

Annual Report 2022-2023



Global
Girl
Project



“When I dare to be powerful—to use my strength in the service of my vision—then it becomes less and less important whether I am afraid.”

- Audre Lorde



WELCOME FROM JULES



Welcome to our second Annual Report! This is a celebration of our growth and development as an ever-evolving innovative feminist organisation for social change. With one other annual report under our belts we are still working to find a perfect balance between doing the work and sharing about the work that we are doing, so thank you for continuing to support us on this journey.

Since our last report, which actually spanned the first 8 years of our history as an organisation, so very much has shifted and changed with the addition of new programme partners, new funding partners, new team members, and new and impactful ways of working with the most marginalised girls globally. As the CEO and Founder of Global Girl Project I have always set a goal to grow each year, to continue to challenge ourselves as an organisation and to ultimately be role models for our girls, whom we are asking to step up and lead in their own individual ways. With this intention at the heart of all that we do, in the last year and a bit we have welcomed 647 more girls into our network of changemakers. We have managed this growth by forming powerful and equal partnerships with well-established organisations within each of our partner countries. We have also piloted new ways to engage with our graduates and alumni through the ongoing growth of our Global Graduates Connect network. This endeavour hasn't been for the faint of heart; it has asked us to push our own boundaries in so many ways, so that we can find very different ways to connect with and provide global connections for each of the girls who graduate from our Global Girl Leadership Initiative.

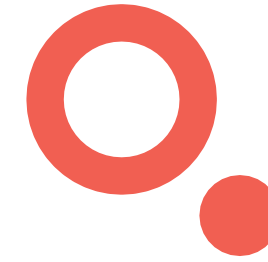
In addition to significant programme growth we have been fortunate enough to increase the support that we receive from corporations and foundations. We have experienced the benefits of Corporate Social Responsibility done right, in partnership with Ernst & Young UK and the Jordan Kuwait Bank, and we have received a number of grants through grantmakers such as the Network for Social Change, the Nielsen Family Charitable Trust, Funderbirds and the Clarkson Foundation. We've also continued to grow due to the support of our Ambassador Partner Programme, an innovative way to partner with business women across the UK and Europe.

Over the last year our Board of Trustees has also grown and shifted, yet crucially still remains incredibly diverse. With this board we have developed and implemented a robust strategic plan and have truly evolved into our next stage as a feminist international nonprofit. We have expanded into the thought leadership space, engaging individuals and organisations in conversations around feminist leadership and social change and development from a non-colonial, non-patriarchal viewpoint.

As we move intentionally towards 2024 and beyond, I can feel the impact of the growth that we have brought into fruition over the last year and a half, and I can see an image of Global Girl Project as the truly expansive and transformative international network holder that our girls and our world need us to be. Thank you for being a part of our journey.

We have expanded into the thought leadership space, engaging individuals and organisations in conversations around feminist leadership and social change from a non-colonial, non-patriarchal viewpoint.

Jules
Founder and CEO
Global Girl Project





WELCOME FROM ESTHER



My journey with Global Girl Project began in December 2020. I was on the lookout for an organisation that resonated with my values, and after meeting Julia and learning about the mission of Global Girl Project, I was thrilled to contribute my energy to the board and the dedicated team.

In early 2023, I had the incredible honour of assuming the role of Board Chair. The growth and progress of Global Girl Project during this time has been truly remarkable.

Each day, my position provides me with a unique perspective on the creativity, dedication, and unwavering passion that drives this organisation and enables its impactful work. However, it is important to acknowledge that bringing this work to fruition is far from easy or straightforward.

Adapting and leading programmes to cater to girls in diverse circumstances and environments presents a constant challenge. Nevertheless, our small yet mighty team, composed of staff, partners, facilitators, volunteers, and most importantly, the girls themselves, overcome obstacles and strive tirelessly for a better and more equitable future. The power of Global Girl Project lies in the collective effort of this ever-growing and evolving community, with girls' leadership at its core. I want to take this opportunity to express my gratitude to the countless individuals involved in this movement - you know who you are.

As I read through this report, it became evident that this is just the beginning. As Julia has rightly pointed out, this Annual Report not only reflects past accomplishments but also serves as a manifesto - a public declaration of the future we envision, one that can be achieved by harnessing the mobilisation and power of girls. I hope you enjoy reading this report and feel as inspired as I am by the stories and progress shared within these pages.

The power of Global Girl Project lies in the collective effort of this ever-growing and evolving community, with girls' leadership at its core.

Esther

Chair of the Board
Global Girl Project



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Our Vision, Mission, and Values



Our vision is for a world where throughout the Majority World girls are mobilised as leaders and are being recognised for their leadership potential and impact. We want to see a network of girls who recognise their intrinsic power as changemakers and are inspiring each other towards individual, community and global transformation.



Our mission is to mobilise girls around the globe for social change through community development and social action. Through our innovative programming we ignite the leadership ambitions of our girls to be changemakers in their communities.

MISSION

Changing our world starts with a girl

VALUES

What we stand for



We are authentic in our thoughts, words and actions.

We believe in the intrinsic power of women and girls.

We believe in the ability and necessity of communities to create change for themselves.

We believe in the autonomy of communities and the girls within those communities.

We work with everyone as an equal.

How did we get here?

At Global Girl Project, we are clear that we are a feminist organisation. However, we know that this term may be used and received differently in different contexts and we want to be aware of this when sharing our position. In order to help us understand this, we spoke with our partners and girls all over the world about feminism and feminist organisations to help us understand how we can best represent ourselves in a way which is relatable and positive for our many stakeholders, and honours the feelings and perspectives of those with whom we work.

What does it mean for us?

- Equal rights and equity underpins everything that we do.
- We work to end discrimination against all genders.
- Our understanding of feminism is inclusive of all identities including but not limited to race, gender identity, ethnicity, caste, disability status, religious identity, sexuality, and neurodiversity.
- We work collaboratively and in genuine equal partnership, guided by an awareness of power dynamics.

Being a feminist organisation



Being a feminist organisation



How do we do this?

