



Consent Agenda

Vision, Mission, and Values

April Meeting Agenda

Board Dashboard: April 2025

Meeting Minutes

Board of Directors Meeting: February 2025

Report Items

Executive Committee Meeting Report

Development Committee Meeting Report

Finance Committee Meeting Report + Recommendation

Governance Committee Meeting Report

Documents

Financial Reports

2024 Audit Reports

Strategic Plan Dashboard

VISION, MISSION, AND VALUES



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

To inspire 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.



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.



Innovation

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.



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.

Board of Directors Meeting Agenda
Thursday, April 17
5:15 PM-7:00 PM
At Girls Inc. of Greater Indianapolis



- | | |
|--|---------------|
| 1. Call to Order (Ellen) | 5:15pm |
| 2. Consent Agenda (Ellen) | 5:15pm |
| 3. Finance Report + Audit Approval (Suzie/Tammie) | 5:20pm |
| 4. Strategic Plan Report (Jade/GIGI Staff) | 5:35pm |
| 5. State of the Girls Report (Lindsay) | 5:45pm |
| 6. CEO Update + Mission Moment (Lindsay) | 5:50pm |
| 7. GIGI Programs Deep Dive (Michelle) | 6:00pm |
| 8. People and Culture Update (Carla) | 6:40pm |
| 9. Action Items, Next Steps, and Admin Items | 6:45pm |
| 10. Adjournment | 7:00pm |

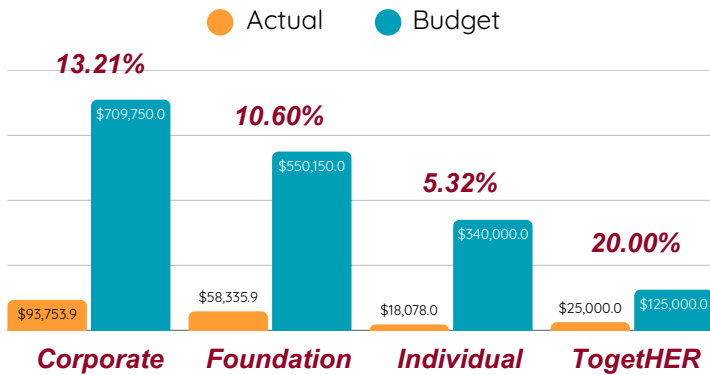
**There is no Executive Session due to Ellen's schedule.*



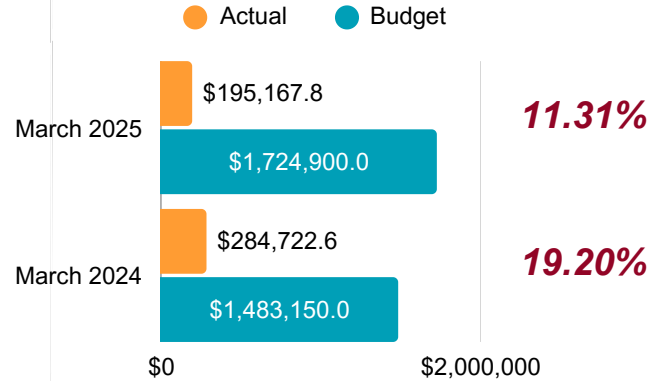
Board Dashboard: April 2025

DEVELOPMENT

Budget v Actual: Fundraising Buckets



Budget v Actual: FY



Active Prospect Pipeline

\$1,656,380

Active Asks Out

\$847,500

Gifts Released in 2025

\$608,925

MARKETING

2025 is determining baselines.



Email Open Rate

- 40% in March
- 44% in February
- 44% in January



Email Click Rate

- 2.3% in March
- 7.8% in February
- 3.2% in January



Social Media Followers

Facebook: **3,062**
 Instagram: **3,707**
 LinkedIn: **3,646** [3% increase]

Social Media Engagement

Facebook:

- 904 total reactions
- 142,307 total reach

Instagram:

- 352 total reactions
- 7,839 total reach

LinkedIn:

- 168 total reactions
- 10,460 total reach



HUMAN RESOURCES



2025 Employee Retention Rate

80%*

*Restructure and role changes impact this statistic.



Open Positions

- Program Facilitator (seasonal + permanent)
- Development Director
- Development Operations Coordinator
- Community Engagement & Strategy Coordinator

BOARD ENGAGEMENT

Please schedule 2025 1:1 with Lindsay.

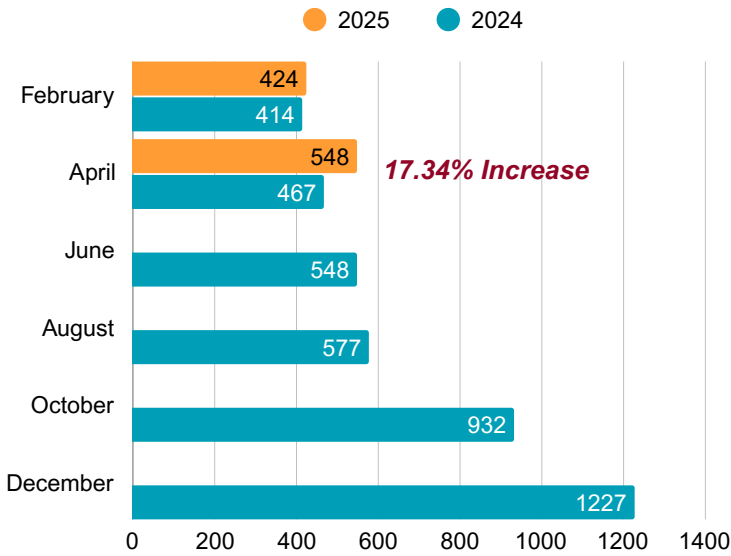


2025 Attendance Rate

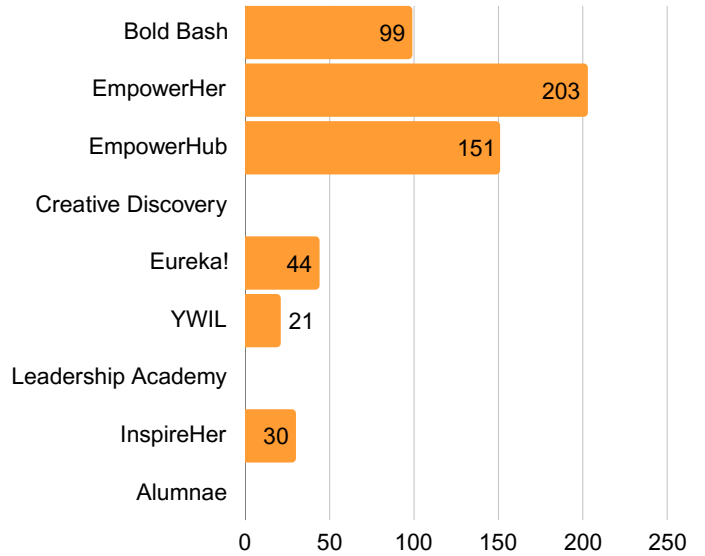
88.24%

PROGRAMS

Girls Served: 2024 v 2025



2025 Girls Served by Program



2025 Programs



School-Based Partnership

14



Center-Based Partnerships

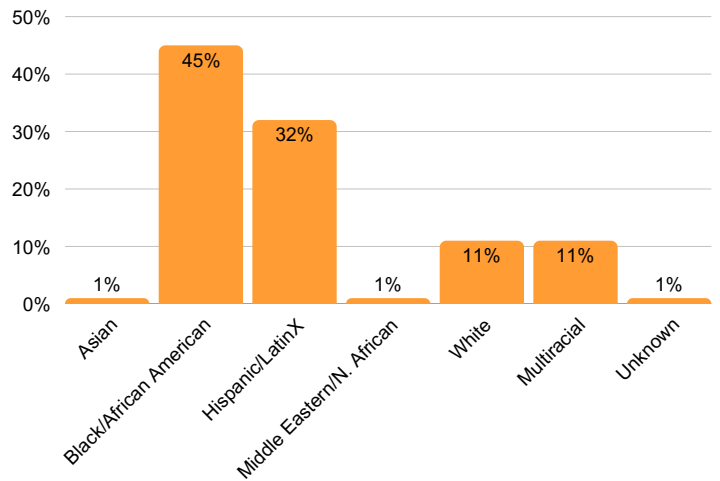
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Participants in School Meal Program

