

GIRLS INC. OF GREATER INDIANAPOLIS

2024 Impact Report

**girls
inc.**

of Greater
Indianapolis

LETTER FROM THE PRESIDENT & CEO

Dear Girls Inc. Indy Friends and Supporters,



As I reflect on 2024, I'm filled with immense pride and deep gratitude for the resilience, innovation, and community that define Girls Inc. of Greater Indianapolis. This year has been one of bold visioning and meaningful momentum—a year in which we laid the foundation for a future where all girls are strong, smart, and bold.

Throughout 2024, our team undertook an intentional and thorough analysis of our organization, programming, and partnerships to craft a new strategic plan. This plan is not only a roadmap—it is a declaration of our commitment to meet the evolving needs of girls in our community with courage, clarity, and confidence.

One of the most exciting outcomes of this focus was the launch of our new partnership with Indianapolis Public Schools (IPS). As IPS launched its Rebuilding Stronger initiative, Girls Inc. of Greater Indianapolis was honored to be included as the preferred partner for girls' programming across all seven IPS middle schools. This partnership enables us to bring our EmpowerHub model to life in new and dynamic ways, reaching more girls with the mentorship, resources, and inspiration they deserve.

Simultaneously, we initiated a groundbreaking collaboration with the Wilson Sheehan Lab for Economic Opportunities at the University of Notre Dame to conduct a longitudinal study on the impact of EmpowerHub. This study will provide invaluable data and insight, helping us continually evaluate and elevate the work we do to support girls' growth and success.

In 2024, we also stepped back into the rhythm of community connection. Our first major post-COVID community event—The Solar Eclipse Celebration—was nothing short of magical. Our Eurekans not only enjoyed the wonder of the celestial event, but actively

participated in STEM by collecting real-time data for NASA. It was a vivid reminder of what's possible when we create spaces for girls to lead and explore.

And thanks to our community partnerships, we responded to the holistic needs of the girls we serve by opening our first basic needs closet—offering new clothing and personal hygiene items to ensure that no girl goes without the essentials. With the support of Corteva Agriscience and Jeff Butz, we also transformed our outdoor space into a thriving outdoor classroom and sensory garden. These additions offer our girls opportunities to learn, reflect, and grow in a nurturing environment.

Perhaps most joyfully, we celebrated the graduation of our very first cohort of Eurekans—young women who have grown with us over their five-year tenure in Eureka! and are now stepping into their next chapter with strength and confidence. Thanks to the Indianapolis Indians, we were able to have a wonderful celebration for all 17 graduates at Victory Field.

Additionally, we launched our first Leadership Academy presented by JPMorgan Chase & Co., welcoming girls to our office for a week-long day camp in July filled with empowerment, skill-building, and sisterhood. We cannot wait for how this program evolves into additional ways to support our girls as they step into their confidence, leadership, and bright futures.

On behalf of everyone at Girls Inc. Indy, I want to thank each of you—our donors, partners, families, and volunteers—for believing in the power of girls and investing in a future that is bright, successful, and full of promise. Your support makes every milestone possible.

With gratitude and boldness,

Lindsay Gramlich

President & CEO | Girls Inc. of Greater Indianapolis

Girls Inc. of Greater Indianapolis Mission, Vision, Values, and History

VISION

We believe in the power of girls to thrive in a complex world by challenging norms and fostering self-confidence through mentorship and innovative programming

MISSION

Inspiring all girls to be strong, smart, and bold.

VALUES

Equity: We commit to creating an equitable environment where every girl has the opportunity to succeed. Our programs are designed to ensure fair access, treatment, and outcomes for all, regardless of background.

Impact-Driven: We create meaningful and valued impact in our community and for the girls we serve by consistently implementing our programs with a commitment to service and developing data driven strategies that result in delivering reliable and transformative results.

Innovative: We embrace a growth mindset, driving us to be innovative, visionary, and trailblazing in our efforts to empower girls. Our resilience fuels continual learning and adaptation, ensuring we are always at the forefront of transformative change

Integrity: We prioritize impact over optics, ensuring our actions are honest, trustworthy, and respected. Our commitment to transparency guides us in building intentional, meaningful, sustainable change for every girl we serve. Integral to our integrity is a mission-focused service delivery that holds all staff, facilitators, and board members to a standard of excellence. This dedication ensures that our collective efforts are aligned with our core values, maintaining fidelity to our mission in every interaction and decision.

