



GIRLS | FOR A
CHANGE



Annual Report 2023

SPOTLIGHT ON

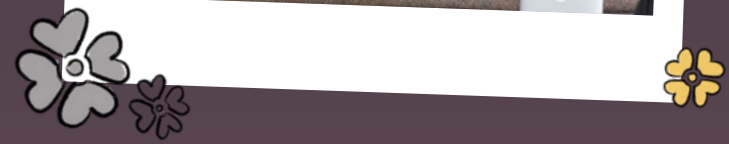
OUR IMPACT

THIS YEAR, OUR PARTNERSHIPS RAN DEEPER AS WE DREAMED UP NEW PROGRAM THEMES THAT OFFERED VERY INTENTIONAL EXPERIENCES. AS WE NAVIGATE WHAT IT MEANS TO CO-CREATE WITH BLACK GIRLS AND TRULY MEET THEIR NEEDS, THERE ARE CERTAIN PATTERNS WE SEE – A LACK OF REPRESENTATION IN FIELDS THAT SHOULD NOT EXIST.



This school year, we focused on creating pipelines and access to more fields where Black women are not seen. If it's all about access and exposure, then we're going to bring it. And we're going to do it on our own terms, in our own way.

In business, the phrase "disruptive innovation" refers to innovation that makes expensive or high tech products more affordable and accessible to a broader population. We took that concept to a whole new level by transforming career pathways for Black girls. By exposing them to new careers, offering skill-based learning, and access to people who look like them in those fields. This meant new things for ALL of our programs. As we dream big for Black girls in our programs, we also dream big for our new building. Last year's big goal was to own the building, which we accomplished. This year and beyond we focused on raising \$5.5 Million to demolish, re-imagine, and re-build.



GIRLS WE SERVED **5%**
More than last year

SCHOLARSHIPS/SEED MONEY
\$2,000

COMMUNITY PARTNERS
40

EVENTS WE HELD

- Black Girl Rally
- Honoring Ubuntu to Raise the Roof
- Kendra Scott fundraiser
- Cheers for Charity Star Hill fundraiser
- One Million Reasons to Build Anniversary
- Board Meet & Greet
- Thomas Jefferson High School Model Call
- Black Girl Showcase
- Summer Closing Ceremony
- Trip to Monticello with The Links
- Peer Advisor Trip to California and Atlanta

OUR AUDIENCE/REACH

Website
15,000 users

Newsletter **5,511** Social Media **33,043**



SPOTLIGHT ON

OUR IMPACT

PRESS

38 stories highlighting our One Million Reasons to Build Capital Campaign, programs, events, and special interviews with our CEO, Angela Patton



AWARDS

Girls For A Change was honored this year in several ways for the work we do with and for Black girls. Here's a quick look at some of the awards we received. In addition to these awards, we were so touched to receive letters of congratulations from Senator Mark Warner.



METROPOLITAN BUSINESS LEAGUE NON-PROFIT PARTNER OF THE YEAR

This spring, the Girls For A Change team attended the MBL Awards Gala as a Non-Profit of the Year nominee. We were so excited to take home the award for the SECOND time! We won it for the first time back in 2018 and are so excited to have been recognized again.

GRACE E. HARRIS LEADERSHIP AWARD

Our CEO, Angela Patton, received the Grace E. Harris Award from the Virginia Commonwealth University L. Douglas Wilder School of Government & Public Affairs. The award is part of the Excellence in Virginia Awards, which celebrates people and organizations in the public and private sectors who have made extraordinary contributions to the practice of government and the well-being of our communities and citizens. Sistah Angela was honored for her 20+ years of work preparing Black girls for the world and the world for Black girls.



SUNDANCE FILM FESTIVAL: U.S. DOCUMENTARY COMPETITION

A decade or so ago, we started an event called Date With Dad Weekend, a special dance created by a group of GFAC participants to give girls much-needed bonding time with their fathers who were incarcerated. This dance was an annual event and became the subject of a TEDWomen talk in 2013. That TED talk garnered over one million views and inspired the making of *DAUGHTERS*.

DAUGHTERS not only premiered at the Sundance Film Festival in the U.S. Documentary Competition, it won two awards:

- Festival Favorite and
- Audience Choice: U.S. Documentary!

DAUGHTERS follows four young girls as they prepare for a Daddy Daughter Dance with their incarcerated fathers, as part of the Date With Dad fatherhood program in a Washington, D.C., jail. The film will bring awareness and activism around the criminal justice system's effect on father/daughter relationships. Our impact campaign, led by Black girls and incarcerated fathers, will launch in the fall of 2024 with a focus on policy change and criminal justice reform. Our hope is to spread awareness around the power of touch visits and family connection as a way to reduce recidivism rates. Through storytelling, this campaign will allow girls to tour and have engaging conversations that will lead to movement work. If you're interested in joining or supporting the campaign, fill out our interest form.

It will also bring awareness of Girls For A Change and the work we do uplifting Black girls in the Richmond, Virginia region. Finally, it has allowed us to start an endowment for the families featured in the film.





