TRANSITIONING GIRLS TO SUCCESSFUL WOMEN

2013 Annual Report
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Featured on the cover

D2F alumni, Dr. Shaina Rozell, Northwestern Memorial Hospital
Thornton Township High School, Class of 2002

D2F participant, Annyshia Hibler
Morgan Park High School, Class of 2014
FROM THE FOUNDER, CEO

"I often wonder how different my choices would have been if D2F and its programs were available when I was a teen. But, I always come back to the realization that those very choices (good and bad) fueled a passion for the establishment of D2F... not for me, but for others!"

-Sherida Morrison, CEO

What an encouraging time to be on the cusp of celebrating 20 years of serving girls! It makes me think of when I was 19 years old, ready to shed the “teens” and dive headfirst into a new decade—my twenties! This personal experience is an analogy of the organizational development of Demoiselle 2 Femme, NFP and the thrill of reaching “adulthood.” As we embark on our 20th Anniversary, we celebrate 10 years as a community program, and 10 years as a nonprofit organization which evolved into a strong, innovative leader in programs, services and partnerships impacting the lives of girls, families and communities. Milestones of our progress and success include: the expansion and strengthening of our Board, continued growth toward fiscal diversity, strong community collaborations, increased staff, our role in community-based research and evaluation and more importantly, the thousands of girls whose lives were enriched by D2F programming and events.

Where do we go from here? The Board created a 3-year strategic roadmap which will bring us into new growth and increased sustainability—including training the next wave of D2F leadership. We will continue to measure our outcomes and anticipate the release of data from research studies with Chapin Hall—University of Chicago, Northwestern University and GEARS /Office on Women’s Health. We will continue to forge a path leading to the opening of the H.O.P.E. CENTER for GIRLS and the Institute for Research and Policy on Urban Girls. Lastly, we recognize that with age comes responsibility, and are committed to creating the infrastructure necessary to increase donor support, secure matching gifts and establish an endowment to fulfill our mission.

The Board of Directors would like to thank our donors and partners for increasing our capacity to transition girls to successful women. I hope to see each of you during our 20th Anniversary Celebration weekend, October 10th-12th, 2014!

Top Photo: Sherida Morrison and D2F Alumni/ 2014 U of I graduate, Brianna Lawrence

Board Members

Top Row (from left to right) Romanetha Looper, Co-Founder; Sherida Morrison—CEO; Anita Knazze—Board Member; Jennifer McClain—Board Member; Tavia Bowers—Board Member

Bottom Row (from left to right) Yvette Taylor—Board Chair, Vivette Payne—Board Member; Lisa Mullins—Secretary

Not Pictured: Cynthia Lewis—Vice President; Joycelyn Byers—Treasurer; Sheryl Morris
HISTORY

IN THE BEGINNING

“History dies without the present. There is no future without the path made to it by the past.”

-Aidan Chambers

Demoiselle 2 Femme (D2F) was founded in December 1994 by Sherida Morrison and Romanetha Looper at Faith Temple Church of God in Christ in Chicago.

The first meetings of Demoiselle 2 Femme were held on the 2nd and 4th Saturday of each month with 14 girls in the church’s administrative house. The program was developed to address the personal and social problems of adolescent females in the Englewood community and provide them with positive role models that would assist them in becoming successful young women.

Today, D2F reaches over 400 girls annually through school and community-based programs and more than 2,000 youth through community awareness and educational events. The success of D2F is indicated in the fact that we’ve graduated over 400 first generation high school and college graduates, who have become educators, doctors, counselors, and other career professionals.

