

24/25

IMPACT REPORT



girls
inc.
of Alameda County



Dear Friends,

As I reflect on this year, I find myself thinking deeply about the world where our young people are coming of age — one that can feel uncertain, divided, and, at times, incredibly heavy. One thing is clear: there has never been a more important moment to invest in girls. In a world marked by uncertainty and division, Girls Inc. of Alameda County remains a place of possibility — where girls learn to think critically, lead with empathy, and step boldly into their power.

Your partnership fuels this work, and this report reflects what we've built together. In 2024-25, your support enabled 1,670 young people across Alameda County to gain access to academic support, social emotional growth, mentorship, wellness resources, and real-world experiences that build confidence and open doors.

Every day, we see what your investment makes possible:

- » A second grader reading at grade level and discovering her voice.
- » Middle schoolers experiencing STEAM learning and picturing themselves in high-growth careers.
- » High schoolers navigating internships, and college and career pathways — and connecting their dreams with purposeful planning and bold action.
- » Young adults gaining work experience and college credits while receiving robust training and mentorship.

And as needs evolve, so do we. Your support helped us launch a new program, We LEAD, to meet rising demand for middle school programming, pilot a Women in Trades initiative to expand post-secondary pathways, and welcome our fourth cohort of Expanded Learning Apprentices, blending paid work with free college credit toward an AA degree.

Your support is not just impacting individual futures, it is strengthening our communities, our economy, and our democracy. There is no better time to invest in literacy, leadership, and civic education—and no better investment than in girls.

This report is a testament to the power of your sustained investment in this community. Together, we are not only preparing girls to navigate the world as it is — we are equipping them to lead the world as it should be.



In Community,

Julayne Virgil
Chief Executive Officer

MISSION

TO INSPIRE ALL GIRLS TO BE
STRONG, SMART, AND BOLD.

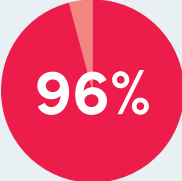


VISION

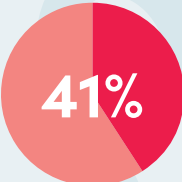
FOR ALL GIRLS GROWING UP IN ALAMEDA COUNTY TO
FEEL VALUED, SEEN, AND PREPARED TO ACHIEVE THEIR
DREAMS OF COLLEGE, CAREER, AND LEADERSHIP.

WHO WE SERVE

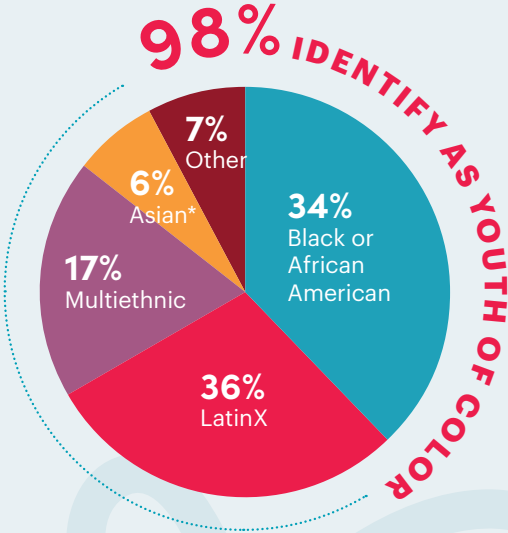
We served **1,670** youth from **Transitional Kindergarten through Early Career**.



come from households at or below the federal threshold for **low income**.



speak a **primary language other than English** at home (main languages include Spanish, Mam, Vietnamese, Cantonese and more).



NOTE:
* Asian includes Chinese, Filipinx, Vietnamese & other Asian. 3% Caucasian, 2% Middle Eastern, 1% American Indian or Alaska Native. All other ethnicities are below 0.5%

THE NEED



of 3rd – 5th graders at Title I* schools in the Oakland Unified School District (OUSD) met state standards for reading.

Students from low-income families are 75% less likely to go to college than students from well-off families.

The percentage of girls who believe they are good at math and science **dropped 19%** between 2017 and 2024.

According to the CDC's Youth Risk Behavior Survey, **3 in 5 teen girls** reported feeling consistently sad or hopeless for at least 2 consecutive weeks.



These statistics illustrate the **urgent need for targeted interventions**, such as mentorship programs, academic support, and access to social services, to keep girls engaged in school and help them succeed.

Girls Inc. of Alameda County focuses on girls and their allies from populations with **less access** to the educational, social and financial resources required for success.

We provide a **continuum** of academic, leadership and personal growth and resilience programs for girls and young women (TK-early career), using an innovative approach that incorporates **local needs** into **research-based** curricula.

* Title I schools receive federal funding to support students from low-income families in meeting the state's challenging academic standards.



TOGETHER, WE HELP GIRLS THRIVE

Staff

We use intentional hiring practices to ensure our direct service staff can meaningfully relate to our participants' communities, prioritizing the candidates' lived experiences in addition to pre-established skills. Once hired, we provide robust professional development, youth development, and trauma-informed approach training to provide the opportunity for them to become role models for participants.

"I just started as a Program Leader at Bella Vista Elementary, working with kindergarteners and first graders — the same age I was when I first joined Girls Inc., and the same age my sister, Ki'Loni, is now as she starts her Girls Inc. journey. I'm excited to start making an impact in my own community."

