



of Orange County

# Annual Report

2018  
2019

**mission**

inspiring all girls to be strong, smart & bold

empowered girls in an equitable society

**vision**



# CATALYST

cat-a-lyst def: an agent that provokes or speeds significant change or action

Girls Inc. of Orange County gets to see, spend time with, and get to know thousands of girls each year. One characteristic common to each one is that she has dreams. And it's our job to be the catalyst for her to achieve them.

**"My college dreams, just like me, remained small and any efforts towards applying would fall on me. No one in my family could direct me; I was on my own. College was never discussed. Where our next meal would come from was always more important. Through Girls Inc., I gained access to information that would benefit my family and me. The program gave me the relevant education I desired and needed. I went from helpless to hopeful. Girls Inc. gave me the resources to see a better future for myself."**

***– Emily is a Girls Inc. graduate, national scholar, and sophomore at Oregon State University***

Our programs are the toolkit for success. Because they support the whole girl, providing academic support, navigation support for higher education, financial support for FAFSA and scholarship opportunities all wrapped around the core of helping each girl develop and strengthen her voice and her place in the world.

Emily is an example of what is possible for every girl. We are honored to work with dozens of schools who allow us to work with their students. We are strengthened by over 100 corporate partners, who prioritize making their community better and inviting our girls to learn about and experience the world of work. And we are blessed by over 500 individuals, families and private foundations who believe in our mission and supply us with the resources we need to achieve it. Each of these is the CATALYST that has enabled Girls Inc. of Orange County to thrive for over 64 years.



**Lucy Santana-Ornelas**  
CEO, Girls Inc. of  
Orange County



**Janet Michels**  
President & Chair,  
Board of Directors

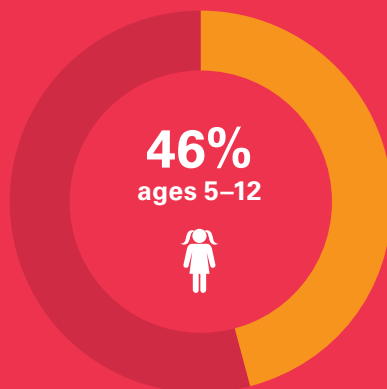
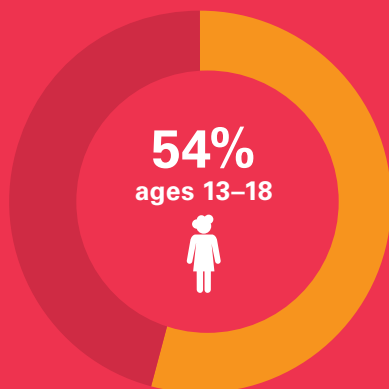
# program impact 2019

**4,324** girls served  
with impact



**81%** from families  
earning less than  
\$50,000/year

**70%** identify as  
Latina/Hispanic/  
Latin American



**598**

girls served  
comprehensively  
with 35+ hours

## Programs serving the most girls:

Informed & In Charge

**504**

Mind + Body

**311**

Literacy Lab

**250**

Programs held at  
**38** sites across  
Orange County

- Anaheim
- Costa Mesa
- Fountain Valley
- Garden Grove
- Huntington Beach
- Newport Beach
- Orange
- Santa Ana
- Westminster



## Currently serving

- Adams Elementary
- Ball JHS
- College Park Elementary
- Costa Mesa FRC
- Crosby Elementary
- Dale JHS
- Ensign Int.
- Grand Central Art Center
- Killybrooke Elementary
- Lathrop Int.
- OC Juvenile Hall
- Paularino Elementary
- Pomona Elementary
- Rea Elementary
- Stacey MS
- Sycamore JHS
- Victoria Elementary
- Warner MS
- Western ILC
- Whittier Elementary
- Wilson Elementary
- Youth Guidance Center

"Girls Inc. helped me  
with the choices that I've  
been struggling with.  
Now I know what I want  
and what to do, thanks to  
this program."

