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25

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

**girls
inc.**

of Metro Denver



We are a national network of pro-girl, risk-taking, research-based advocates working to increase the opportunities and rights for all girls.

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LETTER FROM CEO AND BOARD CHAIR

Dear Supporters,

This year was an exceptional year of growth at Girls Inc. of Metro Denver. We watched girls step out of their comfort zones on the path to finding friends, saw them experiment and discover their true interests, and witnessed as they developed the leadership and confidence to make their voices heard.

On an organizational level, we were proud to support the growth of our programs and our girls with the launch of a new strategic plan and mental health program, providing more opportunities to strengthen the overall Girls Inc. experience.

Of course, growth doesn't come without its challenges. We've faced unique hardships that directly impact the girls and the communities we serve this year, but like we've always done, we continue to find and create places where girls belong — finding support in our community along the way and teaching those around us to change the world, not the girl.

Our girls truly inspire the work we do every day, and as much as we teach them, they teach us an enormous amount about what it means to be strong, smart, and bold. They are the lifeline of our organization, proving every day that we are much more than an after-school program — we are a national network of pro-girl, risk-taking, research-based advocates working to increase the opportunities and rights for all girls. Like we tell our girls every day, we will never stop fighting for your future.

Stay Bold,



KAYLA GARCIA
PRESIDENT AND CEO



LAURA MERSMANN
BOARD CHAIR

girls inc.

of Metro Denver



About Us

OUR 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.

OUR VISION

Powerful girls in an equitable society.

**girls
inc.**

of Metro Denver



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. Bill of Rights.

GIRLS INC. GIRLS' Bill of Rights

GIRLS HAVE THE RIGHT TO:
LAS NIÑAS TIENEN EL DERECHO A:

01

BE THEMSELVES AND RESIST GENDER STEREOTYPES.

Ser ellas mismas y a contrarrestar estereotipos de género

02

EXPRESS THEMSELVES WITH ORIGINALITY AND ENTHUSIASM.

Expresarse con originalidad y entusiasmo

03

TAKE RISKS, TO STRIVE FREELY AND TO TAKE PRIDE IN SUCCESS.

A tomar riesgos, esmerarse libremente y a sentir orgullo en su éxito

04

ACCEPT THEIR BODIES.

Aceptar y apreciar sus cuerpos

05

HAVE CONFIDENCE IN THEMSELVES AND BE SAFE IN THE WORLD.

Tener confianza en si mismas y a sentirse seguras en el mundo

06

PREPARE FOR INTERESTING WORK AND ECONOMIC INDEPENDENCE.

A capacitarse para trabajos interesantes e independencia económica.

A photograph of four young girls of African descent hugging each other outdoors. They are in front of a colorful mural that includes a house and trees. The girls are smiling and looking towards the camera. One girl on the right is wearing a pink t-shirt with the text "ENJOY THE LITTLE THINGS".

OUT-OF-SCHOOL PROGRAMS

AFTER-SCHOOL PROGRAMMING

Throughout the fall semester, Girls Inc. of Metro Denver participants explored their community and discovered new ways to expand their skills. Girls learned about advocacy, civic participation, and community involvement through the City of Denver's "The People's Budget," while STEM partnerships with Boeing, Xcel Energy, and the Denver Museum of Nature & Science sparked curiosity and encouraged problem-solving. Creativity and confidence also flourished with support from the Denver Art Museum, and as winter arrived, participants celebrated the season with a magical "Fantasy Flight" trip to the North Pole aboard a United Airlines Boeing 787, where girls received personalized gifts from Santa, in partnership with United.

During spring, Girls Inc. participants focused on gaining valuable skills in leadership, entrepreneurship, and personal growth through partnerships that connected them with real-world opportunities. In partnership with YouthBiz, and with support from partners like Daniels Fund, Huntington, and PNC, participants explored entrepreneurship and financial literacy while learning how to develop, refine, and confidently present their own business ideas. Our partnership with the Figure 8 Foundation provided girls with unique opportunities for mentorship and skill-building through small-group ice-skating lessons.

30%

INCREASE IN DAILY ATTENDANCE

239

GIRLS SERVED

"I was waiting the whole day. I was so excited to go to Girls Inc."

