

**girls
inc.**

of Central Alabama

**BUILDING A NEW
GENERATION OF LEADERS**

2021-2022 ANNUAL REPORT



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“ A MESSAGE FROM THE CEO

girls
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of Central Alabama

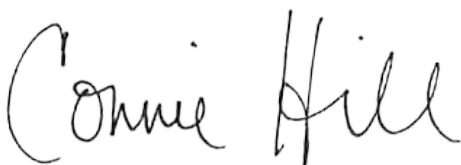
Since 1938, Girls Inc. of Central Alabama has helped school-age girls grow up Strong, Smart, and Bold. Results from a multi-year evaluation show that we are successful. From thinking that math is “fun” to seeing themselves as community leaders, we have confirmed that our girl-focused programming works.

And while we know that our programs work, we also know that girls’ challenges today are different than before the pandemic. That’s why, at Girls Inc. of Central Alabama, we have embraced new technologies, developed innovative approaches, and expanded programs beyond high school graduation. All these changes are designed to provide girls and young women with the skills and experiences that will lead to successful careers.

Over the past year, we have returned to in-person programming with a focus on learning recovery and social/emotional learning. One exciting addition is the launch of Project Accelerate which extends our work from kindergarten to career. Project Accelerate will provide the skills, experiences, and mentors to build a pipeline of young women, particularly young women of color, who will be part of our workforce for years to come.

To ensure that young women stay in our communities and move into leadership roles, we must all work together. We are recruiting mentors and internship sites that will help these incredible young women make informed career decisions and create their own professional networks. All of this is possible because of you.

Thank you for helping us build the next generation of leaders.



CEO & President

MISSION STATEMENT

Inspiring all
girls to be
strong, smart,
and bold.



The pre-eminent girls' leadership organization equipping girls to reach their full potential.

More than 25 years ago, Girls Inc. codified our Girls' Bill of Rights, outlining certain truths we believe are fundamental. It is our mission—now and always—to support girls and to ensure that their rights are recognized and respected.

01

GIRLS HAVE THE RIGHT TO

be themselves and to resist gender stereotypes.

02

GIRLS HAVE THE RIGHT TO

express themselves with originality & enthusiasm.

03

GIRLS HAVE THE RIGHT TO

take risks, to strive freely, and to take pride in success.

04

GIRLS HAVE THE RIGHT TO

accept and appreciate their bodies.

05

GIRLS HAVE THE RIGHT TO

have confidence in themselves and to be safe in the world.

06

GIRLS HAVE THE RIGHT TO

prepare for interesting work and economic independence.

About Girls Inc.

Our comprehensive approach to whole girl development equips girls to navigate gender, economic, and social barriers and grow up healthy, educated, and independent. These positive outcomes are achieved through three core elements:

- **people** – trained staff and volunteers who build lasting, mentoring relationships;
- **environment** – girls-only, physically and emotionally safe spaces, where there is a sisterhood of support; and
- **programming** – research based, hands-on, age-appropriate, meeting the needs of today's girls.



GIRLS INC. BELIEVES IN POWERFUL GIRLS IN AN EQUITABLE SOCIETY

WHAT WE DO

Girls Inc. focuses on whole girl development - addressing all aspects of a girl's life to help her discover and develop her inherent strengths.

WHY WE DO IT

Girls Inc. is building a new generation of strong, smart, and bold leaders.

HOW WE DO IT

The Girls Inc. Experience provides comprehensive and interactive leadership development to equip girls with the knowledge and skills to reach their full potential and support to actively realize it.