SPOTLIGHT ON

ONE MILLION REASONS TO BUILD CAMPAIGN

WE HAVE BEEN ON THIS JOURNEY TO PURCHASE OUR BUILDING (WHICH WE ACCOMPLISHED) AND RAISE \$5.5 MILLION TO DEMOLISH AND REBUILD A COMPLETELY NEW SPACE THAT MEETS THE NEEDS OF BLACK GIRLS AND OUR COMMUNITY.



AMOUNT RAISED

\$122,397

COMMUNITY MEMBER HIGHLIGHT

Our first official friendraiser for Phase II of the One Million Reasons to Build Capital Campaign kicked off with friend, supporter, and now-Building and Property Committee member Jenn Cox, of Jenn Cox Realty. Jenn hosted a brunch gathering for a group of 20 friends, family, and colleagues at our GFAC center. The event raised \$3,000 in gifts and pledges towards the campaign!

FUNDRAISING SPOTLIGHT

I AM BECAUSE WE ARE: HONORING UBUNTU TO RAISE THE ROOF

Hosted at the Black History Museum and Cultural Center of Virginia, we invited the Black Philanthropy community to celebrate Black History Month and ask for their support in “raising the roof” for our One Million Reasons to Build campaign. Guests joined us in the spirit of Ubuntu. (Zulu: humanity to others).

WAYS TO SUPPORT THE CAMPAIGN

FRIENDRAISER

There are lots of opportunities to host a friendraiser in 2024. Our friendraiser package makes it easier for donors to host successful fundraising events on behalf of the organization. Components in the package include location options, an invitation platform, recommended caterers, event planners, a donation platform, and GFAC support staff. Please contact our Development Director, Dani Brown if interested: D.Brown@girlsforachange.org.

NEIGHBORHOOD ASSISTANCE PROGRAM (NAP)

Did you know that Girls For A Change is an approved organization in the Neighborhood Assistance Program (NAP)? The purpose of the program is to encourage businesses, trusts and individuals to make donations to approved 501(c) (3) organizations for the benefit of low-income persons. In return for their contributions, businesses, trusts and individuals may receive tax credits equal to 65 percent of the donation that may be applied against their state income tax liability.

We’ve raised \$17,500 through the NAP program and are so grateful for all who participate.

DONATING STOCK

Did you know you can give the gift of stock? We’ve raised close to \$20k through this type of donation.

CONGRESSWOMAN JENNIFER MCCLELLAN



“As the first Black woman to represent Virginia in Congress, I am excited to see a space that helps develop Black girls into leaders while bringing the community together in a culturally affirming space.”

SPOTLIGHT ON

BLACK GIRL RALLY 2022



THE 2022 GIRLS FOR A CHANGE ANNUAL BLACK GIRL RALLY WAS HELD AT VIRGINIA UNION UNIVERSITY'S LIVING AND LEARNING CENTER. THIS SIGNATURE EVENT IS A GFAC TRADITION THAT TEACHES BLACK GIRLS AND THEIR SUPPORTERS HOW THEY CAN CREATE CHANGE IN THEIR NEIGHBORHOODS, CITIES, AND SCHOOLS.

2022 THEME: TUTUS & TENNIS SHOES

You know what sparks curiosity and interest in a subject? Being exposed to it in a fun and engaging way. This Black Girl Rally theme was all about STEAM education and closing the gap. We can't just tell girls they need to pursue STEAM careers, we have to SHOW them the fun they could have when they do. Thank you to all of the organizations and programs that were a part of our STEAM walk!

The morning Chew & Chat was for educators, parents, caregivers, youth centered programs, and champions for Black girls to dialogue about challenges and create actionable solutions in the community that will help engage more Black girls in STEAM. We heard from a collective of people who occupy a variety of spaces in STEAM and went on a fun STEAM WALK to grab materials, network, and take back resources and connections to our schools and community.

For the evening portion of the Black Girl Rally, we brought together Black girls in the Richmond Region to engage in STEAM related exercises and have some fun with special guest, actress and singer Lindsey Blackwell! We screened her Netflix movie, *13: The Musical* and she debuted her new single, "Flowers". Participants also got a chance to hear about her career journey through an on stage interview conducted by Peer Advisor Kileya Johnson.



THANK YOU TO OUR SPONSORS

- Richmond Public Schools
- Henrico County Public Schools
- Councilwoman Cynthia Newbille – RVA Eastend / 7th District
- Community Foundation for a greater Richmond
- Councilwoman Ann Francis Lambert – RVA Northside/ 3rd District
- NextUp RVA
- Orchard House Middle School
- Pretty Purposed

STEAM WORKSHOP FACILITATORS

- Studio Two Three
- Open Space Education
- Girls Who Code
- Mad Science of Central Virginia
- Mech Tech Dragons
- Kamala Baghat
- Jonathan Copeland

- Science Museum of Virginia
- Coderva Regional High School
- CodeVA
- MMG Photo Booth
- VCU Rise
- VCU L. Douglas Wilder School of Government and Public Affairs

SPOTLIGHT ON

2023 PROGRAMS

PEER Advisor



OUTREACH COHORT

A PEER ADVISOR IS... a leader, storyteller, mentor, example, communicator, and advocate. She provides guidance, support, and mentorship to peers in various settings. Our Peer Advisors serve as role models, offering assistance and encouragement to their peers to achieve their goals, make informed decisions, and overcome obstacles. They play a crucial role in creating a supportive and inclusive environment where girls can learn from each other and thrive together in sisterhood.

