

girls
inc.
of Alameda County

23

REPORT

IMPACT



24

WORKING TOWARD THE VISION OF POWERFUL GIRLS

Dear Friends,

This past year has been one of remarkable growth and achievement for Girls Inc. of Alameda County. I am proud to share some of the year's most impactful accomplishments—milestones that underscore the transformative power of our programs and the strength of the community supporting our mission.

Our literacy initiatives have seen incredible success. This year, 100% of nearly 800 elementary school participants in our literacy programs made meaningful progress toward grade-level reading. These young scholars are three times more likely to read at grade level than their peers not in our programs. Among English learners, the impact is even more profound—they're six times more likely to achieve grade-level reading. These results are a powerful testament to the commitment and hard work of our dedicated staff, the resilience of our youth, and the unwavering support of their families and caregivers.

We also celebrate a decade of accomplishment with our College Access Now program, where for the 10th consecutive year, 100% of our high school seniors graduated and gained acceptance into post-secondary education. This achievement reflects our girls' resilience and determination to realize their educational aspirations, and we couldn't be prouder of their hard work and accomplishments.

Additionally, our foray into workforce development has seen our first cohort of Expanded Learning Apprentices already making a difference. Through this innovative earn-and-learn model, young leaders are gaining practical career skills, serving as role models in their communities, and advancing their education. These apprentices remind us what is possible when young adults have the resources and opportunities to thrive.

Now more than ever, we rely on your generosity to help us both maintain and grow our programs, as rising inflation has impacted every aspect of life, including critical out of school time.

Together, we have built a powerful community that empowers girls to lead, learn, and achieve. Thank you for your ongoing support as we continue to inspire and uplift the next generation to be strong, smart, and bold.



In Community,

A handwritten signature in black ink that reads "Julayne".

Julayne Virgil, CEO

MISSION

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

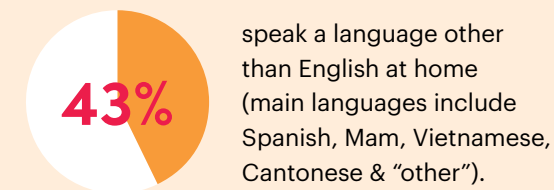
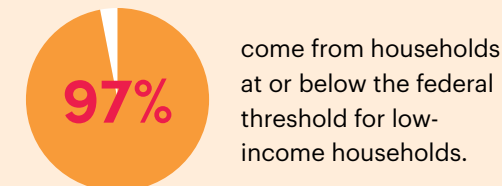
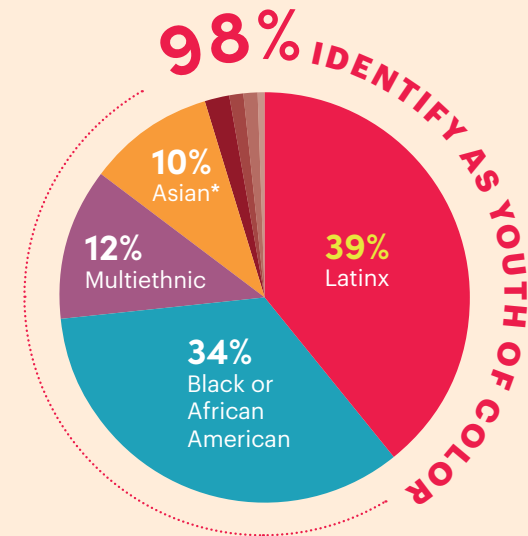
VISION

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

WHO WE SERVE

We served **1,747** youth from **transitional kindergarten through early career**.

