VOICES OF CHANGE



2020 IMPACT REPORT



Find the Great in Every Girl.

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ON THE COVER

100 Years 100 Voices



WOMEN OF THE MOVEMENT

The suffrage movement in the United States, that changed the lives of women, celebrated its 100th anniversary this year. Trailblazers that have helped pave the way for girls and young women include Eleanor Roosevelt, Melba Roy and Shirley Chisholm.

GIRLS OF PACE

At Pace, girls are provided opportunity to learn, grow, and lead, as they stand on the shoulders of these historical trailblazers. Our staff, volunteers, and donors support them on their journey to a bright future.

100 YEARS, 100 VOICES CAMPAIGN

As part of the 100 years, 100 voices campaign the Pace Polk center incorporated an art contest for their girls, using the prompt, "what does empowerment mean to you?"

"There are two types of females – quiet ones and those that advocate on behalf of others. My picture symbolizes two women who are using their voices to stand up for what is right. I hope to inspire others to speak out." — ZP

ZP is in the 10th grade and has been at Pace Polk for three months. At Pace she has learned to find her voice, advocate on behalf of her peers and ensure the best for everyone. ZP is a strong leader and we are excited to see what she will accomplish in her future.





For more stories, view the full impact report at pacecenter.org/2020impact

LETTER FROM THE CEO & CHAIR

Dear Friends of Pace,

For Pace Center for Girls, as for all organizations, families, and individuals, 2020 was a year like no other. Looking back, 2020 seems like two separate years; how we lived and worked prior to March, and how drastically work and life shifted with the COVID-19 pandemic. Reflecting back over the last 12 months and, more importantly, looking to the future, this year's Impact Report reflects the incredible resiliency of our team members and our girls and families, and the generosity and dedication of our board members, donors, friends and volunteers.

Despite uncertainty, change and unprecedented challenges, our girls continued to thrive. Relying on our values and guiding principles through this time, we pivoted our focus from expansion into multiple states to ensuring our staff, girls and families were safe and supported and that they had access to services to meet their needs.

The pandemic has had and will continue to have an impact on public and private resources, and Pace has instituted financial safeguards to ensure ongoing continuity of services. With our priorities squarely focused on our girls, families, and team members, we are incredibly humbled by the new and innovative ways our communities have engaged to provide much-needed support in technology, food and basic needs for girls and families. This focus also required our teachers and counselors to quickly pivot to meet the social, emotional, behavioral, and academic needs of girls and families in a virtual world. Nationally, we are also faced with a period of great social unrest, and it is critical that Pace serve as a haven of support and understanding for our girls. Advocating for social justice is at the core of the Pace mission, and attention to the impact of racial inequities on both girls and team members has been and will continue to be a priority at Pace.

We are proud to share the academic and behavioral successes achieved by our girls this year. Our donors, board members, girls and staff have risen to the occasion, despite the tumultuous times. We have learned that being flexible, fluid, and agile has revealed new paths for expanding our work in Florida and beyond. With your continued support, what we have learned will benefit the future of Pace in ways we may have otherwise never imagined. From virtual board meetings to virtual meetings between our girls and elected officials on the issues of the day, we are grateful that with your support, we continue to find the great in every girl.

Chair, Board of Trustees

35-YEAR ANNIVERSARY

Thirty-five years ago, Pace Center for Girls was founded in a church basement with 10 girls and the realization that there were no real options for girls involved with the juvenile justice system. Founded by Vicki Burke and guided by research calling for gender-responsive programming, Pace has grown to serve more than

40,000 girls and is recognized as a national model for reducing recidivism and improving school success, employment, and self-sufficiency by girls.

As we celebrate all of the accomplishments and achievements of the past 35 years, we honor those who worked, volunteered, and advocated for our girls. But most importantly, we celebrate every Pace girl who embraced growth and change to transform her life. Thank you for helping to find the great in every girl!









