

girls
inc.

of Durham

2022-2023

ANNUAL REPORT



1-398 Bayly Street West

Ajax, Ontario

L1S 1P1

Charitable Registration # BN118809268 RR0001



@girlsincdurham



@GirlsInc.ofDurham

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OUR VISION:

Empowered girls living in an equitable society.

OUR MISSION:

Girls Inc. is a registered charity that empowers girls to believe in themselves and reach their full potential. We inspire all girls to be strong, smart, and bold through advocacy, education and programs.

Message from Leadership

At Girls Inc., our vision remains constant: we seek to contribute to a world in which every girl values her whole self, discovers her inherent strengths, and achieves her goals. To ensure a thriving community of healthy, educated and independent, girls, Girls Inc. must be able to adapt to the changing social and economic landscape that the coming years will bring.

Girls Inc. girls face daily challenges with the resolve to be strong, smart, and bold, so we must continue to approach the change and transition that are demanded of us with a sense of collective strength, secure in our mission and historical context—and also with the confidence to face the unknown boldly.

Over the last 37 years, we have risen to the challenge to provide girls the best possible support to overcome obstacles and achieve their full potential. Girls Inc. must continue to do so, despite ongoing uncertainty, because the girls who are our collective future depend on it. During these challenging times, our revenue has been impacted as a result of not being able to hold our in-person summer camps, cancellation of our bingo, and in-person fundraising events but what has increased is the intersectional needs and challenges of many girls and families in our community. The Board of Directors monitored the effects of the pandemic on the Organization and mitigated the impact by ensuring we had a reserve fund, and applied for available government assistance through the Canada Emergency Business Account (CEBA) loan, the Canada Emergency Wage Subsidy (CEWS) and the 10% Temporary Wage Subsidy for Employers. We pivoted programming, delivery of services and fundraising activities to ensure our staff, our girls and community were safe. I am grateful to you, our donors, friends, and supporters, for making this work possible.

I am deeply appreciative of our staff, board and volunteers whose determination and expertise are at the core of the Girls Inc. Experience, which every day provides girls with the support they need to achieve their full potential. We could not have achieved such success without your belief in us and in the remarkable girls who will change our future.

Jill Button, Board President and Yvette Nechvatal-Drew, Executive Director

WHO WE ARE

ABOUT GIRLS INC. OF DURHAM

Girls Inc. of Durham, part of a network of local affiliates across Canada and the United States, works with schools and in communities in Durham Region to help girls prepare for their futures and reach their full potential. Our evidence-based programming is proven to make a measurable difference in the lives of girls. We also work to advance the rights and opportunities of girls and young women through public policy and advocacy. Together with partners and supporters, Girls Inc. inspires all girls to be **strong**, **smart**, and **bold**.

In 2022 the needs of our girls were compounded with the ongoing challenges recovering from the pandemic; isolation, mental health issues and anxiety. We were dedicated to reaching and impacting our girls by delivering research-based, age-appropriate after-school, in-school, virtual, hybrid and summer programs.

Serving
1374
girls in 2022

WHO WE SERVE

We dedicate our work to building a safe and nurturing environment that focuses on meeting girls where they are and embraces each girl's unique strength. We work to eliminate the barriers girls face, and to reform systems that impede their success. We approach this work with an equity lens, focusing in particular on the

STRONG

Girls gain knowledge to embrace physical activity, positive body image, and nutrition while decreasing or delaying substance use and sexual activity.



needs of girls who face racism, and other forms face multiple,

SMART

9 out of 10 Girls Inc. girls care about school.

82% of Girls Inc. girls plan to attend College or University.