We are excited to welcome the next cohort of Outreach Peer Advisors for the 2023/2024 academic year!

- ✿ Nadia Fraser (returning)
- ✿ Kileya Johnson (returning)
- ✿ Asani Ka-Re (returning)
- ✿ Meghan McGee (NEW)
- ✿ Afryea Williams (NEW)

Our Outreach Peer Advisors act as ambassadors of Girls For A Change in their community, at events, in their schools, and in GFAC programs to help create a supportive and inclusive environment where girls can learn from each other and thrive together in sisterhood. They are also members of our Communications Team and Board, ensuring Black girls' voices are represented in everything we do. Girls in this program earn a stipend for their work and gain valuable communications, outreach, and leadership skills.

In 2023, our Peer Advisors attended multiple community events, helped us recruit more girls to our programs, conducted Instagram live and in-person interviews, helped develop social media and donor campaigns and learned from incredible professionals in design, PR, and communications. They even got to take over the Comic Relief Instagram account to share about our Girl Ambassador Program!



NEW PROGRAM

RESTORE COHORT

The Restore Peer Advisor cohort, a joint venture between Girls For A Change and BareSOUL Yoga & Wellness is an innovative program that fosters wellness and healing within schools and communities. Explicitly designed to nurture the mental well-being of young Black girls, this initiative focuses on developing a solid self-care practice while embedding the ethos of community care. Participants will undergo a comprehensive training regimen that includes restorative justice, mindfulness, conflict resolution, and the cultivation of sisterhood.

This empowering program is particularly beneficial for those aspiring to social work or mental health careers, as it provides valuable, real-world experience. Structured with one Saturday meeting per month and two immersive overnight sessions, the cohort offers participants the chance to earn certifications from BareSOUL Yoga and Mental Health First Aid training. Upon completion, certified Peer Advisors are equipped to lead healing circles, bringing their newfound knowledge and skills to benefit their communities directly. Upon receiving their certification, Peer Advisors will have opportunities to earn a stipend and facilitate healing circles in their communities.





SPOTLIGHT ON

2023

PROGRAMS

GIRL ACTION TEAM

THIS ACADEMIC YEAR'S GIRL ACTION TEAMS DREAMED BIGGER, AND OUR PARTNERSHIPS RAN DEEPER AS A RESULT. AS WE NAVIGATE WHAT IT MEANS TO CO-CREATE WITH BLACK GIRLS AND TRULY MEET THEIR NEEDS, THERE ARE CERTAIN PATTERNS WE SEE—A LACK OF REPRESENTATION IN FIELDS THAT SHOULD NOT EXIST.

Our Girl Action Teams were centered on creating pipelines and access to more fields where Black women are not seen. Each Girl Action Team was focused on a field where we see interest but not representation. From DJing to fashion to food science, we partnered with Richmond professionals to deliver unique, culturally affirming experiences. Here's a look at our projects and programs this past school year.

PROGRAM PARTNERS

Bensley Agrihood
Black Girls Sci
Chesterfield County Public Schools
City of Richmond
Girls Who Code
Henrico County Public Schools

Next Up RVA
Richmond Public Schools
RVA Fashion Week
Seed School
Virginia Museum of Fine Arts

RECIPES FOR SUCCESS GIRL ACTION TEAM

Our Recipes for Success Girl Action Team provided participants with knowledge from local chefs on how to cook essential foods and desserts, how to begin a career in culinary arts, food science, hospitality, and food service management, and how food is strongly connected to culture. This Girl Action Team addressed two problems in one: the lack of diversity among chefs and food scientists, and the disconnection often found in marginalized communities between healthy food choices and cooking skills.

GIRLS DROP BEATS, TOO GIRL ACTION TEAM

Our Girls Drop Beats, Too Girl Action Team tackled the male-dominated industry head on by learning the skills of the trade. Yet another pipeline of young, female DJs are headed to the Richmond music scene thanks to this Girl Action Team!

VMFA GIRL ACTION TEAM

This VMFA Girl Action Team worked in tandem with an exhibition about Frederick Douglass and Anna Douglass: Discover The Hidden History of Anna Murray Douglass. Participants discussed Black women, like Anna Douglass, who have been hidden in history and left out of the narrative.

SCHOOL PARTNERS

Albert Hill Middle school
Douglas Wilder Middle School
Fairfield Middle School
Henderson Middle School
Highland Springs High School
Huguenot High School
Martin Luther King Jr Middle School
Meadowbrook High School
Orchard House School
Thomas Jefferson High School



MEADOWBROOK HIGH SCHOOL'S GIRL ACTION TEAM

Meadowbrook High School's Girl Action Team addressed the lack of Creative Arts Education in public schools. They organized the Look, Learn, and Live Multicultural Fashion Symposium & Show for Meadowbrook High School Students to celebrate fashion, culture, and identity across the world. The event included guest speakers from professionals in creative fields like fashion, communications, music, and makeup who hosted workshops and shared tips with participants. The day also included a job fair with DTLR, our event sponsor.