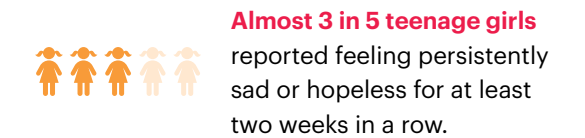
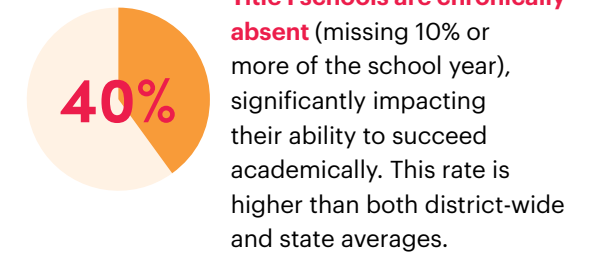
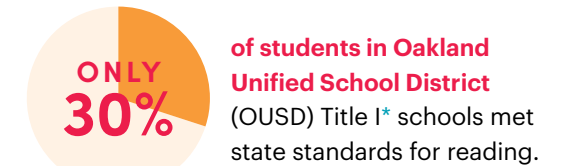
This includes our **Alumnae Network** who we continue serving as they navigate **college and career**, as well as our Apprentices who are part of our **Expanded Learning Apprenticeship**.



NOTE:

* 10% Asian (Chinese, Filipinx, Vietnamese & other Asia), 2% Caucasian, 1% Middle Eastern, 1% Guamanian or Chamorro. All other ethnicities were below 0.5%.

THE NEED



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

* Title I is a federal education program that supports low-income students throughout the nation. Title I funds are distributed to schools serving a high percent of socio-economically disadvantaged students—including unhoused, English Language Learners and youth in foster care—to support effective, evidence-based educational strategies that close the achievement gap and enable students to meet the state's challenging academic standards.

Girls Inc. of Alameda County...

Addresses these statistics through a continuum of **academic enrichment** and social emotional development programs for girls and young women (TK-early career), using an innovative approach that **incorporates local needs into research-based curricula**. Based on our desire for a more equitable society, we focus on girls from historically underserved populations who have consistently had the least access to the resources and opportunities required OUSD students report for success.

HOW WE SUPPORT GIRLS IN ACHIEVING A LIMITLESS

FUTURE



Staff

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

"I had a student who said, 'you're my first Hispanic teacher, I've never had a Hispanic teacher! You made history!'"

— ROSALINA GONZALES LOPEZ
EXPANDED LEARNING APPRENTICE,
SCHOOL-BASED PROGRAM LEADER

Investors

The generous contributions of our extended community enable us to provide our programming at no cost to families. 100% of our services are philanthropically supported through the investments of individuals, corporations, grants, foundations, and government contracts.

"Now more than ever, due to the rising cost of inflation, we rely on the generosity of people like you to help us sustain and expand our programs. Your increased giving can make a tangible difference, ensuring that girls in our community continue to receive the mentorship and support they need, regardless of the challenges we face."

— GLENN VOYLES
RETIRED, INVESTMENT MANAGEMENT,
BOARD MEMBER EMERITUS

TK-Early Career, Design

Our programs are research-based and designed to meet the needs of girls from under-resourced communities through year-round in school and out-of-school programs, at no 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, advocacy, wellness, social emotional learning, college and career readiness, and workforce development, we deliver curriculum to support their evolving needs.

"Our department provides critical support to programs by conducting in-depth analyses of data collected from youth and family surveys. This information enables program leaders and staff to make data-driven adjustments to programming, as needed, and guide resource allocation to best address the evolving needs of our communities."

— JOHANNA MASIS
DIRECTOR OF PROGRAM QUALITY,
TRAINING & ASSESSMENT

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 as well.

"They [Girls Inc. of Alameda Program staff] are very supportive and caring for parents and the students."

— ELEMENTARY SCHOOL 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 Comerica, we are committed to building strong and sustainable communities by partnering with, supporting, and volunteering alongside nonprofit organizations in the areas we serve like Girls Inc. of Alameda County. We are proud to support GIAC's vision to prepare girls to achieve their dreams of college, career, and leadership by helping provide access to the resources and opportunities they need for successful futures."

— DANETTE WINKLER
VP, COMERICA BANK, BOARD MEMBER

Volunteers

From practicing reading with third graders, to leading field trips, to mentoring college-bound seniors, our volunteers provide an invaluable level of support to our girls and effectively extend our network and community.

"What Girls Inc. of Alameda County provides is essential, which is why I choose to be involved. It is the necessary scaffolding — a safe space to learn, access to resources — for girls to foster self-esteem, develop a sense of psychological safety, and tap into their strengths."

— MEGAN KELLY
CLINICAL PSYCHOLOGIST, BOARD MEMBER





“My favorite part about academic hour is learning more stuff and reading passages and doing an activity that connects to the passage.”