**AFTER-SCHOOL &
SUMMER
PROGRAMS**



**SCHOOL &
COMMUNITY-
BASED
PROGRAMS**



**LEADERSHIP &
CAREER
DEVELOPMENT
PROGRAMS**

INSPIRING ALL GIRLS TO BE STRONG, SMART, AND BOLD

Center-Based Programs

AFTER-SCHOOL & SUMMER CAMP

STRONG: Healthy Living

Girls learn and discuss the importance of living & maintaining a healthy lifestyle through increased physical activity, healthy decision-making skills, and activities that improve and build girls' self-image



SMART: Academic Enrichment

Girls receive support to increase their knowledge of school-based subjects, with particular focus on reading and STEM. Participation in experiential activities assists girls in improving classroom performance while also increasing girls' confidence to learn new skills.



BOLD: Life Skills Development

Girls receiving life skills instruction are empowered to gain their independence and lead fulfilling, purposeful, and successful lives.



6-Week Classroom Rotations

Art & Culture
English & More
Health & Wellness
Operation SMART
Sports & Fitness



245
Girls Served
in 2021



Special Initiatives and Highlights

- Launched **Accelerating Confidence in Education** (ACE) - a new mentoring initiative where volunteers are paired with the same 1-2 girls for a semester
- **Learning Services Coordinator** position was created to assist students and their families with learning recovery and mental health issues heightened by the COVID-19 pandemic. This increased our capacity to address the impact that virtual learning had on literacy and math comprehension levels.
- New **social and emotional learning spaces** were created, providing an environment that teaches participants healthy interaction with others and how to express their feelings respectfully. Our facility was updated to create **cozy classroom corners** to address anxiety. We identified curricula on the importance of being aware of emotions, and how to interact positively with others to build friendships and trusted circles within their daily interactions. Girls also were provided with a new **"Zen Zone,"** a centralized location that all girls have access to at any time.

CELEBRATE HER SUCCESS

Last fall, one of our participant's lives was changed with help from our Learning Services Coordinator (LSC). The girl was struggling with a condition that causes one to peel or pick at their skin when feeling anxious, known as an excoriation disorder. She was also having trouble in class, and regularly faced disciplinary actions from her school due to disruptive behaviors.

After observing this behavior during structured learning times, our LSC took action. She contacted the girl's parent to share her observations and offered possible solutions, such as allowing the participant to use a stress ball. This provided a tangible item for the participant to focus her energy on and appease her sensory nerves, relieving the impulse to pick her skin.



After only one week of utilizing the stress ball, Girls Inc. staff reported a noticeable reduction in the student's anxiousness and disruptive behavior. Realizing how this could help reduce the girl's academic struggles, the LSC then coordinated with school officials to permit use of the student's stress ball in class. Her teacher quickly noticed a drastic improvement in the program participant, and reported no disruptive behavior for the rest of the school year!

Community Impact Programs

The goals and strategies of the Community Impact Department are to remove accessibility barriers and give girls outside our centers an interactive Girls Inc. Experience.

Programs are offered in a variety of settings, such as classroom sessions, after-school programs, summer camps, community events, and health fairs. The goal of the programs is to allow students to engage in educational activities that will increase their ability to make healthy choices, expand and support their school-based learning, and build the necessary skills and behaviors to empower them to function independently in adulthood.



Programming Includes:

Girls Inc. Clubs
Health & Wellness
Hispanic Initiative
Life Skills Development
Preventing Adolescent Pregnancy

2961
Students Served
in 2021

Community Partners

ADELANTE • Boys and Girls Club • Bessemer Housing Authority • McWane Science Center • Mathnasium • Pelham Public Library • Pelham Recreation Center • Tarrant Public Library



Schools We Serve

Bessemer City Schools:

Bessemer High

Birmingham City Schools:

Barret Elementary

Carver High

Central Park Elementary

Glen Oaks Elementary

Hayes K-8

Parker High

Phillips Academy

Ramsay High

Smith Middle

Tuggle Elementary

Washington K-8

West End Academy

Wilkerson Middle

Blount County Schools:

J.B. Pennington High

Oneonta High

Hoover City Schools:

Spain Park High

Jefferson County Schools:

