



of Northern Alberta

Girls Incorporated® of Northern Alberta Annual Report 2019



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Summary

We called 2018 a year of resilience. 2019 was a springboard. We created a Strategic Plan 2019-2023 to better guide us to where we would like to be. We relocated to a new office. Building on the past foundation, we grew substantially as an organization. Girls Inc. of Northern Alberta started hopping towards the springboard, stepping onto it and jumping from there.

In 2019, we empowered 700 girls across the Regional Municipality of Wood Buffalo through 15 different programs in 28 sites (14 in-school, 14 community-based/out-of-school).

While the overall number of girls participated in our programs in 2019 decreased from 776 girls in 45 programs in 2018, this in fact corresponds to our effort in increasing program dosage per girl. We also found that one-off workshops are meaningful, especially for when girls are trying out Girls Inc. Experience and/or when we outreach to the remote/underserved Indigenous communities.

Further, we devoted significant time to develop context-specific programs to reflect the unique needs of the girls in our community. These included #GirlsToo, Power of Stories/New Beginnings and Reaching SMART. We will continue to learn and implement 'what works'.

Our gross revenue grew from \$292,314 in 2018 to \$493,585 in 2019 - almost doubled within a year. Despite the hostile economic climate, we were able to raise over \$109,000 through fundraiser activities. Additionally, three new multi-year partnerships were established. Such community investments allow all our programs to remain free of charge, and we cannot thank enough.

Above success would not have been possible without the tireless efforts and unstoppable passion of our staff, volunteers, investors and community supporters. We strengthened our partnerships on various levels. We built a strong team of 5 staff this year and plan to welcome additional 2 staff in 2020. Our Board of Directors are engaged and focused than ever. We appreciate everyone for what you do for our organization.

In 2020, we strive to increase our reach and deepen impact, particularly in the underserved Indigenous communities, so that more girls will become stronger, smarter and bolder.



Nanase Tonda
Executive Director, Girls Inc. of Northern Alberta

Message from Board President

During my time on the Board, I have witnessed many changes, met many girls who have participated in our programs and watched them grow into fine young women who are living their dreams. As a woman, I can't express how proud I am to have played a role in those journeys.

While trying to pull together my message for this year's annual report, I read a quote that resonated with me, and made me truly understand the importance of the work this organization is doing. **"We cannot all succeed when half of us are held back. We call upon our sisters around the world to be brave – to embrace the strength within themselves and realize their full potential."** – Malala Yousafzai

Boys, for example, grow up with the vast majority of successful people they may look up to sharing their gender. Notable athletes, CEOs, politicians, philosophers, even superheroes, are predominantly male. The role models that young girls have to guide them are, on the other hand, far more limited in the public spotlight. But that is changing!

For this reason, it's important that we have various movements that look to empower women. In fact, celebrations such as Women's History Month and International Women's Day showcase the vast talent across womankind that may have largely gone unnoticed in the past. Girls Inc. of Northern Alberta is part of such movements. We thank all investors who believe in our work and make it possible.

I would like to take this time to thank our staff who have demonstrated what can happen when you work hard and believe in the work that you are doing. They have been outstanding and have formed relationships and bonds with the girls that will last a lifetime. They have encouraged the program participants to new heights and created opportunities for the girls to think outside the box and dream big!

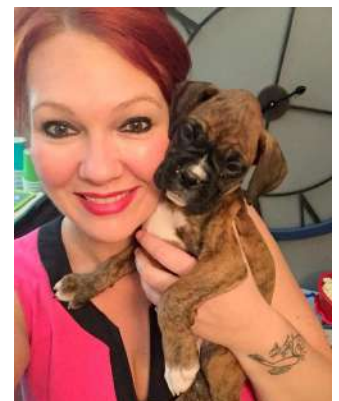
I would also like to say a special thank you to our Executive Director, Nanase Tonda. Your determination has been endless and helped take the organization to the next level. You have shown that no matter what comes our way, you are up to the challenge, big or small.

I must also take a moment to thank our many volunteers who have taken time out of their lives to help us be the organization we are. Whether it's helping with our fundraising or being a part of our board, without your commitment, we couldn't do what we do, as well as we do it! Thank you for showing up, especially when we need you the most!

It was a stellar year. We welcomed new staff and Board members. We moved offices. We created a plan to better guide us. And, we continued to build partnerships with a lasting and positive impact for our region. We are all proud and thankful for being able to work with a wide range of dedicated caring individuals and supportive community partners. Our success is the community's success.

As an organization, we have learned that what we do is very important. It's about the power of example to nurture a new generation. It's about creating positive change and enabling opportunity. It's about learning from failure and being brave enough to break the mold. And it's about building foundations under the dreams of young girls, so that they will pay it forward for tomorrow's dreamers. We are ready for the challenges and achievements ahead in 2020.

Lisa Decker
Board President, Girls Inc. of Northern Alberta





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Who We Are

Girls Inc. of Northern Alberta is a non-profit organization with a mission to inspire all girls in the Wood Buffalo Region to be strong, smart and bold. We vision a world in which every girl values her whole self, discovers her inherent strengths and achieves her goals.

