

ANNUAL REPORT 2017



At Girls in the Game every girl finds her voice, discovers her strength and leads with confidence through fun and active sports, health and leadership programs.



Site Locations

Leader to Leader

Interviews ♡

Chicago Blackhawks
Crowe Horwath
Cubs Charities
Datassential
Elks National Foundation
Fossil
Gatorade
Girls in the Game
Auxiliary Board
gyro:
Nike
Park Community Church
Recovery on Water
(ROW)
Sears
Tastytrade
Trunk Club Chicago
UnitedHealthcare
United Airlines

Game Day ♡

Alfred Nobel Elementary
School
Apollo Elementary School
Burnham/Anthony Math
and Science Academy
Catalyst Elementary
Charter School
Charles S. Brownell
Elementary School
Crown Community
Academy of Fine Arts
Center Elementary
School
Daniel R. Cameron
Elementary School
Daniel Webster
Elementary School
Douglas Park
Enrico Tonti Elementary
School
Everett Mckinley Dirksen
Elementary School
Ferdinand Peck
Elementary School
George Leland
Elementary School
George W. Tilton
Elementary School
Hope Institute Learning
Academy
Ira F. Aldridge Elementary
School

Jahn World Language
School
James R. Doolittle Jr.
Elementary School
Jamieson Elementary
School
John B. Murphy
Elementary School
John M. Palmer
Elementary School
John Whistler Elementary
School
Johnnie Coleman
Elementary Academy
Langston Hughes
Elementary School
Legacy Charter School
Lorca Elementary School
Ludwig Van Beethoven
Elementary School
New Sullivan Elementary
School
Pasteur Elementary
School
Randolph Elementary
School
Reavis Elementary
School
Richard Edwards
Elementary School
Turner-Drew Elementary
Language Academy
Wendell Smith
Elementary School
William E. B. Dubois
Elementary School

After School ♡

Adlai E. Stevenson II
Elementary School
Alfred Nobel Elementary
School
Arthur A. Libby Elementary
& Middle School
Benjamin E. Mays
Elementary Academy
Burnham/Anthony Math
and Science Academy
Charles Evans Hughes
School
Chase Park
CICS Longwood
Crown Community
Academy of Fine Arts
Center Elementary
School

Daniel Boone Elementary
School
Daniel R. Cameron
Elementary School
Daniel Webster
Elementary School
Eugene Park
Ferdinand Peck
Elementary School
George Washington
Carver Primary School
Grover Cleveland
Elementary School
Harriet Beecher Stowe
Elementary School
Hazelwood Elementary/
Middle School
Herzl School of
Excellence
Holabird Academy
Horace Mann Elementary
School
Horatio G. Bent
Elementary School
James R. Doolittle Jr.
Elementary School
Jamieson Elementary
School
John B. Murphy
Elementary School
John J. Pershing
Magnet School for the
Humanities
Johnnie Coleman
Elementary Academy
Kinzie Elementary School
Langford Community
Academy
Legacy Charter School
Mahalia Jackson
Elementary School
Medfield Heights
Elementary School
Montebello Elementary/
Middle School
Oakland Elementary
School
Oglesby Elementary
School
Oliver S. Westcott
Elementary School
Randolph Elementary
School
Reavis Elementary
School

Richard Edwards
Elementary School
Sheridan Elementary
School
Visitation Catholic School
Washington Elementary
School
Westport Academy
Willa Cather Elementary
School
William E. B. Dubois
Elementary School

Teen Workshop Sites ♡

CICS Longwood
Crown Community
Academy of Fine Arts
Center
Daniel R. Cameron
Elementary School
Douglas Park
Futureworld Learning
Center
Hyde Park Neighborhood
Club
Instituto del Progreso
Latino
John J. Pershing Magnet
School for the
Humanities
Legacy Charter School
Mahalia Jackson
Elementary School
McGuane Park
New Life Community
Church
Nichols Park
Randolph Elementary
Reavis Elementary
School
Sherman Park
Washington Park

Site Based Teen Programs ♡

Collis Academy High
School
Cook County Juvenile
Temporary Detention
Center
Denton High School
Douglas Park

From the Board Chair

Teaching Girls to Overcome Doubt

Dear Friends,

Imani is a young woman from the South Side of Chicago. Growing up, she had never heard of lacrosse, was shy around her peers and found making friends difficult.