multiple barriers (i.e. of discrimination) and intersectional

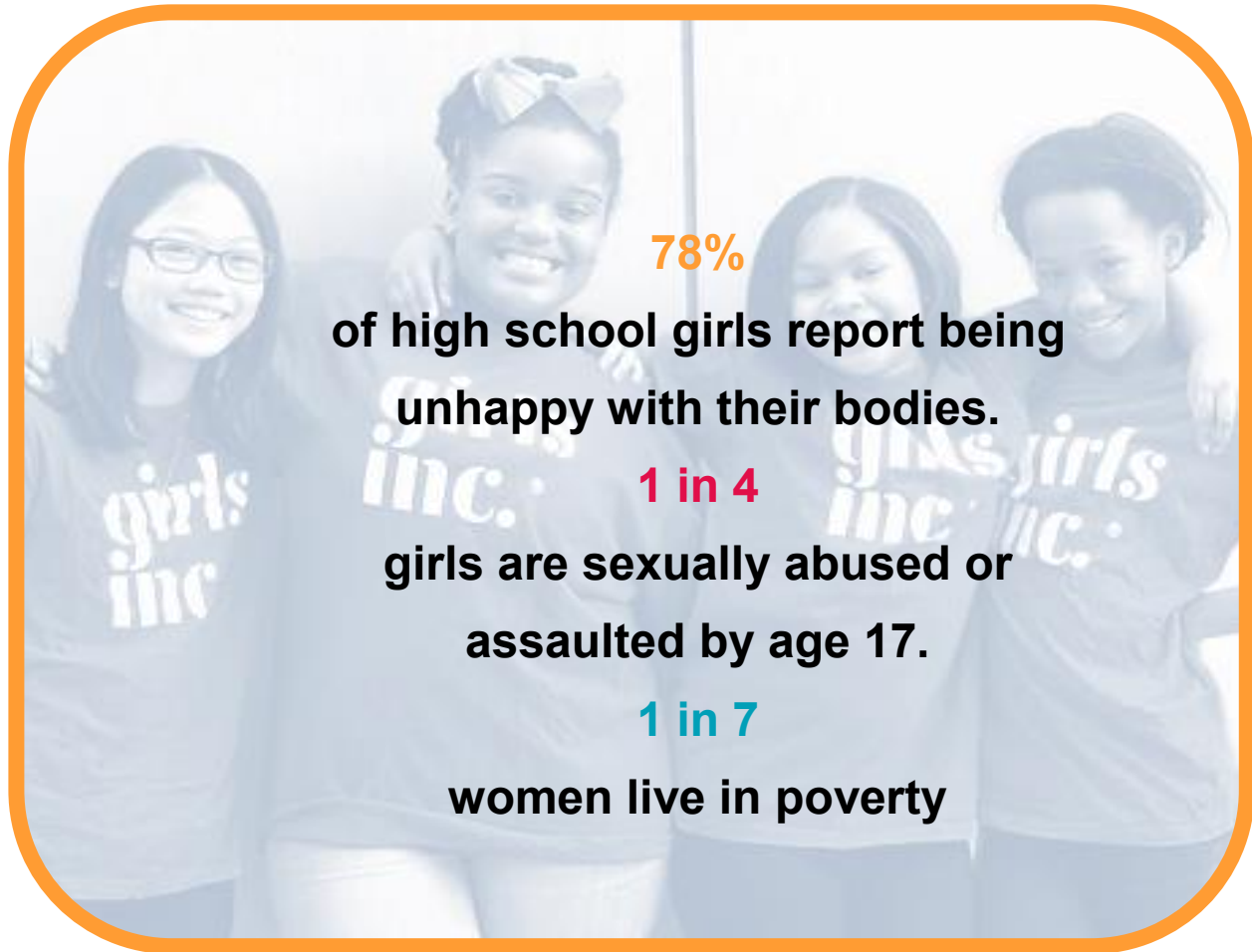
BOLD

We build resiliency - over half of Girls Inc. girls reported that they bounce back quickly all or most of the time when things do not go their way.



poverty, those who challenges

THE NEED

**78%**

**of high school girls report being
unhappy with their bodies.**

1 in 4

**girls are sexually abused or
assaulted by age 17.**

1 in 7

women live in poverty

An impact study proves that girls who participate in Girls Inc. outpace their peers.

- They are more likely to see themselves as leaders with the skills and capabilities to influence and improve their communities.
- They are more likely to exercise regularly and participate on sports teams.
- They are more likely to have higher standardized math test scores and self-confidence in STEM subjects and see themselves in STEM careers.
- They are more likely to be engaged in and attend school and to be prepared for life after high school.

**WITH YOU IN HER CORNER,
IT WILL FUEL HER FIRE TO FIGHT.**

OUR BILL OF RIGHTS

The Girls Inc. Girls Bill of Rights is what we will forever stand behind. We teach, mentor and challenge girls, customizing each approach to instill leadership values and skills for a lifetime. These are the six reasons why we are the leading girls organizations in the Durham Region.