81%

2025 Participant Demographics



VOLUNTEERS



Key Volunteer Partners:

- IU Health
- COX Automotive

Key Volunteer Opportunities:

- GIGI Outdoor Green Spaces
- Program Supply Organization
- Kit Creations
- Summer Camp Supply Donations

UPCOMING HIGHLIGHTS

YWIL Ted Talks

Tuesday, May 13: 5:30 PM-8:00 PM
CoHatch Polk Stables

Eureka! Graduation

Friday, May 23: 4:00 PM-7:00 PM
Victory Field, Indianapolis Indians

Project Accelerate Intern Capstone

Monday, June 30: 6:00 PM-8:00 PM
Location TBD

SSBOS Survey Cycle

April 1-July 27

Board of Directors Meeting Minutes
Thursday, February 20
5:15 PM-7:00
At Girls Inc. of Greater Indianapolis



Board Members in Attendance

Ellen Butz, Parul Malik, Suzie Kovatch, Lisa Hawkins, Chris Cotterill, Carla Harris, Payton DuBose, Mark Mosias, Evelyn Thompson, Jennifer Grady, Jeannie Infante, Sandy Jordan, Jennifer Rufatto, Kristen Lampkin, Erica Harris, Andrew Peñalva

Board Members not in Attendance

Britt Griffin, Tosha Huddleston, Rico Francis

Staff in Attendance

Lindsay Gramlich, Michelle Freeman, Carla Montgomery, Tammie Hardin, Jade Stone

Official Meeting Minutes

Call to Order

Ellen Butz, Board Chair, called the meeting to order at 5:17 PM.

Consent Agenda

A motion to approve the consent agenda, provided in the Board Book, was made by Mark Mosias and seconded by Parul Malik. The motion was carried unanimously.

Introduction of New Board Members

New board members, Jennifer Grady and Andrew Peñalva, were introduced and welcomed to the Board of Directors.

Strategic Plan Report

Jade Stone, Director of Strategic Initiatives, led a discussion on Strategic Plan progress. The plan's Implementation Report was included in the Board Book, with opportunity to discuss. Moving forward, the Board Book will include a report highlighting key organizational metrics. Kristen Schunk Moreland, the Strategic Plan consultant, will return in June for a mid-year check-in.

Finance Report

Ellen Butz emphasized the board's fiduciary responsibility, stating that financial approval will now be conducted at each meeting. Suzie Kovatch, Finance Chair and Treasurer, reported that cash flow is stable for the next couple of months. It has been five years since the last RFP for investment managers, and due to miscommunications and a lack

Board of Directors Meeting Minutes
Thursday, February 20
5:15 PM-7:00
At Girls Inc. of Greater Indianapolis



of transparency, the committee determined that a new RFP process is necessary in 2025, with more details to come. Tammie Hardin, Vice President of Finance, mentioned that auditors will be arriving on Monday, February 24 for the annual audit. Suzie motioned to approve the financials, which was seconded by Jennifer Grady, and the motion was carried unanimously.

CEO Update & Mission Moment

Lindsay Gramlich, President & CEO, shared three of our participants received Girls Inc. National scholarships! For future application cycles, there is a potential for a board committee to assist with scholarship applications and recommendations. These participants will be highlighted on our social media channels in the coming weeks.

Additionally, Girls Inc. Indy's Intern, Lian Fernandez, was named 'Work-Based Learner of the Year' at the 19th Annual Impact Awards by the Institute for Workforce Excellence with the Indiana Chamber. Lian served as an Intern with the 2024 Creative Discovery Summer Camp and throughout the Fall 2024 program sites. She was an amazing mentor for our participants! Her internship was made possible by our partnership with Indiana Latino Institute.

The organization is nearing the launch of an Advancement Department following Adam Clevenger's audit of the Development department. This new department will encompass marketing, development, strategic initiatives, and board relations, all overseen by a Senior Director of Advancement. Marketing efforts will continue under Evergreen Strategic Communications. A Development Manager role is being created as a mid-level position to enhance fundraising efforts, alongside two full-time coordinator positions—Community Engagement Coordinator and Development Coordinator. While seven new hires are being planned, only one additional headcount is being added; Adam will assist with hiring, onboarding, and structuring these roles. An audit report will be provided reviewing organizational recommendations.

Board Administrative Items

Board Members were given the annual Conflict of Interest and Board Engagement forms to sign. The Board Matrix will now become an annual survey and will be distributed virtually.

Recent Legislative Changes Discussion

Board of Directors Meeting Minutes
Thursday, February 20
5:15 PM-7:00
At Girls Inc. of Greater Indianapolis



With recent national and local legislation, the group discussed ICE raids and the legal guidance provided by Girls Inc. National on protocol. An overview was provided on building access and compliance with signed warrants. Girls Inc. National provided access to an immigration lawyer, with information packets sent out to all affiliates containing laminated notecards on “what to do”.

With federal funding halts and uncertainty, it is important to note Girls Inc. Indy does not receive governmental funding. However, concerns were raised about federal funding restrictions impacting corporate and foundation donations.

Action Items & Next Steps

Jade distributed donor thank you card packets, and several board members expressed interest in participation. Inside the packets were Girls Inc. Indy Thank You cards, postage, an overview of ideas/formats for donor thank you cards, and a list of who to write cards to; each packet included 5-7 cards. This opportunity for Board Member involvement with donor cultivation will continue, with more donor thank you card packets to come.

Executive Session

A confidential discussion with only Board Members was held during the executive session.

Adjournment

The meeting was adjourned at 6:52 PM.

Board of Directors: Executive Committee
March 20, 2025
5:15pm-6:00pm



Executive Committee Meeting Minutes

Attending: Ellen Butz, Chris Cotterill, Lindsay Gramlich, Carla Harris, Susie Kovatch, and Parul Malik.

The meeting was called to order at 5:16 pm.

The Together Event needs a planning committee.

An RFP will go out in April or May for a new Investment Advisor.

Time was spend discussing how we should refinance our mortgage. Chris will get the NBI to get more details in the options and the financial implication of each. Note, the decision was made after this review to stay with the fixed rate.

A discussion of further organizational assessment occurred. Next steps to follow. The meeting was adjourned at 6:00 pm.



Development Committee
March 14, 2025
2:30-4:00pm

Committee Members

Parul Malik, Development Chair
Payton DuBose
Mark Mosias
Evelyn Thompson
Andrew Penalva

Staff

Lindsay Gramlich, President & CEO
Adam Clevenger, Interim Development Director
Jade Stone, Director of Strategic Initiatives

Absent

Rico Francis

1. Call to order (2:30pm)-Parul/Lindsay

Called to order by Parul

2. Updates (2:30-3:00pm)
 - a. Financials
 - b. Outstanding asks
 - c. Updates from pop-up committee

Lindsay shared current financials with the committee, along with the prospect's tracker. Discussed large outstanding asks still on the table. Discussed pop-up events with the committee and what these might look like this year. Evelyn shared a list of ideas, and the committee will take it from here. Action item: Confirm revenue goals for these events.

3. New Business: TogetherHER Planning (3:00-3:45pm)
 - a. Selecting a planning committee
 - b. Selecting honorary co-chairs and outlining their role
 - c. Brainstorming theme
 - d. Brainstorming back up locations
 - e. Building out a timeline
 - i. Save the Date
 - ii. Sponsorship Asks
 - iii. Invitations

Lindsay shared new ideas for the third year of Together. We discussed entrepreneurship and small business owners as the theme. Adam and Lindsay discussed the honorary co-chair roles and planning committee commitments. The committee brainstormed

back-up locations. Action Item: Lindsay to draft a document outlining roles and responsibilities of the committee, made up of board and non-board. Action Item: Adam to reach out to Mindy Cunningham to see if Cunningham Restaurants can be a plan B location.

4. Action Items: Stewardship follow up calls (3:45-3:50pm)

Adam gave the committee action items for phone calls and thank you notes.

5. Other Business Items from (3:50-4:00pm)

We adjourned early.



of Greater Indianapolis

Girls Inc. of Greater Indianapolis Board of Directors

REPORT

Finance Committee

April 14, 2025 11:00 a.m. – 12:00 p.m.