- ANAIS, 1ST GRADE



SUMMER CAMP

A summer session at Girls Inc. of Metro Denver is known for being filled with exciting adventures and meaningful partnerships across the city. Throughout the summer, girls participated in experiences that promoted healthy lifestyles and positive relationships with themselves and their surroundings, from swimming lessons through VIVE Wellness and practicing mindfulness and self-care through yoga classes with Urban Sanctuary. Our middle school girls spent time with Lincoln Hills Cares, where they learned about the rich cultural history of one of the nation's first Black-owned mountain resorts while developing outdoor survival and recreation skills.

Girls also had many opportunities to build confidence and celebrate what makes them unique. Denver Performing Arts took participants behind the scenes to explore the many careers and creative talents that bring stage productions to life. Career exploration remained a key part of the summer experience, as participants visited La Brewjula Coffee Shop, where they learned firsthand about entrepreneurship from a woman-of-color-owned business. The Denver Broncos Foundation provided ongoing classroom support, while HealthONE and the Period Education Project helped girls and their parents or guardians navigate puberty and period education through informative and empowering workshops.

We also piloted our first Pop Goes Puberty event, bringing together 91 girls and caregivers for a shared learning experience focused on puberty and period education. Girls were provided with You Glow Girl kits, which contained menstrual products, educational resources, and self-care items that empower them to approach puberty with confidence and continue conversations at home.

TEEN PROGRAMS



70
GIRLS
SERVED

150
EACH GIRL RECEIVED
A MINIMUM OF 150 HOURS
OF COMPREHENSIVE
PROGRAMMING

2,098
YOUTH ACROSS CO +
NATIONWIDE RECEIVED
GIRLS THINC OUTSIDE
THE BOX STEM KITS

EUREKA!

Eureka! STEM Camp strengthened participant knowledge, confidence, and interest in STEM through hands-on learning experiences focused on topics such as food science, space exploration, engineering, technology, archaeology, and mental health. By engaging directly with STEM professionals, guest speakers, and real-world career pathways, girls expanded their understanding of future opportunities and developed a stronger sense of belonging in STEM fields. Rooted in Girls Inc.'s asset-based approach, these experiences empowered girls to recognize their strengths, elevate their voices, and develop the leadership skills needed to pursue their goals and advocate for themselves and their communities.

"Girls Inc. has been transformative, shaping my trajectory in ways I never imagined possible.

As a first-generation student navigating the journey of high school, Girls Inc. provided more than just academic support; it offered a sanctuary—a safe space where I could embrace my identity as a young woman, celebrate my strengths, and dare to dream beyond the confines of circumstance."

– JELANE, ALUMNA AND 2024 SCHOLAR



TEEN ADVOCACY COUNCIL

Participants involved in our Teen Advocacy Council (TAC) developed the skills to research, analyze, and communicate about pressing social issues to drive meaningful change. By the end of the program, participants reported increased confidence in public speaking, facilitating discussions, and advocating community needs. This leadership was especially evident during events such as National Women's Soccer League (NWSL) Teen Night, where girls delivered public testimony on the importance of building an all-women's stadium in Colorado. TAC members also engaged directly with civic leaders by lobbying city council members and state representatives on issues they care about. These real-world advocacy experiences helped participants strengthen their voices as youth leaders and inspired them to request more opportunities for civic engagement at the state capital in the future.

TOP ADVOCACY ISSUES:

MENTAL HEALTH
CLIMATE CHANGE
HOMELESSNESS
IMMIGRATION
GUN VIOLENCE
FOOD INSECURITY
GENDER INEQUALITY
RACIAL JUSTICE



INTERNSHIPS

Our internship program continued to provide girls with meaningful workforce development opportunities, helping them build the professional skills needed to succeed in future careers. For many participants, their summer internship was their first job experience, making it an important milestone in their personal and professional growth. Through hands-on work experiences, participants developed skills in teamwork, communication, customer service, operations, administration, and workplace professionalism, preparing them to enter the job market with greater confidence. These experiences not only provided financial support but also gave participants the opportunity to gain real-world skills, explore career interests, and build a foundation for future success in the workforce.

94%

OF PARTICIPANTS
SUCCESSFULLY
COMPLETED

68

STUDENTS RECEIVED
EMPLOYMENT TRAINING
AND COMPLETED
APPRENTICESHIP OR
SUMMER INTERNSHIP

\$48,542

EARNED BY YOUTH
WORKFORCE THROUGH
INTERNSHIP STIPENDS

“Even though I have many things against me, such as the language and the fact that I have barely been in the country for 3 years, I have been able to get out of my comfort zone and have proved to myself that if I work hard and if I am STRONG, SMART, and BOLD I can achieve many things.”

