

## Girls Inc of Memphis

**girls  
inc.**

of Memphis



### General Information

#### Contact Information

<b>Nonprofit</b>	Girls Inc of Memphis
<b>Address</b>	910 Vance Avenue Memphis, TN 38126
<b>Phone</b>	901 523-0217
<b>Facebook</b>	facebook.com/GirlsIncMemphis
<b>Twitter</b>	@

#### At A Glance

<b>Year of Incorporation</b>	1964
<b>Former Names</b>	Girls Club of Memphis
<b>Community Foundation staff conducted a site visit?</b>	Yes

# Statements & Search Criteria

## **Mission**

Girls Inc. of Memphis inspires all girls to be Strong, Smart and Bold.

## **Background**

Since 1946, Girls Inc. of Memphis has provided girls ages 6-18 with quality programming that equips them for successful adulthood. Our mission is to inspire all girls to be strong, smart and bold.

Annually in Shelby County, over 2,500 girls between the ages of 6 and 18 participate in The Girls Inc. Experience.

The Girls Inc. Experience consists of people, an environment, and programming that, together, equip girls to succeed.

- The people are trained staff and volunteers who build lasting, mentoring relationships, and peers who share their drive and aspirations.
- The environment is girls-only, physically and emotionally safe; there is a sisterhood of support, high expectations, and respect.
- The research-based programming is hands-on, minds-on, and meets the needs of today's girls to provide the age-appropriate information and knowledge so girls make decisions leading to healthy lives; succeed academically; and develop life skills to prepare for adulthood.

We equip girls to navigate gender, economic and social barriers and grow up healthy, educated and independent. Girls build confidence and embrace positive decision-making to take charge of their health and well-being, and achieve academic, personal and career goals.

As a local affiliate of a national network, we have the benefit of national research and program departments that provide quality curriculum and outcome evaluation data. GIM is one of thirteen affiliate organizations (out of 86) to be selected to the Girls Inc. Experience Leadership Team. This team will establish a comprehensive system to track participation, program excellence, and outcomes for the entire Girls Inc. network.

## **Impact**

In FY 15, Girls Inc. of Memphis:

- Served over 2,500 girls in year-round programming that equips them to: live a healthy lifestyle, achieve academically, and develop effective life skills. Established a three-year Growth Plan
- Established a long-term relationship with Southwest Tennessee Community College for our Eureka program
- Launched the Girls Inc. Youth Farm in Frayser
- Increased STEM programming with Medtronic robotics program and Google Made w/Code workshops
- Selected to serve on the Girls Inc. Experience Leadership Team

**Needs**

- Sustained, annual investors at all giving levels
- Increased brand awareness
- Facility maintenance support
- Quality transportation for our girls to and from schools to our centers after school and during the summer
- Volunteers to mentor our girls after school

## Areas Of Service

**Areas Served****Areas**

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TN - Shelby County

All girls between the ages of 6-18 who reside in the areas of our centers in the zip codes of 38111, 38107, 38125, and 38127 as well as the immediate 3 mile radius of the center. Seventy-eight percent of the girls served in the target area are African American. The other twenty-two percent list their ethnicity as Caucasian, Hispanic; others did not answer the question. The age breakdown of our girls served in the target is as follows: 5 -8 year olds 19%, 9-11 years old 27%, 12-14 years old 38%, and 15-18 years old 16%. The parents of our participants listed their income as ranging from \$0-75,000. The breakdown is as follows: 36% between \$0-17,235, 6% \$17,236-23,265, 56% \$23,266-29,295, 1% \$41,356-47,385, and 1% \$49,446-75,000. The majority of the participants served (93%) in target area household consists of 5 or fewer members.

## Service Categories

Girls Clubs

Educational Services

# Programs

## Programs

### Youth Farm

#### **Description**

At the Girls Inc. Youth Farm, we give girls the tools to be strong, smart & bold by hiring them to do the meaningful work of growing food on our 9.5-acre plot in Frayser. At the farm, the girls will reap the rewards of growing healthy produce while engaging in social entrepreneurship, leadership and civic training with local leaders and through volunteer activities.

#### **Our Girls Inc. Youth Farmers will become:**

##### **Strong: Healthy**

- Understanding healthy living in connection with ecology, food, and community
- Re-defining and pre-defining “food” as primarily vegetables
- Becoming aware of the correlation of diabetes, heart disease, and obesity with hunger and nutrition

##### **Smart: Educated**

- Developing academic and leadership skills by running all aspects of their own community supported agricultural farm, farmers market, and resource center
- Enhancing tactile skills, critical and systems thinking, and understanding of eco-systems management

##### **Bold: Independent**

- Leading and engaging in civic and community activities
- Developing confidence, perseverance, and resiliency through learning crop design, farm management, crop harvest and marketing of fresh food
- Reducing urban blight by creating a vibrant and beautiful community space

#### **Budget**

\$222,619.00

#### **Strategy**

Yes

#### **Long term Success**

- Our girls took aim at hunger in the community by planning and implementing regular produce donations to a local emergency homeless shelter (Living For Christ). Girls will follow up this year to develop and implement a more comprehensive strategy to fighting hunger in Frayser.

