



**girls** in the  
**game**



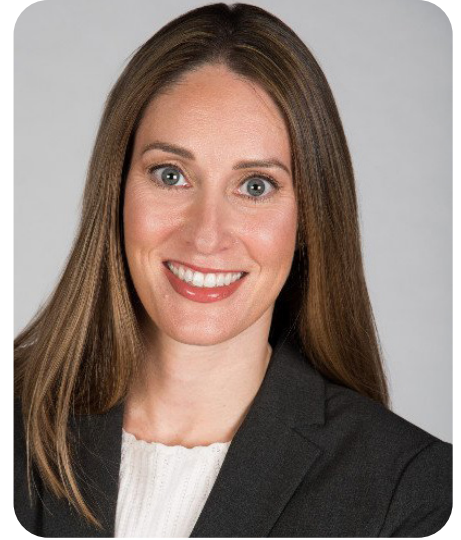
**Girl  
Powerful**

**Annual Report 2021 - 2022**

Dear Friends,

We started the 2021 - 22 fiscal year with optimism and hope. Looking back to July 2021, the COVID-19 pandemic was in its second year, and the accessibility of vaccines, boosters and treatments were helping all of us to emerge from the most severe restrictions. Schools were open for in-person learning. After school activities were resuming. The world seemed to be returning to normal. Guided by health and safety protocols, we scheduled our programs, trained our coaches and excitedly returned to in-person programming.

Despite careful planning, circumstances beyond our control emerged as we soon found ourselves challenged by short-staffed schools, new COVID variants and surges, canceled programs, and coaches who were sick and needed to quarantine. In many ways, the complications seemed greater than those we encountered during the height of the pandemic.



At Girls in the Game, girls learn not to give up when things are tough. That perseverance, or grit, allows them to deal with the difficulties they will inevitably face during their lives. We do not just want them to survive those challenges, but to thrive in spite of them. That's girl powerful.

As an organization, last year we found ourselves facing unexpected challenges. Just like we educate the girls in our programs, we wanted not just to survive, but to thrive. We needed to be girl powerful too. We worked closely with school partners to adjust our programs in a way that worked with their individual school needs and helped with their own struggles. We were creative in figuring out how to staff our programs and find the coaches we needed. We continued to be responsive to the needs of the girls and their communities.

Amidst the challenges, we also celebrated achievements like our *What Girls Need Now* needs assessment of girls in Chicago's west side neighborhoods. Our comprehensive curriculum revision was completed, resulting in programs that are trauma-informed, healing-centered, relevant to the needs of girls and most importantly, fun. We engaged with teens in new ways and continued to be responsive to what they needed, scheduling virtual college panels and hosting programs around stress relief.

It wasn't a perfect year. It never is. But we're proud of our resilience and the lessons we learned. We built stronger community and school partnerships. We improved the quality of our programs and, as a result, were better prepared to meet the unique needs of girls returning to in-person learning after the challenges of the pandemic. We brought attention to issues facing girls on the west side, giving a voice to those who are too often silenced. Most importantly, we never lost sight of our north star- to ensure all girls have the opportunities they deserve to grow into healthy, strong, confident adults.

Thank you for being part of our story this past year and thank you for continuing to be part of our team. It is because of our partners, our supporters, our peers, and the communities where we work that we can continue to teach girls to be girl powerful, every day, every week, and every year.

Best Wishes,  
Michelle Salomon  
Girls in the Game Board Chair



**Mission:** At Girls in the Game, every girl finds her voice, discovers her strength and leads with confidence through fun and active sports, health and leadership programs.  
**Vision:** Girls in the Game empowers all girls to be gamechangers.

Girls in the Game is a nonprofit organization based in Chicago (and beyond!) that engages school-aged girls in sports programming to develop health, leadership, and life skills. Our programs include After School, Sports and Leadership Summer Camp, Game Days, Clinics, Days of Play, and Teen Squad and Teen Club. Most sessions are free of charge to participants - sponsored primarily through grants, corporate partnerships, individual donations and special events. By providing safe spaces that foster relationship building, we create stronger, healthier, resourced communities that allow our programming to go beyond the walls of a gym or classroom.

This document is intended to provide an overview of our impact for FY 2021 - 2022. More information about programming, impact, or how to get involved can be found on our website: [girlsinthegame.org](https://girlsinthegame.org)





“Girl Powerful to me means that us girls are living the way we’re supposed to - we are strong, we are beautiful and we are powerful... As women, we struggle for the recognition that we deserve and are often overlooked. I’m hopeful for a better future, though. One where girls won’t have to think about whether they’ll be overlooked or not.”

-Kiara, Girls in the Game Class of 2022

“One thing that Girls in the Game has helped me recognize about my own power and strength is my ability to help to create change...Girls in the Game has shown me what I’m capable of and allowed me to show other young girls what I’ve been taught to help to create even more change, both for our communities and ourselves.”

