

40 years OF IMPACT

A LEGACY BUILT ON BELIEF IN GIRLS



2025 IMPACT REPORT



A LEGACY BUILT ON BELIEF IN GIRLS

This year's Impact Report marks a powerful milestone – 40 years of Pace changing the trajectory of girls' lives. The women featured on this page are Pace alumnae who have returned to the center that once supported them, now standing as reflections of what is possible when girls are believed in and invested in.

Today, Pace alumnae are mothers, teachers, members of the armed forces, lawyers, welders, and leaders across countless fields. Each woman pictured is pointing to her name on the diploma wall—a symbol of perseverance, growth, and achievement.



66

When we walk alongside girls, they don't just succeed – they build families, strengthen communities, and return to inspire the next generation.





TURNING HOPE INTO OPPORTUNITY

Dear Friends,

As we celebrate Pace's 40th anniversary, my hope is that you are deeply proud of what you helped make possible for so many young women – girls you may never meet, but whose lives you have forever changed.

Pace began as an idea – a belief that every girl, no matter her circumstances, deserves an education and a community of support. That belief became a commitment – one we have upheld year after year because of you.

What started with just ten girls in Jacksonville has grown into a movement that has reached more than 40,000 girls across Florida and Georgia. Each center, each classroom, and each story of success stands as a testament to what can happen when we believe in a girl's potential and give her the tools and support to thrive.

Over the past four decades, I have watched girls who once doubted themselves go on to become mothers, educators, leaders, and changemakers. I've seen communities come together – educators, business owners, nurses, mental health therapists, armed forces personnel, attorneys, mothers, EMT's or welders with many volunteering their time – united in their commitment to give every girl a fair chance. And I've seen generations of staff, board members, and supporters carry forward the same compassion, courage, and belief that started it all.



To those who stood beside me in the earliest days, and to those who continue to carry this mission forward with dedication and love – thank you. You have turned hope into opportunity and vision into impact. Pace would not be what it is today without your heart, your faith, and your willingness to do the hard work of changing lives.

And most importantly: To every staff member – past and present – who has worked tirelessly to ensure each girl at Pace has every opportunity to achieve her goals:

This is your legacy. This is our shared hope. This is Pace.

I often think back to the blunt but powerful words of Moine McGibany, who once said to me, "Shut up or do something." So, I did something. And so did you.

With heartfelt gratitude,

Vicki Burke





Yessica Cancel
Interim
Chief Executive Officer



April Dobes
Chief Financial Officer



Eugenia Allen
Chief People &
Culture Officer



Aggie Pappas
Chief Program Officer



Rebecca Ndombi
Chief Advancement Officer

LETTER FROM THE Pace Leadership Team

Dear Friends and Supporters,

Forty years ago, Pace Center for Girls made a promise: we would create a better path for girls, no matter the barriers they faced. We believed then, as we do now, that when girls are supported with care and opportunity, they transform their futures.

Over these 40 years, Pace has walked alongside more than 40,000 girls across Florida and beyond. We have witnessed remarkable transformations – girls graduating with pride, young women discovering their voices, and generations of families breaking cycles of adversity. Each story reminds us why our mission matters, and why our work must continue to evolve to meet the needs of today's girls.

This milestone comes at a time of change – within our communities, within the systems that serve young people, and within Pace itself. Change is never easy, but it is often necessary. At Pace, we are embracing this moment as an opportunity to strengthen our impact, refine our programs, and ensure that we remain responsive for the next 40 years.

As Pace's new Executive Leadership Team, we have spent this year listening, learning, and deeply assessing how to strengthen Pace for the future. This has required making some hard but thoughtful decisions, including realigning our locations and transitioning to a remote National Office to ensure long-term stability. These changes

reflect our commitment to steward Pace's mission with transparency, responsibility, and a forward-looking vision.

What has not changed – and will never change – is our commitment to a strengths-based, trauma-informed, and girl-centered approach. Our mission remains the foundation of every decision we make. Even as we adapt, innovate, and grow, we continue to hold fast to the belief that every girl deserves safety, dignity, and opportunity.

Looking ahead, we are investing in expanded mental-health supports, deepening community-based services, and strengthening our academic programs. We are exploring new ways to bring the Pace Model to more girls and families through our Reach Program, and we are working to ensure long-term stability so our impact continues for generations.