Centerpoint High

Clay Chakville Middle

Corner High

Fairfield High Preparatory

Glen Oaks Elementary

Hueytown Intermediate

Irondale Middle

McAdory High

Midfield High

Minor Middle

North Jefferson Middle

Pinson Valley High

Pleasant Grove High

Rudd Middle

Shades Valley High

Shelby County Schools:

Calera Elementary

Helena Elementary

Pelham High

Tarrant City Schools

Tarrant High

CELEBRATE HER SUCCESS

At Girls Inc., we offer a reproductive health class that helps girls understand the changes they experience with their bodies during puberty. Girls are often nervous, anxious, or just plain scared – which is why program staff works hard to facilitate open conversations where girls can ask questions and build their confidence. Girls leave the class equipped with research-based information on how to navigate puberty, and are encouraged to share with their peers.

After one session, we were approached by a girl who had done exactly that. The student told us that she was able to help a friend overcome a difficult situation, thanks to the information on reproductive health she'd learned at Girls Inc. She was very proud that she could assist & direct her friend to resources that she needed.

Girls supporting each other is truly something to celebrate, especially when navigating the stigma of puberty. But thanks to the work of our Healthy Sexuality and Mind + Body program facilitators, girls are finding that reproductive health is nothing to be afraid of.

173 participants in Healthy
Sexuality programming

220 participants in Mind +
Body programming

Leadership and Career Development Programs

Eureka! Teen Achievement

The Girls Inc. Eureka! program is a multi-year STEM program for middle- and high-school-age girls that build girls' confidence and skills through hands-on opportunities in science, technology, engineering and math (STEM). In addition to STEM exposure, girls also focus on college preparation, participate in career planning sessions, and focus on personal, leadership development.

Teen Leadership Program

Our Teen Leadership Program focuses on college and career readiness for high school girls with a particular focus on girls of color. The program develops the potential of young women by providing the experiences and encouragement they need to become successful and independent adults. The core components of the program include college tours, community service projects, professional development workshops, and advocacy training.

Project Accelerate

Project Accelerate, a new program developed by Girls Inc. National, was chosen by the Equality Can't Wait Challenge as one of four \$10 million winners in 2021. Central Alabama is one of seven pilot sites for this extension of Girls Inc.'s work with high school girls and the only pilot site in the Southeast. Project Accelerate is designed to support young women, particularly young women of color, through their next critical transitions -- from high school through college or other training to their first career.



125 Young Women Served in 2021





of Central Alabama

BUILDING A NEW GENERATION OF LEADERS



The goal of our leadership and career development programs is to ensure young women graduate from high school prepared to pursue additional training and/or education in preparation for their career.

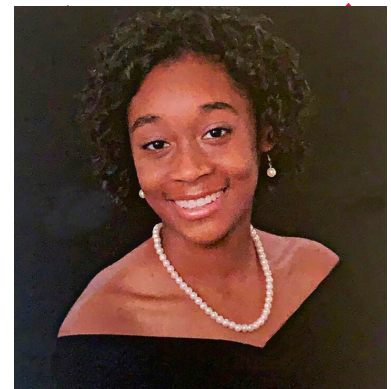
By exposing young women to new careers, connecting them with professional mentors, and providing internships in their field of interest, Girls Inc. helps young women envision their future and gives them the tools to reach their full potential.

Community Partners

Alabama Power • Birmingham-Southern College • Birmingham Police Department
Healing Transformatons, LLC • Junior League of Birmingham • Southern Research
Turkey Creek • University of Alabama at Birmingham (UAB)

CELEBRATE HER SUCCESS

We are tremendously proud to announce that Kennedy B., one of our Teen Leadership participants, has won the \$20,000 Girls Inc. Lucile Miller Wright National Scholarship! Every year, girls across the country apply for the chance to win a Girls Inc. National Scholarship. The prestigious honor is only awarded to a select few, with even fewer girls receiving the highest award at \$20k like Kennedy.



