



Inspiring all girls  
to be strong,  
smart, and bold

GIRLS  
INCORPORATED  
of Limestone,  
Algonquin, and  
Lakeshore



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[www.girlsinlimestone.ca](http://www.girlsinlimestone.ca)

## AGENCY OVERVIEW

**MISSION: Inspiring all girls to be strong, smart and bold!**

Girls Inc. Limestone provides life-skills education and mentoring programs for girls and young women from 6 to 24 years of age. We are at the heart of girls' lives and the forefront of the girls' rights movement. With programs that are grounded in research and tested in the field, our organization celebrates and empowers girls and young women, and advocates for an equitable world.

The compelling voices and perspectives of girls and women are woven throughout our work, which includes engaging programs, original research that highlights underlying causes and effective solutions for girls' issues, and persuasive advocacy at both local and national levels.

Girls Inc. girls grow up healthy, educated, and independent. Their experience at Girls Inc. is the confluence of people, an environment, and programming that collectively empower girls to succeed. Trained staff and volunteers build lasting relationships in girls-only spaces that are physically and emotionally safe, where girls find a sisterhood of support with shared drive, mutual respect, and high expectations.

Research based programs provide girls with the skills and knowledge to set goals, overcome obstacles, and improve academic performance. Informed by girls and their families, Girls Inc. also works with policymakers to advocate for legislation and initiatives that increase opportunities for all girls.

The Girls Inc. vision is a world in which every girl values her whole self, discovers her inherent strengths, and achieves her goals.

Girls Inc. Limestone serves girls and young women in Frontenac, Lennox and Addington, Hastings, and Prince Edward Counties in Southeastern Ontario, Canada.

## THE STATISTICS

**1 IN 5 GIRLS** will become the victim of childhood sexual violence.

**SOCIETAL GENDER INEQUITY** is the leading cause of violence against girls and women.

**78% OF GIRLS HATE THEIR BODIES.** This leads to poor self-confidence and often, eating disorders. Eating disorders are the third most common chronic illness in adolescent girls.

**BULLYING, RELATIONAL AGGRESSION AND POOR BODY IMAGE** are key contributors to widespread low self-esteem among girls.

**UNHEALTHY PEER RELATIONSHIPS** have a serious impact on a girl's ability to focus on achieving educational success.



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United Way Kingston, Frontenac Lennox and Addington

At Girls Inc., we know girls can **thrive** when they receive messages of aspiration rather than limitation, and the resources and mentoring needed to overcome adversity and be resilient.



*“Girls Inc. is about getting you to see your potential. See the great things you bypass every day because life throws you so many lemons you have a hard time seeing the lemonade on the other side.”*

**Stephanie,  
Smart Start Graduate**

## WHY GIRLS INC?

The Girls Inc. Experience empowers girls to succeed. We provide girls with trusting mentoring relationships, a girls-only environment, and research-based, hands-on programming.

Three critical goals drive our programming - that girls lead healthy lives, succeed academically, and have life skills needed to prepare them for adulthood. Participation in comprehensive Girls Inc. programming leads to significantly improved outcomes for Girls Inc. Girls:

**77% OF GIRLS INC. GIRLS** say they are happy with their bodies.

**9 OUT OF 10 GIRLS INC. GIRLS** care about doing well in school.

**83% OF GIRLS INC. GIRLS** say they do what they believe is right, even if their friends make fun of them.

**92% OF GIRLS INC. GIRLS** see themselves as change agents in their communities.

**90% OF GIRLS INC. GIRLS** are hopeful about their futures.

**91% OF GIRLS INC. GIRLS** say that Girls Inc. gives them a chance to make a difference in the world.

**94% OF GIRLS INC. GIRLS** feel there are adults at Girls Inc. they can depend on.

## STRATEGIC DIRECTION

Together with the Girls Inc. Network, Girls Inc. Limestone has developed and implemented a meaningful strategic plan - **A BOLD GOAL** for the girls and young women in Frontenac, Lennox & Addington, Hastings, and Prince Edward Counties.



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Our Strategic Plan expresses our ambition to:

- Significantly increase the number of girls we serve each year.
- Deliver more, higher-dosage, comprehensive programming throughout our four-county service district.
- Expand our focus on the provision of intensive support for girls and young women from economically disadvantaged families.
- Become a leading advocate for advancing the rights and opportunities for all girls and young women.
- Strengthen our infrastructure to ensure we have the necessary resources, systems, and supports in place to be a data-driven, performance-oriented organization.

Our [Strategic Plan](#) can be viewed in its entirety on our agency website at [www.girlsinlimestone.ca](http://www.girlsinlimestone.ca).

## PROGRAM DELIVERY

Girls Inc. delivers life-changing programs and experiences that help girls and young women navigate gender, economic, and social barriers. Our programs are delivered to all girls free of charge in the formats described below throughout our four-county service district.

### GIRLS ED

#### **After School Program at St. Matthew's Hall:**

Our center-based after school program provides 12 hours per week of comprehensive programming for young girls with complex needs.

#### **School-based After School Programs:**

Our school-based after school programs are delivered in community schools throughout our service district and provide comprehensive support for girls.

#### **In-School Groups:**

Our intervention-based program rounds are delivered in classrooms during the school day. The Girls Inc. curriculum that best meets the needs of each group is delivered to assist girls in overcoming and avoiding adversity and becoming more resilient.

#### **Community Groups:**

We deliver girls groups for community partners who seek our support in providing programs for the young women they serve. Program length is typically 8 to 10 weeks.

#### **Summer Day Camp Program:**

Our two-week summer day camps provide comprehensive Girls Inc. programming throughout our service district every summer.