In Attendance:

Committee Members

Suzie Kovatch, Chair
Ellen Butz
Jeannie Infante Sager
Jennifer Grady
Morgan Allen

Staff

Tamara Hardin, VP Finance
Lindsay Gramlich, President & CEO

Guest

Jeremy C. Kopeck, CPA, CGMA, Managing Director, Pile CPAs

- 1. Meeting called to order at 11:00 a.m.**
- 2. Presentation and review of Annual Audit Report**

Jeremy Kopeck presented the 2024 Independent Auditors Report and Financial Report. Jeremy noted that Pile, CPAs issued a clean opinion. The Statements of Financial Position reflect an increase of assets in cash, receivables, and investments. While investments were steady this year, he advised the committee to remain watchful this year and stay in contact with our investment advisors. Net Assets with and without restrictions both increased in 2024 representing the focus on fund raising efforts.

The Statement of Activities shows 2024 Net Assets increased by \$601,021. The Statement of Functional Activities reflects the decreased expenses in Contract Services due to the completion of the Curriculum project in 2023, and Salaries, wages, and benefits decreased due to a smaller staff in 2024. For 2024, there are no significant changes in Notes 1 and 2 of the Notes to Financial Statements. Note 3 shows a decrease of \$100,000 in liquidity due

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to increased grants for future years. Regarding Note 7 Investments, Jeremy remarked that the investment allocations agreed with the Investment Policy Statements for both investment accounts. Note 15 shows the breakdown of the restricted net assets, which increased by 16% in 2024. The management letter, also known as the SAS 114 Report to the Board, is positive and contains no issues. Jeremy shared the management letter considerations for internal controls with Lindsay Gramlich and Tammie Hardin during the audit exit, and Tammie will share those with the committee at the next meeting. There were no significant or unusual audit adjustments or transactions noted, and no uncorrected misstatements were identified.

Jeremy reviewed the 2024 Form 990 and encouraged the committee and the full board to read at least the first eight (8) pages of the lengthy document. Committee member Jennifer Grady asked if he had any concerns about the space leased to the Indiana Council on Problem Gambling creating any difficulties with UBIT due to the existing mortgage debt on the building. Jeremy replied that he does not since the \$6,000 in income is lower than actual expense when overhead expenses are factored included.

Jeremy reminded the committee that he will update the Notes to Financial Statements for the upcoming board meeting to include information on the subsequent events of renewing the Line of Credit on March 31, 2024, and the interest rate reset on the Business Loan Agreement (mortgage) on March 26, 2024.

The committee thanked the Pile CPAs' audit team for their work and the presentation of the reports. The Finance Committee will provide a summary at the upcoming board meeting and recommend that the board approves the 2024 reports and Form 990.

3. Strategic Items

March 2024 financial statements

The financial statements and reports for the period ended March 31, 2025, were reviewed by the committee. On the balance sheet, Chair, Suzie Kovatch noted the addition of the Construction in Progress line representing the ongoing work on the Outdoor Classroom and the fence removal and replacement. For the Profit and Loss Statement there was discussion on the Program Services Income due to changes in summer camps and payments from schools receiving EmpowerHub services and updates on staff size and structure. There are multiple open positions in the interviewing stage, and a new Office Manager has been hired. The Budget-to-Actual performance is below estimations for both income and expenses. Tammie reported that Cash flow projections are sufficient for the next month or two, and Lindsay reported on progress on multiple, significant grant requests.

4. Other Business Items

Suzie has constructed an RFP for the committee to use in the process of considering and interviewing investment partners in May and June. She reviewed the list of investment firms for consideration and asked that committee and board members submit any additional recommendations soon.

5. Meeting adjourned at 12:00 p.m.



of Greater Indianapolis

Girls Inc. of Greater Indianapolis Board of Directors

REPORT

Finance Committee

April 14, 2025

11:00 a.m. – 12:00 p.m.

RECOMMENDATION #1

Title: 2024 Audit Report and Form 990

Background: Managing Director of Pile CPAs Jeremy Kopeck led the committee in a review and discussion of the 2024 Audit Report and the 2024 Form 990.

Discussion: There were no concerns with the correctness, form, or substance of these documents.

Recommendation #1:

That the Girls Inc. of Greater Indianapolis Board approves the 2024 Audit Report and 2024 Form 990.



of Greater Indianapolis

Girls Inc. of Greater Indianapolis Board of Directors

Governance Committee

REPORT

March 12, 2025

5:00 – 6:30pm

Committee Members

x	Lisa Hawkins, Chair	x	Sandy Jordan
x	Chris Cotterill	x	Kristen Lampkin
	Britt Griffin	x	Jennifer Rufatto
x	Erica Harris		Lindsay Gramlich, President & CEO
	Tosha Huddleston		Michelle Freeman, Chief Operating Officer

- Meeting called to order at 5:05PM
- **Strategic Items**

Board Recruitment

- Reviewed the current Board member count and timeline for the upcoming recruiting cycle. Board count is nineteen as of March 2025 with 1-2 completing their term at the end of the year (need to confirm). In line with the National target of 22-24 board members and the need to minimize the number of Board members completing their term in the same year, the Governance Committee will target 3 new Board members for a January 1, 2026 start date.
- Confirmed identification of target skills and experience (i.e. needs assessment) for the next round of Board recruiting will be assessed based on the results of the upcoming annual Board survey (see below for more details).
- Highlighted the kick-off of the Board recruitment process which starts in the late Spring / early Summer. Reminded the committee to build relationships year-round with potential new Board members, giving us time to cultivate the relationship prior to extending an invite to consider a Board position.

Board Member Survey

- Completed a brief review of the Board survey and identified areas in need of a refresh (e.g. remove date references, simplify wording, etc.). Agreed to administer the survey annually to all Board members (new and current).
 - **Action Item:** Work with Jade to review the survey for additional edits, incorporate committee feedback and launch in April (*Lisa*) - *complete*
 - **Action Item:** Document process for administering the Board Survey (including conducting analysis and reviewing results) (*Lisa*)

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Advisory Committee / Board Proposal

- Discussed the proposal to stand-up a new Advisory Committee. The purpose of committee would be as follows:
 - Gain access to the “heavy hitters” who may not otherwise consider a smaller Board
 - Gain access to leaders with deep Board experience but don’t have the capacity due to existing Board commitments
 - Continue to engage former Board members who have a high likelihood of continued giving, volunteering, event participation and sharing of their strong network/access
- The general sentiment of the Governance Committee was supportive of the Advisory Committee but there is also a clear desire to pace ourselves (i.e. timing) and prioritize the current Board first to ensure our current Board operations are functioning well (before taking on anything new) and second to clearly define a charter for the new committee to drive clarity and gain the full support of the Executive Committee and Board of Directors.
- Areas requiring further clarity include: clarity of purpose and the problem we are trying to solve, extent of committee powers, role expectation and target candidate profiles.
- The committee would like to understand if there are interim and/or alternative steps / approaches to address what we are hoping this new Advisory Committee will solve (for example, are there other ways to engage these individuals through individual donor program engagement and one-on-ones with Lindsay).
- From a timing perspective the committee would like to understanding the urgency in moving forward at this time.
- Committee believes our 2025 priority is the engagement and functioning of our current BOD. Standing up a separate Advisory Committee at this time could create a potential distraction and we may lose focus on strengthening current BOD operations and engagement.
- The Governance Committee recommends further discussion at the Executive Committee based on the feedback and perspective provided.
 - **Action Item:** Bring to the Executive Committee for further discussion and guidance on how to proceed (*Lisa*)

Board Engagement

- The committee is moving forward with developing a proposal for a BOD partner / buddy system to improve member satisfaction and engagement, reduce turnover and accelerate the learning curve.
 - **Action Item:** Draft proposal for the partner / buddy system to share at the May Governance Committee meeting. (*Kristen*)
- The Governance Committee is looking for someone to host a Board social this summer
 - **Action Item:** Bring to the Executive Committee for further discussion and consider sending out a communication to the full-Board (*Lisa*)
- **Other Business**
 - None
- Meeting adjourned at 5:50pm

Girls Inc. of Greater Indianapolis
Balance Sheet Prev Year Comparison
As of March 31, 2025