— **JA'MYA MITCHELL**
GIRLS INC. OF ALAMEDA COUNTY ALUMNA,
EXPANDED LEARNING APPRENTICE &
PROGRAM LEADER

Investors

The generous contributions of our extended community enable us to provide programming at zero cost to families. One hundred percent of our services are philanthropically supported through the investments of individuals, corporations, grants, foundations, and government contracts.

"Supporting Girls Inc. is about investing in the futures of young girls with the potential to change the world. Our girls are stepping into classrooms, careers, and communities with confidence and strength. Their courage inspires us to lead boldly, invest with purpose, and continue to strive for a world where every young person knows they belong and can succeed."

— **JOY CHEN**
CO-FOUNDER & CEO,
PURE CULTURE BEAUTY
BOARD PRESIDENT,
GIRLS INC. OF ALAMEDA COUNTY

TK-Early Career, Design

Our programs are research-based and designed to meet the needs of girls and young women from less-resourced communities through year-round afterschool programs, at zero cost to families. Programs support the whole girl at every stage of her development, meeting individualized needs from TK-Early Career. Through a focus on literacy, STEAM, leadership, civic education, health and wellness education, college and career readiness, and workforce development, we deliver curriculum to support their evolving needs.

"Each year, we carefully review data and feedback from youth and caregivers to understand what's working and where we can grow and pivot. These insights allow us to refine our programs and direct resources and support our staff where they're needed most — ensuring we continue to meet the evolving needs of our communities."

— **COURTNEY JOHNSON CLENDINEN**
CHIEF PROGRAMS OFFICER
GIRLS INC. OF ALAMEDA COUNTY

Family Partnerships

Organized family nights, college finance seminars, caregiver workshops, and referrals to mental health services and other community agencies are some of the ways we extend our impact not only to girls, but to their families.

"It [Girls Inc. of Alameda County's afterschool program] has allowed us to achieve a good balance in being able to work and have a place for our kids to learn and engage with others in our community. It is essential to our well-being."

— **4TH GRADER CAREGIVER**

Community Partners

Companies and organizations provide internship opportunities, field trips, volunteers, professional networks, and enrichment experiences for our girls that prepare them for college, career, and leadership.

"At the Valkyries, we believe in the power of sport to transform lives and create opportunities for the next generation. Investing in our youth, particularly young girls across Alameda County, isn't just about supporting basketball. It's about building confidence, fostering leadership, and showing them they belong in every space they aspire to be."

— **JESS SMITH**
PRESIDENT
GOLDEN STATE VALKYRIES

Volunteers

From practicing reading with third graders to leading field trips to mentoring college-bound seniors, our volunteers play an invaluable role in empowering our girls and expanding our network of caring, dedicated adults.

"I started volunteering with Girls Inc. after attending their Fall Fundraiser because I was so inspired by the alumnae speakers who spoke at the event, sharing how the organization continues to shape their lives. So far, I've worked with high schoolers doing mini mentoring, mock interviews, and college essay mentoring sessions. I have been blown away by the curiosity and determination of these girls and can't wait to see what they become in the world!"

— **REBECCA O'NEILL**
GLOBAL HEAD OF SUSTAINABILITY
MARVELL TECHNOLOGY



ELEMENTARY SCHOOL

Girls Inc. of Alameda County’s programs for elementary school students provide foundational academic support with an intensive focus on literacy and engagement/ interest-building in STEAM (Science, Technology, Engineering, Art, & Math). In these formative years, girls begin navigating their relationships with others — teachers, peers, family members and various social groups — that can inform their attitudes toward others throughout their lives. Staff work to encourage healthy relationships — beginning with the relationship with oneself — healthy living practices, and begin to plant the seed for leadership development.

91%

of elementary school caregivers agreed that since participating in program, their child has **increased understanding of science, technology & math.**

75%

of 4th – 5th grade girls think it is **important to understand how other people feel** and what they think.

~ 650

HOURS OF PROGRAMMING
PER PARTICIPANT
IN 2024-25

LITERACY INTERVENTION

We provide daily afterschool literacy intervention to students who are currently — or at risk of—reading below grade level because we believe every child deserves a strong foundation for lifelong learning and future academic success. Year after year, our efforts have empowered students to develop reading fluency and reach grade-level literacy milestones.

Our students were **3x more likely to be reading at grade level** than their peers not in our programs, and **8x more likely** if they were English Learners (EL).

64% of our K-5 participants completed the year at or above grade-level reading, compared to only 21% of OUSD students of similar socio-economic status.

2024-25 PROGRAM SITES

- » Allendale Elementary School
- » Bella Vista Elementary
- » Bridges Academy
- » Burckhalter Elementary School
- » Concordia Park (summer)
- » Horace Mann Elementary School
- » International Community School
- » La Escuelita School
- » Think College Now

“I am proud of myself for reading better and not being shy anymore.”

— 5TH GRADE PARTICIPANT

“It [Girls Inc. of Alameda County] has provided my child with a safe environment. It has given my child additional time for social interaction, learning, and emotional support, which I’ve seen positively impact her behavior and routine at home.”