Then she came to Girls in the Game.

She found mentors in her coaches, who pushed her to become a leader. Finding friends became more natural. She started coaching younger girls as a Junior Counselor at Summer Camp. Imani found her voice, her friends and her ability to lead.

Now, Imani is pursuing her degree in biology and pre-med at Howard University. She also serves as a Lead Facilitator for the nonprofit Matriculate, managing 30 peers and hundreds of students each year who start their college careers at Howard.

“Without me testing out my leadership skills with Girls in the Game, I don't think that I would have applied to take this big role on [at Matriculate], and I wouldn't have this wonderful experience,” Imani said.

Like Imani, there are thousands of girls around Chicago facing doubt. Doubt that they have something valuable to say. Doubt that they will fit in. Doubt that they can become a leader.

From learning how to dribble a soccer ball in After School programs, taking that first leadership role as a coach or having the courage to ask one of Chicago's businesswomen how she succeeds in her career, Girls in the Game is teaching girls to use their voices and challenge the norm.

This year, we will create another 3,600 leaders in Chicago and beyond, and we hope that you will be part of the future of both Girls in the Game and the girls that we serve. In these pages, we'll share some of our successes over the past year as well as share some plans for the future.

Our new logo is the first step in telling the story of how we make leaders. We hope that you'll be part of the rest of the story.

Sincerely,

Janette Outlaw

Chair, Board of Directors

“

This year, we will create another 3,600 leaders in Chicago and beyond, and we hope that you will be part of the future of both Girls in the Game and the girls that we serve.”



After School

Learning Health & Leadership Through a Sports Lens

Our After School program is our largest, offering 90-minutes of sports, health and leadership programming each week to girls around the city of Chicago. Last year, more than 1,500 girls were part of our program at 58 sites in schools, parks and community facilities in Chicago and beyond. Partnering with Chicago Public Schools, our coaches travel to sites in communities predominantly on the south and west sides of the city, to offer free programming to girls.

Each session is part of a 10-week season during which girls learn three new sports, health and leadership topics. We pair together traditional sports that the girls are more familiar with such as soccer or volleyball with non-traditional sports like floor hockey and yoga so they are exposed to new exercises and teamwork models.

We address the whole girl by integrating our sports curriculum with our health and leadership topics, ensuring that girls leave healthier and more confident. From anti-bullying lessons and positive body image exercises to role modeling healthy eating and exploring positive family relationships, we cover the crucial issues that most girls struggle with at a young age. Our evaluation results show that our unique approach creates girls with higher self-esteem and self-worth. As girls start middle school, they are given more leadership opportunities and responsibilities to help them become leaders in their schools and communities.

For the last three years, Girls in the Game has focused on the Englewood, Humboldt Park and North Lawndale communities through our Flagship Model of programming. Flagship programming is designed to offer girls continued programming in their neighborhood schools as they grow up, with increased leadership opportunities to keep them engaged. Teen Squad participants mentor our middle school girls to prepare them for the transition to high school. Middle school girls put their leadership skills into action by participating in community service projects and training to coach the girls in the elementary programs at their school. Our Flagship Model works with six schools throughout Chicago, serving 309 girls in elementary and middle school last year.





“

Because of Girls in the Game, I have had the gift to take part in activities outside of my community. I always lacked confidence in networking because I believed that I did not have a well-rounded character. Through Girls in the Game, I have met people with completely different life stories than me. My empathy for others has increased and I have grown an interest in seeking as many challenges as possible.”


Mily

Teen Squad Member



 1,516 Girls Served

 58 Locations



Elementary Program

 1,382  49

Middle School Program

 134  9

Girls in the Game Olympics

 142  2

Game Days & Clinics

One Day of Play

Three hours of nonstop fun, playing new sports and learning how to be a leader. Our Game Day program allows girls to try Girls in the Game, often for the first time, and discover the power of play for the day!

Each Game Day features two sports, one health and one leadership lesson. Our team works with each specific site to make sure we are picking sports and activities that align with their girls' needs and interests. Bringing Game Days to over 30 sites last year, we recognize that each community has different areas of focus, and we tailor our lessons to fit each school.

