2013 Annual Report:

Girls Incorporated® of the Island City

girls inc.®
Girls Incorporated® of the Island City
A word from Karen Kenney

When we reached enrollment capacity of 90 for our center-based after-school Girls Program in 2009, we began to explore expansion options. Over the past year, we strengthened our collaborations with partners in Alameda to extend programming to three Alameda schools and two Alameda nonprofit organizations. At the end of 2013,

we served 370 girls, a nearly 37% increase from 2011!

With your support, we nearly reached our growth plan goal to increase the number of girls and teens served by 39% through 2015. And because of you, 99 more girls participated in the Girls Inc. experience, gaining the confidence and fortitude to create their strong, smart and bold futures. Thank you for supporting Girls Inc. of the Island City and joining us as we continue to advocate for girls’ rights and abilities.

Sincerely,

Karen D. Kenney

Executive Director
All girl, pro-girl environment

Since 2005, the publication, OutLOUD: Thoughts of a Teenage Mind, has been one manifestation of the Girls Inc. experience. In 2013, it moved from print to an online blog largely due to the efforts of one highly motivated teen, Kasia. Inspired by the blog’s impact on her peers, Kasia conceived the Ethical Fashion Show, a design competition using second-hand clothing, to raise awareness about ecologically responsible consumption habits. With help from Teen Director Diana Cristales and mentorship from Miss Alameda, Kasia succeeded in bringing together 14 teen designers and community-wide support from local businesses and press. She also raised $1,300, which she split between Girls Inc. and her high school Alameda Science and Technology Institute. She is grateful that Girls Inc. took her, and her idea, seriously and encouraged her every step of the way to dream big.

“My hopes for this competition is that its message spreads beyond my hometown of Alameda. I want this competition to get people to think more about how their purchases are produced and [sic] how they can change the world just by being more aware.” - Kasia
Girls Incorporated® of the Island City

2013 Annual Report

Relevant & research-based curricula

The content of Girls Inc. National identity programs is based on analysis of the issues that serve as some of the biggest obstacles to girls achieving their full potential.

Each program has been piloted and evaluated for effectiveness and addresses one or more of six core content areas: careers and life planning; health and sexuality; leadership and community action; sports and adventure; self-reliance and life skills; culture and heritage.

14 National Identity Programs Offered

Including:

- A pilot of the Exploring Entrepreneurial Experiences with Social Entrepreneurship Bonus at Saint Joseph Notre Dame High School
- A pilot of the Girls InCharge program with an entrepreneurial and leadership workshop for all Alameda high school girls
- The Exploring Entrepreneurship Experiences program at Alameda Community Learning Center
- Operation Smart, a program encouraging girls in science through hands-on activities, at the Alameda Point Collaborative funded through a City of Alameda Community Block Grant.

Over 75,000 Hours of Programs

Hands-on, motivating, & interactive activities

Girls learn best by doing! A popular week during Girls Inc.’s all-day summer camp program was Mini Society, where girls created their own micro economy. Being a good citizen was stressed and girls were involved in all aspects of the society, including the development of a currency, society rules, and an economy.
“I learned so much at AMP that I feel as if I am prepared to ace Advanced Placement Physics. I wouldn't feel this way if it weren't for everyone who took time out of their busy schedules to pass down some of their knowledge to me.”

-Makenna speaking about her Eureka! job shadow experience

On August 1, 2013, 15 teens became the first to complete Girls Inc. of the Island City’s three-year science, technology, engineering and mathematics (STEM) Eureka! program. Girls began the three-year, national program in middle school. The program combined an intensive 4-week summer program that focused on hands-on activities in STEM, sports, and personal development with educational and experimental opportunities during the school year. Participants completed a paid, 4-week long job shadow experience during their third and final summer of the program.

**Job shadow sponsors:** Alameda Hospital, Alameda Municipal Power, Alameda Orthopedic & Sports Therapy, Alameda Pediatric Dentistry, Alameda Police Department, Harbor Bay, HKIT Architects, Licensed Acupuncturist and Herbalist Tracy Zollinger, L.Ac., Lilac Dress Boutique, Old Navy, Park Centre Animal Hospital, Rock Wall Wine Company, and the office of District Attorney Nancy O'Malley.