We have been operating in the Wood Buffalo region since 1979, originally as Big Sisters Society. When there was a suggestion that we merge with Big Brothers and Sisters, we advocated that boys and girls go through different experiences and that there is a strong need for us to continue to provide a safe girls-only, enabling learning environment.

That is why we became affiliated with Girls Incorporated (Girls Inc.) in 2004 – in order to empower girls to realize their full potential.

Today, we are a part of a strong Girls Inc. Network of over 80 affiliates providing 140,000 girls across the U.S. and Canada with life-changing experiences and solutions to the challenges girls face. In Canada, there are five affiliates: four Affiliates in Ontario (Girls Inc. of Durham, Girls Inc. of Limestone, Girls Inc. of Upper Canada and Girls Inc. of York Region) and only one in all of Western Canada – Girls Inc. of Northern Alberta.

We are the leading advocate for girls and women's rights and opportunities. We build the next generation of leaders – or 'game changers' – by working with girls to grow positive relationships, find and use their 'voice', develop positive self-image/confidence and enhance critical thinking ability.

Every year, Girls Inc. of Northern Alberta equips girls between the ages of 6-18 across the Wood Buffalo region with the knowledge and skills needed to break free from gender stereotypes, create social change, be proud and confident of who they are.



Our Impact 2019

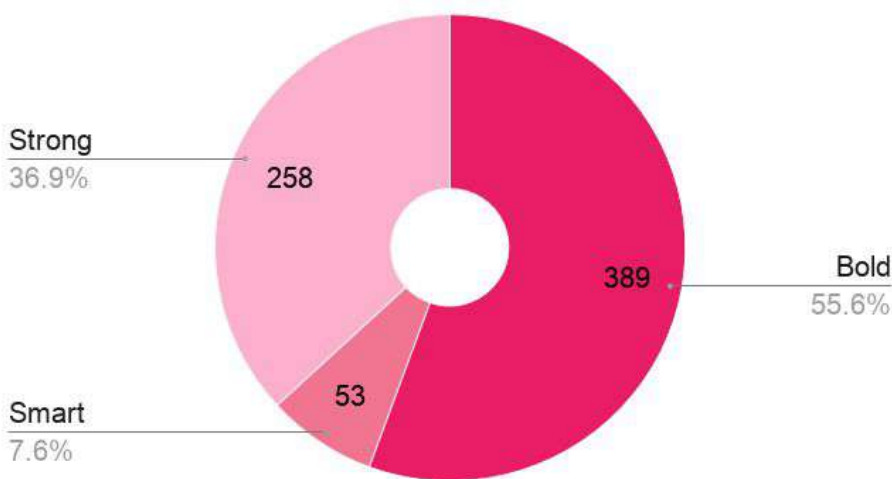
To address layers of needs and challenges unique to girls in the region, we deliver life-changing programs that are preventative, comprehensive, transformational, evidence based and context-specific.

In 2019, we empowered 700 girls across the Wood Buffalo region through 15 different programs in 28 sites (14 in-school, 14 community-based/out-of-school).

Echoing our mandate, our programs encompass Healthy-Active Living (STRONG), Knowledge Enrichment (SMART) and Informed Life Skills (BOLD) facilitated in a girls-only learning environment, both in-/after-school settings. Breakdowns are as below.

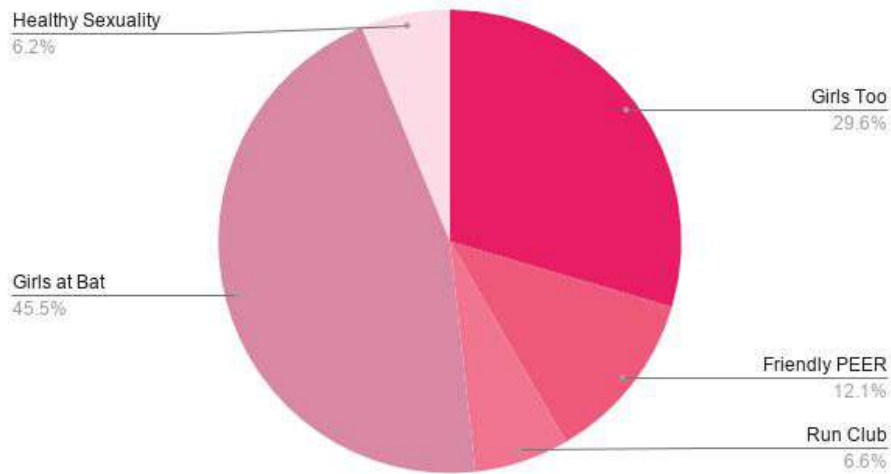
Girls Served

Girls Served by Program Type

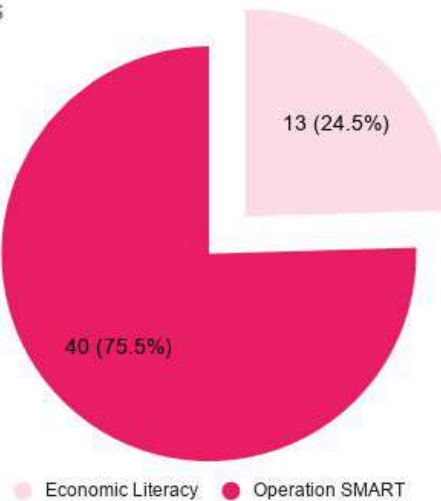


Bold	Smart	Strong
Media Literacy	Economic Literacy	Girls Too
Girls Against Bullying	Operation SMART	Friendly PEER
Project Bold		Run Club
Power of Stories		Girls at Bat
Mentoring		Healthy Sexuality
Girls Beware		
Careers Next Gen		
Brownie Presentation		