GIRL ACTION TEAM PROJECTS:

- ✿ Recipes for Success: Culinary, Culture, and Change
- ✿ Girls Drop Beats, Too
- ✿ VMFA Girl Action Team – A Story Untold
- ✿ The Look, Learn, and Live Multicultural Fashion Symposium & Show at Meadowbrook High School
- ✿ Orchard House Middle School "I AM" affirmation posters
- ✿ Albert Hill Middle School – Don't Toss Those Old Sneakers
- ✿ Girls Who Code: Power On! learned how to create digital art using Javascript coding language.



"Working with the Girls For A Change team and witnessing how they inspire, motivate, and challenge their girls in this fashion industry, as well as teaching them how to navigate through the necessary steps and processes, has been unbelievable. These types of stepping stones are what turn into milestones as they continue to grow and explore. These girls are very bright and very passionate about their craft and I cannot wait to see all of their hard work come to fruition on Tuesday, April 18th at Thomas Jefferson High School!"
 – Jimmy Budd, Executive Producer, RVA Fashion Week



GIRL ACTION TEAM AND COMMUNITY MEMBER HIGHLIGHT

SHOW UP, TJ, AND SECURE THE BAG:

Our Girl Action Team at Thomas Jefferson High School was one of our stand-out programs of the year. The girls' ambition with their social project reached new heights beyond their initial intentions. They partnered with RVA Fashion Week to co-create their own fashion show to not only showcase their original project of advocating for recycled/sustainable fashion but also grew their project into a day-long program of events.

"Show Up, TJ and Secure the Bag" was a call to action to create change in the fashion industry while also showcasing the creativity that flows through Richmond Public Schools and uplifting school spirit through style. Guest designers and speakers from as far away as Japan traveled to participate in this event, and DTLR was a premiere sponsor for their fashion show. Community members, families, peers, politicians, RPS leadership, RVA Fashion Week leadership and models, and media came out to support the girls.

Shout out to DTLR for being a sponsor for this event, as well as the Meadowbrook High School event: Look, Learn, and Live Multicultural Fashion Symposium & Show. They donated money, time, resources, and products to ensure these events were a success. Their generous support is greatly appreciated and helps us to create meaningful experiences for participants.



SPOTLIGHT ON

2023 PROGRAMS

OUR GIRL AMBASSADOR PROGRAM PARTICIPANTS SPENT A LOT OF TIME WITH SEEDSCHOOL IN THE SPRING LEARNING HOW TO CREATE APPS USING NO CODE. THEY ALSO CONTINUED DEVELOPING THEIR SKILLS AND GAINING CERTIFICATIONS THANKS TO MULTIPLE COMMUNITY PROFESSIONALS. THIS SUMMER, THEY WORKED IN THEIR INTERNSHIPS WITH HIRING PARTNERS IN THE RICHMOND REGION AND BEYOND!

"I wanted to let you know I am in day two of working with Makayla and she is WONDERFUL. Thank you for the time you have poured into these ladies in the GAP and previous internships."
 – Jolinda Anderson, Shapes & Colors by Jolinda, Girl Ambassador Hiring Partner



READY TO WORK GIRL Ambassador Program

Partnerships make our organization stronger, opening new pathways for Black girls. We are so grateful for our partner Henrico Data Center, who sponsored Black girls from Henrico County Public Schools in the Girl Ambassador Program. Through the Meta Data Center Community Action Grant, participants learned critical soft skills, how to develop apps through No Code, and gained technology skills that will help them in their careers.

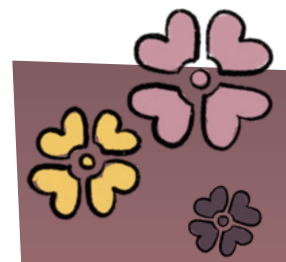
Some of our Girl Ambassador participants furthered their communication skills by participating in an Instagram Takeover for Comic Relief! Over the course of two days, Asani Ka-Re, Kileya Johnson, and Kennedy Murrel shared their experiences in the program, a day in the life during their internships, and how Girls For A Change has made an impact on their lives. What an incredible experience!

We also continued our Black philanthropy initiative: The Build Black Girl Circle. This initiative was designed to increase the amount of Black philanthropy in this world by teaching the power of Black giving to participants. This is a girl-led program where each Girl Ambassador Program participant raises funds through events, outreach, and giving of their own. Throughout the program, participants do research, review applications, and then vote on which nonprofit in the Greater Richmond Area receives the funds. This year's recipient was Pretty Purposed, whose mission is to inspire communities to empower girls and young women. Learn more about their work at prettypurposed.org



HIRING PARTNERS

- ✿ Allianz
- ✿ Children's Museum of Richmond
- ✿ Elevation Advertising
- ✿ Emergent Social Solutions
- ✿ Jenn Cox Realty
- ✿ Richmond Fit4Kids
- ✿ Science Museum of Virginia
- ✿ Shapes and Colors by Jolinda
- ✿ VCU School of Education
- ✿ Verdalina
- ✿ Virginia Museum of Fine Arts





"This is the 3rd year our daughter has been part of the Girl Ambassador Program. Over the years we have seen growth in her spirit, aspirations and goals. She has bonded with other participants that have become her sisters. With her participation in this program, it has become an important part of our lives as well as in hers. Her confidence level has grown to where she takes initiative in creating her own way in school and other community projects. We have been supportive of her and the entire Girl Ambassador Program and will continue to support as long as this program continues. The skills she has gained over the years will last her a lifetime."