— ELEMENTARY SCHOOL CAREGIVER



MIDDLE SCHOOL

In middle school, girls begin shaping their self-image, exploring their beliefs, and envisioning their futures based on what they learn in school and experience in the world around them. Girls Inc. of Alameda County supports middle school girls by providing a wide range of physical and intellectual stimuli to build their self-confidence, prepare them for high school and ensure their journeys of self-discovery progress and develop safely and positively.

98%

of 6th – 8th graders said that **since participating in program** they **practice a growth mindset**.

91%

of 6th – 8th graders said that **because of program** they **feel more successful at school**.

93%

of 6th – 8th graders think **it is important to put in their best effort** while working on their goals.

~396

HOURS OF PROGRAMMING
PER PARTICIPANT IN
2024-25

SCIENCE, TECHNOLOGY, ENGINEERING, ART & MATH (STEAM)

Research shows that as girls enter middle school, their interest in STEAM drastically declines in comparison to boys, and girls are subsequently vastly under-represented in STEAM careers. In 2023, only 28% of those receiving bachelor’s degrees in STEM fields were women, 3.1% were Hispanic women and 5.4% were Black women.

Girls Inc. provides a continuum of engaging and inspiring curricula to actualize girls’ abilities and ambitions in STEAM because we believe every girl deserves the opportunity to lead in high-earning, innovative fields.

After participating in our Build IT curriculum:

- **84%** of middle schoolers said they **like to use technology** when designing things.
- **91%** of middle schoolers said they **learned about women** with **careers in STEAM**.

2024-25 PROGRAM SITES

- » California State University East Bay (summer)
- » Concordia Park (summer)
- » Elmhurst United Middle School
- » Life Academy
- » Simpson Center for Girls
(our center in downtown Oakland draws participants from 20+ middle schools across Alameda and Contra Costa County.)
- » West Oakland Middle School

“I think it’s important to have a career in STEM because it helps you learn about the ways of the world.”

— MIDDLE SCHOOL PARTICIPANT

“It [Girls Inc. of Alameda County] has given her a space to be herself and be supported by other amazing girls in her community.”

— MIDDLE SCHOOL CAREGIVER



HIGH SCHOOL

In high school, youth are navigating new experiences, emotions, and social pressures while learning who they are and who they want to become. Our programs help them build confidence, make thoughtful choices, and take healthy risks while developing the skills to step into adulthood as capable, self-assured leaders.

COLLEGE, CAREER & LEADERSHIP

Our comprehensive College & Career Readiness curriculum provides high school youth with the tools and experiences to achieve their goals beyond graduation because we believe every girl deserves a bright future. From resume building and interview practice to internships with leading Bay Area companies like Rakuten, Google, and Kaiser Permanente, participants gain valuable professional skills and exposure. College preparation, including essay support, campus tours, and financial aid guidance, ensures that every girl is equipped to pursue higher education and career success.

- **100%** of participants in our career readiness curriculum reported **learning skills** that would **be helpful for future jobs and careers**.
- **100%** of juniors in our College Access Now! (CAN!) program reported that it **increased their confidence in attending college and post-secondary education**.
- **100%** of seniors in our CAN! program **graduated from high school** and were **admitted to post-secondary institutions** for the **11th** consecutive year.

HEALTH & WELLNESS

Our Health & Wellness curriculum equips youth with the knowledge and support to make informed choices and lead balanced lives because we believe holistic health—mental, emotional, and physical—is essential to long-term well-being. Participants explore healthy relationships, advocating for themselves, and boundary-setting while developing strategies for wellness and self-care. Youth also engage in leadership and public speaking through youth-led projects and build a lasting sense of community and sisterhood grounded in teamwork and mutual respect.

100%

of participants in our HER (Healthy Evolving Relationships) program agree that **taking care of one's mental health is just as important as taking care of their physical health**.

100%

of HEART (Helping Everyone Achieve Respect Together) participants said they have **more tools to make healthy and safe decisions** about their **bodies** after participating in the program.

100%

of ACT (Achieving Change Together) participants shared they are **more confident in advocating for themselves and their community**.

~134

HOURS OF PROGRAMMING PER PARTICIPANT IN 2024-25

2024-25 PROGRAM SITES

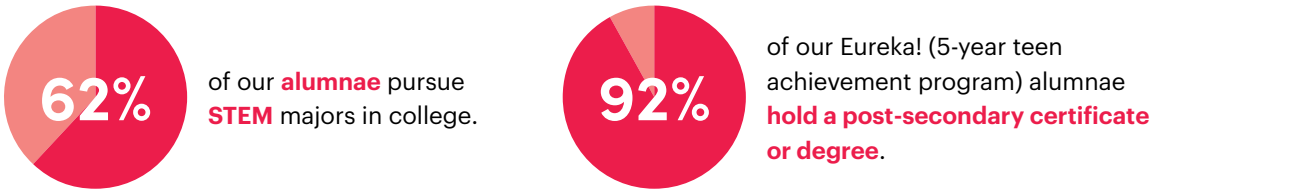
- » Simpson Center for Girls (our center in downtown Oakland draws students from 25+ high schools across Alameda and Contra Costa County)
- » California State University East Bay (summer)

“A leader is someone who helps build up the people around them and someone who gains respect without demanding obedience.”

