Our Vision

EMPOWERED GIRLS IN AN EQUITABLE SOCIETY
Letter of Gratitude

We believe girls are already powerful. They are already leaders. They are already strong, smart, and bold. It is our job to support and encourage them, to be in their corner, and to let them know that they can make a mark in the world. When girls have tools and opportunities, they change their own circumstances and they also change the circumstances of others around them. They change the world. In these pages you will find highlights of our impact in 2019, made possible by your continued investment in girls and their potential.

Our commitment to readying girls to lead the next generation is unwavering. Thank you for sharing our vision for empowered girls in an equitable society and the fundamental belief that to achieve equity, all girls must be able to grow up healthy, educated, and independent. Together, we will navigate the coming challenges and opportunities so that girls are prepared to take the lead.

With gratitude,

Barbara Ben-Horin  
CEO

Tracy Jenkins  
Board President

1,287  
TOTAL GIRLS SERVED IN 2019

215,496  
TOTAL SERVICE HOURS IN 2019

CEO Barbara Ben-Horin (l) and Board President Tracy Jenkins (r) at the 2019 Champions for Girls donor reception
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1. 2019 Girls Inc. of Greater Santa Barbara Girls Inc. Experience Survey
2. 2019 Girls Inc. National Strong, Smart, Bold Outcomes Survey (SSBOS), Santa Barbara Affiliate Report
3. 2020 Stronger, Smarter, Bolder: Girls Take the Lead National Report
Girls Inc. girls are more likely to stand up for their beliefs and for fairness, and they are also more likely to believe that they can influence and improve their local communities.
Our Mission

INSPIRING ALL GIRLS TO BE STRONG, SMART, AND BOLD
Girls Inc. has inspired girls in our community to be strong, smart, and bold for more than 60 years.

As one of 82 Girls Inc. affiliates in the U.S. and in Canada, we advance girls’ rights and opportunities through direct service and advocacy, based in the belief that every girl deserves the opportunity to grow up healthy, educated, and independent.

In 2019, Girls Inc. of Greater Santa Barbara served more than 1,300 youth (1,287 girls), ages 5-18, through after-school and summer enrichment programs, a dedicated teen center, school outreach, and a recreational-to-competitive gymnastics program.
Why Girls Inc.?

Because we believe every girl has the power to change the world.

At the heart of Girls Inc. is a comprehensive approach to whole girl development that equips girls to navigate gender, economic, and social barriers to grow up healthy, educated, and independent. This approach, the Girls Inc. Experience, is the foundation of Girls Inc. programming that engages girls in opportunities and activities that develop essential skills and instill leadership characteristics.

To fully realize her potential, every girl deserves a physically and emotionally safe environment in which she is taken seriously for who she is, what she does, and how she thinks and feels. This is Girls Inc.

Many of the challenges that girls face today, especially girls of color, are longstanding …

1 OUT OF 7
GIRLS IN THE U.S. WILL NOT FINISH HIGH SCHOOL ON TIME

1 OUT OF 4
GIRLS EXPERIENCE SEXUAL ASSAULT BEFORE THE AGE OF 18

7 OUT OF 10
GIRLS ARE SEXUALLY HARASSED BEFORE THEY LEAVE HIGH SCHOOL

1 OUT OF 5
GIRLS IN THE U.S. LIVES IN POVERTY
We Welcome All Girls

Girls Inc. does not discriminate or exclude girls from our programming based on their gender identity or gender expression.

We are committed to providing the comprehensive Girls Inc. Experience to all girls, including those who identify as girls regardless of their assigned sex at birth, and those who are exploring their gender identity or expression during their time at Girls Inc. We welcome cisgender girls and young women, transgender girls and young women, and nonbinary individuals who experience gender-based oppression.

Our Position Statement on Gender Identity

“I feel welcome at Girls Inc.”