As we honor our past and prepare for our future, I want to thank you. Your support – your belief in girls – has sustained Pace for 40 years. Together, we have created a network of support that strengthens girls and the communities they call home. And together, we will continue opening doors, expanding possibilities, and creating opportunities where all girls can succeed.

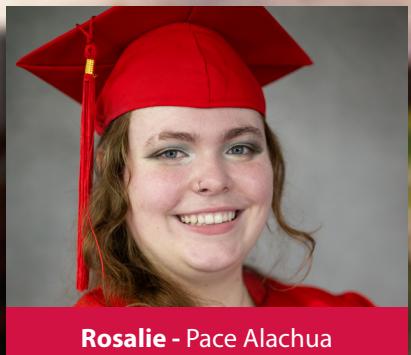
With gratitude,
Pace's Executive Leadership Team

TIP: Click on the Pace Girl to read their story.

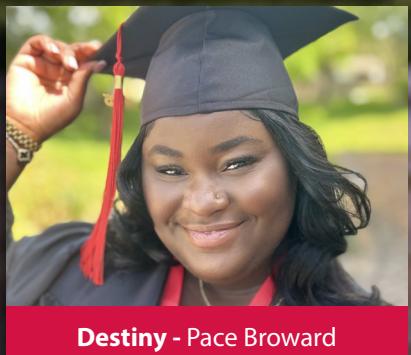
Carmen - Pace Manatee



Rosalie - Pace Alachua



Destiny - Pace Broward



Kay - Pace Citrus





40 YEARS OF IMPACT



For more than four decades, Pace Center for Girls has transformed the lives of girls and young women, advocating for their needs, amplifying their voices, and creating pathways to success.

Founded in 1985 by Vicki Burke, Pace opened in Jacksonville, Florida with just 10 girls and one bold idea: that girls' behaviors – often rooted in trauma – should be met with care, not incarceration.



years

Timeline of Progress



1985

Pace is founded in Jacksonville, Florida, serving 10 girls with a mission to help them find their voice, achieve their potential, and build a better future.



1989–1998

Pace expands across the state, opening 13 new Centers in Florida.



2007–2018

Pace grows to 21 Centers, opening eight additional locations throughout Florida.

1990

Juvenile justice leaders, legislators, and community partners begin championing Pace's expansion. Pace publishes *Educate or Incarcerate*, a groundbreaking report that validates the need for gender-responsive, trauma-informed prevention and intervention services for girls.



2009

Pace pilots the Reach Counseling Program, offering mental health and case management services in schools, communities, and court systems – extending support beyond the walls of the Centers.



2011

In partnership with the Florida Department of Juvenile Justice and legislature, Pace helps implement a "Framework for Systems Change," leading to a 50% decrease in girls' involvement in the justice system.



2022

In its first global initiative, Pace partners with the U.S. Department of State to share its model with girls in Bhutan.

2019

Pace receives the Impact of the Year Award from the National Council of Juvenile and Family Court Judges for transforming court systems for girls.



2024

To increase access to vital mental health care, Pace introduces TelePace, a virtual therapy and support platform.

2023

Pace launches the inaugural Girls Leadership Institute, bringing together girls from across Florida to build leadership skills and advocate for change in their communities.



2025

Pace celebrates 40 years of girl-centered impact. From one Center in Jacksonville to a national leader in girls' services, Pace continues to unlock change in programs, policies, and practices – ensuring every girl can thrive.



Katherine - Pace Clay



Melody - Pace Collier



Minnie - Pace Escambia



Laila - Pace Georgia



Naseem
Pace Polk

Every diploma earned at Pace is a story of resilience. Most girls arrive at Pace behind in school, but they leave with the skills, confidence, and strength to thrive. Graduation reduces their risk of poverty, opens doors to different career paths and higher education, and sends a message to future generations: **anything is possible**.

Ever wonder what a school day is like in the life of a Pace Girl? Follow along with Naseem from Pace Polk by clicking the video above.



Alexis - Pace Hernando



Kileira - Pace Hillsborough



McKenna - Pace Lee



Jada - Pace Leon





I'm walking across the stage at Pace as the first in my family to graduate high school.



JAY'NEE'S STORY

Pace Jacksonville

If you had asked me five years ago where I'd be right now, I wouldn't have said "graduating early." I probably wouldn't have said "graduating" at all.

