



strong smart bold



## Dear Friends,

Thanks to your investment and support, this was a year of growth, achievement, and impact at Girls Inc. Our Board of Directors, Volunteers, and Staff focused on the first phase of the Strategic Direction to:

- Identify opportunities for increasing the number of girls served in a high-impact way
- Lay the foundation for sustainable building and grounds
- Raise the resources needed to support our next generation of girls and future women leaders.

Today, girls continue to encounter significant obstacles to their well-being and success. It's hard to believe that in 2015, 1 in 4 girls will not finish high school, 78% of girls are unhappy with their bodies by age 17, 3 in 10 girls will become pregnant before the age of 20, and 1 in 5 girls will be a victim of childhood sexual abuse. Girls Inc. meets these challenges by helping girls explore and celebrate their strengths, their voices, who they are today, and who they will become.

The Girls Inc. Experience consists of people, an environment, and programming that, together, empower girls to succeed. Some of our key accomplishments this year include:

- 22% increase in number of girls served in STEM & Leadership programs for middle and high school girls. This is a reflection of our focus on serving middle school girls during developmentally crucial years.
- 14% increase in number of girls age 8 and younger in after-school and summer programs.
- 100% of our seniors graduated high school and most aspire to graduate from college. They were honored at our annual College Shower.
- 52 high school girls were connected to summer externships for STEM-related job shadowing opportunities, thanks to the generosity of local businesses and organizations.
- 100% increase in the number of volunteer hours.

Commitment to fiscal responsibility and healthy financials.

We are grateful to you and the important role you play in making all of this possible. As we move into a new era for Girls Inc. of Worcester and plan for the next 3 years – and beyond, we hope you will join us in providing unparalleled opportunities that inspire girls to transform our world.

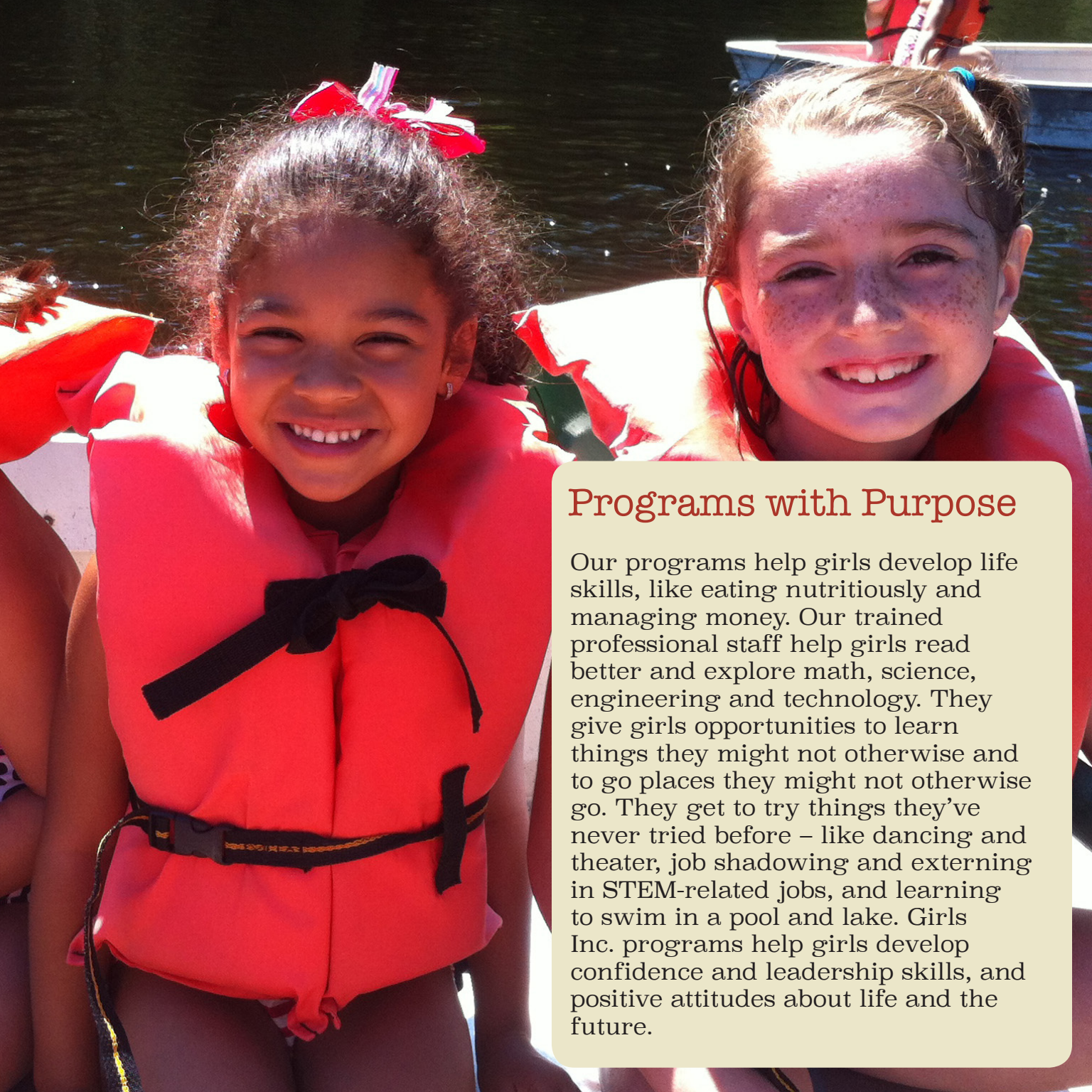
Many thanks for your support.

