and bold.” It is through the dedication of the Board of Directors, staff, volunteers, and community supporters that we are able to deliver the important work in our community. We are sincerely grateful for your tremendous support - thank you!

Diane Giampa  Victoria Waterman
Our programs help girls develop life skills, like eating nutritiously and managing money. Our trained professional staff help girls to read better and explore math, science, engineering and technology. They give girls opportunities to meet people they might not otherwise meet (like Alexanderia the Great and Liz Walker) and to go places they might not otherwise go (like Fenway Park, Girls Inc. National Celebration Luncheon in New York City, and Heifer Farms). They get to try things they’ve never tried before – like boating and camping, extracting the DNA of a strawberry, and learning to swim in a pool and lake. Girls Inc. programs help girls develop confidence and leadership skills, and positive attitudes about life and the future.
Mentoring Relationships

It is important that every girl has someone in her life who thinks she is simply amazing - just for being herself. For many of the girls, that person is a Girls Inc. staff person or alumna. And many Girls Inc. staff like Anna and Meaghan started their journey as Girls Inc. girls... and continue to be amazing.

Volunteer Highlights

Girls Inc. of Worcester thanks our dedicated volunteers who tirelessly served our agency in 2012-2013. Here at Girls Inc. of Worcester we truly appreciate the value of our volunteer’s time. Our volunteers have the unique ability to inspire girls to be their best and help them to discover new things, build relationships with girls, network with other volunteers and help girls develop life long skills.

WE COULDN'T DO IT WITHOUT YOU!

13,400
HOURS SERVED

526
VOLUNTEERS
Sustained Exposure

We know that sustained exposure to programming over time increases positive outcomes and reduces the potential for negative outcomes. For older girls, like Adwoa, who has been a Girls Inc. member since she was in 4th grade, we measure the progress over a period of years. In 2012, with sustained support from Girls Inc. - including homework help, mentors, advancement to become a volunteer and then staff member - Adwoa was one of ten Girls Inc. National Scholars to receive a $15,000 scholarship to attend Emmanuel College. After completing her first year at college, Adwoa returned to Girls Inc. this summer to contribute as a staff member and help foster positive outcomes for other girls.

94% of girls in our STEM programs (science, technology, engineering and math) have high educational aspirations and better attitudes towards school.

100% of high school seniors participating in Girls Inc. Leadership Academy graduated from high school and have aspirations to go to college.
Our Supporters

$20,000 and above
Fred Harris Daniels Foundation
Girls Inc. National/The Women’s Self-Worth Foundation
Greater Worcester Community Foundation
National Grid
The Stoddard Charitable Trust
United Way of Central Massachusetts
United Way of Central Massachusetts’ Women’s Initiative

$10,000-$19,999
DCU for Kids
Department of Public Health
EMC Corporation
Intel Foundation
LLH/LHM Foundation
William W. and Alfred M. Taft Charitable Trust
Verizon Foundation
Worcester Public Schools/21st Century funding from the Department of Elementary and Secondary Education

$5,000-$9,999
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Bank of America Charitable Foundation
Bay State Savings Bank Charitable Foundation
Boston Bruins Foundation
Boston Scientific Foundation
Citizens Bank Foundation
The Ruth H. and Warren A. Ellsworth Foundation
J. Irving and Jane L. England Charitable Trust
The Fletcher Foundation
The Hanover Insurance Group
Valerie & Stephen Loring
Massachusetts Woman’s Home Missionary Union
Reliant Medical Group Foundation
TJX Foundation
UniBank
Unum

$2,500-$4,999
City of Worcester-Community Development Block Grant
Teri L. Cooper
Department of Children and Families
MAPFRE/USA
The Richard A. Heald Fund
Staples Foundation for Learning

$250-$499
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Isa Bayon
James Beauregard
Joan Bertrand
Elizabeth Callahan
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Linda Cavaioi
Colleges of Worcester Consortium
Holly Crawford
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Kristy Genga
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Maureen & Robert Gray
Guild of St. Agnes
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It’s About Time Mobil Dry Cleaning Services
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Nora Keil
Jody & Michael Kelliher
Judi Kirk
Lamoureux Pagano & Assoc.
Massachusetts College of Pharmacy & Health Sciences
Millbury Saving Bank
Charles & Lenore Monahan