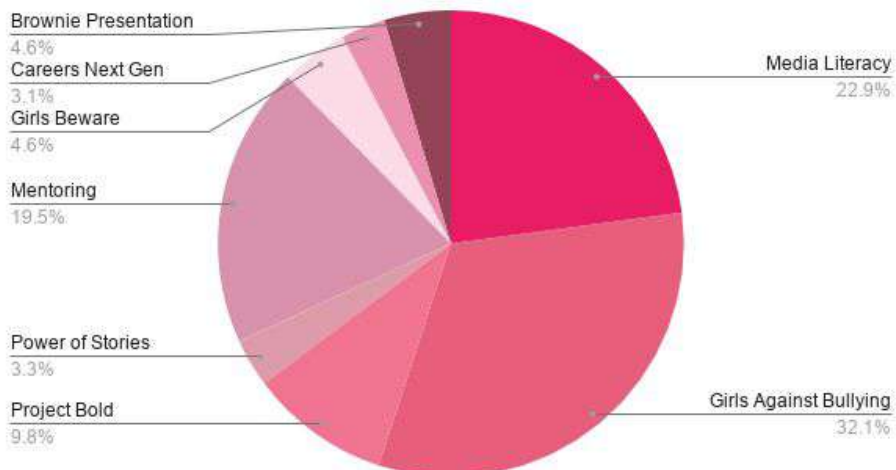
Strong Programs



Smart Programs



Bold Programs



While the overall number of girls served in 2019 decreased from 776 in 2018, this was our effort in increasing program dosage per girl.

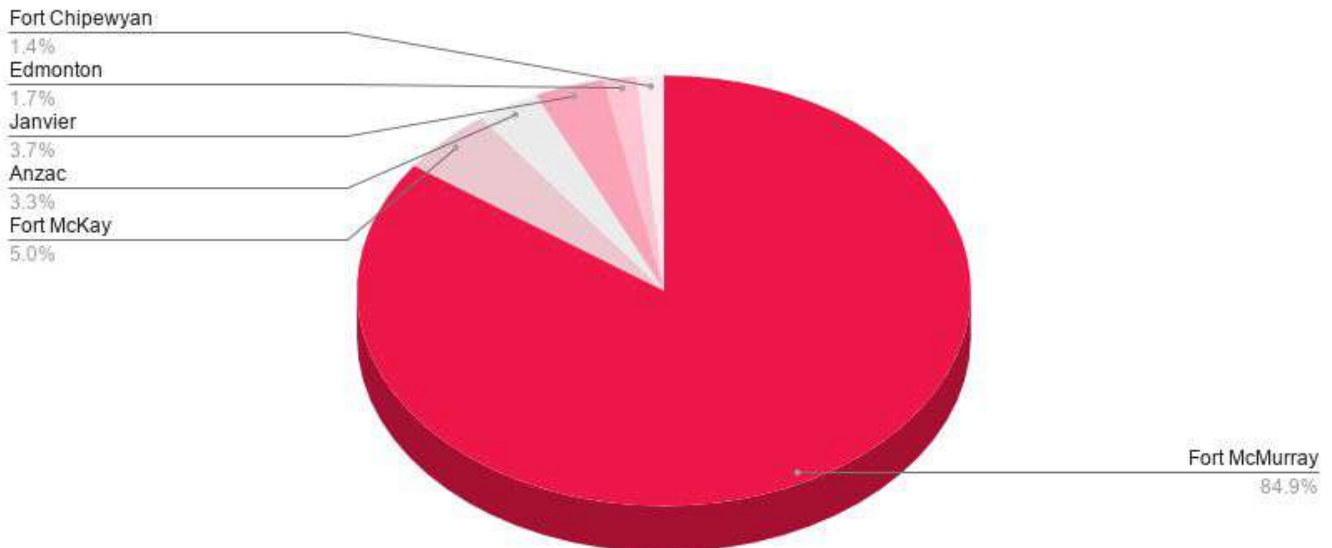
To illustrate, 260 girls in 2019 participated in 3 or more programs compared to 90 girls in 2018. This significant increase is reflected in the decreased number of girls participated in 1-2 programs from 486 girls in 2018 to 285 girls in 2019. This indicates that we have enhanced 170 girls' overall Girls Inc. experience by enabling greater access to our programs.

We also found that workshops are effective and resonated well with girls, especially when trying out our program for the first time and/or outreaching to the remote/underserved Indigenous communities. We will continue to learn and implement 'what works'.

Communities Served

In 2019, we empowered 700 girls ages 6-18 across the Wood Buffalo region. Aligning with our Strategic Priorities 2019-2023, we accelerated our outreaching efforts to the remote, underserved Indigenous communities from 13% in 2018 to 15.1% in 2019.

