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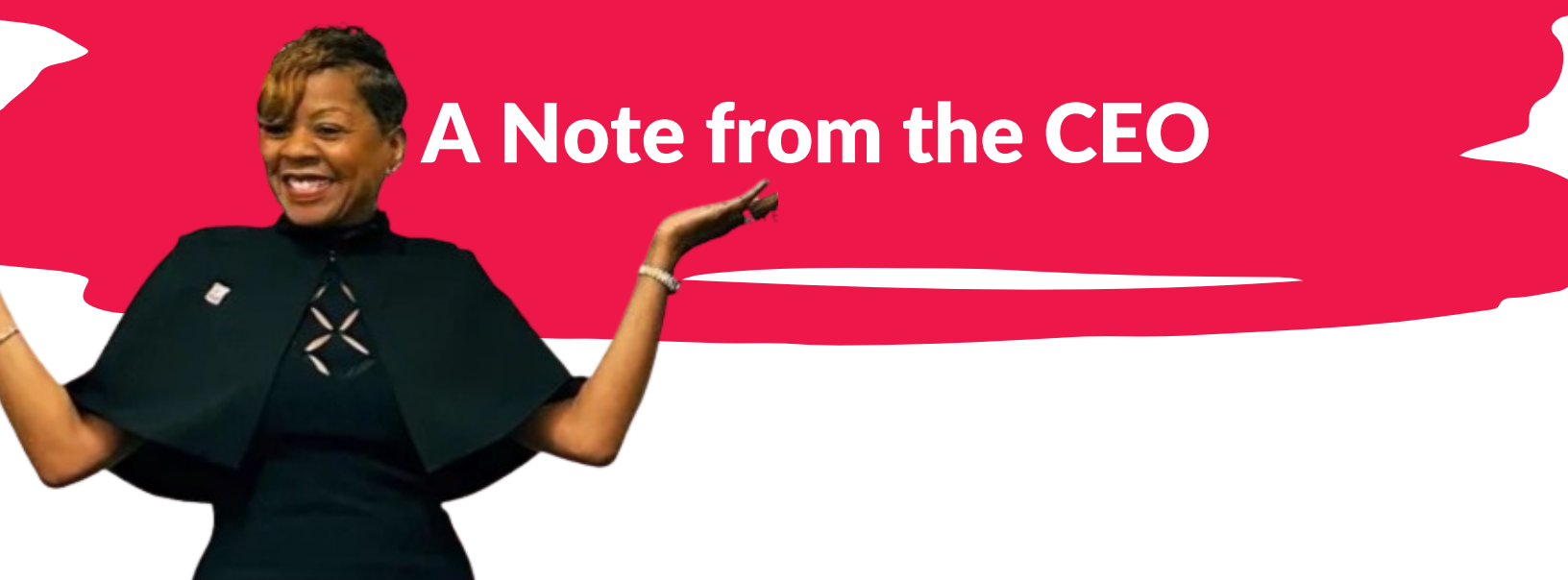
Annual Report

GIRLS INC. OF GREATER HOUSTON

Mission

Inspiring all girls to be
Strong, Smart, and Bold





A Note from the CEO

Girls Inc. of Greater Houston is not just an organization; we are a safe harbor, a source of empowerment, and a catalyst for change. We firmly believe that every girl has the potential to achieve greatness, regardless of her background, and we are committed to ensuring that they have the tools and support to do so through our mission of inspiring all girls to be strong, smart, and bold.

Imagine a world where, regardless of race or economic status, all girls could flourish and become the next generation of changemakers. At Girls Inc. of Greater Houston (GIGH), we don't have to imagine this, because we watch our girls do this every day. GIGH significantly impacts the lives of girls growing up in poverty, who face intersecting and systemic inequities, with research-based programming proven to help girls discover their strengths and thrive.

We are proud to share that during 2023, with the support of our donors and volunteers, we increased the number of girls served throughout Greater Houston to 2,300 and successfully launched the following initiatives:

Teen Advocacy Council for high school girls is a 100% girl-led council which focuses on empowering high school girls by enhancing their advocacy and leadership skills. The council provides a platform for young women to engage in civic activities, develop their voices on critical issues, and influence change within their communities. Through training, mentorship, and hands-on experiences, the Teen Advocacy Council aims to build confidence, foster collaboration, and inspire girls to become proactive leaders and advocates for themselves and others.