HISTORY

1969

Girls Inc. Indy was founded by three local moms.

2007

Organization moved from center-based to outreach model.

2018

High impact programming became the focus of our delivery model.

2020

Girls Inc. Indy transitioned from volunteer led to staff led programming.

2024

In 2024, we served 1,225 girls across 24 school-based sites, providing a total of 24,336 program hours.

Programming Overview

The Girls Inc. Experience

The Girls Inc. Experience is the core component of our programming model focused on the People, Environment, and Programming critical to our work with girls. But it's more than delivering programming. It's an investment in girls ages 5-24 years old and we place significant focus on girls with less access to certain education, social, and financial resources.

We're focused on the "whole girl" with comprehensive programming in healthy living, academic enrichment & support, and life skills instruction, while encouraging each girl to be her authentic self and develop skills that help reach her full potential.

PEOPLE

Highly trained staff and volunteers serve as mentors to support each participant individually by encouraging girls to be their authentic selves.

PROGRAMS

The Girls Inc. Experience is an evidence-based model to ensure participants are equipped with the skills they need to become the next generation of leaders.

ENVIRONMENT

Through a supportive, pro-girl environment, girls are equipped with the skills to effect positive changes in their lives and to become leaders who will change the world.

Our Impact in 2024

1,225
GIRLS SERVED

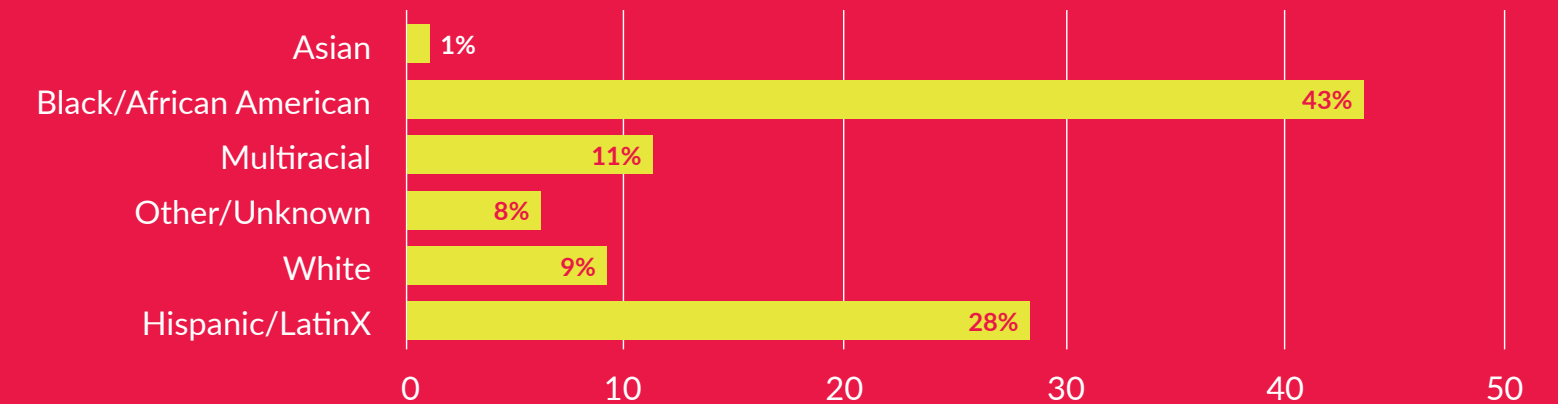
24
SCHOOL-BASED SITES

18
EUREKA! INTERNSHIPS

4
CENTER-BASED SITES

71%
OF PARTICIPANTS QUALIFY FOR
SCHOOL MEAL PROGRAMS

24,336
PROGRAM HOURS
DELIVERED



Bold Bash!

Bold Bash! takes place during lunchtime at elementary schools, transforming the midday break into an exciting and energizing experience. With a pep rally atmosphere, our sessions are filled with enthusiasm and girl power. Girls come together to cheer each other on, celebrate their achievements, and participate in fun, interactive activities that make learning and empowerment a blast.

2024 IMPACT: 239 GIRLS

GRADES K-5 | SCHOOL-BASED

Pep rally with focus on empathy + strong friendships



EmpowerHer

EmpowerHER is designed to introduce young students to fundamental social-emotional skills, self-confidence, and early leadership development. Through interactive activities, discussions, and mentorship, students build strong relationships and a sense of self-worth. This program creates a safe and supportive space where students learn how to express themselves, navigate friendships, and explore their interests in STEM.