— 5TH GRADE PARTICIPANT

ELEMENTARY SCHOOL

Girls Inc. of Alameda County’s elementary programs provide foundational academic support with an intensive focus on literacy and engagement/ interest-building in STEAM (Science, Technology, Engineering, Art, and 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. Girls Inc. staff work to encourage healthy relationships, beginning with the relationship with oneself, healthy living practices, and they begin to plant the seed for leadership development skills.

Our students were **3x more likely to be reading at grade level** than their peers not in our programs, and **6x more likely** if they were English Language Learners (ELL).

By the end of the 2023-24 school year, **59% of K-5 students** in our program were reading at grade level, compared to only 24% at the start of the year. **This represents an astounding 146% increase.**

80%

of 4th – 5th graders agree it’s important to try their best.

72%

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

LITERACY INTERVENTION

Girls Inc. of Alameda County’s Literacy Intervention Program supports students referred by their teachers as at-risk for below grade-level reading, and then works with students to determine the most effective methodology for success. We have experienced great success year after year with helping students achieve reading fluency and grade-level literacy. Research shows that reading at grade level by third grade is a key indicator of future academic success, making intervention in the first years of schooling absolutely critical.

2023-24 PROGRAM SITES

Acorn Woodland, Allendale, Bella Vista, Bridges Academy at Melrose, Burckhalter, Concordia Park (summer), Horace Mann, International Community School (ICS), La Escuelita, Think College Now (TCN)

~ 644 HOURS OF PROGRAMMING PER PARTICIPANT IN 2023-24

“I liked being able to collaborate with my fellow peers as all females, so we were able to be comfortable with one another and be able to learn a grow while learning about STEAM which I believe can be helpful for us in the future in teaching us different or new skills.”

— 8TH GRADE PARTICIPANT



MIDDLE SCHOOL

In middle school, girls begin developing their self-image, defining their beliefs, and thinking about their future in the context of what they're learning in school and in relation to the outside world. 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.

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. Only 35% of those receiving bachelor's degrees in STEM fields are women, and of the 35%, only 3% are African American and 5% are Latina. Girls Inc. provides a continuum of engaging and inspiring curricula to actualize girls' abilities and ambitions in STEAM, empowering them to become the next generation of STEAM innovators.

After participating in the Build IT curriculum:

- 81% of middle schoolers said **they like to use technology when designing things.**
- 81% of middle schoolers said **they learned about women with careers in STEAM.**

96%

of 6th – 8th graders said that because of program, they know how to seek support from adults when needed.

81%

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

94%

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

2023-24 PROGRAM SITES

California State University, East Bay (summer), Concordia Park (summer), Elmhurst United, Life Academy, West Oakland, and our Oakland Simpson Center for Girls, that draws students from more than 15 middle schools across Alameda County.

~ 443 HOURS OF PROGRAMMING PER PARTICIPANT IN 2023-24

“I’ve met my best friends through this program, so that’s definitely a plus for me. We want the best for each other, so we want to make sure we give like that positive energy.”

— 12TH GRADE PARTICIPANT



HIGH SCHOOL

In high school, youth are experimenting with pushing boundaries, dealing with new emotions, novel situations and extreme social pressure, while also working to establish their own identities. Programming works with youth on their social emotional development (SEL), in addition to college and career readiness, providing guidance on making responsible decisions while experimenting with positive risk-taking, advocating for what matters to them, forming healthy relationships as well as a positive sense of self. We work alongside girls to build a strong foundation from which participants feel supported and prepared to launch into adulthood as well-rounded leaders.

93%

of Eureka! participants said that since participating in program, they are better at creating relationships with adults (ex: mentors, coaches, teachers).

93%

of Eureka! participants said they are more willing to take positive risks.

93%

of our Advocacy & Health program participants stated they have a better understanding of their values and what is important to them after participating in program.

