



# 2018 Annual Report









# 2018 Annual Report

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# Letter from the Board Chair

## Dear Friends

At Girls in the Game, we want girls to know they are always a part of the Girls in the Game team, whether that is younger siblings joining in during Family Days, teens helping to mentor younger participants or even alumnae joining the staff. We believe our values pull us forward and keep girls involved in our program even beyond graduation.

Since our founding in 1995, we've strived to stay vital and respond to the needs of girls. This past year, we have grown our newest markets in North Texas and Baltimore, adapted our curriculum to emerging trends, revitalized our middle school programs and started programming in Mercy Home for Boys & Girls to reach even more girls who need us. And throughout this

process, our values have been a driving force behind each decision. This year, we structured our annual report, so you can see how we put our values into action.

Every page demonstrates the impact Girls in the Game has on a girl throughout her life. Throughout the report, you will see the progression girls take through our programming from seven to 18 years old, from learning the basics of sports to learning how to be on a team, to learning how to coach a team.

All of our dedicated volunteers, supporters, staff and board members believe in our values and mission, and it's because of you that more girls shed their fears, learn to lead and become a girl in the game.

**Janette Outlaw**  
*Chair*  
Board of Directors



# Letter from an Alumna

## Dear Girls in the Game Supporters

My name is Jocabed. I am currently the Citywide Initiatives Manager at Girls in the Game, but I am also a Teen Squad Alumna. It has been a pleasure and a blessing to be part of Girls in the Games for almost 10 years.

When someone asks me why I continue to be involved with Girls in the Game, I look back at the Fall of 2008. I was a shy freshman girl that was searching for a way to be active and have a space that would allow me to meet and make friends. Growing up I had the opportunity to learn various sports in gym class; however, the boys in my class were very competitive to the point of intimidating most girls --gym class became my least favorite.

When Girls in the Game was introduced at the beginning of my gym class, I was interested in the fact that the coaches were young women. That day, we learned basic tennis skills. I remember we were playing "popcorn" when a coach approached me. In my head, it was a battle of self-doubt. I kept thinking, "here it goes, I'm probably doing this wrong." Then she said, "GREAT JOB!". That great job was all it took for me to enroll in my first After School program in middle school.

After a year of participating in the After School program, I tried out for lacrosse, softball and joined Girls in the Game Teen Squad. Through my participation in Teen Squad, I began developing leadership skills which I began applying in my church, other after-school activities, and even in my Track and Cross-Country team. I graduated from Lane Tech High School feeling I

had taken advantage of their art programs, AP classes, after-school programs, and sports.

Even after I graduated high school, having the support of the Girls in the Game coaches made a great impact. I am the first one in my family to attend a university in the United States, so having the support of the Girls in the Game coaches made an impact when I started at the University of Illinois at Chicago. I heard about the opportunity to be an After School coach, and I immediately took it. I wanted to give the same encouragement that I had once received. I ended up being a part-time After School coach for most of my college career. After graduating with a Bachelor's in Psychology, I joined the team as an After School Coordinator and recently received the privilege of being the Citywide Initiatives Manager.

The 14-year-old me would have never dared to try out something new, let alone a sport. The 24-year-old me loves trying new food, new activities and is willing to do things that will challenge her to provoke growth. So why do I continue to be involved with Girls in the Game? Not only did Girls in the Game offer me a safe space for me to find my inner self, but it also gave me the support and resources to learn, grow and become the

young woman I am today. Girls in the Game provokes change in the lives of young girls.



**Jocabed Leyva**  
*Girls in the Game Citywide Initiatives Manager*

"Even after graduating high school, having the support of Girls in the Game coaches made a great impact."

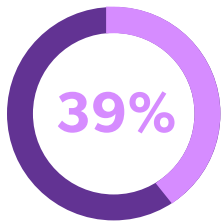


# EQUITY

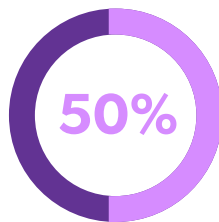


Operating under the belief that all girls deserve opportunities to reach their full potential regardless of background or circumstances, we prioritize girls and communities that need us most.

# The Need:



Only **39%** of girls said that they were a leader according to a survey by the Girls Scouts.