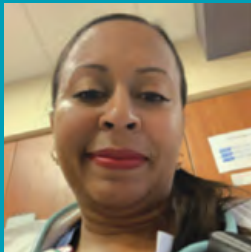
— 9TH GRADE PARTICIPANT

ALUMNAE

Girls Inc. of Alameda County graduates go on to become attorneys, investment bankers, teachers, engineers, architectural designers, marketing professionals, software developers, social workers, entrepreneurs, researchers, therapists, and more. Their achievements speak to the power of long-term investment—demonstrating both the impact of our programs and the boundless potential of our youth to become the next generation of leaders and changemakers across the Bay Area.



THE ENTREPRENEUR
Rebecca Alvarez



THE PHYSICIAN
Stephanie Garcia



THE SOFTWARE DEVELOPER
Donna Wong



THE CIVIL ENGINEER
Tayo Ogunmayin



THE ATTORNEY
Anya Ku



THE BANKER
Tehray McCullough

Our connection with alumnae doesn’t end at high school graduation — it continues as they navigate college, career, and beyond. Many return to Girls Inc. in new ways: serving as Board Members, staff, volunteers, Women of Impact, speakers, career panelists, and even field trip hosts who welcome our youth into their workplaces. Their journeys remind us that when we invest in girls, the ripple effects extend far beyond their time in our programs.



“I have always been interested in architecture, but Girls Inc. gave me the tools & opportunity to turn my dreams into my reality. The internship they found for me at age 15 opened doors for me in my education & career that had previously been closed to those of my background. I now work as a Project Designer at Ratcliff Architects, designing academic spaces around the Bay Area. I also volunteer as a Woman of Impact and sit on the Facilities Committee. I have hosted Girls Inc. youth on field trips to the Ratcliff offices and hope to show them that their wildest dreams are within reach.”

— **MARGARITA KU**
PROJECT DESIGNER, RATCLIFF ARCHITECTS, GIRLS INC. OF ALAMEDA COUNTY WOMAN OF IMPACT



“Girls Inc. gave me the foundation and confidence to pursue my goals and build a meaningful career. Now, as a Board member and a leader in my workplace, I’m honored to give back and help open doors for more girls to thrive and reach their full potential.”

— **LINH DOAN VO**
CHIEF ACCOUNTING OFFICER, ZUMPER, GIRLS INC. OF ALAMEDA COUNTY BOARD MEMBER & WOMAN OF IMPACT



“Returning to Girls Inc. of Alameda County as a Woman of Impact and speaking at EmpowerFest was a full-circle moment for me. This organization shaped my confidence, leadership, and resilience, and now I have the privilege of giving back to the next generation. Through my work at Rakuten and our partnership with the Warriors Future Leaders initiative, I’m able to continue empowering young women to take up space and believe in their potential.”

— **DESTINY BUN**
INFLUENCER AND AFFILIATE MARKETING AT COLLECTIVE VOICE, A RAKUTEN COMPANY, GIRLS INC. OF ALAMEDA COUNTY WOMAN OF IMPACT

In Their Own Words: Alumnae Reflections

When reflecting on their time with Girls Inc. of Alameda County, alumnae shared what experiences had the greatest impact on their lives, highlighting the power of mentorship, opportunity, and community that continues to shape who they are today.

“The lifelong mentors it gave me—because thanks to them, I am the person I am today.”

“I experienced so much that I wouldn’t have without Girls Inc. My parents are immigrants, and they didn’t know about things like the college process or internships—but Girls Inc. did.”

“Getting an internship in the industry I wanted to pursue opened many doors for me. I’ve since majored in that subject and now work in the same field.”

“I think about the opportunities I was given at such a young age and how this has helped me as I go into adulthood. My cohort felt like an extended family and is an experience I will always cherish.”

“I’m glad I had a space where I felt loved and validated, especially during times I felt discouraged.”

WORKFORCE DEVELOPMENT: EXPANDED LEARNING APPRENTICESHIP



Benefits to Apprentices, our Youth, and our Community

The Expanded Learning Apprenticeship provides countless benefits to apprentices, our youth, and our community, including:

- Relieving apprentices from the burden of choosing between work and attending school
- Addressing a workforce shortage in critical afterschool programs
- Staffing afterschool programs with mentors who reflect the youth they serve
- Investing in the professional development and mobility of individuals from less-resourced communities who then invest their work experience back into those communities
- Providing a network of support from fellow apprentices, their employers, and their educators that includes support for housing, childcare, food insecurity, and more.

Apprenticeship Spotlight: Ja'Mya Mitchell (Cohort 4)

A Girls Inc. participant since age six, Ja'Mya Mitchell has come full circle, joining the most recent cohort of the Expanded Learning Apprenticeship. Unsure about taking on the financial burden of college immediately after high school, Ja'Mya became an Apprentice to earn college credits while gaining paid, hands-on experience mentoring youth in the same community that shaped her. After graduating high school in May, she is now a Girls Inc. Program Leader.



“I’m working with kindergarteners and first graders — the same age I was when I first joined Girls Inc. — while I take classes toward my AA in Teacher Preparation. Girls Inc. has always felt like home, and now I get to be that same source of support and encouragement for the next generation.”

— JA'MYA MITCHELL

What is the Expanded Learning Apprenticeship?