**Unique experiences + greater access to opportunities**

In addition to holding three workshops during the year on issues important to teen girls, Girls Inc. hosted a free entrepreneurial and leadership workshop designed to help teens gain the soft skills needed to succeed in starting their own small business or other future career choices. From the workshop, four girls were selected to participate in an all-expenses-paid trip to Indianapolis, Indiana in July for a National Girls Inc. three-day Leadership Summit. Once there, girls got the opportunity to learn and practice business skills, meet women entrepreneurs, discuss options for their futures, and gain insight into the corporate world and business ownership. Girls also took part in communications and presentation workshops, attended networking events, and learned from women business owners.

"This is generations changing. We've learned how girls' passions can further a business and our own lives for the better." - Miriam, Leadership Summit participant
Prepared more girls for the future workforce

Because the needs of our future workforce depend on a greater number of people proficient in science, mathematics, engineering and technology (STEM), all our girls, ages 6–18, received age-appropriate curricula targeted to building their interest and self-confidence in STEM. But we didn’t stop there, with community support, we expanded our STEM programs to reach even more girls. We opened up our three-year Eureka! STEM program to twenty new middle school-aged girls and extended our Operation Smart program to serve girls at the Alameda Point Collaborative. We also launched a NASA-funded collaboration with UC Berkeley’s Center for Science Education at the Space Sciences Lab, called Five Stars Pathway: Engaging Girls in Science through Multigenerational Mentors.

The Five Stars Pathway collaboration creates a model in which five “generations” of females engage in teaching and learning science together, with each generation acting as teachers/mentors to those on an earlier step in the pathway of pursuing a career in STEM. At Girls Inc. of the Island City, undergraduate and graduate students from UC Berkeley taught and mentored our middle school girls, who then applied what they learned by sharing their knowledge with our elementary school girls.

Workforce projections, for 2018 by the U.S. Department of Labor, show that nine of the 10 fastest-growing occupations that require at least a bachelor’s degree will require significant scientific or mathematical training. Even more, many science and engineering occupations are predicted to grow faster than the average rate for all occupations, some of the largest increases will be in engineering- and computer-related fields—fields in which women currently hold one-quarter or fewer positions.
Celebrated women breaking barriers

Women Who Dare

Our annual fundraiser was the most successful one to date! Honorees Teri McKeever, District Attorney Nancy O’Malley, Shauna Rosenblum, Tram Huynh, Carmen Zheng, and Maraena Spencer-Yochelson helped our girls to gain awareness of stereotypes and barriers that exist, and the confidence to break past them. Caring adults, like you, wanted our girls to succeed, and collectively raised around $50,000 to provide them with the pathways to do so. Girls like Isabel, whose mom reported that, “[The Best Foot Forward program] was a really good experience for Isabel. She keeps saying that she wants to grow up to do something really important like the women she met– not for the award but to just do something special.” Thank you for supporting our girls, and in doing so, encouraging them to look at their abilities and future differently.
Committed to accessibility and diversity

Each year we serve a diverse group of nearly 400 girls, ages 6-18, and their families in our positive, all-girl environment. Our program fees are based on a sliding scale so that we can accommodate each family’s financial needs.

A snapshot of Girls Inc. of the Island City

<table>
<thead>
<tr>
<th>Family Income</th>
<th>36% come from families whose family income is less than $50,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race/Ethnicity</td>
<td>66% identify themselves as Asian American, African American, or multiple heritage</td>
</tr>
<tr>
<td>Family Configuration</td>
<td>37% come from families with single parents or parents who share custody</td>
</tr>
</tbody>
</table>

Delivered licensed childcare to 317 children and their families through Alameda Island Kids

In 1981, at the request of the Alameda Unified School District, the Activity Center opened as a licensed child care service for families on school-sites. Here again, GIIC was responding to the needs of the community by providing a safe place for children to continue to explore and learn during the afterschool hours. In 2006, this program was renamed Alameda Island Kids. It currently serves more than 300 children at Bay Farm, Earhart, Edison, Franklin, Lum, and Otis elementary schools. Funding from Alameda Island Kids provides earned income for the overall organization.
Thank you to the following volunteers who donated their time, talents, and tenderness to inspire our girls:

Melissa Abadia
Liz Accord
Laila Adranly
Shaquana Anderson
Carol Ansley
Natasha Aziz
Nicole Backhaus
Joanne Barcelona
Jill Barcelona
Anita Battle
Roslyn Brown
Mary Brownson
Angie Carmignani
Donna Cheng
Eliza Chu
atherine Jaber
Dana Copeland
Deloitte (dynamic women)
Krizten Delossantos
Fran Deninno
Flora Diamond
Said el Mouhtaj
Linda Felts
Miriam Fox
Laura Gilbert
Girls Incorporated of the Island City Board
of Directors
Nidhi Gogri
Linda Grant
Mary Kay Hardwick
Laurie Harper

Volunteers from Novartis provided 78 hours of service and donated supplies valued at $680 to make improvements to our building.

