

**Girls Incorporated<sup>®</sup>  
of Durham**

Annual Report  
2010



**girls  
inc.<sup>®</sup>**

Inspiring all girls  
to be strong,  
smart, and bold<sup>SM</sup>



## Table of Contents

Message from the Board President . . . . .	1
Message from the Executive Director . . . . .	1
Year in Review . . . . .	2
What We Did: Programs Offered . . . . .	3-4
Who We Are:	
Our Committees . . . . .	5-6
Our Supporters . . . . .	7
Our Staff . . . . .	7
Our Volunteers . . . . .	8
Our Community Partners . . . . .	9
Scholarship Process . . . . .	10
Where The Money Came From . . . . .	11
Who We Did It For: Girls/Young Women Served . . . . .	11
Audited Financial Statements . . . . .	12-13



## Girls Inc. Girls Bill of Rights<sup>SM</sup>

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**.



# Message from the Board President

It has been a truly exciting year at Girls Incorporated (Girls Inc.) of Durham. We entered 2010 with a strong plan to move the agency to the next level of performance. Through diligent effort and adherence to our plan, we were able to unleash the power of our staff, volunteers, community partners, donors, and of course participants to reach unprecedented levels of success. In particular, in 2010 we had many significant accomplishments:

- Again this year, we increased the number of girls we served both from a quantity and geographical basis. We are one of the strongest agencies serving girls in Durham Region, Ontario, Canada, and in the Girls Inc. organization.
- We established our first Advocacy committee with a strong focus to increase awareness of the challenges faced by all girls and how the community can support them to be strong contributors to society in the future.
- We upheld strong organizational processes, continued transparency in everything we do, and ensured strong financial health.

- We continued to develop the branding of Girls Inc. (knowledge of who Girls Inc. is and what we do) in our community through community events, building of partnerships and advertising. Girls Inc. of Durham also led the growth of the Canadian National Girls Inc. presence and the interaction with our Girls Inc. head office.

Looking forward, 2011 is shaping up to be a year of phenomenal growth in our role as advocates, building our national presence in partnership with our other Girls Inc. affiliates, and providing empowerment tools to more remarkable girls of Durham Region. We continue to commit to enabling our girls to be heard loud and clear.

To accomplish our 2011 initiatives, our volunteers, community partners, donors, Board of Directors, and staff continue to give us unprecedented support. We are both honoured and inspired by the energy and dedication of all those who make Girls Inc. of Durham a continued success!

The feedback that we receive regularly strongly underlines that Girls Inc. of Durham is making a difference to the lives of girls both collectively and individually.

*Hazel Mealey*

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# Message from the Executive Director

Girls Incorporated (Girls Inc.) delivers life-changing programs that inspire girls to be strong, smart, and bold. Research-based curricula, delivered by trained professionals, equip girls to achieve academically; lead healthy and physically active lives; manage money; navigate media messages; and discover an interest in science, technology, engineering, and math. The network of local Girls Inc. non-profit organizations serves 164,000 girls annually at over 1,500 sites in 350 cities across Canada and the United States.

Our 27<sup>th</sup> year was an exciting one for Girls Inc. of Durham. We experienced a significant increase in the number of our volunteers and the development of new community partnerships. The creation of new social media networks and a significant increase in local media coverage (including a visit from Susan Hay with a feature spot on Global News' "Making a Difference") has put us in a better position to meet the increasing demand for our programs as we continue to reach more girls.

Through our many in-school and community-based programs, like summer and March Break day camps, after-school programs, book clubs, seminars and weekend workshops, we are providing girls aged 6 to 18 with the strategies they need to overcome social, economic, and emotional challenges. We empower them to create lasting change for coming generations.

In 2010, more than 900 girls took part in Girls Inc. programs and received over 100,000 hours of self-reliance and life-skills training. Ultimately this work is the community's work. Supporting girls by investing in their development is an integral part of economic and community development.

In order to understand the current priorities of our local community, Girls Inc. also began a community needs assessment in 2010. The results of this assessment will help us develop effective strategies for program implementation in 2011 and beyond.