- Our core approaches include collaborative partnerships, strong relationships with local organisations through resource sharing, and deep listening. We avoid traditional top-down, Western-led approaches. Our approach to programme delivery, challenges, and growth is based on ongoing collaboration.
- In our programming and work with girls, we promote leadership grounded in collaboration, community care, power sharing, and challenging patriarchal norms.
- At all levels of our organisation, we prioritise collaboration with stakeholders, valuing everyone's ideas and perspectives, from our board to ambassadors, volunteers, staff, corporate partners, and girls.
- We support work-life balance, flexibility, and overall well-being, evident in policies like a 32-hour four-day work week and remote working options.
- We collaborate with various organisations in the development space, freely sharing knowledge and insights, believing in cooperation over competition to drive positive change.

Our Partners

Our work is based on partnership, it is the foundation of everything we do.



FUNDING PARTNERS

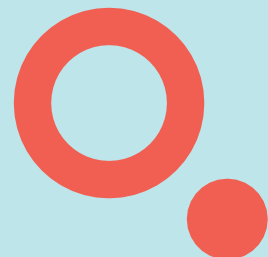


PROGRAMME PARTNERS



OUR PROGRAMMES

Global Girl Project is building a high-quality innovative leadership and community development ecosystem for marginalised girls in the Majority World. Our programming brings girls into an international ecosystem of fellow change-makers, mobilising them to transform their communities. We work with girls whom most organisations, especially larger ones, cannot and do not reach.



Leadership Training and Development *The Global Girl Leadership Initiative*



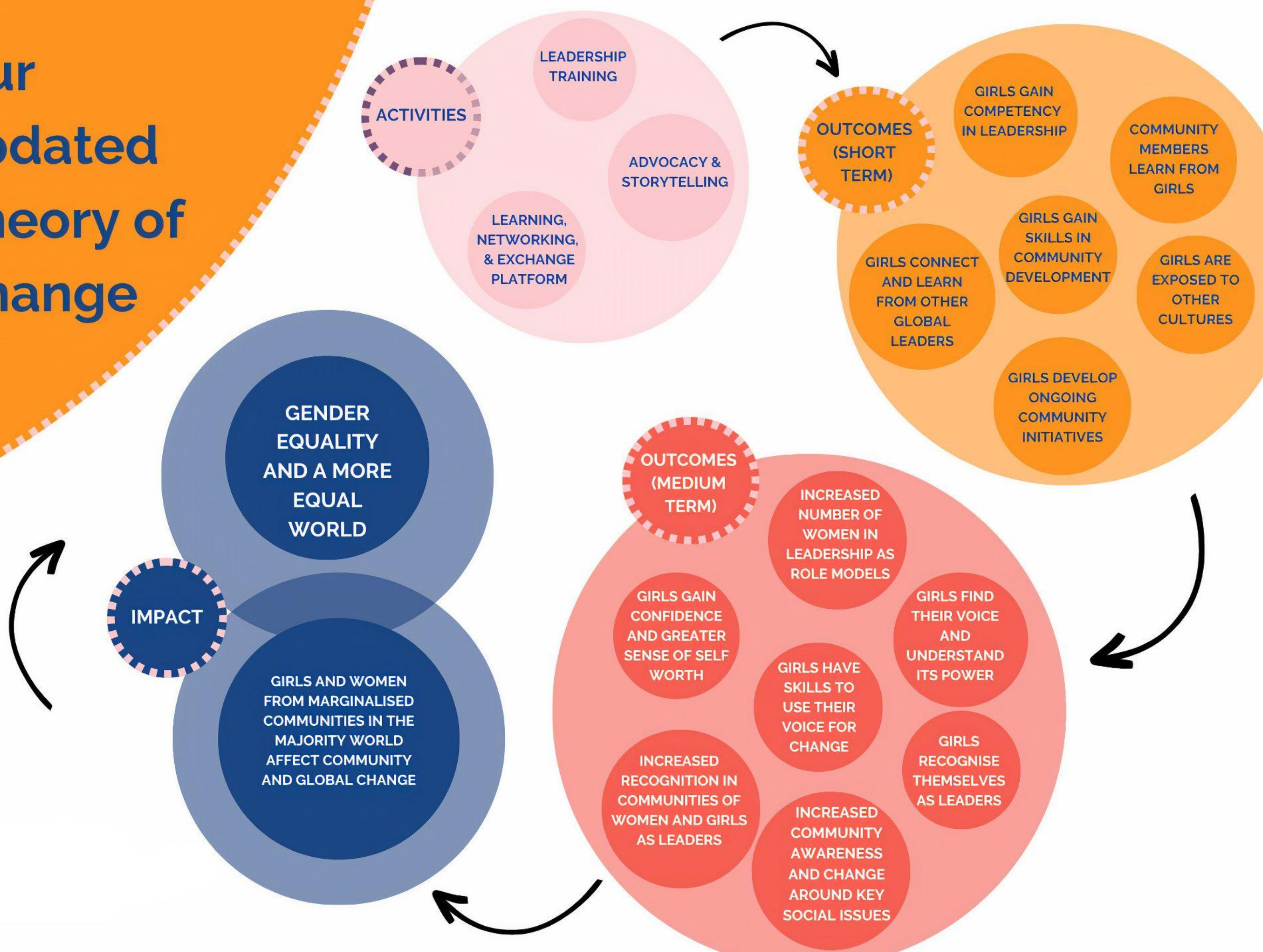
This is a three-month leadership journey through which girls enter our ecosystem for social change. This programme is delivered online to our partner facilitators within each partner country, using our online learning platform. Through this platform facilitators access curriculum content and materials, which is then delivered in person by them to groups of 10-20 girls in each location and is designed to be context-adaptable. The Global Girl Leadership Initiative takes the girls on an experiential learning journey through which they engage with ideas about leadership locally and globally, and identify where in their community they want to see change. As part of the programme, the girls design and run a community event targeting a social issue they feel strongly about; are introduced to key concepts around leadership and community development; and start to engage in a global network of other young changemakers.