GIRLS HAVE THE RIGHT TO
**BE THEMSELVES
AND TO RESIST GENDER
STEREOTYPES.**



GIRLS HAVE THE RIGHT TO
**EXPRESS THEMSELVES
WITH ORIGINALITY AND
ENTHUSIASM.**



GIRLS HAVE THE RIGHT TO
**TAKE RISKS, TO STRIVE
FREELY, AND TO TAKE
PRIDE IN SUCCESS**



GIRLS HAVE THE RIGHT TO
**ACCEPT AND
APPRECIATE
THEIR BODIES.**



GIRLS HAVE THE RIGHT TO
**HAVE CONFIDENCE IN
THEMSELVES AND BE
SAFE IN THE WORLD.**



GIRLS HAVE THE RIGHT TO
**PREPARE FOR INTERESTING
WORK AND ECONOMIC
INDEPENDENCE.**

Quick STATS

THE VIEW FROM OUR GIRLS

*“ Girls Inc. girls struggle with the stigma of mental health like other girls, giving of themselves, but reluctant to receive help: While **93%** of Girls Inc. girls surveyed said they would offer help to a friend who was sad, stressed, or depressed, only **71%** said they would reach out to a friend for help if they felt the same way.*

77%

are happy with their bodies, compared to 48% of girls nationally.



Body positivity is important for girls and allows them to live comfortably in their own bodies with confidence and self-esteem

COMMITTED & INVESTED IN THEIR EDUCATION



9 out of 10 Girls Inc. girls...

- Care about doing well in school.
- Like learning new things.
- Try to find out more about the things that interest them.

Changing the face of STEM

89%

find science or math interesting.



Even though women are underrepresented in STEM post-secondary programs and careers, Girls Inc. girls have the potential to close this gap and change the face of STEM for the next generation.



80%

believe they could handle harder science or math.

THE ESSENTIAL ELEMENTS



THREE ELEMENTS ARE CRITICAL TO SUCCESSFUL OUTCOMES:

PEOPLE

Trained staff and volunteers who build lasting, mentoring relationships. Our staff take the time to engage with families, encourage girls to pursue leadership positions, and serve as role models.

ENVIRONMENT

Girls-only, physically and emotionally safe; where there is a sisterhood of support, high expectations, and mutual respect.

RESEARCH-BASED PROGRAMMING

Research-based, hands-on, and minds-on, age-appropriate, meeting the needs of today's girls. Our trained staff develop locally-focused programs that ensure girls are exposed to new experiences.

OUR STRATEGIC DIRECTION

During the last several years, Girls Inc. of Durham has continued to serve more girls to meet the community's demand. To meet this demand, our revenue growth has been guided by three fundamental elements; our vision, our mission, and our values.

Our strategic plan is a continual work in progress ensuring we focus on the following:

1

Sustainable Funding

Ensuring Girls Inc. of Durham has the financial resources needed to achieve its vision and sustain our strategic growth, with impact.

2

Excellence in Board Governance

Ensuring board composition encompasses a wide range of skills, experiences and networks, while engaging members in all aspects of the Girls Inc. experience.

3

Leader in Girl-Focused Programming and Advocacy

Breaking social and economic barriers girls and young women face, and reform systems that impede their success.



“We know that through sustained exposure, interactive activities and with a girl’s only environment, we are creating a safe place where girls can flourish, feel safe and plan for their future.”

Tracey McCannell, Director of Programming

WITH YOU IN HER CORNER,
IT WILL FUEL HER FIRE TO FIGHT.

BOARD EXECUTIVE 2022-2023

At Girls Inc., we are a team. We work together to deliver important services to our community, families, schools, and most especially the girls we serve.



President

Jill Button, June 2022



Secretary

**Anessa Garcia,
June 2022/
sabbatical July 2023**



Vice President

Anu Aduvala, June 2022



Acting Secretary

Tola Ladipo July 2023



Treasurer

**Rico DeVega, February
2022**

BOARD OF DIRECTORS 2022-2023

- Clareleen Ivany
- Laura Reid
- Lisa Bower
- Paula Ponte
- Samantha Reynolds
- Alicia Sarran *resigned January 2023

* COVID-19 continues to have an impact on the ability for many volunteers to continue to fulfill their volunteer commitments as they reassess their work life balances during a pandemic. Succession plan continues to be a high priority to ensure continued oversight and support for program delivery.

THANK YOU VOLUNTEERS

COVID-19 had a major impact on volunteering in the charitable sector. Even with the many provincial COVID-19 lockdown mandates we still had over 65 volunteers help us in many ways: on committees, food delivery, at community events, and to deliver quality programs to girls across Durham Region. It's because of their support that our vision of empowered girls living in an equitable society gets closer to becoming a reality. We deeply appreciate their dedication.