*Yvette Nechvatal-Drew*



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## The Year in Review

2010 has rebounded from 2009 as can be evidenced in a number of different industries. For example, the Toronto real estate market, a good economic indicator, was up 4.8% in November, continuing its return to normal levels. Seasonally adjusted sales were 19.5% above levels recorded in July 2010. What did this mean for Girls Incorporated of Durham? Overall revenues were up 2% over 2009 as per the audited financial statements. Most notably, we were fortunate to receive an additional \$22,201 over approved levels from the United Way due to unexpected excess funding. This increased United Way donations to 35% over 2009. As another indicator of the upswing in the economy, individual and corporate donations also saw a significant increase, 57% over 2009.

Overall, the 67% increase in the number of girls we served in our signature programs during 2010 was also reflected in the increase in programming revenues. Simultaneously running summer camp from two different locations contributed to these results. Human Resource Development Canada (HRDC) funding for summer students was positively affected, as was fee for service. The resulting increase in program revenues was 261% over 2010.

Expenses decreased 4.5% over 2009 mainly in the area of programming costs, showing the resourcefulness of the organization.

# What We Did: Programs Offered

By offering well-researched programs based on age and developmental skills, our organization enriches girls' lives and enables them to create endless opportunities for their future.

In 2010 Girls Inc. of Durham focused on these **eight key areas of programming**.

## 1. Math and Science Education

Girls Inc. Operation SMART® builds girls' skills and interest in science, technology, engineering, and math. With financial support from Purdue Pharma, we implemented Operation SMART® as a day camp during March Break. A representative from Purdue volunteered at the camp to introduce girls to her career as a molecular biologist.

We brought the program to the public by hosting "Spooky Experiments" at the annual Pumpkinville community event, and also offered components of Operation SMART® during our summer camp and PA day programs. In total, 274 girls were encouraged to consider non-traditional careers in science and technology.

## 2. Pregnancy Prevention

Girls Inc. Will Power/Won't Power is a program developed for girls in grades 7 & 8 in which girls acquire the knowledge and skills necessary to take charge and to make informed, thoughtful decisions about their sexual health.

During two in-school programs in 2010, 44 girls learned why and how to postpone sex by recognizing, exploring, and practicing attitudes and skills for dealing with sexuality issues as they enter their most pressure sensitive years.

## 3. Media Literacy

From magazines to marketing campaigns to music videos, girls today are bombarded by media images. The media that girls are consuming contain strong messages that girls' worth is tied to their appearance.

The Girls Inc. "Do You Think I'm Fat?" seminar helped 840 girls learn to "read" media messages with a critical eye. They examined portrayals of girls and women on television, in movies, music, books, magazines, and computer games, and learned that beauty comes in different sizes, shapes, colours, and abilities. Through this learning, the girls were empowered with strategies to resist peer and other societal pressures and stereotypes.

## 4. Economic Literacy

Girls Inc. Discovery<sup>SM</sup> builds leadership skills and creates lasting social change by partnering girls and women in community action projects chosen by girls. Through weekly programs such as GirlSPACE and GirlZONE, 166 girls received comprehensive leadership training. Girls used their new skills to participate in a neighbourhood clean-up, planting a community garden, and walking dogs for a local animal shelter. After completion of the program, girls aged 13 and older participated as mentors and role models for younger girls, enabling them to earn community service hours for high school credit.

## 5. Violence Prevention

In today's world, peer groups have more influence than ever before. New technology makes it even easier for bullies to be anonymous and more widespread in their cruelty. This form of bullying, or relational aggression, can escalate quickly and take on a life of its own.

Through our popular Allies in Action program, we helped 387 girls create positive relationships and develop the skills they need for peer mediation, friendship, and empowerment of bystanders. Implemented in 2010 as a comprehensive in-school program, during summer camp, and at PA day camps, Allies in Action helped to promote acceptance and a sense of belonging in all girls.

## 6. Sports Participation

Girls Inc. Sporting Chance® builds movement and athletic skills, cooperative and competitive spirit, and healthy eating habits as girls explore the benefits of an active lifestyle. By expanding our summer camp program to reach girls in two locations, 255 girls aged 6 to 12 participated in 2010.