#### **Short Term Success**

- FFall programming focuses on business management, entrepreneurship and metrics measurements.
- SSpring programming focuses on community action, greenhouse management and business planning.
- SSummer programming focuses on understanding healthy living in connection with food, ecology in community and learning crop design and farm management.

# Board & Governance

## Board Chair

<b>Board Chair</b>	Dr. Adriane Johnson-Williams
<b>Company Affiliation</b>	Pyramid Peak Foundation
<b>Term</b>	Aug 2016 to July 2017
<b>Email</b>	girlsincbod@gmail.com

## Board Co-Chair

<b>Board CoChair</b>	Ms. Erin Phillips
<b>Company Affiliation</b>	Lipscomb & Pitts
<b>Term</b>	Aug 2016 to July 2017

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Jane Amaba	FedEx	Voting
Cynthia Bardwell	Methodist LeBonheur	Voting
Robert Clark	Barnhart Crane & Rigging Co.	Voting
Laura Fenton	CBRE - Memphis	Voting
Rebecca Hinds	Martin Tate	Voting
Julia Howell	First Tennessee	Voting
Laurita Jackson	1Source	Voting
Adriane Johnson-Williams	Seeding Success	Voting
Eileen McGinley	Retired	Voting
Eileen McGinley	Retired CPA	Voting
Natalie McKinney, Esq.	Shelby County Schools	Voting
Tamara Payne	FedEx Services	Voting
Erin Phillips	Lipscomb Pitts Insurance, LLC	Voting
Jo West	Actavis	Voting

## Board Demographics - Ethnicity

<b>African American/Black</b>	9
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	9
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0
<b>Other</b>	0 n/a

## Board Demographics - Gender

<b>Male</b>	1
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<b>Female</b>	16
<b>Unspecified</b>	0

## Governance

<b>Board Term Lengths</b>	3
<b>Board Term Limits</b>	2
<b>Board Meeting Attendance %</b>	72
<b>Written Board Selection Criteria?</b>	Yes
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	100
<b>Number of Full Board Meetings Annually</b>	6

## Standing Committees

Development / Fund Development / Fund Raising / Grant Writing / Major Gifts  
 Finance  
 Program / Program Planning  
 Marketing  
 Board Development / Board Orientation  
 Personnel  
 Building

# Management

## Executive Director/CEO

<b>Executive Director</b>	Ms. Lisa Moore
<b>Term Start</b>	July 2013
<b>Email</b>	lmoore@girlsincmemphis.org

### Experience

Ms. Lisa Moore is a sought after leader, facilitator, consultant and speaker in areas including leadership, community development, inclusion/diversity, organizational management and strategic thinking/planning. As President/CEO of Girls Incorporated of Memphis, her career journey has come full circle. Lisa spent the first 11 years of her career with Girls Incorporated as a Program Director in Memphis, Executive Director in Massachusetts, and as a national Regional Director based in Indianapolis, where she was responsible for affiliates spanning 17 states. Her passion for advocacy led her to join the BRIDGES staff in August 1999 where she served as Vice President for 10 years. In 2009 she founded Dancing Water: Renewal for Individuals and Groups, a consulting practice providing leadership coaching, consultation, training and retreats. Her journey took an unexpected turn in 2011 and she joined FedEx Services where she developed and facilitated the new manager onboarding program, the Purple Pipeline director development program, and Living PSP culture shaping training. Lisa, a native Memphian, graduated from Memphis State University with a bachelor's in education, received her master's in education from Concordia University, St. Paul, MN, and is a 2003 graduate of Leadership Memphis. Her commitment to community development and skills in building collaborative efforts led her to establish and provide leadership in the Haverhill (MA) Youth Council, the middle school reform think tank Concept Council of Memphis City Schools, the Urban Aspiration team of the University of Memphis' College of Education, Imagine Memphis, Memphis/Shelby County Youth Development Collaborative and Common Ground. Her awards include, 2007 Professional Advocate of the Year from the West Region of Tennessee Conference for Social Welfare and in 2008 voted one of 12 People Who Made A Difference by the Commercial Appeal newspaper and two Bravo Zulu awards at FedEx Services. After a long and winding career road, Ms. Moore is very excited to return to the place where it all began, Girls Incorporated of Memphis!