I was in middle school when the pandemic hit five years ago. For a lot of people, it was a break from normal life. For me, it felt like the world stopped at the exact time I needed it to keep moving. I was already struggling – with school, with anxiety, with figuring out where I fit in a house with seven siblings.

No teachers calling on me. It was hard to speak up for myself and communicate in general. I was zoned out.

By ninth grade, I had failed. Not just a test or a class – I felt like I had failed at school altogether. I started skipping, stopped trying.

And I almost gave up – until my mom stepped in. She told me my grandma had once tried to enroll her in Pace Center for Girls, but she never went. She said she didn't want me to miss the opportunity like she did. She wanted something different for me – something better.

That conversation lit something in me. I was willing to try again.

The last few years haven't been perfect. But slowly, I started finding pieces of myself – pieces I didn't know were there. I got support for my mental health. I met girls like Bri – my first Pace Buddy – and Faith, who was really relatable and believed in me. I met Ms. Megan, my counselor, who is safety in human form. I've had a lot of hard days, but never once did she judge me. She just listened, reminded me I was strong, and helped me move forward.

When I passed my state test to graduate high school my entire family was so proud of me. It finally felt REAL. I feel like my mom needed this win. A lot of family and friends thought I was going to drop out and to have gotten this far just feels so good.

And now, here I am. Sixteen years old and walking across the stage. Early. First in my family to graduate high school.

It still doesn't feel real. I want my mom to know that this diploma is her win, too. Even though she wanted to give me more, she gave me exactly what I needed.



But this moment isn't just about me and my family. It's about every girl who got lost in the middle of the pandemic. Every girl who felt invisible during Microsoft Teams classes, who fell behind and thought they'd never catch up. It's about all the girls who never came back to school. It's about families who didn't have the tools or time to help their kids through online school.

Graduating for me is proof that our stories don't have to end in the places where they broke. That we can begin again, even after everything goes off track. That kids like me, from loud, loving, and all over the place families – we can do hard things. We can be the first to do something. We can be the example for those who come next. I'm a big part of my little sisters' lives, and they definitely look up to me.

If I could go back and talk to my younger self, I'd tell her: It's not supposed to make sense right now. But one day, it will. Even when the world tells you that you can't, you will. You'll win. And I did.

Why this story matters:

In 2023, an analysis by The Associated Press, Stanford University's Big Local News project and Stanford education professor Thomas Dee found an estimated 230,000 students in 21 states whose absences could not be accounted for. These students weren't accounted for in transfers to private schools, home-schooling, or out-of-state moves – they simply disappeared from public education. Jay'nee's story is a reminder of the students we nearly lost – and what's possible when we don't give up on them and they don't give up on themselves.



Culture of Literacy

Using data and creativity to close literacy gaps at Pace

At Pace, we believe literacy is a bridge between academic success and lifelong opportunity. Across our centers, we are cultivating a culture of literacy that helps girls recover learning loss, build confidence, and rediscover the joy of reading.

Nationally, literacy remains a pressing challenge. According to the 2024 National Assessment of Educational Progress (NAEP), only 30 percent of eighth-grade students performed at or above the Proficient level in reading. For girls from low-income households, limited access to early learning and reading resources widens this gap over time – a trend highlighted by research from Stanford University showing that disparities in reading achievement begin early and intensify with age.

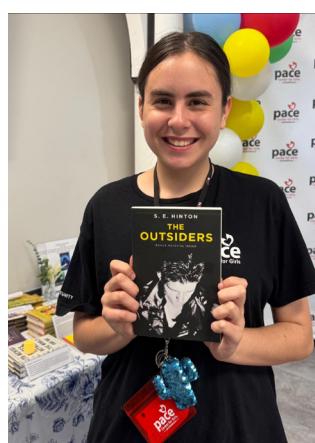
Pace is addressing this challenge through intentional, research-based interventions. By combining small-group instruction, individualized tutoring, and creative literacy programming, our educators are helping girls strengthen comprehension, writing, and vocabulary skills while building curiosity and confidence. Family engagement plays a vital role in this work – consistent with findings from the National Education Association, which links parent involvement to higher academic performance and stronger literacy outcomes.

To further accelerate progress, Pace implemented IXL, a personalized learning platform that allows teachers to assess reading proficiency, monitor growth in real time, and tailor instruction to each girl's unique needs. This data-informed approach ensures that every student receives targeted support and measurable results.