Betty Purvis Hatch
Alison Heywood
Jennifer Hoffecker
Catherine Jaber
Kris Larson
Vanessa Laymon
Janae LeBlanc
Jasmine LeBlanc
Rose LeCount
Maria McCord
Marisa McDonald
Claudia Medina
Maggie Menendez
National Charity League, Oakland/Piedmont Chapter
Judie Nelson
Rita Nesel
Novartis (employee workday & Eureka/dynamic women)
Eve Pearlman
David Peterson
Valerie Peterson
Arlene Robles
Mary Ann Rose
Bill Schroeder
Sheri Seggerman
Courtney Shojinaga
Jiselle Soss
St. Joseph Notre Dame High School, Alameda
(community service project)
Dalila Stanfield
Hank Stephenson
Jennifer Tacheff
Michel Tam
Yee Thai
Bill Thoma
Janet Thoma
Charlotte Tlachac
Julia Park Tracey
Gayle Uchida
Colleen Vermillion
Janet Von Der Linn
Jasmine Walls
Natasha Walls
Cynthia Wasko
Laura Wolz
Dianne Woon
Serena Woon
Kimlan Wright
Jennifer Wu
Fouzia Yaagoub
Peter Yakas

Community Leaders joined the girls for She Votes, a mock election and opportunity to teach about all levels of government.
Our 2012-2013 Leaders

Girls Inc. of the Island City’s Board of Directors for Fiscal Year 2012-13

Sue Bevins, President
Andrea Carlise, Vice President
Juelle-Ann Boyer, Recording Secretary
Nancy Heastings, Treasurer
Arlette Walls, Past President
June Allen
Kristin Codiga
Anne Cook
Zina Glover
Melanie T. Guevara
Tracy Hart
David Forbes
Richard Heaps
Carolyn Lantz
Audrey Lord-Hausman
Greg Mauldin
Ron Mooney
Nick Petrlulakis
Dede Tabor
Gayle Thomas
Morgan West
### STATEMENT OF FINANCIAL POSITION AS OF JUNE 30, 2013

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and equivalents</td>
<td>$782,855</td>
<td>$640,368</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>0</td>
<td>3,550</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>17,056</td>
<td>15,543</td>
</tr>
<tr>
<td>Investments</td>
<td>1,319,877</td>
<td>1,142,859</td>
</tr>
<tr>
<td>Property and Equipment</td>
<td>798,018</td>
<td>705,820</td>
</tr>
<tr>
<td>Less: Accumulated Depreciation</td>
<td>(578,665)</td>
<td>(566,567)</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$2,339,141</td>
<td>$1,941,573</td>
</tr>
</tbody>
</table>

|                |          |          |
| **Liabilities and Net Assets** |          |          |
| Accounts Payable | $5,895   | $11,165  |
| Accrued Vacation | 31,727   | 38,498   |
| State of California-1998 Grants | 2,463   | 2,463    |
| Deferred Revenue | 44,654   | 74,300   |
| Other Liabilities | 3,530   | 589      |
| **Total Liabilities** | $88,269 | 127,015 |

|                |          |          |
| **Net Assets** |          |          |
| Unrestricted   |          |          |
| Board Designated |        |          |
| Operating Reserves | 432,306 | 405,965  |
| Program Reserves  | 359,482 | 335,580  |
| Fixed Assets Reserves | 1,000,000 | 1,000,000|
| Total Board Designated | 1,791,788 | 1,741,545|
| Undesignated     | 459,084  | 73,013   |
| **Total Net Assets** | 2,250,872 | 1,814,558|
| **Total Liabilities and Net Assets** | $2,339,141 | 1,941,573|

### STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

#### Support & Revenue 2013

- Girls' Membership Dues: $125,967
- Fundraising: 273,179
- Parent Fees—Activity Centers: 1,345,947
- Interest Income: 136
- Meyers Center: 58,947
- Investment Income: 32,423
- Other Income: 8,766
- Edward Jones Change in Value: 137,425
- Grants: 6,211
- Realized Gain Loss: 21,191
- **Total Support and Revue**: $2,010,192

#### Operating Expenses

- Program Services: $1,079,526
- Fundraising: 173,575
- Management & General: 320,777
- **Total Expenses**: $1,573,878

#### Changes in Net Assets

- **$436,314**

#### Net Assets, Beginning of Year

- $1,814,558

#### Net Assets, End of Year

- $2,250,872
Thanking our generous supporters

If your name was omitted or listed incorrectly, please accept our apologies, and call the Development Office at 510-521-1743 ext. 225 or email kkind@girlsincislandcity.org.

GIFTS MADE IN MEMORY OF:
- Mary Anderson
  By Rosemary Reilly
- Virginia Beckam
  By Rosemary Reilly
- Sandi Berteno
  By Maria Falkner
- Shirley Ann Blewer
  By Joyce Denyven
- Mary Brownson
- Patricia Sahadi
- Janice Ortner
- Linda Costello
- Patricia Fong
  By Pamela Williams
- Mary Happ
  By Andy and Nadine Barbera
- Mary Lewis
  By Andy and Nadine Barbera
- Frances Raimondi
  By Winifred Ghiglione
- Martha Turner
  By Connie Daniels-Idle

GIFTS MADE IN HONOR OF:
- Andy and Nadine Barbera
- Beverly Blatt
- Robert and Helga Boyle
- Bob and Bev Buhnerkempe
- Mary Castaldo
- Carol Comstock
- Donna Cooper and Hanj Otto
- Dawna Dowdell
- Karen Follrath
- Ray Gaeta
- George and Betsy Gammell
- Larry and Darlene Gardner
- Carol Gerdes
- Gail Harper
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- Lynette Mladinich
- Wilda Moore
- Charlotte Nielsen
- John and Gloria Nolan
- Beverly Pangelinan
- Luise Roke
- Dorrie Suko
- Rich and Renee Thomas
- Julie Van Buhler
- Douglas and Ginny Vermillion
  Kathy Zazzeron

Donations received between July 1, 2012 and June 30, 2013

$10,000+
- Alice Challen Lo Grasso Trust
  Estate of John F. Hanson, Jr
  Girls Inc. National

$5,000-$9,999 continued...
- East Bay Community Foundation/Jeanette and Mildred Meyers Fund
- Leslie Thornton
- Janice Williams

$2,500-$4,999
- Victor Jin and Dianne Richmond
- Kaiser Permanente
- Karen Kenney
- Rose & Winslow Foster Family Foundation
- University of California Berkeley

$1,000-$2,499
- Alameda Hospital
- Alameda Pediatric Denistry
- Brigeda Banks and A.Kathryn Fox
- Andy and Nadine Barbera
- Herb and Dorie Guess Behrstock
- Juelle-Ann Boyer
- Andrea and Chuck Carlise
- Mary Gallagher
- Greer Family Mortuary
- Morgan West Hansen
- Loretta Huahn
- Jane's World/See Jane Run Sports
- Janice Lee
- Nancy O'Malley
- Perforce Foundation/Employee Brian Pendleton
- Perforce Foundation/Employee Daniel Pendleton
- Phocas Financial Corporation
- Razoo Foundation/Personal Fundraising by Anne Cook
- Marilyn Sandifur
- M. Kathryn Scott
- United Way of the Bay Area
- United Way of New York City
- Colleen Vermillion

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$500-$999
Alameda Kiwanis Foundation
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Virginia Bartalini
Bay Ship and Yacht Co.
Sue Bevins
Cathy Catterson
Clorox Company Foundation
Employee Christine Walter
Kay DeMartini
Carol Gerdes
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Mark Mckee Memorial Golf
Teri McKeever
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Gloria Nolan
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Toni Rembe
Arthur & Toni Rembe Rock
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Cynthia Schaff
Gayle Thomas
Ron West
Jeanette Zalder

