

<b>Agency</b>	Girls Empowerment Network
<b>Program</b>	Radiant G Circle (formerly Girl Connect)
<b>San Marcos Service Address</b>	provided at schools in SMCISD
<b>Requested</b>	\$20,000
<b>Recommended</b>	\$0

Application Completeness Check for HSAB	Girls Empowerment Network Radiant G Circle (formerly Girl Connect)
<b>Questions</b>	
Are all questions answered?	Yes
Is the application signed? (this is a certification)	Yes
Does the program have measurable outcomes?	Yes
Is the agency a Human Services Agency?	Yes
Is the agency overseen by a Board of Directors?	Yes
<b>Required Attachments</b>	
<b>BUDGETS</b>	
1. Agency budget for current fiscal year	Yes
2. Agency budget proposed for next fiscal year	Yes
3. Program budget for current fiscal year	Yes
4. Program budget proposed for next fiscal year	Yes
5. Budget showing the exact uses of the HSAB funding	Yes
<b>BOARD OF DIRECTORS INFORMATION</b>	
6. Board of Directors membership roster	Yes
7. Board of Directors Meeting Attendance Record for current year	Yes
8. Board of Directors City of Residence	Yes
9. Board of Directors membership criteria	Yes
<b>ORGANIZATION INFORMATION</b>	
10. Organizational chart with names and titles of staff	Yes
11. Current IRS Form 990, pages 1 and 2 (not required for churches)	Yes
12. Non-discrimination policy statement	Yes
<b>Preferred Attachments - 3 Letters of Support</b>	
Letters of support from members of the San Marcos Community	only 2 letters
<b>Attachments if Applicable</b>	
Latest audit or CPA signed review, if applicable	Yes
Policies and Procedures for the proposed Program, if available	
<b>Note: We are not requiring Texas Secretary of State registration</b>	

## CHECKLIST OF REQUIRED ATTACHMENTS

### APPLICATION

- ☒ Completed and signed application
- ☒ Final Performance Report for 2023 Funding

### BUDGETS

- ☒ Agency budget for current fiscal year
- ☒ Agency budget proposed for next fiscal year
- ☒ Program budget for current fiscal year
- ☒ Program budget proposed for next fiscal year
- ☒ NEW: Budget showing the proposed uses of HSAB funding

### BOARD OF DIRECTORS INFORMATION

- ☒ Board of Directors membership roster – NEW must include city of residence for each Board member
- ☒ Board of Directors Meeting Attendance Record for the current fiscal year
- ☒ Board of Directors membership criteria

### ORGANIZATION INFORMATION

- ☒ Organizational chart with names and titles of staff
- ☒ Current IRS Form 990, pages 1 and 2 (not required for churches)
- ☒ Non-discrimination policy statement
- ☒ Latest audit or CPA signed review, if applicable
- ☐ Policies and Procedures for the proposed Program, if available

### LETTERS OF SUPPORT

- ☒ Letters of support from members of the San Marcos Community (prefer minimum of 3)

City of San Marcos Human Services Grants  
**FY 2025 Application**

**I. SUMMARY INFORMATION**

Please spell out organization name and program name completely, without acronyms.

Applicant Organization: Girls Empowerment Network

Contact Name: Chelsea Dean-Martinez Telephone: 512-808-4044

Contact E-Mail Address: [chelsea@girlsempowermentnetwork.org](mailto:chelsea@girlsempowermentnetwork.org) Website: [www.girlsempowermentnetwork.org](http://www.girlsempowermentnetwork.org)

Mailing Address: PO BOX 3122, Austin, TX 78764

San Marcos Service Address for this Program: Multiple San Marcos ISD campuses

Who is authorized to execute program documents? (Name, Title) Chelsea Dean-Martinez  
Development Director

Program Name: Radiant G Circle (formerly Girl Connect)

Amount of Funds Requested: 20,000

What percentage of the cost of this program is requested as funding through this application? 1.8%

**II. QUESTIONS**

**All questions must be answered. Please type your answers.**

**OVERVIEW**

1. What is the agency's or organization's mission?  
Girls Empowerment Network's mission is to ignite the power in girls by teaching them the skills to thrive and believe in their ability to be unstoppable.
2. Briefly summarize the program for which funding is being requested and the services it provides.  
Radiant G Circle programming in schools consists of self-efficacy building groups for girls in grades 3rd-12<sup>th</sup>. Our staff customize a group format that will meet the unique needs of the girls at each specific campus. School staff can elect to have recruitment-based programming open to any girl who would like to participate or alternately, our staff work with them to identify girls who are most in need of support services. School counselors and administrators frequently refer girls who have difficulty building healthy relationships or regulating their emotions, truancy, fighting, self-harm, anxiety, involvement with the juvenile justice system, etc.

Radiant G Circle provides participating students with a relatable role model, peer support, and equips them with the skills needed to thrive. Girl Connect utilizes TEKS (Texas Essential Knowledge and Skills) aligned, self-efficacy building curriculum that covers topics like healthy relationships, goal setting, failure and resiliency, and more. Each module of the curriculum has been designed to increase girls' skills in at least one of the "6Cs to Self-Efficacy." Our 6Cs to Self-Efficacy were chosen because they represent the standard "4 Cs for 21st Century

learning” (critical thinking, creativity, collaboration, and communication, which was first proposed in 2002 and has since been adopted by the US House of Representatives through the bipartisan Congressional 21st Century Skills Caucus) plus our unique focus on confidence and coping skills for girls. Curriculum modules integrate the nationally renowned and evidence-based Girls Circle model as the structure of each weekly session of Girl Connect. Girls Circle is the first ever gender-specific program to have demonstrated an effect on reducing delinquency in rigorous evaluation sponsored by the OJJDP (Gies et al., 2015). The Girls Circle model contains these key components of each meeting which create consistency, structure, and predictability, allowing girls to feel safe and freely engage:

- **Introduction/Welcome**
- **Opening ritual** (a fun, hands on activity that signals the start of the session and is chosen by the group members. Some examples include a call and response, a chant, song, meditation, or dance)
- **Check-in** (each girl gets the spotlight for a moment to share the high points and low points of the past week; this allows girls to practice emotional awareness, hear about each other’s lives, build empathy, and find commonalities)
- **Theme introduction** (an overview of the objectives of the module)
- **Activities** (hands-on, girl friendly activities which teach the 6Cs)
- **Discussion** (designed to synthesize the information and make connections back to their everyday lives)
- **Closing** (girls share one way they plan to put the content into action)

Girls Empowerment Network has been successfully facilitating Radiant G Circle since 2006 and serving San Marcos with Radiant G Circle since 2015.

## COMMUNITY NEED AND JUSTIFICATION - 20 POINTS

1. Describe in detail the need for this program in San Marcos.

San Marcos is growing and so is the student population. San Marcos ISD student enrollment continues to go up and so does the demand for supportive mental health programming. Sadly, data revealed in a CDC press release in February of 2023 highlighted record high levels of sadness and hopelessness amongst teenage girls, disproportionate to the levels experienced by their male counterparts.

Girls are in need of mental health programming that will help them feel supported, connected, and empowered. Girls Empowerment Network has been intervening on behalf of girls to increase their self-efficacy (or belief in their own ability to succeed) since 1996. Research shows that self-efficacy is the foundation upon which future successes are built, and this foundation is needed for girls in their everyday lives. The trends are clear: girls need social and emotional support more now than ever before. According to the Texas Tribune, a larger percentage of San Marcos students are considered “at-risk” and come from economically disadvantaged homes, compared to the statewide percentages. This means, the students who are most in need of services often lack the resources to access them. San Marcos girls are in need of accessible social and emotional support services.