Fundraisers

Yoga Teachers

Career Panel

Mentors

Photographers

Community Events

Program Interns

Board of Directors

Office Support

Committees

Bingo

Gardening

Face Painting

Over 65 volunteers providing 9,000 hours of service



WITH YOU IN HER CORNER,
IT WILL FUEL HER FIRE TO FIGHT.

STAFF



Executive Director
Yvette Nechvatal-Drew



Director of Programming
Tracey McCannell



**Events/
Communications
Coordinator**
Stephanie Bourque



**Volunteer
Coordinator**
Elyse Comire
**returned to school Sep 2023*



**Fund Development
(subcontracted)**
Darren Levine



**Program Coordina-
tor**
Heather Buckner

STAFF



Program Coordinator
Vanessa De Ryck



Prenatal Nutrition Program Program Support
Shannon Comire



Program Facilitator
Bronwyn Wagg



Prenatal Nutrition Program
Clarissa Benedicto,
Early Childhood Educator / Program Facilitator

Summer Program Staff

Girls Inc. of Durham hired **38 summer staff** with the support of Canada Summer Jobs program



Volunteer Coordinator
Madeline McGeough
*started June 2023



Human Resources and Skills Development Canada

WHAT WE DELIVER

Funding support from United Way Durham, Durham Community Foundation, Second Harvest, Ontario Trillium Foundation, and Delta Bingo allowed us to continue to meet the needs of the girls in Durham region. *We offered in-school programming, in-person and virtual after-school program and summer programming in 2022/2023*

PROGRAMS OFFERED

- Allies in Action: Bullying prevention for girls in grades 3 - 8
- Informed and InCharge: Sexual health and violence prevention for girls in grades 7 & 8
- GirlSTART: Literacy and reading support for girls in grades 1 - 3
- In Our Own Hands Leadership and Community Action for grades 6 - 8



In partnership with our many funders and donors



Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



AFTER-SCHOOL PROGRAMS

During this challenging year, our staff were able to offer touch points, weekly by connecting with parents/guardians of the girls we serve. We dropped off kits of supplies, food, snack, and materials for programming to their residences. Serving our girls with driveway meet-ups, package drop-offs as well as texts, calls, and emails. Our programming moved to in-person in the fall of 2022.

7,525
touch
points



Mind+Body

With funding this program focuses on four pillars of health; stress management, nutrition, body image, and physical activity. In 2022, we served 202 girls aged 11-18.



GirIZONE



GirIZONE is an evidence-based leadership and educational program for girls aged 13-18. We served 195 girls in 2022

Our GirIZONE participants also act as peer mentors to the younger girls in GirlSPACE.

GirlSPACE

Focuses on developing skills, abilities, and self esteem for girls aged 6-12, we served 229 girls with the support of Telus.



PROGRAMS FOR THE FUTURE

Over 91% of all revenue goes directly to providing programming



**STRONGER
SMARTER
BOLDER:**
GIRLS TAKE THE LEAD

Girls Inc. **PREPARES** girls with the space and opportunities they need to see themselves as leaders of positive change in their own lives, and in their communities.

PROGRAMS FOR FUTURE LEADERS



**girls
inc.**

GIRLSINC-DURHAM.ORG

THINK MATH IS FUN

PERFORM BETTER ON STANDARDIZED MATH TESTS

BE MORE ENGAGED IN SCHOOL

EXHIBIT POSTSECONDARY READINESS AND CONFIDENCE

BELIEVE IN THEIR ABILITY TO DO CHALLENGING MATH

THINK SCIENCE IS FUN

WANT TO HAVE A COMPUTER OR SCIENCE JOB

BE CURIOUS ABOUT SCIENCE

WANT TO KNOW MORE ABOUT SCIENCE, COMPUTERS, OR TECHNOLOGY

BELIEVE IN THEIR ABILITY TO DO CHALLENGING READING

BE MORE ENGAGED IN SCHOOL

**girls
inc.**

#STRONGERSMARTERBOLDER

Supporting Young Moms

Food '4' Thought

THE CANADA PRENATAL NUTRITION PROGRAM also known as “Food ‘4’ Thought”, is a **community-based** initiative federally funded by the Public Health Agency of Canada, and Durham Region’s Social Investment Fund and is administered by Girls Inc. of Durham. The financial impact of COVID-19 has been devastating, causing many more families to seek help. We have pivoted and risen to meet the needs of our clients. Girls Inc. of Durham NEVER stopped providing assistance to the community and have expanded services as the need has increased during the pandemic.