-Stephanie, Girls in the Game Class of 2022



“Girls in the Game has helped me to recognize my own power and strength through mentoring younger girls, learning more about people personally and learning how to coach... whatever my future holds, I have learned that no matter what you do with your life, you will always have a home with Girls in the Game.”

-Markisha, Girls in the Game Class of 2022



# Program Overview

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## Chicago After School

**Total served: 839**

In Girls in the Game's After School program participants play sports, learn about healthy lifestyle choices, and improve their leadership skills in an all-girl setting. Typically, ninety-minute sessions take place weekly for up to three 10-week-long seasons from October to June.

Girls in elementary school engage in play-based activities to increase their physical activity and knowledge of sports, health, and nutrition while building social emotional learning skills through discussions and activities around topics such as conflict resolution, teamwork, bullying, and advocacy. Middle school girls get additional leadership development including choice over curriculum, exposure to our coaches' training, and coaching experience.

Girls learn traditional sports such as basketball, flag football, and soccer as well as nontraditional activities like yoga, jump rope, and Ultimate Frisbee. Every program week, coaches and girls celebrate an Athlete of the Week who is recognized for her teamwork skills, effort, and commitment to the group and the program. By connecting girls to sports in the context of health and leadership, we help them stay active, build confidence, and become more capable leaders.

## Chicago Game Days

**Total served: 627**

Game Days are one-day events held in a variety of Chicago neighborhoods. Over the course of the year, girls will participate in 1.5 to 3 hours of traditional and nontraditional sports as well as workshops on health and leadership. Game Days are often hosted at potential After School sites and serve as the first impression of our programs for many participants and their families. We also hold Game Days at sites where we run elementary and middle school programming to recruit new girls.

# Chicago Sports and Leadership Summer Camp

**Total served: 42**

Summer Camp brings girls ages 7-13 from across Chicago together to experience new sports and learn about healthy lifestyles and leadership topics. Girls participate in four weeks of full-day, day camp and attend field trips. Girls in the Game provides daily complimentary bus service to ensure that girls have safe transportation to and from camp. We also employ teens as counselors and counselors-in-training; we prioritize program alumnae for staff positions to continue their professional development and provide the best role models to younger Girls in the Game participants.

## Teen Squad

**Total served: 85**

Teen Squad provides Chicago teen leaders the opportunity to earn scholarships for college while improving their self-esteem and leadership skills. Members of Teen Squad lead health and leadership workshops for younger girls in the community and participate in fitness activities along with younger participants to set a positive example of healthy living. In exchange, members earn scholarships for higher education and other incentives through a tiered rewards system. In addition to leading workshops for younger girls, Teen Squad members participate in Leader-to-Leader Interviews where they meet with panels of professionals in a variety of different roles and industries and interview them about their backgrounds and careers. Teens prepare and lead the interview and use the opportunity to educate the panelists about the needs and issues facing teen girls today. The program is year-round and citywide.

***“My biggest takeaway from Teen Squad so far this year is that no matter where or who you are there will always be someone who understands you and is there for you.”***



*"I was able to learn information that I was scared to ask my parents about, I figured out my career path, I learned more about myself, I learned healthy habits, and most of all I gained confidence!"*





# Alumnae Network

In FY22, Girls in the Game launched our official Alumnae Network. Through the creation of the Alumnae Network, Girls in the Game will connect participants from across the organization's 27-year history. This network will build on Girls in the Game programs to serve girls personally and professionally as they emerge into young adulthood and beyond. In a survey of alumnae, networking events, opportunities to volunteer with and mentor younger girls, professional development opportunities, and social events to meet and connect with other alumnae were identified as the main offerings that alumnae want to see the Network provide. In FY22, 70 Girls in the Game alumnae indicated that they would like to be involved in the Alumnae Network moving forward.

# Teen Club


**Total served: 90**

The site-based Teen Club adapts our traditional programming to dive deeper into needed topics. It is used to engage girls ages 14 to 18 who we aren't currently reaching through Teen Squad due to family obligations, part-time jobs, or lack of transportation. Teen Club meets girls where they are by entering school spaces to work with teens. We utilize small groups and lunch periods during school time once a week for three 12-week-long seasons.

# Teen Advisory Council

The Teen Advisory Council (TAC) was started as a pilot project to deepen teen leadership in Teen Squad and Girls in the Game as a whole. Four members of Teen Squad participated in this initial launch of the TAC, including three seniors and one sophomore student. Through monthly meetings, members of the Teen Advisory council honed their leadership, goal-setting, communication, and advocacy skills while planning Teen Squad's End of Year celebration from start to finish! In partnership with Chicago Adventure Therapy, the TAC organized a rock-climbing event for their peers, followed by a picnic and celebration for Teen Squad members and their families.

# Schools Served

A person with long hair, wearing a grey hoodie and dark pants, is seen from behind, holding a basketball with both hands. They are standing on a wooden gymnasium floor. In the background, another person is visible near a basketball hoop. The gymnasium has white walls and a wooden floor with black lines.