	<u>Mar 31, 25</u>	<u>Mar 31, 24</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
Checking Account	24,576.64	25,021.13	-444.49	-1.78%
Sweep Account	214,117.82	123,719.98	90,397.84	73.07%
Petty Cash	100.00	100.00	0.00	0.0%
Postage Meter Deposit Account	452.38	416.56	35.82	8.6%
Total Checking/Savings	<u>239,246.84</u>	<u>149,257.67</u>	<u>89,989.17</u>	<u>60.29%</u>
Accounts Receivable	424,570.91	300,922.12	123,648.79	41.09%
Other Current Assets	3,582,599.75	3,443,744.75	138,855.00	4.03%
Total Current Assets	<u>4,246,417.50</u>	<u>3,893,924.54</u>	<u>352,492.96</u>	<u>9.05%</u>
Fixed Assets	1,080,760.62	1,130,236.27	-49,475.65	-4.38%
Other Assets				
Construction in Progress	26,460.87	1,500.00	24,960.87	1,664.06%
Operating Right of Use Asset	16,651.35	2,155.42	14,495.93	672.53%
Operating ROU Asset Accumulated Amortization	-2,208.43	-1,471.71	-736.72	-50.06%
Total Other Assets	<u>40,903.79</u>	<u>2,183.71</u>	<u>38,720.08</u>	<u>1,773.13%</u>
TOTAL ASSETS	<u><u>5,368,081.91</u></u>	<u><u>5,026,344.52</u></u>	<u><u>341,737.39</u></u>	<u><u>6.8%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable	16,923.38	1,577.84	15,345.54	972.57%
Credit Cards	5,402.56	2,630.99	2,771.57	105.34%
Other Current Liabilities	65,231.16	53,328.09	11,903.07	22.32%
Total Current Liabilities	<u>87,557.10</u>	<u>57,536.92</u>	<u>30,020.18</u>	<u>52.18%</u>
Long Term Liabilities	165,636.10	186,916.93	-21,280.83	-11.39%
Total Liabilities	<u>253,193.20</u>	<u>244,453.85</u>	<u>8,739.35</u>	<u>3.58%</u>
Equity				
Unrestricted Net Assets	1,246,643.52	1,204,589.86	42,053.66	3.49%
Donor Restricted Net Assets	1,787,027.81	1,228,060.84	558,966.97	45.52%
Endowment	2,250,000.00	2,250,000.00	0.00	0.0%
Net Income	-168,782.62	99,239.97	-268,022.59	-270.08%
Total Equity	<u>5,114,888.71</u>	<u>4,781,890.67</u>	<u>332,998.04</u>	<u>6.96%</u>
TOTAL LIABILITIES & EQUITY	<u><u>5,368,081.91</u></u>	<u><u>5,026,344.52</u></u>	<u><u>341,737.39</u></u>	<u><u>6.8%</u></u>

Girls Inc. of Greater Indianapolis
Profit & Loss Prev Year Comparison
January through March 2025

	<u>Jan - Mar 25</u>	<u>Jan - Mar 24</u>	<u>\$ Change</u>	<u>% Change</u>
Income				
Individual Donations	18,078.02	42,993.69	-24,915.67	-57.95%
Corporate Donations & Grants				
Corporate Contributions	45,253.96	116,228.94	-70,974.98	-61.07%
Corporate Grants	48,500.00	65,000.00	-16,500.00	-25.39%
Total Corporate Donations & Grants	93,753.96	181,228.94	-87,474.98	-48.27%
Foundation Donations & Grants	58,335.98	60,500.00	-2,164.02	-3.58%
Restricted for Future Years	0.00	12,500.00	-12,500.00	-100.0%
Program Services Income	18,065.00	34,055.00	-15,990.00	-46.95%
Rental Income	1,500.00	1,500.00	0.00	0.0%
Gift In Kind Income	1,925.00	1,022.49	902.51	88.27%
TogetHER Event, Net	25,000.00	0.00	25,000.00	100.0%
Interest Income	2,247.56	1,480.67	766.89	51.79%
Investment Interest & Dividends	13,118.07	12,395.46	722.61	5.83%
Investment Realized Gain/Loss	17,476.41	18,117.89	-641.48	-3.54%
Investment Unrealized Gain/Loss	-44,154.57	149,113.85	-193,268.42	-129.61%
Total Income	205,345.43	514,907.99	-309,562.56	-60.12%
Gross Profit	205,345.43	514,907.99	-309,562.56	-60.12%
Expense				
Salaries & Wages Expense	212,589.42	265,137.98	-52,548.56	-19.82%
Payroll Taxes Expense	15,652.83	19,766.45	-4,113.62	-20.81%
Benefits Expense	19,830.45	22,628.98	-2,798.53	-12.37%
Other Labor Expense	1,757.75	1,171.15	586.60	50.09%
Contractor Services Expense	34,943.58	23,930.15	11,013.43	46.02%
Professional Fees Expense	10,702.00	8,750.00	1,952.00	22.31%
Insurance Expense	5,948.68	6,255.25	-306.57	-4.9%
Occupancy Expense	13,508.95	9,746.35	3,762.60	38.61%
Equipment Expense	10,061.79	14,146.33	-4,084.54	-28.87%
Materials & Supplies Expense	5,710.39	4,489.62	1,220.77	27.19%
Public Relations Expense	2,485.62	828.76	1,656.86	199.92%
Printing & Mailing Expense	0.00	1,230.57	-1,230.57	-100.0%
Travel Expense	7,222.72	4,795.32	2,427.40	50.62%
Conference Expense	0.00	185.00	-185.00	-100.0%
Membership & Subscription Exp	410.00	421.28	-11.28	-2.68%
National Dues Expense	3,000.00	3,000.00	0.00	0.0%
Bank Charges Expense	67.54	-274.64	342.18	124.59%
Credit Card Processing Exp	317.10	405.61	-88.51	-21.82%
Interest Expense	2,002.15	2,364.68	-362.53	-15.33%
Investment Fees Expense	5,959.91	5,561.72	398.19	7.16%
Gift In Kind Expense	1,925.00	1,022.49	902.51	88.27%
Depreciation Expense	20,032.17	20,104.97	-72.80	-0.36%
Total Expense	374,128.05	415,668.02	-41,539.97	-9.99%
Net Income	-168,782.62	99,239.97	-268,022.59	-270.08%