Communities Served



Community	Location	# of Participants
Anzac	Anzac MultiPlex	3
Anzac	Bill Woodward School	13
Anzac	Fort McMurray First Nations (FN468) Health Centre	7
Edmonton	Airways Park	12
Fort Chipewyan	Youth Centre	10
Fort McKay	Fort McKay Wellness Centre	15
Fort McKay	Fort McKay Youth Centre	20
Fort McMurray	Father Mercredi School	21
Fort McMurray	Christina Gordon	60
Fort McMurray	St. Martha School	83
Fort McMurray	Elsie Yanik Catholic School	15
Fort McMurray	Sister Mary Phillips	62
Fort McMurray	Greely Road School	42
Fort McMurray	Dr.Clark Baseball Field	34
Fort McMurray	Walter and Gladys Hill Public School	24
Fort McMurray	Thickwood Heights Public School	16
Fort McMurray	Ecole St. Paul School	5
Fort McMurray	St. Kateri School	9
Fort McMurray	St Gabriel School	7
Fort McMurray	Walter and Gladys Hill	48
Fort McMurray	Lions Club House	27
Fort McMurray	Holy Trinity / Mac Island	17
Fort McMurray	Wood Buffalo Regional Library /Unifor Hall/ boys and girls club	62
Fort McMurray	Unifor Hall - Girls inc office	32
Fort McMurray	Keyano College	12
Fort McMurray	Westview School	18
Janvier	Father Perin School	6
Janvier	Sekweha Youth Centre	10
Janvier	Father Perin School	10
		Total: 700

Programs: STRONG, SMART & BOLD

STRONG

Friendly PEERsuasion®

Girls develop skills to resist pressure to use harmful substances, such as drugs, alcohol, tobacco, and household chemicals. For ages 11-14.

- Father Mercredi High School
- Father Perin School
- Fort McKay Youth Centre- Workshop



Girls Inc. Run Club®

A girls only environment where young girls can feel comfortable to be active, develop friendships, recognize their potentials & strengths, and gain confidence in their abilities to be physically active and with their bodies.

- Holy Trinity Track/ Mac Island

Girls At Bat

In partnership with Jays Care Foundation

Girls increase their sense of connection, courage, leadership and love of sport with fun baseball drills paired with vital self-esteem, team-building and personal healthy activities.

- Greely Road Field
- Dr. Clark Field
- Walter and Gladys Hill Gym



SMART

Operation SMART®

In partnership with BrainSTEM Alliance and MedicalMakers

Girls gain skills and interest in science, technology, engineering, and mathematics (STEM) alongside engineers

- Annually at Walter and Gladys Hill School

In 2019, the program was delivered on Saturdays out of Walter and Gladys Hill School. The number of girls registered was 38 - the highest number we have ever seen. This program showed girls the possibilities of science and math as career options. We began partnering with MedicalMakers to facilitate sessions on 3D printing and social entrepreneurship.

“The SMART program has created a safe and caring place where it encourages girls that they can also be part of the wonderful world of science. It has really added on to my love for science, math and robotics, making me more passionate than ever before. The program enabled me to grow my ability and interests and I have been able to use it in my own robotic projects and mentoring elementary age girls in learning about science and math.” - Manorama



Economic Literacy:

Girls learn about money and the economy, including how to manage, invest, and save money and how to help others through philanthropy.

- Lions Club House
- Servus Credit Union
- Fort McKay Youth Centre



BOLD

Media Literacy® (Media Smarts for ages 9-11)

Girls increase their awareness of the scope and power of the media and the effects of media messages on girls and women.

- Christina Gordon School
- St. Martha School
- Bill Woodward School
- Walter and Gladys School
- Fort Chipewyan Youth Centre - cyber security workshop
- Lion's Club - workshop



Project BOLD® (Action for Safety for ages 8-11)

Girls learn skills and strategies to lead safer lives in their homes, in relationships, in their communities, and online.

- St. Martha School
- Bill Woodward School
- Lions Club House- Summer Workshop
- Fort Chipewyan Youth Centre- Workshop



Girls Inc. Girls Against Bullying Alliance

- Christina Gordon
- St. Martha School
- Elsie Yanik School
- Sister Mary Phillips
- Greely Road School
- Elsie Yanik School

Girls Inc. Staying Strong Mentoring Program

Works on developing a variety of skills and building on knowledge learned during their time with Girls Inc. Activities are chosen by the girls, and facilitated by women mentors. Ages 8-14.

- Staying Strong – Girls Inc. Board Room, Unifor Hall, Wood Buffalo Regional Library
- No School Friday Mentoring- Unifor Hall

“(Girls Inc.) has taught me to stand up for myself and to be proud of myself for being a strong confident girl. Girls Inc. has always been my happy place because if I am having a bad day during the week I can always go to Girls Inc. on Wednesday and that will always cheer me up. Girls Inc. is a very fun place to be.” - Cassidy

Additional Programing

- Vision Board Workshop- Careers NEXT Gen
- Brownie Presentation- Westview School
- Healthy Hygiene Workshop- Fort McMurray First Nations #468 Health Centre
- Healthy Relationship Workshop- Fort McKay Youth Centre

New Programs

#GirlsToo

Building on #MeToo movement and our flagship programs Project BOLD and Media Literacy, Girls create a cultural shift towards breaking the silence around gender based violence. Through art, girls express their learning about consent, gender equality and healthy relationships to be displayed in a community exhibit. For grades 4-6 and 7-9.