We love welcoming volunteers to our Game Days to see a snapshot of our programs, and use Game Days to introduce Girls in the Game to new schools and families. Last year, we used Game Days to recruit new schools into our program, bringing our After School curriculum to six new schools after they hosted their first Game Day with us.

On days with no school, most girls are stuck inside or can't be active because their neighborhood is unsafe. We respond to this problem by offering full-day clinics where girls can come to Douglas Park to play with their friends, meet new girls from around the city and stay active and safe all day.

We keep the girls busy by rotating them every hour to a new group of coaches and a new activity. Our friends at the LPGA and Chicago Force supported our Spring Break Clinic this year, teaching the girls pro golf and football tips, and inspiring them to be strong leaders.







“

I love Girls in the Game! It is to me a fun place to play, plus you learn new things and people that can help you. I really love the coaches.”

Mya
10-year-old Game Day participant

Game Days

 1,549  35

Clinics

 46  1

Teen Squad & Teen Club

👤 102 📍 26

Workshops (Younger Girls)

👤 277 📍 14

Leader to Leader Interviews

👤 26 📍 11

Juvenile Temporary Detention Center

👤 26 📍 1

Teen Squad

Becoming Leaders in Their Communities

As girls grow up with our programs, we give them more responsibilities and opportunities to be a leader. Our application-based Teen Squad program challenges girls to step up and be coaches for younger girls in their communities. From the initial interview process through the coach training, teens learn how to navigate the professional world and work hard to be a good team player. They train on our Playbook and coach elementary-aged girls at workshops across the city while earning scholarship money for college.

In addition to developing their leadership skills across the city, they grow their professional skills in Chicago's board rooms. Each teen visits an average of three corporate offices in Chicago, meeting top businesswomen and men and exploring new career paths through our Leader to Leader interviews. Teens lead the interviews, interacting with industry leaders from across Chicago. They see how these professionals overcame their own challenges and take their advice as they start to think beyond high school. Teens also enjoy sharing their own stories with panelists, educating them about the struggles facing teen girls today.

Our "ProFRESHional" Development series gives teens an ongoing opportunity to learn new skills and gain inspiration from successful mentors. From interview skills and how to present yourself as a leader to goal setting and media messaging, teens are exposed to new ways of thinking and continue to challenge their perspectives.



JTDC

Deepening Our Impact

At Girls in the Game, we strive to bring our programs to the girls who need us most. In 2016, we expanded our Teen Squad program to the Cook County Juvenile Temporary Detention Center (JTDC) on Chicago's West Side. Twice a week, our coaches work with girls ages 13-17 at the center to teach them how to be leaders, stand up to issues in their communities and give them the space to be active and have fun.

Our trauma-informed approach insures that no matter what background or experiences a teen has gone through before entering our space, she feels safe and respected. We listen to the teens each week, and ask what types of activities or topics they want to see. Popular choices this past year included journaling, playing Chicago-based Jeopardy and sharing what they have in common with each other during a warm-up game. Our Leader to Leader program has been adapted to the JTDC space, where professionals take part in a panel style interview and girls can explore new career paths and professional opportunities.

Our program also welcomes girls' friends and family to join us bi-monthly where girls can lead activities and showcase their teamwork mentality by leading an ice breaker and sharing what they have been working on during programming.

We look forward to continuing to deepen our impact and programs in the center, and work with these girls once they are released back into their communities.

Summer Programs

Providing a Safe Space to Play

Summer can be a dangerous time for a girl in Chicago. Most of the communities our girls live in see an increase in violence over the summer, and girls can't find safe places to play or be active. We know that without space to play, 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 fills this gap by offering three summer programs: Sports and Leadership Summer Camp, Summer Squad and our Triathlon Team. We were fortunate to partner with After School Matters for another summer to provide funding for the teens who train to be Junior Counselors and those who serve on Summer Squad.

For 22 years, we have offered our Sports & Leadership Summer Camp at one of Chicago's parks, providing free transportation to girls from all over Chicago. Every weekday in July, we bus over 120 girls ages 7-13 to Douglas Park for a full-day of sports, health and leadership activities.