- Tanya Evans, mother of Chayce Evans

"The Girl Ambassador Program at Girls For A Change has exceeded all of my expectations. This program has prepared my daughters to enter all professional spaces with the utmost confidence. I am thrilled to witness their transformation. The staff are fully committed, engaged, and dedicated to each girl. They take the time to understand their strengths and areas of challenge. They gently propel them beyond their comfort. They ensure that each girl is provided with all of the opportunities and skills needed for a successful future. I can't thank them enough." - Valerie Williams Carter, parent of Afryea Williams



MEADOWBROOK GIRL AMBASSADOR PROGRAM

We launched a new Girl Ambassador Program at Meadowbrook High School with a summer series to introduce students to the program. Participants went on three field trips and learned more about coding and entrepreneurship from SEEDschool. It was a crash course in what will be an exciting Girl Ambassador Program in the fall.



"The Girl Ambassador program has impacted my life in ways I could've never imagined. I've been a part of the program for two years now and I have learned a new set of information with every class and experience I've been a part of. And it's not just information about my future career, it's also me learning how to be unapologetically me in everything that I do."

- Kileya Johnson, quoted in the Legacy Newspaper about the program.



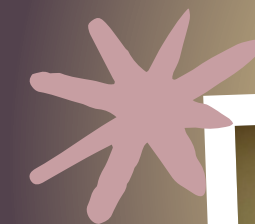


SPOTLIGHT ON

2023 PROGRAMS

IMMERSION LAB

SINCE 2020, THE NUMBER OF BLACK-OWNED BUSINESS OWNERS HAS DECLINED BY 40%. ENTREPRENEURSHIP SHOULD BE ACCESSIBLE TO ANYONE WHO HAS AN IDEA AND A DREAM TO WORK FOR THEMSELVES.



This year, we were able to complete four different cohorts of the Immersion Lab, serving 26 girls across Metro Richmond. In addition to the two high school cohorts we served, we introduced an Immersion Lab "Mini Series" to engage two cohorts of middle school students with an interest in turning their passions into a business of their own. Each group received small-group coaching and workshops that allowed them to think creatively about their business and personal interests, as well as exposure to local and historical entrepreneurs.

Our High School Immersion Lab hosted at Girls For A Change learned from entrepreneurs and professionals in the community, worked on their business pitches and portfolios, and got a chance to sell their products at our Show Up, TJ and Secure the Bag Fashion Show and Camp Diva Market Day.

We look forward to expanding the program in 2024 to Highland Springs High School and Varina High School in Henrico County.



SPOTLIGHT ON

2023 PROGRAMS



WE SPENT A LOT OF TIME DURING CAMP DIVA PLANNING OUR NEW SPACE, GETTING FEEDBACK FROM PARTICIPANTS, AND ALSO TEACHING PARTICIPANTS ABOUT CONSTRUCTION, INTERIOR DESIGN, AND ARCHITECTURE.

We took the Road Trippin' theme and ran with it, getting out in the community and beyond to have new experiences. Some of the fun places we went included:

- ✿ Baskervill
- ✿ Emerge Construction
- ✿ Maymont
- ✿ Science Museum of Virginia
- ✿ Mia's Book Room
- ✿ Lewis Ginter Botanical Garden
- ✿ Launch Richmond
- ✿ Meta's Henrico Data Center
- ✿ Pony Pasture
- ✿ Valentine Richmond History Center



Camp Diva participants took a field trip to an Emerge Construction site to learn what it's like to "raise the roof." We also ventured out to Baskervill, the architects behind our new building design, to learn all about the process. We are so thankful to have Emerge and Baskervill as partners.

Another great partnership that flowed into the Camp Diva experience was Bensley Agrihood. Bensley Agrihood Project Coordinator Danielle Freeman-Jefferson, a GFAC alumnae, joined Camp Diva to teach participants about herbalism, garden design, and the history of afro-herbalism. Participants started by learning the basics of gardening like what plants need to grow. They went deeper and learned about key historical herbalists, studied the soil in the GFAC garden, learned about companion planting, and how to read seed packets. Each group picked vegetables and herbs from the garden, learned a new recipe, and worked together on final projects.

Shout out to NextUp RVA! Through its Positive Youth Development Fund, we were able to increase capacity at Camp Diva by 25%. We are excited to be going into our 20th year of Camp Diva Leadership Academy!