$500-$999
Allegro Microsystems Inc.
Joseph Bafaro Sr.
Roxanne & Richard Ball
Christine Biscotti-Quitadamo
Celia J. & Joseph Blue
Pamela & Maurice Boisvert
Bose Corporation
Nancy & Thomas Buckingham
Carolyn Cartwright
Clark University

$1,000-$2,499
Aisling Partners Insurance Brokerage LLC
Kenneth & Mary Ellen Atchue
Kaitlin Beauchamp
Becker College
Boston Foundation for Architecture
Linda Cammuso- Estate Preservation Law Office
Glenn DeMallie
Fallon Community Health Plan
Barbara Fargo
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Mindy Greene
James Hecox
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Kiwanis Foundation of Worcester
Heather MacCartney
MathWorks
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Ann-Margaret White & Sean Padgett
Robert P. & Mary Anne E. Powers
Robert P. Powers Insurance Agency
Ann J. Prouty
Anne & Jonathan Sadick
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South High Community School
Sovereign Bank Foundation
Cynthia & Edward Stark
Stowe & Degen, LLC
John & Lynn Sullivan
Sunovion Pharmaceuticals
TD Charitable Foundation
The Hart Foundation
Victoria and James Waterman
Wyman-Gordon Foundation

$1,000-$2,499
Allegro Microsystems Inc.
Joseph Bafaro Sr.
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Christine Biscotti-Quitadamo
Celia J. & Joseph Blue
Pamela & Maurice Boisvert
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Nancy & Thomas Buckingham
Carolyn Cartwright
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A special thank you goes out to each of the individuals, foundations, companies and to all donors who wished to remain anonymous. Thank you.

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- The Apartment Directory
- Ursula Arello
- Abigail Armstrong
- Deb Atchue

**Donors up to $100**
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Randi Zanca

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Constellation Energy
Give With Liberty
Morgan Stanley
National Grid
Truist

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Jodi Ashbrook
Mala Barbalho
Jane Barbash
Cheryl Sibley Bassett
Christine Biscotti-Quitadamo
Linda Cammuso
Rita Castagna
The Emma D. Harris Society
The Planned Giving Program of Girls Incorporated of Worcester

The Emma D. Harris Society recognizes those individuals who have included Girls Inc. in their estate plans. Through their planned gifts, members of the Society wish to guarantee the financial future of Girls Inc. Please consider joining these visionary donors. For more information, please call Anne Sadick at 508-755-6455 x21.

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Ruth L. Benoit*
Clara DeMallie*
Mrs. Jane B. Gooch*
Irving A. and Marie C. Lepore*
Elizabeth Lindstrom*
Valerie S. Loring
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Ann J. Prouty*
Richard Prouty*
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Mary Jane (Jid) Sprague
Martinus Van Stappen*
Margaret Ward*
Sarah Williams

In Honor of Jonathan Sadick
Jeffrey Glick

In Memory of James Grassaschi
Patricia Naples

In Memory of Jane Klimowich
Ethel A. Cole

In Memory of Jean Ploof
Patricia Naples

In Memory of Anne Porcella
Debby Aframe
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Mark Santora
Linda St. John
Bob & Vickie Thebeau

In Memory of Jeff Seehof
Diane & Douglas Meystre

In Memory of Edward Taylor Sr.
Patricia Naples

Bequests
Margaret Ward
Richard Prouty

In Memory of Ruth Ellis
Rita E. Croteau
Diane Croteau
Jane Dupont
Mary McKiernan

In Memory of Sparky Fife
Cindy Stark

Great care has been taken to include all donors. Please call the Development Office at 508.755.6455 x21 if your name was inadvertently left of the list. Thank you.
Hands-on, minds-on

Whether our teen girls in Leadership Academy are working with professional women volunteers on leadership-building activities or our middle school Eureka! girls are learning how to create a cool & safe “lava” lamp with simple household materials, the girls are having fun...perhaps without realizing that they’re also learning (but we know)! The Dear World: Voices of Worcester Girls program gives girls the opportunity to express themselves through painting, music, and dance; sharing their messages to educate the community on ways to stay true to their personal values, pledge to maintain healthy relationships, and develop coping strategies to help them meet the challenges of bullying and peer pressure.
Financials