Girls from different neighborhoods and diverse backgrounds can meet and forge new friendships by playing over 17 sports together and enjoying daily pool time. Our teen counselors, many of whom are former summer camp participants, are supported by great guest coaches and volunteers in addition to our staff. Girls also receive a free lunch and snack every day before they go home. We celebrated another successful camp season with three nights at Camp Shaw-Wa-Nas-See, with many girls leaving the city for the first time.

In addition to Summer Camp, our Youth Triathlon Team practices once a week to train for the Lifetime Kids Triathlon in August. For most girls, this is their first time learning how to swim and ride a bike. With expert instructors, girls can tackle any fears about the triathlon with extra help from their coaches. Cheering them on with friends and family at the race is one of the highlights of the year!

Our Summer Squad program is another great opportunity for teens to learn key leadership and development skills with their peers. Teens receive training on how to be coaches so they can lead workshops for young girls around the city and support at Summer Camp.

Summer Squad teens participate in our signature Leader to Leader interviews with professional women and men in Chicago, visit colleges in the area to explore new career paths and enjoy field trips like swimming and rock climbing.

By the end of the summer, not only have these teens found new friends in the Squad, they have also explored new strengths and created new goals for themselves.



“

It was really fulfilling because I had the opportunity to bond with the girls for an extended period of time. Seeing their transformation and self-improvement was wonderful.”

*Taara
Girls in the Game Summer
Camp Alumna*

Summer Camp

👤 124 📍 1

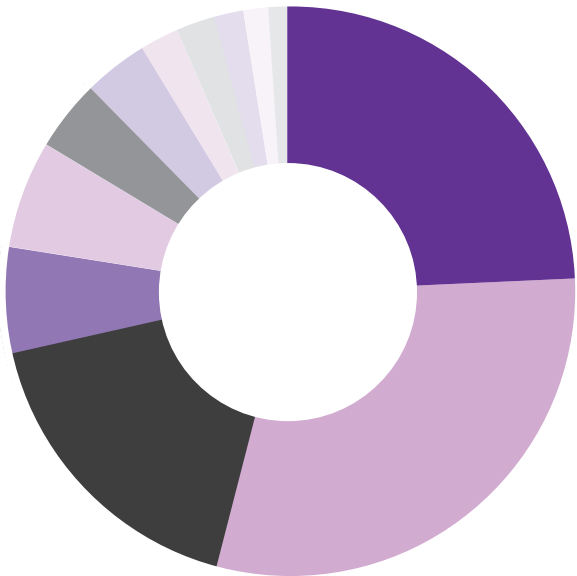
Summer Squad (Teen)

👤 26 📍 1

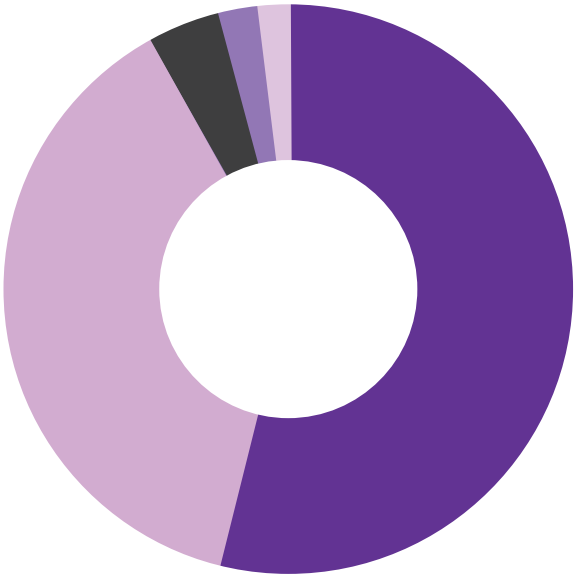
Leader to Leader Interviews

📍 5

Demographics



Age



Race/Ethnicity

- .5% Age 6
- 1% Age 7
- 7% Age 8
- 32% Age 9
- 24% Age 10
- 24% Age 11
- 6% Age 12
- 4% Age 13
- 2% Age 14
- 1% Age 15
- 3% Age 16
- 2% Age 17

- 59% African-American
- 33% Hispanic/Latina
- 4% Multi-Racial
- 2% Caucasian
- 2% Other



Expansion Markets

Creating Leaders in Baltimore, Bloomington and Dallas

Outside of Chicago we continue to support communities that need our programs in Bloomington, IL; Baltimore, MD; and Dallas, TX. We've found that the girls in these regions need more programs to be active and develop their leadership skills.