QUICK FACTS

- In 1998, received IDHS grant in partnership with Family Centered Educational Agency
- In 2004, Demoiselle 2 Femme became a 501(c)3 nonprofit organization
- By 2013, D2F is operating 11 programs and providing services to 12 schools and 2 community-based sites having reached over 3,000 girls in the Chicagoland area.
“Demoiselle 2 Femme has done so much for me. It feels good to have a support system that has been with me since high school. God has surrounded me with educated women in D2F, and even my peers have multiple degrees. The staff and mentors of D2F have shown me tough love and support whether it was driving me to school or challenging me to transfer universities to ensure my future success. They always saw the potential in me and knew I was going somewhere. They want the best for me and have given their time, effort, prayers and advice to prove it. I was blessed that D2F came into my life and was my main cheerleader because most girls coming from my neighborhood don’t have that kind of support. As a result, I am a first generation college grad and a new employee at D2F serving girls in my own community!”

Sharrell Stanley
D2F Alumni/Staff

Education is the most powerful weapon we can use to change the world.

- Nelson Mandela

The community-based model of female empowerment that we developed by is a holistic, gender-responsive approach, which encourages the avoidance of at-risk behaviors as a strategy for success as well as the completion of high school and matriculation to college. At present, more than 80% of girls participating in our programs will be first generation college students upon enrollment. Leadership skill development and college access services are integrated into all D2F after-school programs.

College Access Services Include:

- In & Out of State College Visits
- College Cafes (hands-on workshops, i.e. college essay development, scholarship searches, financial aid, survival tips)
- Financial Aid/FAFSA Application Assistance
- College Application Assistance
- Academic Scholarships

2013 College Access Services Utilized

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Campus visits</td>
<td>7</td>
</tr>
<tr>
<td>Students who attended campus visits and college access services</td>
<td>97</td>
</tr>
<tr>
<td>College Cafes and Educational workshops offered</td>
<td>17</td>
</tr>
<tr>
<td>Current D2F students enrolled in a 4-year college or university</td>
<td>58</td>
</tr>
</tbody>
</table>
BE THE CHANGE!
Leadership is an essential, core value that is integrated into programming at D2F. Girls are challenged to step outside their comfort zones and become positive agents of social change within their schools and communities. In addition to other curriculum topics, girls participating in our Signature D2F program and G-WAVE (Girls with A Voice Empowered) receive over 14 hours of instruction in leadership skill development. This includes the topics of decision making, critical thinking, coping/resiliency, goal setting, and character education. These skills are then exercised through student-led projects on a variety of topics include: HIV/AIDS, teen dating violence, bullying, teen pregnancy, etc. Through our award winning FEMME 2 STEM (Science, Technology, Engineering, Math) program girls demonstrate leadership in the built environment by transforming vacant and under-utilized spaces to address public health issues within the community. At the community level, our Leadership College program hosted the 2013 Career Expo at Julian High School which featured Congresswoman Robin Kelly and more than 30 professional women representing a variety of career fields for girls to explore.

2013 LEADERSHIP QUICK FACTS
▶ 5,000+ teens were reached by D2F student led projects (Project 38, Red Parties and Teen Dating Violence, Symposiums)
▶ Launched the “Girls with Rhythm” drum line program for 12 elementary school girls at Smith Elementary School in collaboration with the Health School of Music
▶ Piloted the “Little Beauties” leadership program to 15 girls ages 10-12 at the Salvation Army’s Ray and Joan Kroc Center
▶ Provided access to career development to 100 girls
▶ Equipped 75 girls and parents with financial literacy through Project Hopeful
▶ Participants of the G-WAVE program hosted a Red Party and World AIDS Day Event in partnership with the basketball team and faculty at Thornton High School (Harvey, IL) which reached 100 students and faculty/administrators

Left Photo: Demoiselle participant Breonte Gipson and Demoiselle 2 Femme Alumni, Dr. Shaina Rozell at the Demoiselle 2 Femme Career Expo.

Right Top Photo (before): Femme 2 STEM Building Heroes working on their transformative design project at Fenger High School in Roseland.

Right Bottom Photo (after): An old classroom was transformed into a student meeting space to reduce violence and increase school spirit.
Everybody can be great...because anybody can serve!

–Dr. Martin Luther King Jr.