Giving girls a strong belief in themselves has an important impact on academic success and future career achievement. In fact, "efficacy beliefs help determine how much effort people will expend on an activity, how long they will persevere when confronting obstacles, and how resilient they will prove to be in the face of adverse situations - the higher the sense of efficacy, the greater the effort, persistence and resilience" (Pajares, 1996, p. 544). According to the Texas Tribune and their Public Schools Explorer tool, 54.3% of San Marcos ISD students are at risk of dropping out. By providing students with self-efficacy building programming, we can help increase student resiliency and increase student graduation rates.

Additionally, self-efficacy is extremely important in times of crisis and trauma for children. In fact, research has shown that higher perceived self-efficacy is associated with lower incidence of developing posttraumatic stress disorder (PTSD) after trauma, a high level of self-efficacy correlated negatively with posttraumatic stress symptoms, and researchers posit that a high level of self-efficacy is protective when coping with trauma overall

(Benight et al., 2015; Benight & Bandura, 2004; Flatten et al., 2008; Gallagher et al., 2020; Makara-Studzińska et al., 2019).

2. Has the need for this program been increasing in recent years?

Yes, between the rapid growth experienced by San Marcos and the lasting effects of COVID-19, more and more youth need mental health support. More recently, we have been experiencing high turnover in school partner positions, some which remain vacant for many months. Positions are usually supportive roles like school social worker, counselor, or family support services.

3. Client Information

**Definitions:**

Direct Client - individuals or families immediately affected or personally served by the helping agency.

**Questions:**

a. Describe the direct clients for this program.

Radiant G Circle is intended for girls grades 3-12. When a school requests to refer girls to our programs, school counselors frequently refer girls who exhibit outbursts in class, truancy, fighting, self-harm, anxiety, involvement with the juvenile justice system, etc.

According to last school year's data, 90% of Girl Connect participants were girls of color and 88% came from economically disadvantaged households, according to eligibility for free or reduced lunch.

b. How is the program marketed to direct clients? How do you find these clients?

School staff can elect to have recruitment-based programming open to any girl who would like to participate or alternately, our staff work with them to identify girls who are most in need of support services. When recruitment based, the program is marketed to students through school flyers, included as an option for after-school programming, teacher recommendations, and school tabling events. When referral based, school counselors refer girls to our programs. Counselors frequently refer girls who exhibit outbursts in class, truancy, fighting, self-harm, anxiety, involvement with the juvenile justice system, etc. In recent years, Girls Empowerment Network has noticed a trend with more school partners requesting referral based programs.

c. Expected total annual unduplicated direct clients who are City of San Marcos residents:

50

## IMPLEMENTATION - 15 POINTS

1. How exactly will these funds be used?  
Funds will be used towards our Radiant G Program Budget. Our primary programming is a service for girls that is delivered by highly trained youth development professionals on our staff to ensure program quality. They are paid a living rate salary so that we can ideally retain them for years and ensure the highest program quality possible. As such, our program budget is always around 80% salaries. San Marcos grant funds would be used towards program facilitator salaries and mileage to cover travel to and from San Marcos school campuses.
2. What specific, measurable outcomes or results do you hope to achieve with this program?  
Across all of our programs and activities, our most important focus is to increase girls' self-efficacy. The outcomes that we strive for are that 75% of girls served will:
  - grow their overall self-efficacy and positive gender identity;
  - increase self-efficacy in one or more of the following domains: confidence, coping skills, collaboration, communication, and critical thinking;
  - have increased connection to relatable role models, their community, and peers.

Data and evaluation are currently overseen by Dr. Sarah Miller-Fellows, staff Director of Impact, who holds a BA from Smith College, Master of Public Health, Master of Arts, and PhD in Anthropology from Case Western. Prior to joining the Girls Empowerment Network team, she has led research funded by the National Science and Wenner Gren Foundations. Beginning in 2019, Dr. Miller-Fellows created and tested a new self-efficacy evaluation tool designed especially as the impact tool for our curriculum. This pre/post-survey assesses girls self-efficacy levels across all of our 6 C's (critical thinking, creativity, collaboration, communication, confidence, and coping skills.) Pre surveys are administered at the beginning of each group and post surveys are completed at the end of each group.

3. List the title of each position for which funding is requested and the activities associated with those positions.  
Program Coordinators: 1-2 Program Coordinators will facilitate all Radiant G Circle groups in San Marcos. Each group requires about 4 hours of work per week. This time includes the actual group facilitation which can range from 1-2 hours, group preparation, group administrative work (like documenting attendance, consent forms, etc.), and travel time to each group.
4. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program?  
\$10,000 is the minimum amount it takes to run a Radiant G Circle group on one school campus for an entire semester. When San Marcos specific grants are not awarded fully, statewide Radiant G Circle funding can be pulled down to support San Marcos programs (depending on statewide funding availability).

## IMPACT AND COST EFFECTIVENESS - 25 POINTS

1. Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.  
Radiant G Circle has an incredible impact on the youth who experience it. This school year, one high school participant shared with the group leader that she had been in a bad relationship when she joined the program and that she had felt empowered to break up with her boyfriend and spend time with herself. She said she was so proud of advocating for herself and that she was ready to go to college, happy that she knew the importance of boundaries. Another participant said, "Y'all are so supportive, and you help me become a better me. I'm becoming proud of who I am." Girls who experience Radiant G Circle finish the program with an increased belief in their abilities, more connected to their peers, and equipped with skills needed to thrive. They are more confident and better able to make decisions that set them up for their highest potential. Girls who participate in

our programs show significant growth in **self-efficacy**, which is their belief in their ability to succeed. Increased self-efficacy supports:

- Mental health, resiliency, and self-advocacy,
- Confidence navigating and creating positive relationships,
- More effective participation in school, so girls pursue the college and/or career path of their dreams, and ultimately contribute to the community.

This meant that with the right support, girls who have high self-efficacy grow into powerful, confident, educated women who pursue higher level career opportunities that make them better capable of financially supporting themselves and their families.

The CDCs recommendation to combat the record high levels of sadness and hopelessness amongst girls is school based programs that increase a sense of connectedness. Radiant G Circle is exactly the program that is offered accessibly on school campuses, provides girls with support and connectedness to their peers and leaders.

2. Discuss the amount of overhead compared to program costs.

No San Marcos grant funds would be put towards overhead costs. However, as an organization Girls Empowerment Network maintains a lower than industry average of 22% overhead costs.

3. Provide a brief description of other funding sources, volunteers, or in-kind donations that are expected to be used with this program.

Girls Empowerment Network plans to apply for support again from the Burdine Johnson Foundation and The United Way of Hays and Caldwell Counties, which supports programs in San Marcos. Volunteer from San Marcos are used to help facilitate programming

4. What has your organization done in the past two years to raise different funding for this program?

We have explored income generation such as the sales of our organization merchandise, as well as have increased our multi-year requests to funders when possible.

## **COMMUNITY SUPPORT – 10 POINTS**

1. Please submit 3-5 letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application.

2. How is the Board of Directors selected?

Members are selected via an annual recruitment process with staff and existing board directors identifying new candidates. New candidates volunteer with the organization for a year before going through interviews and board application. New Board members must be voted in.

3. How often does the Board meet?

9 times a year (monthly with some months skipped like March for Spring Break and December for the holidays)

4. What actions do Board members take to support the programs of the agency or organization?

Board members sit on staff committees as liaisons, they fundraise for programs, make community connections, guide organization policy, and oversee the Executive Director. Some board members have even served as weekly Radiant G Circle volunteers.

5. How many volunteers does your agency or organization have and how many hours do they spend on the program requesting funding?

More than 400 volunteers assist with all aspects of our work. In Radiant G Circle, our direct service volunteers are highly trained to assist with running groups alongside a staff person, Program Coordinator. Volunteers serve as role models, help girls feel welcome, answer questions, and help with behavior management and lesson instruction. Radiant G Circle volunteers spend between 1-2 hours a week volunteering.



