



**girls
inc.**

of Santa Fe

ANNUAL
REPORT
2023

STORIES OF HOPE



www.girlsincofsantafe.org

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Declaracion De Derechos De Las Niñas

Girls' Bill of Rights

Las niñas tienen el derecho a ser ellas mismas y a contrarrestar estereotipos de género.



Girls have the right to be themselves and resist gender stereotypes.

Las niñas tienen el derecho a expresarse con originalidad y entusiasmo.



Girls have the right to express themselves with originality and enthusiasm.

Las niñas tienen el derecho a tomar riesgos, a libremente esforzarse, y a sentir orgullo de su éxito.



Girls have the right to take risks, to strive freely, and to take pride in success.

Las niñas tienen el derecho a aceptar y apreciar sus cuerpos.



Girls have the right to accept and appreciate their bodies.

Las niñas tienen el derecho a tener confianza en sí mismas y a sentirse seguras en el mundo.



Girls have the right to have confidence in themselves and be safe in the world.

Las niñas tienen el derecho a capacitarse para realizar trabajos interesantes e independencia económica.



Girls have the right to prepare for interesting work and economic independence.

Kimberly Brown
CEO, Girls Inc. of Santa Fe



CEO Message

Dear Girls Inc. of Santa Fe Community,

As we reflect on the past year at Girls Inc., I am immensely grateful for your unwavering support and dedication to the girls of Santa Fe. Your generosity has truly made a difference in the lives of countless girls in our community, and I am thrilled to share with you some of the incredible moments and achievements that, with your contributions, have become possible.

One of the most inspiring moments I witnessed last year was during our College Shower, where we honored five remarkable young women by equipping them with the items they need to be prepared for this next chapter of their lives. These young women, who had been part of our Girls Inc. programs, were preparing to embark on their journey to college with confidence and determination, as well as jersey sheets and laptops! As they spoke passionately about their dreams and aspirations, it was evident that Girls Inc. had played a pivotal role in empowering them to believe in their own potential and shape the future on their own terms.

At Girls Inc., we believe wholeheartedly in awakening our community to the boundless potential of girls and their inherent strengths. We recognize that every girl is already strong, smart, and bold, and it is our collective responsibility as a community—including you, our valued donors—to support them in being their true selves. Your generosity enables us to give young people the resources, guidance, and mentorship they need to thrive and succeed in every aspect of their lives.

Throughout the past year, we have remained committed to listening to girls' voices and implementing our community-centric strategic plans that center our families and our participant's needs and aspirations. I sat with 100 other adults in a theater at our State of the Future event which provided a platform for young people to share their perspectives and experiences, reminding us that girls are powerful agents of change who deserve our unwavering support and attention. It was incredible to watch adults listen to their insights and inherent wisdom. They made pleas to adults to take action on issues that affect teens. They confidently spoke to this room full of adults, challenging them to craft better policy, build effective and responsive systems, and envision, through their actions, a safer future for all. Together, we have the opportunity to make New Mexico a great place to grow up and the best place to be a girl. Just imagine.

In today's world, where young people face numerous challenges and uncertainties, our community gives me hope for our collective future. At Girls Inc., we are not only changing individual lives but also contributing to the creation of a more equitable and inclusive society for generations to come.

My heart continues to grow more each year from the support of our mission and the staff, board, donor, volunteer and city's commitment to empowering girls to be strong, smart, and bold. I hope that in this annual report, you find moments of inspiration that make you as hopeful as I am about the future.

Together, we are making a tangible difference in the lives of girls and the fabric of our community.

**With heartfelt appreciation,
Kim Brown**

About Girls Inc. of Santa Fe

- **Girls Inc. of Santa Fe:** Inspiring and empowering young girls to be strong, smart, and bold individuals.
- **Vision:** Envision a world where every girl has the opportunity to **achieve her full potential and lead a fulfilling life.**
- **Commitment:** Dedicated to providing a **supportive and inclusive environment** for girls' skill and confidence development.
- **Mission:** Focused on fostering girls' development through **mentorship, educational programs, and safe exploration of interests.**
- **Goals:** Equipping girls with tools to **overcome societal barriers, encouraging education, embracing uniqueness, and striving for excellence.**
- **Initiatives:** Aiming to instill **self-worth, resilience, and belief in their ability to achieve** goals through various programs.
- **Collaboration:** Actively **works with the community, schools, and families** to create a support network for girls.
- **Impact:** Addressing unique challenges and providing resources, to **build a future where every girl can unleash her potential** and contribute positively to society.