2024 IMPACT: 339 GIRLS

GRADES 2-5 | SCHOOL-BASED

10+ hours of anti-bullying, STEM exposure + self-acceptance

Creative Discovery Summer Camp

Each year, Girls Inc. of Greater Indianapolis hosts empowering summer camp experiences! It's a place where youth ages 5-25 can dive into fun activities, embrace their uniqueness, and build confidence in a supportive environment.

2024 IMPACT: 41 GIRLS

AGES 5-12 | CAMP

4-weeks of strong, smart, and bold hands-on experiences

PRESENTED BY



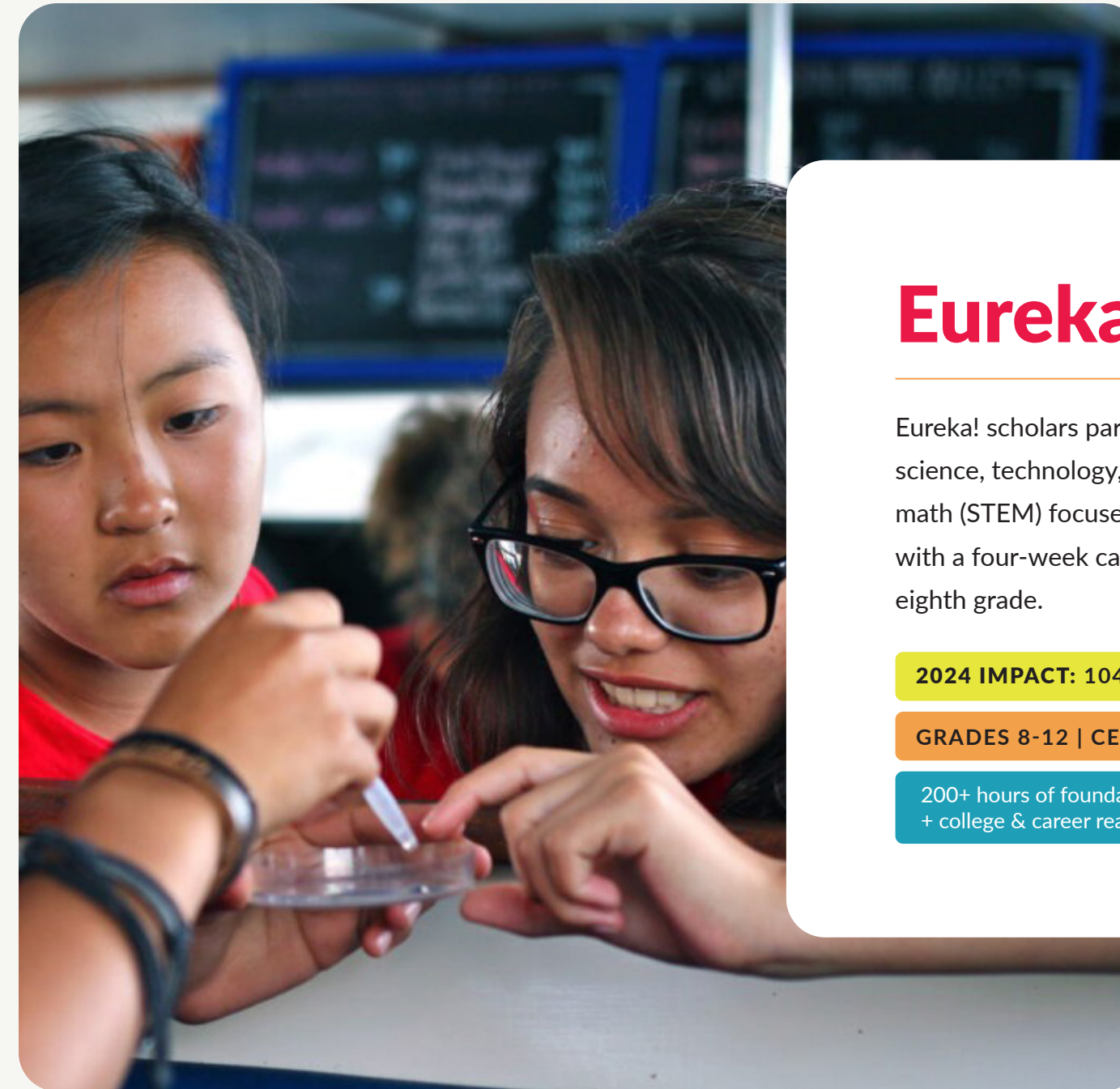
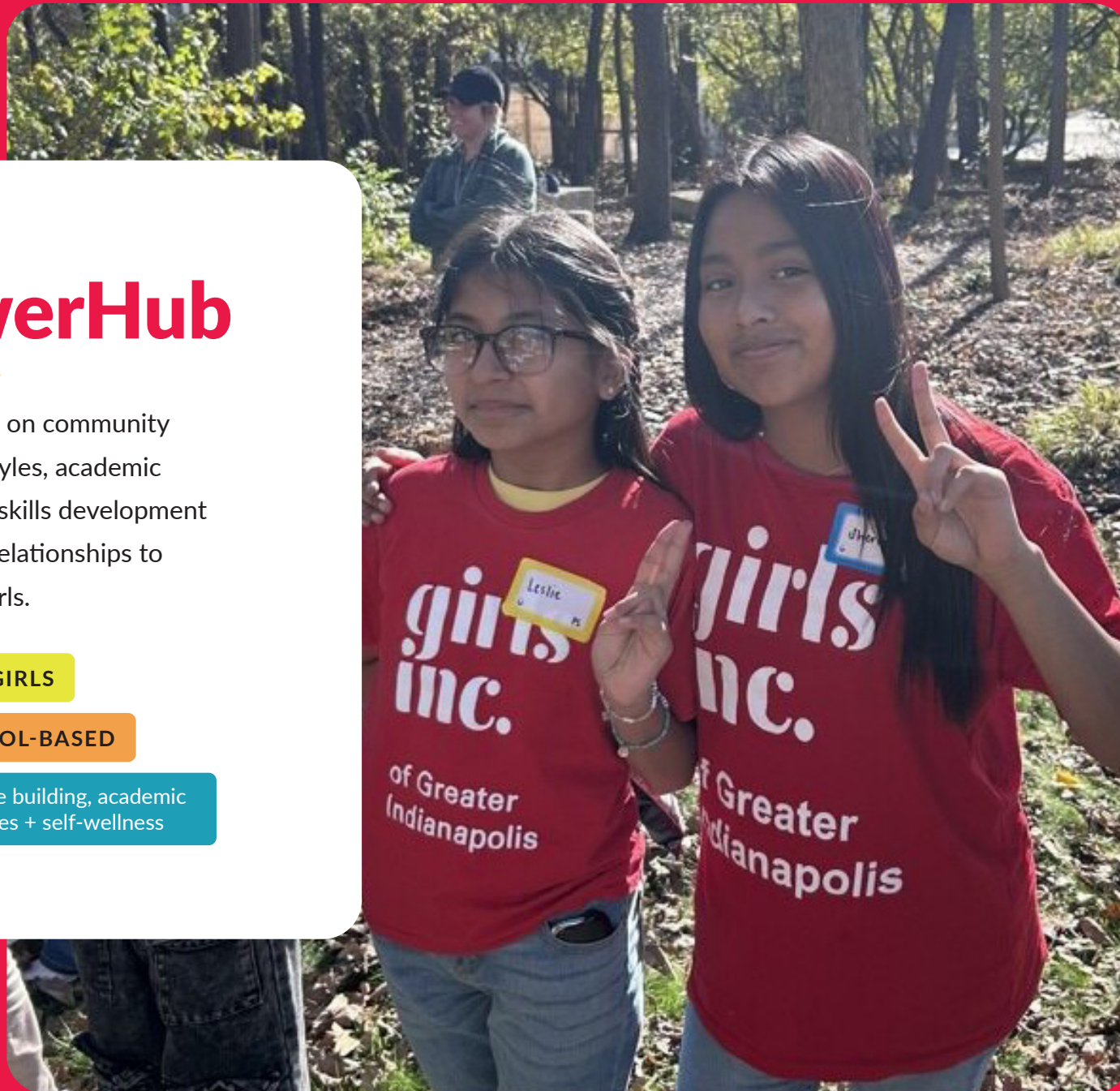
EmpowerHub

EmpowerHub focuses on community building, healthy lifestyles, academic achievement, and life skills development alongside mentoring relationships to middle school-aged girls.

2024 IMPACT: 342 GIRLS

GRADES 6-8 | SCHOOL-BASED

20+ hours of confidence building, academic mindsets, STEM activities + self-wellness



Eureka!