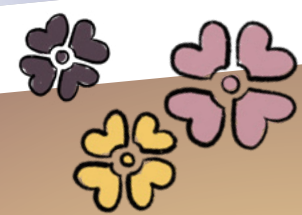


DIVA OF THE YEAR

Meet the 2023 Diva of the Year, Milani Hopkins, aka The Cosmopolitan Diva! Milani has exhibited a zeal and interest in many of our activities and shows a dedication to learning new skills. She was voted by her fellow Sistah's to wear this year's crown.

SPECIAL SHOUT OUT

Nadia Fraser has been a part of Girls For A Change since she was in third grade. We want to honor her dedication and celebrate the next phase of her journey into womanhood as she transitions into high school. This was her last year as a Camp Diva Leadership Academy participant and first year as a Peer Advisor. She also participated in our Girls Drop Beats, Too Girl Action Team and Girls Who Code. In high school, she'll join our Girl Ambassador Program as a freshman. We are so proud of her!



SPOTLIGHT ON

UNIQUE EXPERIENCES

PEER ADVISORS TAKE FLIGHT: CALIFORNIA & GEORGIA

This year, the Outreach Peer Advisors went on the trip of a lifetime to California, where we explored the world of film (thank you, Lucasfilm and Pixar), and then Atlanta to attend the Justice for Black Girls conference.



"I found Danielle Feinburg to be remarkable. She works at Pixar Animation as the Director of Photography, Lighting, and Visual Effects Supervisor. She was the first woman to take on the role of Visual Effects Supervisor at Pixar in 20 years. I was prompted to reflect by one of her statements, 'Taking opportunities opens up more opportunities.' I related a lot to this quote. I tend to prioritize other people above myself and occasionally I'm afraid to seize opportunities. I never realized that doing that will make me never take risks. I also came to the realization that opportunities will always present themselves to others if you seize them. She is an extremely wise and informed individual, and I will take her advice for the duration of my future career."

- Asani Ka-Re

"LeAndre Thomas inspired me during our trip. Learning about his journey from making movies instead of reports for his school to writing and producing for Lucasfilm was inspirational. Watching his episode "The Pit" in the Star Wars animated anthology series "Visions" was truly an experience. As someone who grew up watching Star Wars movies and TV shows, this was different than anything I've experienced. The animation was anime style. He told us he used a Black-owned anime studio. He had mixed social justice and oppression in a Star Wars episode in under 20 minutes which is beyond impressive. His drive to make this episode was clear. The anime studio he worked with operated in Japan, and he lives in California. The time difference was difficult to manage. After a few years, he was able to complete the episode. I couldn't help but feel a sense of pride and awe for him because of his persistence."

- Afryea Williams

SPOTLIGHT ON

PARENT ENGAGEMENT

THIS YEAR WE ADDED SOME NEW EVENTS AND EXPERIENCES FOR PARENTS AND CAREGIVERS OF OUR PARTICIPANTS. OUR HOPE IS TO CREATE MORE PARENT ENGAGEMENT SO THAT WE CAN BETTER SUPPORT BLACK PARENTS AS PARTNERS AND STEWARDS. IT IS SO IMPORTANT FOR PARENTS TO BE INVOLVED, FEEL PART OF THE GFAC FAMILY, AND UNDERSTAND THE IMPORTANCE OF PLAY.



FATHER/DAUGHTER DAY AT TOP GOLF

Engaging in play, laughter, and quality time with Dad.

MOTHER/DAUGHTER DAY AT THE WELL COLLECTIVE

Learning about self-care and treating ourselves to mindfulness and relaxation.

STARBUCKS CAREER DAYS

We're so grateful for our partnership with Starbucks, who hosted two family career days for both parents and participants to learn about upcoming GFAC programs, career opportunities at Starbucks, and other community resources.

PARENT ENGAGEMENT DAY AT THE VALENTINE

We invited parents out for a fun evening to play, get to know each other, and experience the Girls For A Change culture and vibe.

GIRLS DROP BEATS, TOO PARENT NIGHT

We invited the families of participants to join us at Commonhouse and learn all about making beats, the world of djing, and see what their daughters have been learning.



"I want to thank GFAC families for trusting and working on advancing Black girls in education, health, and self-improvement. While all parents appreciate family and friends who help support their journey, Black parents take pride in a special sense of community. The community is extremely important in supporting the journey of parenthood, and GFAC is the Auntie, Nana, Big Mama, etc. Our goal and roles are to be in the community and stay the course with parents all through their journey. Parenting can be challenging and feel isolating. But the battle is not so hard when a family (community) pulls together." – Sistah Angela Patton



"I am a huge cheerleader for putting down adult burdens, responsibilities, and jobs and picking up 'children's' games, imaginations, and toys as often as one can manage. I put the word children in quotes because those things should not, in the first place, be relegated only to childhood. We were taught as young children to learn, experience, explore, and enjoy life via all 360 degrees of our senses, along the way someone, society told us to leave all of that behind, to 'be serious', 'stop playing', and 'grow up.'

My message to you is to NEVER stop playing. Never grow all the way up because when you stop growing, you start dying. Peter Pan had at least that part right. Intentionally touch, taste, look, smell, and hear EVERYTHING. Deliberately experience it all with wonder and delight.