—Girls Inc. of Orange County  
College Bound Participant

## Literacy Lab

**250**  
participants

### Currently serving

- Paularino Elementary
- Pomona Elementary
- Whittier Elementary
- Wilson Elementary

**"Girls Inc. makes me strong and independent and I'm getting better at reading."**  
–2nd grader

## Elementary Outreach

**493**  
participants

### Currently serving

- Costa Mesa FRC
- Ensign Intermediate
- Killybrooke Elementary
- Paularino Elementary
- Pomona Elementary
- Rea Elementary
- Victoria Elementary
- Whittier Elementary
- Wilson Elementary

**3**  
**Fall 2019 Programs**  
Dollars, Sense, and Me  
She Votes  
She's on the Money

## Teen Outreach

**1,309**  
participants

### Currently serving

- Ensign Intermediate
- Grand Central Art Center
- Lathrop Intermediate
- Stacey MS
- Sycamore JHS
- Warner MS
- Western ILC
- Youth Guidance Center

**40**  
**Fall 2019 Programs**  
Body IMAGE-ination  
College Bound  
Informed & In Charge  
Mind + Body

## STEM

**398**  
participants

### Currently serving

- Adams Elementary
- College Park Elementary
- Costa Mesa FRC
- Crosby Elementary
- GIOC YFC
- OC Juvenile Hall

**2**  
**New Programs**  
Girls Inc. G3  
Future Cities–Competition Team

## College Bound: Grad Lab

**68**  
participants

**41**  
College application fees covered by GIOC

**6**  
Girls Inc. National Scholarship Winners



# Literacy Lab: More than Reading

**"Today a reader, tomorrow a leader."**

Margaret Fuller, American Journalist & Women's Rights Advocate

Research suggests that students who **cannot read proficiently by third grade are four more times likely to drop out of high school.** Third grade reading ability is closely linked to poverty, high school graduation rates, and future success. **How many things would be impossible to do without strong reading skills?**

**Literacy Lab** helps at-risk K-3rd grade girls gain skills in phonemic awareness, fluency, vocabulary, and reading comprehension, and empowers them to develop a lifelong love of reading. This 30-week program not only provides necessary literacy skills and ensures grade level reading skills by fourth grade, but helps girls gain self confidence while integrating themes of strong women through the program.

Shaila is a first grade girl participating in Literacy Lab. Her teacher shares, "When Shaila entered my first-grade classroom I had great concerns about her. She struggled significantly in reading and math. Her self-confidence was extremely low. She had little support at home due to her mother's major illness. We have seen this little girl grow so very much in both academics and self-confidence; largely because of the after-school program that she attends with Girls Inc. You have taken a bird with a broken wing and transformed her into a soaring eagle. **She went from one of the lowest readers in the class to one of the top five.**"

Because of donors like you, Shaila is receiving the support she needs to achieve grade level reading proficiency and now has a brighter future ahead.



**Shaila**  
FIRST GRADE

**literacy**  
lab 

\* Double Jeopardy: How Third Grade Reading Skills and Poverty Influence High School Graduation,  
By the Annie E. Casey Foundation

# Girls “Crack the Code” to STEM Success



What were Girls Inc. girls up to this summer? Eureka! girls were learning to engineer a chair out of paper, code a robot to go through an obstacle course, and analyze a crime scene. Each July, girls participate in Eureka! Summer camp to learn about STEM subjects (Science, Technology, Engineering, and Math), financial literacy, advocacy, health and wellness, leadership, friendship, and courage. Our country is facing a critical shortage of STEM workers even though these will be the largest growing sector of jobs and some of the highest paid. Women are woefully represented in these fields. Girls Inc. girls can help change that by bringing them up close and personal to STEM subjects in a fun and engaging way.

N'Dya is a perfect example of a strong, smart, and bold Girls Inc. girl. Being the only girl on an all-boys basketball team, as well as the only freshman on her high school's varsity team, this 9th grader from Corona is no stranger to displaying high levels of discipline, strength, and courageousness. During the “Crack the Code” STEM Workshop, as girls participated in hands-on activities to learn binary, N'Dya used her leadership skills to fire up her teammates and lead her group to win a human binary challenge game.