At Demoiselle 2 Femme, NFP, the value of service is taught as a responsibility of strong leadership. The D2F model for serving is demonstrated at both the student and organizational level through local and national partnerships; our connections within our community and abroad are extensive. We pride ourselves in serving alongside our students while equipping them with the necessary tools to plan and implement projects that give "voice" to the community concerns. Partnerships with local providers such as the Chicago Greater Food Depository, Share Your Soles, Girl Scouts, Chicago Public Schools, Clara’s House and others provide opportunities for girls to understand the value of citizenship and social responsibility.

2013 SERVICE QUICK FACTS

- The Femme 2 STEM program transformed an old, outdated classroom in Fenger High School (in Roseland) to a meeting space for Fenger students to promote non-violence, academic excellence and school spirit
- Average number of Service Hours earned by D2F/G WAVE participants in 2013: 12
- Average number of service hours earned by FEMME 2 STEM participants: 38
- Trained 18 women to join the D2F family as volunteers increasing to 41 active volunteers

Approximately 87 hours of leadership and development skills were poured into 19 girls who attended the 2013 Summer Leadership "Dream Girls Tour", which traveled to San Francisco and Los Angeles, CA. We dedicated an entire day to service, starting at the Downtown Women's Center in Los Angeles, California—a center exclusively serving the unique needs of homeless and very low-income women in downtown Skid Row community.

Top Photo: Parent Coordinator, Sharon Carey, honors our “Parent of the Year”, Rielanda Smith

Bottom Photo: Students preparing meals to serve the women at the Downtown Women’s Shelter during the 2013 Summer Leadership Tour.
CREATING A LEGACY OF GOOD HEALTH FOR GIRLS

As a leading grassroots organization for adolescent girls in the Chicagoland area, Demoiselle 2 Femme, NFP’s commitment to the health of girls extends beyond programs and encompasses community awareness campaigns, events, and activities that encourage and promote healthy behaviors. Through implementation of our 3-D Curriculum, program participants receive over 30 hours of prevention education which address: teen dating violence, sexual assault, STD/STIs, HIV/AIDS, violence, teen pregnancy, suicide, fitness, ATOD (alcohol, tobacco, other drugs), and depression.

Our PAUSE “Creating a Legacy of Good Health for Girls” initiative reaches over 2,000 women and girls each year through annual events focusing on HIV/AIDS Prevention and Awareness, Nutrition and Fitness, Diabetes Prevention and other health-related issues. Over 300 women and girls were tested for HIV as a result of PAUSE events.

The Mother-Daughter Health Model

African-American girls remain one of the most vulnerable populations at risk for teen pregnancy, STD infection and obesity. The integration of mothers/caregivers into health model grounded in best practices used to create long-term behavioral changes in youth and adults. Pursuing Health through Intense Training (P.H.I.T.) Program is designed to provide nutritional education and fitness which challenges African-American girls and women to take charge of their health. Beyond obesity prevention, the model is integrated into health events that accomplish screenings and HIV testing for both the mother/caregiver and daughter.

MOTHER–DAUGHTER STORY

D2F PHIT was a wonderful program that really got my daughter and I to think about how to make healthier food choices. The major point I took home was healthier food choices and exercise can lead to a more enjoyable life! I had gained a lot of weight just because I had not taken time to take care of myself....children...husband....job...church...extended family…etc. At PHIT we talked about some of the reasons we did not eat healthy foods and came up with suggestions as a group that we would try to implement at home. I looked forward to Thursday evenings because I was doing something good for myself, my daughter and our family. It helped her because people had begun sharing negative stereotypes about her weight and looks. We were challenged to walk a mile or two at least 3 times a week and include our family members. The dog and my son (6 at the time) almost passed out the first time (LOL!) But it was a great family activity. What I truly loved about the program is the inspiration it provided. I dusted off the treadmill and began walking 1 to 2 miles a day 5 days a week and signed up for workout classes twice per week. Since completing the program, I have lost 25 pounds and went from a size 16/18 to a size 12/14. I have more energy, feel MUCH better and all is well. I appreciate the ladies at D2F, you made a wonderful impact on my life and led me to the path of living healthier.” – Cecilia Hunt
I’ve never heard tell of a small speck of dust that is able to yell. So you know what I think?...I think that there must be someone on top of that small speck of dust!