## COUNCIL PRIORITIES - 30 POINTS

1. How long has this program served San Marcos residents? (10 points if at least 2 years)  
Girls Empowerment Network has served San Marcos residents with Radiant G Circle since 2015 (the program name has changed from Girl Connect.)
2. Does the agency have an office in San Marcos? (10 points if yes)  
Girls Empowerment Network does not have an office in San Marcos.
3. Describe how this funding creates an increase in services or an increase in the number of people served. (10 points)  
Funding for San Marcos specific programming is very limited. Currently, Girls Empowerment Network only has one other geographically committed funder for the area. City of San Marcos funding allows our organization to expand our Central Texas and South Central Texas services to increase the number of youth served in San Marcos.

## II. FUNDING RESTRICTIONS

By signing this application I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full time position.
4. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

## SUBMITTED AND APPROVED BY:

*Chelsea Dean-Martinez*

Signature

7/29/24

Date

Chelsea Dean-Martinez

Printed Name

Development Director

Title



## HUMAN SERVICES ADVISORY BOARD GRANT 2023 FINAL PERFORMANCE REPORT

**Agency Name:** \_\_\_\_\_ Girls Empowerment Network \_\_\_\_\_

**Program Name:** \_\_\_\_\_ Girl Connect \_\_\_\_\_

**Program Year:** 2023

**Reporting Period:** January – December, 2023 (preferred deadline January 31, 2024)

*NOTE ON DEADLINE: This report must be received by October 24, 2024, or your organization's application for 2025 funding for this program will not be considered.*

### PROGRAM STATUS

**Please provide a brief written description of actions taken this period and how they helped achieve your program goals.**

Girl Connect programs were offered in San Marcos ISD in the spring of 2023 from January to May. 110 youth were served through 7 Girl Connect programs on DeZavala ES, Goodnight MS, Mendez ES, Miller MS, Rodriguez ES, Travis ES, and San Marcos HS.

Girl Connect programs were also offered in San Marcos ISD in the fall of 2024 from October to December. An additional 38 girls were served through 2 programs at Travis ES and DeZavala ES.

## PROGRAM BENEFICIARIES

For the program that received HSAB funding, please report either number of unduplicated individuals served or number of unduplicated households served.

Check one:    ☒ Unduplicated Individuals    ☐ Unduplicated Households

	Jan – Dec, 2023
Total # Served	148
# San Marcos Residents Served	148
% San Marcos Residents	100%

## PROGRAM EXPENDITURES


For the final report of the year, please provide a bulleted list that briefly summarizes what the HSAB funding was spent on.

- 100% of HSAB funding was spent on Program Staff salaries and benefits
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### Certification:

*I certify that to the best of my knowledge and belief the information reported in this Quarterly Performance Report is factual and accurate.*

  
\_\_\_\_\_  
Signature

1/29/2024\_\_\_\_\_  
Date

Chelsea Dean-Martinez\_\_\_\_\_  
Printed name

Development Director\_\_\_\_\_  
Title

## 2023 - 2024 Approved Organization Budget

	Total
<b>Revenue</b>	
Contributions	125,000
Product sales	2,000
Government/Reimbursing Grants	498,140
Grants (foundation, corporate, giving groups)	587,586
Sponsorships + Corporate engagement	351,255
Program fees/earned income	205,500
Misc	4,800
<b>Total Revenue</b>	<b>1,774,281</b>
Multi-Year Payments from Previous Years	336,508
<b>Total Revenue + Multi-Year Payments from Previous Years</b>	<b>2,110,789</b>
<b>Expenses</b>	
7200 Salaries & Benefits	
7220 Salaries & Wages	1,331,680
7240 Employee Benefits	190,517
7250 Payroll Taxes	98,728
<b>Total 7200 Salaries &amp; Benefits</b>	<b>1,620,925</b>
7500 Professional Fees	34,300
7510 Fundraising	41,000
JUVJUST subaward	50,000
7550 Program Direct Service	0
<b>Total 7500 Professional Fees</b>	<b>119,300</b>
8100 Program Expenses	
8105 Program Space Rental	12,000
Program Equipment Rental	10,000
8140 Speaker Fee	20,000
8145 Educational Supplies	9,018
8146 T-Shirt Expense	13,500
8148 Incentives	50
<b>Total 8100 Program Expenses</b>	<b>64,568</b>
8160 Office Supplies/Printing/Postage	
8161 Office Supplies	4,050
8162 Postage	5,215
8163 Printing	18,000
<b>Total 8160 Office Supplies/Printing/Postage</b>	<b>27,265</b>
8180 Event Expense	10,000
8185 Gifts-Volunteers/Staff/Donors	1,200
8190 Dues, Fees & Subscriptions	12,175
8195 Evaluation Expense	5,600

<b>8200 Office Lease</b>	<b>111,941</b>
<b>8221 Telephone &amp; Internet</b>	<b>1,973</b>
<b>8240 Personal Property Taxes</b>	<b>730</b>
<b>8250 Tax - Unemployment Chargebacks</b>	
<b>8300 Mileage/Travel</b>	<b>27,901</b>
<b>8350 Meals &amp; Snacks</b>	
<b>8350-10 Program Snacks &amp; Meals</b>	31,000
<b>8350-20 Other Meals</b>	1,800
<b>Total 8350 Meals &amp; Snacks</b>	<b>32,800</b>
<b>8510 Merchant Fees</b>	<b>9,400</b>
<b>8520 Insurance</b>	<b>13,685</b>
<b>8540 Continuing Education</b>	<b>2,920</b>
<b>8560 Software</b>	<b>14,029</b>
<b>8570 Advertising &amp; Marketing</b>	<b>13,894</b>
<b>8690 Equipment</b>	16,259
<b>8690-10 Equipment Rental</b>	4,224
<b>Total 8690 Equipment</b>	<b>20,483</b>
<b>Total Expenses</b>	<b>2,110,789</b>

Board Approved on 8/22/2023

## 2024 - 2025 Organization Budget DRAFT

No board approved organizational budget for 2024-2045 yet. Based on last year's budget, an organizational draft will look similar.

	Total
<b>Revenue</b>	
<b>Contributions</b>	125,000
<b>Product sales</b>	2,000
<b>Government/Reimbursing Grants</b>	498,140
<b>Grants (foundation, corporate, giving groups)</b>	587,586
<b>Sponsorships + Corporate engagement</b>	351,255
<b>Program fees/earned income</b>	205,500
<b>Misc</b>	4,800
<b>Total Revenue</b>	<b>1,774,281</b>
Multi-Year Payments from Previous Years	336,508
<b>Total Revenue + Multi-Year Payments from Previous Years</b>	<b>2,110,789</b>
<b>Expenses</b>	
<b>7200 Salaries &amp; Benefits</b>	1,331,680
<b>7220 Salaries &amp; Wages</b>	190,517
<b>7240 Employee Benefits</b>	98,728
<b>7250 Payroll Taxes</b>	<b>1,620,925</b>
<b>Total 7200 Salaries &amp; Benefits</b>	34,300
<b>7500 Professional Fees</b>	41,000
<b>7510 Fundraising</b>	50,000
<b>JUVJUST subaward</b>	0
<b>7550 Program Direct Service</b>	<b>119,300</b>
<b>Total 7500 Professional Fees</b>	
<b>8100 Program Expenses</b>	12,000
<b>8105 Program Space Rental</b>	10,000
<b>Program Equipment Rental</b>	20,000
<b>8140 Speaker Fee</b>	9,018
<b>8145 Educational Supplies</b>	13,500
<b>8146 T-Shirt Expense</b>	50
<b>8148 Incentives</b>	<b>64,568</b>
<b>Total 8100 Program Expenses</b>	
<b>8160 Office Supplies/Printing/Postage</b>	4,050
<b>8161 Office Supplies</b>	5,215
<b>8162 Postage</b>	18,000
<b>8163 Printing</b>	<b>27,265</b>
<b>Total 8160 Office Supplies/Printing/Postage</b>	<b>10,000</b>
<b>8180 Event Expense</b>	<b>1,200</b>
<b>8185 Gifts-Volunteers/Staff/Donors</b>	<b>12,175</b>
<b>8190 Dues, Fees &amp; Subscriptions</b>	<b>5,600</b>
<b>8195 Evaluation Expense</b>	