International Connection and Network Building *Global Graduates Connect*



This is our global community of changemakers. Once our girls complete the Global Girl Leadership Initiative, they become part of a global network of changemakers called Global Graduates Connect. Global Graduates Connect offers sustainable ongoing support for girls and enables them to continue to learn; to participate in activities; to be exposed to new ideas; to share their perspectives and their voices; and to support each other and conspire for change. We know that a network of mobilised girls is one of the most powerful tools we have to create change in the world, and Global Graduates Connect enables our girls to be a part of one. Global Graduates Connect is constantly developing and growing, but some key activities currently offered by the network include Storytelling Training for girls to continue to practise using their voice, and Community Action Grants which provide girls with funding to develop and grow social action projects in their local communities.

Our updated Theory of Change



Why Girls?

By mobilising our girls to use their voices and unleash their leadership potential, we are enabling the next generation to speak up.

UNTAPPED POWER

There are [1.3 billion adolescents](#) in the world today, more than ever before, making up 16 per cent of the world's population. Girls in the Majority World have a distinct perspective on social and community change, as well as the power and dynamism to make this happen, but currently aren't being sufficiently supported to do so. If we want to see global change which comes from within communities, not imposed by external forces, we need to mobilise girls to play a central role in making change happen. Global Girl Project exists to provide the platform, resources and support needed to make their voices heard and ensure community- and female-led change.

TACKLING EXCLUSION

Girls under the age of 18 are some of the most marginalised and excluded populations on the planet. They often do not benefit from respect and autonomy, and are often forgotten about and not sufficiently supported. We work only with the most marginalised populations of girls in order to fill that gap. We work in challenging environments, for example in Haiti, the poorest country in the Northern Hemisphere, or in refugee camps in Iraqi Kurdistan. Focusing on these populations ensures these girls have the life-changing opportunity to tap into their inner and outer power for personal and social change.



INVESTMENT IN WIDER COMMUNITY

Despite their importance in their communities and globally, teenage girls and young women are some of the most underserved populations, with gender equity organisations receiving limited funding from development giving. Our programmes work to fill a gap to unleash the power and potential of the most marginalised girls. We know that investing in girls impacts not just the individuals themselves but also their families, communities and countries.

The call for greater investment in women and girls grows louder globally, yet social and traditional norms, discriminatory laws and other harmful practices continue to hinder girls from reaching their full potential. Developing girl leaders individually and collectively can challenge discriminatory laws, norms and practices and can also normalise the idea of girls being impactful, competent and successful leaders. Investing in girls at an early age can also create a pipeline for women leaders in every facet of life.

Investing in girls at an early age can also create a pipeline for women leaders in every facet of life.

CLIMATE CRISIS

One of the most urgent crises facing our world today is that of the climate crisis. A focus on girls and young women addresses this from two complementary angles: Firstly, in general, global heating threatens those in the Majority World more than in the Minority World, but the loudest voices in the climate conversation are not from these Majority World communities.

By mobilising girls in the Majority World to use their voices and unleash their leadership potential, we are enabling the next generation to speak up, be heard, and make change to save our world from irrevocable climate collapse. Secondly, progress toward gender equality is in itself one of the most effective ways to combat climate change.

Project Drawdown found that women's empowerment is one of the top 10 ways to tackle climate change. By mobilising girls to make gender equality a reality in their own communities, we are tapping into the amazing power of girls in the Majority World to make progress towards a safer global future.

<https://data.unicef.org/topic/adolescents/overview/>

<https://www.icrw.org/we-need-to-invest-in-the-voices-of-adolescent-girls-worldwide-to-win-gender-equality/>

<https://www.unicef.org/gender-equality>

Data from USAID: <https://www.usaid.gov/infographics/50th/why-invest-in-women>

[Women's empowerment is key to reducing climate change - Earth Day](#)

WHAT MAKES GGP DIFFERENT?

At Global Girl Project we celebrate and elevate difference. We know that doing things differently is needed globally right now, and from the beginning this has underpinned our work. We have always been invested in doing what others are not doing: we look for what is the most challenging, for what is not being done, and we do that, because we know that true growth and impact comes within that space.

So what does make us different?



1
We are doing development differently



We are looking to create change from the inside; to create change through collaboration, not competition; to create change through the knowledge that communities know best what they need. This is a different model from the traditional, and colonial, model of development, which is based on the idea of coming from the outside and working with communities who are perceived to know less, to have less experience, and to have less power. We know that this outdated form of development does not work and is based on a patriarchal idea of power, and we work to change this through our approach.

2
We work exclusively through partnerships



Our partnerships are intrinsic to our work, and therefore, to our impact. Our partnerships are what make us who we are and enable us to create such scalable impact. We find well established, highly respected organisations within the communities where we work, who view change in the same way that we do and see girls' power as being untapped and needing to be nurtured and mobilised. We don't need to have a big, top down structure or spend our resources building up presence and staffing in each location. Instead, we work with amazing organisations who are already doing incredible work and supplement their programming by giving girls access to learning and a network that connects them globally.

3
We are without a headquarters



We work as a collective; Global Girl Project is the holder of a global network of NGOs and mobilised girls, but we are not positioned at the top of this network. We are a part of a web of changemakers who all bring varied experiences, knowledge and resources to this ecosystem that is being created. Like any web or network, each section is as necessary and as powerful as the next and so we do not need a headquarters or a base to increase the strength of this network. Our ecosystem will grow and increase its strength the more that power within it is equally created and shared. As Global Girl Project is one section of this ecosystem and network of women-led social change agents, we are not invested in concentrating resources into one main headquarters, but sharing resources equally throughout this network.

4
We work with only the most marginalised girls



We are focused on working only with girls who are marginalised as defined by our partners. We do this to ensure that our programming reaches girls who otherwise are unlikely to be able to access it. Whilst this causes its own challenges, as these girls have very real barriers and challenges, we want to make sure that our girls can see themselves in each other, and we know there is a profound power in a collective with common ground.

