

**girls  
inc.**

GIRLS INC. OF TN VALLEY

**2023**

ANNUAL REPORT

*Inspiring all girls to be strong,  
smart, & bold.*



## Vision for the Future

At Girls Inc. of TN Valley, our vision is to create a world where every girl is empowered to reach her full potential and become a strong, confident, and compassionate leader. We envision a future where girls from all backgrounds have access to quality education, mentorship, and opportunities that enable them to break barriers, pursue their dreams, and make a positive impact in their communities and beyond.

## Who We Serve

At Girls Inc. of TN Valley, our mission is centered around empowering girls aged 6 to 18 from diverse backgrounds, including those from low-income families, underrepresented communities, and those facing systemic challenges. We believe that every girl deserves equal access to opportunities and resources, regardless of her socioeconomic status or background.

## Serving Knox, Blount, and Anderson Counties

Girls Inc. of TN Valley proudly serves the communities of Knox, Blount, and Anderson counties.

We are dedicated to ensuring that girls in these areas have access to the resources and opportunities they need to thrive, succeed, and lead.



# Why This is Important

Empowering girls is not just a noble cause; it is essential for building a better future for our communities and society as a whole. By investing in the development of girls, we are shaping strong, resilient, and compassionate leaders who will create a positive impact in their families, workplaces, and the world at large.

## 01 Breaking Barriers

Many girls face societal barriers and stereotypes that limit their aspirations and potential. By providing them with quality education, mentorship, and skill-building opportunities, we empower them to break free from these constraints and realize their dreams.

## 02 Nurturing Confidence

Self-confidence is a key factor in a girl's ability to achieve her goals. Through our programs, girls are encouraged to explore their interests, express their ideas, and develop a strong sense of self-worth, enabling them to tackle challenges with determination.

## 03 Educational Success

Girls who receive quality education and support are more likely to excel academically and pursue higher education. This, in turn, opens doors to a wider range of career opportunities and economic independence.

## 04 Leadership Development

Empowered girls grow into confident leaders who can advocate for themselves and others. By nurturing leadership skills, we are cultivating a generation of change-makers who will address social issues and work towards a more equitable society.

## 05 Diversity and Inclusion

We are committed to creating an inclusive and diverse environment where every girl feels valued and respected. By promoting diversity, we celebrate the unique perspectives and experiences that each girl brings to our community.

## 06 Long-Term Impact

Investing in girls is a long-term strategy for building healthier, stronger communities. When we empower girls to reach their full potential, we contribute to the well-being and prosperity of our society as a whole.



# Programs We Provide to Girls

At Girls Inc. of TN Valley, we offer a wide range of transformative programs designed to empower girls and provide them with the skills and resources they need to succeed in all aspects of life. Our programs are thoughtfully crafted to address the unique challenges and opportunities that girls face, fostering their intellectual, emotional, and physical development.

Each program is designed to instill confidence, leadership, and a sense of purpose, preparing girls to become strong, smart, and bold leaders in their communities and beyond.

## 01 **STEM Education and Exploration**

Our STEM programs aim to break down gender stereotypes and encourage girls to explore the exciting fields of science, technology, engineering, and mathematics. Through hands-on activities, workshops, and mentorship from female role models, girls develop critical thinking, problem-solving, and innovation skills.

## 02 **Academic Enrichment**

We are committed to supporting academic excellence among girls. Our academic enrichment programs provide tutoring, homework help, and educational resources to ensure that girls thrive in their studies and reach their full potential in school.

## 03 **Leadership Development**

Our leadership programs equip girls with the confidence and skills needed to become effective leaders in their schools, communities, and future careers. Girls participate in workshops, seminars, and team-building activities that nurture their leadership potential and empower them to take initiative.

## 04 **Health and Wellness**

We believe in nurturing the overall well-being of girls. Our health and wellness programs promote physical fitness, mental health, and healthy lifestyle choices. Girls engage in sports, yoga, and mindfulness activities to build resilience and maintain a positive self-image.

## 05 **Financial Literacy**

We prepare girls for financial independence and success through our financial literacy programs. Girls learn about budgeting, saving, investing, and entrepreneurship, empowering them to make informed financial decisions.

## 06 **Media Literacy and Self-Expression**

Our media literacy programs empower girls to navigate the digital world safely and critically. Through workshops on social media, body image, and self-expression, girls develop media literacy skills and learn to celebrate their unique identities.

## 07 **Career Exploration and Mentorship**

We introduce girls to a diverse range of career opportunities and provide mentorship from accomplished female professionals. Through career panels and shadowing experiences, girls gain insight into various fields and build supportive networks.

## 08 **Community Service and Advocacy**

Our community service programs encourage girls to become active and engaged citizens. Girls participate in community projects, advocacy campaigns, and service activities, developing a sense of responsibility and compassion towards others.