“Food ‘4’ Thought” has traditionally been a drop-in program for young pregnant women and new mothers under 26 years of age, where young moms get materials on health and wellness and food.

During the pandemic we pivoted to offering deliveries of **fresh fruit, vegetables, milk, food staples** and **prenatal vitamins**. Our program staff and volunteers have continued to offer text, phone support, and driveway connections that aim to support women in vulnerable, challenging, and isolating situations. Our driveway deliveries offered not only essential necessities but also a feeling of connection and support.

We use a population health approach, which attempts to preserve and improve the health of the population as a whole; as well as closing gaps to reduce inequality in health among subsets of the population (e.g. mental health concerns, food instability, vulnerable families with young children; high-risk expectant mothers and racialized peoples).



We served
362 women
and their
families

over
21,000
touchpoints,
connections and
deliveries

Serving the following communities: Ajax, Beaverton, Bowmanville, Cannington, Pickering, Port Perry, Oshawa, Uxbridge, and Whitby.



OUR COMMUNITY

2022 COMMUNITY PARTNERS

“It takes a village to raise a child”. With this proverb in mind, Girls Inc. of Durham takes pride in its community partnerships. Partnering with a variety of community organizations and institutions, we have been able to continue to deliver and expand upon a variety of exceptional programs and support systems to hundreds of girls across Durham Region.

Affordable Access to Recreation Committee
 Canadian Mental Health
 CAREA, Ajax and Oshawa
 Centennial College
 City of Pickering
 Community Development Council of Durham
 Community Living Durham
 CP 24 Chum Christmas Wish
 Durham Mental Health Network
 Durham Children's Aid Society
 Durham College
 Durham District School Board
 Durham Non-Profit Housing Corporation
 Durham Region Police Services
 Durham Region Public Health Department
 Durham Youth Housing Support Services
 ETFO, Status of Women & Equity Committee
 Family Community Action Program
 Fetal Alcohol Spectrum Disorder Ontario Network of Expertise
 George Brown College
 Humber College
 John Howard Society
 Kids Up Front
 McMaster University
 Ontario Women's Health Network
 OTU
 Rose of Durham
 Ryerson University

Salvation Army Whitby
 Seneca College
 Sunrise Youth
 Town of Ajax
 Town of Uxbridge
 Town of Whitby
 Trent University
 University of Toronto
 Women's Multicultural Resource & Counselling Centre
 York University
 Youth Services Network
 YMCA (CAPC)



BECAUSE OF GIRLS INC...

“ My daughter has progressed significantly in sharing her ideas and opinions, has built confidence in herself and learned to treat others with respect. ”

Parent, 6th grade student



...I've found my confidence and voice to speak up when something isn't right.

A Girls Inc. participant



... I know I can be a successful woman and push myself to be my best.

A Girls Inc. high school participants



Highlights of the Year

Sources of Revenue

\$415,923

In Government Grants (including Prenatal Nutrition Project and HRSDC Canada Summer Jobs)