<b>8200 Office Lease</b>	<b>111,941</b>
<b>8221 Telephone &amp; Internet</b>	<b>1,973</b>
<b>8240 Personal Property Taxes</b>	<b>730</b>
<b>8250 Tax - Unemployment Chargebacks</b>	
<b>8300 Mileage/Travel</b>	<b>27,901</b>
<b>8350 Meals &amp; Snacks</b>	
<b>8350-10 Program Snacks &amp; Meals</b>	31,000
<b>8350-20 Other Meals</b>	1,800
<b>Total 8350 Meals &amp; Snacks</b>	<b>32,800</b>
<b>8510 Merchant Fees</b>	<b>9,400</b>
<b>8520 Insurance</b>	<b>13,685</b>
<b>8540 Continuing Education</b>	<b>2,920</b>
<b>8560 Software</b>	<b>14,029</b>
<b>8570 Advertising &amp; Marketing</b>	<b>13,894</b>
<b>8690 Equipment</b>	16,259
<b>8690-10 Equipment Rental</b>	4,224
<b>Total 8690 Equipment</b>	<b>20,483</b>
<b>Total Expenses</b>	<b>2,110,789</b>

Board Approved on 8/22/2023

## Radiant G Circle Budget FY 23-24

### Expenses

7200 Salaries & Benefits	
7220 Salaries & Wages	713,777
7240 Employee Benefits	106,782
7250 Payroll Taxes	54,616
Total 7200 Salaries & Benefits	875,175
7500 Professional Fees	
7510 Fundraising	
JUVJUST subaward	50,000
7550 Program Direct Service	
Total 7500 Professional Fees	50,000
8100 Program Expenses	
8105 Program Space Rental	
Program Equipment Rental	
8140 Speaker Fee	
8145 Educational Supplies	7,518
8146 T-Shirt Expense	10,000
8148 Incentives	50
Total 8100 Program Expenses	17,568
8160 Office Supplies/Printing/Postage	
8161 Office Supplies	1,300
8162 Postage	180
8163 Printing	8,500
Total 8160 Office Supplies/Printing/Postage	9,980
8180 Event Expense	
8185 Gifts-Volunteers/Staff/Donors	
8190 Dues, Fees & Subscriptions	1,000
8195 Evaluation Expense	5,600
8200 Office Lease	44,776
8221 Telephone & Internet	
8240 Personal Property Taxes	
8250 Tax - Unemployment Chargebacks	
8300 Mileage/Travel	21,900
8350 Meals & Snacks	
8350-10 Program Snacks & Meals	13,000
8350-20 Other Meals	
Total 8350 Meals & Snacks	13,000



8510 Merchant Fees	
8520 Insurance	
8540 Continuing Education	
8560 Software	2,456
8570 Advertising & Marketing	
8690 Equipment	16,259
8690-10 Equipment Rental	
Total 8690 Equipment	16,259
Total Expenses	1,057,714

## **Radiant G Circle Budget FY 24-25 DRAFT**

No final program budget for 2024-2045 yet. Based on last year's budget.

### **Expenses**

#### **7200 Salaries & Benefits**

7220 Salaries & Wages 713,777

7240 Employee Benefits 106,782

7250 Payroll Taxes 54,616

**Total 7200 Salaries & Benefits 875,175**

#### **7500 Professional Fees**

##### **7510 Fundraising**

JUVJUST subaward 50,000

##### **7550 Program Direct Service**

**Total 7500 Professional Fees 50,000**

#### **8100 Program Expenses**

##### **8105 Program Space Rental**

##### **Program Equipment Rental**

##### **8140 Speaker Fee**

8145 Educational Supplies 7,518

8146 T-Shirt Expense 10,000

8148 Incentives 50

**Total 8100 Program Expenses 17,568**

#### **8160 Office Supplies/Printing/Postage 8161**

Office Supplies 1,300

8162 Postage 180

8163 Printing 8,500

**Total 8160 Office Supplies/Printing/Postage 9,980**

#### **8180 Event Expense**

##### **8185 Gifts-Volunteers/Staff/Donors**

8190 Dues, Fees & Subscriptions 1,000

8195 Evaluation Expense 5,600

8200 Office Lease 44,776

##### **8221 Telephone & Internet**

##### **8240 Personal Property Taxes**

#### **8250 Tax - Unemployment Chargebacks 8300**

Mileage/Travel 21,900

#### **8350 Meals & Snacks**

8350-10 Program Snacks & Meals 13,000

##### **8350-20 Other Meals**

**Total 8350 Meals & Snacks 13,000**

8510 Merchant Fees	
8520 Insurance	
8540 Continuing Education	
8560 Software	2,456
8570 Advertising & Marketing	
8690 Equipment	16,259
8690-10 Equipment Rental	
Total 8690 Equipment	16,259
Total Expenses	1,057,714

HSAB Budget

Staff Salaries and Benefits	\$12,000
Mileage	\$1,500
Program Supplies (materials, snacks, etc)	\$1,500

Girls Empowerment Network FY22-23 Board Roster								
Full Name	Professional Affiliation	Mailing Address	Email address	Phone number	Gender	Race/Ethnicity	First year on the board	Position
Ana Maria Mena	Client Development Manager, Baker Botts L.L.P.	3311 Home Point Dr. Houston, TX 77091	anamena77@gmail.com	832-455-4084	Female	Hispanic/Latinx	2021	Board Member
Caylin Dadeo-Winick	Program Manager, Atlassian	10204 Wind Cave Trl, Austin, TX 78747	caylindadeo@gmail.com	518-258-6050	Female	White	2023	Board Member
Eboni Lunsford Calbow	Clinical Assistant Professor, Steve Hicks School of Social Work and Clinical Services Lead-Integrated Behavioral Health Scholars, Dell Medical School, The University of Texas at Austin	2710 Mirasol Loop, Round Rock, TX 78681	eboni.calbow@utexas.edu	512-573-3735	Female	African-American/Black, Native American/Alaskan Native	2019	Board Member
Erin Shinn Sreenivasan	Director, Criminal Trial Division, Travis County Attorneys Office	3314 Tom Miller Street 78723	eshinn113@gmail.com	5129342889	Female	White	2023	Board Member
Lawren Askinosie	Co-Owner & Chief Marketing Officer, Askinosie Chocolate	3501 Winfield Dr, Austin TX 78704	lawren@askinosie.com	417-860-0441	Female	White	2019	Board Treasurer
Lorene K. Phillips	Retired	8125 Forest Mesa Drive, Austin, TX	lphillips5@austin.rr.com	512 343-1650	Female	African-American/Black	2023	Board Member
Mili Patel	Sale & Operations Planning, Sr. Manager - Veyl Ventures	7101 Boyle Dr. Austin, TX 78724	Millipatel724@gmail.com	717-926-3482	Female	South Asian (including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan)	2023	Board Member
Monica Perez Richardson	Career & Accountability Coach, Self-Employed	13005 Little Barton Ln, Austin, TX 78738	g3monica@gmail.com	408-410-2943	Female	Hispanic/Latinx	2023	Board Member
Olubusayo Obayan, MD, MPH	Dermatologist, SkinJoy Dermatology	9015 Mountain Ridge Dr, Suite 200, Austin, TX 78759	admin@skinjoyderm.com	5123517121	Female	African	2023	Board Member
Rebecca Austen	Lighthouse Director, Allies Against Slavery	1205 Dailey St, Austin, TX 78703	rausten84@gmail.com	512-804-8255	Female	White	2022	Board Vice Chair
Rosa E. Walker	Senior Director Diversity & Inclusion, Pillsbury Winthrop	909 Fannin Street, Suite 2000, Houston, TX 77010	rosa.walker@pillsburylaw.com	914-525-6689	Female	African-American/Black, Hispanic/Latinx	2022	Secretary
Whitney Mack Albornoz	Chief Litigation & Employment Counsel, ERM	5205 Golden Canary Lane, Austin TX 78723	whitney.mack@gmail.com	281-799-9181	Female	White	2018	Board Chair