**Girls Inc. of Greater Indianapolis
Budget to Actual Performance
March 2025**

	Mar 25	Budget	\$ Over Budget	% of Budget	Jan - Mar 25	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
Income									
Individual Donations	9,167.65	25,000.00	-15,832.35	36.67%	18,078.02	70,000.00	-51,921.98	25.83%	340,000.00
Corporate Donations & Grants	71,000.00	95,000.00	-24,000.00	74.74%	93,753.96	256,630.00	-162,876.04	36.53%	709,750.00
Foundation Donations & Grants	10,000.00	67,000.00	-57,000.00	14.93%	58,335.98	183,450.00	-125,114.02	31.8%	550,150.00
Program Services Income	14,825.00	20,000.00	-5,175.00	74.13%	18,065.00	21,000.00	-2,935.00	86.02%	73,820.00
Rental Income	500.00	500.00	0.00	100.0%	1,500.00	1,500.00	0.00	100.0%	6,000.00
Gift In Kind Income	500.00	0.00	500.00	100.0%	1,925.00	0.00	1,925.00	100.0%	0.00
TogetHER Event, Net	25,000.00	0.00	25,000.00	100.0%	25,000.00	0.00	25,000.00	100.0%	125,000.00
Interest Income	615.32	375.00	240.32	164.09%	2,247.56	1,125.00	1,122.56	199.78%	4,500.00
Total Income	131,607.97	207,875.00	-76,267.03	63.31%	218,905.52	533,705.00	-314,799.48	41.02%	1,809,220.00
Gross Profit	131,607.97	207,875.00	-76,267.03	63.31%	218,905.52	533,705.00	-314,799.48	41.02%	1,809,220.00
Expense									
Salaries & Wages Expense	69,566.32	85,000.00	-15,433.68	81.84%	212,589.42	255,000.00	-42,410.58	83.37%	1,144,800.00
Payroll Taxes Expense	5,144.62	6,399.61	-1,254.99	80.39%	15,652.83	18,799.61	-3,146.78	83.26%	87,577.21
Benefits Expense	17,440.85	11,267.03	6,173.82	154.8%	19,830.45	34,425.98	-14,595.53	57.6%	145,660.75
Other Labor Expense	50.00	3,875.00	-3,825.00	1.29%	1,757.75	8,125.00	-6,367.25	21.63%	32,500.00
Contractor Services Expense	12,580.84	15,000.00	-2,419.16	83.87%	34,943.58	45,000.00	-10,056.42	77.65%	183,100.00
Professional Fees Expense	8,710.00	10,250.00	-1,540.00	84.98%	10,702.00	12,250.00	-1,548.00	87.36%	28,000.00
Insurance Expense	1,982.88	2,250.01	-267.13	88.13%	5,948.68	6,749.91	-801.23	88.13%	27,500.00
Occupancy Expense	2,418.86	4,450.00	-2,031.14	54.36%	13,508.95	13,450.00	58.95	100.44%	53,500.00
Equipment Expense	4,333.41	5,544.02	-1,210.61	78.16%	10,061.79	16,631.94	-6,570.15	60.5%	66,573.41
Materials & Supplies Expense	3,144.68	1,066.67	2,078.01	294.81%	5,710.39	3,199.97	2,510.42	178.45%	41,900.00
Public Relations Expense	1,203.08	1,975.00	-771.92	60.92%	2,485.62	5,925.00	-3,439.38	41.95%	25,400.00
Printing & Mailing Expense	0.00	2,190.00	-2,190.00	0.0%	0.00	2,527.00	-2,527.00	0.0%	10,625.00
Internships and W/D Activities	0.00	2,500.00	-2,500.00	0.0%	0.00	7,500.00	-7,500.00	0.0%	30,000.00
Travel Expense	1,389.04	5,000.00	-3,610.96	27.78%	7,222.72	7,000.00	222.72	103.18%	31,450.00
Conference Expense	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	26,500.00
Membership & Subscription Exp	300.00	0.00	300.00	100.0%	410.00	0.00	410.00	100.0%	400.00
National Dues Expense	1,000.00	1,000.00	0.00	100.0%	3,000.00	3,000.00	0.00	100.0%	12,000.00
Bank Charges Expense	399.83	140.00	259.83	285.59%	67.54	440.00	-372.46	15.35%	1,700.00
Credit Card Processing Exp	52.13	208.34	-156.21	25.02%	317.10	624.94	-307.84	50.74%	2,500.00
Interest Expense	613.59	633.34	-19.75	96.88%	2,002.15	1,899.94	102.21	105.38%	7,600.00
Investment Fees Expense	555.27	2,000.00	-1,444.73	27.76%	5,959.91	6,000.00	-40.09	99.33%	24,000.00
Gift In Kind Expense	500.00	0.00	500.00	100.0%	1,925.00	0.00	1,925.00	100.0%	0.00
Depreciation Expense	6,677.40	7,083.34	-405.94	94.27%	20,032.17	21,249.94	-1,217.77	94.27%	85,000.00
Total Expense	138,062.80	167,832.36	-29,769.56	82.26%	374,128.05	469,799.23	-95,671.18	79.64%	2,068,286.37
Net Income	-6,454.83	40,042.64	-46,497.47	-16.12%	-155,222.53	63,905.77	-219,128.30	-242.89%	-259,066.37
Gifts to be Released from Restriction for use in 2025									608,925.00
Permanent Endowment Account Draw									0.00
Net Operating Gain/Loss									349,858.63

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

2024

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the **2024** calendar year, or tax year beginning and ending

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS		D Employer identification number 35-1337205
	Doing business as		E Telephone number (317) 283-0086
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 3,400,657.
	3935 N. MERIDIAN STREET		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code INDIANAPOLIS, IN 46208		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: LINDSAY GRAMLICH SAME AS C ABOVE		If "No," attach a list. See instructions	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(c) Group exemption number	
J Website: WWW.GIRLSINCINDY.ORG		L Year of formation: 1973 M State of legal domicile: IN	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other			

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: GIRLS INC.'S MISSION IS TO INSPIRE ALL GIRLS TO BE STRONG, SMART, AND BOLD. IN PARTNERSHIP WITH		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	21
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	31
	6 Total number of volunteers (estimate if necessary)	6	200
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year 1,586,184.	Current Year 1,944,678.
	9 Program service revenue (Part VIII, line 2g)	109,104.	64,425.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	156,806.	130,808.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-36,641.	-18,734.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,815,453.	2,121,177.
	Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	3,000.
14 Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		1,336,286.	1,224,942.
16a Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.
b Total fundraising expenses (Part IX, column (D), line 25)		325,942.	
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		657,953.	567,198.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	1,997,239.	1,793,640.	
19 Revenue less expenses. Subtract line 18 from line 12	-181,786.	327,537.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year 4,966,068.	End of Year 5,552,825.
	21 Total liabilities (Part X, line 26)	283,418.	269,154.
	22 Net assets or fund balances. Subtract line 21 from line 20	4,682,650.	5,283,671.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer LINDSAY GRAMLICH, CEO		Date		
	Type or print name and title				
Paid Preparer Use Only	Preparer's name JEREMY C. KOPECK, CPA	Preparer's signature JEREMY C. KOPECK, CP	Date 03/01/25	Check <input type="checkbox"/> if self-employed	PTIN P00967303
	Firm's name PILE CPA'S	Firm's address ONE INDIANA SQUARE, STE. 1200 INDIANAPOLIS, IN 46204	Firm's EIN 35-0865680	Phone no. (317) 269-3454	

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: GIRLS INC.'S MISSION IS TO INSPIRE ALL GIRLS TO BE STRONG, SMART, AND BOLD. IN PARTNERSHIP WITH SCHOOLS AND COMMUNITY ORGANIZATIONS, WE FOCUS ON THE DEVELOPMENT OF THE WHOLE GIRL. SHE LEARNS TO VALUE HERSELF, TAKE RISKS, AND DISCOVER AND DEVELOP HER INHERENT STRENGTHS.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 405,106. including grants of \$) (Revenue \$ 41,750.) EMPOWERHUB IS A STAFF-LED YEAR-LONG GIRLS INC. PROGRAM EMBEDDED IN A SCHOOL ENVIRONMENT THAT ALLOWS FOR SUSTAINED EXPOSURE TO GIRLS INC. PROGRAMMING COVERS A VARIETY OF TOPICS INCLUDING BODY IMAGE AND SELF-ESTEEM, STRESS AND HEALTHY COPING MECHANISMS, COLLEGE EXPLORATION AND READINESS, CAREER PREPARATION AND LEADERSHIP DEVELOPMENT, ECONOMIC LITERACY, STEM, ALCOHOL AND SUBSTANCE ABUSE PREVENTION, SEXUAL HEALTH, ADVOCACY AND COMMUNITY ENGAGEMENT, AND HEALTHY RELATIONSHIPS. WE ALSO PROVIDE SUPPLEMENTAL ACTIVITIES, INCLUDING FITNESS AND HEALTH, THE ARTS, AMONG OTHERS. THE EMPOWERHUB MODEL IS DESIGNED TO SERVE AT LEAST 45 GIRLS ON-SITE, MULTIPLE TIMES PER WEEK, THROUGH A PROGRAMMING MIX OF BEFORE SCHOOL, AFTER SCHOOL, DURING SCHOOL AND/OR SCHOOL BREAKS.

4b (Code:) (Expenses \$ 238,467. including grants of \$) (Revenue \$ 6,769.) EUREKA! IS A SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) COLLEGE AND CAREER PREPAREDNESS PROGRAM FOR MIDDLE AND HIGH SCHOOL STUDENTS. THIS IS A FIVE-YEAR, COHORT-BASED PROGRAM BEGINNING THE SUMMER BEFORE EIGHTH GRADE. GIRLS PARTICIPATE IN A VARIETY OF COMPELLING ACTIVITIES THAT EXPLORE THE INNOVATIVE WORLD OF STEM THROUGH HANDS ON EXPERIENCES ON COLLEGE CAMPUSES AND STEM WORKPLACE ENVIRONMENTS. THE GOAL OF EUREKA! IS FOR ALL GIRLS IN THE PROGRAM TO ENROLL IN A POST-SECONDARY STEM PROGRAM AND PURSUE A CAREER IN A STEM FIELD.