Individual Donors

\$41,985

monthly and one time donors

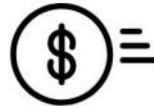


Community Grants

\$373,054

Corporate Donations

\$55,913



\$58,025

BINGO Revenue



\$29,791

United Way

Visit our website for a copy of our audited financial statements

<https://girlsinc-durham.org/about-us/financials/>



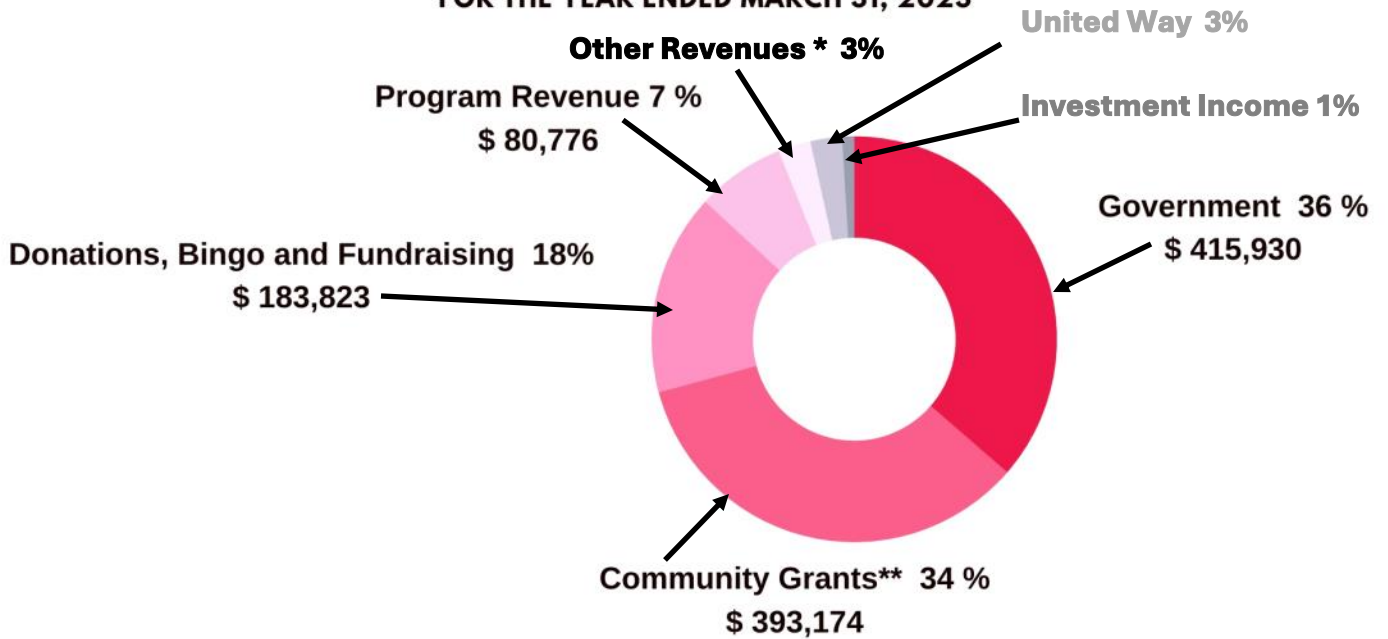
Fundraising

\$27,901

Financial Overview

MAJOR REVENUE SOURCES

FOR THE YEAR ENDED MARCH 31, 2023



* Other Revenue represents flow through funding from Girls Inc. (USA); third party fundraising and merchandise sales

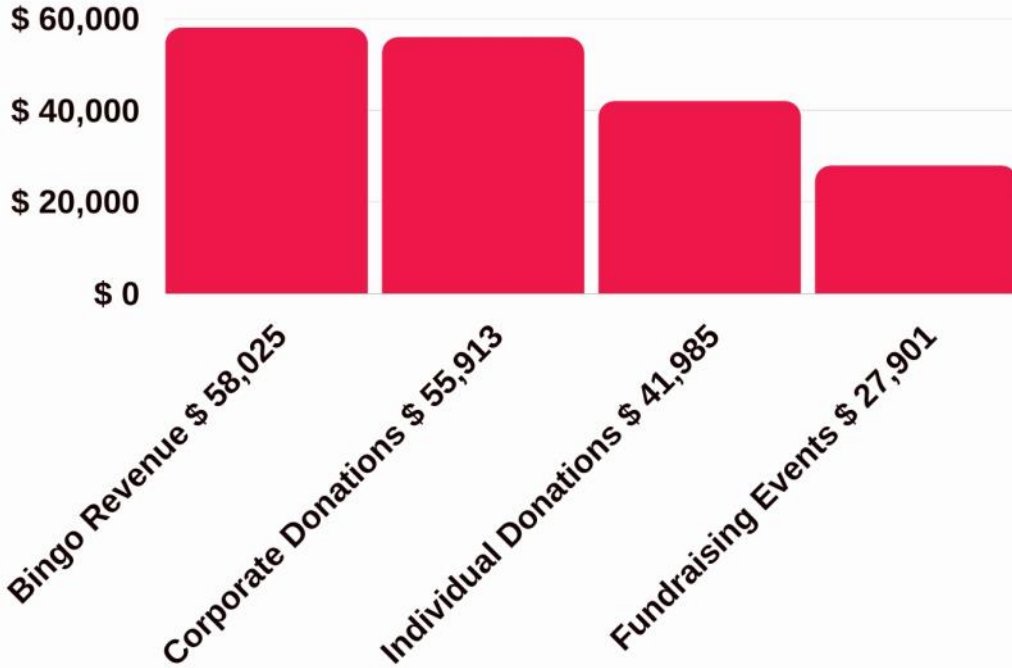
** Community Grants represents Ontario Trillium Grants (Resilient and Growth grants), Canadian Women’s Foundation; Catapult Canada- Rideau Hall Foundation; Ministry of the Solicitor General Safer and Vital Communities Fund; Canadian Jumpstart Canada; CAF Charities Aid Foundation Canada; The Benevity Community Impact Fund; Enterprise ERAC Foundation; Durham Community Foundation; RBC Foundation; Telus Friendly Future Foundation and CHUM Charitable Foundation



