

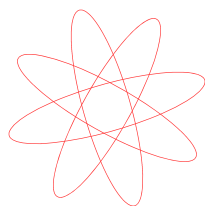
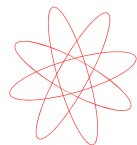
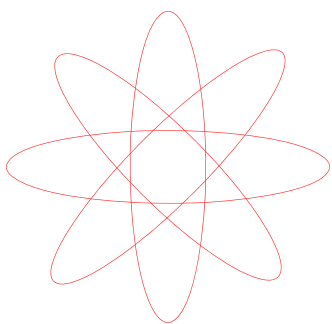
girls
inc.®



HEAR HER OUT.WATCH HER SUCCEED.

At Girls Inc., we empower girls to grow into strong, independent women. You can, too. Log on and hear what they have to say. girlsinc.org/dearworld

Girls Incorporated of Upper Canada
Annual Report 2009

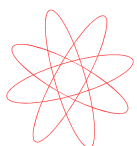


Total Girls



Served

1132



Core Girls

(Circle A and B)

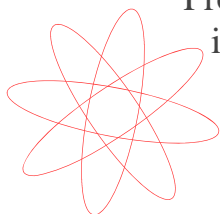
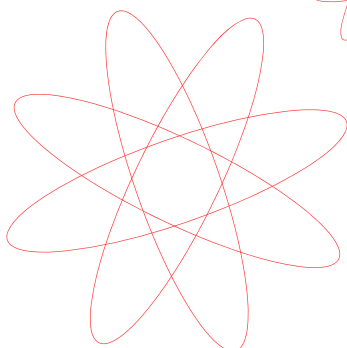
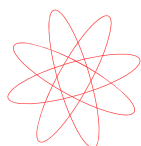
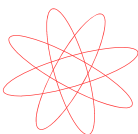
401

6-8 years 14%

9-11 years 44%

12-14 years 36%

15-18 years 5%



Girls Inc. encourages girls to build the life skills they need to achieve their dreams. Grounded in research, tested in the field, and delivered by trained facilitators, our award-winning programs address:

- Math and Science Education
- Violence Prevention
- Health and Relationships
- Sports Participation
- Substance use Prevention
- Economic Literacy
- Civic Engagement
- Peer Pressure
- Media Literacy

Girls Inc. programming puts the tools for empowerment in girls' hands and encourages them to take healthy risks and master physical, intellectual and emotional challenges. Support systems, such as Girls Inc., reinforce girls' ability to believe in themselves and embrace their strengths.



Girls Inc. prepares girls to be leaders and inspires them to take pride in success. We open girls' eyes to a range of education and career possibilities. Through Girls Inc. programs and community partnerships, girls and young women have the opportunity to meet and interact with strong, female role models, who help them gain a deeper understanding of how personal achievements can make a powerful difference in the world.

Programs are meaningful and can be life changing. The goal is to do more than keep girls off the streets or give them a place to do homework, its to give girls a place to be themselves and to know that we believe they can do anything they want to do in life.

Message from the Board Chair

Empowered girls in an equitable society – a goal we can all work towards. It has been my pleasure over the last 12 months as Chair of the Board of Girls Inc to promote our vision within this community. The work we do is vital in shaping the future of young women and of our community as a whole.

We have experienced many successes this year; a dramatic increase in the number of girls we have touched through a series of workshops, in school programs and our Girls Night - Drop In Program; greater exposure of our message in the larger community and recognition of the importance of our work. We continue to celebrate Strong, Smart and Bold Women in our community as leaders and mentors. All of this would not be possible without a very dedicated group of individuals who not only embrace our mission but live it daily.

To our staff, Michelle, Bev, Gina and Lesley, your dedication, hard work and commitment are so evident to all. I know that you each put in many hours of hard work to make our organization successful and to make it a strong advocate and a safe place for girls to be themselves. Thank you!

To our Board, Shelli, JoAnne, Lana, Karen and Shawn and to Mike who started the year with us but then resigned to accept a new position with his employer. There aren't many of us but together we move mountains. Thank you!

To the numerous dedicated volunteers who work Bingo's, help out at the Golf tournament, organize the hockey tournament, work at Girls night, help with the Celebration dinner and support us in a hundred other ways, big and small, we couldn't do it without you. Thank you!

Every girl is entitled to the opportunity to be the best that she can be, in a society that accepts and acknowledges her sense of self and her contribution to the world around her. In the coming year we will continue to empower girls and inspire them to become strong, smart and bold.

Deborah H. Souder



Report from the Executive Director

Over the past year we have continued to strive to ensure that programs are available in the communities where girls live. Girls issues do not discriminate and Girls Inc. offers critical information and support to girls facing a range of issues. Over the Summer months, programming was offered in nine communities across Leeds & Grenville and over the course of the past year programs were offered in partnership with 34 schools or community agencies. Program growth continues, with Girls Inc. offering programs to the largest number of girls in our history during the past year. Since 2007, programs have grown more than 400%, from serving 224 girls to 1132 girls.