88%

STRONGLY AGREE"
Year in Review

**FEBRUARY**
Launched new teen outreach after-school program at Santa Barbara Junior High School

**MAY**
“Be Upstanding”, National Girls Inc. Week campaign, encouraged people to be upstanders against sexual harassment and violence

**SEPTEMBER**
Beautycounter Founder and CEO Gregg Renfrew served as keynote speaker at the 18th Annual Celebration Luncheon

**NOVEMBER**
28 Girls Inc. gymnasts attended the Southern California State Championships earning 26 “top 10” finishes across all events

**JANUARY**
Launched the Wonder Woman Project speaker series, exposing girls to the experiences of diverse women in leadership roles

**APRIL**
Created emergency “Go-Bags” for each classroom as part of emergency readiness

**JUNE**
Participated in the kickoff for the Santa Barbara County Disaster Feeding Plan project

**OCTOBER**
Teen center participant Sarahi Larios Cruz named one of 12 members of the Girls Inc. National Teen Advocacy Council

Presented new Emergency Operations Plan (EOP) to the Girls Inc. national organization

Received the Girls Inc. National Community Service Award at the annual national Girls Inc. conference

National #GirlsToo campaign against sexual harassment and violence turns 1 year old

Girls Inc. participated in Lady Gaga’s national kindness initiative #BeKind21
Girls Inc. girls are more likely to have positive relationships with adults and see them as allies, as well as to see themselves as leaders.
Girls have the right to be themselves and resist gender stereotypes.

81%

GIRLS INC. GIRLS THINK SCIENCE IS FUN AND INTERESTING²
Girls have the right to express themselves with originality and enthusiasm.

93%

GIRLS INC. GIRLS ARE LEARNING TO MAKE A DIFFERENCE IN THE WORLD!
Girls have the right to take risks, to strive freely, and to take pride in success.

87%

GIRLS INC. GIRLS GET TO TRY NEW THINGS¹
Girls have the right to accept and appreciate their bodies.

80% GIRLS INC. GIRLS ARE HAPPY WITH HOW THEIR BODY LOOKS²
Girls have the right to have confidence in themselves and be safe in the world.

80% GIRLS INC. GIRLS ARE HOPEFUL ABOUT THEIR FUTURE²
Girls have the right to prepare for interesting work and economic independence.

90%

Girls Inc. teens have visited or plan to visit a college²
Girls Inc. girls are more likely to show affinity and curiosity for STEM subjects, have self-confidence in reading and STEM, and see themselves in STEM careers in the future.
Girls Take The Lead

“STRONGER, SMARTER, BOLDER: GIRLS TAKE THE LEAD” REPORT ON GIRLS

For the first time in history, we can state with certainty that our next generation of leaders will be a generation of women leaders – particularly women leaders of color, many of whom will start out at a socioeconomic disadvantage. This means that more girls, and more girls of color, need to be prepared to step into leadership roles... And yet despite the inherent promise that girls represent, tremendous challenges will stand in their way: obstacles to their physical and socio-emotional wellbeing, inequities in education opportunities, and discouragement, even outright suppression, when they try to speak for themselves and others.

“At Girls Inc. I have opportunities to be a leader.”
80%
STRONGLY AGREE/AGREE

“At Girls Inc. I learn about other people’s experiences that may be different than mine.”
86%
STRONGLY AGREE/AGREE

80%
OF GIRLS INC. TEENS CAN USE WHAT THEY KNOW TO SOLVE “REAL-LIFE” PROBLEMS IN THEIR COMMUNITY
THE FOUR CRUCIAL SUPPORTS THAT ALLOW GIRLS TO REALIZE THEIR POTENTIAL TO BECOME STRONG LEADERS

The Right Relationships
When girls have models of success and the perspectives of strong women, they thrive. Compared to other girls in their communities, girls who have had the mentoring relationships and the all-girl pro-girl environment that Girls Inc. offers are more likely to have positive relationships with adults and see themselves as leaders.

Encouragement to Develop and Use Their Voices
Girls’ thoughts and opinions matter. Girls Inc. engages girls in advocacy work, enabling them to develop their voices and build self-confidence to advocate for themselves, for others, and for causes.

They are more likely to stand up for their beliefs and for fairness, and they are also more likely to believe that they can influence and improve their local communities.

A Positive Self-Image
Successful girls appreciate their bodies and all kinds of bodies. They make choices that keep them healthy and allow them to manage stress, and they are thoughtful and careful in taking ownership of their sexuality. When Girls Inc. girls learn about nutrition and exercise and develop a stronger self-image, they are more likely to participate in sports and exercise regularly.