Who We Serve



21%
come from single-parent households



15 Schools
36 Groups



41%
speak a language other than english at home



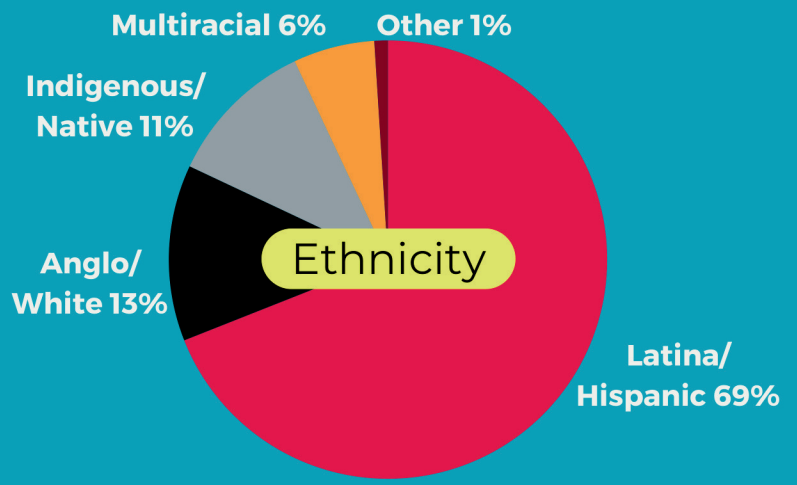
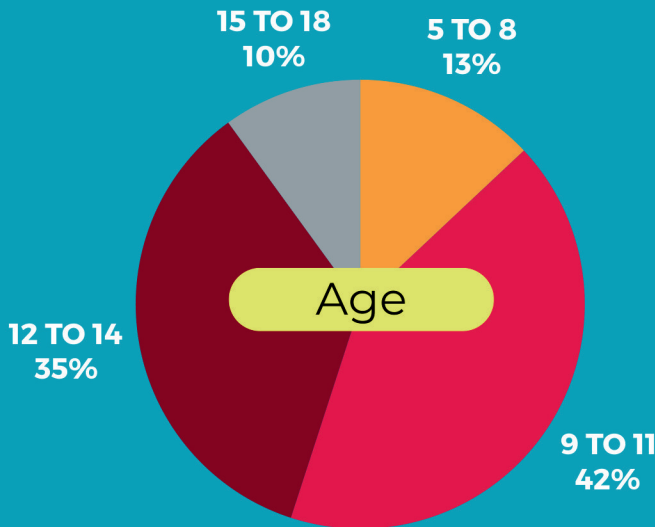
86%
come from low-income households

School-Based Locations We Serve:

- Amy Biehl Community School
- Capital High School
- Cesar Chavez Elementary
- Chaparral Elementary
- El Camino Real Academy
- Milagro Middle School
- Nava Elementary
- Nina Otero Community School
- Ortiz Middle School
- Ramirez Thomas Elementary
- Salazar Elementary
- Santa Fe Indian School
- Sweeney Elementary
- Tesuque Elementary
- Turquoise Trail Charter School



Participant Demographics



Our Impact

The Girls Inc. Strong, Smart, and Bold Outcomes Survey (SSBOS), conducted by a third-party serves as a powerful tool in understanding and amplifying the impact of Girls Inc. of Santa Fe on the girls who participate in our programs. The 2023 survey results are nothing short of inspiring, painting a vivid picture of empowered and resilient young women. **Notably, 97% of girls expressed the willingness to listen, even in disagreement, showcasing a commitment to open-mindedness and collaboration.** The survey also revealed high levels of confidence, determination, and a strong work ethic, with figures such as 95% feeling confident about problem-solving and 98% considering themselves hard workers. **Additionally, the overwhelming majority of girls expressed a genuine care for academic success (99%) and a curiosity for learning (98%).** These figures affirm that Girls Inc. is not only providing opportunities for skill development but also instilling essential qualities that pave the way for a hopeful and promising future for each participant.