COLLEGE, CAREER & LEADERSHIP

Despite their potential, girls from under-resourced communities are historically less likely to attend college and pursue leadership positions due to systemic economic, gender and racial inequities. At Girls Inc. of Alameda County, we help girls to overcome these barriers by first creating an equitable environment and then by providing the resources and tools for success. College tours, SAT prep, internships (this year participants interned with Rakuten, FORRELL | ELSESSER Structural Engineers and with a UX Designer), assistance with the college application process, networking with professionals, and advocacy and leadership development programming enables girls to recognize themselves as scholars, leaders, and agents of change. of Alameda County girls discover first-hand how to develop the skillsets and networks that can take them where they want to go.

- 100% of seniors in our College Access program graduated high school and **were admitted to post-secondary institutions for the 10th consecutive year.**
- 100% of our interns stated they **had researched possible college and postsecondary plans (i.e. entrepreneurship opportunities, trade, vocational, tech schools, or certification programs) during their Career Exploration curriculum.**

2023-24 PROGRAM SITES

Oakland International High School, Oakland Simpson Center for Girls that draws students from more than 45 high schools across Alameda County.

~125 HOURS OF PROGRAMMING PER PARTICIPANT IN 2023-24

WORKFORCE DEVELOPMENT: EXPANDED LEARNING APPRENTICESHIP



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 with potential to earn up to 48 transferable units, a Certificate of Proficiency in Education, and an option to pursue an AA Degree.

First Cohort of First-Ever Expanded Learning Apprentices Celebrate Graduation

In June of 2024, our first cohort of Expanded Learning Apprentices graduated from Berkeley City College with Certificates of Proficiency in Education: School Readiness! The cohort also included two Apprentices who earned an additional Certificate of Proficiency in Education: Teacher's Aide as well as their Associate of Arts (AA) Degree in Teacher Preparation.

Dr. Denise Richardson, President of Berkeley City College, spoke at the ceremony, stating Apprenticeship programs like these “are the catalysts of change we need.”

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 of the burden of choosing between work and attending school
- Addressing a workforce shortage in critical afterschool programs that foster positive relationships, create safe environments, and facilitate engaging and intentional activities for youth
- Staffing afterschool programs with people of color who reflect the youth they serve and share their experiences
- Investing in the professional development and mobility of individuals from under-resourced communities who then invest their work experience back into those communities
- Providing a network of support from fellow apprentices, their employer, and their educators that includes support for housing, childcare, food insecurity and more.

What's Next?

We are currently recruiting our 4th cohort of Expanded Learning Apprentices. 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.



girlsinc-alameda.org/get-involved/expanded-learning-apprenticeship



“This program—specifically working with youth at Girls Inc. of Alameda County—has been incredibly rewarding and has enabled me to rediscover a spark I thought I had lost.”

— MIA ROBLES, APPRENTICESHIP GRADUATE

OUR LEADERSHIP

BOARD OF DIRECTORS

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PRESIDENT
Co-Founder & CEO,
Pure Culture Beauty

Tami Munns
VICE PRESIDENT
SVP, Corporate Services-
Staffing, Robert Half
International

Sharon Davidson
TREASURER
Retired, Corporate
Finance Manager

LaShonda Griffin
SECRETARY
Senior Vice President, Senior
Broker, Aon Risk Solutions

Marcia Argyris
Retired, Foundation Professional

Charmaine Clay
Retired, Payments Executive

Ericka Curls Bartling
Principal, Husch Blackwell

Linh Doan Vo
Chief Accounting Officer,
Zumper, Girls Inc. of Alameda
County Alumna

Lisa Gross
Chief People Officer,
ChargePoint

Aisha Kelly-Vong
Head of People Excellence,
Toast

Kerrie Lenhart Hogan
Managing Director, Research &
Core Partnerships Google

Sheena Jain
General Counsel, Technology
Start-Ups

Megan Kelly*
Clinical Psychologist,
Lyra Health

Carla Koren
Senior VP Investments,
Morgan Stanley

Anya Ku
Attorney, Oakland City
Attorney's Office, Girls Inc. of
Alameda County Alumna

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Attorney, Leone Alberts & Duus

Nicole Patterson
Principal, Deloitte Consulting

Marti Pozzi
Partner, Revenue Growth
Services, Embedded Sales
Leadership, Altus Alliance

Gabrielle Tierney
Principal, Tierney Consulting

Kimberly Veale
Senior Vice President,
Marketing & Communications,
Golden State Valkyries