Intellectual Confidence
Girls Inc. girls are more likely to attend school and be positively engaged in school. In fact, their school suspension rates are 79 percent lower, and they have higher standardized math test scores. They are also more likely to show affinity and curiosity for STEM subjects, have self-confidence in reading and STEM, and see themselves in STEM careers in the future. They are more prepared for life after high school (whether college or work).
The National Teen Advisory Council (TAC) is an advisory body to the Girls Inc. National Public Policy Team. TAC members inform Girls Inc. National about issues facing girls and teens in their respective local communities. Additionally, the teen members support Girls Inc. advocacy efforts through writing blog posts, sharing messages on social media, and speaking publicly about the #GirlsToo campaign.

“I feel honored to be able to contribute to my community in this way. Being on the National Teen Advocacy Council will give me the chance to voice the concerns and issues that young folks experience.”

– Sarahi Larios Cruz, 16
Girls Inc. Girls Are Strong

They are in charge of their health and possess the knowledge, skills, and attitudes to develop and sustain healthy lifestyles.

Girls Inc. girls are more likely than their peers nationally to appreciate their bodies, to avoid risky behaviors, and to stay on track to achieve positive life outcomes.

“At Girls Inc. I participate in different types of physical activities and learn about how important it is to be active throughout my life.”

82% STRONGLY AGREE/AGREE¹

90% OF GIRLS INC. GIRLS EXERCISE AT LEAST ONE DAY A WEEK²

24% EXERCISE ONCE A DAY²

44 STRONG CLASSES OFFERED

19,699 STRONG PROGRAMMING HOURS
They are academically engaged, and connect academics to life experiences, opportunities, and careers.

Girls Inc. girls defy national trends by setting high academic achievement goals and demonstrating an interest in fields where women are traditionally underrepresented.

“At Girls Inc. I meet women who have many different careers.”

74%
STRONGLY AGREE/AGREE¹

“At Girls Inc. I have opportunities to learn about the education and training required to have different careers.”

83%
STRONGLY AGREE/AGREE¹

95%
OF GIRLS INC. TEENS DID NOT SKIP SCHOOL IN THE LAST MONTH²

45 SMART CLASSES OFFERED
24,927 SMART PROGRAMMING HOURS
Girls Inc. Girls Are Bold

They are socially and emotionally intelligent and display character and confidence in the life skills that allow for independent, productive, and fulfilling lives.

Girls Inc. girls are learning to break through limiting barriers and gender stereotypes to become leaders for their generation. They are civically engaged and see themselves as advocates.

“At Girls Inc. I have opportunities to speak out and express my opinion even when my opinion may be different from others.”

80% STRONGLY AGREE/AGREE

90% OF GIRLS INC. GIRLS AND TEENS REPORT IT IS IMPORTANT TO THEM TO MANAGE THEIR MONEY WELL

80% OF GIRLS INC. TEENS REPORT BEING AT GIRLS INC. HAS HELPED THEM THINK ABOUT THEIR FUTURE

62 BOLD CLASSES OFFERED

29,675 BOLD PROGRAMMING HOURS

80% OF GIRLS INC. TEENS REPORT BEING AT GIRLS INC. HAS HELPED THEM THINK ABOUT THEIR FUTURE
The opportunities that Girls Inc. girls receive – whether learning about nutrition and exercise or simply developing a stronger self-image – make them more likely to participate in sports teams and exercise regularly.³
After-School & Summer Programs

ETHNICITY

53% Hispanic
30% White
9% Multiracial/Other
7% Asian
1% Black

AGES

30% 4–6
45% 7–9
25% 10–13

598 PARTICIPANTS (UNDUPLICATED)

223 AFTER SCHOOL PROGRAM AVERAGE DAILY ATTENDANCE

216 SUMMER PROGRAM AVERAGE DAILY ATTENDANCE

54% HOUSEHOLD INCOME < $50,000

48% SINGLE PARENT HOUSEHOLD
Teen & Outreach Programs

**Ethnicity**
- 64% Hispanic
- 15% White
- 15% Multiracial/Other
- 5% Asian
- 1% Black

**Ages**
- 68% 11–13
- 32% 14–18

**Participants**
- 96
- 70 Teen Center / 26 Outreach

**Average Daily Attendance**
- After School Program: 28
- Summer Program: 50%

**Household Income**
- 60% < $50,000

**Single Parent Household**
- 50%
Santa Barbara Junior High School Program

MEETING GIRLS WHERE THEY ARE

Our teen outreach program launched in February 2019 as a pilot initiative for delivering Girls Inc. programming onsite at area schools. Seventh and eighth graders met four days per week, after school with dedicated staff. The program grew in number of girls served over the course of the year and we hope to expand the model to other local junior high and high schools in Santa Barbara.
Schools Served