97%

of girls listen to people even if they disagree with them

95%

of girls feel confident about handling their problems

97%

of girls do their best even when things get tough

1,107

Young People Served

98%

of girls said they get to learn more about people who are different than themselves

98%

of girls said they're hard workers

99%

of girls said they care about doing well in school

Madonna Hernandez
Director of Programs



Director of Programs Message

Hello My Friends,

Another year is in the books for Girls Inc. and we are experiencing a new found feeling of optimism. As we all have struggled through the last years, optimism or hope may not have been something that was always at the front of our minds. I can say for myself that triage and caution were my go to places both personally and professionally. However, the clouds have begun to part and the path forward is looking much more enticing than it has in a while.

First, I am thrilled to share that we are currently well on our way to pre pandemic numbers. We finished 2023 serving over 1,100 girls and young people and are providing Girls Inc. programs in 15 schools. We can't wait to see what 2024 has in store.

Looking back at the last year I am reminded of the hope out there when I see our girls, kindergartners to high schoolers, being encouraged to advocate for what they need and want while also working collaboratively with their group mates on a project or issue. This school year I watched in awe as our grade school girls explored racial injustice and gender inequality. They were thoughtful and inquisitive, and quite angry as they discussed how many of their experiences were similar. On the teen front, several of them spoke and wrote letters on behalf of bills at the legislature, and our Leadership Out Loud teens coupled with our Teen Leadership Council hosted a panel discussion for the community where they talked about issues young women and people in New Mexico face every day. Nearly 100 people showed up to listen.

In these moments, the light they exude is almost blinding and I find myself feeling overwhelmed with hope and love.

I mentioned in last year's annual report that our girls and young people were requesting to be heard and to have a space at the table. In response to this request we have begun to develop a new program that focuses on adult learning and family engagement. This program's objective is to educate adults in how to work alongside with young people while also developing the skills to create connection and community. If we want to make bigger change in the world we must be a united front, and we are well on our way.

I recognize that we couldn't do this work without the dedicated staff and volunteers who show up ready to inspire, support, and love our girls. As much as we pride ourselves when the staff goes the extra distance we also understand that they too need support and love. This is why we have worked diligently to ensure we have a full staff and every one of them are receiving the training, support, and compensation they need to show up as their best selves for our young people. Girls Inc. is also a wonderful place for the adults, living our mission with everyone engaged.

I am eager for what 2024 will bring and am optimistic to see how our young people will respond. Keep in mind, when you feel the weight of the world, remember that there are young people out there with fresh ideas who need a seat at the table.

**Until next year,
Madonna Hernandez**



Thanks to our BOLD Volunteers!

We extend our heartfelt gratitude to each one of you for your unwavering dedication and passion in supporting our mission. Your commitment to empowering young girls, fostering inclusivity, and creating a positive impact in their lives is truly commendable. Your time, skills, and energy contribute significantly to the success of our programs and events, making a lasting difference in the girls' journeys. Your kindness, mentorship, and willingness to share your knowledge create a nurturing environment that inspires growth and self-discovery. Girls Inc. of Santa Fe is truly fortunate to have such a remarkable team of volunteers. Thank you for being the driving force behind the positive change we strive to bring to the lives of the young people we serve.



126
Volunteers
served youth
in 2023



6,552
Hours served
by volunteers
in 2023

Celebrations of Hope

“Going to college is scary, that’s for sure. Thanks to Girls Inc., I was prepared for the unknown. All of the necessities I received were more than helpful. Thank you Girls Inc.!”



Christiana
CNM / Diagnostic Medical
Sonography



Emerald
UNM / Nursing



Farrah
UNM / Nursing

“My college experience wouldn’t be the same without all of the help and gifts that I received from Girls Inc of Santa Fe at my college shower. When I was just beginning to figure out what I might need for college they assisted me by putting an entire list together of all the essentials. I would have been lost without it. The gifts from the college shower made my transition from high school to my first semester so much easier. Not only was a major financial burden taken off my shoulders, but so were some of my first year anxieties. I use the items from my shower every single day and I honestly couldn’t imagine dorm life without them. I’m now the person that everyone needs to borrow from because I’m the girl with both a tool kit and a vacuum. A huge thank you to Girls Inc. of Santa Fe and the donors who made my shower and many other girls’ showers so amazing.”