- Greely Road
- Thickwood Heights
- Walter and Gladys Hill
- Ecole St. Paul
- St. Kateri
- Sister Mary Phillips
- St. Gabriel School



This program was named Finalist for 'Excellence in Affiliate Advocacy Award' by Girls Inc. National Network Awards Program 2019.

Power of Stories/ New Beginnings

Power of Stories is a program designed to empower and equip girls with the skills and information needed to make healthy choices and break the cycle of violence against Indigenous women and girls in Northern Alberta. Girls will learn how to advocate for change and be leaders in preventing and eliminating gender-based violence in their communities by gaining the confidence to use their voice to tell their story.

This program is taught through the "Teachings of the Grandmothers" - a set of values that promote connection to Indigenous cultures. These values serve as themes from which we discuss other topics, such as healthy relationships, consent, resisting peer pressure, and making empowered, healthy choices.

This program reflects upon the past by examining the legacy of colonialism and residential schools; explores the present and how girls face adversity in their day-to-day lives; and aims to create a future free from gender-based violence through empowerment and education.





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Reaching S.M.A.R.T. (developed for 2020)

Building on Girls Inc.'s Operation S.M.A.R.T. program, Reaching S.M.A.R.T facilitates weekend workshops in rural, under-served communities to participants who do not have the option to attend the sessions in Fort McMurray.

The program hopes to inspire and empower girls 8 to 18 years old to explore science, technology, engineering and math related fields. It also bridges Indigenous knowledge and "western science" together to connect girls to land and culture, while giving them the option to consider careers in a STEM field.

Women of Inspiration Series

In February 2019, Bouchier committed \$125,000 over five years towards the Women of Inspiration program, Bouchier is committed to recognizing excellence in female leadership in Wood Buffalo.

Over the last ten years, Bouchier and Girls Inc. has strengthened a close working partnership through various programs, events and vehicle donations (with vehicle wrap revamped this year).

Throughout 2019-2020, we recognized five local women for breaking new ground, challenging stereotypes and igniting change in our region. They were: Karla Buffalo, Purva Sharma, Shannon Noble, Michelle Farrow and Caitlin Downie.

Women of Inspiration Nominees



Scholarships

Women of Inspiration Education Awards

Syncrude Canada has been a long-term partner of Girls Inc. of Northern Alberta as a co-initiator of our Women of Inspiration Series mentioned above since 2013. Syncrude Canada has also facilitated 18 education awards for women pursuing post-secondary school ever since then.

In 2019, Syncrude Canada chose to focus on the education award alone. And we are grateful for their continued support.

This year, we proudly awarded three local young girls \$3,000 each to assist them as they navigate their college/university education. These women were chosen for their volunteerism, chosen career paths and financial needs.

Two of the scholarships have been named after our former Women of Inspiration. The Barb Jewers Memorial Scholarship is awarded to an applicant who demonstrates a sincere commitment to volunteerism and community activism. The Elsie Yanik Memorial Scholarship is awarded to a qualifying applicant with First Nations or Metis ancestry.

Starting 2019, the Ann Dort-MacLean Scholarship is awarded to an applicant with demonstrated passion for youth empowerment and gender equality. This special award was created to honour the legacy of Girls Inc. of Northern Alberta's founder Ann Dort-MacLean who had retired in 2018.

The 2019 recipients were: **Malja Najmi-Beauchamp, Mackenzie Velders and Briten Vacheresse.**



Malja Najmi-Beauchamp



Mackenzie Velders



Briten Vacheresse

Finning Canada Spotlight on STEM



STEM Awards

In 2016, women made up **34 percent** of STEM (Science, Technology, Engineering and Mathematics) bachelor's degree holders and **23 per cent** of science and technology workers.

Girls Inc. of Northern Alberta and Finning Canada are working to change that. Thanks to a new three-year partnership (2019-2022), Girls Inc. and Finning Canada will be awarding two \$1000 scholarships to women who are enrolled in or applying for their post-secondary school pursuing a degree in STEM related field(s).

To ensure greater access to this enabling opportunity, Finning Canada and Girls Inc. decided to expand the scope to include applied-science such as: nursing, economics, medicine and social sciences. The awards will be handed out on February 11, 2020 - International Day of Women and Girls in Science.

On International Day of Women and Girls in Science, Girls Inc. of Northern Alberta and Finning Canada are honoured to announce the first recipients of the Finning Canada Spotlight on STEM Awards.

Carolyn Spence and Kaylen Young will receive \$1,000 each from Finning as they work to pursue post-secondary education in a science, technology, engineering or mathematics related field. The scope was expanded to include applied sciences such as nursing, economics and social sciences.

"As Finning evolves in its use of technology to offer our customers innovative solutions, we know that encouraging STEM careers is critical to ensure the workforce of the future – one of the many reasons we are proud to support this scholarship program," said Chad Hiley, VP of HR for Finning Canada. "Our congratulations to Carolyn and Kaylen, and we wish them all the best as they continue on their STEM education journeys."