**Revenue**

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$665,590</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$233,199</td>
<td>14%</td>
<td></td>
</tr>
<tr>
<td>Investment Income, net investment fees</td>
<td>$209,094</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Unrealized Gains(Losses)</td>
<td>$309,088</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Program Fees</td>
<td>$191,487</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td>$67,852</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$1,676,310</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>$769,940</td>
<td>63%</td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>$133,640</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>National Dues</td>
<td>$12,000</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>General &amp; Administration</td>
<td>$208,289</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>Fundraising</td>
<td>$106,201</td>
<td>9%</td>
<td></td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$1,230,070</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

**ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$875,302</td>
<td></td>
<td>$184,425</td>
</tr>
<tr>
<td>Contributions Receivable</td>
<td>$97,469</td>
<td></td>
<td>($119,051)</td>
</tr>
<tr>
<td>Prepaid expenses &amp; Other assets</td>
<td>$29,237</td>
<td></td>
<td>($13,263)</td>
</tr>
<tr>
<td>Land, Buildings &amp; Equipment</td>
<td>$4,176,349</td>
<td></td>
<td>$80,535</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>($3,207,953)</td>
<td>($3,074,313)</td>
<td>($133,640)</td>
</tr>
<tr>
<td>Long Term Investments</td>
<td>$4,977,900</td>
<td></td>
<td>$391,510</td>
</tr>
<tr>
<td>Beneficial interest in Trust</td>
<td>$844,488</td>
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<td>$41,488</td>
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<tr>
<td><strong>Total ASSETS</strong></td>
<td>$7,792,792</td>
<td>$7,360,788</td>
<td>$432,004</td>
</tr>
</tbody>
</table>

**LIABILITIES & NET ASSETS**

<table>
<thead>
<tr>
<th>Description</th>
<th>2013</th>
<th>2012</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable and accrued expenses</td>
<td>$101,543</td>
<td>$115,779</td>
<td>($14,236)</td>
</tr>
<tr>
<td><strong>Total LIABILITIES &amp; NET ASSETS</strong></td>
<td>$101,543</td>
<td>$115,779</td>
<td>($14,236)</td>
</tr>
</tbody>
</table>

**Revenue Year Ending June 2013**

- Grants: $665,590 (40%)
- Contributions: $233,199 (14%)
- Investment Income, net investment fees: $209,094 (12%)
- Unrealized Gains(Losses): $309,088 (18%)
- Program Fees: $191,487 (11%)
- Other Income: $67,852 (4%)

**Expenses Year Ending June 2013**

- Programs: $769,940 (63%)
- Depreciation: $133,640 (11%)
- National Dues: $12,000 (1%)
- General & Administration: $208,289 (17%)
- Fundraising: $106,201 (9%)

**Total Revenue**: $1,676,310 (100%)

**Total Expenses**: $1,230,070 (100%)
Board of Directors 2012-2013

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Mary Jane (Jid) Sprague
Sarah H. Williams

*deceased

14,000 nutritional snacks provided each year, including the summer.

1,084 bus trips brought girls to Girls Inc. after school.
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Director of Development
Anne Sadick

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Anthony Papagni
Research-based curricula

Girls Inc. programs are relevant, field-tested, and leverage research-based curriculum. Whether in our Afterschool Drop-in Program, Super Camp, Summer STEM, or Eureka!, we are purposefully developing the strengths in every girl by drawing from “tried and true” curriculum. Girls Inc. is the leading national expert on girls’ issues and houses the largest, most comprehensive research center on girls in the country at its National Resource Center (NRC) in Indianapolis. As such, it is the primary resource of curriculum for Violence/Bullying Prevention, Economic Literacy & Career Exploration, Fitness, Literacy, Leadership, and STEM (science, technology, engineering, math) programs.
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92% of Eureka! participants stated they are comfortable in science class.

85% of participants in Economic Literacy demonstrated increased understanding of “Wants vs. Needs”, Savings, and Taxes.
All girl, pro-girl

The Girls Inc. environment is safe - physically, socially, and emotionally. It is a place where girls are expected to succeed and grownups take them seriously for the girls they are now and for the women they will become. This year we celebrated another successful annual College Shower; recognizing 11 of our high school seniors who graduated high school and aspire to graduate from college.