COVID-19 IMPACT REPORT

In response to the COVID-19 global health crisis, 21 Pace centers across the state were able to transition nearly

2,000 GIRLS

100% innovative learning



1,700+

laptops deployed



96%

attended academic classes weekly



80%

received weekly counseling, case management and therapy



251 FAMILIES

received deliveries of food, water, cleaning and hygiene supplies



more than

donors stepped up to help our girls during this historic challenge - thank you!



AALIYAH — PACE LEE

Aaliyah came to Pace in 2019 after a history of getting bullied and using unhealthy coping habits to overcome challenges. Shortly after enrolling, her mother and brother passed away within a month of each other. While at Pace, Aaliyah was able to find her voice as a member of the Pace Lee Girls Leadership Council, of which she went on to become president and statewide representative. She has become a mentor for new Pace girls arriving at the center, is a straight A student, and just recently became Pace Lee's first dual-enrolled college student.

DON'T EVER MAKE DECISIONS BASED ON FEAR. MAKE DECISIONS BASED ON HOPE AND POSSIBILITY. MAKE DECISIONS BASED ON WHAT SHOULD HAPPEN, NOT WHAT SHOULDN'T.

MICHELLE OBAMA

Former First Lady of the United States

MAEGAN — HERNANDO

When I started dealing with mental illnesses, it didn't start with suicidal thoughts. It began with me dealing with my feelings of inadequacy. Soon I was at one of the worst times in my life. I felt helpless and just wanted something to make me feel better.

Shortly after my fourth Baker Act, I started going to Pace. This is where I started learning about what I was dealing with in a more precise way. Now, if I had the chance to go back in time to see my younger self, I would tell her, I wanted to know that someone saw me as being worthy of life. I couldn't get better without putting in my part. I hope that by telling my story, I can make a difference for someone else – just like one of my middle school teachers and the Pace staff did



WE NEED TO MOVE BEYOND THE IDEA THAT GIRLS CAN BE LEADERS AND CREATE THE EXPECTATION THAT THEY SHOULD BE LEADERS.

CONDOLEEZZA RICE

Former Secretary of State of the United States





EXECUTIVE LEADERSHIP TEAM

Mary Marx

President & CEO

Thresa Giles

Chief Business Officer

Yessica Cancel

Chief Operating Officer

Teddy Thompson

Chief Advancement Officer





BOARD OF TRUSTEES

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President, Broward College

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Chief Executive Officer, AshBritt Environmental

Kerrie Slattery Chief Advancement Officer, Cummer Museum

Irene Sullivan

Juvenile and Family Court Judge, Florida's 6th Judicial Circuit (ret)

Debbie Toler

Southwest Florida Children's Charities





PACE CENTER FOR GIRLS

Pace provides year-round middle school and high school academics, case management, counseling, and life skills development in a gender-responsive environment.

3,000+ girls served each year

40,000+ girls served since 1985

22 locations

REACH PROGRAM SERVICES

Counseling, therapy, and case management program for girls who may not be able to attended a Pace Center, but who will benefit from high-quality therapeutic services within their school and communities.