BOLD Leaders Initiative-Project Accelerate is a transformative program for high school junior and senior young women, focusing on leadership development, academic excellence, and career readiness. It offers workshops, mentorship, and hands-on projects to build leadership skills, alongside academic support and college preparation resources. The program provides career exploration opportunities through internships and networking, emphasizes personal growth and self-awareness, and fosters community engagement through service projects and advocacy efforts. This initiative aims to empower participants with the skills, knowledge, and confidence needed for future success and impactful community contributions.

We expanded our programs and sites in Houston ISD, Aldine ISD, Alief ISD, and partnered with several new community organizations.

Girls Inc. of Greater Houston helps prepare the next generation of leaders, especially girls of color, by inspiring them to live healthy lives, succeed academically and advocate for themselves and others. Together, we can be the catalysts for change. As the CEO of Girls Inc. of Greater Houston, I implore you to join us or remain with us on this journey of empowerment. Let's stand united in our commitment to inspire, support, and champion every girl, so they not only navigate life but conquer it with strength, intelligence, and boldness.

A handwritten signature in black ink, appearing to read 'Stephanie'.

President & CEO



WHO WE ARE

Girls Inc. of Greater Houston is a local affiliate of Girls Incorporated

Founded in 1996, Houston's nonprofit affiliate offers local education enrichment programs in schools, at day camps, and other events. This hands-on, girl-centered curriculum is led by trained program facilitators and covers topics such as:

- Anti-bullying
- Leadership
- Reading Literacy
- Financial Literacy
- Media Literacy
- STE²M (Science, Technology, Engineering, Entrepreneurial, and Math)

All programs are designed to fulfill the Girls Inc. mission to inspire all girls to be strong, smart, and bold.

Through education partnerships and programs, we strive to:

- Effectively meet the needs of girls in their communities
- Develop girls' capacity to be self-sufficient, responsible members of the community
- Help girls overcome the effects of discrimination
- Serve as vigorous advocates for girls

We welcome all young people who identify as girls regardless of their assigned sex at birth, including those who are exploring their gender identity or expression during their time at Girls Inc.

FY2023 At a Glance

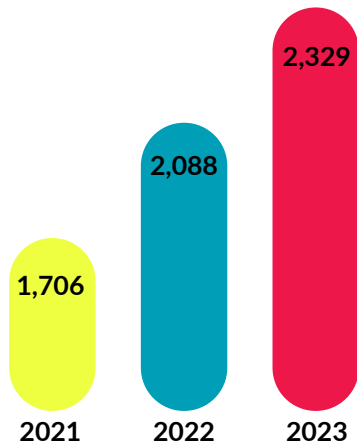


2,329
Unique Girls Served

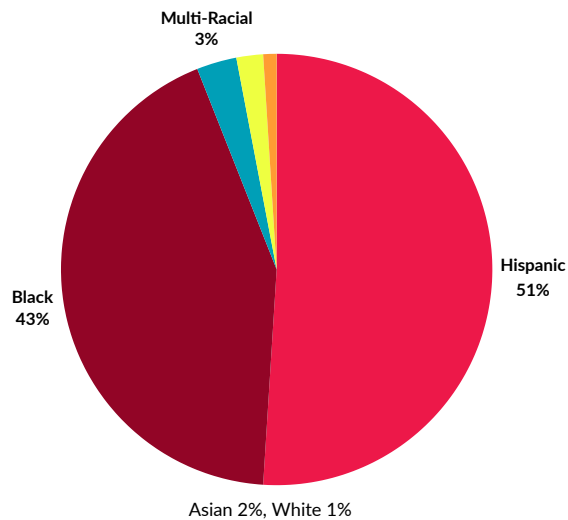
AGES

6-12 **62%** 13-18 **38%**

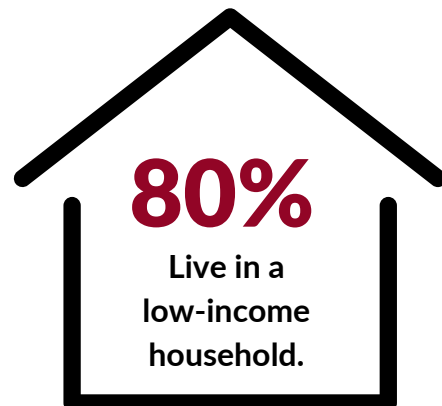
11% GROWTH OVER '22



ETHNICITY



45
Sites Served



80% of the girls served come from families that live within 150% or lower of the Federal Poverty Guidelines, and at least 40% of our families make less than \$40,000 a year.