## 7. Substance Use Prevention

Girls often are induced to use alcohol, tobacco, and other drugs to become or stay slim, manage stress, appear mature, be popular with peers of both sexes, or escape overwhelming problems. Many of these pressures are more prevalent for girls than boys, making standard prevention programs often ineffective for girls.

In 2010, with a grant from the Ministry of Sport and Health Promotion's Healthy Communities Fund, 137 girls took part in Girls Inc. Friendly PEERsuasion®. This comprehensive in-school program taught the

*continued on Page 4*

# What We Did: Programs Offered – continued

*continued from Page 3*

girls about tobacco, alcohol, prescription and over-the-counter medications, and illicit drugs. They built skills in communication and resisting peer pressure, and practiced responding to stress in healthy ways.

## **8. Literacy and Reading Enrichment**

We offered two literacy programs in 2010. Our school lunch programs GirlSTART and Beacon Street Girls served 157 girls. Girls who participated in the programs are performing below the provincial standard and/or are experiencing difficult family or social challenges, and have been identified by their teachers as in need of academic support.

Delivered by trained facilitators, each program addresses the need to build academic skills as well as healthy attitudes toward learning. Based on the series of novels of the same name, Beacon Street Girls provides positive role models and health-affirming messages for girls during the tumultuous pre-teen years and inspires them to believe in themselves.

## **Canadian Prenatal Nutrition Program**

Girls Inc. helped more than 2,800 young prenatal and parenting women as administrators of the Food For Thought program, delivered at 10 sites across Durham Region. Funded by the Public Health Agency of Canada, the program provides a safe environment where women obtain professional advice and materials on health, receive fresh food, prenatal vitamins, and breastfeeding support.



# Who We Are: Our Committees

## Advocacy Committee

*Committee Members:* Cheryle Schindler (Chair), Michelle Osbourne, Morgan Chapman, Katherine Kowaliw, Randie Jacobs, Katie Sharp, Irania Ledesma, Tracey McCannell, Emma Connors

The Advocacy Committee was created in the fall of 2010 as a result of our annual visioning and planning day. The gathering of Board members, staff, volunteers and community representatives identified a need for focused and intentional advocacy on behalf of girls in Durham region. The Advocacy Committee also assumed responsibility for the planning, implementation and analysis of the Community Needs Assessment Survey launched in March 2011.

### Mandate

- Purpose: Build partnerships with our community, the media, the parents and the girls we serve, and to advocate for social change, thus ensuring the world is more welcoming of strong, smart, and bold girls.
- Objective: Continue to expand our reach and influence as we give voice to the societal realities, aspirations, and challenges of the girls we serve.

### Direction for 2011

- Continue to develop relationships in our community with other agencies, the media, government representatives, and the academic community.
- Build alliances and raise the profile of girls' issues to increase awareness and support for the young women of Durham region.
- Create a Speakers' Bureau of staff, volunteers, and parents to spread the Girls Inc. message throughout our community.
- Increase awareness of the Girls' Bill of Rights to assist us in highlighting the many challenges faced by girls in our society.

## Board Development Committee

*Committee Members:* Cathy Gray (Chair), Norah Carmichael, Yvette Nechvatel-Drew, Susan Howells, Sharon D'Souza, Emma Connors

### Mandate

The Board Development mandate is to continue to build and leverage our portfolio of volunteers and board members

to minimize risk and grow Girls Inc. significantly through 2010-11. Year over year, the goal is to build sustainability and growth into our Board and volunteers.

### 2010 Achievements

Formalized tracking of all volunteers was commenced in February 2010 to allow us to effectively manage our needs and monitor the progress of volunteer growth and retention. In-house training and development programs known as Girls Inc. 101, 201 and 301 were introduced to educate our volunteers on what Girls Inc. is all about and how they can be of assistance. As a result of these initiatives we were able to increase our pool of volunteers by more than 50%.

### Direction for 2011

- Focus on the development of volunteer and Board skills to enable greater contributions to Girls Inc.
- Attract more volunteers to our agency, leveraging their skills and experience to drive growth, and ensure that there is always a healthy funnel of new recruits.
- Ensure that we achieve our plan and see measurable results from our efforts.