## 09 **College and Career Readiness**

We support girls in their journey towards higher education and successful careers. Our college and career readiness programs offer guidance on college applications, scholarship opportunities, and career planning.

At Girls Inc. of TN Valley, we are committed to providing a safe, inclusive, and empowering space where girls can learn, grow, and thrive. Through our diverse range of programs, we strive to instill in each girl the belief that she has the power to shape her future and make a positive impact on the world around her. We are proud to witness the transformation of girls into confident, strong, and compassionate leaders who are ready to take on the challenges of tomorrow.

## New Hires

In 2023, Girls Inc. of TN Valley welcomed several new team members who have brought diverse expertise and passion to our organization. We are proud to introduce:

### **LANDY MANNING**

*Program Director*

Landy brings a wealth of experience in developing and implementing impactful programs for girls. With her leadership, we aim to expand our program offerings and reach even more young girls in the community.

### **RENEE HARLEY**

*Mobility  
Mentor*

Newly appointed as Mobility Mentor at Girls Inc. of TN Valley, Renee Harley brings over 17 years of social work experience. With degrees in Social Work, she previously served at the Knox County Health Department and Amedisys Hospice, and now empowers families through the East Tennessee Collaborative grant.

### **ALANNA KOSIER**

*Development  
Director*

We are thrilled to announce that Alanna Kosier, who has been with the agency for over 15 years, has recently moved into this role. Her exceptional fundraising and development expertise have already begun to yield results for the organization. Her dedication will enable us to secure more funds to support our initiatives.

### **NKOLIKA ANOSIKE**

*Athletics  
Director*

Nicky's passion for athletics and mentorship will empower girls to develop not only their athletic skills but also their self-confidence and teamwork. As a former WNBA athlete, Nkolika's journey will inspire the girls to believe in their own potential to achieve greatness.

## Board of Directors Leadership

Our organization is privileged to have a dynamic and dedicated Board of Directors that plays a crucial role in guiding and supporting the mission of Girls Inc. of TN Valley. Each member brings a unique set of skills, expertise, and passion for empowering girls and shaping their futures.

<b>Stephanie Haynes</b>	<b>Chair</b>	<b>Dominion Group, VP Property Management</b>
<b>Sara McCord</b>	<b>Co-Chair</b>	<b>Regions Bank, Commercial Relationship Manager</b>
<b>Heather Beck</b>	<b>Member</b>	<b>Barbara McMurray Architects, VP Dir. of Comm.</b>
<b>Bailey Serafine</b>	<b>Treasurer</b>	<b>Elliot Advisory Group, LLP Accounting Manager</b>
<b>Elizabeth Beard</b>	<b>Member</b>	<b>Sexton Automotive Owner/GM</b>
<b>Ja'Wanda Grant</b>	<b>Member</b>	<b>Maryville College, Dean of Students</b>
<b>Lisa Pierson</b>	<b>Member</b>	<b>Subaru of America, Regional Manager</b>
<b>Bailey Serafine</b>	<b>Member</b>	<b>Elliot Advisory Group, LLP Accounting Manager</b>
<b>Alex Simmons</b>	<b>Member</b>	<b>Univ. of Memphis Women's Basketball Coach</b>
<b>Jennifer Schoch</b>	<b>Secretary</b>	<b>Community Advocate</b>
<b>Keisha Waters</b>	<b>Member</b>	<b>CASA TN Heartland, Executive Director</b>
<b>Saad Mohammad</b>	<b>Member</b>	<b>Business Owner &amp; Operator</b>
<b>Cary Langham</b>	<b>Member</b>	<b>Mechanical Engineering Function Manager; CNS</b>
<b>Veronica Ogbe</b>	<b>Member</b>	<b>WATE Reporter</b>
<b>Ryan Sheley</b>	<b>Member</b>	<b>Business Owner &amp; Operator</b>
<b>Brandon Everhart</b>	<b>Member</b>	<b>Realtor</b>

Together, our Board of Directors exemplifies the spirit of empowerment and dedication that drives our organization. Their leadership, guidance, and unwavering commitment to our mission have been instrumental in our continued success in empowering girls and shaping their futures.

We extend our heartfelt gratitude to each member of the Board for their invaluable contributions and unwavering support, making it possible for Girls Inc. of TN Valley to continue making a positive impact in the lives of girls in our community.

# IMPACTFUL OUTCOMES 2023



**800**

girls served in 2023



**12**

GITNV sites



**5**

camp and clinics

## LOOKING FORWARD TO 2024

In our annual report, we illuminate the myriad ways Girls Inc. of TN Valley empowers young girls. From the dynamic camps fostering friendships and skills, to our outreach sites extending our impact into communities, and clinics providing crucial support, we offer enriching opportunities tailored to each girl's needs. Looking forward to 2024, we're thrilled to announce plans to expand into 14 new sites, a significant milestone made possible through the unwavering financial support of our donors. Their dedication is instrumental in our mission to amplify our reach and deepen our commitment to empowering girls throughout the region.