The outcomes are both measurable and deeply personal. Girls report reading more often, feeling more confident in class discussions, and connecting with books in new ways. One student shared, "When we started reading, I realized the book changed me. I never used to read, but now I want to read more."

Jacarlene Foundation's partnership has helped us expand access to literacy resources, create meaningful learning experiences, and fuel a love of reading in the lives of girls.



“ I'm proud of my healing journey and the changes I've made. My dream is to advocate for girls who've gone through trauma and, like Pace, show people that changes can be made, and no one is too far gone. My advice? Don't let anyone change you – it's okay to ask for help.” – Lacey, Pace girl

ALUMNAE PATHWAY



◀ Airman Davila returned to our Clay location to speak with girls after completing boot camp.

▶ Dekoda is joining the U.S. Navy and pursuing her dream of becoming a welder.



Keyla - Pace Miami



Desiree - Pace Palm Beach



Mileigh - Pace Pasco

DAY PROGRAM

Pace's Day Program is center-based and provides year-round education, counseling, and life skills training for a comprehensive and individualized experience for middle and high school-age girls.

3,049
GIRLS SERVED

14
AVERAGE AGE

41%
MIDDLE SCHOOL

59%
HIGH SCHOOL

ACADEMICS



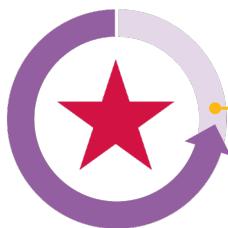
AS A RESULT OF PACE

8 in 10 GIRLS

improved academically,
measured by Florida
STAR testing

*Before Pace, 8 in 10 girls were failing school
six months prior to attending Pace.*

PERSONAL GROWTH



AS A RESULT OF PACE

7 in 10 GIRLS

strengthened or maintained
high self-efficacy, the belief
that you can succeed

*Before Pace, 7 in 10 girls demonstrated
behaviors related to juvenile delinquency.*

COMMUNITY ENGAGEMENT



AS A RESULT OF PACE

9 in 10 GIRLS

are engaged in their
community, measured by an
increase in healthy behaviors

*Before Pace, 7 in 10 girls were disengaged
in school and community life.*

Bryanna is a Pace girl in high school who plans ►
to attend nursing school after graduation.



REACH PROGRAM

Pace Reach is a therapeutic and counseling program offering social, emotional, and behavioral health and support services for girls ages 11–17 and their families. Reach therapists provide services in partnering schools, homes and other community locations.

1,473
GIRLS SERVED

15
AVERAGE AGE

46 %
MIDDLE SCHOOL

54 %
HIGH SCHOOL

SOCIAL RELATIONSHIPS



AS A RESULT OF PACE
8 in 10 GIRLS
improved healthy social
relationships with peers
and family members

*Before Pace, 4 in 10 girls were feeling sad or hopeless,
including thoughts of self-harm.*

COMMUNITY ENGAGEMENT



AS A RESULT OF PACE
9+ in 10 GIRLS
are engaged in their
community, measured by an
increase in healthy behaviors

*Before Pace, 6 in 10 girls were disengaged
in school and community life.*

Care That Extends Beyond the Girl

“Reach has been a blessing not only for my daughter, but for our entire family. Healing from trauma doesn’t happen in isolation—it affects the whole household. The program offered support, communication, and resources that helped us understand what our daughter was going through and how we could best support her at home. They didn’t just work with her; they worked with us. My daughter has found a place where she can be herself, where she can heal, and where she can thrive – and for that, I will always be thankful.”

— Candace
Mom of girl in Pace Reach Program in Georgia



Believe in her. She will change the world.