## Staff

<b>Full Time Staff</b>	19
<b>Part Time Staff</b>	6
<b>Volunteers</b>	400
<b>Contractors</b>	0
<b>Retention Rate</b>	0

## Plans

<b>Organization has a Fundraising Plan?</b>	No
<b>Organization has a Strategic Plan?</b>	Yes
<b>Years Strategic Plan Considers</b>	4
<b>Date Strategic Plan Adopted</b>	Jan 2015
<b>Management Succession Plan?</b>	Under Development
<b>Organization Policy and Procedures</b>	Yes
<b>Nondiscrimination Policy</b>	Yes
<b>Whistleblower Policy</b>	Yes

**Document Destruction Policy** Yes

**Directors and Officers Insurance Policy** Yes

**Affiliations**

<b>Affiliation</b>	<b>Year</b>
Affiliate/Chapter of National Organization (i.e. Girl Scouts of the USA, American Red Cross, etc.) - Affiliate/chapter	1967



# Financials

## Fiscal Year

	Aug
<b>Fiscal Year</b>	2017
<b>Projected Revenue</b>	\$1,911,098.00
<b>Projected Expenses</b>	\$1,790,219.00
<b>Endowment Value</b>	0
<b>Spending Policy</b>	Income Only
<b>Percentage (if selected)</b>	0%

## Form 990s

[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
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## Detailed Financials

### Revenue and Expenses

Fiscal Year	2015	2014	2013
<b>Total Revenue</b>	\$1,836,181	\$1,776,145	\$2,114,230
<b>Total Expenses</b>	\$2,050,773	\$2,193,698	\$2,254,835

### Revenue Sources

Fiscal Year	2015	2014	2013
<b>Foundation and Corporation Contributions</b>	\$573,159	\$445,057	\$721,234
<b>Government Contributions</b>	\$725,391	\$692,603	\$672,990
<b>Federal</b>	--	--	--
<b>State</b>	--	--	--
<b>Local</b>	--	--	--
<b>Unspecified</b>	\$725,391	\$692,603	\$672,990
<b>Individual Contributions</b>	--	--	--
<b>Indirect Public Support</b>	\$337,308	\$391,082	\$390,249
<b>Earned Revenue</b>	\$95,344	\$91,300	\$115,650
<b>Investment Income, Net of Losses</b>	\$16,896	\$28,135	\$23,992
<b>Membership Dues</b>	\$0	\$39,758	\$96,879
<b>Special Events</b>	\$0	\$935	\$0
<b>Revenue In-Kind</b>	\$42,705	\$25,235	\$42,826
<b>Other</b>	\$32,109	\$44,987	\$14,684

### Expense Allocation

Fiscal Year	2015	2014	2013
Program Expense	\$1,741,210	\$1,727,260	\$1,867,522
Administration Expense	\$189,306	\$303,907	\$282,616
Fundraising Expense	\$120,257	\$162,531	\$104,697
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	0.90	0.81	0.94
Program Expense/Total Expenses	85%	79%	83%
Fundraising Expense/Contributed Revenue	7%	11%	6%

### Assets and Liabilities

Fiscal Year	2015	2014	2013
Total Assets	\$1,470,443	\$1,699,053	\$1,991,173
Current Assets	\$125,653	\$99,387	\$417,750
Long-Term Liabilities	\$150,000	\$150,000	\$100,000
Current Liabilities	\$226,325	\$205,294	\$148,080
Total Net Assets	\$1,094,118	\$1,343,759	\$1,743,093

### Short Term Solvency

Fiscal Year	2015	2014	2013
Current Ratio: Current Assets/Current Liabilities	0.56	0.48	2.82

### Long Term Solvency

Fiscal Year	2015	2014	2013
Long-Term Liabilities/Total Assets	10%	9%	5%

### Top Funding Sources

Fiscal Year	2015	2014	2013
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

## Capital Campaign

Currently in a Capital Campaign?	No
Goal	\$0
Capital Campaign Anticipated in Next 5 Years?	Yes

## State Charitable Solicitations Permit

Permit?	Yes Jan 2018
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## Comments

### Organization Comments

In response to the question: "There were a couple of small internal control recommendations made in the '15 audit. What moves have been made to address those?" The following moves have been made:

After the financials are prepared, they are reviewed by our Finance Committee, and at that time, if any changes are requested, then they are reviewed further and changes are made within a reasonable timeframe depending on the change required.



COMMUNITY  
FOUNDATION  
OF GREATER MEMPHIS

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