Over half of girls lose confidence at puberty, and **50%** of girls feel paralyzed by fear of failure during puberty (Always)



By the age of 14, girls are dropping out of sports at **twice the rate** of boys (Women's Sports Foundation)



### After School

**66%** increased their enjoyment of exercise or physical activities

**77%** increased their self-worth item after three season of After School programming

**89%** increased their leadership after one season of programming

### Teen Squad

**88%** of Teen Squad members reported that they were a role model after one season of programming.

A majority (75%) of Teen Squad participants have been exposed to violence on a personal level. Over half (56%) of participants say that either a family member or someone else they know has been attacked or seriously hurt in the past. Almost half (49%) of participants have witnessed an attack.

# Site Locations

38

Elementary School Sites

35

Game Day Sites

10

Middle School Sites

10

Teen Club Sites

## Elementary

A. Phillip Randolph Elementary School  
 Adlai E. Stevenson II Elementary School  
 Alfred Nobel Elementary School  
 Arthur A. Libby Elementary & Middle School  
 Budlong Elementary School  
 Burnham (Anthony) Math and Science Academy  
 CICS Longwood  
 Crown Community Academy of Fine Arts Center ES  
 Daniel R. Cameron Elementary School  
 Eugene Park  
 Ferdinand Peck Elementary School  
 Grover Cleveland Elementary  
 Harriet Beecher Stowe Elementary School  
 Hazelwood Elementary/Middle School  
 Herzl School of Excellence  
 Holabird Academy  
 Horace Mann Elementary School  
 Horatio G. Bent Elementary School  
 Jahn World Language School  
 James R. Doolittle Jr. Elementary School  
 Jamieson Elementary School  
 John H. Kinzie Elementary  
 John J. Pershing Magnet School for the Humanities  
 Johnson School of Excellence  
 Legacy Charter Elementary School  
 Mahalia Jackson Elementary School  
 Medfield Heights Elementary School  
 Montebello Elementary/Middle School  
 Murphy Elementary

Oakland Elementary School  
 Oliver S Westcott Elementary School  
 Richard Edwards Elementary School  
 Sheridan Elementary School  
 Visitation Catholic School  
 Washington Elementary School  
 Westport Academy  
 William E B Dubois Elementary School  
 Willye B. White Park

## Middle School

A. Phillip Randolph Elementary School  
 Alfred Nobel Elementary School  
 Daniel R. Cameron Elementary School  
 Grover Cleveland Elementary  
 Harriet Beecher Stowe Elementary School  
 Legacy Charter Elementary School  
 Mahalia Jackson Elementary School  
 Mary Gage Peterson Elementary School  
 Richard Edwards Elementary School  
 Robert J. Richardson Middle School

## Game Day

A. Phillip Randolph Elementary School  
 Albany Park Multicultural Academy  
 Ariel Elementary Community Academy  
 Bernhard Moos Elementary School  
 Boys & Girls Clubs of Chicago - Logan Square Club  
 Brian Piccolo Specialty School  
 Chicago West Side Christian School  
 Douglas Park  
 Dr. Martin Luther King Jr. Academy of Social Justice



Eugene Field Elementary School  
Eugene Park  
Helge A Haugan Elementary School  
Horace Mann Elementary School  
Johnson School of Excellence  
Kellman Corporate Community Elementary School  
Kershaw School  
King Elementary  
Laura S Ward Elementary School  
Lindblom Park  
Lorca Elementary  
Mahalia Jackson Elementary School  
New Sullivan Elementary  
Nicholson Specialty School  
Oliver S Westcott Elementary School  
Oscar DePriest Elementary School  
Pasteur Elementary School  
Perspectives Charter School - Calumet Campus  
Richard Edwards Elementary School  
Rowe Elementary School  
Sherwood Elementary  
St. Michael the Archangel School  
Turner Drew Language Academy  
Turner Drew Language Academy  
Visitation Catholic School  
West Park Elementary Academy

### **Site Based Teen Programs**

City Neighbors High School  
Collins Academy  
Denton High School  
Juvenile Temporary Detention Center  
Mercy Home for Girls and Boys  
North Lawndale College Prep  
Rowe-Clark Math & Science Academy  
Uplift Community Academy

### **Teen Lead Workshops**

Architresures  
Casa Central  
Crown Community Academy of Fine Arts Center ES  
Curie Park  
Daniel R. Cameron Elementary School  
Harpool Middle School