(PHOTO L-R: Nanase Tonda, Carolyn Spence, Kaylen Young and Tony Mankowski, Finning Canada)



Our Advocates

We are proud and grateful to work with our partners who advocate for the rights and opportunities of girls. Together, we continue to create a gender-specific safe-space where girls can find sparks, passion and strengths in their own terms and act as agents of change. Without our advocates, we cannot do what we do.

Partners at a Glance

Government			
Government of Canada	Summer Jobs	\$9,445	2019
Government of Alberta	Operation	\$60,000	2019-2021
	#GirlsToo	\$28,330	2019
	Power of Stories	\$100,000	2019-2020
Regional Municipality of Wood Buffalo	New Beginnings	\$94,000	2019
Corporation			
Synchrude	Staying Strong Mentoring; Women of Inspiration Education Awards	\$30,000	2019-2020
Bouchier	Women of Inspiration	\$25,000	2019-2020
Suncor	Operation SMART	\$20,000	2019-2020
Finning	Operation SMART; Finning Canada STEM Awards	\$ 5,000	2019-2020
Walmart	Run Club	\$1,000	2019
Conetec	Operation SMART	\$ 600	
Foundation			
Canadian Red Cross	Project BOLD; Anti-Bullying Alliance	\$14,411	2019
Canadian Women's Foundation	Power of Stories	\$23,000	2019-2020
TELUS Community	Media Smarts; Anti-Bullying Alliance	\$23,000	2019
Jays Care Foundation	Girls at Bat	\$3500	2019
APEGA - BrainSTEM Alliance	Operation SMART	\$2500	2019
InMotion Network	Run Club	\$2500	2019
United Way			
United Way Fort McMurray and Wood Buffalo	Administrative Support; Friendly PEER	\$71,250	2019-2020

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United Way
Fort McMurray
Change starts here.



Synocrude



Canada



CONETEC



New Multi-Year Partnerships

In 2019, Girls Inc. of Northern Alberta entered 4 multi-year partnerships with below partners. This helps us significantly in terms of long-term program delivery so that more girls in our community become stronger, smarter and bolder.

- Bouchier: \$125,000/5 years (2019-2025) for Women of Inspiration Series
- Syncrude Canada: \$90,000/3 years (2019-2023) for Staying Strong Mentoring and Women of Inspiration Education Awards
- Finning Canada: \$15,000/ 3 years (2019-2023) for Operation SMART and Finning Canada STEM Awards
- Government of Alberta: \$60,000 for 2.5 years (2019-2021) for operational cost support



Community Partners

Girls Inc. of Northern Alberta continues to work closely with many community partners throughout the region for greater synergies through knowledge and resource sharing.

- Helping Hands Fort Chipewyan works with Girls Inc. to provide Friendly PEERsuasion® Program
- Unifor Local 707A provides a venue for our Staying Strong Mentoring Program
- School Boards (Fort McMurray Public School Board, Catholic School Board and Northland School Division No.61) welcome us into their schools and coordinate in-school programs
- Fort McKay Youth Centre
- Fort McMurray First Nations #468 Youth Centre
- Janvier Sekweha Youth Centre
- Fort Chipewyan RMWB Youth Centre
- Careers NextGeneration
- Waypoints
- Northreach Society
- Some Other Solutions
- Canadian Mental Health Association
- RCMP
- Lions' Club
- The Legion



- Fort McMurray Fire Fighters
- BrainSTEM Alliance
- MedicalMakers
- Servus Credit Union
- Fort McMurray Boys and Girls Club

Fundraising Events

All our programs are free of charge as we do not want finances to be a barrier for participation. This is only possible because of the generous support and powerful engagement with our community through a series of fundraising events - even in the lean years.

In 2019, we have added some extra kicks to our regular fundraising events so as to engage more with our community and beyond.

2019 Fundraiser Calendar

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Golf Tournament

The 26th Annual Golf Tournament (2019) was a great fundraiser for Girls Inc. of Northern Alberta bringing in more than \$30,000. A huge thank you to all of our sponsors and businesses who donated great prizes. The Golf Tournament is a fun filled day of good sport, good food, good times and support for our girls.

Title Sponsor, \$10,000

- Fort McMurray First Nations #468



Golf Cart Sponsor, \$3,000

Teck

Hole Sponsors \$2,000



Mulligan Sponsor \$1,500



Tee Box Sponsors \$500





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For this year's tournament, we welcomed a special speaker Akiriti, our volunteer and also a post-secondary student pursuing civil engineering. Our golfers were all touched by how volunteering with Girls Inc. and pursuing a career in STEM meant so much to Akiriti. And this created such an uplifting vibe to get the live-auction going, including a 1-week stay in Canmore, Kelvin Sawatzky's art pieces, family summer explore package and beautiful sets of jewelries from Prestige Jewelers.





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Mother's Day Yogathon

This was a new fundraiser we were trying and while it wasn't as successful as we had hoped we learned a lot of useful tips that we have been able to implement into our other fundraisers.



HomeHardware BBQ

Every May long weekend Girls Inc. of Northern Alberta gets to kick off the spring weather with our weekend long BBQ at Home Hardware. This is a great fundraiser that gets us out in the community interacting and raising awareness and money for our organization.