SANTA BARBARA CENTER
Adams Elementary School
Adelante Charter School
Cleveland Elementary School
Franklin Elementary School
Harding University Partnership School
McKinley Elementary School
Monroe Elementary School
Peabody Charter School
Roosevelt Elementary School
Santa Barbara Community Academy
Washington Elementary School
Notre Dame Catholic School

GOLETA VALLEY CENTER
Brandon Elementary School
El Camino Elementary School
Ellwood Elementary School
Foothill Elementary School
Goleta Family School
Hollister Elementary School
Isla Vista Elementary School
Kellogg Elementary School
La Patera Elementary School
Mountain View Elementary School
Santa Barbara Charter School
Hope Elementary School
Monte Vista Elementary School
Vieja Valley Elementary School
Coastline Christian Academy
St. Raphael School

TEEN CENTER
Santa Barbara Junior High School
Goleta Valley Junior High School
La Colina Junior High School
La Cumbre Junior High School
San Marcos High School
Santa Barbara High School
Dos Pueblos High School
Program Partners 2019

Boys and Girls Club Ultimate Frisbee Summer League*
CALM
City of Santa Barbara Parks and Recreation Aquatics Division*
Divinitree Yoga*
First Tee of the Central Coast
Foodbank of Santa Barbara County*
Frontiers for Young Minds*
Girl Scouts
Hearts Therapeutic Equestrian Center

MOXI*
ProgramHERs*
San Marcos High School Girls Lacrosse Team*
Santa Barbara Channel Keeper
Santa Barbara City College
Santa Barbara Junior High*
Santa Barbara Museum of Art
Santa Barbara Public Library
Santa Barbara Unified School District
Nutrition Services Mobile Cafe

SoCal Volleyball Club*
Surf Happens and the Surf Happens Foundation
The Curie-osity Project, UCSB Gevirtz Graduate School of Education and the McEnroe Reading & Language Arts Clinic
UCSB Society of Women Engineers

* New partner in 2019
Gymnastics Programs

- **63%** White
- **17%** Hispanic
- **17%** Multiracial/Other
- **2%** Asian
- **1%** Black

- **14%** 2–4
- **58%** 5–8
- **21%** 9–11
- **6%** 12–14
- **1%** 15–18

- **649** Participants
- **593** Girls / **56** Boys

- **42** Number of gymnasts on Girls Inc.’s competitive team

- **63** Average number of classes offered per week

- **13%** Household income < $50,000

- **10%** Single parent household
Advocacy

Girls Inc. girls are more likely than other girls to see themselves as leaders, with the skills and capabilities of influencing and improving their local communities.
Advocacy Platform

DRIVING POLICIES AND PRACTICES THAT OPEN DOORS TO GIRLS AND ENSURE EQUALITY

We engage in advocacy that focuses on the needs of girls from low-income communities and girls who face multiple, intersectional challenges such as those based on sex, race, religion, ethnicity, immigration status, disability, socio-economic status, sexual orientation, and gender identity.

Informed by girls and their families, we tackle the systemic barriers that affect the conditions in which girls are growing up. We work with local leaders and other stakeholders to ensure girls have the knowledge, resources, and skills to live healthy lives and access meaningful educational opportunities. We also advocate for policies that combat sexual violence and support girls who experience trauma.

GIRLS INC. NATIONAL ADVOCACY PLATFORM

- Combat Bullying, Sexual Harassment, and Sexual Violence
- Promote Access to Education and Economic Independence
- Support Girls’ Mental Health
- Advance Reproductive Health
National Advocacy

REFORMING SYSTEMS THAT IMPEDZE SUCCESS

The Girls Inc. National organization advocates for federal legislation and policies to increase the rights and opportunities for girls and young women to reduce and eliminate the barriers they face, and to reform systems that impede their success.