Erin
UNM / Biochemistry



Lila
George Washington University
Political Science

COLLEGE SHOWER

The Girls Inc. of Santa Fe College Shower is an annual initiative providing essential support for young people in their pursuit of higher education. Tailored to meet their unique needs, this program ensures a supply of essentials for Girls Inc. participants headed off to college. A critical aspect of our commitment to fostering an inclusive environment, the College Shower allows girls to focus on academics and personal development without the added stress of meeting basic needs. Girls Inc. recognizes the importance of creating a supportive atmosphere for college-bound girls, and the College Shower plays a vital role in achieving this goal.

Celebrations of Hope

ANNUAL SPRING CELEBRATION

“For Girls Inc.’s future, I want more people to be able to come to Girls Inc., where they will be safe and respected.”

-ALTHEA PAK



INSPIRATIONS SUCCESSFUL DEBUT

Inspirations, an exciting new project for us, was introduced in August 2023 at a capacity-filled breakfast at Bishops Lodge. The August event celebrated strong, smart, and bold role models throughout New Mexico and introduced a magazine-quality Inspirations publication. This first-ever book includes **81 tributes** to more than **300 amazing women and girls who reflect our state's diversity of cultures, ages, interests, and occupations and provides powerful examples of role models for all.**



Advocacy in Action

STATE OF THE FUTURE TEEN ADVOCACY FORUM

Last May six teenagers ranging from freshman to seniors in high school, representing four different schools in Santa Fe, took center stage at our State of the Future Teen Advocacy Forum in front of an audience of 100 adults from the community. Community artist and advocate Dez Baa' moderated the discussion about the world teens are living in, the issues that matter most to them, and their hopes for their future.

As participants in our Leadership Out Loud program and members of our Teen Leadership Council these young people generated ideas for discussion points and crafted responses for current events. For most of them, this was their first opportunity to speak in front of an audience and though they were nervous at the beginning of the planning process, they were confident and poised on the night of the event.



ADVOCACY IN ALL PROGRAMMING

Our participants have been learning Advocacy in all realms of the Girls Inc. Experience. We teach mediation and conflict resolution to everyone in the program starting at age 5. The young people learn how to build community among disparate beliefs and backgrounds.

They see conflict as a tool for growth, they recognize it and do not shy away from conversations where there is an opportunity to navigate through conflict as opposed to being afraid. They are seen as leaders, they learn about power and choice and voice.



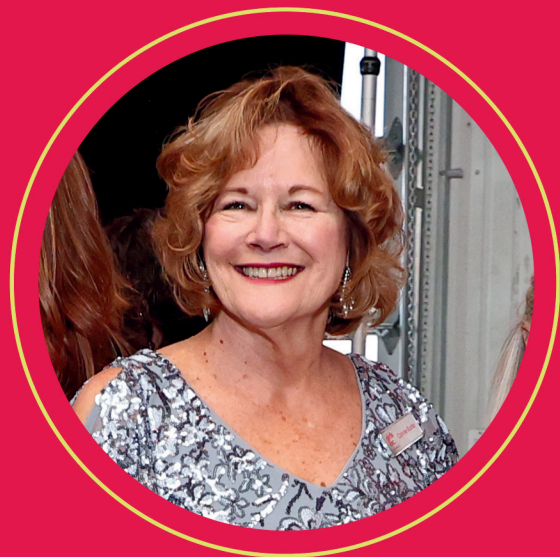
Providing Access



Girls Inc. of Santa Fe creates accepting and inclusive spaces for all people who feel welcome in our center and our community-based programs. Girls Inc. operates on a sliding scale with additional scholarships available. The application process is not extensive, and **access** is an important value to us. We work in conjunction with the Santa Fe Public Schools and the Santa Fe Indian School. We offer summer camp, spring break camp and afterschool programs at our Hillside Avenue Center, where we serve young people aged 5 to 18.