WHAT MAKES GGP DIFFERENT? (CONTINUED)

5

We are focused on the **Majority World**



We only work in the Majority World, and do not have a Western element in any of our partnerships. We do not work with girls in the Minority World, not because these girls are not important, but because that is not our focus. We know that when girls from the Majority World are working with girls from the Minority World there is an imbalance of power: whether we want there to be or not, we know that the ongoing legacies of colonialism and imperialism perpetuate this at a conscious and unconscious level.

7

We are **agile**



We are very flexible and dynamic, enabling us to work in those areas that many of the larger girls' leadership organisations cannot reach. We can be immediately responsive to the needs of our partners, which is something which is necessary when we work in places like Haiti where there are ongoing political crises or environmental disasters. The places we work require that agility, and we pride ourselves on being able to deliver our work in innovative ways so that we can reach those girls bigger organisations are failing to.

8

We use **local languages**



We run our programmes in the local languages of our girls. Many larger organisations run their programming in English, which means it is not accessible to the most marginalised girls, who for the most part do not speak English. We do not believe that English proficiency should be a barrier to accessing leadership (or any) programming.

7

We are **women-led and driven**



We are a 100% women-led organisation. Our founder, our staff, our board, and our facilitators all identify as women. In addition, the majority of our team are women of colour: this is something very unusual in the UK NGO space. We believe it's important that our girls see themselves represented at every level of the organisation and that this diversity is one of our greatest strengths.

We are committed to our girls seeing themselves in each other, even girls in very different parts of the world.

OUR WORK 2022-23

Our Work 2022- 2023



Global Graduates Connect

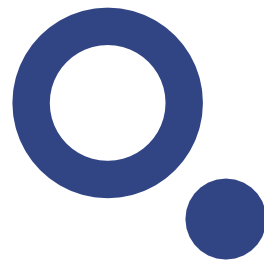
Update, Challenges, Vision

In our last annual report, we shared about our developing Global Graduates Connect network. We know that the network, and the connections girls make with others, all over the world, is part of what makes our programming sustainable and impactful. Over the past year we have continued to explore, ideate, test, and deliver a purpose, strategy, and set of activities for Global Graduates Connect.

The **purpose** of Global Graduates Connect is to create a supportive community and an enabling environment for girls to take action for social change in their communities and globally. We do this through encouraging connection, sharing, and learning between girls.

GLOBAL GRADUATES CONNECT WHERE ARE WE NOW?

In our last annual report, we shared about Global Graduates Connect as being a secure online platform for our girls. It still is, but we've also learnt that it needs to be more than this. Global Graduates Connect is a multitude of activities and platforms, and is developing in a more organic and nebulous way than we initially conceived of. This is due to being led by the needs of our partners, girls, and the contexts in which they live.



WHAT WE ARE DOING

In addition to our online platform, we are making extensive use of an ecosystem of WhatsApp groups, to stay connected with girls and to build relationships and community between them. This is an easier, more accessible way for girls to access each other, and makes use of a platform many of them are already familiar with.

Working directly with partners: All our partners have different needs and opportunities to support girls in this network. We have been focussing on working with partners individually to ensure activities reflect their context and capacity. This has resulted in live sessions being run in India, a graduate group in South Africa meeting monthly, in person storytelling training being delivered, and much more.

Our Global Girl Voices Project: We are running training courses in storytelling, which have been developed to give girls more confidence in using their voice. We are then able to work with the girls to write short stories or opinion pieces, in order to share their perspectives on what is happening in their communities. In line with our commitment to centring the experiences of girls and amplifying their voices, some of these are being shared as part of our 'Global Girl Voices' initiative, which you can access through our website [here](#).

Our Community Project Grant Programme: We know that girls want to continue making change in their communities, but might need more support to do so. As a result we have designed and are implementing a Community Grant Project, providing small, flexible grants to groups of girls who are running community action projects.

WHAT OUR PARTNERS SAY



Global Girl Project has helped to [expand the girls' minds] and to make them believe that they too can be agents of change in their own communities.

- **Cathy, Soccer Without Borders Uganda**



The program helps the girls to learn outside of their usual school curriculum and they are always excited to explore more on issues of change and leadership. The program has also exposed the girls to digital awareness through their use of computers and internet research and has nurtured a sense of sistahood within them as they have developed friendships with each other. The program has also fostered a sense of self-development and ambition within them as they now aspire to become professional working women who advocate for other women who are disadvantaged in their communities

- **Nadene, Katswe Sistahood Zimbabwe**



The event [the girls ran as part of the GGLI] had a significant impact on the girls within the community. It provided them with a platform to engage in meaningful discussions about important issues, fostering a sense of empowerment and awareness. [This programme] helped the girls and community members to develop a deeper understanding of their rights and the challenges they might face, particularly in relation to violence against women and girls. It also encouraged them to express themselves openly, building their confidence and encouraging them to actively participate in community conversations.

- **Bhawna, Milaan Foundation India**



It rarely happens in the community that adults listen to young people. This project presented the opportunity for girls to stand up and make themselves heard about issues important to them.

- **Clyfane, Fondation Toya Haiti**



As a facilitator, I really appreciate the girls for successfully completing this programme. I also saw their self-development, in terms of their capacity building and mental development, and I know now they have the confidence and bravery to make change in the future.

- **Suyeng, Skateistan Cambodia**

GGP

in numbers

January 2022 -
September 2023

Our impact at a glance



58

Community
events run by
our girls

15

Countries

- Bolivia
- Cambodia
- Haiti
- India
- Iraqi Kurdistan
- Jordan
- Nepal
- Nigeria
- Rwanda
- Sierra Leone
- South Africa
- Pakistan
- Peru
- Uganda
- Zimbabwe

501

Girls worked
with in our
Global Girl
Leadership
Initiative

3516

Community
members
engaged

The view from our partners

Spotlight on India

In January 2023, we launched a new partnership with the Indian NGO Milaan Foundation. We began our partnership delivering the Global Girl Leadership Initiative to 20 girls in a single group and in less than a year, we will have worked with 100 girls in partnership with Milaan Foundation. After the first cohort, seeing the impact of the programme, Milaan Foundation asked us if we could double the number of groups and girls, so as to be working with 40 girls per cohort, across two groups and two wonderful facilitators. One of these facilitators, Bhawna Rawat, spoke to us about the impact of the programme and its importance for the girls and their communities.

