

# 2024 Impact Report



girls  
inc.

of Metro Denver

girls  
inc.

of Metro Denver

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“

*We continue to take active measures to ensure the strong, smart, and bold future we champion for girls isn't a distant afterthought, but a priority that translates into sustainable outcomes.”*

– KAYLA GARCIA,  
PRESIDENT AND CEO  
GIRLS INC. OF METRO DENVER



## Dear Strong Supporters,

Looking back on the last year, we are humbled by the impact we've generated for girls across the Denver metro region.

Girls Inc. of Metro Denver took its programming to the next level by hiring our first ever, full-time mental health counselor, we celebrated the hard work and excellence of our scholars at My Bold Future, and we successfully prepared girls for career pathways.

And while we have made great strides in service to girls and young women as a result, there is still so much work to be done.

Because the reality is: girls and women are still largely underrepresented in many industries. They're at more risk for mental health challenges, more likely to experience gender-based violence, and often experience the overwhelm of economic disparities.

We are proud of our programming and services that are designed to address these issues head-on. We continue to take active measures to ensure the smart, strong, and bold future we champion for girls isn't a distant afterthought, but a priority that translates into sustainable outcomes.

Using their strength, resilience, and brilliance, we're empowering more girls with the belief that they can overcome every challenge they are presented with using determination, courage, and belief in their own power. And thanks to the champions, ambassadors, and donors who make our work possible, a future filled with endless possibility doesn't need years to see its fruition.

**Stay Bold,**



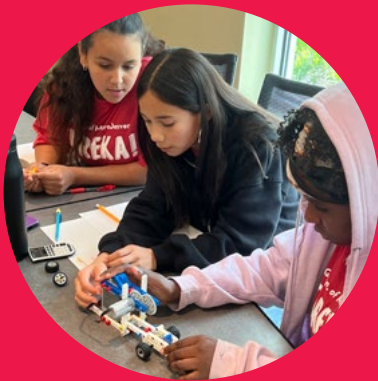
**Kayla Garcia**  
President and CEO  
Girls Inc. of Metro Denver



**Cori Streetman**  
Board Chair  
Co-Founder and CEO Barefoot PR

# Girls Inc. Girls' Bill of Rights

*Every girl deserves to know her rights. Girls Inc. of Metro Denver always has been, and always will be, all about the girls. With a continued commitment and dedication to making a lasting difference, Girls Inc. of Metro Denver is a champion for girls and honors the Girls Inc. Girls' Bill of Rights.*



## **GIRLS HAVE THE RIGHT TO:**

- Be themselves and resist gender stereotypes.
- Express themselves with originality and enthusiasm.
- Take risks, to strive freely and to take pride in success.
- Accept their bodies.
- Have confidence in themselves and be safe in the world.
- Prepare for interesting work and economic independence.



## **LAS NIÑAS TIENEN EL DERECHO A:**

- Ser ellas mismas y a contrarrestar estereotipos de género.
- Expresarse con originalidad y entusiasmo.
- Tomar riesgos, a luchar libremente y a sentirse orgullosas de su éxito.
- Aceptar y apreciar sus cuerpos.
- Tener confianza en sí mismas y a sentirse seguras en el mundo.
- Capacitarse para trabajos interesantes y obtener independencia económica.



## Mission

*At Girls Inc. of Metro Denver, our mission is to inspire all girls to be strong, smart, and bold. Guided by the vision of powerful girls in an equitable society, **we equip girls with the tools, skills, and mentorship** needed to navigate gender, social, and economic barriers to success.*

## Vision

*Powerful girls in an equitable society.*





## After School Program

Girls deserve a brave space to express themselves, explore their interests, make friends, and learn everything from STEM and leadership concepts to wellness and interpersonal skills. Girls Inc. of Metro Denver's After School Program reinforces many of the lessons girls learn in school - with curiosity, creativity, and exploration woven in. The After School Program creates an environment for girls to build a foundation for their futures that embraces connection, authenticity, and sisterhood.



**235**

*girls served through  
after school and school  
year programming*



**17,846**

*healthy meals and  
snacks were served at  
no cost to girls*



**89%**

*of participants identify  
as Latinx and/or Black,  
Indigenous, or People  
of Color*



# Summer Camp

The summer season offers girls a chance to create an unforgettable experience as a Girls Inc. of Metro Denver participant. Girls engage with the great outdoors, step into their confidence by cultivating leadership skills, build a better understanding of entrepreneurship, enjoy art, music, and movement activities, and more. Thanks to the backing and support of passionate and dedicated donors, Girls Inc. of Metro Denver continues to offer summer camp at little to no cost to families, ensuring its impact stretches across the Denver region in an engaging and inspirational way.