13 locations 980 girls served



BEFORE PACE

75%

WERE FAILING one or more classes prior to attending Pace

19%

or **EXPELLED**

HAD PRIOR INVOLVEMENT with

the juvenile justice system

61%
WE'RE SUSPENDED

OUTCOMES AND IMPACT

91%

IMPROVED ACADEMICALLY

at Pace

95%

HAD NO INVOLVEMENT with the juvenile justice system

ONE YEAR AFTER COMPLETING PACE

94%

were in school, higher education, or employed **ONE YEAR AFTER COMPLETING PACE**

BEFORE REACH

29%

Had prior involvement with the **JUVENILE JUSTICE SYSTEM**

81%

Had BEHAVIORAL CHALLENGES

associated with delinquency

OUTCOMES AND IMPACT

95%

HAD NO INVOLVEMENT with the juvenile justice system

ONE YEAR AFTER COMPLETING PACE

99%

HAD IMPROVED
BEHAVIOR associated
with delinquency after Pace

VOICES OF CHANGE 2020 IMPACT REPORT



2020 FINANCIALS

REVENUE

4% Federal Grant

44% Department of Juvenile Justice

17% School Board

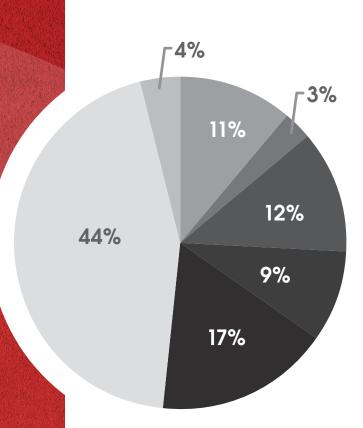
9% Grants

12% Contributions and In-Kind

Donations

3% Special Events

11% Other Income



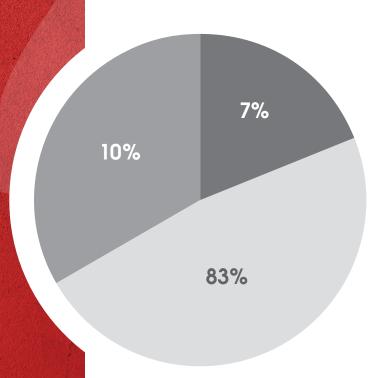
EXPENSES

In FY 2020, our expenses were approximately \$45 million, of which 83% went directly to programs and services.

83% Program Services

10% Management & General

7% Fundraising



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Dear Friends and Supporters,

At Pace, taking care of our girls is our top priority. That begins with our financial health and exceptional compliance processes to ensure the ultimate return on investment. The advent of COVID-19 dramatically changed the world around us and has shown just how important flexibility, planning and forecasting are to effective and efficient business operations. Over the last several years, Pace Business Operations has consistently focused on cost avoidance and effective technology infrastructure. This focus allowed us to quickly adjust and improve our business operations to better serve our staff and girls in new ways and under the new circumstances of 2020.

Being prepared is vital, but being adaptive, flexible, and agile is equally important in an ever-changing environment. Our team members and our girls have truly shown an enormous amount of resilience during this unusual time.

For the last 10 years, we have strategically invested in advanced technology, compliance, risk management, quality control and business intelligence systems. These investments allowed Pace to quickly transition to a virtual learning environment that met compliance standards. Our girls and staff were able to continue to learn, work, and receive the support needed during this unprecedented time.

I am extremely proud that during this time of uncertainty for a number of nonprofit organizations, Pace was able to avoid reductions in staff and, most importantly, seamlessly provide critical support to our girls. Our planning helped us to withstand delays and uncertainty in state and federal funding. Strategic planning and strong partnerships allowed us to close the digital divide for our girls by providing computer equipment and internet access to ensure they would be successful in a virtual environment.

Adapting our business practices led to positive outcomes:

- The Risk and Compliance teams developed a quality management system that allowed for a seamless transition to internal monitoring and our girls' safety in a virtual environment.
- The Technology team deployed more than 3,000 devices to close the digital divide for our girls.
- The Compliance team developed protocols using CDC recommendations for the safety of our staff and girls.
- Finance and Advancement operations created a new, secure and more efficient transaction processing and management system.
- We leveraged various software platforms and data sources with business intelligence to develop a comprehensive and more efficient reporting system for all of Pace.

2020 created lasting changes that will alter how we manage our work going forward. The changes will leave Pace an even stronger leader of innovation in the nonprofit sector. We embrace growth and change on all levels at Pace, never changing the focus on our mission to find the great in every girl.

Thresa Giles
Chief Business Officer



LIVING OUT LOUD IS NOT PLAYING ANNALISE KEATING ON HOW TO GET AWAY WITH MURDER, IT'S NOT BEING AMANDA WALLER IN SUICIDE SQUAD, IT'S NOT GETTING AN OSCAR. LIVING OUT LOUD IS LIVING A LIFE THAT'S BIGGER THAN YOURSELF. LIVING OUT LOUD IS LONG AFTER YOU'RE GONE...YOU LEAVE SOMETHING ON THIS EARTH THAT'S BIGGER THAN YOURSELF.

