2018 Annual Report

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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
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
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:

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

- **1.3M**
  - Fewer opportunities for girls than boys to participate in high school sports (Women’s Sports Foundation)

- **2X**
  - By the age of 14, girls are dropping out of sports at twice the rate of boys (Women’s Sports Foundation)

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

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

- **89%**
  - Increased their leadership after one season of programming

- **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.

**After School**

- 66% increased their enjoyment of exercise or physical activities

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

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
Hersz School of Excellence
Holarbird 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**
Architreasures
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**
Akin Gump Strauss Hauer & Feld
American Airlines
Amerigroup
AT&T
AXA Assistance USA
Capital One
Clark Construction Group LLC
Ernst & Young, LLP
Fossil
Gallup
HBK Engineering, LLC
Impact Physical Therapy
InterSport
Kirkland & Ellis LLP
KPMG Corporate Finance LLC
Lifeway Foods
Peoples Gas
PricewaterhouseCoopers
Private Vista
Under Armour
United Airlines
United Healthcare of Illinois
Girl’s 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.

“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

38% 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!
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.
“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
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.

<table>
<thead>
<tr>
<th>Number of JTDC girls</th>
<th>Number of Mercy Home Girls</th>
</tr>
</thead>
<tbody>
<tr>
<td>53</td>
<td>12</td>
</tr>
</tbody>
</table>

“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
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!
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.

“My favorite part was that there are no boys here, and we’re learning how to work together.”
— Deanna, age 10

277
Days of Play Participants

21
Spring Break Clinic Participants
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 girl deserves a platform to build her leadership skills.

**Ages**
- 2% Age 17
- 4% Age 16
- 5% Age 15
- 8% Age 14
- 9% Age 13
- 15% Age 12
- 18% Age 11
- 19% Age 10
- 13% Age 9
- 2% Age 8
- 5% Age 18

**Race**
- 51% Black/African-American
- 26% Hispanic/Latina
- 16% White
- 4% Other/Prefer not to Identify
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**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Total Current Liabilities</td>
<td>$93,124</td>
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**Net Assets**

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<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>$355,255</td>
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<tr>
<td>Temp restricted</td>
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<tr>
<td>Permanent Restricted</td>
<td>$125,000</td>
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<td>Total Net Assets</td>
<td>$676,755</td>
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**Expenses**

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<th>Amount</th>
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<tbody>
<tr>
<td>Program</td>
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<tr>
<td>Fundraising</td>
<td>$210,035</td>
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<tr>
<td>Administration</td>
<td>$108,684</td>
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<tr>
<td>Total Expenses</td>
<td>$1,489,916</td>
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**Revenues**

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<th>Description</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Grants</td>
<td>18%</td>
</tr>
<tr>
<td>Special Events</td>
<td>26%</td>
</tr>
<tr>
<td>Corporate Giving</td>
<td>20%</td>
</tr>
<tr>
<td>Individual Giving</td>
<td>9%</td>
</tr>
<tr>
<td>Contractual Exchange for</td>
<td>8%</td>
</tr>
<tr>
<td>Rent/Utilities</td>
<td>10%</td>
</tr>
<tr>
<td>In Kind</td>
<td>9%</td>
</tr>
<tr>
<td>Program Fees</td>
<td>9%</td>
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<tr>
<td>Other, Investment Income,</td>
<td>1%</td>
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<tr>
<td>Government</td>
<td></td>
</tr>
<tr>
<td>Revenue</td>
<td>$1,504,770</td>
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</table>

*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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Sandy Spring Bank

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Under Armour

Mary Margaret Dineen  
Catholic Relief Services

Tochi L. Iheagwara  
Boeing

Emily Mintman  
Johns Hopkins University

Lynne Pullford  
Sandy Spring Bank

Ajay Sridharan  
Under Armour

Jennifer Stojanov  
Johnson Controls

Tracy Welsh  
Patriot Group, LLC.
Donors

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

Corporate Champion
PepsiCo

Season Ticket Holders
AON
Fossil Group
Johnson Controls
The Hill Group
United Airlines
Unitedhealthcare

$250-$999
Capstone Event Group
Chicago Red Stars
Continental Painting & Decorating, Inc.
Cortland Capital Market Services
Crowe Foundation
Fishpaws Marketplace
Grummman Butkus Associates
Houghton Mifflin
India Hicks
Industrial Pipe and Supply Co.
Navy Pier
Phoenix Fire Systems Inc.
Rory Group
S Mechanical
Studio 31a
Tampico
The American Gift Fund
United Way of Greater Atlanta
Valliance Bank
Wasserman
Women in Sports and Events
Zurich North America

$1,000-2,499
All Seasons Insulation
BP Foundation Inc
Brunch X Burn
Bulley & Andrews
C&W Services
Cozen O’Connor
Crowe Horwath, LLP
Cubby Bear
Dental Innovations
DePaul University - Department of Athletics Environmental Design International, Inc.
Ernst & Young, LLP
ESPN Chicago
Feguson Fire & Fabrication
First Ascent Climbing
Grace Power and Control
Gurtz Electric
Hamilton Partners
Hatchell & Associates
Heard Capital
Husch Blackwell
Illinois Masonry
Interior Investments Interen
J.A. Watts, Inc.
Jesse Owens Foundation
M. Cooper Heinz Giving Fund
Michael Best & Friedrich, LLP
NBC Sports Chicago
NFL
NPL Construction
Patrick Lives On Foundation
PPK Leasing
Private Vista
Quaker Oats Company
Reliable Automatic
Sprinkler Co., Inc.
Robert & Andrea Krier Charitable Fund
Schafer Condon Carter
Sitelte Interior Carpentry Inc.
Skender Foundation
Snap Inc.
Stalworth Underground Systems Hennessy Group Inc.
Taylor Electric Company, Inc.
Thorne Associates
Treluxe LLC
Turner Sports
Universal Power & Control, Inc.
Vongluekiat & Choi LLC
Wilson Sporting Goods
Wintrust Financial Corporation

$2,500-4,999
A and N Mortgage Services, Inc.
Akerman LLP
ARCO/Murray
Clark Construction Group LLC
Elks National Foundation
F3 Events, LLC
F4 Financial
Fox Sprinkler Supply Co.
Gallup
Geneva Lutheran Church
Goldman, Sachs & Co
Boy Scout Troop #37
Joseph & Harvey
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Orange Crush, LLC
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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 build a safe environment where all girls can grow up to be leaders.

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- Kathy Weber

Through partnerships and relationships, we will create stronger, healthier communities and a positive, cooperative environment.
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!"
"I love that my job allows me to participate with great organizations like Girls in the Game."


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