-Dr. Seuss “Horton Hear a Who”

D2F provides opportunities for girls to receive moral, spiritual, and values-based training to create a strong sense of purpose and well-being as a positive force for personal and social change. Girls also learn the importance of charity and ethical values, which cultivate their spiritual awareness in service to God and humanity.

2013 SPIRITUAL DEVELOPMENT QUICK FACTS

- Distributed 4,150 customized copies of the “Word for You Today” to D2F families and community residents
- Taught over 300 girls the power of affirmation and the inward beauty of attitude
- Introduced over 200 girls to the power of 5-minutes of meditation and thankfulness during our New Beginnings Conferences
- Hosted two (2) Friday Night Live events in collaboration with the Ray and Joan Kroc Center and the Bellevue Ministry Center to encourage spiritual wellness among teen girls

Top Photo: Program Staff and Students participate in a sand ceremony for the Circle of Purpose which encourages spiritual growth and increase the bond of sisterhood.

Bottom Photo: Parents/Guardians of program participants united in corporate prayer at the annual Parent Breakfast hosted by the Parent Advisory Board.
STUDENT OUTCOMES—A SNAPSHOT

Served 423 high school girls through during and after-school programs focusing on HIV/ AIDS and violence prevention, teen pregnancy prevention, S.T.E.M., college access, leadership development, obesity prevention and financial literacy.

G-WAVE—30% decrease in the number of school suspensions among G-WAVE girls previously suspended for fighting.

G-WAVE—88% of G-WAVE girls report increased knowledge in how to avoid a fight after program participation.

D2F Signature—77% of D2F Signature participants classified in Red and Orange (highest) risk zones reported a reduction in at-risk behaviors after 90 days of program involvement.

College Connection—Awarded $6,750 in academic scholarships to D2F college students.

College Connection—Provided college retention services to approximately 58 D2F college students.

Project Hopeful—Participant knowledge of how to access money for college increased from 0% to 92% and the steps to establishing a good banking and credit history increased from 0% to 97%.

Femme 2 STEM—Participants report that Femme 2 STEM increases their likelihood of engaging in positive behaviors and avoiding negative, risky behaviors.

Femme 2 STEM—Participants reported higher levels of self-confidence in designing, building, creative problem solving and technology after the 2013 “Summer Design Heroes Bootcamp.”

Femme to STEM—More than 80% of former F2S participants are pursuing a college degree in a STEM career field.

D2F PHIT—100% of girls reported that after program completion they watched fewer hours of television per day, exercise more, drink more water and start the day off with a healthy breakfast.

2013 “Dream Girls” Summer Leadership Tour—Provided 19 participants with a week-long experience in California which included campus visits, community service, leadership workshops, cultural activities and symposiums with local women and girls. Facts: 90% of girls had never flown on an airplane and 70% had never left the state of Illinois.
Nonprofit organizations must increase our capacity to conduct rigorous evaluation which demonstrates the impact of our services. As a result, we will gain access to greater resources which support social and economic viability for our communities.

-Sherida Morrison, CEO, Demoiselle 2 Femme, NFP

PARENTS & COMMUNITY SNAPSHOT

**Project Hopeful**—Parents reported a significant increase in knowing how to teach financial health to their children (from 28% to 93%).

**D2F PHIT—100%** of primary caregivers reported that after program completion they know how to set realistic nutrition goals for their family, have reduced the consumption of soda and sedentary activities in their home.