Programming Outcomes

In partnership with schools and community sites, we focus on the development of the whole girl. She learns to value herself, take risks, and discover and develop her inherent strengths. The combination of long-lasting mentoring relationships, a pro-girl environment, and research-based programming equips girls to navigate gender, economic, and social barriers, and grow up healthy, educated, and independent. Informed by girls and their families, we also advocate for legislation and policies to increase opportunities and rights for all girls.

87%

I get the chance to be a leader.

96%

Adults at Girls Inc. listen to what I have to say.

91%

I get to learn more about people who are different from me.

66%

I am happy with how my body looks (compared to 47% of American girls, as reported by National Organization for Women)

90%

Report confidence in reading.

78%

Report confidence in math.

70%

Report interest in science.

78%

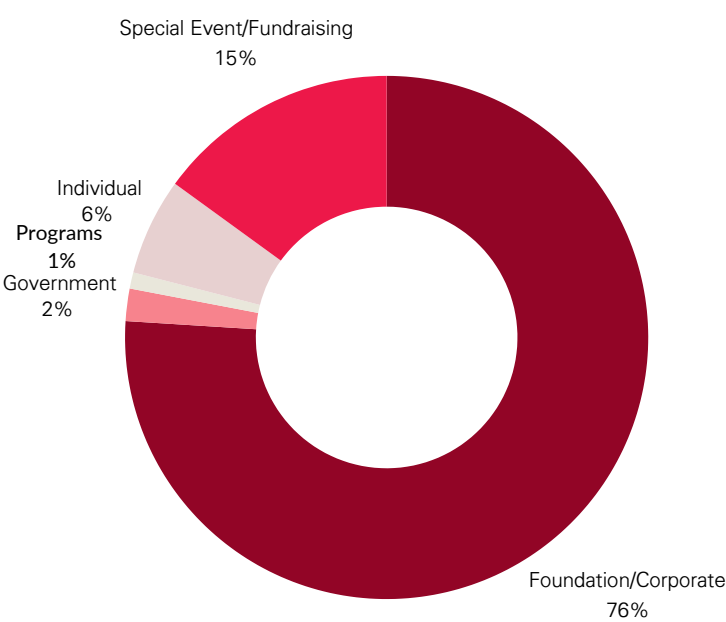
Feel they can express their views in front of others.

Financials

FISCAL YEAR 2023

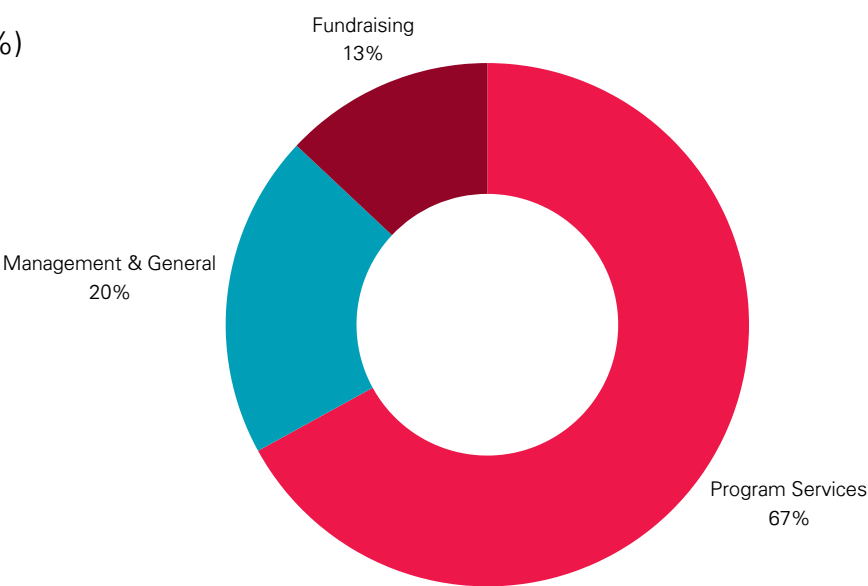
REVENUE: \$1,217,370

Foundation/Corporation - \$928,747 (76%)
Government - \$30,000 (2%)
Program Fees - \$9,197 (1%)
Individual - \$61,780 (6%)
Special Event/Fundraising - \$187,646 (15%)



EXPENSES: \$1,369,046

Program Services - \$909,540 (67%)
Management & General - \$280,489 (20%)
Fundraising - \$179,017 (13%)



Programs

What We Do & How We Do It...