"They can learn how to make change, and they know they have the power"

OUR WORK 2022-23

Bhawna describes the impact of the community seeing the girls succeeding and having a 'they made it' moment as profound, and as an opportunity for girls to be more visible, have more of an identity in their communities, and to be seen in different ways.

**Bhawna Rawat,
Milaan Foundation**



"When we started this programme, I wasn't sure if it would work", Bhawna tells us. She wasn't sure if the girls would be able to come, and as Milaan deliver the programme online, she didn't know if they'd be able to always connect. As it was, she needn't have worried: the girls were incredibly eager to participate. One girl, she says, used to wake up at 4am to clean the house and to cook breakfast and lunch for everyone so she could attend the session at 11am - it turns out girls desperately want to attend, and will adjust what they can to make this happen.

She puts this partly down to the fact that the Global Girl Leadership Initiative sessions are a collective safe space for girls to "share, to giggle, to cry, to share moments and personal thoughts which they are not able to share elsewhere." The uniqueness and impact of this space is clearly deeply felt both by the girls and by Bhawna. She says that initially the girls were quiet and shy, and hesitate to share their stories, ideas and thoughts: "maybe they thought they were the only ones with these experiences".

One thing that helped them realise this was not the case, was the fact that the programme connects girls in India with other Global Girls all over the world. Bhawna describes the girls as finding a "sense of belonging", and the "huge, huge, huge impact" of the opportunities to meet girls from other countries, and to learn many of them are facing similar challenges. Sharing social issues and growing their understanding of what's happening in other places has been an enormous part of the girls' experience and broadening of their worlds.

As programme went on, Bhawna saw an immense growth in the girls' confidence and knows that the girls have also felt this change in themselves: "they feel able to communicate in a confident way, they're no longer shy about their experiences." She describes the girls initially as "panicked" when they thought about the community event they would run at the end of the programme, but that once it came, the growth in confidence was evident. She says the girls have enjoyed making mistakes, learning through experience, and using their voice.

As for the impact outside of the girls themselves, this has been palpable. Bhawna notes that the girls she is working with live in very traditional and patriarchal systems, and that often it is women themselves who are the upholders of these. Experiences like these, which challenge girls' thinking are key to making change in their wider community. The Global Girl Leadership Initiative gave the girls opportunities to be seen in their community, Bhawna describes the impact of the community seeing the girls succeeding and having a 'they made it' moment as profound, and as an opportunity for girls to be more visible, have more of an identity in their communities, and to be seen in different ways. Since then Bhawna reports that one of the girls has gone on to speak up and stop a child marriage in her village. Another girl has confronted men who harassed her. They have been inspired by what they can do, and so have their communities.

OUR GGLI IMPACT AS TOLD BY OUR GIRLS

Our girls go through a profound change as they realise their power.



"The most important change has been that I have become more confident and I can express my opinions without shame"

“ I learnt about my community, and I also learnt that a person can change their community.

- **One of our girls in Uganda**

“ My goal [now] as a woman is to always give my opinion and not to remain indifferent to the injustices done to women.

- **One of our girls in Haiti**

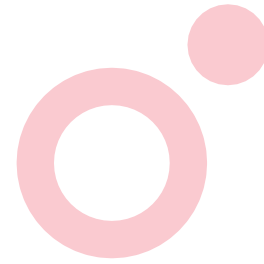
“ I have always felt bad whenever I witnessed anything wrong happening in my vicinity, but I never had the courage to raise my voice against it. Thanks to Global Girl Project, I have learned how to speak up and fight against wrongdoing. The program has empowered me to find my voice and take a stand against injustice.

- **One of our girls in India**

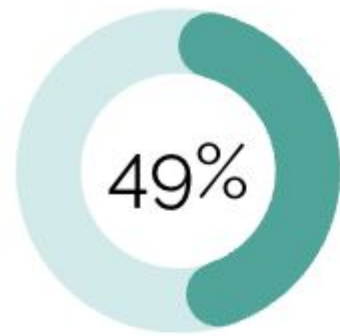
“ My goal now as a woman in my community [after the programme] has changed a lot and my life has changed from fear to courage.

- **One of our girls in Cambodia**

OUR GLOBAL GIRL LEADERSHIP INITIATIVE: IMPACT IN NUMBERS



We asked our girls about their views before and after the GGLI:



girls feel more confident describing themselves as leaders



girls feel more confident in their leadership skills



girls feel more confident in raising their voice on issues in their community

We gather this information through pre- and post programme evaluations, along with feedback from partners, event impact reports, and in depth case studies. We are constantly looking at how we can improve our data gathering and our programmes.

What our girls say in India



“ Ever since I joined GGP, I have noticed a remarkable improvement in my ability to speak confidently in front of others. In the past, I used to hesitate and feel unsure while expressing my views, fearing judgment from others. However, thanks to my involvement in Global Girl Project, I have gained confidence.

“ Global Girl Project helped me to experience the true essence of freedom while organizing the event, inviting my community members, and attending each session. Everything about the project contributed to making me feel more courageous and passionate. As the sessions progressed, I could witness how much I have evolved and grown.

Our Learnings

Our learnings cut across three major areas:

Our scale
Our impact
Our values

Some of our biggest learning has been that, for us, these three things come hand in hand.

DEFINING GLOBAL GIRL PROJECT AS A FEMINIST ORGANISATION

Defining Global Girl Project as a Feminist Organisation has helped us to become even clearer on how we want to work as an organisation, and with whom we want to work. Ultimately we always knew that we were a feminist organisation, and I am sure that from the outside that seemed very obvious. However, in the past year we intentionally stepped into that role as operating through a feminist lens. What we learned is that this isn't only important to us, but it is equally important to our girls and our partners globally. We learned that in every corner of the world, people, especially girls and women, are claiming the word feminist and are standing next to us proud to work collectively towards gender equity in the Majority World.