The Expanded Learning Apprenticeship is a two-year program and the first-of-its-kind in the State of California in the Expanded Learning/ Afterschool education field, where participants work part-time while earning college credits. They receive paid work and professional development training with Girls Inc. of Alameda County while also receiving focused support in free college courses through Berkeley City College (BCC), with potential to earn up to 48 transferable units, a Certificate of Proficiency in Education, and an option to pursue an AA Degree in Teacher Preparation.

In June 2024, our first cohort of Expanded Learning Apprentices celebrated their graduation. BCC President, Dr. Denise Richardson spoke at the ceremony, identifying programs like these as “the catalysts of change we need.”



This summer, we launched our 4th cohort of Apprentices, and we are continuing to recruit for the program. If you or someone you know is interested in joining the program, scan the QR code to fill out the interest survey, and a member of our Apprenticeship Success Team will reach out to you.

NEW INITIATIVES



WOMEN IN TRADES PILOT PROGRAM

This summer, Girls Inc. of Alameda County launched its **Women in Trades Pilot Program**, introducing high school girls to career pathways in the skilled trades. The program kicked off with woodworking workshops facilitated by the Retention Apprenticeship Program (RAMP) and led by union carpenter Olwyn Brown and an all-women crew of carpentry professionals.

Under their guidance, high schoolers learned how to safely use tools and build their own carpentry project, choosing between a step stool, bookends, pencil holder, or phone stand. For many, it was their first time working with power tools and engaging in building projects. Seeing women leading the space, both teaching and modeling careers in the trades, was a powerful shift in perspective.

“It was empowering to see women doing this kind of work,” one participant shared. “It made me feel like I could do it too.”

The workshops kicked off a year-long series designed to expand students’ exposure to the skilled trades through hands-on learning, career panels, and mentorship.

Providing early exposure to the skilled trades, supports Girls Inc. of Alameda County’s broader **workforce development** initiative to equip girls with the skills and confidence to pursue diverse postsecondary and career pathways—including **direct entry into the workforce**.

WE LEAD PROGRAM

In Fall 2024, with generous support from the Helzel Family Foundation, Girls Inc. of Alameda County launched **We LEAD** — a new leadership program for girls and their allies in grades 6–9, inspired by Sheryl Sandberg’s Lean In Girls curriculum. Developed in response to overwhelming demand for middle school programming, We LEAD provides a flexible, once-weekly afterschool model designed to meet the needs of students navigating a pivotal stage of identity and self-discovery.

This year-long offering combines **leadership development, health education, digital arts, and community-building** to help participants build resilience, strengthen relationships, and explore their future goals.

THANK YOU, VOLUNTEERS

Positive adult allies play a transformative role in helping girls build academic confidence, resilience, and self-esteem. At Girls Inc. of Alameda County, we intentionally cultivate partnerships and volunteer relationships across the Bay Area that foster connectedness with our youth. Remote and in-person volunteers enrich our programs as literacy aides, tutors, career panelists, essay mentors, internship or field trip hosts, and much more, building mentoring relationships and professional networks that empower girls to pursue their goals.

IN 2024-25,
337
VOLUNTEERS CONTRIBUTED
THEIR TIME AND SKILLS,
REMOVEDLY AND IN-PERSON,
TO SUPPORT THE LEARNING
AND EXPOSURE OF THE
YOUNG PEOPLE WE SERVE.



FOR A TOTAL OF
1,749
HOURS

GET INVOLVED



VISIT girlsinc-alameda.org/get-involved/volunteer
CONTACT **Selena Solorio**
Community Engagement & Corporate Relations Manager
ssolorio@girlsinc-alameda.org | (510) 357-5515 ext. 220

OUR LEADERSHIP

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Director of Program Quality,
Assessment & Training

THANK YOU TO OUR BOARD MEMBERS WHO HAVE RECENTLY COMPLETED SERVICE:

- Ericka Curls Bartling**
- Lisa Gross**
- Kerrie Lenhart Hogan**

* New Board Members

DONOR SPOTLIGHT



LaShonda Griffin

SVP, Senior Broker, Aon Risk Solutions
Board Secretary & Woman of Impact, Girls Inc. of Alameda County

My journey with Girls Inc. of Alameda County began in 2008, when I volunteered to help set up for one of their fundraisers. I didn't know much about the organization then, but I was looking for a nonprofit centered on women's empowerment, mentorship, and representation after moving to the Bay Area.

At the event, I heard from participants and connected with Board Members and staff and was struck by how Girls Inc. supports girls through every stage of their education—helping many become the first in their families to attend college—and was inspired to stay involved ever since.

Over the years, I've served as a Woman of Impact, Board Member, essay judge, career panelist, mentor, and more—all roles that have allowed me to meet countless inspiring young people whose determination and resilience continually reaffirm my belief in the Girls Inc. mission.

One moment that stays with me was reconnecting with a young woman I had mentored years before, who was now a Program Leader for Girls Inc. Watching her grow into a confident, successful professional reminded me why I continue to invest in this extraordinary community of strong, smart, and bold girls.



WOMEN OF IMPACT



WOMEN OF IMPACT

Women of Impact are an essential part of our network of engaged, supportive adults who empower girls to discover their strengths, build confidence, and pursue their goals.