## Elementary After School

Willa Cuther Elementary School  
CICS West Beldon  
Brighton Park Elementary School  
John B. Murphy Elementary School  
Spencer Math and Science Academy  
Harriet Beecher Stowe Elementary School  
Liberty Elementary School  
Daniel Burnham Elementary School  
Chalmers School of Excellence  
Lawndale Elementary Community Academy  
Alfred Nobel Elementary School  
Nathan Hale Elementary School  
Reavis Elementary Math and Science Specialty School  
Jose Clemente Orozco Elementary Fine Arts & Science  
Robert J. Richardson Middle School  
William P. Nixon Elementary School  
Richard Edwards Elementary School  
Budlong Elementary School  
Volta Elementary  
Sidney Sawyer Elementary School  
Morton School of Excellence  
Charles Evans Hughes School  
Howe Elementary School  
Enrico Tonti Elementary School

## Leader to Leader Sites

Bailey Edward  
Creeden  
Dawn McKenna Group  
Dick's Sporting Goods  
Leopardo  
Nike  
Power Construction  
Salesforce  
Wilson Sporting Goods



## **Sports and Leadership Summer Camp**

Eugene Park  
Lions for Hope Sports Complex  
West Lawn Park  
Gately Park

## **Game Days**

CICS West Belden  
Arnold Mireles Academy  
John B. Drake Elementary School  
Daniel Burnham Elementary School  
George B. McClellan Elementary School  
Victoria Soto High School  
Manuel Perez Elementary School  
Walt Disney Magnet School  
Alexander Graham Elementary School  
Frank W. Gunsaulus Scholastic Academy  
James R. Doolittle Jr. Elementary School  
Hyde Park Neighborhood Club

## **Middle School After School**

Armistead Gardens Elementary/Middle School\*  
Baltimore Design School\*  
Willa Cather Elementary School  
Hamilton Elementary/Middle School\*  
Harriet Beecher Stowe Elementary School  
Higgins Community Academy  
Budlong Elementary School  
Perspectives Middle Academy  
Marian Azuela Elementary  
CICS Longwood  
Sidney Sawyer Elementary School  
Ambrose Plamondon Elementary School  
Charles Evans Hughes School  
Perspectives/IIT Math and Science Academy  
Perspectives Charter School - Rodney D Joslin

## **Teen Club**

Cristo Rey Jesuit High School  
CICS Longwood  
Orr Academy HS

## **Clinics**

Archer Park  
Independence Park  
Eugene Park

# Scholarship Money awarded through Teen Squad for College

Chicago: **\$33.4 K**

*“Teen squad has been an escape from stress. It ha[s] provided a safe place for me to express myself and to get to know others.”*



Chicago Teen Squad member Markisha Ford spoke to PepsiCo employees about internship opportunities while at a resume-building workshop early in the school year, and when she was presented with the opportunity to apply for a summer internship, she immediately acted and was ultimately accepted into one of five slots for the summer. The six-week internship provided the opportunity to learn about the various career fields with the company.

Another Chicago Teen Squad member was named a Cubs Scholar this past year. Soley Gevorgiz, a junior during the 2021-22 school year, took part in the program through which, Cubs Charities hosts a series of workshops including resume building, interview skills, and more, and provides a \$20,000 scholarship upon the scholar's enrollment in a four-year college. This support, both financially and professionally, will have a profound impact on Soley's future.



# Baltimore

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**Total Served: 119**

**After School: 86 | Teen Squad: 12 | Teen Club: 21**

**Scholarships Awarded: \$3.4k**

In FY22, programming in Baltimore consisted of After School, Teen Club, and Teen Squad. There was a total of 34 different events offered for Teen Squad participants. Baltimore Teen Squad participants were able to earn scholarship dollars for attending events such as Leader to Leader interviews and different trainings. After School participants engaged in a variety of sports, health, and leadership activities. We also continued to grow our middle school programs in Baltimore, increasing the number of middle school sites over previous years and increasing opportunities for long-term involvement for girls in Baltimore.

## School Served

### **Baltimore Elementary School After School**

Patterson Park Public Charter School  
Patterson Park Public Charter School  
Clay Hill Public Charter School

### **Baltimore Middle School After School**

Armistead Gardens Elementary/Middle School  
Baltimore Design School  
Hamilton Elementary/Middle School  
Patterson Park Public Charter School