Diane Giampa

Victoria Waterman







## Programs with Purpose

Our programs help girls develop life skills, like eating nutritiously and managing money. Our trained professional staff help girls read better and explore math, science, engineering and technology. They give girls opportunities to learn things they might not otherwise and to go places they might not otherwise go. They get to try things they've never tried before – like dancing and theater, job shadowing and externing in STEM-related jobs, 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.

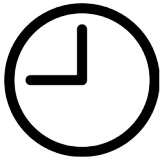


# Volunteer Highlights



WE COULD NOT DO IT WITHOUT YOU!

Girls Inc. of Worcester thanks our dedicated volunteers who tirelessly served our agency in 2014-2015. Here at Girls Inc. of Worcester we truly appreciate the value of our volunteers time. Our volunteers have the unique ability to inspire girls to be their best and help them to discover new things, build relationships, network with other volunteers and help girls develop life-long skills.



**27,094**  
HOURS SERVED



**612**  
VOLUNTEERS



## 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 started their journey as Girls Inc girls.



**99%**

of Eureka! participants are on track for grade promotion; 86% stated that a STEM career could be interesting.



**100%**

of high school seniors attending Girls Inc. of Worcester graduate and most have aspirations of going to college. Most are the first in their family to go to college.



## Sustained Exposure

We know that sustained exposure to programming and connection with a girl over time increases positive outcomes and reduces the potential for negative outcomes.

For Salam, a 10th grader who has been a Girls Inc. girl since she was in elementary school, we measure progress over a period of years. She has been involved in almost all the Girls Inc. signature programs and is most recently in her 3rd year in Eureka!, our unique 5 year STEM, Sports, and Leadership program that will follow girls from 8th grade to high school graduation.

# Our Supporters

## **Visionary Donors \$1,000,000 +**

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## 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. of Worcester 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.

### Emma D. Harris Society Membership

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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 video games on a college campus, the girls are really having fun...and may not even realize 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.