THE GAP BETWEEN NEED AND RESOURCE IS UNJUSTLY LARGE

The Gap between need and resource is unjustly large, and we see ourselves in the role of not only finding new and innovative ways to fund our work, but also in educating more traditional development funders around how to fund from a feminist perspective and lens. In the past year we have been contacted by countless NGOs around the world, asking us to partner with them and telling us that our leadership programming is drastically needed in their communities. Nevertheless, international development funders have not caught up to the work we are doing and the way in which it is being done. Development funders are mainly interested in funding school and well builds, the purchase of a school bus, etc. But we know that funding work that teaches a girl how to use her voice and lead will truly create sustainable change.

THE DIFFERENCE IN THE WAY WE WORK HAS BECOME EVEN MORE EVIDENT

The difference in the way we work has become even more evident, as we expand our offerings into further reaches of the world. Additionally, as we collaborate with and speak to even more organisations working in this field, we see how different we truly are in our commitment to running our programming in local languages and offline. While this approach is, at times, 100 times more challenging than working in English and online, we know that if we are going to reach the most marginalised girls we must stick to our path of difference. On a regular basis we see other international organisations with far greater resources than us, who are still mainly working in English and accessing the girls with whom they work via online portals. This excludes a vast majority of the girls in our world, and we simply won't take the easy way forward because of this.

FLEXIBILITY AND DYNAMISM STRENGTHEN OUR PARTNERSHIPS AND OUR IMPACT

Flexibility and Dynamism strengthen our partnerships and our impact. As we have grown the number of programme partners with whom we work, we have chosen to be even more flexible with regards to our programming content as well as the way in which it is delivered. We have worked with our partners to find the most innovative and impactful ways to work with their girls, while delivering our programming and this has created an even more equitable and stronger relationship with our partners where both sides are equally invested in the outcomes.

WORKING WITHOUT A HEADQUARTERS AND FROM AN EQUITABLE NETWORK MODEL

Working without a headquarters and from an equitable network model not only works for Global Girl Project, but we believe it is the way that development must be done. We believe intrinsically that international development organisations need not work from the outdated idea that there is one centralised headquarters, usually located in the Minority World, who are then working with other organisations or teams, usually located in the Majority World. Global Girl Project does not have a headquarters, and that is intentional. We are the holder of a network and it is made up of equally weighted organisations across the Majority World who are also working towards gender equity in their own communities. This is powerful.



Looking Forward

In the last three years we have experienced a global pandemic, a war that stills pushes on and a cost of living crisis, to name just a few challenges. Despite that, at Global Girl Project we have clear ideas about where we want to go in the next year and beyond. For us, it's always about impacting the lives of as many girls as possible in as meaningful a way as possible. From the beginning, we have always sought to identify how we can continue to push and grow in new ways, never standing still.

FIRST WE WANT TO ACKNOWLEDGE THAT WE HAVE COME A VERY LONG WAY SINCE OUR LAST ANNUAL REPORT, ACHIEVING WHAT WE SET OUT FOR 2022 AND 2023

- We wanted to expand our Global Girl Leadership Initiative into more locations and we certainly have. We added to our partner countries Bolivia, Peru, Uganda, Zimbabwe, and Iraqi Kurdistan.
- We wanted to work with other populations of marginalised girls including those displaced by war and conflict. We have started on this path, in working with refugees both in Uganda and Kurdistan.
- We wanted to launch our Global Graduates Connect platform and we did. Not only did we launch the platform, but it has shifted and changed in terms of its delivery in such an impactful way.

- We wanted to launch a Global Virtual Exchange so that we could offer another learning opportunity for our graduates. After a lot of discussion with our partners we realised that the exchange was not the most impactful way to work with the large number of graduates that we had, so we decided to shift focus and direct our resources into expanding the offering of Global Graduates Connect. The intention of the exchange was to teach the girls how to plan and implement their own projects, and now with our Community Project Grant program that will be possible.
- We wanted to gain financial sustainability, which we have not as of yet. However, we have raised enough funds to offer our Programme Manager a full-time contract and to hire a Communications and Partnerships Lead.
- We wanted to continue to grow as a feminist leadership organisation and be as innovative as possible within the sector. Over the past year we have really pushed this envelope, with things like running our team with a 32-hour work week and working alongside our partners as opposed to taking a top-down approach to partnership.

Now as we look forward...

WE STILL WANT AND NEED TO SECURE MORE SUSTAINABLE WAYS TO FUND OUR WORK

As a non-conventional and outside the box organisation, we are looking for funding that matches our energy and our view of development. We are looking for funders who no longer want to do things the same way they've been done for years, just because it's easier. We are looking for corporate partners, corporate/business ambassadors and businesses who want to engage in fee-for-service work with us. There is so much work that needs to be done around gender equity and funding more traditional styles of development just isn't working.

LEADING THROUGH THOUGHT LEADERSHIP OPPORTUNITIES

This is yet another way for us to fight for gender equity on a global scale. We know that we have a unique perspective, both in the development sector and in the leadership sector, and we have an opportunity to share about it with others. We have a responsibility towards our girls and our programme partners to use our platform and our connections to amplify the voices of those who have yet to be heard. We plan to make inroads into how funders and for-profit businesses engage with charities and eventually change how the charitable/NGO sector is treated in the future.

OUR TEAM WILL CONTINUE TO EXPAND ACROSS THE VARIOUS REGIONS WHERE WE WORK

It is very important to us that we work across regions and from a decentralised viewpoint. We are not interested in forming a headquarters in the Minority World and so we will continue to grow our staff team so that it truly represents the girls with whom we work. We plan to hire regional programme coordinators within each region we work in the Majority World and to continue to make our team as global as our girls themselves.

GLOBAL GRADUATES CONNECT WILL CONTINUE TO TRANSFORM INTO A DECENTRALISED NETWORK OF GRADUATES GLOBALLY

This offering for our graduates will continue to include an online platform component, however, our offerings will grow to include projects and programmes that are offered through different platforms and mediums, some being online and some in-person. We will bring together an advisory committee of graduates who will engage other girls and grow our network of changemakers. We will grow our Community Project Grant programme so that our girls can plan and run their very own projects with funding from GGP. We will offer more focused trainings like our storytelling programme, and the subject matter will always be dictated by the demands of our girls.