Other Board details: 100% of our board financially contribute to support our mission. Typically new board members are on boarded at the start of our fiscal year (Sept 1). Board terms are three years and board members may serve for up to 2 consecutive

## Board of Directors Meeting Attendance Record for the current fiscal year

Meeting Date: October 2, 2023

Attendees:

Lawren Askinosie, Rebecca Austen, Caylin Dadeo, Whitney Mack, Saya Obayan, Mili Patel, Lorene Phillips, Monica Richardson, Erin Shinnsreenivasan, and Rosa Walker

Meeting Date: November 28, 2023

Attendees: Lawren Askinosie, Rebecca Austen, Caylin Dadeo, Whitney Mack, Saya Obayan, Mili Patel, Lorene Phillips, Monica Richardson, Erin Shinnsreenivasan, and Rosa Walker

Meeting Date: January 27, 2024

Attendees: Lawren Askinosie, Rebecca Austen, Caylin Dadeo, Whitney Mack, Saya Obayan, Mili Patel, Lorene Phillips, Monica Richardson, Erin Shinnsreenivasan, Ana Mena, and Rosa Walker

Meeting Date: February 26, 2024

Attendees:

Rebecca Austen, Caylin Dadeo, Whitney Mack Albornoz, Saya Obayan, Mili Patel, Lorene Phillips, Monica Richardson, Erin Shinn Sreenivasan, Eboni Calbow (Ceasar), and Rosa Walker

Meeting Date: March 25, 2024

Attendees:

Whitney Mack Albornoz, Rebecca Austen, Caylin Dadeo, Ana Mena, Mili Patel, Lorene Phillips, Monica Richardson, Erin Shinn Sreenivasan, and Rosa Walker

Meeting Date: June 24, 2024

Attendees:

Whitney Mack Albornoz, Rebecca Austen, Caylin Dadeo, Ana Mena, Mili Patel, Lorene Phillips, Monica Richardson, Erin Shinn Sreenivasan, and Rosa Walker

Next Scheduled Meeting Date: August 26, 2024



## **GIRLS Board Member Expectations and Commitments**

### **Expectations**

- ✓ Cultivate a deep understanding of GIRLS by involvement in its activities
- ✓ Act as a community ambassador for GIRLS, explaining its purpose and needs
- ✓ Ensure that GIRLS fulfills its ethical, legal and regulatory obligations
- ✓ Make researched and knowledgeable decisions related to GIRLS' purpose, goals and activities
- ✓ Support and work with GIRLS staff to achieve organizational goals, and report and avoid conflicts of interest
- ✓ Attend at least 75% board meetings (6 meetings in person or via conference, although in-person is strongly encouraged)
- ✓ Attend at least three GIRLS programs or events during the year

### **Commitments**

1. Give or Get \$2500 per year.  
(Personal Financial Contribution form attached.)
2. Support GIRLS's development efforts in coordination with the development staff and committee.  
(See Annual Fundraising Commitment for ways to offer support that yield results for GIRLS's goals.)
3. Serve on one of GIRLS's seasonal or year-round committees. The time commitment is an average of 5 hours per month.
4. Commit to one term, which is 3 years. Board members can serve 2 consecutive terms.

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Printed Name

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Signature

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## **GIRLS EMPOWERMENT NETWORK STAFF CHART**

Positions that are location specific are noted as such, otherwise positions are statewide in scope  
Advanced educational credentials and licensures are listed as relevant

**Office phone numbers—Austin 512-808-4044**

**Houston—713-773-4858**

### **Senior team and leadership:**

- Ami Kane, MPA, CFRE, Executive Director
- Kameryn Sampson, MSW, Deputy Director

### **Program Department**

- **Managerial/Supervisory Roles:**
  - Chloé LaPorte, LCSW, MSW, Senior Program Director
  - Adreayn Torres, MSW, Central Texas Program Manager
  - Erika Martinez, Dallas Texas Program Manager
- **Direct Service Roles:**
  - Iridia Argueta, Houston Program Coordinator
  - Mallory Lehenbauer, Central Texas Program Coordinator
  - Angela Montijo, LMSW, Juvenile Justice Program Facilitator
  - Nuna Johnson, Houston Program Coordinator
  - Ana O'Quin, MPH, Mental Health Policy Fellow

### **Mobilizing Communities Department:**

- **Managerial/Supervisory Roles:**
  - Chelsea Dean-Martinez, Development Director
  - Dr. Sarah Miller-Fellows, MPA, MA, PhD., Director of Impact
  - Brittany Yelverton, MA, Director of Community Engagement
  - Ana Juarez, Marketing Director
- **Support Roles:**
  - Kayleigh Ates, Community Engagement Coordinator (role sits in MC department, but supports programming administration)
  - Monica Balderas, Project Coordinator (role sits in MC department, but supports programming/conference administration)
  - Miranda Quintanilla, Houston Marketing—AmeriCorps VISTA



**Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

- ▶ Do not enter social security numbers on this form as it may be made public.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**2021****Open to Public Inspection**Department of the Treasury  
Internal Revenue Service

<b>A</b> For the <b>2021</b> calendar year, or tax year beginning <b>9/01</b> , <b>2021</b> , and ending <b>8/31</b> , <b>2022</b>																											
<b>B</b> Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:60%; vertical-align: top;"> <b>C</b>            GENaustin            P.O. 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**Part I Summary**

<b>1</b>	Briefly describe the organization's mission or most significant activities: <u>The Organization's mission is to ignite power in girls by teaching them skills to thrive and believe in their ability to be unstoppable.</u>			
<b>2</b>	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
<b>3</b>	Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>		15
<b>4</b>	Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>		15
<b>5</b>	Total number of individuals employed in calendar year 2021 (Part V, line 2a)	<b>5</b>		42
<b>6</b>	Total number of volunteers (estimate if necessary)	<b>6</b>		440
<b>7a</b>	Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>		0.
<b>7b</b>	Net unrelated business taxable income from Form 990-T, Part I, line 11	<b>7b</b>		0.
<b>8</b>	Contributions and grants (Part VIII, line 1h)	<b>8</b>	Prior Year	Current Year
<b>9</b>	Program service revenue (Part VIII, line 2g)	<b>9</b>	1,274,998.	1,985,728.
<b>10</b>	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	<b>10</b>	73,644.	172,952.
<b>11</b>	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<b>11</b>	3,109.	3,146.
<b>12</b>	Total revenue — add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<b>12</b>	1,285.	280.
<b>13</b>	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	<b>13</b>	1,353,036.	2,162,106.
<b>14</b>	Benefits paid to or for members (Part IX, column (A), line 4)	<b>14</b>	31,855.	
<b>15</b>	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	<b>15</b>	1,102,262.	1,271,972.
<b>16a</b>	Professional fundraising fees (Part IX, column (A), line 11e)	<b>16a</b>	6,603.	10,330.
<b>b</b>	Total fundraising expenses (Part IX, column (D), line 25) ▶ 216,693.	<b>b</b>		
<b>17</b>	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	<b>17</b>	365,839.	345,746.
<b>18</b>	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	<b>18</b>	1,506,559.	1,628,048.
<b>19</b>	Revenue less expenses. Subtract line 18 from line 12	<b>19</b>	-153,523.	534,058.
<b>20</b>	Total assets (Part X, line 16)	<b>20</b>	Beginning of Current Year	End of Year
<b>21</b>	Total liabilities (Part X, line 26)	<b>21</b>	1,020,223.	1,565,689.
<b>22</b>	Net assets or fund balances. Subtract line 21 from line 20	<b>22</b>	76,122.	87,530.
<b>22</b>		<b>22</b>	944,101.	1,478,159.