Later in the same workshop, she went above and beyond by stumping the STEM facilitator using binary to code a full-page long message. Beaming with excitement, N'Dya handed the paper over and challenged the facilitator to solve it. Chatter erupted as her classmates huddled around her coded message to get a closer look. N'Dya had made STEM engaging, and even cool, to her high school peers. She herself was excited to let the other facilitators know about the fun she had learning binary and told the staff all about her new interest in math and problem-solving.

It will be exciting to see what contributions N'Dya makes in the future.



# Externships: Girls Meet the Workforce

Girls Meet the Workforce is an innovative four-month internship program that gives high school girls real work experience, including training by Girls Inc. staff in interview skills, resume writing, business etiquette, time management, internship placement at host companies around Orange County and mentorship from local professionals, and access to college and career panels, speed mentorship workshops, and networking events.

Through this program, girls strengthen their leadership skills and receive extensive career exploration within industries like STEM, law, and business—many that are often underrepresented by women.

girls meet   
the workforce



**Tami John, College Bound & Externship Alumna shares,**

“Being a part of Girls Inc.’s Externship and College Bound programs has grown my confidence and has shown me that I do have what it takes to accomplish my goals, and being a woman shouldn’t stop me, in fact, it should motivate me even more to make my voice known. Through the testimonies of countless women who had achieved their own dreams despite competing in male-dominated industries, and the empowering informational activities that I took part in, I felt encouraged to achieve the same in my own life. I learned how to be effectively assertive in any work or school environment, and how to connect and collaborate efficiently with those around me. I feel that because of my experiences here, I can now conquer the world. As I transition into adulthood, I walk with a new stride. One of positivity, boldness, and self-assuredness that I am valid as an individual, and as a woman.”



# get involved

volunteer

sponsor-a-girl

donate

learn more



**Visit our website and follow us on social media:**

[www.girlsinc-oc.org/](http://www.girlsinc-oc.org/)