## Finance Committee

*Committee Members:* Pam Little (Chair), Stephen Baker, Joanne Lowe, Carolyn James, Hana Saikali, Clareleen Ivany, Chris Fontenelle, Yvette Nechvatel-Drew

### Mandate

The mandate of the Finance Committee is to provide members with timely and accurate financial information to help in the decision making process.

### 2010 Accomplishments

A new auditor was appointed at the Annual General Meeting. The program economics proved to be a challenge but was completed in early 2011.

### Direction for 2011

- Find a feasible and realistic solution to Girls Inc. space limitations
- Realign the chart of accounts for ease of presentation and compatibility with program reporting and the program economics model.

*continued on Page 6*

# Who We Are: Our Committees – continued

*continued from Page 3*

## FUNDComm Committee

*Committee Members:* Hazel Mealey/Tim Doran (co-chairs), Shelley Keenan, Shawna Martin, Tracey Burke, Tara Gill, Avril Belmar, Natasha Ming, Susan Howells

### Mandate

The FUNDComm committee (FCC) provides the essential fundraising and marketing support necessary for Girls Inc. of Durham to fulfill our mission and vision. The specific mandate of the FCC is to:

- Plan and carry out fundraising ventures that generate the necessary capital for the operation of the agency.
- Provide and support a marketing plan that continues to raise the profile of Girls Inc. of Durham with potential Donors and Funders, as well as the general community.
- Steward effectively our existing Donors and Funders.

### Direction for 2011

**Fundraising:** Our primary focus is to ensure that we have diversity of funders supporting our plan. For 2011, the fundraising target is \$564,000. Approximately two thirds will be raised through corporate and government grants, and partnerships. This will be supplemented through event revenue, bingo revenue, fee for service and individual contributions, and Membership fees.

**Marketing:** The committee's goal for marketing in 2011 is to refresh the Girls Inc. of Durham brand and to develop and execute on a marketing plan that will equip the organization with the tools required for efficient, consistent communications with all stakeholders.

**Stewardship:** The Committee will focus on the stewardship of our existing Donor base and effective communication between Girls Inc. of Durham and our outside constituents.

## Program Committee

*Committee members:* Norah Carmichael (Chair), Susan Howells, Tracey McCannell, Yvette Nechvatal-Drew, Cheryle Schindler

### Mandate

The Program Committee is responsible for recommending program policy to the Board of Directors for approval, sets guidelines for board involvement in program matters, and monitors the implementation of Girls Inc. of Durham's strategic plan with regard to programs. The Committee recommends major program initiatives to the Board of Directors for approval and reports regularly on Girls Inc's programs.

### 2010 Accomplishments

In 2010, the Committee refocused its role and the role of the Committee members while continuing to reach the goal of increased program enrolment to 564 girls served in the Durham Region. Two major areas of focus were:

- **Audit Program Performance:** Monitoring the success of the programs being offered through a review and analysis of current programs; maintaining statistics/data for the 2010 program year and connecting with parents/caregivers after program completion through surveys. The collected feedback will be considered for current and future programming.
- **Needs assessment** carried out in the community to guide the direction of the programs being offered: The 2010 Program Committee's strategic focus was the initial planning stages of a Community Needs Assessment Project. The scope of the project was defined, a project plan designed, and a project team recruited to roll out the Community Needs Assessment Project in 2011.

### 2011 Direction

As of October 2010, the Program Committee's strategic focus continues but under the direction of the Executive Director who will report directly to the Board of Directors. The Community Needs Assessment Project has been realigned under the Advocacy Committee established in October 2010.

# Who We Are: Our Supporters

A special thank you goes out to each of the individuals and groups listed below, and we apologize to those we may have inadvertently omitted. Please let us know and we will be sure to include your name in next year's Annual Report.