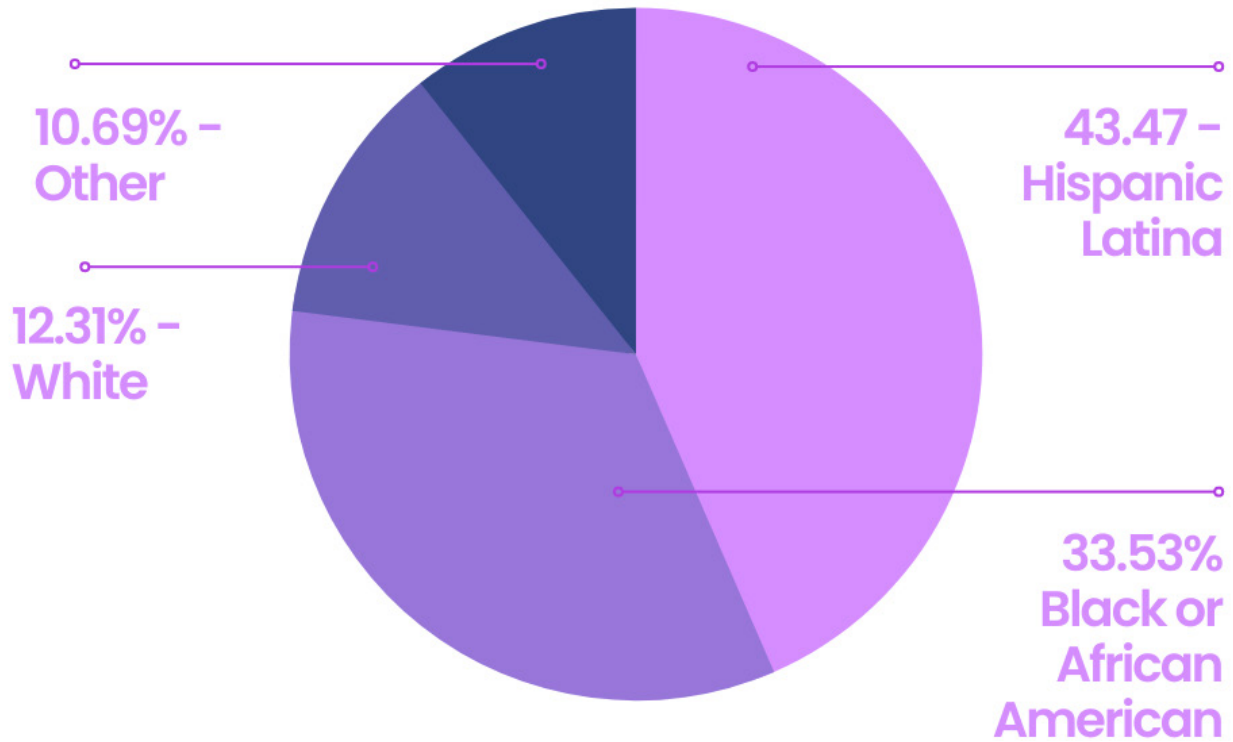
### **Baltimore Teen Club**

Baltimore Design School  
Baltimore Polytechnic Institute



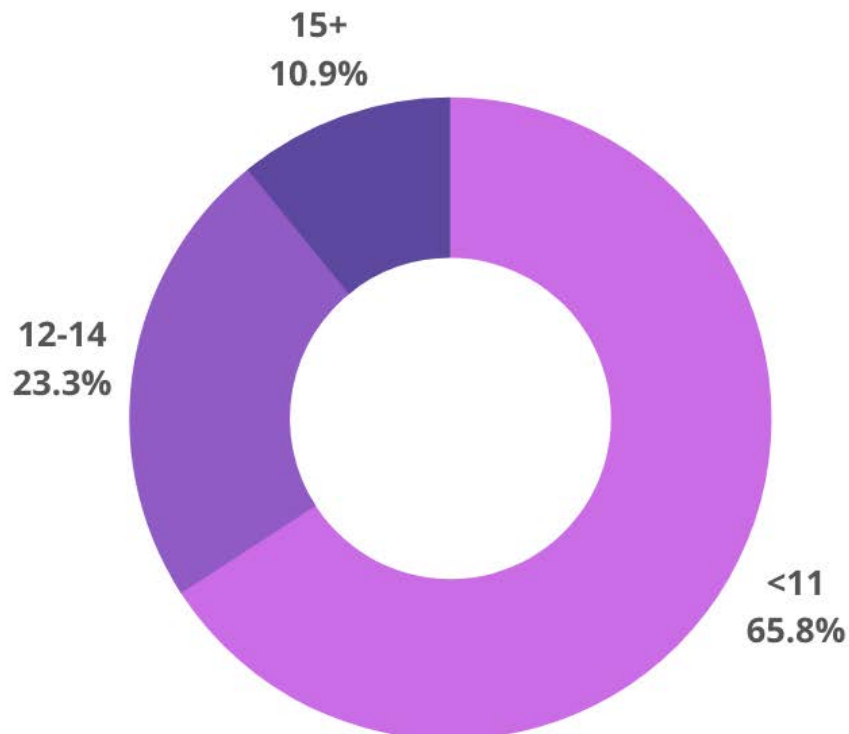
# Race Demographics

ACROSS ALL PROGRAMS



# Age Demographics

(across all programs)





girls in the game

girls in the game  
Coach Lauren

girls in the game

# Financials

## Current Liabilities

Total Current Liabilities: \$172,112

## Net Assets

Without donor restrictions:

\$611,341

With donor restrictions: \$392,500

Total Net Assets: \$1,003,841

## Expenses

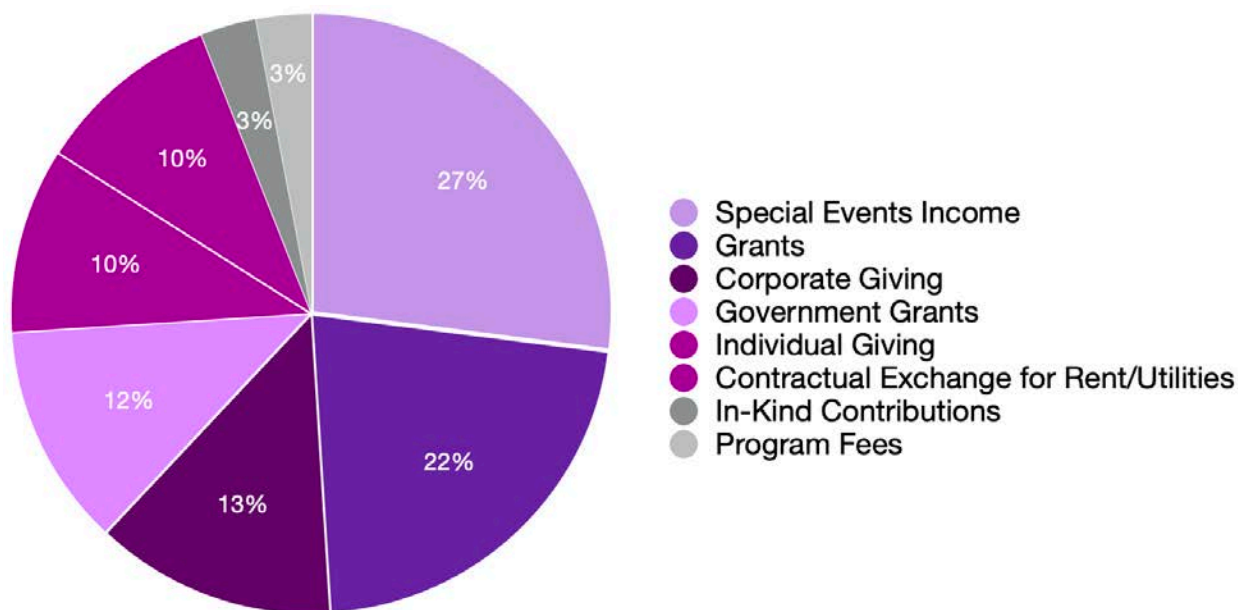
Program: \$1,066,059

Fundraising: \$417,707

Admin: \$310,414

Total Expenses: \$1,794,180

## Revenues



## Revenue Breakdown

Grants: \$402,775

Government Grants: \$227,344

Corporate Giving: \$239,431

Individual Giving: \$184,974

Special Events: \$513,858

Contractual Exchange for Rent/Utilities: \$190,608

In-Kind Contributions: \$57,970

Program Fees: \$52,970

Investment Income: \$62

**Total Support and Revenues : \$1,869,547**

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 that ended June 30, 2022, the interns contributed 4,270 hours of service, at a value of \$64,050.



# WHAT GIRLS NEED NOW

At the beginning of 2021 Girls in the Game staff and leadership asked themselves: "how can we better serve girls on the West Side?" This led to a series of conversations with residents, stakeholders, and girls on Chicago's West Side about what resources and gaps currently exist in their communities. The result was the "What Girls Need Now Report".

A summary of key findings provides a snapshot of how residents of Austin, East Garfield Park, Humboldt Park, North Lawndale and West Garfield Park view their communities, including improvements they wish to see, assets that already exist in their neighborhoods and the most pressing needs for girls. Girls in the Game will use this research to help close the equity gap for girls on the West Side and build on assets in the community that help fulfill our mission to enable every girl to find her voice, discover her strength and lead with confidence.