Connie Burke
Board of Directors, Chair



Board Chair Message

Dear Girls Inc. of Santa Fe Community,

In today's global climate, I am reminded of the profound significance of our shared mission in a world that too often overlooks the invaluable contributions of authentic leadership. It is with a deep sense of purpose and conviction that I write to you, as the Board Chair of Girls Inc. of Santa Fe, to celebrate the transformative impact of our organization, the essential role it played in empowering young people in 2023, and **to thank you for being a part of it.**

In a time where the voices and talents of women are all too frequently sidelined, Girls Inc. of Santa Fe stands as a beacon of hope and possibility. We are more than an organization; **we are a movement dedicated to nurturing the next generation of leaders, innovators, and change-makers.**

Throughout my own journey, from academia to the boardroom, I have witnessed firsthand the challenges and barriers that women face in asserting their place at the table. As the only female student in the Geology department at my university and later as the CEO of a top-100 law firm, I experienced the not-so-subtle biases and systemic inequalities that continue to pervade our society.

But I also know the power of resilience, determination, and community.

For the last year I have volunteered nearly once a week, working with girls in our programs. Each week I witness how Girls Inc. of Santa Fe provides a safe and supportive space for girls to explore their passions, develop their skills, and unleash their full potential. Through our programs and initiatives, we guide them to find the confidence in themselves to defy expectations, the courage to speak their truth, and the resilience to overcome any obstacle in their path.

Our work is not merely about leveling the playing field; it is about redefining the game entirely. It is about challenging the norms and stereotypes that confine girls to narrow roles and limited opportunities. Together, let us continue to champion their dreams, amplify their voices, and build a future where every girl is empowered to lead with grace, resilience, and unapologetic authenticity.

None of this would be possible without steadfast supporters like you. Girls Inc. of Santa Fe relies largely on the generosity of individual funders and grants. **It's incredible to think that approximately 250 households provide our operating budget for the year,** ensuring that our programs continue to thrive and inspire girls to be strong, smart, and bold. Your contributions are not just financial; they are a testament to your belief in our mission and your commitment to creating a more equitable and inclusive world for all. I am so proud to be part of this community, our Girls Inc. community. But without you it would not be possible, so again, **thank you for your support in 2023 and beyond.**

**With deepest gratitude and unwavering commitment,
Connie Burke**

Money Matters

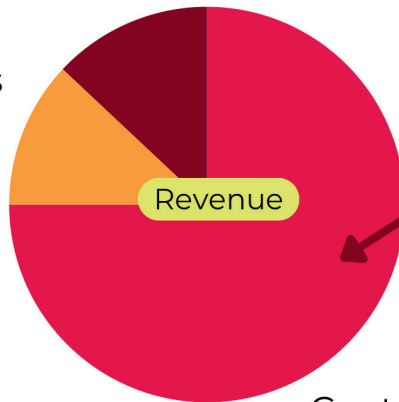
Philanthropic Support is essential to our ability to serve girls and youth. 82% of every dollar donated goes directly to programs. Because of you, we are able to provide our community based programs free of charge. **Families are never turned away based on their ability to pay; 98% receive financial aid to participate.**

REVENUE

Program and Earned Income

13%

Grants
12%



Revenue

That's YOU!
Our generous community of supporters makes this organization's work possible!

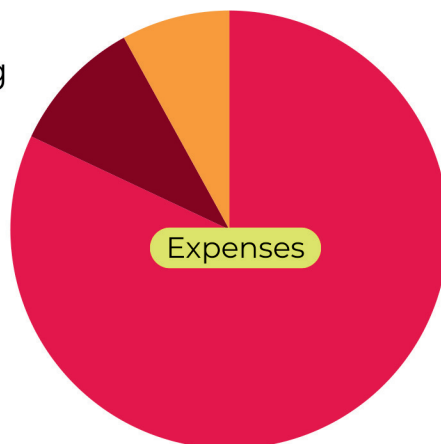
Contributions
75%

EXPENSES

Management & General

10%

Fundraising
8%



Expenses



Program Services
82%

THANK YOU

Each donation plays a vital role in sustaining our year-round operations, serving as the lifeblood that fuels our commitment to the future. The impact of each contribution resonates far beyond mere financial support; it signifies a shared belief in our mission and a collective effort to foster a community of inclusivity. With approximately 250 households alongside foundations and corporations contributing, we form a resilient network of advocates dedicated to breaking barriers and promoting equal opportunities. These donations empower us to implement programs, provide resources, and create spaces where diversity thrives. Every contribution, big or small, is a testament to the strength of our community and reinforces our ability to enact positive change.