SPRITED

SOFTBALL



Nora - Pace Pinellas



Ava - Pace Polk



Sunshine - Pace Volusia

Pace Locations and Contacts

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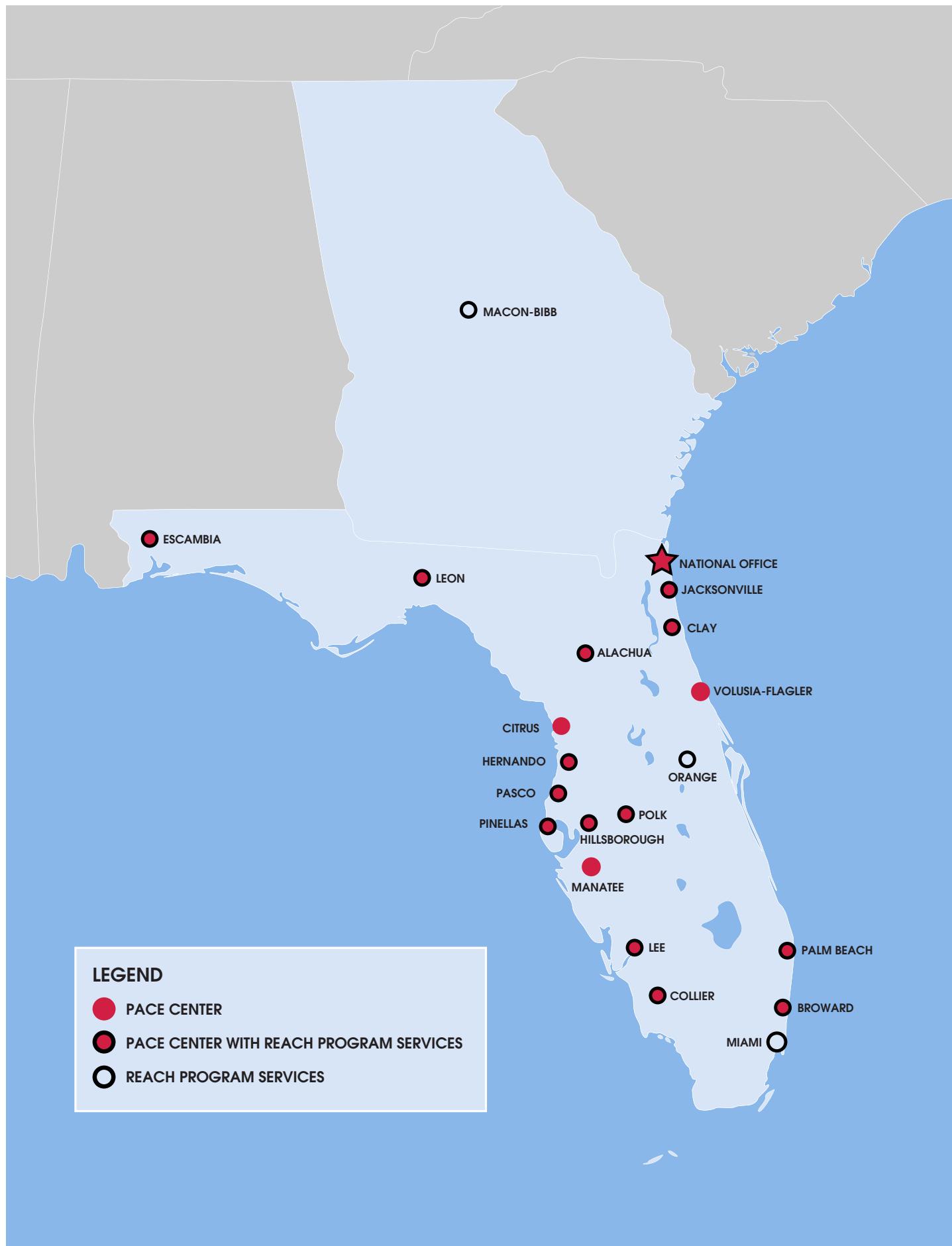
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Pace's annual financials are pending due to finalization of our annual audit process.
This information will be added into this report once finalized.

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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

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* Pace made the strategic decision to close the Day Program at three centers, as well as our program in South Carolina, to help secure and sustain Pace's mission and future. Pace Orange transitioned to Reach Services. We are deeply grateful for our donors' generosity and continued support.

OUR VISION

A world where all girls and young women are safe, have economic security and an opportunity to use their voice in shaping their future.

OUR MISSION

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

OUR VALUES & GUIDING PRINCIPLES

Pace Center for Girls is built on nine core principles that guide our work:

- Honor the Female Spirit
- Focus on Strengths
- Act with Integrity and Positive Intent
- Embrace Growth and Change
- Value the Wisdom of Time
- Exhibit Courage
- Seek Excellence
- Create Partnerships
- Invest in the Future

 **pace** center for girls