-RICHELL, GIRLS INC. GIRL

FUTURES TAKE FLIGHT SUMMER EXPERIENCE

As a celebration of their achievements in STEM, innovation, leadership, and career exploration, in partnership with United Airlines, 40 Girls Inc. girls had the opportunity to go on an unforgettable learning experience to New York City. Many girls flew for the first time — and for some, it marked their first trip outside Colorado altogether. While there, they explored some of the city's most iconic sights, caught a Broadway show, toured colleges including City University of New York, and visited the Girls Inc. National Headquarters.

40

GIRLS ATTENDED
(RISING 11TH + 12TH
GRADERS)



18

PARTICIPANTS
(EACH RECEIVING A
MINIMUM OF 120 HOURS
OF COMPREHENSIVE
PROGRAMMING)

7

BOLD BUSINESS
PARTICIPANTS
COMPLETED
INTERNSHIPS WITH
GIMD PARTNERS

BOLD BUSINESS

Girls in 10th through 12th grade engaged in a year-long, immersive entrepreneurship experience designed to build both technical and leadership skills through our Bold Business program. Participants developed and refined business ideas, learned about financial literacy, conducted market research, created business and marketing plans, and gained experience in sourcing, prototyping, budgeting, and cost-profit analysis. The program also included a summer intensive bootcamp and school-year programming that connected girls with local female business owners and industry leaders, providing real-world insight into entrepreneurship and career pathways.



28

COLLEGE-BOUND GIRLS
PROVIDED WITH THE SUPPLIES
NECESSARY FOR COLLEGE
SUCCESS

\$25,000+

IN RAPID RESPONSE
EMERGENCY FINANCIAL
ASSISTANCE PROVIDED
BY GIMD

COLLEGE PROGRAMS

Girls Inc. of Metro Denver's college readiness and post-secondary support programming continues to help girls thrive long after high school graduation. This year, we supported 30 graduating seniors and 64 college students as they navigated key milestones in their educational journeys. We celebrated 28 college-bound girls at our annual College Shower, equipping them with dorm and school essentials to help them start this next chapter with confidence. Throughout the year, 22 students stayed connected through monthly College

Womxn's Group meetings, while 12 college students received ongoing one-on-one mentoring and support from our College Success team. To remind girls they have a community cheering them on, we sent care packages to 41 students during the fall and spring semesters. When unexpected challenges arose, our Rapid Response Fund provided more than \$25,800 in emergency financial assistance, helping students stay on track toward their degrees. We also continued to prioritize mental health by providing therapy, referrals, and supportive resources to 10 college students, ensuring they had access to the care needed to succeed both in and out of the classroom.

“I have been able to reach so much success that I didn't think I would ever as a first- generation college student with Girls Inc.'s guidance and support. They have shaped the successful person I am now, and I am grateful for that.”

-LAYLAH, GIRLS INC. ALUMNA



COLLEGE TOURS AND COLLEGE SHOWER



MENTAL HEALTH PROGRAMS

This was a milestone year for mental health support at Girls Inc. of Metro Denver. With the support of The Colorado Trust, we successfully built a mental health counseling program from the ground up, establishing consent processes, selecting an electronic health record system, hiring a full-time Mental Health Counselor, recruiting participants, and creating systems to measure outcomes and track impact. In addition to individual counseling services, we expanded social-emotional learning opportunities across our programs. Through Mental Health Mondays summer curriculum, 79 participants in grades 2–5 took part in six social-emotional learning sessions designed to build self and social awareness, self-management, relationship skills, and responsible decision-making skills. Our mental health efforts have also been strengthened through partnerships and community collaboration. This year, we worked with the Eating Disorder Foundation and Movimiento Poder, established a partnership with a yoga instructor to provide yoga classes for participants, and began a collaboration with the School Mental Health Support Program (SMHSP) to provide additional staff training and professional development.

“Girls Inc. was life-changing for me, it taught me to give things a try. The experience has been fun, and I am glad to be able to call this place my second home.”