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

<b>Sign Here</b>	▶ <b>CLIENT COPY</b> Signature of officer _____ Date _____ ▶ <b>Steve Hamilton</b> Type or print name and title <b>CFO</b>	
<b>Paid Preparer Use Only</b>	Print/Type preparer's name: <b>Gary Joseph Jack</b> Firm's name: ▶ <b>Dunagan Jack LLP</b> Firm's address: ▶ <b>4833 Spicewood Springs Rd Ste 102 Austin, TX 78759</b>	Preparer's signature: _____ Date: _____ Check <input checked="" type="checkbox"/> if self-employed PTIN: <b>P00184408</b> Firm's EIN ▶ <b>74-2981758</b> Phone no. <b>(512) 420-8997</b>

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

**Part III Statement of Program Service Accomplishments**Check if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission:

The Organization's mission is to ignite power in girls by teaching them skills to  
thrive and believe in their ability to be unstoppable.

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.**4a** (Code: ) (Expenses \$ 1,151,577. including grants of \$ ) (Revenue \$ 172,952.)See Schedule O**4b** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )**4c** (Code: ) (Expenses \$ including grants of \$ ) (Revenue \$ )**4d** Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses **▶** 1,151,577.

## Formal Agency Statement of Nondiscrimination, Revised 2020

Our values guide how we live every day to support our mission and vision. We search for passionate leaders to join our team who will lift others up and listen to every voice, who want to make an impact and celebrate girlhood. To that end, we look for people who bring diverse experience and perspectives. We make hiring decisions based on qualifications, merit, and organization needs. Girls Empowerment Network does not discriminate on the basis of age, race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, ability, family status\*, or any other status protected by law.

Additional info from the Personnel Manual, section IX, D, adopted 6/1/2010, revised 2015

### D. DISCRIMINATION AND HARASSMENT

Girls Empowerment Network is committed to maintaining a workplace and organization that is free from discrimination and harassment so that all employees at all levels are able to devote their full attention and best efforts to their jobs. Accordingly the agency does not authorize, practice, condone or tolerate any form of harassment of or by any employee, whether supervisory or non-supervisory, or by any guest, visitor, volunteer, customer or vendor, including harassment based on race, sex, religion, color, national origin, sexual preference, age, disability or any factor protected by law. Harassment includes, but is not limited to, offensive language, jokes, or other verbal, graphic or physical conduct which could be interpreted as insulting, derogatory, slurs, or unwanted advances, and would make a reasonable person uncomfortable or would interfere with the person's job performance in the work environment or other environments where employees may gather.

**GENaustin**  
Financial Statements and  
Independent Auditors' Report  
August 31, 2022 and 2021

GENaustin

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**INDEPENDENT AUDITORS' REPORT**

To the Board of Directors  
GENaustin

**Opinion**

We have audited the accompanying financial statements of GENaustin (a Texas nonprofit corporation), which comprise the statements of financial position as of August 31, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of GENaustin as of August 31, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

**Basis for Opinion**

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of GENaustin and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about GENaustin's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

**Auditors' Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of GENaustin's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about GENaustin's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

A handwritten signature in black ink that reads "DUNAGAN JACK LLP". The signature is stylized with a large, sweeping initial 'D' and 'J'.

Austin, Texas  
April 21, 2023

## **FINANCIAL STATEMENTS**



GENaustin

STATEMENTS OF FINANCIAL POSITION

August 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
ASSETS		
Cash and cash equivalents	\$ 836,852	\$ 801,257
Accounts receivable	17,940	-
Government grants receivable	57,333	24,806
Contributions receivable	607,523	138,567
Prepaid expenses and other assets	28,013	30,103
Property and equipment	<u>18,028</u>	<u>25,490</u>
Total assets	<u>\$ 1,565,689</u>	<u>\$ 1,020,223</u>
LIABILITIES AND NET ASSETS		
Liabilities		
Accounts payable and accrued expenses	\$ 24,101	\$ 28,639
Other liabilities	<u>63,429</u>	<u>47,483</u>
Total liabilities	<u>87,530</u>	<u>76,122</u>
Net assets		
Without donor restrictions	763,144	774,146
With donor restrictions	<u>715,015</u>	<u>169,955</u>
Total net assets	<u>1,478,159</u>	<u>944,101</u>
Total liabilities and net assets	<u>\$ 1,565,689</u>	<u>\$ 1,020,223</u>

The accompanying notes are an integral part of these financial statements.

GENaustin

STATEMENT OF ACTIVITIES

For the year ended August 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues			
Contributions	\$ 1,129,187	\$ 618,107	\$ 1,747,294
Government grants	238,434	-	238,434
Program revenues	172,952	-	172,952
Other revenues	<u>3,426</u>	<u>-</u>	<u>3,426</u>
Total revenues	1,543,999	618,107	2,162,106
Net assets released from restrictions	<u>73,047</u>	<u>(73,047)</u>	<u>-</u>
Total revenues and other support	<u>1,617,046</u>	<u>545,060</u>	<u>2,162,106</u>
Expenses			
Program services	1,151,577	-	1,151,577
General and administrative	259,778	-	259,778
Fundraising	<u>216,693</u>	<u>-</u>	<u>216,693</u>
Total expenses	<u>1,628,048</u>	<u>-</u>	<u>1,628,048</u>
Change in net assets	(11,002)	545,060	534,058
Net assets, beginning of year	<u>774,146</u>	<u>169,955</u>	<u>944,101</u>
Net assets, end of year	<u>\$ 763,144</u>	<u>\$ 715,015</u>	<u>\$ 1,478,159</u>

The accompanying notes are an integral part of these financial statements.

GENaustin

STATEMENT OF ACTIVITIES

For the year ended August 31, 2021

	Without Donor Restrictions	With Donor Restrictions	Total
Revenues			
Contributions	\$ 893,642	\$ 55,719	\$ 949,361
Government grants	325,637	-	325,637
Program revenues	73,644	-	73,644
Other revenues	4,394	-	4,394
Total revenues	1,297,317	55,719	1,353,036
Net assets released from restrictions	152,593	(152,593)	-
Total revenues and other support	1,449,910	(96,874)	1,353,036
Expenses			
Program services	991,935	-	991,935
General and administrative	289,767	-	289,767
Fundraising	224,857	-	224,857
Total expenses	1,506,559	-	1,506,559
Change in net assets	(56,649)	(96,874)	(153,523)
Net assets, beginning of year	830,795	266,829	1,097,624
Net assets, end of year	\$ 774,146	\$ 169,955	\$ 944,101

The accompanying notes are an integral part of these financial statements.

GENaustin

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended August 31, 2022

	Program Services	General and Administrative	Fundraising	Total
Personnel:				
Salaries and wages	\$ 732,892	\$ 173,566	\$ 141,904	\$ 1,048,362
Benefits	99,902	23,659	19,343	142,904
Payroll taxes	56,420	13,362	10,924	80,706
Occupancy	86,170	9,923	12,834	108,927
Professional services	27,017	12,528	13,570	53,115
Advertising and marketing	26,598	7,094	5,118	38,810
Travel	28,867	474	836	30,177
Spark kits	17,926	-	-	17,926
Insurance	8,638	1,778	1,977	12,393
Dues, fees, and subscriptions	7,808	766	2,886	11,460
Depreciation	9,772	795	795	11,362
Bank and credit card charges	-	9,549	-	9,549
Venue and equipment rental	6,487	818	664	7,969
Telephone and internet	5,518	475	791	6,784
Postage and printing	1,962	195	1,808	3,965
Other expenses	35,600	4,796	3,243	43,639
	<u>\$ 1,151,577</u>	<u>\$ 259,778</u>	<u>\$ 216,693</u>	<u>\$ 1,628,048</u>

The accompanying notes are an integral part of these financial statements.