In fall of 2013, we expanded to our first schools outside of Chicago, serving girls in the Bloomington, IL region through a partnership with Illinois State University. Last year, our After School program worked with girls at five elementary schools teaching them everything from lacrosse and basketball to body image and smart eating. We are excited to continue our partnership with coaches from Illinois State University as we deepen our impact in the Bloomington area.

Since January 2015, we have served five schools in the metropolitan Baltimore area, offering weekly 90-minute sessions at each school. Girls in Baltimore learned a variety of sports including lacrosse, dance and basketball and explored new health and leadership topics such as peer pressure and eating healthy. Plans for the coming year include continuation of programs at those sites as well as introducing our Teen Squad program to the market for the first time. We hope to deepen our impact in Baltimore by serving more girls of all ages.

In Dallas, our Teen Squad program at Denton High School took off during its second school year. Teens were trained to be coaches with our curriculum and led workshops at local schools and community sites. They also led a Leader to Leader panel style interview at Fossil's headquarters and ended the year with a Teen Squad Summit to celebrate a successful season.

Our Strategic Plan

We embarked on a new Strategic Plan in 2016 focused on four main priorities to increase our impact in the communities we serve by 2018. See our highlights from year one below.

1 Increase opportunities and deepen impact so more girls can grow up with Girls in the Game.

We will focus on providing a continuum of programs to girls ages 7-18 at each step in their developmental life cycle, from elementary school through high school.

Year One Highlights

- Expanded Flagship Model programs to six sites
- Communicated to partners the importance of long-term involvement in one community
- Revamped middle school curriculum and program structure
- Relocated summer programming to North Lawndale, one of our target communities

2 Listen and respond to the evolving needs of girls and the communities we serve.

We will focus on building strong relationships with our schools, community and philanthropic partners to provide vital and informed programming for a diverse community of girls.

Year One Highlights

- Increased partnerships with other nonprofits and community groups
- Started programming for teens in the Cook County Juvenile Temporary Detention Center
- Brought our Teen Squad program to specific high schools in communities of need

3 Build greater awareness of Girls in the Game's contributions to influence more lives.

We will elevate our brand through collaboration with girls, parents and other champions of girls' needs so more girls can benefit from our programs.

Year One Highlights

- Increased digital presence through social media engagement and our weekly blog
- Executed our new marketing plan including a new logo
- Best Field of Dreams Anniversary Gala to date
- Staff led trainings in Chicago, Washington, D.C. Virginia and Florida

4 Pursue excellence.

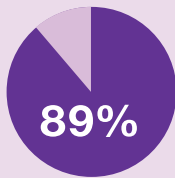
We will hone our infrastructure, striving for organizational excellence to extend our reach and deepen our impact.

Year One Highlights

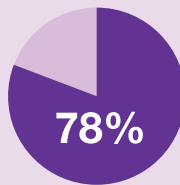
- Comparative evaluation of university model vs. traditional model underway
- New Auxiliary Board structure in Chicago and Auxiliary Boards in Dallas and Baltimore
- Established new partnerships in Baltimore with community organizations and companies who align with our mission
- New staff professional development plan

Loyola University Chicago Evaluation Statistics

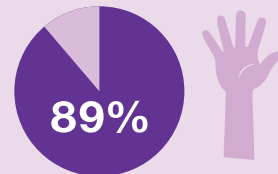
After School Evaluations (after one season)



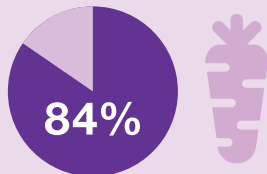
self-identified as a leader



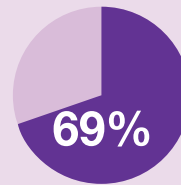
of girls chose to be more active in their after-school time