- CORAL, GIRLS INC. GIRL FROM 1ST-12TH GRADE

Girls Inc. of Metro Denver expanded access to postsecondary and career exploration opportunities for participants across programs with support from The Denver Broncos Foundation. Throughout the year, girls visited City University of New York, Metropolitan State University, University of Northern Colorado, Colorado School of Mines, Regis University, and several Hispanic-Serving Institutions (HSIs)

78

GIRLS PARTICIPATED
IN COLLEGE TOURS

100%

OF HIGH SCHOOL
SENIORS GRADUATED
ON TIME

97%

ENROLLED IN
POST-SECONDARY
EDUCATION

71%

OF PARTICIPANTS ARE
FIRST-GENERATION
COLLEGE STUDENTS

28

INDIVIDUAL COUNSELING
SESSIONS

25

PARENTS PARTICIPATED IN
PARENT WORKSHOPS

31

STAFF MEMBERS ATTENDED
MENTAL HEALTH TRAININGS

2

CLINICAL SOCIAL WORK
INTERNS JOINED OUR TEAM

79

PARTICIPANTS TOOK PART IN
MENTAL HEALTH MONDAYS
SUMMER PROGRAMMING

75%

OF GIRLS REPORTED
THEIR MENTAL HEALTH
HAS IMPROVED BECAUSE
OF MENTAL HEALTH
PROGRAMMING



“GIMD is an incredible place—the staff and volunteers are all so dedicated to the mission and embody the values every day. I often leave my weekly shift feeling like the girls had a larger impact on me than vice versa and my cup overflowing.”

- GRACE, VOLUNTEER SINCE 2024

Volunteers

Volunteerism effectively doubles the impact of our team by expanding our capacity to support larger projects, daily operations, program delivery, and mentorship. Engaging volunteers also strengthens connections with individuals and groups beyond our organization, creating meaningful opportunities to connect those with time, skills, or financial resources to the work we do.

“Girls Inc. does such an amazing job empowering young girls, but what really stands out for me is the emphasis on encouraging girls to take up space and use their voice!”

CHRISTINA, VOLUNTEER SINCE 2024

190

INDIVIDUAL
VOLUNTEERS

744

GROUP
VOLUNTEERS

47

COMPANIES
VOLUNTEERED
(AVERAGE OF 4 GROUPS
PER MONTH)



“What’s truly inspiring about my time at Girls Inc. is seeing that girls are developing leadership skills, learning to be outgoing, and to speak their mind without being controlled by what others think they should be doing. It’s an empowering experience for me, too. It reminds me that I’m capable of that, too. Many of the girls are incredibly dedicated to the organization and to their personal growth.”

- LISA, GIRLS INC. VOLUNTEER FOR OVER 5 YEARS

My Bold Future

"I am proud to be first generation, I am proud to be Asian American, I am proud to be a woman, and I am forever grateful to be a Girls Inc. girl."