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### March Break Camp and PA Day Program:

Interesting and empowering programs are provided for girls in Kingston and Belleville during school breaks.

### SMART START YOUTH EMPLOYMENT PROGRAM

Our Smart Start program is a life-changing, 22-week, intensive youth employment program for young women with very complex needs. Through intensive work in overcoming adversity, improving confidence in themselves, and participating in 20 weeks of mentored employment, Smart Start women overcome barriers to employment and become confident, financially self-sufficient women. Smart Start is delivered in Kingston and Belleville.

### INDIVIDUAL SUPPORT AND SPECIAL PROGRAMS

Girls Inc. provides individual support for girls and their families who are seeking information, advice and community referral. We also stay in touch as much as possible with girls and young women who have participated in our programs in the past to provide ongoing support as needed. We often submit grant applications for special projects that will better the lives of girls, young women and their families in the community.

### ADVOCACY

Girls Inc. is committed to advancing the rights and opportunities of girls and young women to reduce and eliminate the barriers girls face, and to reform systems that impede their success. Ongoing social media posting for a high number of community followers reinforces this message throughout the community.

Our Strategic Plan details significant growth in advocacy for girls and young women which will result in more community members who understand the impact of societal gender inequity on girls and young women, and who choose to be part of the solution.

### THE GIRLS INC. CURRICULA

**Project BOLD:** Girls learn skills and strategies to lead safer lives in their homes, in relationships, in their communities, and online. Girls learn specific self-defence techniques and how to seek out and talk to caring adults about personal violence. Older girls take on a community action project to advocate for a safer world for all women and girls. **Results:** Girls learn specific emotional and physical strategies that decrease their likelihood of victimization.

**Media Literacy:** Media Literacy is designed to assist girls in identifying and combatting the negative effects of media messages. Girls increase their awareness of the scope and power of the media and the effects of media messages on girls and women. They learn to analyze critically what they see and hear in the media, advocate for change in entertainment, news, and advertising media, and create images that are more realistic and reflective of their lives. **Results:** Girls learn to love and appreciate their bodies. They are better able to reject societal opinions on how girls should look and act, and to gain a better appreciation of themselves.



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**Allies in Action:** The Allies in Action curriculum empowers girls to acknowledge peer behaviours that are harmful to peer relationships and lead to a myriad of mental health issues. Allies in Action fosters critical thinking and pro-social skills and takes an empowering approach that is engaging, fast-paced and reflective. Owning and correcting individual behaviours that negatively impact others is a critical step to self-awareness. **Results:** Girls learn how enacting bullying and hurtful behaviour affects others. They gain important communication tools to avoid being a perpetrator and to successfully deflect bullying, exclusion and peer violence from themselves and others in their school or community.

**Healthy Mind+Body:** Girls need access to information, resources, and skills to be effective partners in promoting their own healthy development. Healthy Mind+Body focuses on four pillars that, according to research, play a major role in fortifying girls' ability to develop and sustain strong minds and strong bodies. The pillars are nutrition, physical activity, stress management, and body image. **Results:** Girls understand the importance of taking charge of their physical and mental well-being. They gain important tools to manage stress, avoid and overcome body image issues, and integrate healthy daily nutrition and activity into their daily lives.

**Economic Literacy:** Girls learn to manage money, invest, and begin to develop an appreciation for global economics. Girls as young as six explore how the economy affects us locally and globally and develop skills needed to be economically independent. **Results:** Girls develop skills critical to being financially savvy and to becoming economically independent adults.

**Friendly Peersuasion:** Girls from 11 to 14 develop skills to resist pressure to use harmful substances such as alcohol, tobacco, household chemicals, and other drugs. In this peer-education program, girls learn healthy ways to manage stress and confront peer, media, and other pressures. They then assume the roles of PEERSuaders for young girls. **Results:** Girls learn to avoid detrimental decisions that could lead to addictions and impact their ability to focus positively on the future.

**Leadership and Community Action:** Girls build their leadership skills and create lasting social change through community action projects. This program celebrates the heritage of girls and women as leaders and the development of awareness of themselves as community resources and trustees of the common good. **Results:** Participating girls will discover the power of their capacity for formal and informal leadership.

**Operation Smart:** Girls develop enthusiasm for and skills in science, technology, engineering, and mathematics. Through hands-on activities, girls explore, ask questions, and solve problems. **Results:** Girls come to view these careers as exciting and realistic options for their education and career paths.

**Healthy Sexuality:** The Girls Inc. Healthy Sexuality curriculum is divided into age-appropriate components to assist girls in understanding sexuality. Girls Inc. recognizes that sexuality is a key element of the whole girl. To be Strong, Smart, and



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Bold, it is critical that girls have the knowledge and skills necessary to take charge and make informed, thoughtful decisions about their health. **Results:** Girls understand sexuality with a positive, empowered approach that is built on a foundation of accurate information, cultural sensitivity, and values of inclusiveness and respect.

**Sporting Chance:** Through Girls Inc. Sporting Chance, girls build a foundation for enjoying sport, adventure and physical activity throughout their lives. Girls develop physical literacy and athletic skills, cooperative and competitive spirit, and healthy habits. They experience the benefits and excitement of taking positive risks that bolster their self-confidence and personal growth. **Results:** Sports participation helps lower the risk of obesity and associated diseases, and decreases feelings of anxiety and depression.

**Netsmartz:** The internet is used for many positive activities however, girls also face serious risks such as online predators, cyber bullying, and consequences from revealing too much personal information. Girls may encounter these risks during common online activities like school work, chatting with friends, or updating their social networking pages. **Results:** Girls learn about the risks of the online world and how to be safer while accessing the internet.

*Girls Inc. Limestone  
January 2019*



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