MISSION

Our mission is to inspire girls to be strong, smart, and bold by actively engaging in mentorship, advocacy, and financial support.

VISION

Our vision is a future where every girl is equipped with the confidence, skills, and opportunities to thrive. Through our collective commitment, we will create a lasting network of support, ensuring that all girls and their allies have the resources they need to succeed and lead in their communities.

ANNUAL LEVELS OF INVESTMENT

Women of Impact memberships are available at **\$1,000**, **\$2,500**, and **\$5,000** investment levels and include benefits like unique engagement and volunteer opportunities, invitations to exclusive events, and signature Girls Inc. swag.

ENGAGEMENT AND VOLUNTEER OPPORTUNITIES

- + Classroom literacy support
- + Essay mentoring
- + Field trip host or chaperone
- + Essay judging support
- + Internship host
- + Mini mentoring
- + Mock interviews

EVENTS

- + Bi-Annual Women of Impact Breakfast
- + Holiday Book Wrapping Event
- + Career presentations and engagement opportunities
- + College Round Table
- + Strong, Smart & Bold Spring Fundraiser



Learn more or sign up

Questions? Contact Shannon Cassidy,
Director of Individual Giving & Donor Relations
Scassidy@girlsinc-alameda.org 510.357-5515 ext. 644

Thank you to our **Women of Impact** for their invaluable contributions to the young women and girls in our community!

Anonymous	Linh Doan Vo	Jennifer Miller
Joanna Aiken	ALUMNA	Tami Munns
Alia Allison	Fredrica Drotos	Kathleen Pacheco
Marcia Argyris	Norma Evans	Sandra Padilla
Paz Arroyo	Robin Evitts	Nicole Patterson
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Melissa Bishop	Lisa Mulrooney Gross	Virginia Smith
Jeri Boomgaarden	Jill Habig	Kairee Tann
Destiny Bun	Barbara Hardacre	Gabrielle Tierney
ALUMNA	Marilyn Harryman	Candace Tom
Nia Burnett	Susan Herzig	Abigail Vera
Elisia Ixchelle Campos	CJ Hirschfield	ALUMNA
ALUMNA	Kimberly Hoeksema	Natalie Villaseñor
Christina Chen	Kerrie Hogan	Julayne Virgil
Amber Childress	Tamisie Honey	Ellen Voyles
Patricia Chiota	Sheena Jain	Danielle West
Charmaine Clay	Megan Kelly	ALUMNA
Courtney Johnson Clendinen	Aisha Kelly-Vong	Patricia Westphal
Joan Cress	Helen Kim	Dana Whitaker
Sophie Croen	Carla Koren	Jo M. Whitehouse
Ericka Curls Bartling	Anya Ku	Samari Wilson
Sharon Davidson	ALUMNA	ALUMNA
Lois De Domenico	Margarita Ku	Danette Winkler
Ryan DeBoer	ALUMNA	Noël Wise
Brittany DeWeaver	Allison Kvikstad	Jennifer Wolff
ALUMNA	Jas Le-Compte	Madrienne Wong
	Pat Loomes	ALUMNA
	Janis Medina	Lisa Zengel

LOOMES LEGACY CIRCLE

Create a meaningful difference in the lives of children, teens, and young adults for generations to come by including Girls Inc. of Alameda County in your estate or financial legacy plans.

The **Loomes Legacy Circle**, named after our visionary former CEO of 30 years, Pat Loomes, honors individuals who have decided to sustain the mission of Girls Inc. of Alameda County through a planned gift, ensuring girls in Alameda County continue to grow up strong, smart, and bold well into the future.

Legacy Giver Spotlight: Marcia Argyris



“I first came across Girls Inc. of Alameda County in the early 2000s, when I was a corporate foundation director reviewing one of their grant proposals. What struck me most about their application wasn’t just their impressive outcomes, but their unique continuum of support—programs that follow girls from kindergarten through college and early career, evolving with them every step of the way.

I knew immediately this was an investment that would create lasting change.

After retiring, I joined the Board in 2016 and began volunteering in a second-grade classroom. That experience deepened my connection to their mission. I saw firsthand how girls were developing confidence, literacy, and leadership skills in real time, and how consistent, research-based instruction, led by trained and caring staff members, could make all the difference.

It was deeply rewarding to invest not just financially, but personally—an experience that made becoming a legacy donor a natural extension of my commitment to Girls Inc. I want to ensure that future generations of girls have the same opportunities to learn, grow, and thrive long after I’m gone. Joining the Loomes Legacy Circle allows me to play my part in sustaining that impact, and I urge others to join me in doing the same.”

We invite you to **join this network of dedicated community members** like Marcia, and consider investing in a legacy of empowerment, opportunity, and change. Your planned gift can take many forms including:

- + Financial or Real Estate Bequests
- + Beneficiary designation in insurance policies or retirement plans
- + Charitable Gift Annuities
- + IRA Required Minimum Distributions

Consult with your financial or legal advisor to explore which options may be right for you.



Visit our **Loomes Legacy Circle webpage** to learn more about each of these options.

Questions?