# Revenue Sources 2023

We would like to share a comprehensive breakdown of our revenue sources for the year 2023:



## Corporate Sponsors

**\$100,000**

We are fortunate to have corporate sponsors who share our commitment to empowering girls. Their contributions play a significant role in sustaining our programs and ensuring that girls in our community have access to the resources they need to thrive.



## Grants

**\$200,000**

We are incredibly grateful for the support we receive from various grant-giving organizations. Grants play a vital role in expanding our initiatives and allowing us to innovate and develop new programs to meet the changing needs of the girls we serve.



## Service Fees

**\$50,000**

Girls Inc. of TN Valley offers fee-based services to certain program participants. These fees contribute to our revenue and help us maintain the high quality and impact of our programs.



## United Way - Multi-County

**\$135,000**

The United Way's generous support enables us to extend our reach to multiple counties and impact the lives of even more girls in our region. We value our partnership with the United Way and the shared vision of creating positive change in our communities.



## Special Events

**\$75,000**

Throughout the year, we organize special events to raise awareness about our mission and engage with our community. The funds raised from these events go directly towards supporting our programs and reaching more girls in need.



## Individual Donors

**\$75,000**

Individual donors are the heart and soul of our organization. Their contributions, no matter the size, make a significant difference in the lives of the girls we serve. We are incredibly grateful for their belief in our mission and their continued support.



# Financial Breakdown for Budget 2023

We would like to provide a comprehensive financial breakdown of our operating budget for the year 2023:



**Staffing - 75%**

**\$475,117.50**

We believe that our greatest asset is our dedicated staff. Seventy-five percent of our budget is allocated to compensating our talented and passionate team who work tirelessly to deliver transformative experiences to the girls we serve.



**Overhead Costs and Building Maintenance  
9%**

**\$56,981.10**

To ensure the smooth operation of our organization and provide a safe and welcoming environment for our girls, nine percent of our budget is allocated to overhead costs and building maintenance.



**Fundraising - 1.58%**

**\$10,000**

One point five eight percent of our budget is dedicated to fundraising efforts. These funds are essential to sustain and expand our programs, ensuring that we can reach more girls and provide them with the support they need to succeed.



**Membership Scholarships - 3.79%**

**\$24,000**

We are committed to ensuring that all girls, regardless of financial constraints, have access to our empowering programs. Therefore, three point seven nine percent of our budget is set aside to provide membership scholarships, enabling girls from disadvantaged backgrounds to participate fully in our activities.



**Programming - 11.69%**

**\$73,938.70**

Eleven point six nine percent of our budget goes directly towards developing and implementing impactful programs for girls. These programs cover a wide range of activities, including educational workshops, leadership development, and sports programs, designed to equip girls with valuable skills and confidence.



Inspiring all girls to be strong, smart, and bold

## Impactful Reach 2023

In 2023, thanks to your support, we continued our mission of empowerment, serving nearly 800 girls. Building on our success from 2022, we are on track to surpass that amount this year. This growth exemplifies your contribution to expanding our impact and ensuring that more girls have the opportunity to unlock their full potential.

## Our Commitment

At Girls Inc. of TN Valley, we are committed to ensuring that every dollar received is used efficiently and effectively to benefit the girls in our programs. We maintain transparent financial practices and are dedicated to maximizing the impact of every contribution we receive. Your financial support empowers girls, nurturing confidence, academics, and leadership. You are truly making an investment in the future leaders of our community and beyond.

## Investing in Empowerment

The diverse revenue sources we receive enable us to invest in the empowerment of girls and young women. Through our comprehensive programs, mentorship, and resources, we equip girls with the tools they need to build their confidence, achieve academic success, and become leaders in their communities.

We are proud to share that in 2023, we offered \$50,000 in program scholarships for Girls Inc. of TN Valley programming, benefiting girls who are socioeconomically disadvantaged. Your contributions have directly enabled these deserving girls to access our transformative programs, opening doors that might have otherwise remained closed.





## **Gratitude**

We extend our heartfelt gratitude to all our corporate sponsors, donors, grant-giving organizations, and the United Way for their unwavering support. It is through your belief in the potential of girls that we can continue making a positive and lasting impact in the TN Valley.

As we move forward, we remain committed to expanding our reach, developing innovative programs, and creating a brighter future for the girls we serve.

With warmest regards,

**Amanda Ingle**

*Executive Director, Girls Inc. of TN Valley*