**Parent School for Success**—Hosted (7) parent education workshops/events reaching over 300 parents.

- Provided school assemblies on girl violence and aggressive behavior and proper attire to more than 700 freshmen and sophomore students at Simeon and Fenger High School at the request of school administrators.
- Hosted the annual PAUSE Health Initiative at the DuSable Museum of African American History in recognition of the National Women and Girls HIV/AIDS Awareness Day (March 10) for more than 220 women and girls which included the testing of 74 women and girls for HIV.
- Reached over 5,000 high school teens with prevention messages through student-led projects focusing on teen dating violence, HIV/AIDS, teen pregnancy and youth violence.
- Presented on outcomes and best practices at national and local meetings: Office on Women’s Health, Administration for Children and Families, National Fathers and Families Coalition, and Northwestern University Clinical and Translational Sciences (NUCATS) Institute.

- Accepted to present a thematic poster session entitled “Building Research Capacity for Community Organizations” at the 2014 Community Campus Partnerships for Health 13th Annual International Conference.

HONORS AND APPOINTMENTS

- Selected and interviewed as “Constituent of the Week” by the office of Congresswoman Robin Kelly.
- Appointed to Northwestern University’s Alliance for Research in Chicagoland Communities (ARCC) Steering Committee.
- Appointed to Urban Health Initiative of University of Chicago.
- Appointed to the Leadership Committee of the Far South Community Action Council of the Chicago Public Schools.
- FEMME 2 STEM program awarded 2nd place for community service by “Heroes in the Hood.”
COMMUNITY IMPACT

Over the past 5 years as an active parent of D2F, I’ve witnessed the growth and development of countless young ladies (including my own), making successful transitions into womanhood. And with every passing year, I thank God even more for this organization empowering me to become a better parent, wife, and most of all a Stronger WOMAN. I’m greatly anticipating D2F’s future endeavors.

-Rielanda Smith, D2F Parent

2013 FOOTPRINT IN THE COMMUNITY
Demoiselle 2 Femme, NFP continues to have a longstanding impact in the lives of girls, families and the community at large. The socio-ecological model used to serve our girls is the same model we use to fulfill our mission.

- Hosted (as the convening agency) the “2013 Girls on Fire” Conference with 22 community-based organizations and 11 CPS high schools participating in the South Side Coalition on Urban Girls for 300 CPS teen girls at Kennedy-King College.

- Recruited student Ambassadors at 7 Chicago Public High Schools in an effort to reduce school youth violence through the Partnership for a Better Roseland “Choose Life” Community Based Participatory Research Project with Northwestern University.
Provided parent education and activities including father-specific services to more than 1,000 parents through our “Parent School for Success.”

Provided capacity-building training in Community Based Participatory Research (CBPR), Focus Group Facilitation, Gender-responsiveness, Pelvic Health for Women and Adolescent Females, Sex Trafficking and Mental Health for Youth to over 30 community partners.

Facilitated the training of 25 community-based organizations receiving CITI-IRB training from Northwestern University to increase their efficacy and capacity in community-campus engaged research.

Received Institutional Review Board approval from Northwestern University for Partnership for a Better Roseland’s “Choose Life” Community Based Participatory Research Project to survey 700 CPS youth on their exposure to violence to address school-related youth violence.

Provided bus tour of the Roseland, Pullman and Englewood communities to 60 medical students and 2 faculty members from Feinberg School of Medicine at Northwestern University. Medical students met Tim Egan, President of Roseland Community Hospital and were encouraged to consider working at community hospitals as a medical career.

Partnered with University of Chicago, Chapin Hall to release a baseline data report on 241 girls participating in a quasi-experimental evaluation of four (4) D2F high school sites using our 3-D Holistic Youth Development Curriculum as an evidence based intervention to reduce teen pregnancy. The report was released on September 10, 2013.

Facilitated the development of a 3-year strategic plan for the South Side Coalition on Urban Girls to increase policy and advocacy initiatives designed to improve the quality of life for urban girls.