## Four Areas of Key Concern for Girls on the West Side

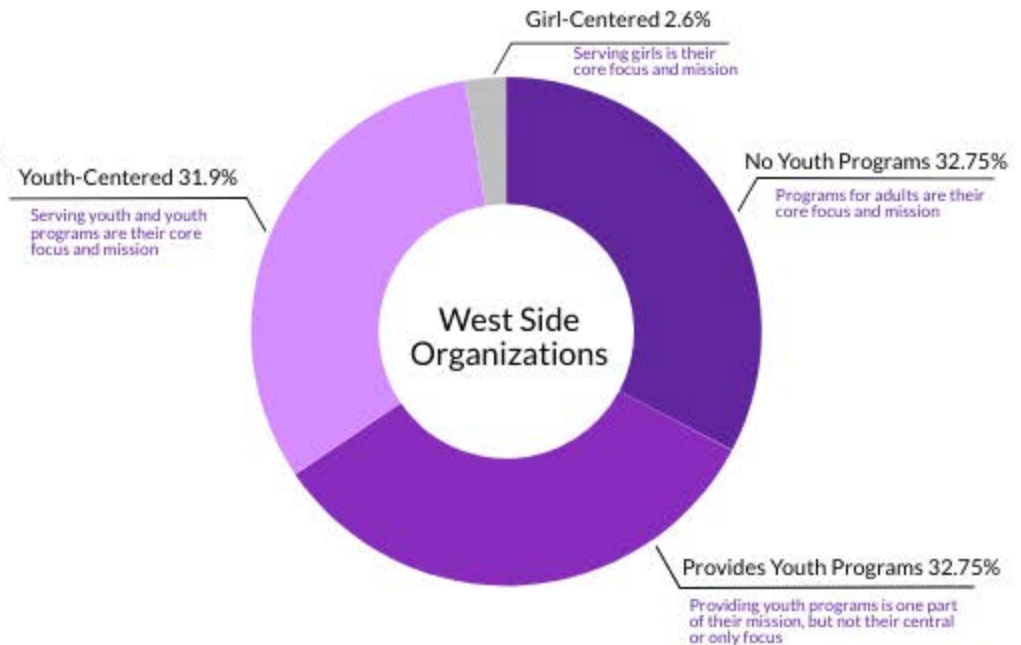


## West Side Asset Map

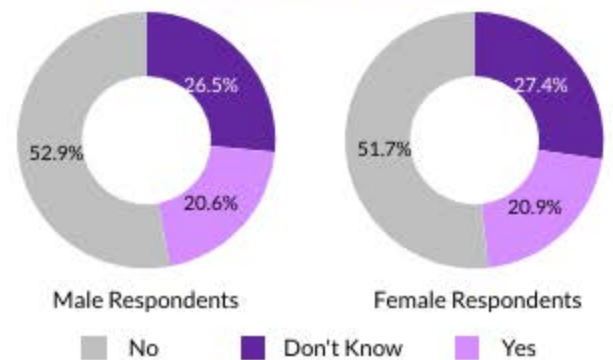
Our team of Community Researchers mapped the assets available on the West Side, along with organizations that focused on girls specifically. Of the organizations with a brick and mortar presence on the West Side (so citywide organizations are excluded), only 2.6% focused on girls.

*"I think it's almost as if we've gotten robbed of the privilege to have a childhood. Like we don't get to see little girls do little girl things, and you don't have that 'luxury'. It's almost like, all right, I've got to hurry up and get grown so I could fend for myself and take care of myself."*

- Focus Group Participant



### Do girls feel safe in their communities?



## Girls in the Game Action Plan

- Increase emphasis on safety
- Increase social emotional learning
- Strategic organizational development
- Including parents and guardians
- Develop community partnerships

Read the full report with our complete action plan, data, asset maps and more.

*"I enjoyed how the coaches made it more comfortable for us newcomers."*



# Evaluation Findings

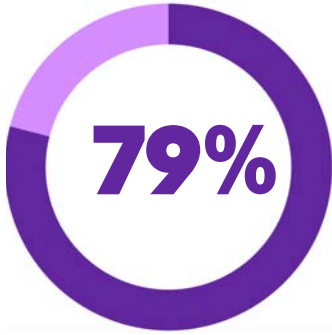
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## 2021-22 Girls in the Game After School Program

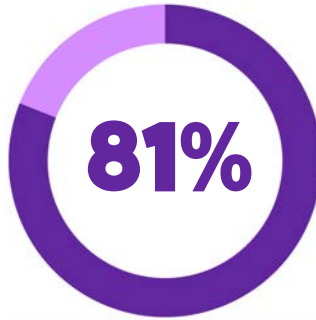
For over 16 years, Girls in the Game has partnered with Loyola University Chicago to assess participant impact and program quality. The 2021-22 school year marked a return to in-person programs following a mostly virtual year due to COVID-19. However, 2021-22 was still not a “typical” program year for Girls in the Game. During the year, participants had to adjust to being back in-person, while still dealing with disruptions due to COVID. While some programs continued to take place in-person, other shifted to the virtual space again. However, despite all the challenges, we know that girls are strong, and that our programs provide a safe space to be themselves, release stress and connect with peers and coaches. The Girls in the Game 2021-2022 program evaluation examined the ways in which the Girls in the Game After School, Middle School, Teen Club, and Teen Squad programs supported the physical and psychological well-being of their participants.