Viola Davis

American actress

AZIYAH — PACE BROWARD

Before coming to Pace Broward, I hated school. I struggled a lot with depression and had recently dropped out of 10th grade. Even when I started at Pace, I wasn't a big fan of school. But all that changed in February of 2018 when I joined a dance group for a Black History Month performance. Next thing you know, I was center stage, performing in front of people for almost every Pace performance.

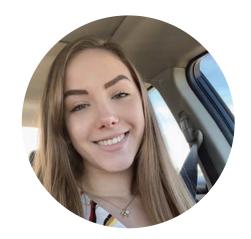
Thanks to my teachers and counselors, I was able to handle my depression, and I started to focus on my grades. In July, I graduated as part of the Class of 2020, and now I'm pursuing a career in acting and modeling. Since graduation, my Reach therapist has been helping me stay on track with my goals. Thank you, Pace!



KATIE — PACE CLAY

Pace gave me a bright future when I would not have otherwise had one. Instead of running the streets, Pace helped land me my first job, and I received a bicycle to get there. With the help of counselors and teachers, I reversed my self-harming behaviors and found my voice.

Today I'm 20, enrolled in college, working two jobs, and getting ready to move into my first apartment on my own. Even though I graduated from the Pace program two years ago, I still rely on a safety net of people I call my best friends, family and angels. These folks work tirelessly to fill critical gaps, like transportation to work, navigation through college requirements, and the motivation necessary to build my self-confidence and believe in myself.



YOU ARE NOT BORN WITH A FIXED AMOUNT OF RESILIENCE. LIKE A MUSCLE, YOU CAN BUILD IT UP, DRAW ON IT WHEN YOU NEED IT. IN THAT PROCESS YOU WILL FIGURE OUT WHO YOU REALLY ARE — AND YOU JUST MIGHT BECOME THE VERY BEST VERSION OF YOURSELF.

Sheryl Sandberg

COO of Facebook and author of Lean In: Women, Work, and the Will to Lead.

DESIREE — PACE PINELLAS

At night, women would go home marching for their rights to vote as they chant their sayings, so everyone knows that they won't give up until they get their rights. There is region of equality spreading through the night as they sleep and wake up for the next day to happen as clouds start to appear and hide the sun on the darkest day. They will not rest until they finally get their rights, and as days turn into nights, men start to wonder what their wives were thinking in their sleep when they were away for war. This is a night to remember as women keep marching for their rights.

— 100 YEARS, 100 VOICES SUBMISSION



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EACH TIME A WOMAN STANDS UP FOR HERSELF, WITHOUT KNOWING IT POSSIBLY, WITHOUT CLAIMING IT, SHE STANDS UP FOR ALL WOMEN.