TITLE IX

We believe girls have the right to an education free from harassment. Despite the Department of Education’s recent decision to roll back Title IX protections, Girls Inc. continues to advocate at the national level to ensure student survivors of sexual assault get the support they need to continue their education.
#GirlsToo

The #GirlsToo national campaign turned one in October 2019. #GirlsToo aims to shift the deeply entrenched norms that lead to sexual harassment and violence in our society, and to create a culture where all girls and young people grow up safe, respected, and valued.

We shouldn’t make it girls’ responsibility to prevent sexual harassment and violence. We all must examine our attitudes and beliefs about gender and power.

Together, we can build a culture that no longer tolerates sexual harassment in any form. And together, we will create a more equitable society that values and promotes the dignity of girls and all young people.

Take the Pledge
Girls Have The Right To Campaign

In 2019, the Girls Have The Right To campaign was in its second year of engaging the Santa Barbara community in affirming the rights and opportunities for girls and young women. The campaign continues to offer an outlet for girls and teens, their families, donors, elected officials, and community leaders to advocate for gender equity.
FINANCIALS

Girls Inc. girls are more likely to abstain from substance use. Being able to say no to these pressures is a powerful step toward leadership for girls.3
Operating Expenses: $3,400,000

EXPENSES BY PROGRAM

74%
After School and Summer Programs
$2,503,000

21%
Gymnastics Programs
$715,000

5%
Teen & Outreach Programs
$182,000
Covering the True Cost of Programs

Every girl and teen we serve benefits from donor support.
Generous giving from multiple, diverse funding sources is essential to ensuring our program fees can remain low and accessible to families in our community. Fees paid only cover 50% of the true cost of the Girls Inc. Experience. Donor support covers 40% of the remaining program delivery costs.

430
ELIGIBLE GIRLS AND TEENS RECEIVED
$440,000 WORTH OF ADDITIONAL PROGRAM FEE REDUCTIONS

REVENUE SOURCE
50%
PROGRAM FEES
40%
FUNDRAISING
10%
OTHER
including facility rentals and endowment draw
Girls Inc. girls are significantly more likely to attend school and to be engaged in school. The Girls Inc. pro-girl, all-girl environment, as well as Girls Inc. mentoring, gives girls a safe space to lead, academically and socially.
Donors

**PACESETTER**
$100,000+
Anonymous
Mithun Family Foundation

**VANGUARD**
$50,000–$99,999
Alice Tweed Tuohy Foundation
Merryl & Chuck Zegar

**LUMINARY**
$25,000–$49,999
Beautycounter
Zora & Les Charles
Deckers Outdoor Corporation
R. Chad* & Ginni Dreier
Stina Hans & Joel Kreiner
Kathy & Mike McCarthy

**ADVOCATE**
$10,000–$24,999
Anonymous
Ann Jackson
Family Foundation
Audrey Hillman
Fisher Foundation
Elizabeth Batarse
Bunnin Chevrolet Cadillac
Marcy Carsey
Roger & Sarah Chrisman
The George B. Page Foundation

Perri Harcourt
Hexberg Family Foundation
Connie & Richard Kennelly
Claudia Lapin
Sarah Jane Lind
Lillian Lovelace
Betsy & Bob Manger
Jim Melillo
Kathleen Moseley
Raintree Foundation
Claudette Roehrig
The Samuel B. & Margaret C. Mosher Foundation
Santa Barbara Foundation
Jean Schuler
Bui & Herbert Simon
Stone Family Foundation
Tomchin Family Foundation

Towbes Foundation
Volentine Family Foundation
Whale Beach Foundation
Williams-Corbett Foundation
Women Connect4Good Foundation

**ALLY**
$5,000–$9,999
Anonymous (2)
Margo Baker Barbakow & Jeff Barbakow
Paige Beard
Carol Brumberger
Susan Budinger
City National Bank
Ann Daniel
Edison International
The GE Foundation
Greene Family Foundation
Herbert & Gertrude Latkin
Foundation
Margareta Jamner
Christy Kelso
Herbert Kendall
Karina Lallande and the Corwin
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Natalie Orfalea
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Trust
Sandy Robertson
Barbara & Sam Tournayan
Anne Towbes
United Way of Santa Barbara
County
Rev. Ivano Paolo Vit*
Wells Fargo Foundation
Wells Fargo Private Bank
Wood-Clayeysens Foundation
Diane & Steve Zipperstein