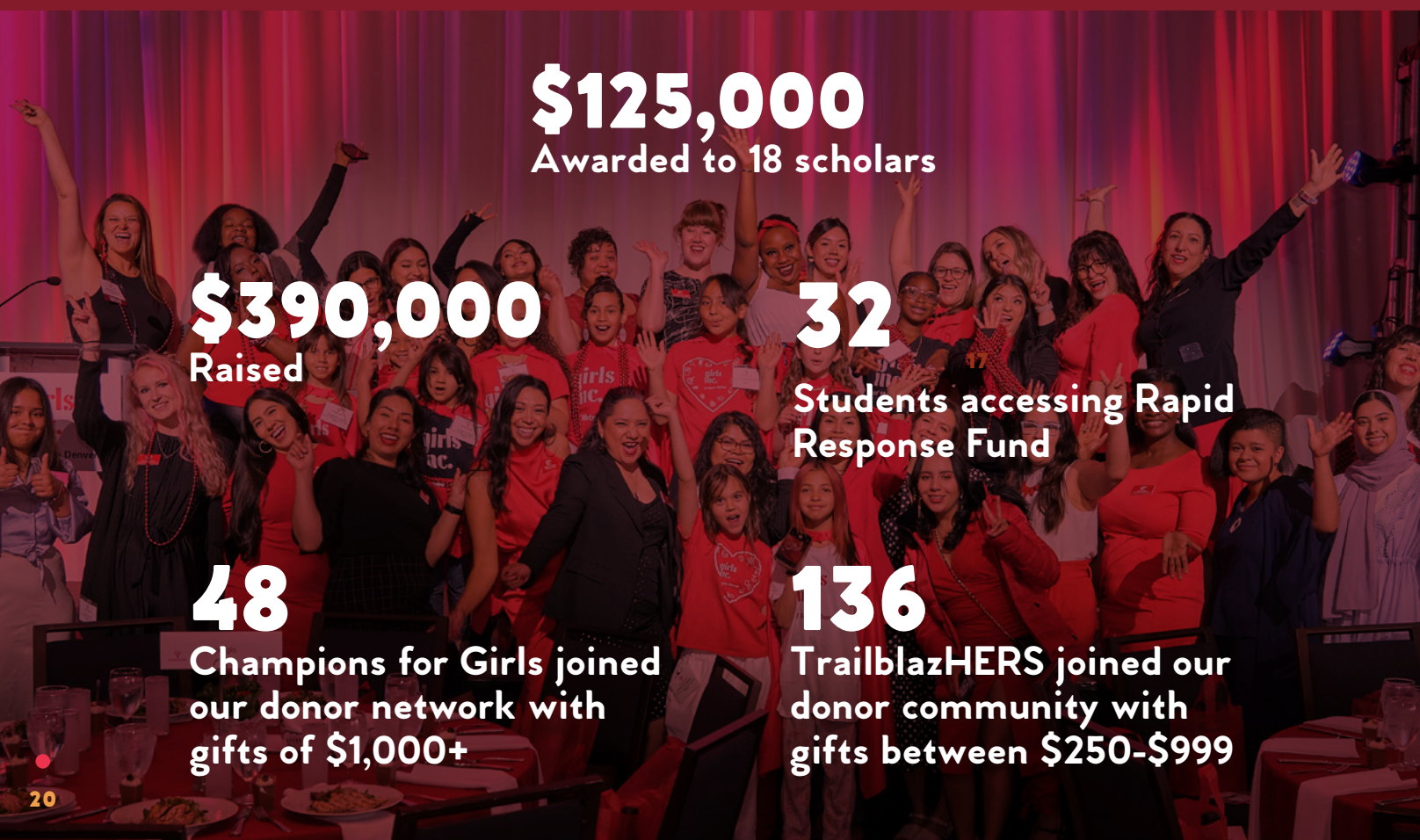
- SIENNA, GIMD AND GIRLS INC. HQ SCHOLARSHIP WINNER

As the flagship event for Girls Inc. of Metro Denver, My Bold Future 2025 reminded participants and supporters alike that we work to change the world, not the girl. It stood as a testament to our organization's resilience, even as policy changes limited resources available to the girls we serve. We exist to address systemic challenges, share girls' stories, celebrate their successes, and give them a platform to make their voices heard, asking our supporters to consistently work towards the same goals. At My Bold Future 2025, we heard their answer loud and clear — surpassing our day-of-giving goal and raising almost \$390,000, while awarding \$125,000 to 18 scholars. United Airlines served as our presenting sponsor, and we recognized three Catalysts for Girls making an extraordinary impact: Comcast, the Denver Broncos Foundation, and Liz Gardner. It was truly a reminder to every girl: we will never stop fighting for your future.

Girls Inc. introduced new scholarship opportunities this year that will continue to support students for years to come: the Caryl Miller Collegiate Scholarship, the TraciJim STEM and College Completion Scholarships, and the Ovintiv STEM Scholarship.



Class of 2025 Graduates



\$125,000
Awarded to 18 scholars

\$390,000
Raised

32
Students accessing Rapid Response Fund

48
Champions for Girls joined our donor network with gifts of \$1,000+

136
TrailblazHERS joined our donor community with gifts between \$250-\$999

"It has been an extreme privilege to be part of such a program which has not only witnessed me grow but allowed me to witness the growth and development of the Center and all of the people involved. The experiences I've had at the center are ones I hold dear, because of how much joy and learning it has provided me with. It has been a privilege to be exposed to higher thinking and understanding of the world at such a young age, especially as a woman of color."