Harriet Beecher Stowe Elementary School  
Hyde Park Neighborhood Club  
Instituto Del Progreso Latino  
John J. Pershing Magnet School for the Humanities  
Johnson School of Excellence  
Leith Walk Elementary/Middle School  
Lindblom Park  
McGuane Park  
McMath Middle School  
Nichols Park  
North Lawndale YMCA  
North Lawndale YMCA  
Robert J. Richardson Middle School  
Rowe Elementary School  
Sheridan Park  
Strickland Middle School  
Union Park  
University of North Texas  
Washington Park  
West Lawn Park  
Westport Academy

### **Leader to Leader**

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Private Vista  
Under Armour  
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United Healthcare of Illinois



**VITAL**



We boldly embrace change, respond to the needs of girls and are passionately driven towards excellence in everything we do.

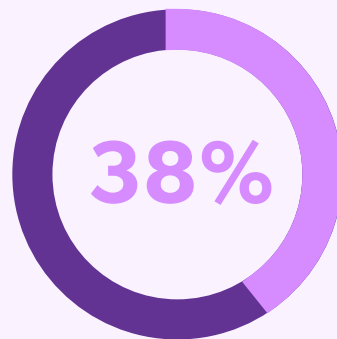
# After School

“Girls in the Game has taught me more about respect, and just being able to hang out with other girls and talk about my feelings is nice.” — Maritza, age 11

Girls’ needs today are much different than what they used to be. With the prevalence of social media, girls face many challenges from healthy body image to having time to be active. Girls in the Game provides a safe all-girl environment where girls are free to be who they are, feel confident, run around and try new things.

## Elementary

After School meets once a week for 90-minute sessions of sports and fitness, health and nutrition education and leadership development activities. We provide a safe all-girl environment where girls feel comfortable developing the skills they need to lead confident, healthy lives while engaging with the topics most important to them. With the guidance of their coaches, girls also gain grit and learn teamwork by getting out of their comfort zones and learning both traditional and non-traditional sports.



of girls in After School programs participated in more than one Girls in the Game program.

## After School

### Elementary

38 sites | 1,036 participants

### Middle School

10 sites | 198 participants



## Middle School

Girls in middle school face different challenges than in elementary school. Classes are getting harder, they deal with more “grown-up” challenges and they are starting to worry about their future. However, we see girls’ confidence drop significantly during these years making it difficult for middle school girls to succeed in these challenges.

This past year, Girls in the Game began to focus on revising the curriculum for Middle School programming to provide impactful programs that age with girls. Through focus groups and surveys from girls and parents, we developed the Middle School curriculum to be more leadership-based, more closely modelling our Teen Programs than our Elementary School curriculum. Because of that, girls in Middle School programming have the opportunity

to select the sports, health and leadership topics they will address for each season, providing them choice and allowing more buy-in to the activities. We use an updated version of the curriculum that reflects what girls have told us that they want to hear, including curriculum that is more discussion-based so that girls are able to work through leadership topics in conversation with their friends.

From anti-bullying lessons and positive body image exercises to role modeling healthy eating and exploring positive family relationships, our health and leadership curriculum aims to address the ever-changing needs of girls. Under the supervision of their coaches, they learn how to peer-lead and coach elementary school programs. They also begin to build networking skills and learn about their future as they participate in Leader-to-Leader interviews with leaders in their community or school.



# Game Days

Game Days are free three-hour sessions of our all-girl programming that take place at a school, park or other location. Elementary or middle school girls participate in three hours of traditional and non-traditional sports and fitness activities as well as interactive workshops on health, leadership and life skills, with a heavier emphasis on leadership for older girls. We provide the coaching staff, the necessary equipment and a snack for the girls. Welcome to Girls in the Game!





# POWER OF GIRLS

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- tone
- Word choice
- facts
- Structure of argument







We believe in the power of girls. Our all-girl space creates an openness for girls to grow and discover their strength and leadership.

# Teen Programming

As girls grow up with our programs, we give them more responsibilities and opportunities to be a leader. We have a variety of exciting, girl-driven programs available for high school teens during the school year, including Teen Squad, Teen Club and Saturday Series.

## Teen Squad

Teen Squad participants train with Girls in the Game coaches on how to lead healthy-lifestyle workshops for younger

girls throughout the year. They also learn to navigate the professional world through Leader-to-Leader Interviews where they lead panel discussions with working professionals to learn more about their careers. Senior teens go to middle school After School programming and assist as coaches. Teens also attend field trips, plan an end-of-year Day of Play for younger participants and other fun activities. As an incentive, the teens earn college scholarship money for their participation.