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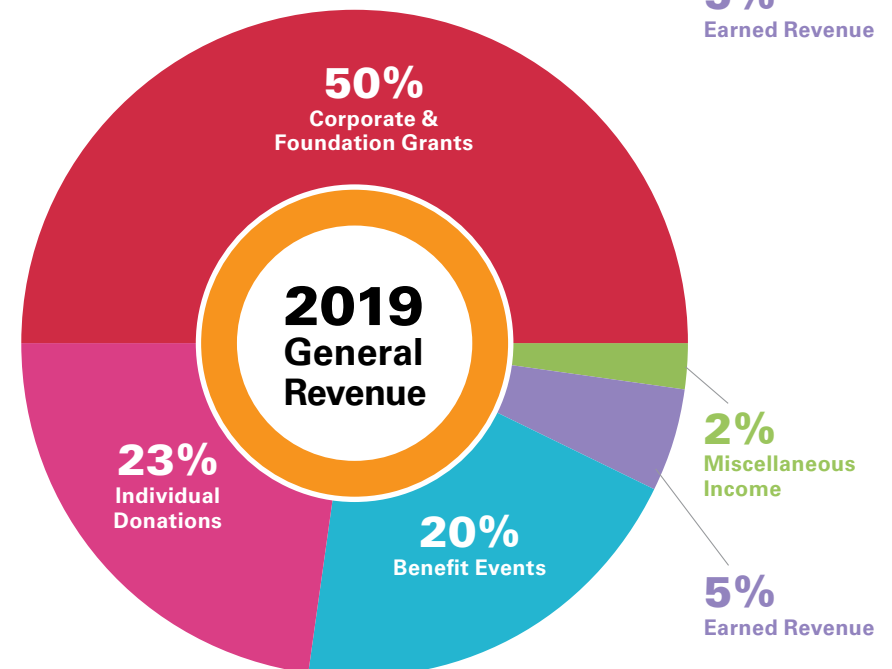
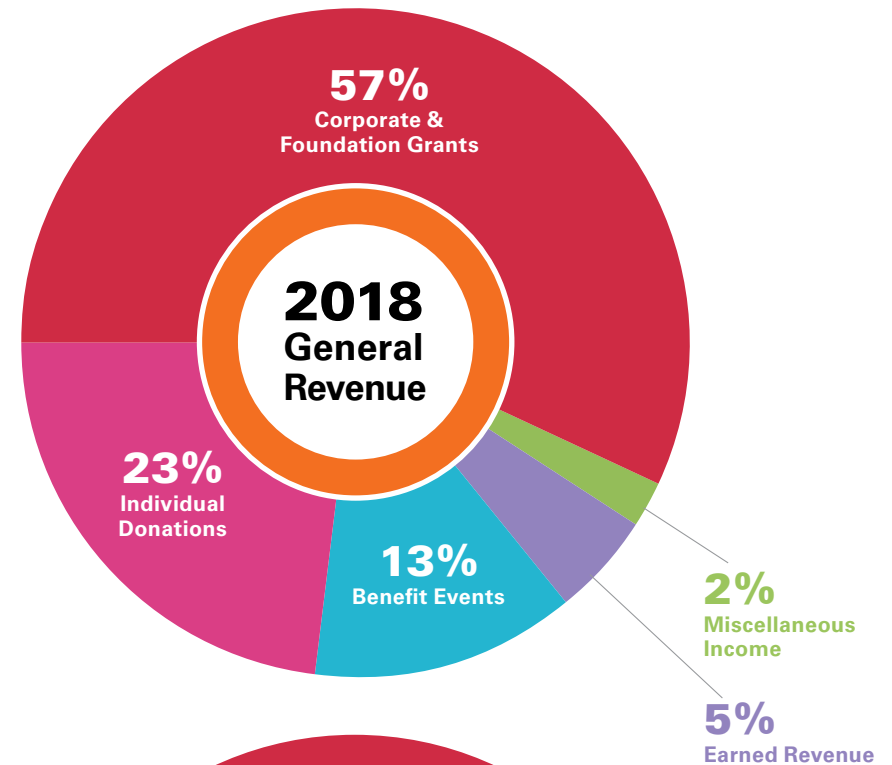
 [www.linkedin.com/company/girls-inc-of-orange-county/](https://www.linkedin.com/company/girls-inc-of-orange-county/)

# 2018-2019 financials

Revenue	2018	2019
Corporate & Foundation Grants	\$1,460,241	\$1,232,746
Individual	\$585,450	\$557,739
Benefit Events (Net cost of donor benefit expenses)	\$340,629	\$496,337
Earned Revenue (Program Fees & Interest)	\$138,531	\$125,353
Miscellaneous Income (Gain/Loss Fixed Asset)	\$45,488	\$64,473
<b>Total Revenue</b>	<b>\$2,570,339</b>	<b>\$2,476,648</b>

Expenses	2018	2019
Program Services	\$1,678,975	\$1,745,302
Management and General	\$155,334	\$174,776
Fundraising	\$402,579	\$321,783
<b>Total Expenses</b>	<b>\$2,236,888</b>	<b>\$2,241,861</b>

Net Assets	2018	2019
Total Assets	\$2,570,339	\$2,476,648
Total Liabilities	\$2,236,888	\$2,241,861
<b>Net Surplus</b>	<b>\$333,451</b>	<b>\$234,787</b>



# girls inc.

of Orange County

[www.girlsinc-oc.org/](http://www.girlsinc-oc.org/)

 [@girlsinc\\_oc](https://www.instagram.com/girlsinc_oc)

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 [www.linkedin.com/company/girls-inc--of-orange-county/](https://www.linkedin.com/company/girls-inc--of-orange-county/)

 [Girls Inc. of Orange County](https://www.youtube.com/GirlsInc.ofOrangeCounty)