Kennedy was chosen to receive this competitive award for her exceptional academic achievements, engagement in community service, and dedication to our mission of inspiring all girls to be strong, smart, and bold. As the only winner in the state and the first Central Alabama winner in years, Kennedy's big win will inspire many local girls to reach for their dreams. We are so proud of Kennedy B. for all her hard work, and can't wait see how bright she shines as a leader of tomorrow!

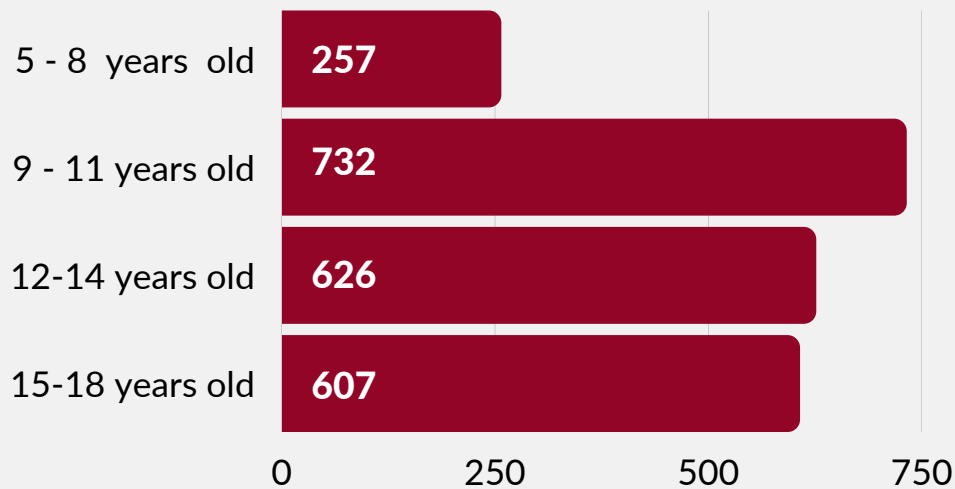
BY THE NUMBERS

The Girls We Serve



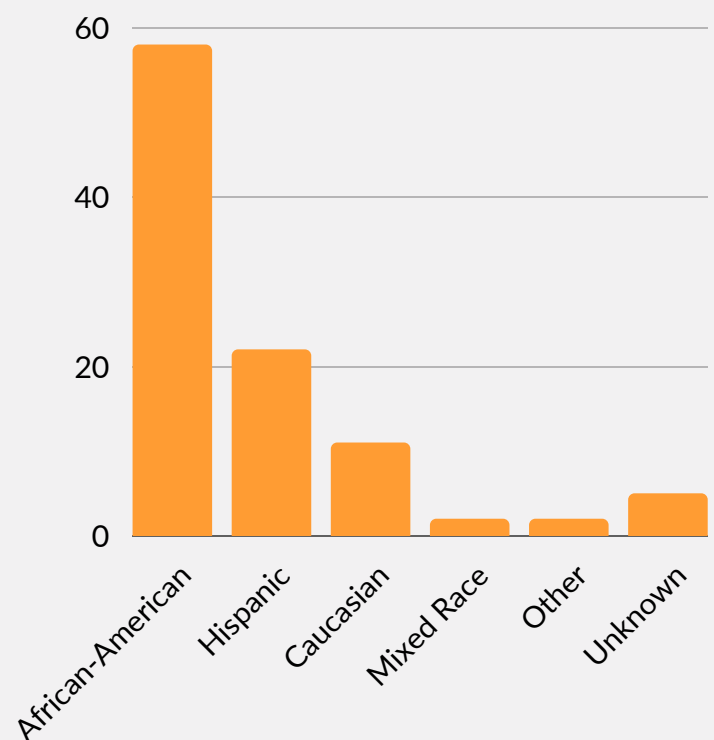
2222
girls served
in 2021

Age Range of Participants



Counties Served

Blount
Jefferson
Shelby
St. Clair
Walker



BY THE NUMBERS

Outcomes & Impact

Over 13,000

units* of service provided through
the Community Impact Department.