124

Girls in Teen Squad

80

Teen Club participants

64

Saturday Series participants



“Growing up I had many issues with low self-esteem, like being shy, not wanting to try new things and feeling worthless and underestimated because of my gender. Joining this program, I met tons of girls who felt the exact way I did, I even saw signs of low self-esteem in some of the younger girls I met. This made me feel a little better just by knowing I wasn’t the only one experiencing this, but it also broke me to see that so many girls feel this way.” — *Toneshia, Teen Squad Member*

**29**

Workshops

**407**

younger girls served

### Teen Club

Girls in the Game aims to provide girls with programming for any girl who needs it in spaces convenient to them. Teen Club is a site-based program for teen girls that takes place at high schools, community centers or other facilities during school hours. The teens learn to lead by coaching groups of younger girls, have a safe space to discuss health topics and invest in their future participating in Leader-to-Leader interviews with school staff and other professionals in their communities.

### Saturday Series

From yoga classes with a certified instructor to learning about self-defense in a boxing class, the first Saturday of each month during the school year is filled with health, leadership and sport workshops for teens to attend. Girls from all over can come to one or all sessions, allowing girls from different programs to meet. To showcase the accomplishments teens have made through the sessions, they receive a certificate of completion.



We believe in the power of girls. Our all-girl space creates an openness for girls to grow and discover their strength and leadership.

# Residential Programs

At Girls in the Game, we strive to bring our programs to the girls who need us most. Our trauma-informed approach ensures that no matter what background or experiences a teen has gone through before entering our space, she feels safe and respected. We create an open environment and listen to the teens each week and ask what types of activities or topics they want to explore.

## Juvenile Temporary Detention Center

In 2016, we introduced programming to the Cook County Juvenile Temporary Detention Center (JTDC) on Chicago's Near West Side. Each week our coaches work with girls ages 13 to 17 at the center to teach them how to be leaders, be involved in their communities and give them the space to be active and

have fun. We look forward to continuing to deepen our impact and programs in the center, and we continue to work with these girls once they are released back into their communities.

## Mercy Home's Walsh Girls Campus

New this year, Girls in the Game now offers 12-week Teen Club programming at the Mercy Home for Boys & Girls at their Walsh Girls Campus. Mercy Home is a residential program for youth in Chicago, where girls live full-time. Through our programs at Mercy Home, teens stay active through team and individual sports, learn about potential careers and have a safe space to discuss the issues most important to them with their coaches and peers.

**Girls are the fastest growing segment in the juvenile justice system** (Youth First, 2017), we have stepped in with the only fitness or sports-based program available to teen girls at the Cook County Juvenile Temporary Detention Center.

53

Number of JTDC girls

12

Number of Mercy Home Girls

"We find great value in ensuring that our court-involved youth are given the same opportunities as their peers in their communities. Our partnership with Girls in the Game ensures better opportunities for JTDC residents, and we believe court-involved girls would benefit from participating in Girls in the Game programs when they return to their communities."

— Anna Buckingham, Director of Gender Services, Cook County Juvenile Temporary Detention Center



# WHOLE GIRL





We nurture the whole girl. Our programs encourage physical and emotional health and promote active minds, bodies and hearts.

# Summer Programming

Girls in the Game summer programming provides a safe place to play and be active. Girls who are sedentary in the summer months lose more knowledge from the previous school year and come back at a disadvantage in the fall. Girls in the Game offers three summer programs to keep girls learning and active. Summer Camp, Summer Squad and the Youth Triathlon Team.

## Sports & Leadership Summer Camp

For 23 years, we have offered our Sports & Leadership Summer Camp at one of Chicago's parks, providing free transportation to girls from all over Chicago. Summer Camp provides four weeks of fun for girls ages 7-13, with additional leadership programs for middle school girls. Girls make friends from all over the city, learn new sports with guest coaches, swim daily in the pool, go on field trips and learn about health and leadership. Girls also receive a free lunch and snack every day before they go home. We celebrate a successful camp season with three nights at Camp Shaw-Wa-Nas-See, with many girls leaving the city for the first time.