RED CAPE SOCIETY (LEGACY GIVING)

The Red Cape Society honors those who have designated a legacy gift to Girls Inc. of Santa Fe.

Anonymous (3)
Connie Burke and Bill Leeman
Diane E. Carlson Estate**
Frانيا D'Alessio and Jason Saslow
The Barbara J. Hall Revocable Trust**
Diane Heath
Tiia Kari-McLaughlin
Barbara and Tobey King
Margeaux Klein
Judy Kowalski
Lauren Snyder Art
Brenda Shears and Keith Kintigh
Rebecca Spence

**Deceased

14

Do you plan to leave a legacy gift to Girls Inc. of Santa Fe?
Let us know!

Individual and Corporate Giving FY23 (September 1, 2022 to August 31, 2023)

Every gift is important and appreciated. Thank you to everyone who donated during FY23. Due to space limitations, our acknowledgment lists gifts totaling \$250 or more.



CHAMPIONS FOR GIRLS

A giving society of philanthropists making annual gifts totaling \$1,000 or more.

VANGUARD (\$50,000+)

Baldrige Foundation
Diane E. Carlson Estate
Lauren Eaton Prescott
The Hutson-Wiley Echevarria Foundation Inc.

LUMINARY (\$25,000-\$49,999)

Bank of America Foundation
Dona Bolding and Roger C. Hamilton
The Hayes Foundation
Liberty Ranch Infinite Possibilities Fund
Nance y Ramón Jose López y Familia
Janis and James Patterson
Karen Rogers Still and Marc Still
LANL Foundation



GIRLS INC. OF SANTA FE

ADVOCATE **(\$10,000-\$24,999)**

Anonymous
Aerie Real Foundation
Brindle Foundation
Connie Burke and Bill Leeman
Caroline B. Burnett
Las Campanas Community Grants Fund
The Collett Family Foundation
Comcast Cable Communications, Inc.
Delta Dental of New Mexico
Fonda Family Foundation
The Frost Foundation
Fry Family Foundation
Hardage Family Endowment Fund
Hirsch Family Foundation
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Barbara Houser and Sarah M. Nolan
Margarita and Thomas Kintz
Ann and Mark Livingston
Diane Locandro and Jeffery Fort
Kay Krochman Marks and Anthony Marks
Mary Wohlford Foundation
Marshall Forman Revocable Trust
McPartlon Roofing
NewMexicoWomen.org
New York Life Foundation
Cynthia and Michael Pettit
Rebecca Porras and Robert Pederson
Santa Fe Hestia Fund
Phyllis H. Subin, Esq.
Thornburg Investment Management
Thornburg Foundation
Washington Federal Foundation

ALLY **(\$5,000-\$9,999)**

Christine Cassel and Michael McCally
Century Bank
Kimberly Corbitt and Keith Beardmore
Nancy Dickenson
The Encantado Foundation
Enterprise Bank and Trust

Girls Inc. National
Valerie and Bud Hamilton
Harris Finch Foundation
Diane Heath
Haley Jenkins
Elizabeth Kelly and Robert Ryne*
Mary and Kenneth Kushnir
Randi Lowenthal
Ellen Marshall and Jay Crutcher
Jean A. McCray
Kris Michaelis and Kenny Goldstein
Nancy Ann Mellen Foundation
Neubleu Interior Design
Norma Green Foundation
Tony and Jo Paap
PNM Resources Foundation
Diane Ramsey and Bruce Johnson
Realty Gift Fund
Santa Fe Kiwanis Foundation
Nan Schwanfelder
Barbara and Ted Seeley
Brenda Shears and Keith Kintigh
Still Point Fund
Judith Sjoberg
Wendi Strong
TLC Plumbing and Heating
TOKo Santa Fe*
Jennifer Watson