Girls Inc. of Greater Houston equips local girls ages 6 to 18 to navigate gender, social, and economic barriers through our comprehensive programs on topics including reading literacy, bullying, healthy body image, social media and financial literacy, STE²M (science, technology, engineering, entrepreneurship and math), and leadership skills.





Camp SMART

Spring Break - 54 / Summer - 51
Girls Served

Camp SMART is a one-week interactive day camp during spring and summer break for girls ages 7-12, focusing on STE²M (Science, Technology, Engineering, Entrepreneurship, Math) education to promote self-confidence, pride, and self-identity. The program includes field trips, professional guest speakers, hands-on activities, and social-emotional programs, while also providing parents with resources to support their child's academic and emotional development.



Be BOLD Leaders Initiative

A transformative program for girls ages 13-18 dedicated to nurturing the leadership abilities and career/college readiness of young women. Through a combination of specialized training, mentorship, and experiential learning, participants develop the skills and confidence needed to become effective leaders in their communities and beyond. The program equips girls with practical tools for navigating career and college pathways, fostering a strong foundation for future success. By instilling a sense of empowerment, self-assurance, and a deep understanding of their potential, BLI empowers girls to shape their own destinies, while contributing positively to society and breaking down barriers to achieve their goals.



BOLD Leaders Summit

Girls Inc. of Greater Houston's 3rd Annual BOLD Leaders' Summit for high school aged girls was held on October 7th at Houston Community College West Loop campus. The full-day Summit was a transformative event that brought together over 165 participants to develop their leadership skills and effect positive change. Themed "The Science of Beauty," the Summit featured an inspiring keynote address by Kim Roxie of LAMIK Beauty. Breakout sessions for the girls aligned with our mission: Strong (Healthy Living, and Nutrition sessions); Smart (STEM, and financial literacy sessions); and Bold (Career & College Readiness, Career panel discussions, and Advocacy sessions). In the afternoon, we had Parent Engagement Breakout Sessions consisting of, Raising a Strong, Smart & Bold Girl!, Financial Literacy, and Are you and your SSB Girl College Ready. With support from dynamic speakers, panelists, parents, and dedicated volunteers, the event emphasized the multifaceted nature of beauty and strength in every girl. Participants left with a renewed sense of purpose and practical skills, reflecting our unwavering commitment to nurturing the next generation of Strong, Smart, and Bold Leaders.



Volunteers

185/9

of Volunteers/Interns

10,504

Total Volunteer Hours





Celebrating Our Community

Pacesetter (\$100K+)

Girls Incorporated

Rockwell Fund Inc.

United Way of Greater Houston - Second Century

Vanguard (\$100K to \$50K)

Baker Hughes Foundation

Enterprise Holdings Foundation

Halliburton

Phillips 66

Luminary (\$49.9K to \$25K)

Deloitte

Enterprise Mobility Foundation

HEB

Spindletop Community Impact Partners

Advocate

(\$24.9K to \$10K)

Astros Share to Care
Chevron and The Astros Foundation
The Clayton Fund, Inc.
Crestwood Operations LLC
George and Mary Josephine Hamman Foundation
HCDE - County Connections Youth Summer Initiative - Pct 1
HCDE - County Connections Youth Summer Initiative - Pct 4
Houston Methodist Foundation
IMPACT100 Houston
John P. McGovern Foundation
Junior League of Houston
Kodiak Cares Foundation
Macy's
National Imagine Science Partnership
Sephora
U.S. Bank Foundation
Worley
Francene Young



Partner (\$9.9K to \$5K)

Allen Boone Humphries Robinson LLP

Assessments of the Southwest Inc

Astros Foundation

Baird Foundation, Inc.

Benefits Cosmetics

Kara Byrne

Alexander Calicchia

Sarah Carter

Comcast

Comerica Bank

ConocoPhillips

Costello, Inc.

