

Girls Incorporated of Worcester



PHOTO TAKEN BY DANIELLE ST. DENIS

ANNUAL REPORT

A Message from the **BOARD PRESIDENTS**

*F*or 93 years, Girls Incorporated of Worcester has perpetuated its Mission to inspire girls to be Strong, Smart, and Bold. In 2007, with the resignation of the Executive Director, the Board of Directors was faced with a challenge that many boards are not commonly called to answer. Perhaps one of the board's most important decisions was to enlist a consultant to assist us with stabilization of the organization and establish the framework of a much needed transition. Following an extensive search for an interim executive director, we began the arduous process of assessing our fiscal health, evaluating the utilization of buildings and determining the effectiveness of programs. This self examination led us to make a very difficult decision which was to close and sell Lincoln House and move all programming to the Providence Street (Winthrop House) location.

At the forefront of combining programming, our licensed school age program took center stage. Today, we have tripled the enrollment and increased licensure with the goal of establishing a fully licensed, after school, gender-specific program offering nationally researched-based curriculum.

With the direction established and the turn around phase well underway, the next step was to commit to the search for our new executive director. With the aid of a generous grant from the Greater Worcester Community Foundation we were able to pursue a national search. Today, we are pleased to announce our new executive director and extend our thanks and appreciation to our board, staff and community based search committee who spent countless hours to ensure the best candidate was chosen to continue our legacy.

A special thanks to Lynne Molnar, Interim Executive Director, for her leadership, vision and encouragement. It was with Lynne's partnership that we are able to say our Vision for 2013 is well underway.

It is with this pledge of commitment to the preservation of our Mission, values, and the girls we serve, that our board will continue to be diligent, thoughtful, and stewards of our youth.

Dean Sheehans

President Ex Officio



Jane A. Baird

Interim President



Girls' **BILL OF RIGHTS**

Girls have the right to...

- be themselves and to resist gender stereotypes.
- express themselves with originality and enthusiasm.
- take risks, to strive freely and to take pride in success.
- accept and appreciate their bodies.
- have confidence in themselves and to be safe in the world.
- prepare for interesting work and economic independence.



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 Incorporated in their estate plans. The Society is named to honor Emma D. Harris who gave her home in 1916 to create a clubhouse for girls. It became known as Lincoln House and was the foundation of this organization.

Through their planned gifts, members of the Emma D. Harris Society wish to assure that Girls Inc. will remain strong, continue to forge new relationships and open doors to more girls who need a nurturing and safe place after school.

Please consider joining these visionary donors and help us guarantee the financial future of Girls Inc. For more information, please call the Development Office, at (508) 755-6455, extension 21.

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*Please call the Development Office at (508) 755-6455, extension 21,
if your name was inadvertently left off the list. Thank you.*

A Message from the **INTERIM EXECUTIVE DIRECTOR**

TRANSITIONS

With eight years to go before Girls Inc. of Worcester celebrates its centennial, it is my honor and privilege to have served as the Interim Executive Director this past year — a year of multiple transitions. In the consulting lexicon, *transition* refers to a process that embraces changes in leadership and programs, presenting an organization with opportunities to re-examine the mission and mechanics of an organization. Please indulge me; I'd like to list some of the transitions and subsequent opportunities opened to Girls Inc. in fiscal year 2008.

There were several staff transitions in FY08. Girls Inc.'s Executive Director of eight years, Maria Rosado, resigned in September 2007. And this October, the long beloved Director of Winthrop House programs, Rhonda Sargent will be leaving after 30 years of service, supporting thousands of girls and program staff to identify with becoming strong, smart, and bold in their lives.

Anne Sadick returned to fill the critically important development director role. With astute knowledge of Girls Inc. National's research-based and gender-specific programs, Anne enriched the content of our programs as well as met our fundraising goals.

With preparations last spring, we were successful in tripling our licensed school age child care program (LSACC), now called, After School Explorers. Dean Theodore, seven-year board member and former board president, stepped into the new staff role of Director of Membership Programs & Recruitment and within just a year, our numbers will triple again.

After School Explorers will provide significant revenues, moving the organization away from a dependency on the endowment. Drop-in programs will continue with a focus more on middle-school girls.

Phyllis Shea and Lynne Flanagan Tsombakos have been the program experts in providing prevention programs within Worcester's public schools that have been expanded this year.

Affirmation of our mission to serve girls and young women along with a commitment to adequately fund all programs, led to a careful examination of programs that were not primarily for girls. We now only serve boys during the summer and school vacations. The Kids Klub at Great Brook Valley and the Intel Computer Club House were transferred to the Worcester Boys and Girls Club.

The Board of Directors is the strength behind each building block of the transformation Girls Inc. went through in FY08. They deserve kudos from every constituent of Girls Inc. Their courage and thoughtful decisions put Girls Inc. on a course of excellence, ready for the upcoming transition to new executive director leadership.

As I write this piece, I too am preparing for my own transition, and I want to extend my congratulations to the new Executive Director, Cathi Coridan. You will be able to meet her at the Annual Meeting. This new leader holds the keys to unlocking Girls Inc.'s next phase of growth and development. She will carry to fruition the internal transition begun in FY08. She along with the Board of Directors will be the leadership that launches Girls Incorporated of Worcester into its second centennial, offering programs of excellence to girls and young women and their families that the community of Greater Worcester has come to expect.

Sincerely,
Lynne Molnar
Interim Executive Director

GIRLS INCORPORATED OF WORCESTER

STATEMENT OF FINANCIAL POSITION JUNE 30, 2008

ASSETS		2008
Current and other assets:		
Cash and cash equivalents	\$	48,581
Contributions receivable		271,632
Prepaid expenses and other assets		23,812
Land, buildings and equipment		6,380,657
Accumulated depreciation		(4,159,704)
Long term investments		4,557,514
Beneficial interest in trust		880,398

Total Assets	\$	8,002,889
 LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable and accrued expenses	\$	219,105

Total Liabilities		219,105

Net Assets:		
Fund Balance		8,925,688
Net Income		(1,141,905)

Total Net Assets		7,783,783

Total Liabilities and Net Assets	\$	8,002,889

See notes to financial statements.

Where the money comes from

United Way	11.8%
Program fees	22.7%
Membership fees	1.5%
Grants	18.5%
Rentals	1.4%
Investment income	37.3%
Private fundraising	6.8%

(unaudited)

Where the money goes

Comprehensive youth development	34.0%
Childcare for working parents	21.3%
Prevention programs	8.8%
Management and general	29.4%
National Dues	.5%
Fundraising	6.0%

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