Community residents and FEMME 2 STEM participant complete a live Twitter Board for the Femme 2 STEM Bootcamp in constructing the playground in the Roseland community.
## FINANCIALS AND NEED

### Operating Revenue Breakout 2013

<table>
<thead>
<tr>
<th>Source</th>
<th>Revenue</th>
</tr>
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<tbody>
<tr>
<td>Government/State Grants</td>
<td>$885,370</td>
</tr>
<tr>
<td>Foundations/Private Grants</td>
<td>$9,000</td>
</tr>
<tr>
<td>Corporate</td>
<td>$12,500</td>
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<tr>
<td>Private Donations</td>
<td>$47,102</td>
</tr>
<tr>
<td>University/Research Grants</td>
<td>$22,972</td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES** $976,944

### Operating Expenses Breakout 2013

<table>
<thead>
<tr>
<th>Expense</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>After and In-School Programs</td>
<td>$590,189</td>
</tr>
<tr>
<td>Research and Training</td>
<td>$122,148</td>
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<tr>
<td>Administrative</td>
<td>$43,313</td>
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<tr>
<td>Fundraising</td>
<td>$3,924</td>
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<tr>
<td>Academic Scholarships</td>
<td>$47,102</td>
</tr>
<tr>
<td>Community Coalitions, Capacity Building and Awareness</td>
<td>$28,010</td>
</tr>
<tr>
<td>Management and General</td>
<td>$177,610</td>
</tr>
</tbody>
</table>

**TOTAL EXPENSES** $972,694

*Fundraising costs are allocated to programming based on administrative support to sustain and expand existing programs. For a full copy of our 2013 financial audit please visit our website.

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**60%**

- Over 60% of revenue supports direct service programs which positively impact the lives of urban girls!

**1%**

- Although the NEED for academic support is HIGH, college scholarships account for less than 1% of D2F expenses. Will you support a first generation D2F college student by supporting our scholarship fund?

**5%**

- Less than 5% of revenue is received from private donations. We need YOUR HELP to increase this amount. Your personal donation can make a difference in the life of a girl!
Since 2004, Demoiselle 2 Femme, NFP has worked hard to expand our programs and services to meet the increasing health, educational and social needs of girls. Our primary fiscal goal is to diversify our revenue and build a stronger financial base that supports programs, services, collaborations and research. Each year, there are costs associated with the innovative approaches implemented within our organization, and INNOVATION IS EXPENSIVE!

Therein lies the girl as the central focus, and our ability to impact each sphere of influence in her social environment is supported through our programs, services, and awareness to improve the life of urban girls and the professionals who serve them.

Why? Because often times there is no precursory model or best practice which has created a solid funding source to support the approach. Yet, our vision to transition girls into successful women compels us to forge new paths in: programming, creative partnerships, community engaged research, curricula, advocacy and new media; supported by individual donors, corporations, universities, foundations, public grants, and those who view girls as a NOW investment.

Girls are the BULLS-EYE target for our revenue and expenses at D2F. Their individual homes are impacted by program services offered to directly support parents. Help us reach our target by becoming a supporter today!

At D2F, funding is allocated to support community-engaged research, advocacy, policy training, capacity building and awareness to improve the life of urban girls and the professionals who serve them.
Demoiselle 2 Femme, NFP Board of Directors met on January 26th 2013 to review the completed five-year plan and to establish a new three-year strategic plan.

The objectives of the planning session were to:

- Confirm the Organization's Mission, Vision and Vision for the H.O.P.E. Center
- Identify Strengths and Challenges
- Establish Strategic Objectives
- Identify Key 2013 Initiatives
- Clarify the Board's Role in Executing the Strategic Plan
- Develop a Plan to Communicate the Plan to Staff
- Confirm the Schedule for Monitoring Plan Execution

The session began with a discussion of accomplishments over the past five years. The Board noted several, including strengthening its funding sources; serving a greater number of young women, increasing partnerships; expansion of board, staff and volunteers; using data to continue to monitor outcomes and the creation of a donor management system. Next, the board examined the organization's strengths and challenges. The quality of our programs, adaptability and innovation, and investment by program alumni in the ongoing success of D2F were notable strengths. The Board identified several challenges that were subsequently addressed in the creation of its strategic goals. The board established six strategic goals for completion between 2013 and 2016, and identified critical initiatives for 2013. Also, they also confirmed a set of critical success factors.
### 2013 KEY INITIATIVES