Danette Winkler*
Vice President, East Bay Middle
Market, Comerica Bank

Lisa Zengel*
SVP, Financial Advisor, Morgan
Stanley

BOARD MEMBERS EMERITI

Lois De Domenico
Philanthropist

Glenn Voyles
Retired, Investment
Management

LEADERSHIP

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Chief Executive Officer

Jeri Boomgaarden
Chief Development Officer

Courtney Johnson Clendinen
Chief Programs Officer

Lisa Wanzor
Chief Financial Officer

Shakirat Nkwuo
Senior Director of Human
Resources

Kourtney Andrada
Senior Director of School
Based Programs

Kimberly Bradley, MA, PsyD
Senior Director of
Community Programs

Johanna Masis
Director of Program Quality,
Assessment & Training

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

Ricardo da Silva

Robin Evitts

Cecilia Mansilla

Jennifer Miller

Laura Palmer

David Valdez

Noël Wise

* New Board Members

THANK YOU, VOLUNTEERS

Positive adult allies can make a monumental difference in the lives of our girls, supporting the development of their academic achievement, resilience, and self-esteem. For these reasons, we intentionally cultivate a network of structured partnerships and relationships with community members across the Bay Area to foster connectedness with our youth. Remote and in-person volunteers are a vital part of our curricula, and they enhance our programs by stepping into many different roles, including: elementary literacy aides, academic assistance tutors, career panelists, coding class support, essay mentors, scholarship essay judges, career panel speakers, internship hosts, corporate field trip hosts and so much more!

IN 2023-24,
WE ENGAGED
299
VOLUNTEERS
REMOTELY AND
IN-PERSON



FOR A TOTAL OF
1,402
OF VOLUNTEER 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

WOMEN OF IMPACT



WOMEN OF IMPACT

In 2023 we relaunched our Women of Impact Program with renewed purpose and vigor, now featuring bi-annual networking and informational breakfasts, three different investment levels, and a distinct mission and vision.

MISSION Women of Impact are dedicated to the mission of Girls Inc., to inspire all girls to be strong, smart, and bold. Their dedication is expressed through active participation in programming, as well as an annual financial investment.

VISION Women of Impact are dedicated to advancing opportunities for girls through their support, engagement, and active participation as mentors, role models, tutors, scholarship judges and more! Women of Impact are critical to inspiring girls, building their confidence and helping them navigate existing racial, gender and economic inequalities within the community.

ANNUAL LEVELS OF INVESTMENT

\$5,000

- + 2 tickets to SSB Luncheon
- + 2 tickets to Annual Gala
- + WOI Sweatshirt
- + First choice on 3 volunteer opportunities
- + WOI Pen

\$2,500

- + 2 tickets to SSB Luncheon
- + WOI T-shirt
- + First choice on 1 volunteer opportunity
- + WOI Pen

\$1,000

- + WOI Pen

ENGAGEMENT OPPORTUNITIES

- + Academic Assistance Tutoring
- + Essay Mentoring
- + Field Trip Host/Chaperone
- + Girls Inc. National Scholarship Essay Judging
- + Internship Host
- + Mini Mentoring
- + Mock interviews

EVENTS

- + Annual Gala
- + Bi-Annual WOI Breakfast
- + Book Wrapping Event
- + Career Events
- + College Shower
- + Strong, Smart & Bold Luncheon