Maya Angelou

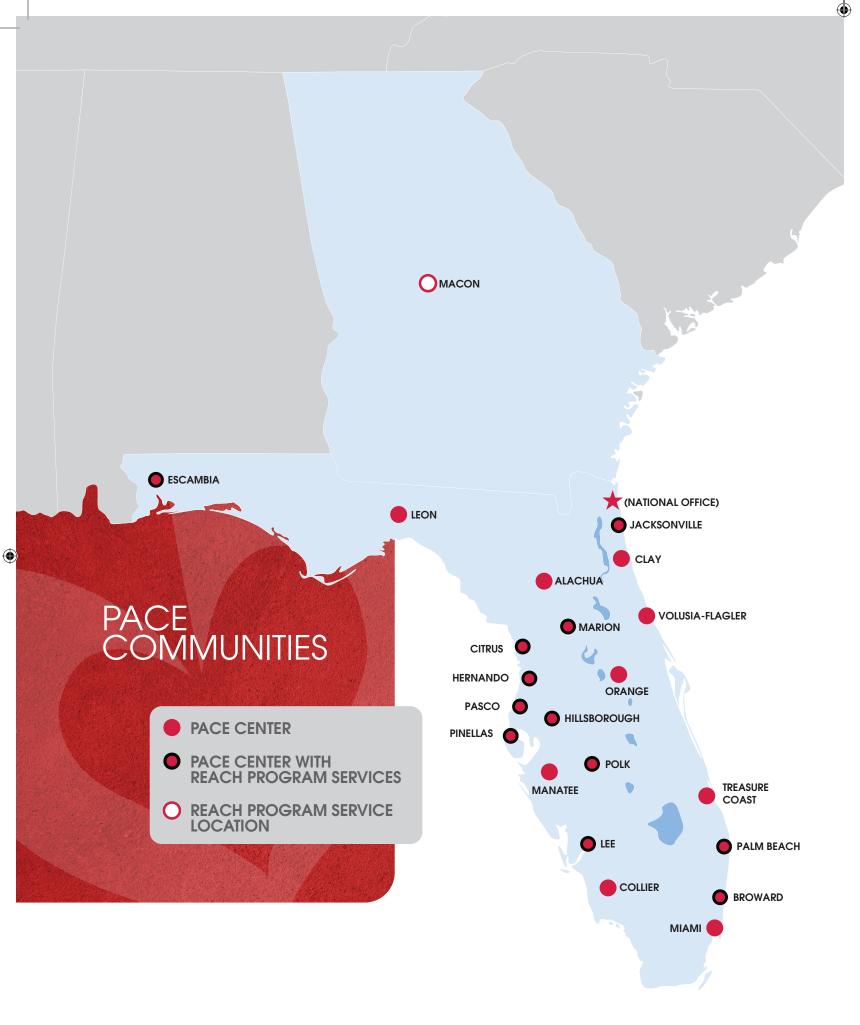
American poet, memoirist, and civil rights activist



For more stories, view the full impact report at pacecenter.org/2020impact



PACE20-29660 2020 Impact Report_m.indd 14-15



COMMUNITY LOCATIONS & CONTACTS

NATIONAL OFFICE

Mary Marx, President & CEO

Pace Center for Girls, Inc. 6745 Philips Industrial Blvd. Jacksonville, FL 32256

ALACHUA

Natalya Bannister, Executive Director

Pace Center for Girls, Alachua 1010 SE 4th Ave. Gainesville, FL 32601

BROWARD

Aggie Pappas, Regional Executive Director

Pace Center for Girls, Broward 2225 N. Andrews Ave. Wilton Manors, FL 33311

CITRUS

Carole Savage, Regional Executive Director

Pace Center for Girls, Citrus 3630 W. Educational Path Lecanto. FL 34461

CLAY

Destani Shadrick, Executive Director

Pace Center for Girls, Clay 1241 Blanding Blvd., Suite 5 Orange Park, FL 32065

COLLIER at Immokalee

Marianne Kearns, Executive Director
Pace Center for Girls, Collier at

Immokalee 160 N. 1st St. Immokalee, FL 34142

ESCAMBIA-SANTA ROSA

Laurie Rodgers, Regional Executive Director

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HERNANDO

Gail Armstrong, Executive Director

Pace Center for Girls, Hernando 3139 Dumont Ave. Spring Hill, FL 34609

HILLSBOROUGH

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JACKSONVILLE

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LEE

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Pace Center for Girls, Lee 3800 Evans Ave. Ft. Myers, FL 33901