Una Dowey

Equinor

ExxonMobil Baytown Area

Frost Bank

Gallagher Insurance

Jeannie Gardner

Jeanie Gibbs

Melanie Gray

InfraMark LLC

Kiwanis Foundation of Houston

LJA Engineering, Inc.

Luminate/Ameriprise Financial Services, LLC

Municipal District Services LLC

Pye Legal Group

Alan Ratliff

Read King Commercial Real Estate

ReedSmith LLP

Robert R. & Kay M. Onstead Foundation

Houston Rockets Clutch City Foundation

Shell Oil Company Foundation Matching Gifts

StoneTurn

Tudor Family Giving Fund

United Way of Greater Houston | Out 2 Learn

Verizon Foundation

Rosa Maria Villagomez

Vogler & Spencer Engineering

Alicia Wade

Ally (\$4.9K to \$1001)

AMEGY BANK	Julie Peak
Best Trash LLC	PNC Houston Community Development Banking
Caldwell Companies	Katherine (Kat) Pressly
City Of Houston	Sue & Charles Rogers
Laura Distefano	SKLaw
Esther Flores	Spencer Family Charitable Fund
Stacy Humphries	Tax Tech, Incorporated
JCPenney Communities Foundation	TC Energy
KGA/DeForest Design, LLC	Texas Spring Cypress Chapter of Links
The Luke Church	Tootsies Inc.
LyondellBasell	Twin Eagle Resource Management LLC
Masterson Advisors LLC	Rebecca Ullman
McDonald & Wessendorff Insurance	Kim and John Watson
Mia Mends	Carolyn Whiteman
Vivian Mora	Williams Companies
Odyssey Outreach	Woolpert, Inc.

Champion for Girls (\$1K)

Andrea & John T. Young Fund
Amanda Carriage
Stephen Eustis
Frontstream
Levcor, Inc.
Luxe Events
Candyce Mondaine
Olin Corporation
Stephanie Sirt
Source Point Solutions
The Starbucks Foundation
Sunbelt Business Brokers

Board of Directors

Girls Inc. of Greater Houston

Jeannie Gardner, Chair

Global Leader, Digital & Asset Transformation, KBC

Alex Calicchia, Immediate Past Chair

President & CEO, Hive Partners

Jeanie Gibbs, Secretary

Commerical Real Estate Broker, Read King Commercial Real Estate

Tara Agen, Hewlett Packard

Najah Callander, Houston Independent School District

Susan Carson, RGP Consulting

Sarah Carter, Transwestern

Laura DiStefano, BDO

Una Dowey, ExxonMobil

Esther Flores, Tax Tech

Cecilia Garcia, Ameriprise Financial Services

Arquella Hargrove, Epic Collaborative Advisors

Nida Khan, Quarterback Advisory Services

Karina Moreno, LJA Engineering

LeDacia Osei, Houston Dynamo

Katherine "Kat" Pressly, Compass RE

Nicole Soussan, Reed Smith

Maria Velasco, Deloitte

Alicia Wade, Starbucks

Carolyn Whiteman, LyondellBasell

Anne Louise Broostin, Rice University Board Fellow

GIRLS INC. GIRLS'
BILL OF RIGHTSSM

**girls
inc.**[®]

Inspiring all girls to be
strong, smart, and boldSM



GIRLS HAVE THE RIGHT TO
**BE THEMSELVES
AND TO RESIST GENDER
STEREOTYPES.**



GIRLS HAVE THE RIGHT TO
**EXPRESS THEMSELVES
WITH ORIGINALITY AND
ENTHUSIASM.**



GIRLS HAVE THE RIGHT TO
**TAKE RISKS TO STRIVE
FREELY AND TO TAKE
PRIDE IN SUCCESS**



GIRLS HAVE THE RIGHT TO
**ACCEPT AND
APPRECIATE
THEIR BODIES.**



GIRLS HAVE THE RIGHT TO
**HAVE CONFIDENCE IN
THEMSELVES AND BE
SAFE IN THE WORLD.**



GIRLS HAVE THE RIGHT TO
**PREPARE FOR INTERESTING
WORK AND ECONOMIC
INDEPENDENCE.**

girls inc.

of Greater Houston

Give Today!



2190 North Loop West, Ste. 105
Houston, TX 77018

girlsinc-houston.org/713.802.2260

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