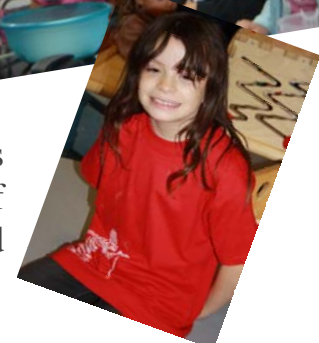
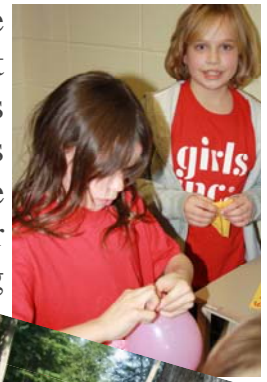
Girls Inc. programs focus on gender equity, inspiring girls to be strong, smart, and bold, and key issues like violence prevention, rather than general youth development and 'safer' topics. Studies have shown that girls who are involved in sports or organizations and receive high levels of support from adults, are more likely to be satisfied with their bodies, want to go to college; and have a high quality of life.

A pivotal study conducted by GS shows that educating girls and women leads to higher wages, lower fertility, reduced maternal and child mortality, and better health and education for current and future generations. Simply put, investing in girls and women and creating opportunities for them is imperative to building strong, healthy families, communities and countries.

Girls require and deserve the awareness, attention, and commitment of a wide range of individuals and institutions to promote their healthy development. At Girls Inc. this is exactly what they receive. Girls Incorporated staff are trained in equity issues and make the commitment to achieve it. All girl environments foster girls' self-confidence and aspirations and encourage girls to take risks. Every leadership position is filled by a girl and girls' have the opportunity to interact with capable and dynamic women from diverse backgrounds.

At Girls Inc. girls are empowered in an environment that has high expectations and high levels of support. Girls practice being assertive and making decisions. Few other environments offer girls this safe and challenging space to develop these skills. Girls take charge of their lives, think about their life goals and build skills, aspirations and strategies to get there.

Lesley Hubbard



Treasurer's Report

In spite of the difficult economic times in 2009, Girls Incorporated was able to continue to fulfill its mission to “inspire all girls to be strong, smart, and bold”. Revenues were down in some of our traditional areas but new sources of funding were developed and program delivery continued to grow throughout Upper Canada.

Grant monies along with community and personal donations totaling \$84,674 constituted the bulk of the revenue for Girls Inc. in 2009. Grants were received from Health Canada, United Way, Thousand Islands Community Development Corporation, and Girls Incorporated, National.

As in the past, a major source of income in 2009 was the revenue derived from gaming, although it was considerably less than anticipated. Sales of Nevada tickets were much lower than normal and bingo revenues continued to trend down from previous years. These fundraising efforts raised \$38,350 for the agency.

Fundraising events held during the year included the Girls Inc. Celebration, and Annual Golf Tournament. Both events were well attended and profitable for the organization bringing in revenues of \$17,420.

Program fees increased dramatically during the year to \$10,474 as requests for programming in area schools continued to rise.

The audited financial statements for 2009 show net assets of \$73,952 on the Balance Sheet. Net assets for 2008 were \$77,773. These assets include \$30,000 of internally restricted funds. These funds are held as a reserve against future potential contingencies.

The Statement of Operations shows a net loss of (\$11,731) for 2009. The unanticipated decline in Nevada revenue is largely responsible for the loss.

Operating expenses for the year remained within budget as Lesley and her staff worked diligently to keep costs in line.

The challenge before Girls Inc. for 2010 will be to continue to diversify and expand our fund development initiatives in order to continue to provide quality programming to girls in our communities.

JoAnne Sytsma



Enjoying some Halloween fun at Girls Night, our weekly drop-in program

More than \$8,000 was raised at the 2nd Annual Girls Inc. Golf Tournament on August 28 to support the expansion of programs.



Making a banana pancake snack at Mind+Body Summer Program in Kemptville

GIRLS INCORPORATED OF UPPER CANADA
(Incorporated without share capital under the laws of Ontario)

BALANCE SHEET

AS AT DECEMBER 31, 2009

	<u>2009</u>	<u>2008</u>
ASSETS		
CURRENT ASSETS		
Cash- non restricted	\$ 2,677	\$ 28,714
- restricted - NCB grant	81	135
Investments - Note 4	43,683	39,978
Accounts receivable	23,644	5,661
Prepaid expenses	<u>3,867</u>	<u>3,285</u>
	<u>\$ 73,952</u>	<u>\$ 77,773</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ <u>23,963</u>	\$ <u>16,053</u>
NET ASSETS		
NET ASSETS - Page 6		
Net assets internally restricted - Note 4	30,000	30,000
Unrestricted net assets	<u>19,989</u>	<u>31,720</u>
	<u>49,989</u>	<u>61,720</u>
	<u>\$ 73,952</u>	<u>\$ 77,773</u>