## *Supporting our Families at Mother's Day Tea*

Girls Inc. of Metro Denver's Annual Mother's Day Tea honors moms, mom-like figures, and caregivers each year with a special brunch and series of self-care activity stations – ranging from painting, jewelry making, and cooking - during the month of May. This year's event provided a space for families to come together and celebrate Mother's Day in a memorable way, while celebrating the impact female role models have on the lives of girls.



## *Mental Health Services are Critical for the Success of Girls*

There are several issues impacting the mental health of girls at all stages of their development – ranging from self-esteem and social media to body image and societal pressures and expectations. In response, Girls Inc. of Metro Denver hired its first full-time mental health counselor in service to girls across our programming. Additionally, all program leaders and educators are trained in social-emotional learning (SEL) best practices, with one team member who has received their Social Emotional Learning Program Quality Assessor (SELPOA) certification. This has established Girls Inc. of Metro Denver as a trusted voice for assessing social-emotional learning best practices being taught in programs across the community.



## *Spotlight: Financial Literacy at Lemonade Day*


Teaching financial literacy and entrepreneurship skills early on introduces girls to the endless possibilities that come with being a business owner. As part of Denver's community-wide Lemonade Day, Girls Inc. of Metro Denver participants built and designed their own lemonade stand with guidance from Mortenson, were exposed to foundational business skills, including goal setting and the importance of teamwork, and put their business skills into practice selling snacks at Girls Inc. of Metro Denver's Summer Carnival.

## Eureka! STEM Camp

Studies show that more and more middle school girls are taking an interest in STEM careers but lack the confidence to pursue them – especially in middle school. Through Girls Inc. of Metro Denver’s STEM Camp – an immersive experience that includes learning about STEM concepts, critical thinking, problem-solving, and collaboration – rising 7th and 8th grade girls built up their skills and confidence. STEM Camp offered participants engineering challenges, scientific exploration, and real-world applications to innovate and succeed in STEM fields.





A photograph of three young women standing on a cable car. They are looking towards the camera. The woman on the left is partially visible, wearing a white t-shirt and glasses. The woman in the center is wearing a black t-shirt with a logo that says 'AMBER DALL' and '50TH ANNIVERSARY' and a graphic of a person jumping. She is also wearing a white watch and a white phone. The woman on the right is wearing a black t-shirt and holding a white cup. They are all smiling. The background shows a scenic view of a valley with green hills and a small town, seen through the glass of the cable car. The text 'STEM Camp offered participants engineering challenges, scientific exploration, and real-world applications to innovate and succeed in STEM fields.' is overlaid on the right side of the image.

STEM Camp offered participants engineering challenges, scientific exploration, and real-world applications to innovate and succeed in STEM fields.





# Eureka!

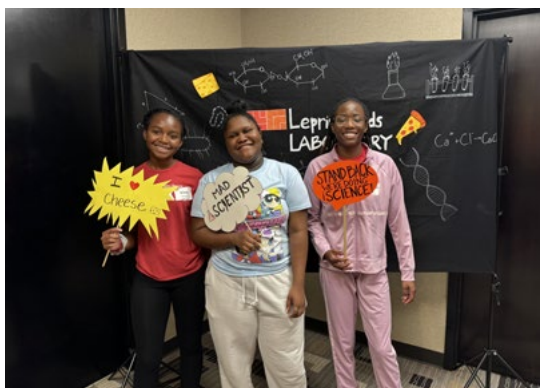
In today's world, understanding STEM elevates girls so they can keep up with the rate at which technology is evolving. The Eureka! Program serves girls who have limited exposure to STEM careers and/or role models working in STEM fields. Through hands-on learning, real-world applications, and immersive experiences, Eureka! and STEM pipeline programs provide early exposure to STEM and build confidence at an early age for girls to see themselves participating in this coursework, as well as the whole-girl support needed as they complete their high school and pre-collegiate journey.