LEON

Laurie Rodgers, Regional Executive Director

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MANATEE

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MARION

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MIAMI

Sherry Thompson Giordano, Executive Director

Pace Center for Girls, Miami 1400 NW 36th St., Suite 200 Miami, FL 33142

ORANGE

Rosene Johnson, Executive Director

Pace Center for Girls, Orange 445 N. Wymore Road Winter Park, FL 32789

PALM BEACH

April Brownlee, Executive Director

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PASCO

Gail Armstrong, Executive Director

Pace Center for Girls, Pasco 7545 Little Road New Port Richey, FL 34654

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Pinellas Park, FL 33782

POLK

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TREASURE COAST

Maygan Johnson, Executive Director

Pace Center for Girls, Treasure Coast 3651 Virginia Ave. Ft. Pierce, FL 34981

VOLUSIA-FLAGLER

Sheila Jordan,

Executive DirectorPace Center for Girls,

Volusia-Flagler 208 Central Ave. Ormond Beach, FL 32174

MACON

Laurie Rogers, Regional Executive Director





I'VE BEEN ABSOLUTELY TERRIFIED EVERY MOMENT OF MY LIFE—AND I'VE NEVER LET IT KEEP ME FROM DOING A SINGLE THING I WANTED TO DO.

Georgia O'Keeffe

painter often recognized as the "Mother of American modernism"



Each spring, the Congressional Institute sponsors a nationwide high school visual art competition to recognize and encourage artistic talent in the nation and in each congressional district. Winners are recognized both in their district and at an annual awards ceremony in Washington, DC. The winning works are displayed for one year at the U.S. Capitol. This year, Desiree's was the winning entry in her

> "Before coming to Pace, I struggled with my mental health, and I was failing my classes," she said. "At Pace, I have been able to improve my academics. Staff are patient and always willing to help me. My counselor and therapist are nice, and I am able to discuss how I am feeling on days when I need someone to talk to. Pace has given me opportunities to explore my artistic abilities and to advocate for myself."



Dear Pace Friends,

As I pause to reflect upon the past year, I am reminded about the power of the human spirit. This year has tested our humanity, and I am humbled as I take in the resiliency demonstrated by our girls, the unwavering commitment of our team members, and the enduring support of our communities, partners, and friends. We truly lived our Values & Guiding Principles and allowed our culture of purpose, caring, learning, and results to drive how we responded to some of the biggest challenges we have ever faced. We continue to make a difference in the lives of girls across our communities through innovative approaches in the delivery of our services.

The safety of our girls and team members across the state is our priority. Pace was able to quickly pivot to convert all services across the state to virtual platforms. This included both our day program and Reach. More than 1,700 laptops were deployed, access to the internet was provided where needed, and Pace teachers, counselors, and therapists were provided with resources to help manage this transition and quickly adapt to the stay-at-home order. In addition to adapting to an entirely new way of working and supporting our girls with classes, case management and counseling, team members conducted drives for food and supplies that girls would normally receive at our centers, made physically distanced home visits, and celebrated achievements with car parades and outdoor or virtual graduation ceremonies.

As a team, we focused on caring for ourselves so that we would be able to care for our girls. Solid financial planning and prudent adjustments enabled us to provide job security for all Pace team members, and while benefits enrollment went virtual, telehealth and employee assistance programs ensured our team members' physical and mental health.

As part of our learning culture, Pace has been focused on activities to understand and overcome unconscious bias in our work and in the world around us. The social unrest of the past few months inspired us to continue this work with Culture Circles for staff and Healing Circles for our girls. We came together to listen to one another, comfort one another, and continue on a collective journey to positively impact one another and our communities.

Reopening our centers depended greatly on input from our girls and families, team members, school districts, community leaders and, most importantly, the data and science of safety during the pandemic. Through a series of surveys and sharing of best practices, our centers have established new routines and methods for caring for girls, and we will continue to learn and evolve in this new normal.