Financials

2022-2023

How we raised our money

Total Raised: £121,556
See breakdown below

Donations & Legacies £54,071
This is general donation income raised through the public.

Charitable Activities £42,598
This is income generated by fundraising committees in their local communities including speaking engagements.

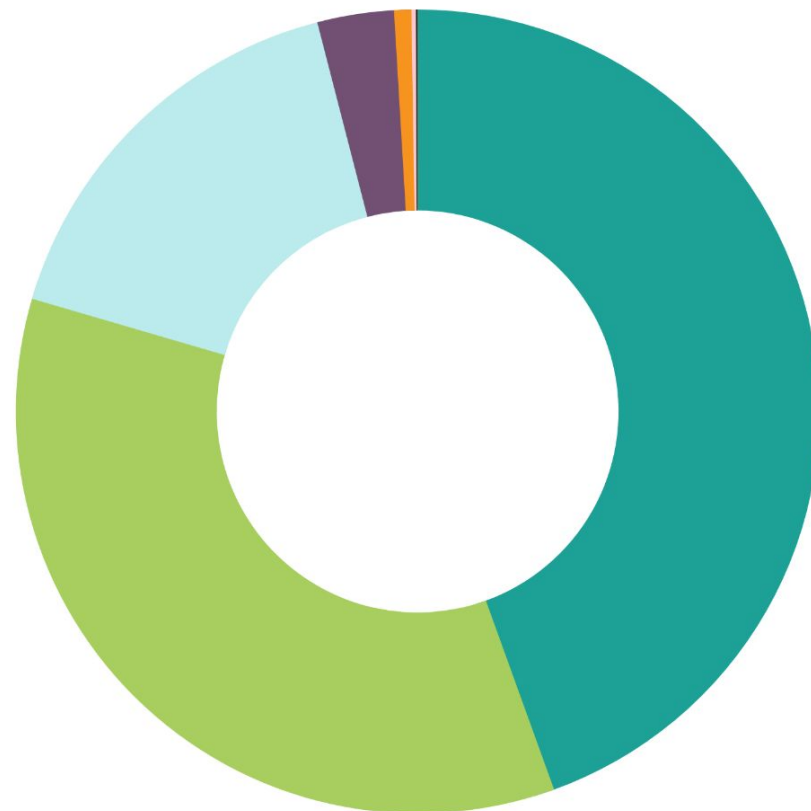
Grant Income £20,000
Income from charitable trusts and foundations.

Gift Aid £3,745
UK tax incentive that allows us to reclaim basic rate tax.

Book Sales £840
This is income generated by sales of our book.

Services £218
This is income generated through services provided by GGP.

Interest £83
Bank Interest



How we spent our money

Total Expenditure: £106,018
See breakdown below

Payroll Expenditure £72,190.17
This is expenditure on our staff time spent working on programmes and operations.

Programme Costs £27,778
We provide support for our multiple programmes and events worldwide.

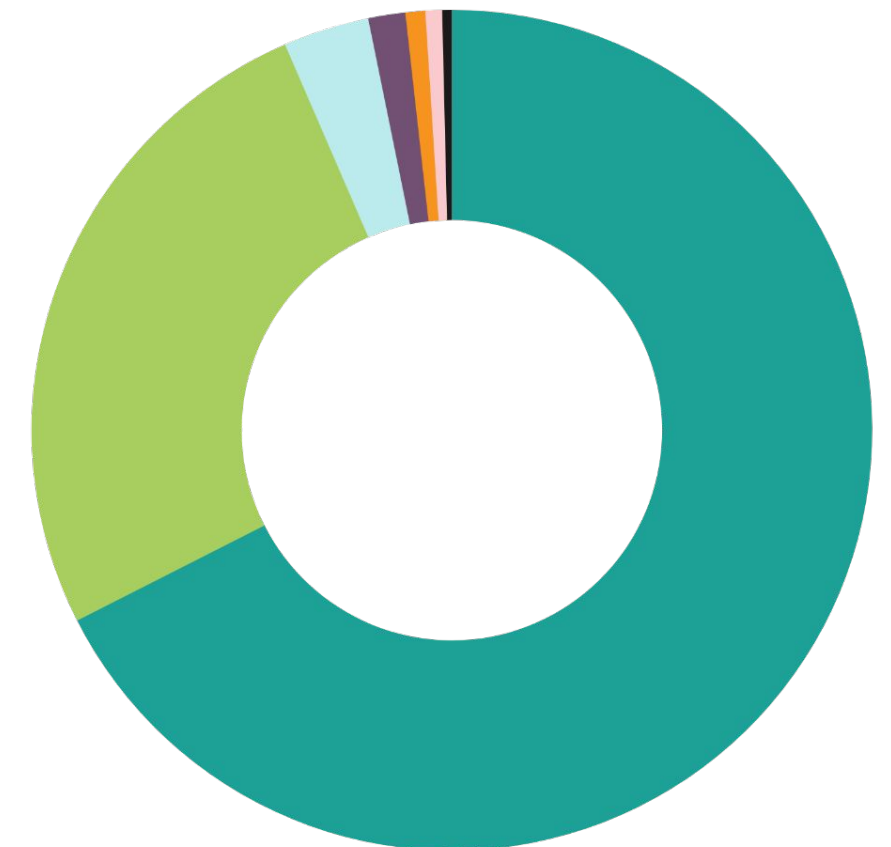
Office General Admin £3534.27
This includes expenditure on general expenses such as IT, printing, travel and bank charges.

Other Staff Costs £1,523
This is expenditure on staff needs and expenses.

Advertising/Promo £813.24
We hold social media outreach campaigns to raise awareness.

Book Costs £684.47
We funded the book project led by our girls to publish their stories. This included book purchases.

Other Professional Services £395
This is expenditure on professional services to support our work.