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Cash Calendar

The Cash Calendar was a new initiative that offered participants 31 chances to win up to \$600 a day and a maximum of \$3800 in the total month of August. The money raised during this event helps us deliver our programs to girls for free. Tickets were \$20 each and only 500 calendars were printed. Many generous people donated their winnings back to Girls Inc.

Zombie Run

Unfortunately we had to cancel our 2019, the 8th Annual Zombie Run as registration was very low. As a non-profit, we couldn't risk putting on an event that would cost more than it would bring in. We are re-strategizing for 2020, however - possibly to host in end of August. Stay tuned!

Matlo Atelier - French Kiss Third-Party Fundraiser

Girls Inc. of Northern Alberta was thrilled when Jason Matlo, a Vancouver fashion designer, pledged their support to our organization. Malto Atelier launched a new, made-to-measure collection for men and women, and a portion of the proceeds from his show was donated to Girls Inc.

Each piece explored identities and characteristics that resonated with the Girls Inc. message to break stereotypes and unleash new potential. Fashion is a true form of self expression, offering everyone the ability to be unique and themselves.





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Name That Tune

This was also a first for Girls Inc. of Northern Alberta and such a great time. We collaborated with Mike Jones who hosts a team trivia night at Tavern on Main. This specific evening was called 'Girl Power' it featured female artists from many decades of music. Teams bought tickets to the event and 50-50 tickets throughout the night.

Scotiabank helped us sell tickets and matched the proceeds raised. Women empowerment, diversity and inclusion are a few of Scotiabank's priorities and we are grateful for our new partnership.



Volunteers

In 2019, 106 volunteers were there to support Girls Inc. of Northern Alberta. These included 52 fundraising volunteers (whose smiles and passion are showcased through pictures in the 'fundraising' section above), 41 program volunteers and 21 board volunteers in total.

We are grateful for the many committed volunteers that ensure Girls Inc. of Northern Alberta is as successful and sustainable as possible. We couldn't do it without them.



"I wanted to start volunteering for Girls Inc because I could never have gotten where I am without the strong women who guided and encouraged me along the way. Being a young girl can be hard. There is so much pressure to act, look and be a certain way. Girls Inc is helping the girls in our community learn to be strong, smart and bold while taking on whatever life throws at them, and giving them a safe space to be themselves."



"I decided to volunteer with girls Inc because as a woman in a traditionally male dominated workplace, I think it's important to give girls the skills and knowledge to open up opportunities for them, especially those they may not have considered due to stereotypes. Girls experience unique challenges growing up and I think the specific programming is essential to address these challenges."



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"Having a place where girls can gather on a regular basis to explore, share, and build confidence to be the leaders that they are in our communities is why I got involved. The fun, diverse programming empowers girls to be themselves, surround themselves with positivity, and build each other up."

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"I feel so lucky to have been a part of this program. We had a fun day putting the 20 or so girls through experiments related to Environmental Engineering. This program really gives the girls a chance to engage with women working in the STEM fields. It felt so rewarding to encourage these girls to be confident in pursuing work in areas that have a predominantly male workforce. Diversity is so important. Everyone brings a different way of thinking with differing viewpoints and this makes diverse teams very successful."

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"I decided to volunteer with Girls Inc. because I want to do my part in ensuring girls feel valued and empowered in a healthy way. Girl specific programming is so important because it gives girls a safe space to share, learn and grow."

Program & Fundraising Volunteers

In 2019, a large group of dedicated volunteers continued to help our staff in program delivery.

Operation SMART, for example, is organized and delivered with BrainSTEM Alliance. BrainSTEM Alliance recruits an amazing group of female engineers from across the region, who help facilitate a fun filled program where girls can explore through hands-on activities the many disciplines of STEM. Girls enjoy interacting with women in STEM, taking 'positive risk' together and exploring interests in the STEM field.

Many other programs whether in-school or community based rely on volunteers, mentors and guest speakers to bring an authentic perspective to what we may be discussing. These volunteers who take their time to connect with our program participants offer a well-rounded and comprehensive learning experience, yielding positive and powerful impact on the lives of young girls.

Our program delivery is getting richer and more powerful because of our volunteers – thank you all!

As we work to make our events as successful as possible, we have had many people who have volunteered before reach out and ask to volunteer again. Which is great news as it increases our pool of volunteers that allows us to have trusted individuals creating a strong reputation for Girls Inc. of Northern Alberta.

Board of Directors

As of December 2019, Girls Inc. of Northern Alberta is supported by 10 valued board of directors (21 throughout the year) who all volunteer their time to govern our organization and share passion.

- Board President - Lisa Decker
- Board Vice President - Tasneem Rahim
- Board Secretary - Gina Snooks
- Board Treasurer - Arlene Vanderzwaag
- Director - Lana Hill
- Director - Annalee Nutter
- Director - Anne Marie Newsham
- Director - Idil Jelani
- Director - Farooq Shamshad
- Director - Katie Erb





"Girls Inc of Northern Alberta provides necessary programming that prepares young girls to be confident and live up to their full potential. I support the mission of inspiring all girls to be Strong, Smart and Bold. Since joining the board of Girls Inc NA, I have been impressed with the team leadership and the quality of the programs. I'm grateful to be a member of an organization that positively impacts young girls in our community."