4c (Code:) (Expenses \$ 88,450. including grants of \$) (Revenue \$ 10,219.) GIRLS INC. SUMMER CAMP EMPOWERS GIRLS WITH FUN, HANDS-ON ACTIVITIES, INTERACTION WITH POSITIVE FEMALE ROLE MODELS AND EDUCATIONAL FIELD TRIPS THAT BROADEN THEIR HORIZONS. SUMMER CAMP IS DIVIDED INTO FOUR THEMATIC WEEKS BASED ON OUR MISSION STATEMENT: STRONG, SMART, BOLD AND INSPIRED, WITH ACTIVITIES AND FIELD TRIPS TO SUPPORT EACH THEME. SUMMER CAMP SERVES UP TO 100 GIRLS, AGES SIX TO FOURTEEN, IN THE GREATER INDIANAPOLIS AREA. OUR CAMP OFFERS GIRLS A SAFE AND CONSTRUCTIVE PLACE TO LEARN AND GROW OVER THEIR SUMMER BREAK FROM SCHOOL.

4d Other program services (Describe on Schedule O.) (Expenses \$ 277,978. including grants of \$ 1,500.) (Revenue \$ 5,687.)

4e Total program service expenses 1,010,001.

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>		X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part IV Checklist of Required Schedules *(continued)*

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	38	X

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	2
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

GIRLS INCORPORATED OF GREATER INDIANAPOLIS

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a 31		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
3b			
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
5c			
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
6b			
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7b			
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
7c			
d	If "Yes," indicate the number of Forms 8282 filed during the year		
7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
7e			
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
7f			
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
7h			
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
8			
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
9b			
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15	X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16	X
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17	

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

			Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	1a	21		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b Enter the number of voting members included on line 1a, above, who are independent	1b	21		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2			X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	3			X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4			X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5			X
6 Did the organization have members or stockholders?	6			X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a			X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b			X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?	8a		X	
b Each committee with authority to act on behalf of the governing body?	8b		X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O	9			X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

			Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a			X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b			
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		X	
b Describe on Schedule O the process, if any, used by the organization to review this Form 990.				
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	12a		X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b		X	
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	12c		X	
13 Did the organization have a written whistleblower policy?	13		X	
14 Did the organization have a written document retention and destruction policy?	14		X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?				
a The organization's CEO, Executive Director, or top management official	15a		X	
b Other officers or key employees of the organization	15b		X	
If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.				
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a			X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b			

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed IN
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
THE ORGANIZATION - (317) 283-0086
3935 N. MERIDIAN STREET, INDIANAPOLIS, IN 46208

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) LINDSAY GRAMLICH PRESIDENT & CEO	40.00			X			154,752.	0.	10,557.	
(2) MICHELLE FREEMAN COO	40.00			X			97,692.	0.	915.	
(3) BETH LORSBACH CHAIR	1.00	X		X			0.	0.	0.	
(4) MARY KAY HUSE IMMEDIATE PAST CHAIR	1.00	X		X			0.	0.	0.	
(5) KARINA ROSENTHAL VICE CHAIR	1.00	X		X			0.	0.	0.	
(6) SUZANA KOVATCH TREASURER	1.00	X		X			0.	0.	0.	
(7) LISA HAWKINS SECRETARY	1.00	X		X			0.	0.	0.	
(8) ELLEN BUTZ BOARD MEMBER	1.00	X					0.	0.	0.	
(9) CHRIS COTTERILL BOARD MEMBER	1.00	X					0.	0.	0.	
(10) PAYTON DUBOSE BOARD MEMBER	1.00	X					0.	0.	0.	
(11) CARLA HARRIS BOARD MEMBER	1.00	X					0.	0.	0.	
(12) ERICA HARRIS BOARD MEMBER	1.00	X					0.	0.	0.	
(13) KRISTEN LAMPKIN BOARD MEMBER	1.00	X					0.	0.	0.	
(14) VERONICA LEI BOARD MEMBER	1.00	X					0.	0.	0.	
(15) PARUL MALIK BOARD MEMBER	1.00	X					0.	0.	0.	
(16) RICO FRANCIS BOARD MEMBER	1.00	X					0.	0.	0.	
(17) JENNIFER RUFATTO BOARD MEMBER	1.00	X					0.	0.	0.	

GIRLS INCORPORATED OF GREATER INDIANAPOLIS

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) JEANNIE SAGER BOARD MEMBER	1.00	X						0.	0.	0.
(19) BRITT GRIFFIN BOARD MEMBER	1.00	X						0.	0.	0.
(20) TOSHA HUDDLESTON BOARD MEMBER	1.00	X						0.	0.	0.
(21) MARK MOSIAS BOARD MEMBER	1.00	X						0.	0.	0.
(22) EVELYN THOMPSON BOARD MEMBER	1.00	X						0.	0.	0.
(23) SANDY ASHLEY-JORDAN BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								252,444.	0.	11,472.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								252,444.	0.	11,472.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 1

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

GIRLS INCORPORATED OF GREATER INDIANAPOLIS

Form 990 (2024)

35-1337205 Page 9

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	35,197.				
	b	Membership dues					
	c	Fundraising events	95,147.				
	d	Related organizations					
	e	Government grants (contributions)					
	f	All other contributions, gifts, grants, and similar amounts not included above	1,814,334.				
	g	Noncash contributions included in lines 1a-1f	\$ 18,667.				
	h	Total. Add lines 1a-1f		1,944,678.			
Program Service Revenue	2 a	PROGRAM FEES	900099	64,425.	64,425.		
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f		64,425.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		98,035.		98,035.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real	6,000.			
			(ii) Personal				
	6 b	Less: rental expenses	0.				
	6 c	Rental income or (loss)	6,000.				
	d	Net rental income or (loss)		6,000.		6,000.	
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	1,286,769.			
			(ii) Other				
	7 b	Less: cost or other basis and sales expenses	1,240,343.	13,653.			
7 c	Gain or (loss)	46,426.	-13,653.				
d	Net gain or (loss)		32,773.		32,773.		
8 a	Gross income from fundraising events (not including \$ 95,147. of contributions reported on line 1c). See Part IV, line 18	8a	750.				
8 b	Less: direct expenses	8b	25,484.				
c	Net income or (loss) from fundraising events			-24,734.		-24,734.	
9 a	Gross income from gaming activities. See Part IV, line 19	9a					
9 b	Less: direct expenses	9b					
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances	10a					
10 b	Less: cost of goods sold	10b					
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a						
	b						
	c						
	d	All other revenue					
	e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		2,121,177.	64,425.	0.	112,074.	

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	1,500.	1,500.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	263,917.	139,935.	57,858.	66,124.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	794,796.	493,914.	155,809.	145,073.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	88,984.	59,703.	17,301.	11,980.
10 Payroll taxes	77,245.	43,886.	18,328.	15,031.
11 Fees for services (nonemployees):				
a Management				
b Legal	6,120.		5,850.	270.
c Accounting	21,487.	12,888.	5,689.	2,910.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	23,089.		23,089.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)				
12 Advertising and promotion	13,229.	10,352.	1,626.	1,251.
13 Office expenses				
14 Information technology	44,783.	23,678.	6,095.	15,010.
15 Royalties				
16 Occupancy	39,834.	26,557.	7,695.	5,582.
17 Travel	28,761.	27,206.	1,454.	101.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	4,491.	2,224.	2,267.	
20 Interest	9,000.	5,591.	2,146.	1,263.
21 Payments to affiliates	12,000.	7,440.	2,880.	1,680.
22 Depreciation, depletion, and amortization	83,102.	52,272.	19,571.	11,259.
23 Insurance	16,488.	12,596.	1,946.	1,946.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a CONTRACT SERVICE EXPENS	156,191.	19,650.	111,041.	25,500.
b VOLUNTEER AND STAFF TRA	36,922.	19,144.	11,339.	6,439.
c SUPPLIES	27,063.	25,133.	1,059.	871.
d IN-KIND EXPENSE	14,205.	12,705.	500.	1,000.
e All other expenses	30,433.	13,627.	4,154.	12,652.
25 Total functional expenses. Add lines 1 through 24e	1,793,640.	1,010,001.	457,697.	325,942.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year		
Assets	1 Cash - non-interest-bearing	116.	1	4,219.		
	2 Savings and temporary cash investments	208,671.	2	415,149.		
	3 Pledges and grants receivable, net		3			
	4 Accounts receivable, net	321,755.	4	396,786.		
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5			
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6			
	7 Notes and loans receivable, net		7			
	8 Inventories for sale or use		8			
	9 Prepaid expenses and deferred charges	9,290.	9	13,007.		
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 1,830,327.				
	b Less: accumulated depreciation	10b 712,894.	1,150,341.	10c	1,117,433.	
	11 Investments - publicly traded securities	3,259,608.	11	3,574,524.		
	12 Investments - other securities. See Part IV, line 11		12			
	13 Investments - program-related. See Part IV, line 11		13			
	14 Intangible assets		14			
	15 Other assets. See Part IV, line 11	16,287.	15	31,707.		
16 Total assets. Add lines 1 through 15 (must equal line 33)	4,966,068.	16	5,552,825.			
Liabilities	17 Accounts payable and accrued expenses	64,998.	17	65,695.		
	18 Grants payable		18			
	19 Deferred revenue		19	2,500.		
	20 Tax-exempt bond liabilities		20			
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21			
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22			
	23 Secured mortgages and notes payable to unrelated third parties	217,860.	23	186,919.		
	24 Unsecured notes and loans payable to unrelated third parties		24			
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	560.	25	14,040.		
	26 Total liabilities. Add lines 17 through 25	283,418.	26	269,154.		
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.					
	27 Net assets without donor restrictions	1,204,589.	27	1,246,643.		
	28 Net assets with donor restrictions	3,478,061.	28	4,037,028.		
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.					
	29 Capital stock or trust principal, or current funds		29			
	30 Paid-in or capital surplus, or land, building, or equipment fund		30			
	31 Retained earnings, endowment, accumulated income, or other funds		31			
	32 Total net assets or fund balances	4,682,650.	32	5,283,671.		
33 Total liabilities and net assets/fund balances	4,966,068.	33	5,552,825.			

**GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1 Total revenue (must equal Part VIII, column (A), line 12)	1	2,121,177.
2 Total expenses (must equal Part IX, column (A), line 25)	2	1,793,640.
3 Revenue less expenses. Subtract line 2 from line 1	3	327,537.
4 Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	4,682,650.
5 Net unrealized gains (losses) on investments	5	245,323.
6 Donated services and use of facilities	6	26,500.
7 Investment expenses	7	
8 Prior period adjustments	8	
9 Other changes in net assets or fund balances (explain on Schedule O)	9	1,661.
10 Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	5,283,671.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
b Were the organization's financial statements audited by an independent accountant?	2b	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b		

GIRLS INCORPORATED OF GREATER
INDIANAPOLIS

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1058072.	1011458.	1464010.	1586184.	1944681.	7064405.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	1058072.	1011458.	1464010.	1586184.	1944681.	7064405.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1033265.
6 Public support. Subtract line 5 from line 4.						6031140.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	1058072.	1011458.	1464010.	1586184.	1944681.	7064405.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	73,211.	82,347.	78,456.	111,202.	104,035.	449,251.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						7513656.
12 Gross receipts from related activities, etc. (see instructions)					12	339,120.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	14	80.27	%
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	59.73	%
16a 33 1/3% support test - 2024. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2023. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2024. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2023. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions			<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2023 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2023 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2024. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2023. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No," provide details in Part VI.</i>		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		
2a		
2b		
3a		
3b		

GIRLS INCORPORATED OF GREATER
INDIANAPOLIS

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions.
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income	(A) Prior Year	(B) Current Year (optional)
1 Net short-term capital gain	1	
2 Recoveries of prior-year distributions	2	
3 Other gross income (see instructions)	3	
4 Add lines 1 through 3.	4	
5 Depreciation and depletion	5	
6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7 Other expenses (see instructions)	7	
8 Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount	(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a Average monthly value of securities	1a	
b Average monthly cash balances	1b	
c Fair market value of other non-exempt-use assets	1c	
d Total (add lines 1a, 1b, and 1c)	1d	
e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2 Acquisition indebtedness applicable to non-exempt-use assets	2	
3 Subtract line 2 from line 1d.	3	
4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6 Multiply line 5 by 0.035.	6	
7 Recoveries of prior-year distributions	7	
8 Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount	(A) Prior Year	(B) Current Year (optional)
1 Adjusted net income for prior year (from Section A, line 8, column A)	1	Current Year
2 Enter 0.85 of line 1.	2	
3 Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4 Enter greater of line 2 or line 3.	4	
5 Income tax imposed in prior year	5	
6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7 <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

GIRLS INCORPORATED OF GREATER
INDIANAPOLIS

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4 Amounts paid to acquire exempt-use assets	4
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6 Other distributions (describe in Part VI). See instructions.	6
7 Total annual distributions. Add lines 1 through 6.	7
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9 Distributable amount for 2024 from Section C, line 6	9
10 Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

**Schedule B
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

Name of the organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number 35-1337205
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Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (Rev. 12-2024)

Name of organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number 35-1337205
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	INDIANAPOLIS COLTS FOUNDATION 7001 W. 56TH ST. INDIANAPOLIS, IN 46253	\$ 97,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	GIRLS INC. NATIONAL RESOURCE CENTER 9449 PRIORITY WAY, WEST DRIVE, STE 100 INDIANAPOLIS, IN 46240	\$ 195,135.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	ARTHUR DEAN FOUNDATION 3909 N COLLEGE AVE INDIANAPOLIS, IN 46240	\$ 113,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	ELI LILLY AND COMPANY FOUNDATION P.O. BOX 80007 INDIANAPOLIS, IN 46280	\$ 450,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	ELI LILLY AND COMPANY LILLY CORPORATE CENTER INDIANAPOLIS, IN 46285	\$ 110,625.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	COX AUTOMOTIVE NEXTGEAR 11799 N COLLEGE AVE CARMEL, IN 46032	\$ 75,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number 35-1337205
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Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	LILLY ENDOWMENT 2801 NORTH MERIDIAN ST., PO BOX 88068 INDIANAPOLIS, IN 46208	\$ 68,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	ALLEN WHITEHILL CLOWES CHARITABLE FOUNDATION 320 N. MERIDIAN ST, SUITE 900 INDIANAPOLIS, IN 46204	\$ 62,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9	AMERICAN HONDA MOTOR COMPANY 2755 N. MICHIGAN AVE GREENSBURG, IN 47240	\$ 60,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
_____	_____	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number 35-1337205
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Part II **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____

Name of organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number 35-1337205
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held

(e) Transfer of gift	
Transferee's name, address, and ZIP + 4	Relationship of transferor to transferee

SCHEDULE D
(Form 990)

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization **GIRLS INCORPORATED OF GREATER
INDIANAPOLIS**

Employer identification number
35-1337205

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area
 Protection of natural habitat Preservation of a certified historic structure
 Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 \$ _____

(ii) Assets included in Form 990, Part X \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1 \$ _____

b Assets included in Form 990, Part X \$ _____

GIRLS INCORPORATED OF GREATER

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	2,711,553.	2,292,674.	2,967,396.	2,618,929.	2,250,000.
b Contributions		85,000.			
c Net investment earnings, gains, and losses	319,920.	333,879.	-534,724.	348,467.	368,929.
d Grants or scholarships					
e Other expenditures for facilities and programs	46,694.		139,998.		
f Administrative expenses					
g End of year balance	2,984,779.	2,711,553.	2,292,674.	2,967,396.	2,618,929.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment _____ %
 - b Permanent endowment 75.0000 %
 - c Term endowment 25.0000 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|--------------------------|-------------------------------------|
| (i) Unrelated organizations? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| (ii) Related organizations? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		194,000.		194,000.
b Buildings		1,486,639.	621,695.	864,944.
c Leasehold improvements				
d Equipment		141,945.	83,456.	58,489.
e Other		7,743.	7,743.	0.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				1,117,433.

GIRLS INCORPORATED OF GREATER

Part VII Investments - Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, line 12, col. (B))		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, line 13, col. (B))		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OPERATING LEASE RIGHT-OF-USE LIABILITIES	14,040.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

GIRLS INCORPORATED OF GREATER

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	2,371,572.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a	245,323.	
b	Donated services and use of facilities	2b	26,500.	
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d	1,661.	
e	Add lines 2a through 2d	2e		273,484.
3	Subtract line 2e from line 1	3		2,098,088.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	23,089.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		23,089.
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	5		2,121,177.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	1,770,551.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d	2e		0.
3	Subtract line 2e from line 1	3		1,770,551.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	23,089.	
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b	4c		23,089.
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	5		1,793,640.