Eureka! scholars participate in a five-year science, technology, engineering, and math (STEM) focused program that begins with a four-week camp the summer before eighth grade.

2024 IMPACT: 104 GIRLS

GRADES 8-12 | CENTER-BASED + CAMP

200+ hours of foundational STEM principles + college & career readiness

Young Women in Leadership

Young Women in Leadership (YWIL) is a year-long program designed to enhance the leadership skills, college preparedness, and career development of young women in Indianapolis.

2024 IMPACT: 33 GIRLS

GRADES 9-12 | CENTER-BASED

20+ hours of leadership and advocacy development

Leadership Academy

Girls unlock leadership potential in this dynamic two-week workshop! Through engaging activities and personalized strategies, participants develop the skills needed to lead with confidence and purpose.

2024 IMPACT: 26 GIRLS

AGES 13-25 | CAMP

2-weeks of hands-on essential leadership skills + career exposure opportunities

PRESENTED BY
**JPMORGAN
CHASE & CO.**



InspireHer

InspireHer is dedicated to empowering high school-aged young women by providing them with the tools, resources, and support they need to excel academically, prepare for future careers, and develop strong leadership skills. The program is designed to create a nurturing and inspiring environment where girls can thrive and reach their full potential.

2024 IMPACT: 94 GIRLS

GRADES 9-12 | SCHOOL-BASED

20+ hours of mentorship, study skills, confidence building + post-secondary planning

Alumnae Program

This voluntary program is for participants who have been involved in Girls Inc. programs and want to continue to network within the Girls Inc. community. Provided with an individualistic and personalized approach, all workshops and meetings are tailored to the unique needs facing young women today.

2024 IMPACT: 19 GIRLS

AGES 18-25 | CENTER-BASED

Access to internships, workshops, and mentorship

Project Accelerate

Project Accelerate is designed to support young women through their next critical transitions—from high school through college and into their careers. This program prepares young women leaders to not merely succeed in workplace environments, but also to affect cultural change from within.

Girls Inc.'s initiative to support participants in grades 11+ as they transition to postsecondary education and careers in leadership roles.



Access + Exposure = Possibilities

Our community and business partners are committed to increasing access and experiences for our girls. Through fun and educational opportunities, girls build the knowledge, skills, and confidence to reach their full potential. We believe in the power of intentional experiences to provide access and exposure that ignite potential. This year, we brought that belief to life through more than 20 impactful, purpose-driven events. Every experience was thoughtfully designed to inspire confidence, spark ambition, and connect girls to new possibilities across our core focus areas: mentorship and leadership development, uplifting girls' voices, college and career readiness, financial empowerment, and creating a vision for their future.



Stronger, Smarter, Bolder

At Girls Inc. Indy, we work with young girls navigating a complex world that presents obstacles and opportunities. Their stories, told through their own experiences, highlight the urgent need for support, resilience, and empowerment.

THE CHALLENGES THEY FACE

For many of our girls, mental health remains a significant concern. **53% shared that, in the past 30 days, their mental health had not been good.** Emotional regulation is also a struggle, as **61% say they lose control when things don't go their way,** and **83% admit to losing their temper when angry.**

When experiencing sadness, stress, or depression, **24% would be afraid to ask for help,** and **15% simply wouldn't know what to do.** Additionally, societal pressures weigh heavily—**39% feel a lot of pressure to be pretty.** **41% say they are not happy with how their body looks.**

Behavioral challenges also surface. **27% of our girls have received detention, 14% have been suspended, and 3% have been expelled.** School attendance is an issue, with **62% having skipped at least one day,** and **14% missing five or more days.**

Conflicts with peers can escalate, as **35% admit to pushing or hitting others,** and **38% say they have been pushed or hit themselves.** Words, too, leave their mark—**52% admit to saying mean things about others,** while **66% have been on the receiving end of such words.**



RESILIENCE AND STRENGTH

Yet, despite these challenges, our girls demonstrate remarkable resilience, determination, and confidence in their future.

96% of girls see themselves as hard workers

93% of girls believe they have a great future ahead

92% know girls like them can be leaders

97% actively work to ensure fairness for all

94% know they can handle their problems

And most importantly, they believe in their future.

95% say they know they will graduate from high school

88% are confident in achieving the goal of graduating College

THE PATH FORWARD

Our girls are navigating a world that often challenges their confidence, mental health, and self-worth. But the data tells a story of persistence, hope, and belief in themselves. With the proper support, mentorship, and opportunities, these young leaders will continue to rise—proving they are strong, smart, and bold.