$250-$499 continued...
Mary Brownson
Anne Cook
Luann De Witt
Gia DeGrano
Gaye Eisenlord
Maria Falkner
Constance Farber
Mary E. Fisher
Alice Fried-Wilson
Greenshapes
Melanie Guevara
Mary Kay Hardwick
Nan Joesten
Dee Keltner
Evelyn Kennedy
Kris Kepler
Deb Knowles
Elaine Kofman
Carolyn Lantz
Lloyd Poche
Diane Manning
Phyllis Marsh
Honora Murphy
Sarah Olaes
One Toyota of Oakland
PG&E Corporation/Employee
Barbara Contreras and Anonymous
Mary Pomeroy
Joanne Robinson
Lynette Sawyer
Cecilia Trost
Truist/Employee Ron Gervais
Tucker’s Super Creamed Ice Cream
Kathryn Tunstall
Julie A. Van Buhler
Veighty Bi Consulting Inc.
Arlette Walls
Wells Fargo Community Support Campaign
Marilyn Zecher

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Alameda Lodge #1015 B.P.O.E.
Joseph Allegrotti
Angela's Bistro Inc.
Marilyn Appezzato
Marilyn Ezzy Ashcraft
Frankki Bevins
Renel Brooks-Moon
Carla Bryant
Lu Burton
Jeff Cambra
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Christine Chilcott
Steve Choy
Chubb & Son Inc.
Kristin Codiga
Gayle Codiga
Nancy Constantine
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Lil Cunningham
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Miriam Delagrange
Michael Delucchi
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Linda Felts
Donna Folliard
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Marie Gilmore
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Joye Korth  
Jacqueline Krause  
Virginia Krutilek  
Martin Kunz/Maria Mc Cord  
Donna Layburn  
Local Independent Charities of America  
Elizabeth Madaras  
Kay Magill  
Melissa Marsh  
Roland Marzolf  
Angelina Mason  
Greg Mauldin  
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Kathy Moehring  
Ron Mooney  
Beverly Moore  
Erna Ordeman  
Jo Ellen Palshis  
Beverly Pangelinan  
Louise Parker  
Ken Pearce  
Karen Petrilakis  
Diem Pham  
Rosemary Reilly  
Kimberly L. Roberts  
Elizabeth Rogers  
Luise Roke  
Gayle Saldinger  
Helen Sause  
Vicki Sedlack  
Carolyn Seid  
Gerald Serventi  
Judith Sparks  
Adriana Spinner

$100-249 continued

Sharon Stehr  
Nielsen Tam  
Angelyn Thomas  
Charlotte Tlachac  
Amber Ulrich  
Michelle Vermillion  
Lin Volin  
Cynthia Wasko

Up to $99 continued...

Dorothy M. Dickinson  
Betty Dombrink  
Margaret M. Dos Santos  
Claudia Duarte  
Dorothea Duncan  
Susan Durein  
Randi Erwin  
Karen Follrath  
Diana & Patrick Foster  
Katheryn Freeburg  
Aubrey Freedman  
Dona Fuller  
Ray Gaeta  
Betsy Gammell  
Darlene Gardner  
Barbara Gibson  
Michele Giles  
Nancy Gordon  
Patricia Grissom  
Lynn Groh  
Ellen Haber  
Karen Haines  
Gail Harper  
Gail Harper  
Betty Purvis Hatch  
Rashida Haveliwala  
Gretchen Hayes  
Richard Heimans  
Rita Hock  
Frances Hurt  
Jannett Jackson  
Steve Jenks  
Vanessa Johnson  
Ashley Jones  
Kristen Jurkovich  
Frederica Kapp  
Sara Keith  
Donald Kelley  
Scott Kerns  
Kristina Kind  
Marion Kofman
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Trudy LaFlamme
Vanessa Laymon
Kathleen Magill
Robert Mc Cormick
Donna Mc Donald
Marjorie McBride
Peter McCullough
Elizabeth McGaffey
Roswitha McIntosh
Marion McKee
Bea Millslagle
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Body Mechanix, Darrell Jones
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Juelle-Ann Boyer
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Andrea and Chuck Carlise
Steve Choy
Chilcott Christine
Club Natique
Anne Cook
Daisy's
Dan's Fresh Produce
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Karen Drucker
Ethan Wilson Cliffton
Architecture
Grand Lake Theater, Allen
Michaan
Greenshapes
Greer Family Mortuary
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Jessica’s Peaceful Journeys
Kamakura
Ka-Pow Bakery
Katherine Kenney

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Alameda Natural Grocery
Alameda Pediatric Denistry
Alameda Police Department
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Patricia McClavan
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Waterfront Hotel, Jack London Square
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