Thank
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Gracias

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Mèsi

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When we always come from a place of gratitude, regardless of the circumstances, everything changes. At Global Girl Project we put gratitude and acknowledgement at the forefront of our work with our girls, our partners and our supporters. We know that by showing them how much we value them, our work together gains even more meaning and impact.

Huge gratitude to our Board of Trustees. We have members who have been with us from anywhere between seven years to a few months. Thank you to this diverse group of women from all over the world who have said yes to guiding our work and ensuring that we continue along the trajectory that will bring us more impact and growth. They are the backbone of Global Girl Project. They work to ensure the safety of our girls, our partners, and the organisation, and continue to be our biggest cheerleaders. Thank you.

Our growth over the last three years is due, in no small part, to our group of Ambassadors, who are a collection of senior level business women who are engaging their networks to bring more resources and growth to Global Girl Project. Our Ambassadors not only donate annually, but also give their expertise, ideas, and networks to support us to raise our profile and continue to grow. Huge thanks to the Ambassadors who have helped us raise thousands of pounds, brought in corporate sponsorships, found new board members, and presented us with so many different opportunities to tell our story. Thank you.

We also want to send a lot of gratitude to our donors. To our regular monthly donors, some of whom have been with us since the beginning and some who are new. They are all people who want to give to an organisation where they can see and feel the impact. We are so grateful that you have chosen to be a part of our changemaking community. We honestly could not do this without you. You are our only sustainable income, and we are so grateful to you for that. To the Nielsen Family Foundation who has been our only ongoing grant maker for a number of years and who came on board when we were super small and continue to support us with an annual donation. Thank you to the Clarkson Foundation who supported us last year with a £10,000 donation. As well, thank you to the Network for Social Change who took a leap, believed in us, and chose us to receive a £20,000 grant to support our core costs. Lastly, huge gratitude to the Jordan Kuwait Bank, our first corporate sponsors, who have continued to ensure that we can work with the most marginalised girls throughout Jordan.

Thank you to our volunteers, we live and breathe because of the energy and ideas from our volunteers, and because of the time they put into multiple projects, from our annual fundraising campaign Global Girls Run the World, to enhancing our monitoring and evaluation systems, to ensuring we can continue to get our girls signed up on Canvas and using our Global Graduates Connect offerings. And thank you to Widari Bahrain for giving her time, energy and expertise in designing this manifesto you see before you. We couldn't do any of this without our volunteers. Thank you.

Thank you to our programme partners across the globe. Thank you to Foundation TOYA in Haiti, AYNi Skate Project in Bolivia, the Latin American Foundation for the Future in Peru, Skateistan in both South Africa and Cambodia, the Milaan Foundation in India, INJAZ in Jordan, the Lotus Flower in Iraq, Soccer Without Borders in Uganda and Katswe Sistahood in Zimbabwe. We are so grateful to you for trusting us and trusting in our programming, and knowing like us that we will change the world through the power of your girls. Our partnerships are everything to us and we can't thank you enough for working collectively with us to improve and grow our offerings to your girls.

Thank you to our small team of three, Meena C. who is our Communications and Partnerships Lead, Hannah White-Steele who is our Programme Manager, and Julia Lynch who is our Founder and CEO. Our team of three are doing the work of five team members, and every day they continue to push and drive forward, most often in an environment of challenge and adversity, to reach more and more girls globally and deepen our work with our graduates.

And of course, the biggest amount of gratitude goes to our girls. To the hundreds, soon to be thousands, of girls around the world who have taken an enormous leap of faith to take part in something so different to what they are used to, that's well outside their comfort zone. This has been a huge challenge and we're so grateful that you have not only made the choice to be a part of what we are offering, but to have embraced it with such energy and drive and determination. We are also grateful to so many of our graduates who continue to work in their communities to create change, and even some who continue to share their passion, dynamism, and time with each other and with the network we have created together.

Team & Board

We are hugely proud of our all-women, diverse team. Our core team of three is supported by our board, our in-country programme facilitators and a host of volunteers, bringing a myriad of skills and experience to ensure our work is always delivered with integrity, authenticity and to the highest quality.



JULES LYNCH Founder and CEO

Over the past thirty years, Jules Lynch has worked as a Community Social Worker and Therapist in Canada, Great Britain, and the United States. Jules has also spent extensive time working throughout many countries in the Global South as the Founder and CEO of Global Girl Project. Jules is the innovative developer of all of our programming and she works in partnership with NGOs and schools globally to implement and run leadership programs and initiatives for girls. Jules runs the day-to-day operations of GGP from the United Kingdom. And as a role model to our scholars, Jules speaks to businesses and organisations globally about how to be a change-maker in one's own life, world and work.



MEENA C. Communications and Partnership Lead

Meena leads communications and partnerships at GGP. She is an India-based queer feminist researcher and practitioner. She is finding her way through creating effective response systems in the space of gender and safety. She brings her grassroots experience with gender security work and international experience with network-building to her role at GGP.



Esther Chesterman - Chair



Rachna Patel -
Treasurer



Evette Franklin -
Secretary



Tina Chugani - Board Member



Christina Ameln - Board Member



Vanessa Boag - Board Member



Madonna Thompson - Board Member

HANNAH WHITE-STEELE Programme Manager



Hannah looks after our global programs, ensuring they are running effectively, as well as supporting communications, operations, and organisational development. She has extensive UK and international experience in programme management, youth leadership, and organisational development. She has previously worked running youth leadership programs in the UK, as a network and community building expert supporting the development of networks for social change globally, and as Impact Manager in the area of female financial inclusion in the Asia Pacific. Hannah believes passionately in the power of women and the importance of gender equality and feminist leadership in changing the world. When she's not working at Global Girl Project Hannah works as a personal coach, supporting women to reach their goals and build their confidence.



Global Girl Project as a Charitable Incorporated Organisation (CIO). Our Governing Constitution defines the CIO's purpose as:

1) To advance in life and relieve needs of young people in particular girls aged 16-18 years from developing countries through:
the provision of a culture, language, and educational exchange programme to other countries and;
the provision of financial support to enable the participants to further their education.

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Report Design by Widari Bahrin

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Charitable Incorporated Organisation (CIO)