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

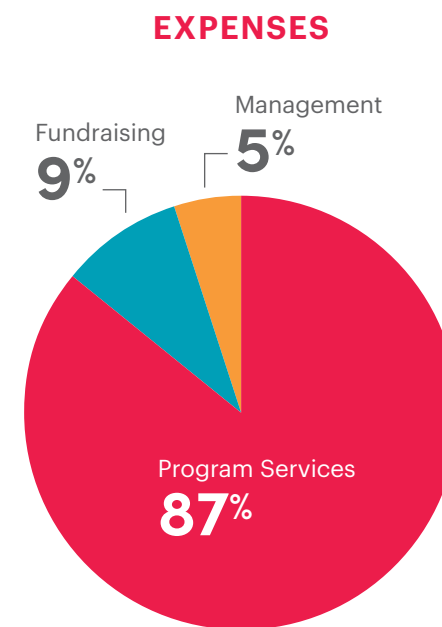
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|------------------------------------|--|---------------------------------|
| Anonymous | Fredrica Drotos | Jennifer Miller |
| Joanna Aiken | Norma Evans | Tami Munns |
| Alia Allison | Robin Evitts | Sandra Padilla |
| Marcia Argyris | Anne Gattis | Nicole Patterson |
| Paz Arroyo | Nelzy Gonzalez-Zaragoza
<i>ALUMNA</i> | Ashley Pfahler |
| Julie Baeder | Christine Gouig | Marti Pozzi |
| Connie Berkeley | LaShonda Griffin | Diana Rothschild |
| Alicia Bert | Lisa Mulrooney Gross | Sharon Simpson |
| Carla Betts | Jill Habig | Amy Slater |
| Anne Bisagno | Barbara Hardacre | Virginia Smith |
| Melissa Bishop | Susan Herzig | Kairee Tann |
| Jeri Boomgaarden | CJ Hirschfield | Gabrielle Tierney |
| Destiny Bun
<i>ALUMNA</i> | Kimberly Hoeksema | Candace Tom |
| Nia Burnett | Kerrie Hogan | Abigail Vera
<i>ALUMNA</i> |
| Amber Childress | Tamisie Honey | Natalie Villaseñor |
| Patricia Chiota | Elisia Ixchelle Campos
<i>ALUMNA</i> | Julayne Virgil |
| Charmaine Clay | Megan Kelly | Ellen Voyles |
| Courtney Johnson Clendinen | Aisha Kelly-Vong | Danielle West
<i>ALUMNA</i> |
| Joan Cress | Helen Kim | Patricia Westphal |
| Sophie Croen | Carla Koren | Samari Wilson
<i>ALUMNA</i> |
| Ericka Curls Bartling | Anya Ku
<i>ALUMNA</i> | Danette Winkler |
| Sharon Davidson | Margarita Ku
<i>ALUMNA</i> | Noël Wise |
| Lois De Domenico | Allison Kvikstad | Jennifer Wolff |
| Ryan DeBoer | Jas Le-Compte | Madrienne Wong
<i>ALUMNA</i> |
| Brittany DeWeaver
<i>ALUMNA</i> | Pat Loomes | Lisa Zengel |
| Linh Doan Vo
<i>ALUMNA</i> | Janis Medina | |

FINANCIALS

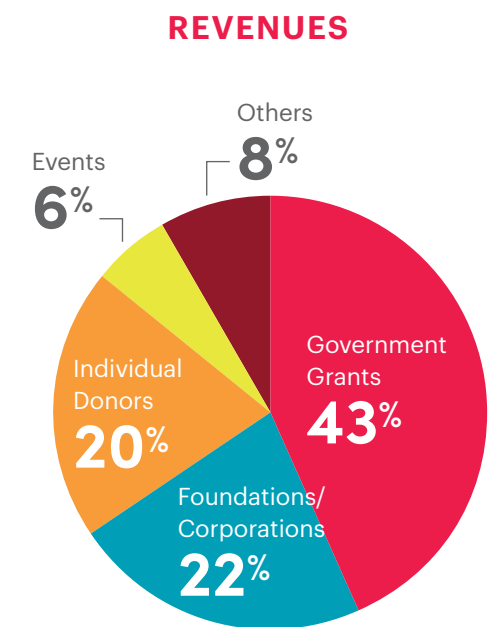
As an organization, modeling fiscal responsibility is vital to our success. We take great pride in our financial efficiency, our transparency, and our accountability to investors and the communities we serve.

100% 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. Visit: <https://girlsinc-alameda.org/invest>



Program Services	\$7,829,486
Fundraising	\$773,152
Management	\$442,019
TOTAL	\$9,044,657



Government Grants	\$3,873,513
Foundations/Corporations	\$2,022,372
Individual Donors	\$1,844,375
Events	\$583,805
Others	\$690,948
TOTAL	\$9,015,014

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: girlsinc-alameda.org/our-story/financials

For more information, or to join the program, contact Selena Solorio (ssolorio@girlsinc-alameda.org, 510-357-5515 ext. 220), Community Engagement and Corporate Relations Manager.