PARTNER **(\$1,000-\$4,999)**

Anonymous (8)
Nicole Albright and Robert Maneely
Catherine and John Alsip
Sascha and Michael Anderson
Archer/Patterson Family Foundation
Linda Arkin*
Ann Ash
Avalon Trust Charitable Fund
Bartolucci Family Fund
Deborah Beck and Frederic Sweet
Martha and John Beechler
JoAnn Bethel
Candace Blackwood and Guy Dimonte
Carol Brosk
Markeeta Brown
Brynda Gonzales State Farm Insurance
Helen B. Cahn
Carla Freeman Grants Fund
Alina Catanach
Barbara Chamberlin

Church of the Holy Faith Women's Guild
Jan J. and Tom Collett
Rebecca and John Cook
Jackie Counter
Christus St. Vincent Hospital Foundation
Jane and Richard Cunningham
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Del Norte LOV Foundation
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Olivia Garcia
Emily I. Garcia
Dr. Veronica C. Garcia, Ed.D
Pamela Garrison
Georgia O'Keeffe Museum
Alexis Girard
Jonathan Goldhill Fund, The Jewish Community Foundation of LA
Hannah Greenwood
Robert and Rose Greenwald
Glenda Griswold
Jenna Gruhala-Oltersdorf and Eric Oltersdorf
Mary Guzman and Gretchen Walther
H & R Block - Monica Hardeman
Nancy Hayden and Orlando Romero
Gerald Hein
Jill Heppenheimer
Horton Charitable Fund
Innovate + Educate
Institute of American Indian Arts
Pamela and David Jaderlund
The Kim Jordan Foundation
Chris and Sara Julsrud
Kaiser Foundation Health Plan, Inc.
Nancy Katz and Margo Dichtelmiller
Allyn Kennedy
Linda Kenney

***MONTHLY SUSTAINHER
DONOR**

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PARTNER CONT. (\$1,000-\$4,999)

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Kizuna Strategies
Jack and Mary Gilliam Endowment
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Bill Jenkins
Joan Brooks Baker and Margeaux
Klein, 221 Fund, NM Foundation
Malissa Kullberg and Joshua Maes
La Fonda on the Plaza
La Luz Foundation
David LaPlantz*
The Lensic Performing Arts Center
Hollis Logan and Robert Weinberg
Los Alamos National Laboratory
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Diana MacArthur
Macy's Inc.
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Alice McAlpine
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New Mexico Fairy Hair
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Doris and Cedric Page
Judith C. Pelham Trust
Noreen and David Perlmutter
Julia Peters and Seth Graves
Phase One Realty
Ildiko and Skip Poliner
Rabinowe Family Fund
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Annie Mansfield and John Rizzo
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Santa Fe Professional Business
Women
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Sherman A. and Joyce B. Scott
Family Foundation
Reba June Serafin*
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Judith Sherman and Stephan Orr
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Siembra Leadership High School
Albert Dion Silva
Simple Generosity
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Jordan and David Smith Fund
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Sotheby's International Realty
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Nancy Zeckendorf

(\$500-\$999)

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Rosewitha and Werner Bohm
Martha Braniff and David
Rubenstein
Pat and Jane Brennan
Leigh Ann & Dr. David Brown
Building Adventures Unlimited
Kimberly Burk
Adah Burke
Cabin Fund
Cynthia Clarke
Coalition to Stop Violence Against
Native Women
Barbara and John Cochran

(\$500-\$999) CONT.

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Adelaide Collins and Dennis Cooper
Les and Eudice Daly
The Douglass Family Foundation
Randy Edwards
American Legion Post #1
OMG Bookkeeping*
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Robert Goldberg and Doug Dorey
Gabriela Gomez
John Guffey
Mary Gulledege
Cody Hartley and Santiago Rodriguez
Debra Helper and Harry Wright
Madonna Hernandez and Shawn Baker
Sandra Chavez-Hjelm and Nathan Hjelm
Joseph Hohlfeld
Laura Hudman
Judi and Phil Huston
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Robert Knitzer
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Marsh & McLennan Companies
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Anne Mulvaney
Santa Fe NAACP
Leslie Nathanson Juris and Hervey Juris
Anthony and Victoria Penner
William Phillips
Teresa Pierce
Mary Pool
Ken Prokuski
Rikoon Group
Orlinda Rivera
Patricia Rosenberg
Corinne Sanchez
Santa Fe Community College Foundation
Santa Fe Preparatory School
Santa Fe Skin Institute
Santa Fe Vintage Car Club
Saturna Capital
Robert Sarr*
Jean and Sam Schuler
Mary Ann Shaening
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Every effort has been
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correctly.