Financial Overview

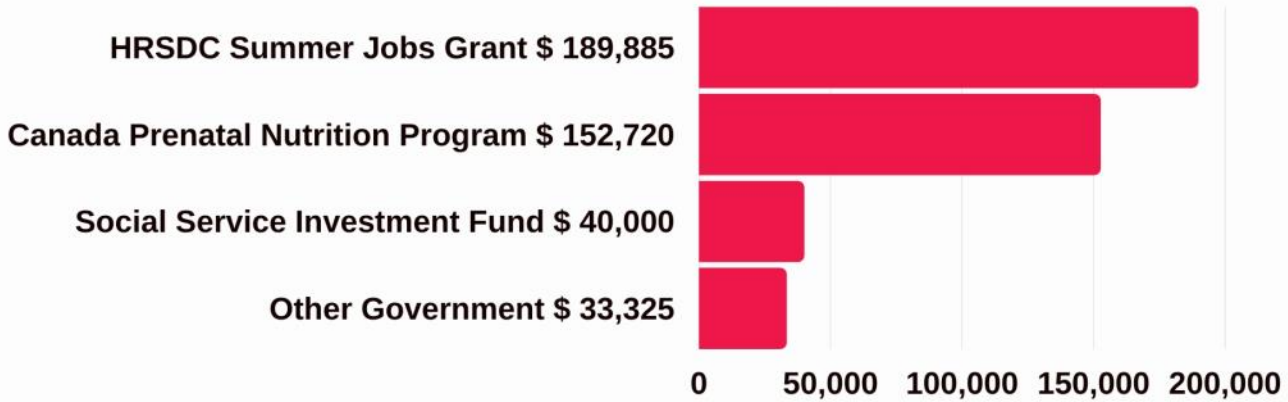
DONATIONS & FUNDRAISING REVENUE SOURCES

FOR THE YEAR ENDED MARCH 31, 2023



GOVERNMENT REVENUE SOURCES

FOR THE YEAR ENDED MARCH 31, 2023



Other Government includes Second Harvest Food Support Emergency Food Security Fund and Town of Whitby's Mayor's Fund



OUR INVESTORS: CHAMPIONS FOR GIRLS

The life-changing work being done by Girls Inc. of Durham is possible thanks to the support of the many corporations, foundations, groups, and individuals that invest each year.

MAKING IT POSSIBLE

\$ 100,000 +

- Canadian Women’s Foundation
- Human Resource & Skills Development of Canada (summer camp staffing)
- Public Health Agency of Canada (CPNP Food ‘4’ Thought)

INSPIRING ACHIEVEMENT

\$ 50,000- \$ 99,999

- Catapult Canada- Rideau Hall Foundation
- Ontario Government (Safer Vital Communities Grant)
- Ontario Trillium Foundation

ADVOCATE

\$ 10,000- \$ 49,999

- Canadian JumpStart Canada
- Delta Bingo
- Durham CHC (CAREA)
- Enterprise Holding Foundation (ERAC)
- General Motors Corporate Giving
- Girls Incorporated
- Government of Canada (CEWS)
- Regional Municipality of Durham
- Second Harvest Food Support
- Telus Friendly Future Foundation
- United Way of Durham Region

CREATING DREAMS

\$ 5,000- \$ 9,999

- The Benevity Community Impact Fund
- Cascades
- Clareleen Ivany family
- Discovery Dental
- Honda Canada Foundation
- Ontario Power Generation
- RBC Foundation
- Town of Ajax
- Town of Whitby



OUR INVESTORS: CHAMPIONS FOR GIRLS

CHAMPIONS FOR GIRLS

\$ 1,000 - \$ 4,999

- 1799879 Ontario Inc. Durham High Voltage
- Abarquez Group
- Aecon Aecon
- Ajax –Pickering Board of Trade Charity of Choice Event
- Anu Aduvala
- Approved Auto Loans
- Beauty Foundations
- Canada online Giving Canada Helps
- Carla Pickard
- Chris Fortin
- CHUM Charitable Foundation
- CIBC
- Deer Creek Cares Charitable Foundation
- Donna Rowley
- Durham College
- Durham Community Foundation
- Elexicon Energy Inc. Corporate Giving
- Ellis Packaging Limited
- Grant Thornton Foundation
- Heathbridge Capital Management Ltd.
- Janet Letros
- Jill Button
- Lisa Bower
- Miles Goacher
- Nancy Van Rooy
- Paula Ponte
- RBC Foundation
- Rico (Quirico)De Vega
- Robert Ford
- Rotary Club of Ajax
- Ruth McCannell
- Samantha Reynolds
- Tola Ladipo
- United Way of Greater Toronto
- Yvette Nechvatal-Drew



OUR INVESTORS

All donors \$100+ are listed. Please let us know if we missed your name.