Contact Shannon Cassidy
Director of Individual Giving &
Donor Relations
Scassidy@girlsinc-alameda.org
510.357-5515 ext. 644

FINANCIALS

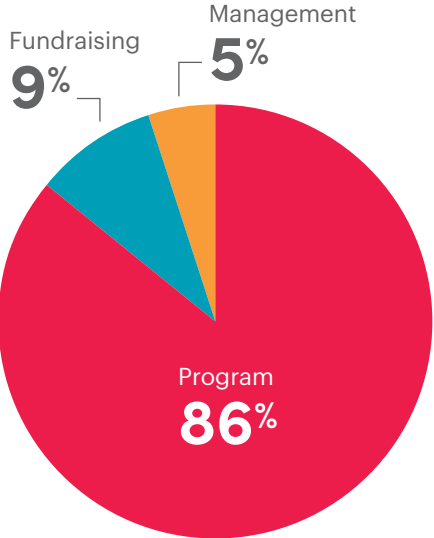
Modeling fiscal responsibility is vital to our success. We take great pride in our financial efficiency, our transparency, and our accountability to investors and the communities we serve.

One hundred percent of every dollar invested in Girls Inc. goes to the programs, facilities, and resources that inspire girls to be strong, smart, and bold. Your financial investment enables us to provide all programs free of charge.



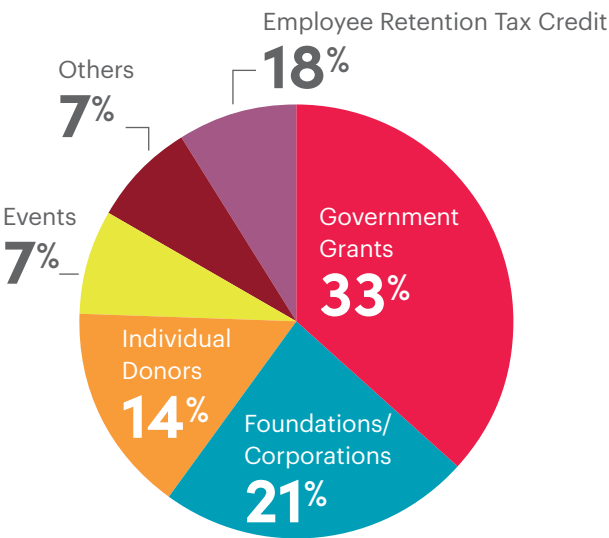
INVEST WITH
US TODAY.

EXPENSES



Program	\$8,138,721
Fundraising	\$876,096
Management	\$457,313
TOTAL	\$9,472,130

REVENUES



Government Grants	\$3,304,759
Foundations/Corporations	\$2,060,133
Individual Donors	\$1,348,234
Events	\$751,708
Others	\$682,442
Employee Retention Tax Credit	\$1,739,774
TOTAL	\$9,887,050

MAXIMIZE YOUR IMPACT

EMPLOYER MATCHING GIFTS

Many employers will **match charitable contributions or volunteer hours** made by their employees. It's one of the simplest ways to amplify your impact and ensure even more girls have access to the mentorship, resources, and opportunities they need to thrive. Follow these easy steps!

STEP 1	Find out if your company has a matching gift policy — talk to your employer or human resources department to get the matching gift form.
STEP 2	Once you have the matching gift form, fill in the required fields. Here's some information you might need: Organization Name: Girls Inc. of Alameda County Organization Mailing Address: 510 16th Street, Oakland, CA 94612 Organization Phone Number: (510) 357-5515 Organization Website: www.girlsinc-alameda.org Tax ID#: 94-1558073
STEP 3	Send us your matching gift form via e-mail (development@girlsinc-alameda.org) or regular mail (see "Organization Mailing Address" in Step 2 above).

In 2024–25, we were proud to receive matching gifts* from generous supporters employed by:		
Abbott Laboratories	HPI	Pacific Gas and Electric Company
American Express Company	Jacobs	Rakuten
Apple Computer, Inc.	Kaiser Permanente	Robert Half
AT&T Inc.	Laird Norton Wetherby	Sephora
BlackRock, Inc.	Lawrence Livermore National Laboratory	Simpson Manufacturing Co., Inc
Chevron Corporation	LinkedIn Corporation	Simpson Strong-Tie
Cisco Systems, Inc.	Marvell Technology, Inc.	The Clorox Company
CVS Health	Morgan Stanley	Toast.org
Discover Financial		United Health Group
Google		

* This list reflects gifts given between 7/01/2024 - 6/30/2025.

GIVE THROUGH YOUR DONOR-ADVISED FUND (DAF)

A **donor-advised fund (DAF)** is a charitable investment account that offers immediate tax benefits and the ability to invest in Girls Inc. of Alameda County through cash, appreciated securities, and other assets.

You can make an outright gift today by recommending a grant to Girls Inc. of Alameda County, setting up a recurring gift, or creating a succession plan to recommend that all or a portion of your DAF's value is invested in supporting girls in your community upon its termination. Talk to your financial advisor to learn more!