<table>
<thead>
<tr>
<th></th>
<th>Initiative</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Create the Hope Center leadership team and define the infrastructure and financial structure.</td>
<td>Completed. First meeting of the leadership team is scheduled for July 2014.</td>
</tr>
<tr>
<td>2</td>
<td>Develop a strategic plan for the repackaging, training and distribution of the 3-D Curriculum by the end of 2013.</td>
<td>Completed. Curriculum will be available for purchase by July 1st; first training scheduled for mid-July, 2014.</td>
</tr>
<tr>
<td>3</td>
<td>Establish a succession plan for the CEO.</td>
<td>Committee developed in 2013 and plan is in progress.</td>
</tr>
<tr>
<td>4</td>
<td>Strengthen board recruitment process and fill board vacancies as a result of board expansion</td>
<td>Filled-3, Vacant-2.</td>
</tr>
<tr>
<td>5</td>
<td>Create a Marketing and Communications Plan to increase community and public awareness of Demoiselle 2 Femme, and its initiatives.</td>
<td>Completed via contract with GreaterWorks Inc. and approved by Board in December 2013.</td>
</tr>
<tr>
<td>6</td>
<td>Hire a Director of Development.</td>
<td>Completed.</td>
</tr>
<tr>
<td>7</td>
<td>Create a 2014 Fund Development Plan which includes goals and objectives for fundraising, donor development and fiscal diversity.</td>
<td>Completed via contract with TRIAD Resource Group.</td>
</tr>
<tr>
<td>8</td>
<td>Create exploratory committee to examine current employee compensation and benefit packages to strengthen our commitment and appreciation for D2F employees.</td>
<td>Completed; report and recommendations provided to the Board in October 2013</td>
</tr>
</tbody>
</table>
DONOR RECOGNITION

We would like to express our sincere appreciation and gratitude to our Donors and Partners for supporting our mission to serve girls and their families. In this annual report, we would also like to give special recognition to our “Founding Donors” who supported the vision of D2F in our formative years and have continued to give. May God bless you all for your compassion.

Founding Donors
Elbert & Frances Morrison
John & Cheryl Gholar
Helen M. Bryant
Arthur & Clara Sibley
Otha & Ruby Jordan
Raymond & Jan Johnson
Bla Portis
Mildred & Larry Grant
Yvonne Dennon
Georgia Windom
Joyce Smith
Clarice Cotece
Joseph & Debra Terry
Ronald and Fanchion Blumberg
Elaine Patterson-Casarca
Pastor William & First Lady Wylonn Allen
Bernard & Victoria Gordon
Catherine Nunnally
Mary Nunnally
Cheryl Nunnally
Virla Clark

Individual Donors
Jenny Andrews
Lyanna Berkowitz
Elizabeth Bourne'
Tavia Bowers
Angel Brame
Sylvia Bridges
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Karen Brown
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Karen Brown
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Claudia Gomez
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Catherine Nunnally
Chas Hamill
Cecilia Harris
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Franklin Tyler
Charley Hill
Nicole Ward
Kena Noland
Patricia Hunter
Yoshina Ladd
Samantha Lawson
Susette Lunceford
Bridgett McCarthy
Robert McDonald
Beth Meggs
Lisa Nottoli