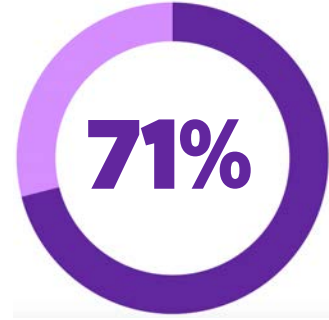
## After School: Elementary



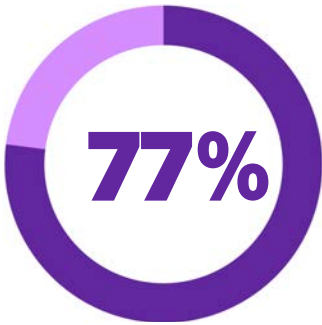
of girls maintained or improved their safety awareness



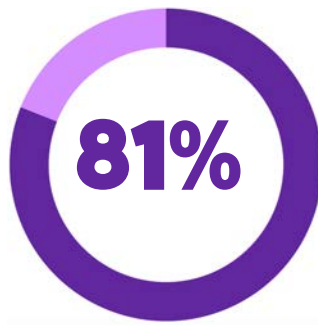
maintained or improved their calmness score (i.e. went from “jitter” to “calm”)



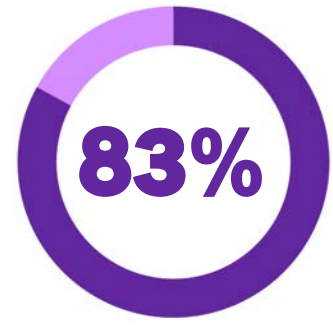
maintained or improved their leadership score



maintained or improved their self-awareness



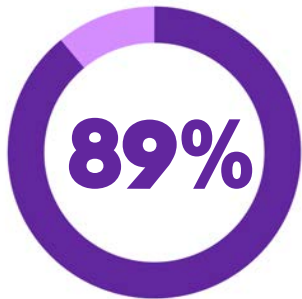
reported having fun at Girls in the Game



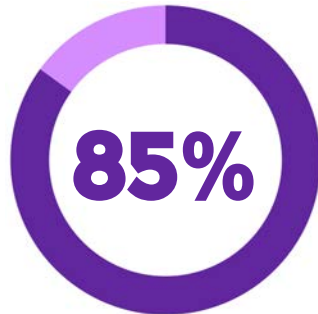
reported feeling safe and comfortable at Girls in the Game



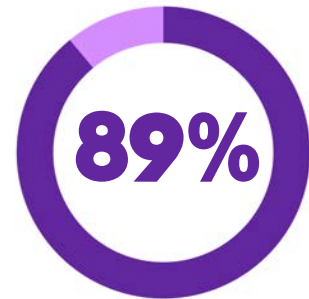
## After School: Middle



feel safe and comfortable at Girls in the Game



feel good about themselves at Girls in the Game



can feel like they can be themselves at Girls in the Game

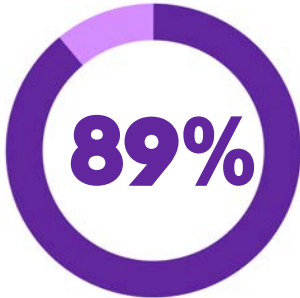
## 2021-22 Girls in the Game Teen Programs

Teen Squad girls reported significant improvements of college preparedness over the course of programming. In addition, they reported significant improvement in an aspect of emotion regulation related to using coping strategies. A majority of girls maintained high levels of emotion regulation, healthy relationships, positive beliefs about their body, self-awareness, community, leadership, self-efficacy, and self-esteem over the course of programming.

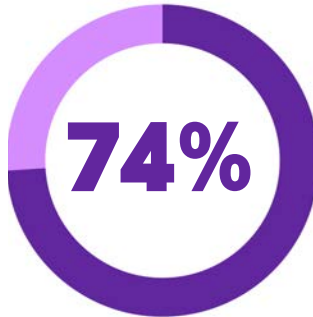
When asked about their favorite parts of the program, sports and games were the most popular response by girls in Teen Club, followed by the conversations that took place in the program. The majority of girls (85% and more) said Girls in the Game met their expectations and many added that they learned a lot and had fun. The majority also reported that they would recommend the program to a friend and that they feel prepared for Leader to Leader.

# Teen Programs

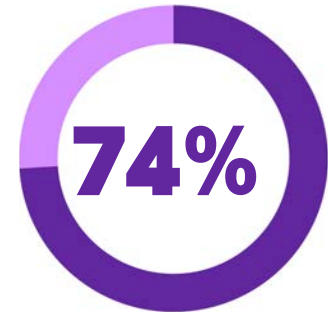
(includes findings from both Teen Club and Teen Squad Surveys)



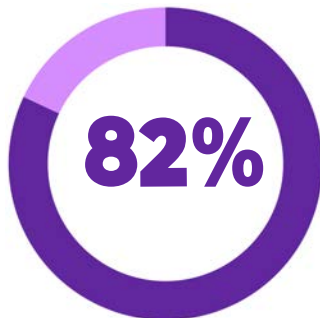
of teens would recommend Girls in the Game to a friend