## **Making It Possible**

### **\$100,000 +**

Public Health Agency of Canada

### **\$50,000 +**

United Way of Durham

## **Inspiring Achievement**

### **\$10,000 +**

Human Resource & Skills  
Development Canada  
Social Investment Fund

## **Creating Dreams**

### **\$4,000 +**

BMO Employee Charitable Foundation

## **Expanding Leadership**

### **\$2,000 +**

Ciro & Caterina Gucciardi Foundation  
The Keg Spirit Foundation

### **\$1,000 +**

Clareleen Ivany  
CP24/CHUM Christmas Wish  
Dr. Carol-Anne Sullivan  
Durham Community Foundation  
ETFO, Status of Women & Equity  
Committee  
HM Management Practice Corp.  
Intact Foundation

## **Instilling Hope**

### **\$500 +**

Cheryle Schindler  
Guild Electric  
JMG Inc.  
OPG Employees' & Pensioners' Trust  
Pam Little  
Power of Women Exchange (POWE)  
Susan Howells  
TELUS Communications Inc.  
Tracey McCannell  
Yvette Nechvatal-Drew

### **\$250 +**

Boston Pizza Ajax  
Diana Swartz  
Lee-Anne Black  
Linear Contours Inc.  
Live With Spirit  
Mabel Spencer  
McDonald's Canada  
Mike Schierholtz & Associates  
OFSAA  
Pickering Village United Church  
Wiseman & Wolanski & Associates

### **\$100 +**

Belle McEachern  
Bill Nash  
Carolyn James  
Dave Kirkland  
Heather Cassels  
Heather Seabright  
Laureate Delta Mu  
Marie Jobe  
Martine Robinson  
Nancy Van Rooy

Neil Hamilton  
Nicole King  
Norah Carmichael  
Paul Houde  
Samantha Joseph  
Sheila Burns  
Sherrie James

### **Under \$100**

Angela Humphrey  
Anna-Marie Heydon  
Christopher Fontenelle  
Connie Young  
Debra Gillis  
Debra Jones-Becki  
Diane Nash  
Heidi Bremner  
Jasmine Miranda  
Joan Fortin  
Julia Fraser  
Lisa Binns  
Marie Whittingham  
Mary Holt  
Mee & Dee Accessories  
Melinda Neale  
Michele Thompson  
Nancy La Rose  
Pauline Tustin  
Regina Blair-Dickson  
Robert Letourneau  
Roy Edward Farrant  
Sharron Richards  
Shawna Martin

**We also thank the  
United Way 2010 Donors  
who gave directly through  
United Way.**

# Who We Are: Our Staff

## **Board of Directors: 2010**

President – Hazel Mealey  
Vice President – Lori Jackson  
Secretary – Lurlene Anderson  
Treasurer – Pam Little  
Member – Norah Carmichael  
Member – Cheryle Schindler  
Member – Cathy Gray  
Member – Tim Doran  
Member – Carolyn James  
Member – Shawna Martin

## **Girls Inc. of Durham Staff: 2010**

Executive Director – Yvette Nechvatal-Drew  
Fund Development Coordinator – Susan Howells  
Program Coordinator – Tracey McCannell  
Volunteer Coordinator – Allison Fernandez  
Program Facilitator – Jen Nash  
Program Facilitator – Lindsay Scott  
Administrative Assistant – Connie Young  
CPNP Program Support – Maria Cardone  
CPNP Program ECE – Renee McQuirk

## **Summer Camp Staff 2010:**

Laura Ball, Michiko Bown-Kai,  
Siobhan Cassidy, Danielle  
Grunberg, Natasha Pelage, Laura  
Ringwood, Nicole Scott, Jena  
Vanderwall