Lisa Mullins
Arthur Olivo
Aaron Olson
Eline Patterson
Kenya Pettigrew
Dr. Gamilah Pierre
Carole Pilcher
Jani Polk
Benita Powell
Frank Roach
Singles Pleasing the Lord
Kimberly Smith
Patrick Stanton
Vette Taylor
Joseph Terry
Shanell Stanley
Tony Tyler
Latania Thomas
Rita Underwood
Linda White
Allie Whitehurst
Mr. and Mrs. Danillo Wrightsell
Cheryl Gholar
Janice Barclay
Pamela Cerrano
Michael Huggins
Brenda Wilson
Patsy Clark
Lighthouse Church
Donna Decker
Donna Rogers
Carmen Kimber
Joan Rayburn
Camille Wright
Sara Stanton
Cathy Vaster-Phillips
Lynetta Jones
Dr. Fanchion Blumberg
Ray Adkins- State Farm Insurance
Revival Center Church
Brian Dubin
Eula McCorkle
Carmen Gomez
Aisha Sanders
Corrie Council
Diane Dugard
Romanetha Loopor
Milan McPherson
Sylvia Davis
Moll Eberdt
Daisy Bethany
Deidre Morgan
Joseph Rowan
Michael Ror
Rev. Kevin and Mrs. Valerie Gardner
Sharon Krestel
Pheadra Bullock
Dr. Julia Ryan
Vesette Payne
TJX Foundation
Grant Thornton
Yvonne Wright Dennon
Karnestine Rigg
Dr. O'Joyce Smith
Groupon
Virla Clark
Hannah Nelligan

Dr. Krystal Little Lewis
Sisters Workes it Out
Doris Reaves
Jamal Hassan
Sandra Smith
Julie Schrader
Rhonda Woodson
Martha Sowell
Charles Jones
Nateeshie Congo
Pamela Velozko
Barbara Steddd Gardner
Delores Fejes
Michael Hampton
Suliva Thomas
Annehah Thomas
Henry Jones
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K'lynn Brown
Byron Whaley
June Jones
Deila Jeffries
Kevin Jones
AON
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Public/Private/ Corporate Donors
AON
American Cancer Society
Bon Ton Stores
Chicago Foundation for Women
Chicago Public Schools
Chase Foundation
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Northern Trust
Northwestern University
Office of Adolescent Health/Teen
Pregnancy Prevention Program
Office on Women's Health
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TJX Corporation

Schools & Organizations
Agape Center
ARC/CI- Northwestern University
Bellesove Baptist Church
Bloom Township High School
Bloom Trail High School
Career Military High School
Chapin Hall—University of Chicago
Chicago Family Health Center
Chicago Lakeshore Hospital
Chicago Public Schools—FACCT
Chicago SKKY—WNBA
Christian Fenger High School
DePaul University
Diamond in the Rough
District 205 and 206
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Faith Temple COGIC
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Girls Like Me Project
Global Girls, Inc.
Greater Chicago Food Depository
Greater Roseland Chamber of Commerce
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Human Resource Development Institute (HRDI)
Healthcare Consortium of Illinois
Health School of Music
House of Hope
House of Prima Donnas
IDHS- Teen Parent Services South
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Kennedy King College
Lakeshore Hospital
Lurie Children’s Hospital of Chicago
Metropolitan Family Services
Merry Home for Boys and Girls
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My Sister’s Keeper
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Prayer of Faith International Ministries
Preparatory Academy
Roseland Community Hospital
Salvation Army—STOP IT
SGA
Share your Soles
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Simone Career Academy
South Side Help Center
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Teach Them How
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Thornbridge High School
Thornton Township High School
Urban Health Initiative—U of C
Wendell Smith Elementary School
Women’s Health Foundation

Femme Advisory Board
Lisa Lee
Kena Noland
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Tori Tyler
CoiNe Ward
20th Year Anniversary Celebration Weekend Activities:

Friday, October 10
20th Anniversary Legacy Ball
Time: 6pm   Location: Oak Lawn Hilton

Saturday, October 11
International Day of the Girl Rally
Time: 10am   Location: Daley Plaza

Saturday, October 11
Anniversary Girls Table Talk Gala
Time: 5pm   Location: Northwestern University Law School

Sunday, October 12
Anniversary Gospel Brunch
Time: 1pm   Location: Space Temple Church