*A typical unit of service is equivalent to one
hour of programming for each participant.

153

girls received
emergency support
through ongoing
pandemic

(e.g. food, period products, technology,
mental and emotional support, etc.)

43

school-based
sites

UWCA partner agency
since 1954

Founded
in 1938

245

girls served at our Crestwood
Center through afterschool
and summer camp activities

282

Participants in
Economic
Literacy

14

local schools picked up from
during the 2021-2022 academic year

It feels so comfortable to be a girl here. — Tyanna

I'm so grateful for Girls Inc. and their drive to keep
uniting, uplifting, and helping girls like me. — Jasmine

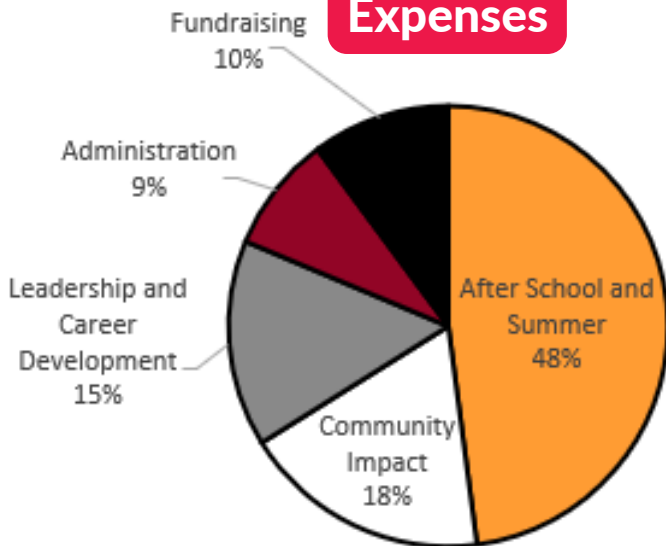
Girls Inc. has made me who I am. — Tiffany

“

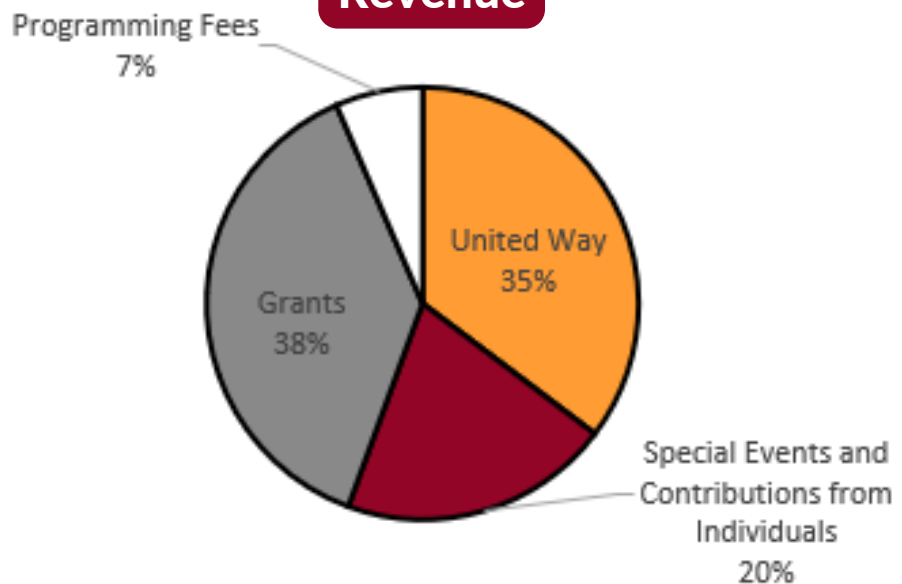
Numbers based on fiscal year: April 1, 2021 - March 31, 2022

2021 - 2022 FINANCES

Expenses



Revenue



SPECIAL EVENTS

Girls Inc. of Central Alabama's
BOLD FUTURES
BREAKFAST

....\$130,882

GIVING TUESDAY™\$29,855



.....\$7,134

TOTAL EXPENSES

\$1,640,345

Due to the ongoing pandemic, our expenses were lower than budgeted because we were unable to operate all of our programs at full capacity.