## Who We Are: Our Volunteers

Adam McCannell	Christine Southwood	Katherine Kowaliw	Pam Fabisiak
Adrienne Colby	Christopher Fontenelle	Kathleen Rose	Peggy McKenty
Alisha Corringham	Clareleen Ivany	Katie Sharp	Rachel Mariani
Amal Alam	Cynthia Costello	Kayla Quinn	Randie Jacobs
Amanda Bickle	Danielle Pineda	Kelly Glass	Ross McCannell
Amy Sullivan	Daria Tvetcova	Kinzaa Younas	Sara Marano
Angela Alinas	Denise Koh-McLeod	Laura Beer	Sarah Booth
Ashalea Stone	Denise Richards	Lee-Anne Black	Sandra Pickering
Ashley Dickson	Devorah Garland	Les-Lee Bell	Sarah Victor
Ashley Prasad	Diana Swartz	Lisa Irwin	Sarah Mariani
Ashley Ramriane	Dina Theleritis	Lori Jackson	Sarah Habiba
Avril Belmar	Donna Bright	Lurlene Anderson	Shari Dale
Barbara Angier	Eileen Woodhouse	Maggie MacKay	Sharidee Baker
Barbara Wisdom	Elizabeth Schembri	Margarita Scott	Sharon D'Souza
Beth Letourneau	Elizabeth Hemmerling	Margo Harris	Shawna Martin
Braeden Nechvatal- Drew	Enez Perkins	Manisha Dalaya	Shelley Keenan
Brianne Hough	Erin Nancoo	Meghan Bennett	Shelly Wensink
Brittanni Holiday	Faarah Ibrahim	Melanie Secord	Sherrie James
Caitlin Melvin	Farah Dhalla	Michelle Osbourne	Stephanie Dubenow
Candacey Thomas	Gary Reid	Michelle Walters	Stephen Baker
Cara Keiller	Hana Saikali	Miya Warner	Tara Gill
Carla Daniell	Hazel Mealey	Morgan Chapman	Tania Martin
Carol-Anne Sullivan	Heather Redpath	Natalie Ceccato	Tim Doran
Carolyn James	Jake McCannell	Natasha Nechvatal-Drew	Tracey Burke
Cathy Gray	Jane Kitchen	Natasha Ming	Trina Ravindrakumar
Caitlin Melvin	Jeannette Adams	Nessa Abraham	Umid Hudaykulov
Catalina Popa	Jenn Churchill	Nicole Bourjot-Roberts	Usma Qureshi
Celeste de Peiza	Jessica Scott	Norah Carmichael	Vanessa Corvera
Celeste Saul-Thom	Joan Fortin	Olivia Wong	Veenita Birdi
Cheryle Schindler	Joanne Lowe	Pam Little	Vinita Persud
	Kate Skinner		Zakieh Seaifan

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"Girls Inc. has taught me so much and I am extremely thankful. They taught me to be in charge of my own body, to not let anyone take advantage of it and to make smart choices. The information they taught all of us will last a lifetime. They helped me realize how important friends truly are and how a "good" boyfriend should treat me. Girls Inc. should continue coming to my school even when I am off at high school, because it's a safe place to talk about what's going on in our lives and how to get help for it. It's a group every girls should have a chance to be part of. The teachers were so friendly and to be quite honest, I won't forget them. I looked forward to coming to Girls Inc. every Thursday. Thank you for giving us the opportunity of learning all this.

Desiree, student, age 14

# Who We Are: Community Partners

At Girls Inc. of Durham we strongly believe in engaging our community partners. We work closely with local organizations to support our programs and services, and recruit participants. We work in partnership with local colleges and universities who provide placement students from Social Work, Child and Youth Worker, and Nursing programs, who provide assistance with the implementation of our programs.

Girls Inc. of Durham is able to ensure that our programs do not overlap with, or duplicate, an existing project through

our participation in many community initiatives and groups. Our participation in community needs assessments reflects the commitment of Girls Inc. of Durham to share information and resources, identify current trends, and respond to the priorities and needs of our community.

Our programs are made possible by the generous support and partnerships with the following organizations who continue to help us grow and strengthen the scope of our work, and ensure that we are reaching the girls who need us most.

Aids Committee of Durham  
Centennial College  
City of Pickering  
Coalition for Action Against Bullying, Durham  
Community Development Council of Durham  
Community Living Durham  
DRAVA (Durham Region Association of Volunteer Administrators)  
Durham Children's Aid Society  
Durham College  
Durham District School Board  
Durham Non-Profit Housing Corporation  
Durham Region Public Health Department  
Durham Regional Police Services  
Durham Youth Housing Support Services  
ETFO, Status of Women & Equity Committee

Family Community and Action Program Steering Committee  
Fleming College  
Healthy Sex "Youth" ality Coalition  
John Howard Society  
Pinewood Centre and Mental Health Services  
Rose of Durham  
Ryerson University  
The Youth Centre  
Town of Ajax  
UOIT  
Women's Multicultural Resource and Counseling Centre  
Wraparound Durham Committee  
Youth Services Network  
YWCA Durham

**We are very fortunate to have the support of the following institutions:**

**Ajax High School, Centennial College, Durham College, Fleming College, Ryerson University and University of Ontario Institute of Technology (UOIT)** We also wish to give a special thank you to all our placement students throughout the year.