What better way to connect with and stay connected to the children, youth, and young adults in our care than play? Games, toys, adventures, sports, art...PLAY. Remembering who you were then (and recovering that child) helps you to know who you are now. The conversations that occur over an impassioned game are infinitely precious and are as important as the ones we value during traditional family meal time — which unfortunately is also dying.

I challenge you to REMEMBER. For yourself, REMEMBER. Remember joy, light, ease, simple pleasures, laughter at everything and nothing, stillness, and the evolution of just being. Our children need you but more importantly, YOU need you. The world is your playground and the children are your teammates."

Love, Coach Nickey





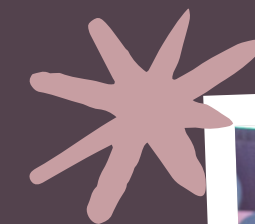
SPOTLIGHT ON

ELEVATING LeadHers FELLOWSHIP

In 2022, we launched the Elevating LeadHers Fellowship to provide sustainable career pathways for women of color who are leaders in fundraising and non-profit work. This three-year fellowship was designed by our CEO, Angela Patton to help participants develop their fundraising skills, receive mentorship from diverse and seasoned grantmakers, fundraisers, and philanthropists, learn about racial justice giving, and develop an innovative framework to address this systemic issue. We recently marked the 1 Year Anniversary of that grant fellow: Danielle (Dani) Brown! As a valued member of our team, Dani has helped us raise over One Million dollars! We are so thankful for Dani's participation in this program and her contribution to Girls For A Change.

"Within the scope of nonprofit giving, Black women are traditionally underrepresented in the group of who is making the ask for funding, and Black-led organizations are traditionally underrepresented in the group of who is being funded."

"My role serves a dual purpose of not only encouraging more Black women to become fundraisers, but to also increase our presence and hold funders, whether they are individuals, foundations, or corporations, accountable, especially in a post-BLM world, to equitable giving principles and utilize our inherent wisdom to inspire them to be the best partners in their giving journey as possible." – Dani Brown



WHAT DANI IS MOST PROUD OF:

"I have so much to celebrate and be proud of within my short 12 months with GFAC. Other than a fundraiser's usual peak achievement of meeting the fundraising goal, which we did, I am most proud of the relationships I have built with the various community members that interact with GFAC. The girls, coaches, donors, volunteers, staff, contractors, community partners, prospective supporters, friends, and the list goes on. GFAC has built an amazing community, and I am just honored to be a part of our continued growth."

THANK YOU TO THE ORGANIZATIONS AND MENTORS WHO HAVE SUPPORTED AND GUIDED DANI'S GROWTH AND DEVELOPMENT.

- ✿ HIGHER Ground Women's Leadership Development Program through the Grace E. Harris Leadership Institute at Virginia Commonwealth University
- ✿ Danielle Taylor
- ✿ ACLU's Chief Development Officer Julie Weinstein and Philanthropy Program Manager Marilyn Perez-Mendoza
- ✿ Betsy Scolnik





SPOTLIGHT ON

BENSLEY AGRIHOOD

The Bensley Agrihood project has been focused on preparing the land, community engagement, and rezoning. In the spring, RVA Goats and Honey were deployed to clear and fertilize the land—an environmentally friendly solution to keeping forests healthy. They also hosted the first community engagement series: Dine and Discuss. The series brought the community together to educate on the benefits of agrihoods and gain community feedback over a meal and activities. Dia De La Tierra was another spring event to celebrate Earth Day and share more about agrihoods, permaculture, and community resources.

Over the summer, Bensley Agrihood worked with Camp Diva Leadership participants, teaching them about gardening and engaging them in the development of the first garden on the land—the Emma Dupree Learning Garden, which will be used to teach the process of farm development and planning.

In the fall, Girls For A Change, Happily Natural Day, and Maggie Walker Community Land Trust submitted a rezoning application to the county for Bensley Agrihood. This rezoning is needed to continue the work of transforming our land into an agrihood with permanently affordable housing. The process is ongoing as we continue to face opposition. We are asking the community to help support our rezoning efforts by emailing or calling Chesterfield County to voice your support.



SPOTLIGHT ON

BLACK GIRL RALLY 2023



OUR 2023 BLACK GIRL RALLY WAS HELD AT VIRGINIA UNION UNIVERSITY'S LIVING AND LEARNING CENTER.

2023 THEME

“I Make My Joy: Unlocking Expressions of Creativity Can Bring You Joy”

For our 2023 Black Girl Rally, we dove into unlocking expressions of creativity and how that can bring you joy. The full-day agenda aimed to ignite each girl's imagination, inspire her next big idea, and serve as a catalyst for positive change.

The day kicked off with a Joy Market, where the community was invited to shop our vibrant marketplace full of local creators, designers, collectors, and curators. Then, we closed the doors to the public for a “Where Black Girls Create Joy” Chew & Chat. Our panel of Black artists shared how they tap into their creative joy, even under stressful conditions. We also explored how panelists use creativity to spearhead movements and leave enduring legacies.