participated more regularly in class during school

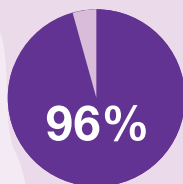


ate more vegetables

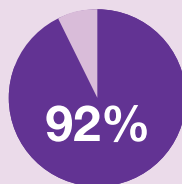


of girls increased their grit

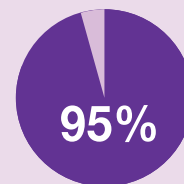
Teen Squad Evaluations



enjoyed being active and playing sports



increased their grit



increased their self-worth

Financials

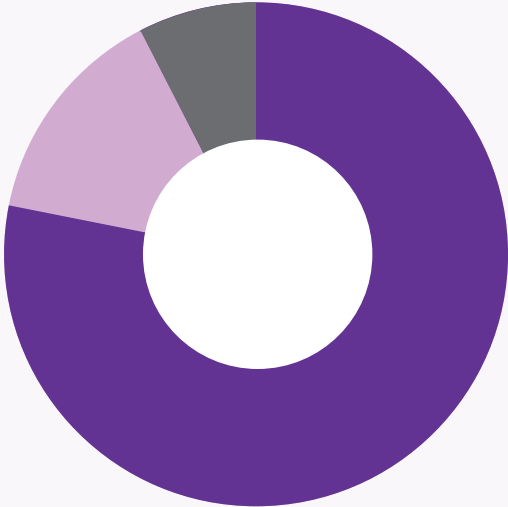
CURRENT LIABILITIES	
Total Current Liabilities	\$124,382

NET ASSETS	
Unrestricted	\$453,151
Temp Restricted	\$83,750
Permanent Restricted	\$125,000
Total Net Assets	\$661,901

REVENUES	
Grants	22%
Special Events	21%
Corporate Giving	16%
Individual Giving	10%
Contractual Exchange for Rent/Utilities	8%
In Kind	7%
Program Fees	6%
Govt/Funding	1%
Revenue	\$1,457,764

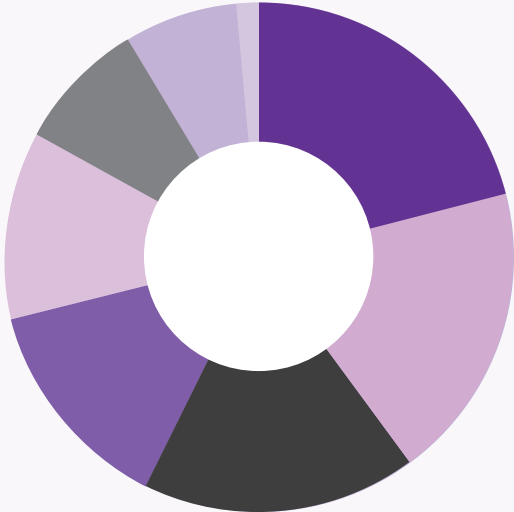
EXPENSES	
Program	\$1,056,207
Fundraising	\$189,586
Administration	\$98,036
Total Expenses	\$1,343,829

Interns provide valuable services 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, 2017, the interns contributed 12,401 hours of service at a value of \$186,021.



Expenses

- 79%** Programs
- 14%** Fundraising
- 7%** Administration



Revenue

- 22%** Grants
- 21%** Special Events
- 16%** Corporate Giving
- 10%** Individual Giving
- 8%** Contractual Exchange for Rent/Utilities
- 7%** In-Kind
- 6%** Program Fees
- 1%** Gov't/Funding

Our Partners

After School Matters
AmeriCorps
America SCORES
AVODAH: the Jewish Service Corps
Baltimore Public Schools
Bloomington Public Schools
Bottom Line
Coaching Corps
Chicago Area Runners Association
Chicago Bandits
Chicago Blackhawks
Chicago Bulls
Chicago Force
Chicago Healthy Schools Campaign
Chicago International Charter Schools
Chicago Park District
Chicago Public Schools
Chicago Public Schools Office of Student Health & Wellness
Chicago SCORES
Chicago Sky
Chicago State University
Chicago Wolves
Chicago Youth Centers
Chicago Women's Rugby Club
Children's Home + Aid
CLOCC (Consortium to Lower Obesity in Chicago's Children)
Columbia College of Chicago
Common Threads
Communities in Schools Chicago

Constellation Energy
Department of Family and Support Services
DePaul University Athletics
Family Focus Englewood
The Family League of Baltimore
Governors State University
gyro: Chicago
Humboldt Park Healthy Corridors
Illinois After School Network
Illinois State University
Instituto Del Progreso Latino
Jesuit Volunteer Corps
Junior League of Chicago
Kids in the Kitchen
Lawndale Christian Development Corporation
Loyola University Chicago
LPGA
Lutheran Volunteer Corps
Mayor's Commission for a Safer Chicago
Mayor's Fitness Council