**103**  
girls participated  
in Eureka in 2024



**90%**  
of Eureka girls are likely  
to pursue STEM  
in college



**90%**  
reported increased  
understanding of  
STEM concepts and  
applications

# Leadership Out Loud



Leadership Out Loud (LOL) is a three-year, immersive, hands-on program that provides a space for girls to advocate for themselves and others. It is a leadership development pipeline for girls where participants pursue systems-change projects together. Each year, LOL participants move through levels as a cohort to help them gain leadership and civic leadership skills to be our next change makers. Following their hands-on learning during the school year, participants participated in summer internships and a trip to Washington, D.C. at the end of their program to meet with lawmakers.

**86%**

*of participants reported increased understanding of policymaking.\**

**72%**

*of participants provided testimony or participated in public comment sessions.\**

\*YEAR 3 PARTICIPANTS.



# Bold Business

Following the closure of our coffee shop, Bold Beans, we launched Bold Business. The goal was to continue to provide entrepreneurial skills to girls and help provide them with more hands-on learning beyond coffee. The pilot year launched with 10 participants that started with a Business Bootcamp in the summer learning from dozens of women and local entrepreneurs and businesses. Participants continued in the school year to deep dive on business models and innovation. Bold Business pilot year was made possible by Comcast, US Bank, Kenneth King Foundation, and Verizon.

10 participants joined  
Bold Business Bootcamp





## *Juliet's Entrepreneurial Spirit*

Juliet Kale, a college student studying aerospace engineering, joined Girls Inc. of Metro Denver's Bold Business program to gain hands-on entrepreneurial experience she couldn't access through her academic program. As a first-generation immigrant, she navigated life in a new country without guidance, inspiring her to help others facing similar challenges. With a passion for learning and creativity rooted in her early interests in animation and dance, Juliet has always found innovative ways to lead and connect with her community—like founding a K-pop dance club in high school that still thrives today. Through Bold Business, she's developing professional and leadership skills to one day launch a business that empowers youth in underserved communities. Juliet's story is one of resilience, vision, and a deep commitment to giving back. Her goal is to create a legacy of knowledge-sharing and opportunity for future generations.



# Volunteer Impact

Volunteers are the heartbeat of the Girls Inc. of Metro Denver mission. Annually, more than 500 volunteers work with Girls Inc. to support programming, fundraising, administrative, and operational needs. Volunteers help ensure girls have the skills, knowledge, and support to grow into healthy, educated, and independent adults by volunteering as one-on-one and group mentors, classroom assistants, tutors, career panelists and speakers, internship host sites, committee members, and more. Volunteers strengthen Girls Inc.'s impact by helping connect girls to more resources, experiences, and networks.







**890**

volunteers



**9,266**

total hours of service



Nearly  
**\$300,000**  
of donated time

# Internships



**65**  
girls  
participated in  
internships

**17**  
companies  
partnered to  
provide internship  
experiences

**98%**  
of interns successfully  
completed the  
internship program

Girls Inc. of Metro Denver has an extensive process for placing girls in paid internships that are aligned with each girl's aspirations, interests, and needs—including logistics such as location and transportation. Summer internships are hosted by a range of businesses and organizations across the Denver metro area. All interns receive 40 hours of career readiness programming designed to build professional skills and confidence. Girls Inc. also provides case management and employer support throughout the internship to ensure each girl's success and satisfaction at the worksite. At the conclusion of the internship, all participants receive a stipend and complete a reflection capstone project to showcase what they've learned and accomplished.



# College Visits

The path to higher education is a rewarding experience, but preparing for it can come with many challenges – especially without the right resources and support. That's why Girls Inc. of Metro Denver took its teen program participants to eight different colleges and universities during the 2024-2025 school year, providing them with the exposure and the opportunity to connect with higher education professionals and begin building the pathway for their long-term success. This year we were able to expand access to out-of-state college visits thanks to programmatic support from the Denver Broncos Foundation and DaVita, and in-kind support from United Airlines.

**8 total**  
college/university visits

- University of Northern Colorado-Greeley
- Colorado College
- Colorado State University-Fort Collins
- Colorado State University-Pueblo
- University of Alaska-Anchorage
- Howard University
- Catholic University
- University of Maryland-College Park

**100%**

of Girls Inc. of Metro Denver high school seniors graduated high school and enrolled in post-secondary education.



## College Shower

In 2024 we supported 20 rising college students at our annual college shower with a celebration brunch and personalized care packages to help them be college ready. Thank you to JD Finish Line for providing our scholars with the supplies to be move-in ready and Southwest Airlines for getting our scholars to school.