GENaustin

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended August 31, 2021

	Program Services	General and Administrative	Fundraising	Total
Personnel:				
Salaries and wages	\$ 590,569	\$ 181,589	\$ 140,843	\$ 913,001
Benefits	77,226	23,745	18,417	119,388
Payroll taxes	45,197	13,897	10,779	69,873
Occupancy	83,827	8,371	12,834	105,032
Professional services	35,709	14,106	20,211	70,026
Grants	31,855	-	-	31,855
Advertising and marketing	18,952	7,160	5,550	31,662
Spark kits	28,858	-	-	28,858
Postage and printing	18,144	146	5,416	23,706
Uncollectible pledges	-	23,200	-	23,200
Depreciation	10,590	862	862	12,314
Insurance	7,740	1,727	2,043	11,510
Dues, fees, and subscriptions	7,054	1,221	2,521	10,796
Bank and credit card charges	-	8,746	-	8,746
Venue and equipment rental	6,020	521	775	7,316
Telephone and internet	4,312	838	679	5,829
Travel	4,220	19	30	4,269
Other expenses	21,662	3,619	3,897	29,178
	<u>\$ 991,935</u>	<u>\$ 289,767</u>	<u>\$ 224,857</u>	<u>\$ 1,506,559</u>

The accompanying notes are an integral part of these financial statements.

GENaustin

STATEMENTS OF CASH FLOWS

For the years ended August 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Cash flows from operating activities:		
Change in net assets	\$ 534,058	\$ (153,523)
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
Depreciation	11,362	12,314
Increase in accounts receivable	(17,940)	-
(Increase) decrease in government grants receivable	(32,527)	5,512
(Increase) decrease in contributions receivable	(468,956)	95,585
Decrease (increase) in prepaid expenses and other assets	2,090	(9,270)
Decrease in accounts payable and accrued expenses	(4,538)	(8,933)
Increase in other liabilities	<u>15,946</u>	<u>7,844</u>
Net cash provided (used) by operating activities	<u>39,495</u>	<u>(50,471)</u>
Cash flows from investing activities:		
Purchases of property and equipment	<u>(3,900)</u>	<u>(5,076)</u>
Net cash used by investing activities	<u>(3,900)</u>	<u>(5,076)</u>
Cash flows from financing activities:	<u>-</u>	<u>-</u>
Net increase (decrease) in cash and cash equivalents	35,595	(55,547)
Cash and cash equivalents, beginning of year	<u>801,257</u>	<u>856,804</u>
Cash and cash equivalents, end of year	<u><u>\$ 836,852</u></u>	<u><u>\$ 801,257</u></u>
Amounts paid during the year for:		
Income taxes	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>
Interest	<u><u>\$ -</u></u>	<u><u>\$ -</u></u>

The accompanying notes are an integral part of these financial statements.

## **NOTES TO FINANCIAL STATEMENTS**

## GENaustin

### NOTES TO FINANCIAL STATEMENTS

August 31, 2022 and 2021

#### NOTE A - ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES

##### 1. Organization and Nature of Activities

GENaustin (Organization) was incorporated in the State of Texas on June 19, 1997 by concerned mothers raising adolescent girls in Austin, Texas. These mothers met to address an increasing trend among middle school aged girls – a systematic decline and sometimes permanent loss of self-esteem, the outcome of which can be devastating. The Organization’s mission is to ignite power in girls by teaching them skills to thrive and believe in their ability to be unstoppable. The Organization’s program services include the following:

- **Spark Kits:** The Organization provides a safe way for girls in middle and high school to develop self-efficacy to create meaningful change. The program gives girls resources to critically and creatively think of ways they want to engage with social justice issues through 25 self-guided collaborate activities and virtual access to girl experts.
- **Girl Connect:** The Organization partners with 60+ Texas schools to improve educational outcomes for girls, parents and teachers with its Girl Connect program. The program strives to:
  - Increase attendance rates
  - Reduce chronic absence
  - Increase retention of effective teachers
  - Reduce the discipline rate
  - Increase parent engagement
  - Reduce the overall dropout rate
- **Camp:** The Organization’s summer day camp serves girls in grades entering 3<sup>rd</sup>-8<sup>th</sup>. Camp girls participate in fun, interactive workshops during two week-long sessions that are designed to ignite the power in girls and teach them skills to thrive and believe in their ability to be unstoppable. Girls who join the summer day camp gain new skills, new friendships, and a new sense of self.
- **Pathfinder:** The Organization’s Pathfinder Leadership Summit is a personal and professional development program aimed at giving rising 9<sup>th</sup>-12<sup>th</sup> grade girls a head start on their road to independence, college and career. In addition to the yearly summit, the Organization also hosts Pathfinder Workshops throughout the year.
- **We Are Girls On The Road:** Mini-assemblies reaching girls at school, virtual workshops, and summer camps. The Organization delivers three modules to help girls address challenges for healthy relationships, stress management, and self-compassion.



NOTES TO FINANCIAL STATEMENTS - CONTINUED

August 31, 2022 and 2021

**NOTE A - ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES - CONTINUED**

2. Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables, and other liabilities.

3. Basis of Presentation

The Organization reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

*Net Assets Without Donor Restrictions* - Net assets that are not subject to or are no longer subject to donor imposed stipulations.

*Net Assets With Donor Restrictions* - Net assets whose use is limited by donor-imposed time and/or purpose restrictions.

Revenues are reported as increases in net assets without donor restriction unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulation. Expirations of donor restrictions on the net assets (i.e., the donor-stipulated purpose has been fulfilled and/or the stipulated time period has elapsed) are reported as reclassifications between the applicable classes of net assets.

4. Cash Equivalents

The Organization considers short-term, highly-liquid investments with maturities of three months or less on the date of acquisition to be cash equivalents.

5. Property and Equipment

Property and equipment are recorded at cost, if purchased, or at fair market value, if donated. It is the Organization's policy to capitalize all asset purchases of \$500 or more. Depreciation is computed using the straight-line method over the estimated useful lives of the assets; generally five to seven years for furniture and equipment. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired assets are placed into service as instructed by the donor.

NOTES TO FINANCIAL STATEMENTS - CONTINUED

August 31, 2022 and 2021

**NOTE A - ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES - CONTINUED**

6. Grants and Contributions

Grants and contributions received are recorded as increases in net assets without donor restrictions or as increases in net assets with donor restrictions, depending on the existence and/or nature of any donor restrictions. As donor or time restrictions are satisfied, net assets are reclassified to net assets without donor restrictions. The Organization's policy is to report grants and contributions with restrictions satisfied in the year of receipt as support without donor restrictions.

7. Functional Expenses

Expenses are categorized by function as either (1) program services, (2) general and administrative, or (3) fundraising expenses. Expenses that are specifically identifiable to a function are charged to that function. Expenses that are not specifically identifiable to a function are allocated based upon management's estimate of time and resources devoted to the function.

8. Estimates

The preparation of the financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

**NOTE B - TAX-EXEMPT STATUS**

The Organization is exempt from federal income tax under Internal Revenue Code (Code) Section 501(a) as an organization described in Section 501(c)(3). The Organization is classified as a public charity described in Section 170(b)(1)(A)(vi). No provision for income taxes has been included in these financial statements.