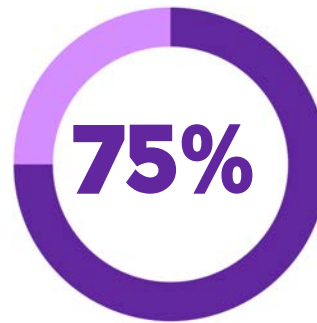
of teens maintained or improved their leadership scores



of teens maintained or improved their self-esteem scores



of teens maintained or improved their college readiness scores



of teens maintained or improved their healthy relationship goals

*"My biggest takeaway from Teen Squad so far this year has been how to better myself as an individual to help others and help myself. I have also been able to express myself more and have trust in my fellow teen members and coaches."*



A UNIA parade accompanying the first International Conference of the Negro Peoples of the World, which Soley organized in New York in 1920.

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Crown Family Philanthropies  
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Northern Trust Charitable Giving  
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PepsiCo  
Polk Bros. Foundation  
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## \$10,000 - \$24,499

Alight  
Assurance, a Marsh and McLennan Agency  
LLC Company  
Brooks Brothers  
Charles Crane Family Foundation  
Cubs Charities  
Department of Family & Support Services  
Electri-Flex  
Fulk Family Foundation  
Gatorade  
Henry and Ruth Blaustein Rosenberg Founda-  
tion  
Mirnahill Foundation  
Peoples Gas  
Pritzker Pucker Family Foundation  
Sara and Two C-Dogs Foundation  
The Boxer Family Foundation  
The Hill Group  
Whaley Family Foundation

## \$5,000 - \$9,999

Adtalem Global Education  
AIT Worldwide Logistics, Inc.  
Allstate Foundation  
Blue Cross and Blue Shield of Illinois  
Carhartt, Inc.  
CIGNA HealthCare of Illinois  
Cintas  
Chicago Real Estate Network  
Constellation Energy Group Foundation, Inc  
Core and Main Fire Protection  
Chicago Wolves  
Delta Dental of Illinois Foundation  
Dick's Sporting Goods  
Ferguson Fire and Fab  
Henkels & McCoy  
HBK Engineering, LLC  
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girls  
in the  
game

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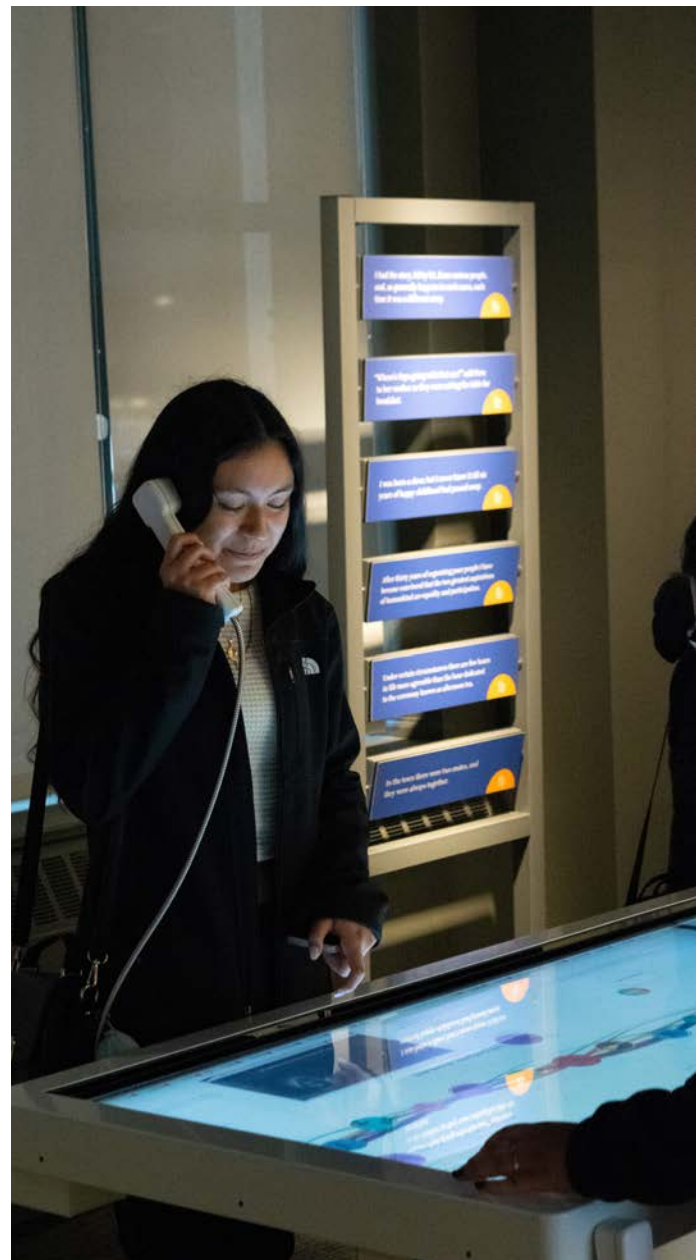
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