We continue to be focused on results for our girls. From April-June, Pace girls achieved significant gains in academic improvement:

- 88% achieved academic improvement vs. 70% during the same period in 2019
- 89% earned high school credits vs. 77% during the same period in 2019

This success inspires us to respond to the changes in our world with continued reliance on our Values and Guiding Principles and investment in the future. We are grateful for the foundation that empowers us to create results that have a lasting impact on our girls and in our communities.

yessicer Council

Yessica Cancel Chief Operating Officer

VOICES OF CHANGE 2020 IMPACT REPORT



For more stories, view the full impact report at pacecenter.org/2020impact

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LETTER FROM THE CHIEF ADVANCEMENT

Dear Friends and Supporters,

Sometimes our greatest challenges can turn into our greatest opportunities. The past year has certainly presented Pace, and our world, with some of the most significant challenges we have faced since our founding 35 years ago. And as I reflect on this year, I can't help but think about our girls and how they strive to overcome adversity and realize their success every day.

Girls like, Lizandra who completed Pace in 2019 and recently graduated from high school. Liz was bullied through middle school and blamed herself for her parents break up. She sought help at school, but things started to spiral personally and academically. In 2017 a high school official suggested Pace. At Pace Liz was able to get to the root of her depression, refocus and improve academically. She started classes at Florida Southwestern State College this fall, where she plans to obtain an associate degree in Pediatric Oncology. Liz says she found her voice at Pace and will continue to use it to further her very bright future.

The power of Pace has never been more evident in our girls, team members and our supporters than I have witnessed this past year. We have all demonstrated a resilience that allowed us to see a strength and fortitude we may not have realized we had. From finding ways to support girls and their families with basic necessities like food and hygiene products, to providing technology to close the digital divide for our girls to ensure their support and learning would not be disrupted, our entire team has flexed in amazing ways and we have created some amazing new partnerships, with organizations like the No Kid Hungry Foundation and United Healthcare.

Our supporters and donors never cease to amaze me with their generosity, especially during a time of such uncertainty. More than 900 donors stepped up to provide financial support this past spring to provide technology and food to our girls and their families. Even more remarkable was that more than 70% of these donations came from first time donors to Pace. We have had to shift to virtual ways to connect with our supporters who continue to stand by our girls and help them find their greatness.

We have remained and will continue to remain steadfast in our mission to help our girls realize the power of their voices. For the past 100 years we have seen the power of women's voices in our society from the Suffragette Movement, to Civil Rights, to #MeToo and Black Lives Matter. We have come very far but have much further to go. With your help in supporting girls and young women overcome past challenges and find their voices, you can help the next generation of leaders, mothers, teachers, and advocates become change makers for a better future.

Chief Advancement Officer

DONORS

We greatly appreciate each gift given in support of Pace, and we have made every effort to ensure the accuracy of this listing. We regret any errors. * Giving Society ** Includes in-kind donations *** Shared donors

Christine Riggs*

Claudia Wilson

Davis Rembert

Dawn Johnson

Destin Williams

Diane and Jim Bacus*

Dorene and Jack Ross

Dr. Mark Scarboroual

Ellen M. Zimmerman

Dr. Richard Oliver

Faun Carlson

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Jack Martin

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North Florida Cancer Institute

Jill Freedman

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Fmily and Phillip Pritchett*

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Joanne and David Kremer

John & Kathy Kish Family Charitable Fund

Kathleen and John Kish

Leslie and James Nilon*

Lee and James Salter

Holy Trinity Episcopal Church

Emily Humphreys-Beher

Dawn Kraft*

NATIONAL OFFICE

\$1,000,000 & ABOVE

Deerbrook Charitable Trust

Florida Blue Foundation NoVo Foundation The Office of Juvenile Justice and Delinauency Prevention UnitedHealthcare*, ***

\$150.000-\$249.999

\$250.00-\$999.999

Cigna Foundation*, *** Michael Ward and Jennifer Glock Foundation

\$100,000-\$149,999

Foundation CHANEL, Inc.

\$50,000-\$99,999

Fund for Shared Insight Share Our Strength's No Kid Hungry Campaign***

\$25,000-\$49,999

The Krystal Company The Ultimate Software Group

\$10,000-\$24,999

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\$5,000-\$9,999

Arby's Foundation BB&T Charitable Fund **Enterprise Holdings Foundation** Grav-Robinson, Attornevs at Mary Marx & Mike Fitch*** Susan Davis & Richard J. The Bailey Group

\$1,000-\$4,999

UPS Foundation, Inc.