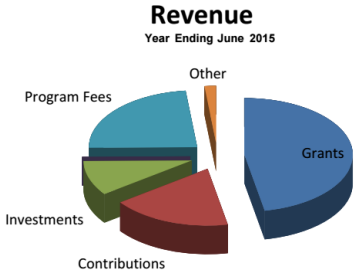
# Financials

FY 2015 vs 2014\*

| ASSETS                                | 2015               | 2014             | VARIANCE           |
|---------------------------------------|--------------------|------------------|--------------------|
| Cash and cash equivalents             | \$596,802          | \$569,407        | \$27,395           |
| Long Term Investments                 | \$1,404,374        | \$401,358        | \$1,003,016        |
| Capital Campaign                      | \$1,000,000        | \$146,206        | \$853,794          |
| Contributions Receivable              | \$120,798          | \$130,886        | \$(10,088)         |
| Capital Pledges                       | \$1,181,615        |                  | \$1,181,615        |
| Prepaid expenses & Other assets       | \$30,026           | \$42,315         | \$(12,289)         |
| Land, Buildings & Equipment           | \$4,277,247        | \$4,221,505      | \$55,742           |
| Accumulated Depreciation              | \$(3,371,665)      | \$(3,233,299)    | \$(138,366)        |
| Long Term Investments                 | \$4,585,057        | \$5,396,443      | \$(811,386)        |
| Beneficial interest in Trust          | <u>\$869,387</u>   | <u>\$934,838</u> | <u>\$(65,451)</u>  |
|                                       | \$10,693,641       | \$8,609,659      | \$2,083,982        |
|                                       |                    |                  |                    |
| LIABILITIES & NET ASSETS              |                    |                  |                    |
| Accounts Payable and accrued expenses | <u>\$118,793</u>   | <u>\$128,551</u> | <u>\$(9,758)</u>   |
|                                       | \$118,793          | \$128,551        | \$(9,758)          |
| Fund Balance                          | \$8,481,108        | \$7,691,249      | \$789,859          |
| Net Income                            | <u>\$2,093,741</u> | <u>\$789,859</u> | <u>\$1,303,882</u> |
|                                       | \$10,574,849       | \$8,481,108      | \$2,093,741        |

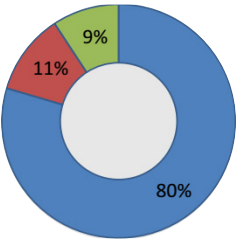
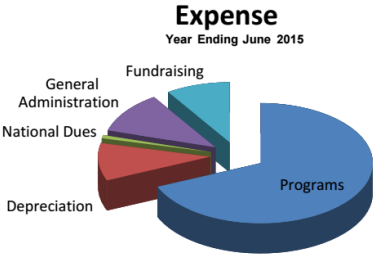
## Revenue

|   |                 |     |
|---|-----------------|-----|
| Grants  | \$602,816       | 47% |
| Contributions   | \$229,823       | 18% |
| Investment Income, net investment fees, realized and unrealized Gains | \$127,070       | 10% |
| Program Fees  | \$300,736       | 23% |
| Other Income  | <u>\$21,917</u> | 2%  |
|   | \$1,282,362     |     |



## Expenses

|                          |                  |     |
|--------------------------|------------------|-----|
| Programs                 | \$939,648        | 69% |
| Depreciation             | \$138,366        | 10% |
| National Dues            | \$12,000         | 1%  |
| General & Administration | \$153,582        | 11% |
| Fundraising              | <u>\$126,637</u> | 9%  |
|                          | \$1,370,233      |     |



At Girls Inc., we are committed to using funds responsibly. What this means?

For every \$1.00 spent, 80 cents goes to support girls development.

■ Programming Expenses ■ Management & General Expenses ■ Fundraising Expenses



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Christine Biscotti-Quitadamo

Amy Borg  
Colleen Dowd  
John Frongillo

Betsy S. Fuller, PT, EdD  
Deb Gavron-Ravenelle  
Barbara Guertin

James S. Hecox  
Robert E. Jennings  
Ester L. Jones, Ph.D.

Kerri Martinek  
Lauren M. Petit  
Maria M. Rivera-Cotto

Nishita Roy  
Brienne M. Tangney  
Sandra Walsh



## 100%

of girls participating in Fit Girls demonstrated an understanding of how to use nutrition labels and make informed decisions regarding food.



## 91%

of the Dear World: Voices of Worcester Girls participants developed trusting relationships with mentors and role models.

## Honorary Directors

Suzanne O. Carlson  
Mary S. Cushman  
Louise G. Howard  
Janet S. Jones  
Helen P. Koskinas  
Valerie S. Loring

Mary McShea  
Stella Mingolla  
Ann J. Prouty  
Mary Jane (Jid) Sprague  
Sarah H. Williams



## Staff

Chief Executive Officer  
**Victoria Waterman**

Director of Programs  
**Kathy Odgren**

Director of Development  
**Anne Sadick**

Director of Communications  
and Volunteers  
**Anne McCarthy**

Controller  
**Lorraine Kelley**

Development and Database Associate  
**Carly Goodell**

Associate Director of Programs  
**Coral Titone**

Associate Director of Programs  
**Jennifer Madson**

Program Manager  
**Meaghan McCarthy**

Administrative Coordinator  
**Heather Whitney**

Facilities Director  
**Anthony Papagni**





# Research-based curricula

Girls Inc develops research-based informal education programs that encourage girls to take risks and master physical, intellectual and emotional challenges. Major programs address math & science education, healthy relationships & violence prevention, media literacy, economic literacy, career exploration & leadership, and nutrition & fitness.