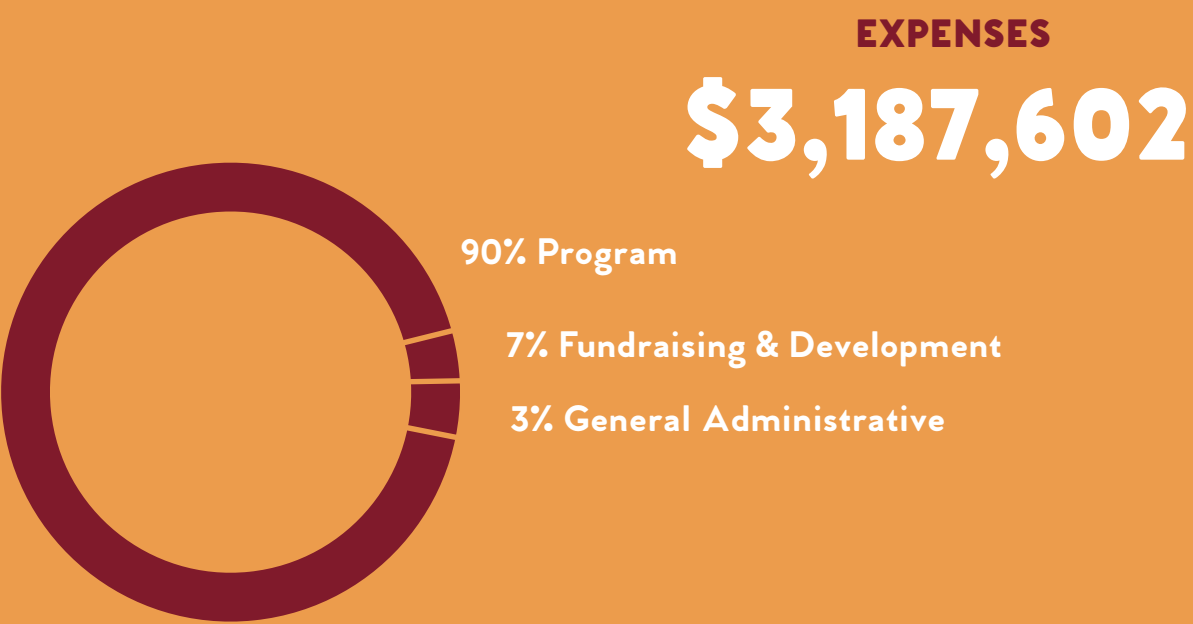
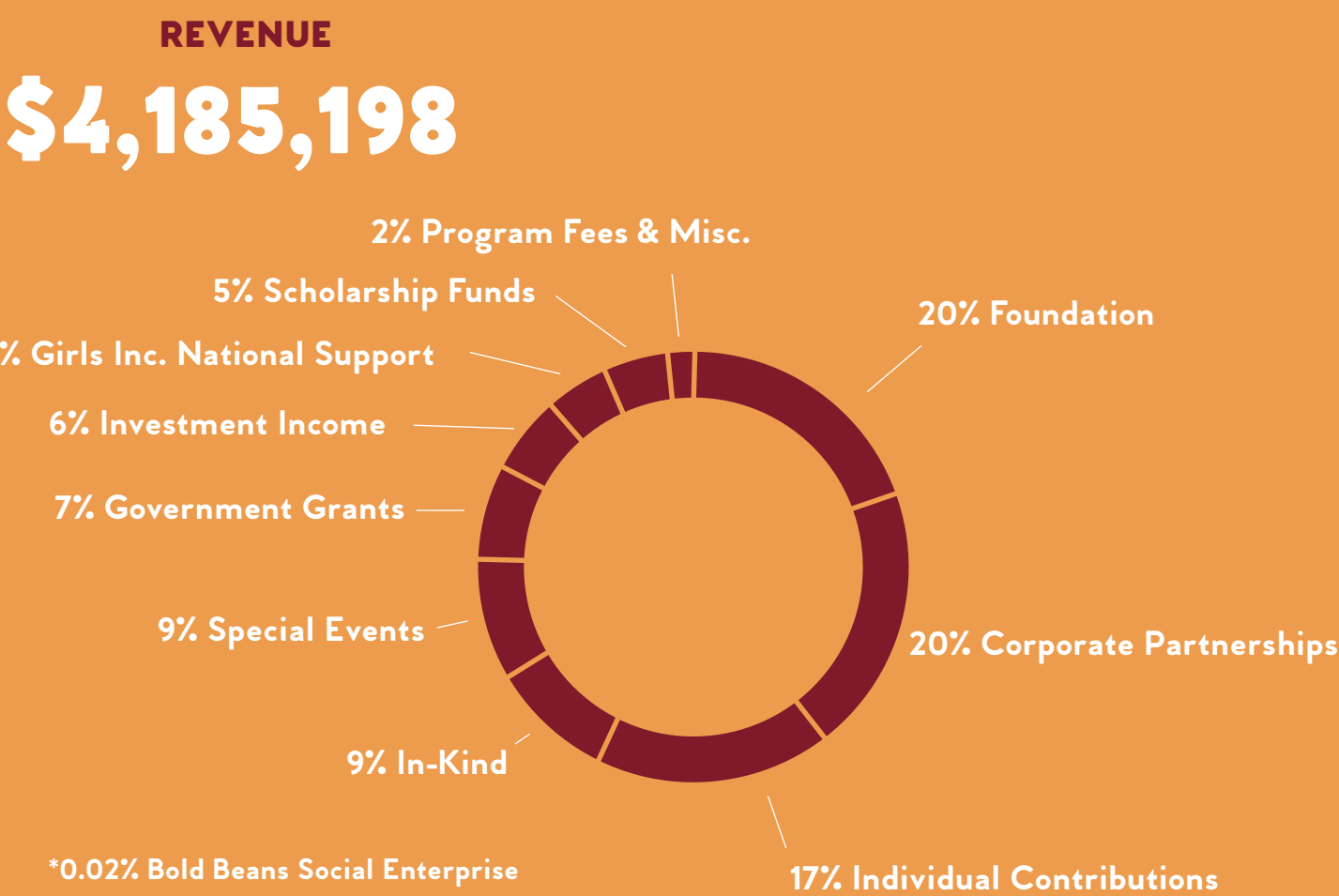
- LATIFA B., GIRLS INC. SCHOLAR AND GIRL SINCE 3RD GRADE