"I joined the Girls Inc. of Northern Alberta team, as a board member, because I believe in the work that we do to support all girls to be Strong, Smart & Bold. Gender inequality, injustice, racism & gender-based violence (and more) are not just abstract ideas and girls in our communities experience these issues daily. Girls Inc.'s research-based, gender specific programming not only supports girls with the tools they need to navigate a world in which these issues are real, but also inspires them to transform the world. And that's why I'm proud to be a part of this team."



"Drawn to the prospect of helping my community, I decided to involve myself in a team that served a demographic dissimilar to my own: girls. Given that thriving communities are built with women, it is imperative that we use our resources to help girls succeed, with an emphasis on those in the indigenous community."



"I choose to support Girls Inc because we empower girls, helping them discover their strengths and educating them in areas which support their interests and most importantly, their self esteem."



"This community means so much to me and has given me many opportunities. I wanted to give back in some way; After seeing Girl Inc. of Northern Alberta in the community and the impact they've have on young women here, I knew I wanted to be a part of their movement to be Strong, Smart and Bold."



"I support Girls Inc. of Northern Alberta because of their great program offerings such as learn to run, Power of Stories, Operation SMART, and Friendly PEERuasion that help girls feel confident to be smart, strong and bold. I enjoy the opportunity to work with an incredible group of other volunteers and staff while giving back to the community in a meaningful way. Finally, I value how Girls Inc. raises the profile of exceptional women in our community through events such as Women of Inspiration."



"I support Girls Inc. of Northern Alberta because I am passionate about empowering young girls to reach their full potential. As a former victim of cyber bullying, I realize the importance of providing mentorship and support programs to young girls to deal with ordeals as such. Girls Inc. of Northern Alberta ensures that girls get proper mentorship, awareness and support though the programs it delivers. In addition to that, as a mining engineer and woman in STEM, I am aware of the difficulties and challenges females constantly face in male-dominated industries and Girls Inc. successfully prepares young girls to overcome difficulties, explore careers in non-traditional fields and thrive in their chosen career paths. It's absolutely wonderful being part of a diverse and inclusive board and my experience have helped me learn and grow as a person as well as give back to the community."

Staff

Executive Director - Nanase Tonda

Program Director - Leigh Grant-Simms

Executive Assistant - Erin Piercey

Program Coordinator - Communication & Development Lead - Jenna Hamilton

Program Coordinator - Cassidy Paxton

Program Coordinator - Katlin Okonkwo (on leave)

Program Coordinator - Shenoah Crockett (until August 2019)



Financials

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Financial Position

December 31, 2019

(Unaudited - See Notice To Reader)

	2019	2018
ASSETS		
CURRENT		
Cash	\$ 219,293	\$ 65,415
Accounts receivable	320	-
Goods and services tax recoverable	304	-
	<u>219,917</u>	<u>65,415</u>
PROPERTY, PLANT AND EQUIPMENT (Net of accumulated amortization)	<u>2,397</u>	<u>3,432</u>
	<u>\$ 222,314</u>	<u>\$ 68,847</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 7,556	\$ 9,716
Employee deductions payable	3,524	-
	<u>11,080</u>	<u>9,716</u>
DEFERRED GRANTS	<u>126,537</u>	<u>13,385</u>
	<u>137,617</u>	<u>23,101</u>
NET ASSETS	<u>84,697</u>	<u>45,746</u>
	<u>\$ 222,314</u>	<u>\$ 68,847</u>



of Northern Alberta

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Revenues and Expenditures

Year Ended December 31, 2019

(Unaudited - See Notice To Reader)

	2019	2018
INCOME		
Grants	\$ 366,027	\$ 182,124
Donations and fundraising	68,127	65,147
Alberta Gaming and Liquor Commission	58,570	43,478
GST rebate	759	1,484
Interest Income	102	81
	<u>493,585</u>	<u>292,314</u>
EXPENSES		
Accounting and legal	2,740	2,767
Advertising and fundraising activities	71,052	22,240
Amortization	1,035	1,826
Board Expense	4,069	105
Interest and bank charges	3,174	2,327
Office	3,194	3,659
Programing	31,632	17,359
Property	32,667	36,566
Salaries and wages	294,530	212,419
Telephone	2,163	2,052
Training	2,002	746
Vehicle and Travel	6,376	1,806
	<u>454,634</u>	<u>303,872</u>
EXCESS (DEFICIENCY) OF INCOME OVER EXPENSES	<u>\$ 38,951</u>	<u>\$ (11,558)</u>

GIRLS INCORPORATED OF NORTHERN ALBERTA SOCIETY

Statement of Changes in Net Assets

Year Ended December 31, 2019

(Unaudited - See Notice To Reader)

	2019	2018
NET ASSETS - BEGINNING OF YEAR	\$ 45,746	\$ 57,304
EXCESS OF INCOME OVER EXPENSES	<u>38,951</u>	<u>(11,558)</u>
NET ASSETS - END OF YEAR	<u>\$ 84,697</u>	<u>\$ 45,746</u>