TOTAL REVENUE

\$2,039,502

Our revenue was higher than budgeted due to the forgiveness of our second PPP loan.

Girls Inc. of Central Alabama Leadership

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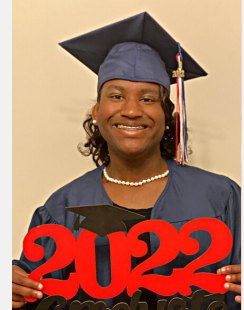
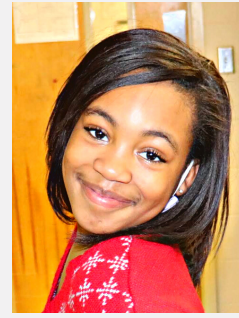
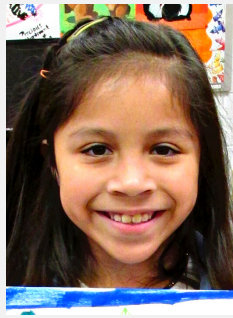
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If we have omitted your name, please accept our apologies and let us know so that we may recognize your dedication to our mission.

THANKS TO OUR PARTNERS

Corporations, Foundations, and Government Support

Alabama Outdoors	Joseph S. Bruno Charitable Foundation
Alabama Power Foundation	Junior League of Birmingham
Altec Industries	Kassouf & Co., P.C.
Angela King Brows and Beauty	Lawson State Community College
American Honda Motor Co., Inc.	Lightfoot, Franklin & White LLC
AT&T	Marks Total Lawn Care
Barbara Ingalls Shook Foundation	Maynard Cooper & Gale Charitable Foundation
Beta Kappa Boule Charitable Foundation	Meta (Formally Facebook)
Bham Now	Mike & Gillian Goodrich Foundation
Birmingham City Schools	NaphCare, Inc
Birmingham Jewish Foundation	Navigate Affordable Housing Partners
Blue Cross and Blue Shield of Alabama	Panera Bread Foundation
Borland Benefield, P.C.	PNC Bank
Bradley	ProAssurance
Brasfield & Gorrie	Protective Life Foundation
Bridgeworth Wealth Management	Publix Super Markets Charities
Buffalo Rock	RAM Tool Construction Supply Co.
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Cardiac Evaluations, Inc.	Robert R. Meyer Foundation
Charles and Estelle Campbell Foundation	Robertson Banking Company
Children's Trust Fund	Robins & Morton
City of Birmingham	Shipt
Community Foundation of Greater Birmingham	Skin Wellness Dermatology
Crowne Partners, Inc.	Southern States Bank
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Desiree Danielle Photography	State Farm Companies Foundation
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EBSCO Industries, Inc.	Surgical Care Affiliates
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First Horizon Foundation	The Title Group Incorporated
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Grants Mill Animal Hospital	Truist Foundation
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Hill, Hill, Carter, Franco, Cole & Black, P.C.	United Way of Central Alabama
Honda and the Honda USA Foundation	Valley National Bank
Hugh Kaul Foundation	Vivian Mora State Farm
Ignite Cycle	Vulcan Materials Company
Independent Presbyterian Church Foundation	Walker Area Community Foundation
Integrity Salon Spa	Wesley Guy State Farm
Jefferson County	Young Women's Empowerment
Jefferson County Community Service Fund	
Joe Piper, Inc.	

If we have omitted your name, please accept our apologies and let us know so that we may recognize your dedication to our mission.



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