HERO
$2,500–$4,999
Anonymous
Barbara Ben-Horin
Brander Family Foundation
The Charitable Foundation
Belle Hahn Cohen
Corning International
Lisa & Timothy Couch
Jaclyn DeMartini
Kathy & Thomas Dunlap
Exxon Mobil Foundation

Gamma Phi Beta Foundation
Girls Inc. National
Resource Center
Jody Dolan & Tom Holehouse
Diane & Don Jackson
Tracy & Stuart Jenkins
Pat Johnson
Pat Jones
Kirby Jones Family Foundation
Karen Lehrer
Barbara & Robert Lowes
Tina Hansen McEnroe
Montecito Bank & Trust
Rosemary Mutton
Dale & Michael Nissenson
Amber & Steve Ortiz
Debra Peacock
Lauren Pinsker
Lois and Bill Rosen
SBCC Foundation
Maryan Schall
Sudi Staub

Sarah Stokes
Christi R. Sulzbach
Union Bank
Carolyn & Philip Wyatt

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Aaron Bright MD
Burnand Partridge Foundation
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Jan & Randy Campbell
Cathy Cash
Vikki Cavalletto
Robin & Dan Cerf
City of Goleta
Marcia & John Mike Cohen
The Condon Family Foundation
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Betty Moss
Erin Neil
Kris O’Leary Hayes &

Steve Hayes
Kelly & Eric Onnen
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Pacific Western Bank
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Leslie Cane Schneiderman & Mark Schneiderman

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Chuck & Missy Sheldon
Susan & Howard Silver
Carol Lee Skinner
Mary Lynn & Warren Staley
Melody & John Taft
Deborah M. Talmage
Leah and Robert Temkin
Caroline Thompson
Milan Timm
The Towbes Group
Meredith Tynes
Stephanie & Dr. Ronald Ungerer
Molly & John Vowels
Karen & Peter Warshaw
Eileen White Read
Maria & Monte Wilson
Women’s Economic Ventures
Carolynn Akagi Croft
Ambrecht & McDermott, LLP
Sally & Richard Arnold
Bernadette Bagley
Marsha Bailey
BB&H Benefit Designs
Kristen Blabey
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Farfalla Borah
Penn Borden
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Leslie Brtek & Cathi Lamberti
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Channel Islands
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Candyce Eoff
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Carol & Chris Frazzano-Bailey
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Harbor Office Solutions
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Lorna Hedges
Herzon and Mercer Living Trust
Gretchen Hewlett
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Andrea & Richard Hutton
Johnson & Johnson
Dr. Alice Kanevsky
Lauren Katz
Kelly Kenworthy
Elizabeth Kilb
Diane Kirchner
Amanda & Alex Koper
Louise LaMothe
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Caroline MacDougall
Marsha Macoe
Siri & Bob Marshall
McGowan Guntermann
Kathryn Mead & Martin Conoley
Sharon Metsch
Mona Miyasato
Harriet Mosson
Mutual of America
Deborah Naish
Michelle Neely & Andre Saltoun
Suzanne & Abe Peck
Caroline & David Powers
Loretta Redd
Patricia Reilly Stark
Rosemary and James Robbins
James Roehrig
Susan Rogers
Jeannette Root
Santa Barbara Airport
Santa Barbara Aquatics
Travis Spencer
Carol Spungen
April Thede
Dennis Thompson
Alana Tillim
Truong & Co. Custom Jewelry
Dianne Vapnek
Cynthia Vogel
Betsey & John Von Summer
Moller
Nancy Wall
Gail Wasserman
Patti & William L. Webster
Michele & Stewart White
Birthe Willis
David Wong & Elayne Klasson