THANK YOU INVESTORS

\$100,000 AND OVER

Anonymous (2)
State of California
Anne Gattis
Girls Inc. National Headquarters
GirlSMART Literacy Program
Hellman Foundation
City of Oakland
Oakland Unified School District
Panera Bread Foundation
Peralta Community College District
Sharon H. Simpson
Patricia Sousa Trust
Ellen & Glenn Voyles
Bruce & Patricia Westphal

\$50,000 - \$99,999

Anonymous (2)
Baker Street Foundation
Chevron Corporation
Crescent Porter Hale Foundation
Sharon Davidson
Fairview Foundation
Helzel Family Foundation
KHR McNeely Family Fund (Manitou Fund)
Rakuten USA, Inc.
The Stocker Foundation
Warriors Community Foundation

\$25,000 - \$49,999

Anonymous
Bay Area Community Resources
Common Spirit Foundation (Sisters of the Presentation)
David L. Klein Fund
Lois De Domenico
DPR Foundation
House Family Foundation
The Joseph & Vera Long Foundation
Gerald M. & Julie Kline
Koret Foundation
Morris Stulsaft Foundation
Pacific Gas & Electric Company
Partnership for Children & Youth
Marti Pozzi & Jim Congdon
PwC Charitable Foundation
Quest Foundation
Ross Stores Foundation

Bret & Karen Taylor
Tides Center
The Wood Foundation

\$10,000 - \$24,999

Marcia M. & George Argyris
Banks Family Foundation
Amy Belt Raimundo
Bernard E. & Alba Witkin Charitable Foundation
Carmel Partners
Joy M. Chen & Vernon Giang
The Clorox Company
Comerica Bank
Deloitte LLP
DPR Construction
Robin A. Evitts
Fleishhacker Foundation
Christine M. Gouig
Lance A. & Katherine Gyorfi
Tamisie Honey Vrolyk
Sheena Jain & Vivek Daftuar
Kaiser Permanente
Kathryn B. McQuade Foundation
Carla J. Koren & Neil Parish
Eugenia Loken
Pat Loomes
Julie Morgan
Tami Munns
Oakland Leaf Foundation
C.E. & Berniece Patterson
Pure Dana Fund
Schnitzer Novack Foundation
Simpson Strong-Tie
Gabrielle Tierney & Eric Bindelglass
Vintner's Daughter
Western Digital Foundation

\$5,000 - \$9,999

Daniel F. Altemus & Glenn Smith
Joni Anderson
Karen E. Austin
Barry Bonds Family Foundation
Ophelia B. Basgal & Gary Fitschen
Block, Inc.
Christopher G. Brown
CBC Charitable Foundation
Hortensia Chang
Charmaine Clay & Scott Willis

Cherida Collins Smith & Glenn Smith
The Fremont Group Foundation
Eugene Friedlander & Judith Sweet
Harvey W. & Gail Glasser
Golden State Warriors
Linda Graebner & Charlie Shalvoy
Susan J. Harriman
Melvin Harrison
Kimberly Hoeksema
Kerrie & Bret Hogan
IMA Foundation
David Kieffer & Regina Phelps
Helen Kim
Matson Navigation Company (Matson Foundation)
Janis Medina
Milligan Family Foundation
Nia Impact Capital
Oracle
Read Phillips
Camelyn Reid & Christi McCloud
Robert Half
Rotary Club of Oakland
Sares-Regis Education & Community Foundation
Maureen Steiner
Summit Financial Foundation
The Swig Company
The San Francisco Foundation
U.S. Bank
Verizon Foundation

\$2,500 - \$4,999

Ava Community Energy (EBCE)
Julie & George Baeder
Beets Hospitality Group
Bellini Foundation
Jeri Boomgaarden
Michelle Browner
Kathleen Chambers
Ericka Curls Bartling
David & Susan Martin Foundation
Deborah De Domenico & Charles Martin
Denali Therapeutics
Joseph Di Prisco & Patti James
East Bay Community Foundation
Hillary & Susan Gitelman
Google

Megan Kelly & Brian Connolly
Aisha Kelly-Vong & Thomas Vong
Loren Kimura
Abigail & Anthony Leonard
Karen Meryash
Nicole Patterson
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Cathy & Michael Podell
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