# Corporators

## FY15 Annual Report Corporators

Linda (Nikki) Andersen

Heather Ball

Marian Bates

Kaitlin Beauchamp

Christy Bell

Sarah Berry

Joan L. Bertrand

Pamela Boisvert

Eleanor E. Brockway

H. Paul Buckingham

Elizabeth R. Callahan

Irene A. Camougis

Suzanne O. Carlson

Marie Carparso-Limoges

Sylvia Caswell

Gianina Cerviatti

Louise Clarke

Kevin Condon

Marguerite K. Conlin

Nancy Connor

Holly Crawford

Marie Curran

Mary Cushman

Christina Davis

Glenn C. DeMallie

Victoria Diamond

Barbara L. Drapos

Susan F. Durham

Kevin Early

Ruth Evans

Barbara E. Fargo

Aleta M. Fazzone

Judy Finkel

Judith Fleming

Jackie Foley

Barbara Fuller

Michael Galica

Dorista J. Goldsberry

Ethel J. Gordon

Martha P. Grace

Maureen R. Gray

Barbara Greenberg

Robert W. Hallock

Carole Harmon

James Heald

Lea Hench

Johanna E. Higham

John E. Hodgson

Dottie Horne

Richard Houlihan

Louise G. Howard

Patricia Iandoli

Frances Jacobson

Janet S. Jones

Michelle Jones-Johnson

Karen Kagan

Jody Kelliher

Robert Kervick

Jean King

Mary F. Kingsley

Barbara Kohin

Helen P. Koskinas

Kenneth Kronlund

Cheryl A. LaFleur

Allison Lane

Patricia C. Lawler

Ellen Sachs Leicher

Jane A. Lochrie

Irene Logan

Valerie S. Loring

Christine Lucier

Evelyn Magnuson-Reed

Paul J. Mahon

Mariann Manno

Lisa Martin

Michael T. Matraia

Neil McDonough

Catheryn McEvoy-Zdonczyk

Mary McShea

Diane Meystre

Katharine Michie

Karen E. Migdelany

Stella Mingolla

Abel Molina

Janet W. Moore

Patricia Moynihan

Ann Marie Nabhan

Margaret Nelson

Tamara Nowak

Marjorie Hastings-O'Connell

Wendy O'Leary

Joseph Oakley

Deborah Packard

John Peterson

Lisa Phelps

Clarence Plant

Ann J. Prouty

Robert Prunier

Beverly Ragsdale

Felicia Riffelmacher

Daisy Rivera

Shelley Rodman

Catherine Ryan

Ed Saulnier

Susan Sedgwick

Yvonne A. Shelton

Beverly B. Smith

Luisa Sonntag

Robin F. Spaulding

Mary-Jane (Jid) Sprague

Cynthia M. Stark

Marcy Supovitz



## 22

college-bound graduating seniors were honored at our 2015 College Shower from the following Worcester high schools:

Abby Kelley Foster Charter School,  
Burncoat High School  
Doherty Memorial High School  
South Community High School

## The students were accepted to the following colleges:

Anna Maria College  
Assumption College  
Brandeis University  
Fitchburg State University  
College of the Holy Cross  
Newbury College  
Quinsigamond Community College  
Regis College  
Rhode Island College  
Salve Regina  
University of Massachusetts Amherst  
University of Massachusetts Boston  
University of Massachusetts  
Dartmouth  
University of Massachusetts Lowell  
Westfield State  
Worcester State University



## 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; 100% of our seniors graduated high school and most aspire to graduate from college. Many of our girls are the first in their family to go to college.

Girls Incorporated of Worcester

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[www.girlsincworchester.org](http://www.girlsincworchester.org)