*Deceased
Volunteers

Celia Acevedo  
Lynette Alcaraz  
Sophia Alexander  
Audrey Allison  
Jade Alvarado  
Christian Alvarez  
Rosalyn Alvarez  
Melia Amble  
Evelin Ambrocio  
Leila Atifi  
Lauren Atkinson  
Bridget Auld  
Cassidy Ballard  
Elizabeth Batarse  
Bonnie Beedles  
Mira Beinart  
Brooke Berger  
Ines Bilkie  
Tessa Bill  
Jessica Bixler  
Roz Borah  
Ben Borden  
Michelle Brade  
Bruce Bramel  
Colleen Bramel  
Dillan Bramel  
Lindsay Bramel  
Maddie Bramel  
Jonathan Britton  
Carol Brumberger  
Giselle Brun  
Veronica Bruner  
Amy Brunner  
Kasey Buggs  
Rebecca Buhl  
Scott Burns  
Mia Cannizzaro  
Dominic Cappello  
Cristina Caratachea  
Jordan Caratachea  
Jose Caratachea  
Fidelina Castro  
Andria Chandler  
April Chandler  
Riddhima Chandra  
Ellen Chase  
Sofia Chavez  
Jian-Yih Cheng  
Dr. Dang  
Chonwerawong  
Marian Cohen  
Melissa Cohen  
Alyssa Cole  
Charlotte Cooper  
Erika Cortes  
Maliah Cortes  
Yvette Crespo  
Mikyla De Alba  
Shae Delany  
Jordyn Delo  
Rose Deters  
Monica Diaz-Greenlee  
Vicki Dillingham  
Debbie Donahue  
Dulce Duarte  
Sarah Duncan  
Arran Dwelley  
Barbara Eberhart  
Lindsay Eggert  
Marc Fernandez  
Kristine Fimlaid  
Araceli Flores-Carmona  
Nancy Franco  
Leah Galvan  
Carmen Galzerano  
Michelle Gillian  
Carolina Godinez  
Chloe Goldberg  
Emily Gomez  
Gabriella Gomez  
Kayla Gosnell  
Lea Grandle  
Giselle Granholm-Brun  
Sophie Groenwald  
Lizette Gutierrez
Marlen Real
Tiara Reyes
Omanie Richardson
Elaina Riedel
Laila Rodriguez
Claudette Roehrig
Carla Romero
Kaye Rossi
Isabelle Runde
Eric Ryan
Heileigh Rymer
Tristan Rymer
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Rhianna So
Savanah Soto
Beth Sparks
Carly Sperber
Sudi Staub
Gianna Stump
Naomi Takaoka
Alisha Tam
Jenny Thach
Sophia Thach
Caroline Thompson
Stephanie Tiffany
Jessie Turner
Mason Tuttle
Diana Valdivinos
Natalie Valenzuela
Jason VanBuskirk
Iza Velasquez
Yessenia Venegas
Shelby Vexler
Sophie Vigier
Sara Viskanta
Kasye Wayco
Kristen Weaver
Patti Webster
Michelle Wehmer
Pen Wilby
John Wilner
Tina Woltz
Devyn Wong
Nathan Wu
Bella Wygant
Theo Yebuah
Tiare Zavaleta
Cynthia Zhang
Dana Zurzolo
The Wonder Women Project

Fuel Her Fire. When girls and teens are exposed to diverse women leading in fields where they are traditionally underrepresented – like STEM – they see successful women who look like them. Women speakers generously share their professional journeys and leadership lessons, inspire curiosity, and ignite a spark of possibility. Seeing is believing.

Thank You to Our Wonder Women!

Rosa Alvarado
Marylinda Arroyo
Monica Badosa
Andrea Bratt
Leslie Brtek
Susan Budinger
Sara Caputo
Christi Clayton
Madison Cuneo
Kathleen Donelan-Maher
Barbara Greenleaf
Jackie Hamer
Joan Hartmann
Kachina Heil
Bonnie Henrickson
Angelica Hernandez
Zoe Hinck
Tania Israel PhD
Sen. Hannah-Beth Jackson
Tami Jauchen
Jennifer Karapetian
Kathi King
Minda Kraines
Anna Kwong
Betsy Manger
Heather Marshall
Susan Matsumoto
and Mel Kennedy
Sarah Matt
Diana Meehan
Kelly Milazzo
Cherilyn Milton
Karen Mims
Lena Moran
Marcia Morgan
Molly Morrison
Harriet Mosson
Jennifer Navarro
Robin Oaks
Nancy O’Reilly, PhD
Claudia Papa
Suzanne Peck
Eliza Pierre
Cindy Pontes
Liza Rassner
Melissa Rick
Ana Rico
Teagan Rose
Karyn Scott
Heather Smith
Lindsay Soleimani
Melanie Sunukjian
Cristiana Tarter
Alejandra Tejeda
Helga Wachholz
Jayne Wamsley
Rosaleen Wynne
Yolanda Yturralde