Statement of Operations

GIRLS INCORPORATED OF UPPER CANADA
(Incorporated without share capital under the laws of Ontario)

STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2009

	<u>2009</u>	<u>2008</u>
REVENUES		
United Way	\$ 26,500	\$ 21,620
Donations	11,635	13,250
Nevada tickets - Schedule 1	79,225	130,004
Fund raising - Schedule 2A	57,546	59,496
Wage subsidy	15,140	1,433
Miscellaneous Grants	3,739	2,168
Program fees	42,155	9,681
Interest	720	1,314
	<u>236,660</u>	<u>238,966</u>
EXPENDITURES		
Dues and fees	3,035	2,595
Fundraising - Nevada tickets - Schedule 1	44,877	70,801
Fundraising - Schedule 2B	36,467	34,788
Insurance	2,505	2,505
Office	1,308	3,347
Fund development costs	78	248
Furniture and equipment	361	-
Professional fees	2,383	5,356
Programs and activities	22,761	10,585
Publicity and recruitment	1,968	974
Rent	6,611	6,150
Salaries and benefits	123,306	99,269
Telephone	2,731	2,888
	<u>248,391</u>	<u>239,506</u>
DEFICIENCY OF REVENUE OVER EXPENDITURES	<u>\$ (11,731)</u>	<u>\$ (540)</u>

Over the past year we have changed and refined many aspects of our program delivery to ensure we are serving girls and their families in the best manner possible. A renewed focus on Family Strengthening Initiatives led to two Back to School Clothing Swaps, with more than 50 girls and family members participating in each. Advocacy work has also gained a stronger focus in our daily operations, as we strive to draw attention to issues that are critical to girls, particularly those living in Leeds & Grenville.

In January 2009, we launched a drop-in program for 6-13 year old girls at the Brockville & Area YMCA. This program quickly grew from serving an average of 13 girls per night to averaging 22 girls each week by fall. The goal of Girls Night is to create a community where girls are welcomed and encouraged to be themselves. Parents were asking for a space for girls to get involved with the Girls Inc. philosophy outside of school hours and this program has proven to be a good fit.

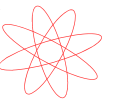
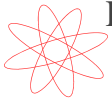
Partnerships with schools and community partners continue to be essential to our ability to reach girls where they live.

Bev Hewing & Gina Acchione Nadon

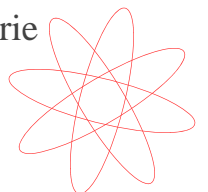
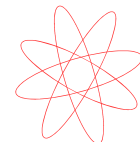
School and Community Partners

A.C. Ange-Gabriel Assault Response & Care Centre Bayfield Manor Beautiful Woman Project Big Brothers Big Sisters of Leeds & Grenville Bodhi Tree Yoga Boundary Street P.S. Bread of Life Dance Theatre Bridlewood Manor Brockville and Area YMCA Brockville Collegiate Institute Brockville Public Library Brockville Yacht Club CC First Aid Training Child & Youth Wellness Centre Connect Youth	Country Roads C.H.C. Dreams in Motion Every Kid in our Communities Fresh Start Youth Treatment Centre Front of Yonge P.S. Family and Children's Services Gananoque Police Services J.L. Jordan C.S. Kemptville Youth Centre Leeds, Grenville & Lanark District Health Unit Linklater P.S. Lombardy P.S. Mapleview Lodge Meadowview P.S. North Grenville D.H.S. Om4Youth	Pineview P.S. Prescott Youth Centre Rideau Centennial P.S. South Crosby P.S. South Grenville D.H.S. St. Francis Xavier C.S. St. Joseph C.S. St. Lawrence College St. Mark C.S. St. Mary C.H.S. T.R. Leger The Joyce Group Thousand Islands E.S. Thousand Islands S.S. Town of Prescott United Way of Leeds & Grenville Volunteer Bureau of Leeds & Grenville Westminster P.S.
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Many thanks to all our supporters for 2009!



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Girls' Bill of Rights

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 to be safe in the world

Girls have the right to prepare for interesting work and economic independence



Deborah Souder
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Lawyer

Shawn Lehman
Vice-Chair
Limestone
District School Board

JoAnne Sytsma
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Flowers Brockville

Lana Marshall
Director
Canarm

STAFF

Lesley Hubbard
Executive Director

Gina Acchione Nadon
Program/Volunteer
Coordinator

Bev Heuving
Program Facilitator

Michelle Watts
Administrative Assistant

**girls
inc.**

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