## Summer Squad

For teens wanting to build their resume during the summer, our Summer Squad program creates an opportunity for teens to practice leading healthy-lifestyle workshops for younger girls, participate in college visits and Leader-to-Leader Interviews at businesses and learn about health topics over the course of the summer. From learning boxing to balancing a checkbook, we host guest coaches from local businesses and organizations to give Summer Squad unique experiences.

## Youth Triathlon Team

The Girls in the Game Triathlon Team is a free program that brings in expert coaches and volunteers to help girls build the skills needed to run, bike and swim across the finish line of a youth triathlon. Some of our participants are learning these skills for the very first time; others have raced year after year with us. Go girls!

136

girls in Summer Camp

18

Triathlon participants

33

Teens in Summer Squad



# WHOLE GIRL





We nurture the whole girl. Our programs encourage physical and emotional health and promote active minds, bodies and hearts.

# Days of Play and Clinics

Participants of these one-time events get an idea of what Girls in the Game is all about—bringing girls together to get them excited about health, leadership and physical activity.

## Days of Play

On days with no school, many girls are stuck inside or can't be active because their neighborhood is unsafe. We're addressing this problem by offering full-day healthy-lifestyle workshops open to all girls who participate in Girls in the Game programs. Coaches, including teen

coaches, lead girls through rotations of our sports, health and leadership lessons for a fun day where girls from all over Chicago come together to play and learn. We hold Days of Play twice a year in the winter and spring on non-school days.

## Spring Break Clinic

Over Spring Break, Girls in the Game offers a week of sports, health and leadership activities for girls to do while they are not in school. Girls stay busy and active while meeting girls from all over the city and learn new activities from expert guest coaches.

277

Days of Play  
Participants

21

Spring Break Clinic  
Participants

“My favorite part was that there are no boys here, and we're learning how to work together.”

—Deanna, age 10





# DIVERSITY



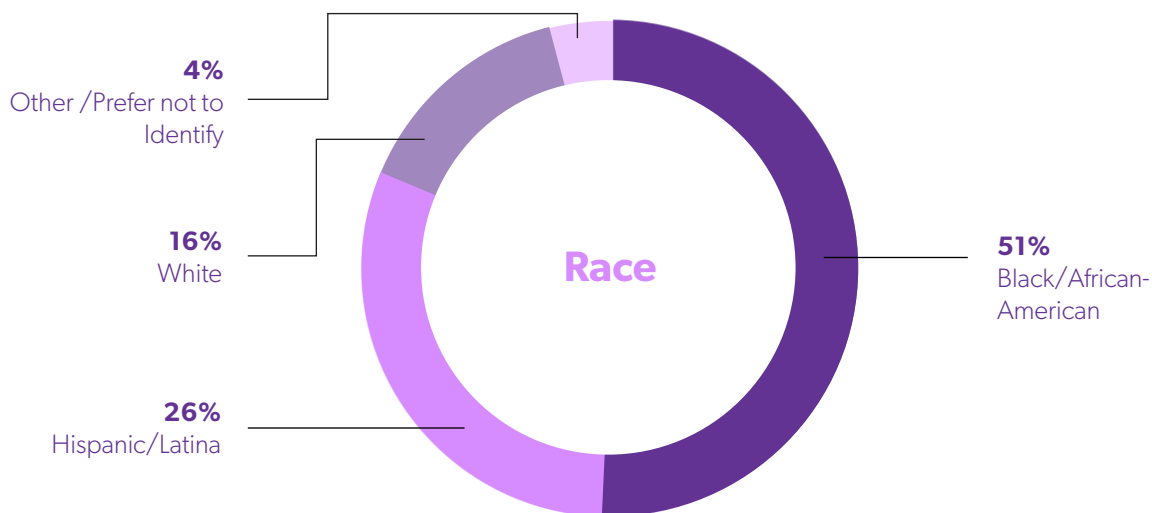
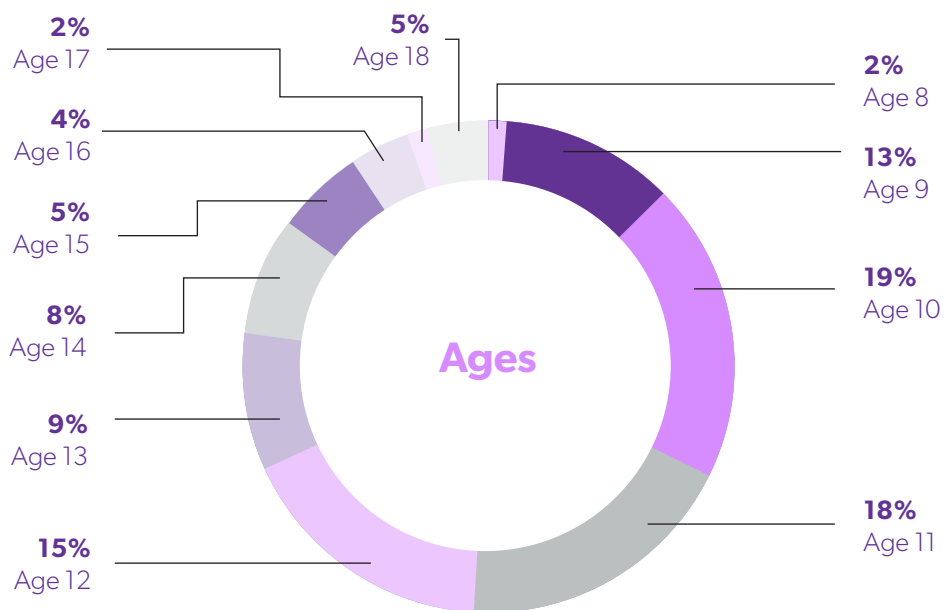