Arthur & Allison Dobosiewicz **Bright Funds** Cisco CSX Transportation Cynthia & James Montaomerv¹ Deborah Lamir Elizabeth & John Ackermann Law Offices of Ron Sholes, P.A. Mark & Renee Barnes^a Mark & Gail Bennett Mike & Crystal Freed Family Ponte Vedra Beach Teddy Thompson***

Terri Wilsie Thresa Giles*** United Nations Foundation Yessica Cancel**

\$500-\$999

Amazon Smile Ameriflex Bree Hartlage .lada Foundation Kerrie Slattery & Paul Lambert New York Life Foundation* Nocatee Mayens Reaina & Fred Faura Rosalie Smith The Sakonyi Wade Family Triune Technologies, Inc. United Wav

ALACHUA \$50,000-\$99,999

Anonymous

\$25,000-\$49,999

Alachua County Board of County Commission Anonymous*

\$10,000-\$24,999

Bill and Celia Burger Bosshardt Charitable Fund, Inc. Dharma Endowment Fund Dorie Stein* Michael Singer Mr. Churchill Steve and Wanda Tuttle* Taste of Greater Gainesville. United Way of North Central Florida

\$5,000-\$9,999

Bridget and John Fleming Dr. and Mrs. Curt DeGroff* Gainesville Regional Utilities Kathleen and Fred Southwick* Pamphalon Foundation, Inc. Publix Super Markets Charities,

\$1,000-\$4,999

Adriane Isenberg Amv Murad Anamaria R. Yeung* Andrea Lister Anaela Jacobs* Anita Altschuler Ann B. Boyd Ann Ives Ann Marie Roaers* Anna Murillo* Anna Olcese* Barbara Hall* Bill Cervone Brenda Pickens Bryce A Burger Landscape, Buffa Blanchet Carole and Bill Zeael* Carr Specialty Baits, Inc. Chacon Diaz and Di Virgilio, Cherie Fine*

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\$500-\$999

Yajaira Krop

Cynthia Croushore

Elizabeth Barbao

Elizabeth Davis

Elta L. Johnston

Ester de Jong

Gail and Eric Brill*

Foundation, Inc.

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OUR MISSION

Pace provides girls and young women an opportunity for a better future through education, counseling, training, and advocacy.

VALUES AND GUIDING PRINCIPLES

Honor the Female Spirit We value and promote the female perspective by respecting its distinct needs, creating safe and gender-responsive environments, and celebrating the female experience.

Focus on Strengths We identify strengths in our girls, their families, our staff, and our supporters. Using these strengths as our foundation, we build strong, confident, and productive community participants.

Act with Integrity and Positive Intent We believe that all actions and decisions must be guided by the highest ethical principles, respecting the uniqueness of all involved and honoring each other's differences.

Embrace Growth and Change We believe that everyone is capable of remarkable growth, and only by encouraging change can individuals, organizations, and society reach their full potential.

Value the Wisdom of Time We understand that patience can be as powerful as immediate action, and each has its place. We value the discernment required for their effective use.

Exhibit Courage Courage is essential to making a difference. It enables us to speak for those who cannot, take risks to do what is right, deliver just and fair consequences, and be accountable for our actions.

Seek Excellence We strive for excellence in all we do by holding true to our mission, while consistently meeting high standards of performance, reflecting critically upon our accomplishments, seeking innovative solutions, and believing all things are possible.

Create Partnerships We believe in developing effective partnerships and long-term relationships by listening to our staff, our girls and their families, and our communities, incorporating each person's input and involving them in our decision-making process.

Invest in the Future We work to create an environment that fosters the long-term growth and development of our girls, staff, agency, and communities. We believe this is necessary to create results that have a lasting impact.



Find the Great in Every Girl.

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