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*"Each of the Girls inc. programs have made a great impact on the students emotional, social and academic well-being. The girls involved have demonstrated a greater sense of self-worth, higher self-esteem, and a greater respect for their peers. Parents share their positive feedback regarding the Girls Inc. programs with us on a regular basis."*

*Martine Robinson, M.Ed., Principal at Lincoln Avenue Public School*

# Scholarship Process

**The Lucile Miller Wright Scholarship** program is offered to female members and participants of Girls Inc. member organizations who have been a member for a minimum of two years. Daughters of staff or board members are also eligible. Scholarships are currently awarded in the amounts of \$15,000 and \$2,500.

In order to apply for The Lucile Miller Wright Scholarship program, the applicant must:

- complete the application form;
- summarize their Girls Inc. involvement, describe their top three extra-curricular activities, and respond to an inspirational quote (three pages total);
- write a two page essay describing their post high school education plans and explaining how one of the Girls Inc. Girls' Bill of Rights connects to them;
- include a Girls Inc. affiliate staff recommendation letter;
- include a high school staff recommendation letter;
- include their high school transcript; and
- include an information release form.

Each affiliate may submit a maximum of five applications. If more than five applications are received in one year a screening committee is formed at the affiliate level consisting of at least three adults and at least one teen to conduct brief interviews and pick the final five applicants.

The selected applicants from all affiliates then go through the National selection process. The selection committee is composed of a broad range of professionals specializing in youth development and education, and previous national scholarship recipients. The National judges will not include current members of the Girls Inc. national Board or staff.

## Previous Girls Inc. of Durham Scholarship Winners

In 2006, **Kate Sweet-Underhill** was the first Canadian scholarship winner and won \$2,500

In 2007, **Jessica Schell** was awarded a \$16,000 scholarship and Kate awarded another \$3,500

In 2008, **Krystin Edgerton** was awarded a \$15,000 scholarship.

In 2009, **Taylor Curley** was awarded a \$2,500 scholarship.

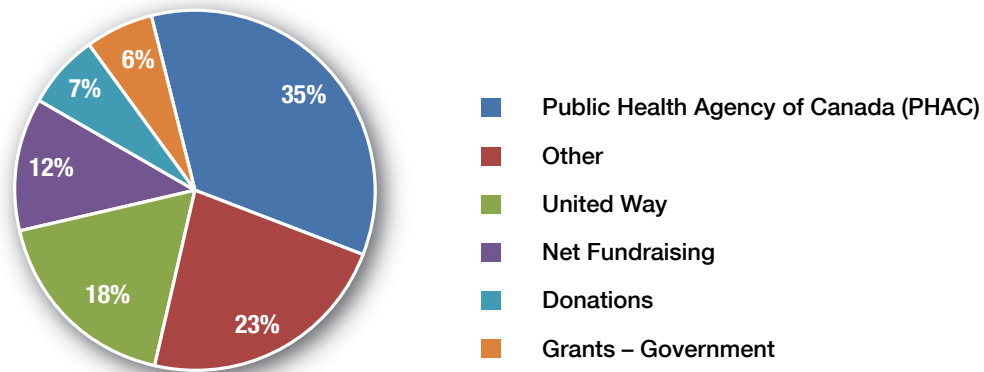
In 2010, **Natasha Nechvatal-Drew** was awarded a \$15,000 scholarship



## Where The Money Came From:

There has been a swing in our revenue mix this year when compared to 2009. While government grants, including Public Health Agency of Canada, continue to be our major source of funding, other revenues (including program revenues) saw an increase of 74%. In terms of the funding mix, government grants dropped 13% from 54% in 2009 to 41% in 2010. Meanwhile, other revenues

increased 9% contributing 23% to the overall funding mix this year. Donations contributed 7% to the mix, an increase from 4% last year. The increase in these two sources of revenues shows our direct efforts at becoming more self-sufficient.