"Girls Inc. of Metro Denver will always be my second home. It is where I have grown up and been inspired by the leadership and knowledge of so many wonderful women."

- SIENNA, GIMD AND GIRLS INC. HQ SCHOLARSHIP WINNER

Financials

Assets	2025	2024
Cash & Cash Equivalents	\$ 1,283,026	\$ 1,404,550
Restricted Cash - Scholarships	202,980	156,083
Grant & Fees Receivable	494,238	581,029
Investments	5,986,640	5,685,939
Prepaid Expenses & Other	30,028	55,675
Land, Property & Equipment	1,648,003	1,862,883
	\$ 9,644,915	\$ 9,746,159
Liabilities		
Accouts Payable	\$ 50,501	\$ 98,707
Accrued Payroll & Related Benefits	110,497	278,599
	\$ 160,998	\$ 377,306
Net Assets		
Unrestricted	\$ 5,867,343	\$ 5,583,372
Restricted	3,616,574	3,785,481
Total Net Assets	\$ 9,483,917	\$ 9,368,853
Total Liabilities & Net Assets	\$ 9,644,915	\$ 9,746,159



Supporters

September 1, 2024 - August 31, 2025

Foundation, Corporate & Government

\$50,000+



Helen M. McLoraine Girls Inc. Scholarship Program Endowment

\$30,000 - \$49,999

Anonymous
DaVita
Leprino Foods Company
PNC Financial Services
Prosperity Denver Fund
Southwest Airlines
The Anschutz Foundation
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PwC
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Virginia Hill Foundation
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\$5,000 - \$14,999

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CHFA: Colorado Housing Finance Authority
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Prologis Foundation
Salazar Family Foundation
Sephora US Impact Fund
The Denver Foundation
The Denver Post Season to Share
The Equinix Foundation
The Phyllis M. Coors Foundation
University of Colorado
US Bank
Wealth Enhancement Group
WJD Foundation

\$1,000 - \$4,999

Auraria Higher Education Campus
Baird Wealth
Ball Corporation
Barefoot PR
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Boys & Girls Clubs
Brownstein
CBS Colorado
Colorado Credit Union
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Denver Public Schools Foundation
Empower
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H.B. Fuller
InBank
Innovest Portfolio Solutions
J&K Roofing LLC
Kaiser Permanente
KPMG LLP
LatinasGive! Fund
Latitude Forty Charitable Fund
Lightsail Video
Ludere
Macy's
Metropolitan State University of Denver
Oakwood Homes
Optiv
Pfizer
Raymond James
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Rocky Mountain Alliance Children's Foundation
Rose Community Foundation
Shell USA
St. Mary's Jacobite Church of Colorado
Teach for America
Wheeler Trigg O'Donnell Foundation

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.

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\$500 - \$999

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\$250 - \$499

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September 1, 2024 - August 31, 2025

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\$100-\$249

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Eating Disorder Foundation
Hallett
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