We are stronger as a whole team than we are as individuals, and we recognize the unique contributions of all.

# Demographics

**We celebrate diversity.**

Our programming is available to girls around the ages of 7 to 18 of any background or race. Every girls deserves a platform to build her leadership skills.





# QUALITY





We aim for quality.

# Financials

We are thoughtful stewards, results-oriented and data-driven. Above all, we work with an ongoing awareness of the needs of girls and are tireless in our efforts to meet them.

## Current Liabilities

**Total Current Liabilities**      **\$93,124**

## Net Assets

Unrestricted	\$355,255
Temp restricted	\$196,500
Permanent Restricted	\$125,000
<b>Total Net Assets</b>	<b>\$676,755</b>

## Expenses

Program	\$1,171,197
Fundraising	\$210,035
Administration	\$108,684
<b>Total Expenses</b>	<b>\$1,489,916</b>

## Revenues

Grants	18%
Special Events	26%
Corporate Giving	20%
Individual Giving	9%
Contractual Exchange for Rent/Utilities	8%
In Kind	10%
Program Fees	9%
Other, Investment Income, Government	1%
<b>Revenue</b>	<b>\$1,504,770</b>

*Interns provide a valuable service to the organization which would otherwise need to be purchased. These services, however, do not meet the definition of specialized services and, accordingly, are not reported as revenue. For the year ended June 30, 2018 the interns contributed 5,313 hours of service at a value of \$79,695.*



# COURAGE





We strive for courage. Recognizing the value in taking risks, we are gritty, brave and resourceful, resulting in better outcomes and successes.

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Thanks to our donors, we can we are able to build a safe environment where all girls can take risks and become brave.

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### \$250-\$999

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Continental Painting & Decorating, Inc.  
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Crowe Foundation  
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Tampico  
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Valliance Bank  
Wasserman  
Women in Sports and Events  
Zurich North America

### \$1,000-2,499

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BP Foundation Inc  
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Bulley & Andrews  
C&W Services  
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First Ascent Climbing  
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# TEAMWORK

Through partnerships and relationships, we will create stronger, healthier communities and a positive, cooperative environment.

## Individual Donors

Thank you to our individual donors who are such a valuable part of the Girls in the Game team. Due to our dedicated donors, we can we are able to build a safe environment where all girls can grow up to be leaders.



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## Volunteers and Interns:

Thank you to our volunteers and interns whose passion for our cause helped us succeed this year. From playing jump rope with the girls to helping in the office, we are proud to have you as a part of the Girls in the Game team.

"The young ladies have so much energy, and they had me smiling the entire time. Their energy was contagious!"

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"I love that my job allows me to participate with great organizations like Girls in the Game."

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Austin Yapora



**Girls in the Game**

**Chicago**

Douglas Park  
1401 S. Sacramento Dr.  
Chicago, IL 60623  
312.633.4263

**Baltimore**

PO Box 6166  
Baltimore, MD 21231  
234.575.2170

**North Texas**

PO Box 150674  
Dallas, TX 75315  
234.575.2170

[girlsinthegame.org](http://girlsinthegame.org)