The Michaels Organization
Naomi Ruth Cohen Institute at the Chicago School
Near West Side Community Development Corporation
New Life Church
Northeastern Illinois University
Notre Dame Mission Volunteers
Oral Health Project
Park Community Church
Planned Parenthood
Playstreets
Playworks
Project Exploration
Super 7
Teamwork Englewood
Towson University
University of Chicago
Up2Us
Urban Initiatives
Women Win
World Chicago
Youth Guidance
YWCA Hershey Road



Our Volunteers

Each year, our volunteers dedicate time, talent and resources to support our programs. From our hands-on volunteer coaches who teach with us at schools to our special event volunteers and those who serve on fundraising committees, each volunteer empowers girls with their unique skills and passions. We are so grateful to our strong team of 166 supporters this year who continue to empower girls every day.

Our Boards

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NBC5

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AL Media

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M. Catherine Crowley Ryan
Bank of America Merrill Lynch

Kevin Krebs
Partners in Achievement

Amy Skeen, President Emeritus

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WTTW

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USG

Sara Buxton
Center for Behavioral Medicine

Claire Conaghan
DataSsential

Jasmine Davis
Quarles & Brady

Erika Del Giudice
Crowe Horwath

Sarah Elliot
PepsiCo

Jenny Flowers
The Field Museum

Susan Fritz
Rosenthal Collins Group

Ashley Gerou
SmithBucklin

Holy Jenkins
Department of Foreign Affairs and Trade, Australia

Jennifer Junk
Recovery on Water

Jaci Lunsford
Target

Ashley Martin
Sidley Austin LLP

Brittany Merritt
Peer Health Exchange

Ashley Nelson
Fossil Group, Inc.

Lauren Perzov
United Airlines

Katie Ramey
Ernst & Young

Allison Reijmer
AIM Specialty Health

Alli Rivera
Advanced Resources

Krista Rubenstein
Gallup

Sharon Shepherd-Harvey
United Airlines

Sara Whaley
Michael Best & Friedrich LLP

Kathleen Williams
Green City Market

Our Donors

Corporate Champion

PepsiCo

Season Ticket Holders

Jill Allread & Family
Aon
Fossil Group, Inc.
The Hill Group
UnitedHealthcare
United Airlines

Corporate and Foundation Donors (\$250-\$999)

The Buckle
Children's Dental World
Clayco, Inc.
Crowe Foundation
DBA Kitchen Tune-Up
Friends of Whitney Young High School
Grumman Butkus Associates
Health & Medicine Policy Research Group
Houghton Mifflin Harcourt
Industrial Pipe and Supply Co.
Kohl's Department Stores
Midwest Orthopaedics at Rush
Navy Pier
NSPS Northwestern Specialists in Plastic Surgery
Rory Group
S Mechanical
SELA Fit
Skender Foundation
Title Nine
Victaulic
Vistage Inc.
Vongluekiat & Choi LLC
Windy City Representatives
Yogaview

(\$1,000-\$2,499)

Air Products Equipment Co.
AMS Mechanical Systems Inc.
C&W Services
Chicago Real Estate Network
Chicago Sky
Cozen O'Connor
Crowe Horwath LLP
The Cubby Bear
Dental Innovations
DePaul University-Dept. of Athletics
Elks National Foundation
Environmental Design International, Inc.
Franczek Radelet P.C.
Gurtz Electric
Hatchell & Associates Honeywell
The Howard B. Bernick Foundation
Intren
Jesse Owens Foundation
The John Buck Company
KPMG
Mechanical Equipment Company
Michael Best & Friedrich, LLP
Northern Express Hockey PWAA
Northfield, an Oldcastle Co.
Pattishall McAuliffe
Reliable Sprinkler
Studio 31a
Thorne Associates
TréLuxe, LLC
Tyco SimplexGrinnell
Universal Power & Control, Inc.
Universal Sole
Walter E. Heller Foundation
WellCare
Zonatherm

(\$2,500-\$4,999)

A and N Mortgage Services, Inc.
AIT Worldwide Logistics, Inc.
Akerman LLP
All Seasons Insulation
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