Please contact Alexandra
Hesbrook Ramier
(aramier@girlsincofsantafe.org)
if you feel an error has been
made.

Equity & Inclusion

Girls Inc. of Santa Fe acknowledges the beautiful land on which we reside is still recognized as Oga Po'geh and is a part of the ancestral lands of the Northern and Southern Tewa. It is also included in the lands and stories of Taytsugeh Oweengeh (Tesuque), the Nambe Pueblo, the Tewa and the Jicarilla Apache. Interwoven into the history, ancestry, and stories of this land are the Dinè (Navajo), Cochiti, Taos, and Hopi. We acknowledge and honor the many native nations and peoples. We acknowledge the violence, colonization, and displacement that took place. While this acknowledgement does not rectify the pain, we hope to begin a relationship of healing and promise to work towards a more Equitable world and community.

Girls Inc. of Santa Fe's (GISF) mission to inspire all girls to be strong (healthy), smart (educated), and bold (independent) hinges on our vision for an equitable and inclusive society of empowered girls and women. As stewards of the public good, GISF embraces and celebrates the common humanity and the inherent worth of all people.

We believe a commitment to equity and inclusivity will make this vision a reality. We celebrate the similarities and differences, embrace all backgrounds and abilities, and are enriched by each other's lived experiences and unique perspectives. Girls and youth with different lived experiences are integral to our programs.

GISF is committed to equity and inclusivity in principle and practice from the Board of Directors, staff, programming, community engagement, and programming.

Affirming our commitment to this work, we were recently selected as "Champions" (a mentor organization) by Girls Inc. National for our Diversity, Equity, and Inclusion (DEI) Roadmap Cohort initiative. Our application eloquently expressed our approach to DEI and we're invited to share our insights, successes, and lessons learned with other Girls Inc. affiliates across the nation who are beginning their respective DEI journeys.

2023 Achievements

- Participating on the Girls Inc. National Gender Expansiveness working group;
- Acknowledging and challenging power structure in our daily operations;
- Integrating equity and inclusivity into our daily operations;
- Recruiting/retaining Board and Staff members from diverse backgrounds; and
- Embedding advocacy into our programmatic planning and schedules.



Our Best Team Ever!

(* = Moved on / + = joined the team)

Our Board

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Erica Ortiz-Berke
Ally Rael+
Barbara Seeley
Reba Serafin

Our Contractors

Daniel Varela, Building Cleaning and Maintenance
Biquin Nerio, Building Cleaning
Olivia Garcia, Bookkeeper

Our Staff

Kim Brown, Chief Executive Officer
Carolyn Chambers, Chief Finance and HR Officer
Madonna Hernandez, Director of Programs
Adrienne Murray, Chief Storyteller
Arseli Varela, Director of Operations
Ginger Williams, Chief Philanthropy Officer
Erica Davis Crump, Director of Advocacy and Community Engagement *
Daniela Anderson-Fernandez, Program Facilitator *
Katherine Elizabeth Armstrong, Donor Relations Manager *
Keeley Aspaas, Data Coordinator/Program Facilitator
Farrah Baker, Summer Program Facilitator
Rebecca Calhoun, Senior Program Manager
Melissa Costello, Program Facilitator
Jolene Duran, Administrative Coordinator
Maggie Feil, Center-Based Program Manager
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Ruby Reyes Tapia, Summer Program Facilitator
Jericha Romero, Program Facilitator
Paloma Sandoval, Program Facilitator
Rhynda "Storm" Stephens, Corporate & Community Engagement Manager
Indira Tho-Biaz Wilder, Summer Program Facilitator
Isabella Willard, Summer Program Facilitator
Ellen Walkley, Grants Manager

Thank You to everyone who contributed to the success of Girls Inc. of Santa Fe!





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GirlsIncofSantaFe



GirlsIncofSantaFe

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Santa Fe, NM 87501
505.982.2042
girlsincofsantafe.org