*Greetings From*



## Summer Travel Experience

We want girls to travel for new learning opportunities, and in 2024 we were able to send girls to Alaska and Washington D.C., thanks to United Airlines. Our Leadership Out Loud program had the chance to attend college visits, tour the White House, and network with Girls Inc. advocacy professionals, while graduates of Eureka! toured the great outdoors in Alaska.



## Teen Programming

**90%**

of students learned something new about a college or career path of interest

**100%**

of students reported seeing themselves as college-bound/planning to attend college

**100%**

reported planning to apply to at least one out-of-state college following the trip





# My Bold Future

## Congratulations to our 2024 Catalysts for Girls

*Corporate Catalyst for Girls: Prologis*

*Community Catalyst for Girls: Colorado Rockies Baseball Club*

*Individual Catalyst for Girls: Lisa Barker*

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10

students received  
scholarships

\$75,000

in scholarships  
awarded

The 2024 My Bold Future Luncheon, presented by Southwest Airlines, was more than a celebration – it was a moment. Over 750 fearless supporters and advocates of our work came together in celebration of 10 scholars who received \$75,000 in total scholarships. We also recognized three Catalysts for Girls who embody our mission and work to elevate girls across our region as Girls Inc. of Metro Denver champions.

Girls Inc. of Metro Denver believes all girls have the right to pursue advanced degrees and career opportunities without tuition costs prohibiting their success. Each year, Girls Inc. of Metro Denver's scholarship program and the Girls Inc. National Organization award scholarships to Girls Inc. participants through a rigorous application and interview process. Girls Inc. of Metro Denver's College Success team provides one-on-one support for girls through the application process, including essay writing support and interview practice. Girls also receive one-on-one case management, which helps with navigation of institutional barriers, academic challenges, and personal or familial hurdles. Scholars also remain engaged after their scholarship to participate in services like the College Womxn's Group, which supports college attendees of all ages through discussion and guidance on the topics and issues most valuable to them as they navigate life in college.





# Supporters

September 1, 2023 – August 31, 2024

## Foundation, Corporate, & Government

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## Champions for Girls

*Individuals in this donor circle contribute \$1,000 or more in direct personal financial support, making it possible to create long-lasting, positive change on behalf of the girls we serve.*

**Champions \$1,000 +**

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# Annual Impact Report Financials

<b>Assets</b>	<b>2023</b>	<b>2024</b>
Cash and Cash Equivalents	906,699	1,404,550
Restricted Cash	187,046	156,083
Grants & Fees Receivable	237,045	581,029
Investments	5,093,962	5,685,939
Prepaid Exp & Other	28,307	55,675
Land, Property & Equipment	2,015,209	1,862,883
	<b>\$ 8,468,269</b>	<b>\$ 9,746,159</b>
<b>Liabilities</b>		
Accounts Payable	34,077	98,707
Accrued Payroll & Related	181,172	278,599
	<b>\$ 215,250</b>	<b>\$ 377,306</b>
<b>Net Assets</b>		
Unrestricted	4,889,570	5,583,372
Restricted	3,363,449	3,785,481
<b>Total Net Assets</b>	<b>\$ 8,253,019</b>	<b>\$ 9,368,853</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 8,468,269</b>	<b>\$ 9,746,159</b>
<b>Revenue</b>	<b>\$ 3,985,814</b>	<b>\$ 4,593,648</b>
<b>Expenses</b>	<b>\$ 3,845,845</b>	<b>\$ 3,859,958</b>
	<b>\$ 139,969</b>	<b>\$ 733,690</b>



## Revenue

**\$ 4,593,648**

**17% Corporate Partnerships**

**18% In-Kind**

**30% Foundations**

**1% Bold Beans  
Social Enterprise**

**10% Individual Contributions**

**6% Investment Income**

**6% Special Events**

**4% Girls Inc.  
National Support**

**3% Scholarship Funds**

**3% Government Grants**

**1% Mile High United Way**

**1% Program Fees & Misc**

## Expenses

**\$ 3,859,958**

**4% General Administrative**

**7% Fundraising & Development**

**89% Program**



**girls  
inc.**

of Metro Denver

[girlsincdenver.org](http://girlsincdenver.org)

1499 Julian Street  
Denver, CO 80204

303.893.4363  
[info@gidenver.org](mailto:info@gidenver.org)



@girlsincdenver