Percentages may not equal 100 due to rounding.
Girls Inc.'s financial statements are audited yearly by independent certified public accountants and are available on our website when complete: <https://www.girlsinc-alameda.org/financials>

THANK YOU INVESTORS

\$100,000 AND OVER

Anne Gattis
City of Oakland
Crescent Porter Hale Foundation
Sharon Davidson
Early Care and Education
 Pathways to Success (ECEPTS)
GirlSMART Literacy Program
Hellman Foundation
Oakland Unified School District
Sharon H. Simpson
Ellen & Glenn Voyles

\$50,000 - \$99,999

Aaron Barulich
Anonymous (2)
The Beaver Foundation
Golden State Community
 Foundation
Helzel Family Foundation
KHR McNeely Family Fund
 (Manitou Fund)
Lam Research Foundation
Pacific Gas & Electric Company
Marti Pozzi & Jim Congdon
The Stocker Foundation
Sutter Health
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Zoom Cares

\$25,000 – \$49,999

Marcia & George Argyris
Armadillo & Co Foundation Ltd
Bay Area Community Resources
Benefit Cosmetics
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DPR Foundation
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House Family Foundation
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Quest Foundation
Rakuten USA, Inc.
Patricia A. Sousa Trust

\$10,000 – \$24,999

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Carmel Partners
Change Happens Foundation

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Gabrielle Tierney & Eric
 Bindelglass
Vintner’s Daughter
Joseph Whitehouse

\$5,000 - \$9,999

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Anne Bakar
Karen & Jeffrey Banks
Karen Elizabeth Austin
Husch Blackwell
Block, Inc.
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 Charles Casey
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Charmaine Clay & Scott Willis
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Cherida Collins Smith &
 Glenn Smith
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Susan Consey
Deborah De Domenico &
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Sandra Padilla
Mauree Jane Perry
Read Phillips
Michael & Nancy Pretto
Amy Raimundo
Marjorie Randolph
William Reid
The Swig Company
Alisa Walker
Vensure HR

\$2,500 – \$4,999

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Stephen Beal & Elizabeth Hoover
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Marjorie Goux
Margaret Hauben
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Loren Kimura
Allison Kvikstad
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Dr. Kong Meng Tan &
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Nicole Patterson
Port of Oakland
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Ivor & Beryl Silver
Chris & Kerri Skinnell
Nellie Smith
Jan Stevens
Judith Sweet &
 Eugene Friedlander
Steve Taylor
Julayne & Clayton Virgil
Nancy Werthan
Danette Winkler & Eduardo Jovel
Jennifer Wolff

\$1,000 – \$2,499

Anonymous (2)
Joanna Aiken
The A&P Lesbian Fund of
 Horizons Foundation
Alia Allison & Ryan Kulig
Nicole Barbour
Kim Baum
Connie Berkeley
Alicia Bert
Anne Bisagno & Thomas Snyder
Danny Block
Dona A. Boatright
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Michelle Browner
Nia Burnett
Ruth Busbee
Rebecca Cannon
Kathryn Cahill Thompson

Joanne F. Casey
Kathleen Chambers
Christina Chen
Patricia Chiota & Richard Payne
Deirdre Cohen
Courtney Johnson Clendinen &
 Eugene Clendinen
Gail Coney
Conley Operations LLC
County of Alameda
Joan Cress
Sophie Croen
Rodney & Gretta D’Acquisto
Joffa & Ellen Dale
Helen Degenhardt &
 Max Jacobson
Carolyn Doelling
Linh Doan Vo
Fredrica Drotos
Crystal & Kingston Eng
Norma & Robert Evans
Fan Family Charitable Fund
Sean Flynn
Kristie Garafola
Hon. Yvonne Gonzales Rogers &
 Matt Rogers
Linda Graebner & Charlie Shalvoy
Shirley Griffin
Moji Gsoedl
Jill Habig
John Hayward
Lynne Heinrich
Susan Herzig & Paul Hertzmann
C.J. Hirschfield & David Stein
Imperfect Family Foundation
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Kellogg Family LLC
Aisha Kelly-Vong
Kathy Klein & Scott Fink
Joy Kummer
Patricia Leicher
Carol Leimbach
Adam Leventhal & Melissa Walton
Peter Libaire
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Charles & Anne Ludvik
Macy’s West
Chase Mays
Ann Merrill
Kimberly Meyers-Wirtz
Todd Mills & Kim Dung Nguyen

William Miner &
 Elisabeth Lynch Miner
Catherine Morris
Brian Munden
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Kairee Tann
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Visa Inc.
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Jo Whitehouse
The Honorable Noël Wise &
 Roger Wise
Susan Wolf Becker
David Wood & Kathleen Garrison
Winter Consulting Group LLC
Lisa Zengel
Madeline Ziser

* This list reflects gifts given between 7/01/2024 – 6/30/2025.

Thank You for Supporting Me!

Self-portraits by our TK – 5th grade youth



Alison



Bailey



Elizabella



Kimberly



Sofia



Isabella



Freda



Sage



Jessica



Savanna



Skylar



Tania



Yaretzy



Maria



Janeth



Maya



Daisy



Kali

INVEST

girlsinc-alameda.org/invest

VOLUNTEER

girlsinc-alameda.org/volunteer

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girlsinc-alameda.org

CONTACT

Shannon Cassidy
Director of Individual Giving & Donor Relations
Scassidy@girlsinc-alameda.org
(510) 357-5515 ext. 644



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 [Girls Inc. of Alameda County](https://www.linkedin.com/company/Girls%20Inc.%20of%20Alameda%20County)