During our “Create with Us” session, we had creative industry workshops led by skilled facilitators who guided attendees through a series of exercises, ranging from T-shirt screen printing to virtual reality experiences, aimed at helping every girl identify what brings them joy and how to incorporate it into their daily lives. Finally, we closed with a powerful Sister Circle to help teach the power of mindfulness and movement.

During the Rally, Girls For A Change was honored as the runner-up for the Stephenie Foster Advocate of the Year Award for our 20+ years of work fighting for equity through Black girl programs. Stephenie Foster presented a check for \$2,500, talked to participants about the importance of advocacy, and shared signed copies of her new book, “Take Action, Fighting for Women and Girls.”

THANK YOU, DTLR FOR SPONSORING, BANK OF AMERICA FOR PROVIDING VOLUNTEERS, AND STEPHENIE FOSTER FOR HONORING OUR WORK.

“In founding GFAC, Angela Patton has demonstrated exceptional commitment in fighting for girls and their futures. Her leadership, advocacy efforts and vision have changed the lives of so many girls in allowing them to see everything they can become in this world. She has shown them through her own role modeling, mentoring, and programming that Black girls can do anything and they can change the world. Angela's efforts on behalf of GFAC are both strategic and forward thinking. I'm proud to award her the title of First Runner up of the Stephenie Foster Advocate of the Year Award 2023.”

– Stephenie Foster



GIRLS FOR A CHANGE EVENTS

BLACK GIRL SHOWCASE

Ceremony and celebration is what the Black Girl Showcase is all about. But this is not your average ceremony. The Black Girl Showcase gives every girl her chance to be seen, heard, and celebrated as she presents her work to our families and community. This year, we heard from our Girl Action Teams, Immersion Lab, Girls Who Code, and Girl Ambassador participants. We also danced, laughed, and inspired each other to keep going. We want to thank the Virginia Museum of History & Culture for hosting us and our coaches, families, and staff who came to celebrate.



GIRLS FOR A CHANGE EVENTS

CLOSING CEREMONY

As usual, we closed out our 2023 summer programs with a joyful, cultural Closing Ceremony Celebration at Orchard House Middle School where we honored Camp Diva Leadership Academy, Girl Ambassador, and Peer Advisor participants.





THANK YOU

TO OUR DONORS

This work could not be made possible without the support of our donors. As you read through the shoutouts on this page, and the community shoutouts on each page of this report, you'll notice that donors and partners have offered support in a variety of ways—beyond financial contributions. They volunteered, taught courses, offered in-kind services, and donated items. If you see an opportunity as a business owner you could offer to Girls For A Change, we encourage you to reach out and become part of this growing community where Black girls thrive.

MAJOR DONORS \$15K+

Altria
 Bon Secours
 Capital One
 City of Richmond
 Greater Washington Community Foundation
 Honeybee Fund of the Common Counsel Foundation
 if, A Foundation for Radical Possibility
 Memorial Foundation for Children
 Meta
 NextUp RVA
 Richmond Memorial Health Foundation
 Rosenthal Foundation
 Roy A. Hunt Foundation
 Southern Black Girls and Women's Consortium
 The Community Foundation for a greater Richmond
 The Ludwig and Nancy Sternberger Charitable Foundation
 The Pauley Family Foundation
 Tides Foundation



THANK YOU

TO OUR VOLUNTEERS

Thanks to our volunteers, we've built some awesome relationships: new donors, new girls in the program, new opportunities. We have loved the energy of our volunteers. We will have lots of opportunities in 2024 as we move out of our building and prepare for the new building.

Thank you to these community partners, who brought employees out to help with our many volunteer opportunities:

- ✿ Alpha Kappa Alpha Sorority, Pi Rho Omega Chapter
- ✿ Amazon
- ✿ Bank of America
- ✿ Capital One
- ✿ Truist
- ✿ Starbucks

WAYS YOU CAN SUPPORT

- ✿ Donate
- ✿ Volunteer through HandsOn Greater Richmond
- ✿ Include us in your corporate engagement or social responsibility campaigns
- ✿ Host a fundraising event
- ✿ Facilitate a workshop for the Girl Ambassador Program
- ✿ Hire a Girl Ambassador participant
- ✿ Spread the word about our programs
- ✿ Follow us on social media
- ✿ Donate supplies from our Amazon Wishlist



SPOTLIGHT ON

FINANCIALS

Income (July 2021–June 2022)

Camp Diva Leadership Academy	24,281.00
Discounts/Refunds Given	343.38
Donations	84,063.17
Grant Funding	596,135.95
Humanitru Alpine Income	339,912.87
Total – Revenue	<u>\$1,044,736.37</u>

Expenses (July 2021–June 2022)

Total – Costs of Services	521,666.34
Total – Fundraising Expenses	163,045.93
Total – General & Administrative Expenses	290,988.31
Total – Other Expenses	29,478.85
Total – Expenses	<u>\$1,005,179.22</u>



THANK YOU

TO GIRLS FOR A CHANGE STAFF AND BOARD
FOR YOUR COMMITMENT AND PASSION TO
SUPPORTING BLACK GIRLS. – SISTAH ANGELA



GIRLS | FOR A
CHANGE

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