## Who We Did It For: Girls/Young Women Served

### Age groups served in 2010

Six to Eight: 38%  
 Nine to Eleven: 25%  
 Twelve to Fourteen: 29%  
 Fifteen to Twenty-Six: 8%

### Areas served in Durham

Ajax	Beaverton	Bowmanville
Cannington	Uxbridge	Pickering
Port Perry	Oshawa	Whitby

### Girls served in 2010

Girls Inc signature program: 902 girls (up 67% from 2009)  
 Two or more Girls Inc. programs: 670 girls (up 29% from 2009)  
 Girls Inc. workshop/event: 2,255 girls  
 Public education and advocacy: 251,340 (up 48% from 2009)

### Canada Prenatal Program visits:

3,143 young women  
 2,709 children (70% increase in number of children over 2009)

*"The school-based course "Willpower/Wont Power" was very beneficial, not only for my 13-year-old daughter but also for my relationship with her. From the first day, the information she brought home to me opened a dialogue between us that continues to be frank and honest."*

*Devorah Garland, parent*

# Audited Financial Statements 2010

## Statement of Operations and Changes in net assets

Year Ended December 31, 2010

<b>REVENUES</b>	2010	2009
United Way Ajax/Pickering/Uxbridge	\$ 82,650	\$ 61,201
Donations	32,321	20,651
Net Fundraising Activities	55,992	70,897
Ontario Trillium Foundation	-	14,800
Public Health Agency of Canada	164,907	205,392
National Child Benefit Grant	29,000	27,197
Program Revenue	68,784	19,040
Other revenue	37,345	41,804
	<b>470,999</b>	<b>460,982</b>
	<hr/>	
<b>EXPENDITURES</b>	2010	2009
Accounting and legal	\$ 4,050	\$ 2,434
Equipment rental	4,023	5,690
Computer Costs	2,166	15,496
Interest and bank charges	2,436	2,156
Memberships	3,140	5,331
Office and general	12,596	14,563
Equipment	-	200
Conferences	7,092	2,493
Program costs	101,664	136,144
Rent	22,448	22,743
Salaries and related benefits	264,597	236,980
	<b>424,212</b>	<b>444,230</b>
	<hr/>	
Excess of revenue over expenditures before undernoted item	46,787	16,752
Other income– Interest	50	43
	<hr/>	
Excess of revenues over expenditures for the year	46,837	16,795
Balance, beginning of year	131,600	114,805
	<hr/>	
<b>Balance, end of year</b>	<b>\$178,437</b>	<b>\$131,600</b>
	<hr/> <hr/>	

# Audited Financial Statements 2010 – continued

## Girls Incorporated of Durham Statement of Financial Position

As at December 31, 2010

<b>ASSETS</b>	2010	2009
Current		
Cash	\$ 134,895	\$ 149,801
Accounts receivable	38,532	-
Prepaid expenses	6,965	9,601
GST receivable	3,685	1,270
	<b>\$ 184,077</b>	<b>\$ 160,672</b>
<b>LIABILITIES</b>		
Current		
Accounts payable and accrued liabilities	\$ 5,640	\$ 6,272
Unearned revenue (note 3)	-	22,800
	5,640	29,072
Balance	178,437	131,600
	<b>\$ 184,077</b>	<b>\$ 160,672</b>

## Statement of Cash Flows

Year Ended December 31, 2010

<b>OPERATING ACTIVITIES</b>	2010	2009
Excess of revenues over expenditures	\$ 46,837	\$ 16,795
Change in non-cash working capital items		
Accounts receivable	(38,532)	-
GST receivables	(2,415)	129
Prepaid expenses	2,636	(592)
Accounts payable and accrued Liabilities	(632)	1,461
Unearned revenue	(22,800)	22,800
<b>(Decrease) increase in cash</b>	<b>(14,906)</b>	<b>40,593</b>
<b>Cash, beginning of year</b>	<b>149,801</b>	<b>109,208</b>
<b>Cash, end of year</b>	<b>\$ 134,895</b>	<b>\$ 149,801</b>



"Empowered girls living in an equitable society."

## Girls Incorporated® of Durham

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