Sharon Donohoe
Shallon Dusebout
Nneka Enemkpali
Gina Fischer
Lauren Franco
Elaine Gale
Perry Gibson
Marilyn Gilbert
Jessica Graham
Lorraine Gray
Staff

2019 Full-time Staff: 25
2019 Part-time & Seasonal Staff: 75

Our staff serve as powerful role models. They mentor girls and teens, encourage leadership, and engage with families to support the development of the whole girl.

OUR VALUES

Empowerment
Encouraging risk-taking and innovation, and promoting employee well-being.

Inclusivity
Seeking and embracing diverse backgrounds, thoughts, experiences, and abilities.

Respect
Accepting differences, and respecting colleagues, Girls Inc. members, and their families.

Professionalism
Acting with integrity, holding ourselves accountable, and making intentional decisions.

Gender Justice
Advocating for intersectional feminism and against all forms of oppression.

“Working at Girls Inc. for the past six years has had an impact on my leadership skills…it has taught me a lot about being a female leader and how much of a difference it makes in a young girl’s life. It has also taught me more about being a leader as a woman of color. Being Latina I’ve learned that being bilingual is a useful tool for my leadership…Girls Inc. has helped me realize that.”

—Marisol Torres, Facilitator
Board of Directors 2019

President
Tracy Jenkins

Members
Paige Beard
Carol Brumberger
Ann Daniel
Deana Hyde
Patricia A. Jones
Christy Kelso
Nancy Leffert, PhD
Joe MacPhee
Betsy Manger
Karen Mims
Amber Ortiz
Connie Pearcy
Claudette Roehrig
Lois Rosen
Sudi Staub
Sarah L. Stokes
Christi R. Sulzbach
Caroline R. Thompson
Meredith Tynes
Diane Zipperstein
Girls Inc. girls scored higher on standardized math tests than their peers and were more likely than their peers to believe they could handle harder math or science content, to say they were curious about science, computers, or technology or to want to have a computer or science job in the future.
Bold Vision Project

**We will engage** community stakeholders in our strategic planning process. We will listen to and learn from thought partners – including girls and teens and their parents, local leaders, school partners, and other supporters. These conversations will help us to define a clear and future-focused path for the organization, ensuring it is well-positioned to meet the changing needs of girls in the next decade.
Program Delivery

We will pursue different modalities to expand program delivery, including virtual programming. And we will pursue expansion opportunities for outreach onsite at junior high and high schools in our community.
Civic Engagement

*We will explore* the different ways girls can engage in their community: through volunteering, advocacy, and service. And we will help girls learn about voting rights and civic engagement in the political process through the She Votes program.
Girls Take the Lead

We will focus on strengthening the four crucial supports outlined in the National Girls Inc. outcomes report, “Stronger, Smarter, Bolder, Girls Take the Lead”:

- The Right Relationships
- Encouragement to Develop and Use Their Voices
- A Positive Self-Image
- Intellectual Confidence

The issues facing girls are multifaceted and inter-connected. Using direct service and advocacy, we aim to inspire and prepare more girls and teens to become leaders.
Supporting Our Community

We will continue implementing our emergency operations plan. And we will strengthen our community relationships with support agreements, so when community agencies are in need, Girls Inc. can lend its resources.
Girls from all backgrounds have this in common: They start with talent and confidence to spare. But they repeatedly confront ingrained biases, systemic inequity – and even abuse – which place them at a disadvantage. Whatever setbacks girls experience, their potential remains unchanged. Girls Inc. uses its expertise to ensure that girls not only sustain their healthy confidence, but that they also become successful lifelong leaders. Thank you for standing with us in their corner.