At Girls Inc. Indy, we stand with them, ensuring that every girl has the tools to overcome obstacles and achieve her full potential.

Organization Overview

- 1 OF 6 AFFILIATES IN INDIANA
- NORTHERN MOST INDIANA AFFILIATE
- 1 OF 75 AFFILIATES ACROSS THE U.S. AND CANADA
- INDIANAPOLIS HOSTS 1 OF 3 GIRLS INC. NATIONAL SITES

BOARD MEMBERS: 21

FULL TIME STAFF: 24

PART TIME/SEASONAL STAFF: 4

VOLUNTEERS: 500

CONNECT WITH GIRLS INC. INDY

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 www.linkedin.com/company/girls-incorporated-of-greater-indianapolis

 www.girlsincindy.org



Sign Up to
Become a Volunteer



Subscribe to our
Program Newsletter

Register participants and stay up to date with programming opportunities.



Subscribe to our
Community Newsletter

For donors and community members interested in stay up to date on what's happening at Girls Inc. Indy.

A Bold Vision for the Future

On January 1, 2025, Girls Inc. Indy launched a new BOLD Strategic Plan to reaffirm our commitment to helping all girls to be strong, smart, and bold while cultivating the next generation of female leaders.

Learn more about this transformative plan at girlsincindy.org.

GOAL 1

PROGRAMMING

Develop innovative, impactful programs that empower girls to be strong, smart, and bold, fostering self-confidence and providing the tools they need to thrive.

- Deliver dynamic programming
- Foster a balanced experience for all girls
- Recruit and retain a mission-driven staff
- Strategically fundraise and allocate resources

GOAL 2

GIRLS' VOICES

Amplify girls' voices, ensuring they are heard and valued while building self-confidence and resilience for meaningful contributions to society.

- Help girls lift their own voices
- Use our voice to uplift girls
- Become strong girl champions

GOAL 3

GROWTH

Strategically grow the organization by enhancing our message, boosting participation, and exploring expansion opportunities.

- Improve external messaging
- Recruit new participants
- Assess potential expansion inside and outside of Marion County

Thank you to our generous donors! Your support tells a girl someone believes in her strengths and abilities.

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 BMWC Constructors Philanthropic Fund
 Capital Group
 Carmel High School Ovation, Inc.
 Cathedral Women of Christ Church Cathedral
 Central Indiana Chapter of American Association of Critical Care Nurses
 Central Indiana Corporate Partnership
 Church Women United In Indianapolis
 CLA Foundation
 Cox Automotive NextGear
 D.J. Angus Scientech Educational Foundation
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 Honda Manufacturing of Indiana, LLC
 Hoover Family Foundation
 Indiana Bankers Association (IBA Foundation, Inc.)
 Indiana Construction Roundtable Foundation
 Indiana Sports Corp
 Indianapolis Colts
 Indianapolis Indians Charities at Victory Field
 Ingredion Incorporated
 JD Finish Line Foundation
 John Boner Neighborhood Centers, Inc.
 JP Morgan Chase Foundation
 JPMorgan Chase
 Katz, Sapper & Miller
 Kendra Scott
 Kroger
 Liberty Mutual
 Lilly Endowment, Inc.
 LPGA Amateur Central

Indiana Chapter
 Lucas Oil Products, Inc.
 Lumina Foundation
 Magellan Cares Foundation
 Marni McKinney Foundation
 ML Talent Strategies
 Mussett Nicholas Associates
 National Christian Foundation Indiana
 Nicholas H. Noyes, Jr., Memorial Foundation, Inc.
 One America
 OneAmerica Financial Partners, Inc.
 OneHope
 OrthoIndy
 Pacers Sports & Entertainment
 PayPal Giving Fund
 Phillyapolis Llc, Hoagies & Hops
 Pile CPAs
 Progressive Insurance Foundation
 PwC
 Raymond James Financial Services
 Resultant
 RISE INDY
 Roche Diagnostics Corp.
 Salesforce
 Samerian Foundation
 Scannell Properties
 Schmidt Associates
 Schunk Moreland Strategies

Shepherd Insurance, LLC
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 Southport Middle School
 St. Louis Community Foundation
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 The Kresge Foundation
 The Mind Trust
 The National Bank of Indianapolis
 The National Hot Rod Association
 The Tony Etchison Memorial Foundation, a fund of Hamilton County Community Foundation
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