GENaustin

NOTES TO FINANCIAL STATEMENTS - CONTINUED

August 31, 2022 and 2021

**NOTE C - CONTRIBUTIONS RECEIVABLE**

The contributions receivable balances at August 31, 2022 and 2021 were considered fully collectible. Therefore, no allowances for uncollectible balances are reflected in these financial statements. Contributions receivable have been discounted to their present values at August 31, 2022 using an interest rate of 3.43%. Contributions receivable comprised the following at August 31, 2022 and 2021:

	2022	2021
Due within one year	\$ 297,523	\$ 138,567
Due in one to five years	350,000	-
Due in more than five years	-	-
Contributions receivable, gross	647,523	138,567
Less allowance for uncollectible contributions	-	-
Less discount to present value	(40,000)	-
Contributions receivable, net	<u>\$ 607,523</u>	<u>\$ 138,567</u>

**NOTE D - PROPERTY AND EQUIPMENT**

Property and equipment comprised the following at August 31, 2022 and 2021:

	2022	2021
Furniture and equipment	\$ 71,481	\$ 93,025
Less accumulated depreciation	(53,453)	(67,535)
Property and equipment, net	<u>\$ 18,028</u>	<u>\$ 25,490</u>

Depreciation expense totaled \$11,362 and \$12,314 for the years ended August 31, 2022 and 2021, respectively.

**NOTE E - NET ASSETS WITHOUT DONOR RESTRICTIONS - BOARD DESIGNATED**

Board designations are voluntary Board approved segregations of net assets without donor restrictions. Designated net assets are subject to limits that are self-imposed by the Organization's governing Board. As such, they may be reversed by future Board action. At August 31, 2022 and 2021, the Board had designated \$100,000 as an operating reserve.

GENaustin

NOTES TO FINANCIAL STATEMENTS - CONTINUED

August 31, 2022 and 2021

**NOTE F - NET ASSETS WITH DONOR RESTRICTIONS**

Net assets were donor restricted for the following purposes at August 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Community engagement coordinator staff	\$ 227,000	\$ -
Part time program coordinator staff positions	186,000	-
Mental health policy fellow	125,050	33,418
Early childhood and youth development	77,410	-
Pathfinder	34,952	55,719
Girl Connect	24,563	19,849
Houston staff salary support	-	44,000
Other purpose and timing restrictions	<u>40,040</u>	<u>16,969</u>
Net assets with donor restrictions	<u>\$ 715,015</u>	<u>\$ 169,955</u>

Net assets with donor restrictions totaling \$73,047 and \$152,593 were released to net assets without donor restrictions during the years ended August 31, 2022 and 2021, respectively.

**NOTE G - LEASE COMMITMENTS**

The Organization leases office space in Austin and Houston, Texas under operating lease agreements. At August 31, 2022, future minimum lease payments were as follows:

<u>Years ending August 31,</u>	<u>Minimum Lease Payments</u>
2023	\$ 119,069
2024	123,322
2025	115,180
thereafter	-

Office rent expense totaled \$108,927 and \$105,032 for the years ended August 31, 2022 and 2021, respectively.

GENaustin

NOTES TO FINANCIAL STATEMENTS - CONTINUED

August 31, 2022 and 2021

**NOTE H - LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS**

The Organization structures its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The following reflects the Organization's financial assets, reduced by amounts not available for general use within one year because of Board designations and donor-imposed restrictions, as of August 31, 2022 and 2021:

	2022	2021
Cash and cash equivalents	\$ 836,852	\$ 801,257
Accounts receivable	17,940	-
Government grants receivable	57,333	24,806
Contributions receivable (due within one year)	<u>297,523</u>	<u>138,567</u>
Total financial assets	1,209,648	964,630
Less Board designated operating reserve	(100,000)	(100,000)
Less donor restricted for specified purposes	<u>(405,015)</u>	<u>(169,955)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 704,633</u>	<u>\$ 694,675</u>

**NOTE I - CONCENTRATIONS**

All of a depositor's accounts at an insured depository institution, including all noninterest-bearing transaction accounts, are insured by the FDIC up to the standard maximum deposit insurance amount (\$250,000). The Organization's uninsured cash balances totaled approximately \$547,000 at August 31, 2022 and 2021.

Contributions receivable from three grantors comprised the following percentages of gross contributions receivable as of August 31, 2022 and 2021:

	2022	2021
Grantor A	69%	32%
Grantor B	12%	23%
Grantor C	11%	24%

The Organization recognized contribution revenue of \$500,000 from one foundation during the year ended August 31, 2022.

GENaustin

NOTES TO FINANCIAL STATEMENTS - CONTINUED

August 31, 2022 and 2021

**NOTE J - RETIREMENT PLAN**

The Organization established a Simple IRA Retirement Plan for the benefit of its employees. All employees are eligible to participate. The Organization matches employees' contributions up to 3% of the eligible compensation. All contributions are fully vested and nonforfeitable. The Organization recognized retirement expense of \$18,852 and \$17,310 during the years ended August 31, 2022 and 2021, respectively.

**NOTE K - SUBSEQUENT EVENTS**

Subsequent events have been evaluated through April 21, 2023, the date the financial statements were available to be issued.



## San Marcos Consolidated Independent School District

P.O. Box 1087 | San Marcos, Texas 78666 | OFFICE 512.393.6700 | FAX 512.393.6787

To Whom It May Concern:

This letter is in support of The Girls Empowerment Network (GEN) and their self-efficacy building programs for girls. We, at San Marcos High School in San Marcos, Texas, value GEN as a partner in our community to provide weekly workshops and other opportunities for our students. These important activities help instill confidence in our young women and provide them a safe, supportive environment with trusted, caring role models. Because of GEN, the girls in my school have found a place that they can just be themselves. No need for the facade they usually keep. GEN's group gives the girls a time and place to learn how to communicate effectively with each other and work through their problems.. The girls have a place to voice their opinions on issues important to them in a positive way.

GEN is an important part of the network of resources that is ensuring that young women have all the skills and care they need in order to achieve. I encourage you to support this organization, as they help develop confident, strong young women.

Sincerely,

Best Regards,

Brittney Posey  
GEAR UP Coordinator, San Marcos High School  
[brittney.posey@smcisd.net](mailto:brittney.posey@smcisd.net)  
512-395-5561

## Letter of Support

July 5, 2023

To Whom It May Concern:

Communities In Schools welcomes the opportunity to support Girls Empowerment Network's application for a City of San Marcos grant.

Girls Empowerment Network has immense skill, dedication and passion for building self-efficacy among girls and young women. Through our longstanding, school-based partnership, we have honed the ability to engage youth who would most benefit from GIRLS' programs and collaboratively support them through deep & impactful growth experiences in school.

Over many years, we have seen the positive impact of this partnership, and trust in Girls Empowerment Network's programming & approach. Specifically, Girl Connect groups have helped our female students build confidence, communication skills, and awareness of healthy coping mechanisms, self-image and relationships. Furthermore, we are thrilled to see students *practicing these skills* in supportive environment with caring adults, and within improved peer relationships.

We look forward to expanding our collaboration in San Marcos CISD. As appropriate, our campus-based Program Managers will support Girls Empowerment Network programming in the following ways:

- Participate in program planning and logistics,
- Provide appropriate student referrals to build impactful Girl Connect groups,
- Coordinate with teachers & admin so students' participation complements academic schedules,
- Provide ongoing, school-based support to students participating in Girl Connect groups,
- Facilitate communications, feedback and exchange of information between stakeholders.

In summary, I would like to express my support for Girls Empowerment Network, and emphasize the positive impact we anticipate from this program & partnership expansion. We are committed partners, and believe that investing in our girls' ability to build self-esteem, confidence & connection is an essential part of building healthy & equitable futures for us all.

Sincerely,

Sharon Vigil  
Chief Executive Officer, Communities In Schools of Central Texas

Communities In Schools of Central Texas surrounds students with a community of support, empowering them to stay in school and achieve in life.