EXPANDING LEADERSHIP

\$ 500 - \$ 999

- Alexis Andrew
- Alicia Sarran
- Ana Milne
- Car Doc 8790671 Canada Inc.
- Hanna Stojanovski Mortgages
- Lynne Sinclair Townsend
- Mike Schierholtz & Associates
- Marilyn Crawford
- Melissa Pringle
- Michael Ricafort
- Natassa Zervopoulos
- Nina Romano
- Samantha Lucifora
- Sandra Thomas
- Sheila Burns
- Town Brewery Inc.
- Tracey McCannell
- Unifor Local 2221 Canada
- Women's Health Physiotherapy

\$ 250 - \$ 499

- Analiese St. Aubin
- Annika Arts Unleashed
- Barbara Oram
- Body Works Physiotherapy
- Break Away Technologies Inc.
- Brenda Mills Motors
- Cat Bates donation in honour of Marnie & Charlie Bates
- Durham Pelvic Health
- Fit Mom Durham -Jennifer Rogers
- Foxy Fit Mama- Emma Ivens
- GTACC
- Hidden Mist Beauty Aesthetics
- Joni Dandenault
- Julie Robertson
- Laura Reid
- Lisa Ahlberg
- Lydia Stewart
- Lysa Borland
- Michelle MacInnis
- Michael Christian
- Paul Etherington
- RedXTechnology
- Robert Ford
- Saints Beauty Bar
- Sangeeta Bhatnagar
- Sarah and Sean Netley
- Sarah Jones



“
To support Girls Inc. and its participants is to invest in the future.

NICOLE

Girls Inc. Alumni

\$ 100 - \$ 249

Adam McCannell
Alan Sinclair
Anessa Garcia
Angela Bhutani
Anne Marie Renada
Brianna Capone
Cassandra Hynds
Cathy MacAskill
Charlene Smith
Cheryl Nicholson
Frances Wright
Geoffrey McPherson
Giant Tiger
Greg Lapard
Jennifer Snoddon
Joan Fortin
Josie Della Pia
Julia Seaton
Karen Campbell
Laura Bisset
Lauren Chung
Lisa Sinisi
Lydia Jackson
Malcom Humphrey
Marcy Ruparelia
Marissa Humphrey
Marty Britton

Mary & Bill Graham
Michelle Leblanc
Nancy Bynoe
Olivia Yoon
Paul Hewitt
Rudy Sarran
Sandy Gardner
Susanne Healy
Yuna Kim

Donations enable us to reduce the costs of programs; making them affordable and accessible by providing subsidies for families where the cost may be a barrier.

#GIRLS^T00
— RESPECT STARTS YOUNG —

MERCH



SHOP



STRONG, SMART & BOLD
MERCH

girls inc.
of Durham

GIRLS INC EVENTS



With the funds raised it helps us provide programs that focus on the

WHOLE GIRL.

Our comprehensive approach address all aspects of a girl's life and helps her discover and develop her inherent strengths. Girls receive programming to grow up

healthy, educated and independent.



POWER OF THE PURSE



*Thank
you!*

Together we
raised **over**
\$76,300



We felt the impact of COVID-19 at Girls Inc. of Durham causing us to cancel our Spirit of Girls Breakfast event in May 2022 but it did not stop us from being laser focused, working hard to once again provide an excellent in person Annual Power of the Purse fundraising event. This event raised over \$76,300 (Net income raised over \$57,000). Raising over 37% more revenue than the previous year.

A huge thank you to our powerful speakers Maya Ruparelia, and Kayla-Marie Tracy. Thank you to Layne the Auctionista and our hardworking Events Committee: Stephanie Bourque, Anu Aduvala, Lauren Chung, Shanondoah Nicholson, Laura Reid, Julie Robertson, Elyse Comire and Tracey McCannell. We could not do this without this incredible team! For more information, please visit Power of the Purse at www.girlsinc-durham.org

WITH YOU IN HER CORNER,
IT WILL FUEL HER FIRE TO FIGHT.

girls inc.