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4:

THE ORGANIZATION RECEIVED \$2,250,000 IN DECEMBER 2019 TO ESTABLISH A PERMANENT ENDOWMENT TO BE MAINTAINED AND MANAGED AS A PERMANENTLY RESTRICTED, DONOR-DESIGNATED ENDOWMENT TO INCREASE SUSTAINABILITY. THE ORGANIZATION MAY SPEND EARNINGS IN ACCORDANCE WITH THE INVESTMENT AND SPENDING POLICY.

PART X, LINE 2:

THE ORGANIZATION IS EXEMPT FROM FEDERAL AND STATE INCOME TAXES ON ITS RELATED ACTIVITIES UNDER INTERNAL REVENUE SERVICE CODE SECTION 501(C)(3). ACCORDINGLY, NO PROVISION FOR FEDERAL AND STATE INCOME TAXES HAS BEEN MADE.

THE ORGANIZATION FILES THE REQUIRED FEDERAL AND STATE INFORMATION RETURNS. WHENEVER TAX RETURNS ARE FILED, THE FILING ORGANIZATION MUST EVALUATE THE MERITS OF ITS TAX POSITIONS AND DETERMINE IF THEY WILL BE ULTIMATELY SUSTAINED. THOSE TAX POSITIONS FOR THE ORGANIZATION INCLUDE MAINTAINING THEIR TAX-EXEMPT STATUS AND THE TAXABILITY OF ANY UNRELATED BUSINESS INCOME. THE ORGANIZATION BELIEVES THESE POSITIONS ARE SUSTAINABLE. ALTHOUGH THE ORGANIZATION HAS NOT INCURRED ANY INTEREST AND PENALTIES ASSOCIATED WITH THESE POSITIONS, IT IS THEIR POLICY TO EXPENSE THEM IN THE STATEMENT OF ACTIVITIES.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

CHANGE IN BENEFICIAL INTEREST 1,661.

GIRLS INCORPORATED OF GREATER

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		TOGETHER EVENT (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	95,897.		95,897.
	2	Less: Contributions	95,147.		95,147.
	3	Gross income (line 1 minus line 2)	750.		750.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	25,000.		25,000.
	7	Food and beverages			
	8	Entertainment			
	9	Other direct expenses	484.		484.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			25,484.
11	Net income summary. Subtract line 10 from line 3, column (d)			-24,734.	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
	6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
	7	Direct expense summary. Add lines 2 through 5 in column (d)			
	8	Net gaming income summary. Subtract line 7 from line 1, column (d)			

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

Open to Public
Inspection

Name of the organization **GIRLS INCORPORATED OF GREATER INDIANAPOLIS** Employer identification number **35-1337205**

Part I Questions Regarding Compensation

- 1a** Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.
- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |
- b** If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain
- 2** Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?
- 3** Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.
- | | |
|--|---|
| <input type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |
- 4** During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:
- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.
- Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.**
- 5** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:
- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.
- 6** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:
- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.
- 7** For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III
- 8** Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III
- 9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) (Rev. 12-2024)

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2024

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **GIRLS INCORPORATED OF GREATER INDIANAPOLIS** Employer identification number **35-1337205**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (<u>PROGRAM SUPPLIE</u>)	X	8	12,704.	FMV
26 Other (<u>SHELVING BUILD-</u>)	X	1	5,963.	FMV
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

30a During the year, did the organization receive by contribution any property reported on Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31	X	
32a		X

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2024

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

**Open to Public
Inspection**

Name of the organization	GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number	35-1337205
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
SCHOOLS AND COMMUNITY ORGANIZATIONS, WE FOCUS ON THE DEVELOPMENT OF THE WHOLE GIRL. SHE LEARNS TO VALUE HERSELF, TAKE RISKS, AND DISCOVER AND DEVELOP HER INHERENT STRENGTHS. THE COMBINATION OF LONG-LASTING MENTORING RELATIONSHIPS, A PRO-GIRL ENVIRONMENT, AND RESEARCH-BASED PROGRAMMING EQUIPS GIRLS TO NAVIGATE GENDER, ECONOMIC AND SOCIAL BARRIERS, AND GROW UP HEALTHY, EDUCATED, AND INDEPENDENT. INFORMED BY GIRLS AND THEIR FAMILIES, WE ALSO ADVOCATE FOR POLICIES TO INCREASE OPPORTUNITIES AND RIGHTS FOR ALL GIRLS.

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:
THE COMBINATION OF LONG-LASTING MENTORING RELATIONSHIPS, A PRO-GIRL ENVIRONMENT, AND RESEARCH-BASED PROGRAMMING EQUIPS GIRLS TO NAVIGATE GENDER, ECONOMIC AND SOCIAL BARRIERS, AND GROW UP HEALTHY, EDUCATED, AND INDEPENDENT. INFORMED BY GIRLS AND THEIR FAMILIES, WE ALSO ADVOCATE FOR POLICIES TO INCREASE OPPORTUNITIES AND RIGHTS FOR ALL GIRLS.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:
YOUNG WOMEN IN LEADERSHIP (YWIL) IS A PROGRAM DESIGNED FOR HIGH SCHOOL GIRLS THAT FOCUSES ON LEADERSHIP DEVELOPMENT AND COLLEGE AND CAREER PREPAREDNESS. YWIL CONNECTS GIRLS WITH EXPLORING HIGHER EDUCATION OPTIONS, VARIOUS CAREER FIELDS, AND FINANCIAL SUPPORT OPPORTUNITIES, AND DEVELOPS GIRLS' SKILLS IN COMMUNICATION, INDEPENDENCE, AND RESPONSIBILITY. THROUGH YWIL, WE HAVE THE CAPACITY TO SERVE 25 GIRLS THROUGH A MINIMUM OF 18 PROGRAM SESSIONS. THE PROGRAM YEAR IS FROM SEPTEMBER THROUGH MAY.
EXPENSES \$ 157,630. INCLUDING GRANTS OF \$ 1,500. REVENUE \$ 5,687.

ALUMNAE IS A PROGRAM TARGETED TO SUPPORT YOUNG WOMEN THROUGH THEIR FINAL YEARS IN HIGH SCHOOL, THEIR TRANSITION TO COLLEGE, AND FROM COLLEGE TO A CAREER. THE PROGRAM FOCUSES ON PREPARATION AND SUPPORT TO GRADUATE FROM HIGH SCHOOL WITH THE SKILLS AND CONFIDENCE TO PURSUE POST-SECONDARY PLANS. PROJECT ACCELERATE IS FUNNELED BY YOUNG WOMEN IN LEADERSHIP (YWIL), EUREKA! AND CONTINUES POST-GRADUATION THROUGH THE ALUMNAE PROGRAM. THE ALUMNAE PROGRAM SUPPORTS PARTICIPANTS FROM THE AGES OF 18-24, WITH PROGRAMING DEDICATED TO FIVE KEY COMPONENTS; INDIVIDUALIZED SUPPORT, LIFE SKILL WORKSHOPS, CONTINUING EDUCATION, LEADERSHIP OPPORTUNITIES AND DEVELOPMENT, AND MENTAL WELLNESS. PROJECT ACCELERATE OFFERS COMPREHENSIVE PROGRAMS TO ADVANCE YOUNG WOMEN'S EDUCATIONAL ATTAINMENT AND SKILL DEVELOPMENT FOR PROFESSIONAL LEADERSHIP ROLES IN AN EVOLVING WORK ENVIRONMENT.
EXPENSES \$ 120,348. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION B, LINE 11B:
THE FINANCE COMMITTEE PERFORMS A DETAIL REVIEW OF THE 990. THE BOARD MEMBERS RECEIVE A DRAFT OF THE 990 VIA EMAIL WITH EXPLANATIONS OF HOW TO INTERPRET THE 990 AND VARIOUS COMPONENTS OF IT. IF THERE ARE ANY QUESTIONS BY BOARD MEMBERS THEY SUBMIT THEM TO STAFF VIA TELEPHONE OR EMAIL. THE 990 IS INCLUDED IN A BOARD MEETING AGENDA AND IS VOTED ON FOR APPROVAL.

FORM 990, PART VI, SECTION B, LINE 12C:
GIRLS INCORPORATED BOARD MEMBERS, OFFICERS, AND ALL EMPLOYEES AT THE

Name of the organization GIRLS INCORPORATED OF GREATER INDIANAPOLIS	Employer identification number 35-1337205
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DIRECTOR LEVEL AND ABOVE ARE REQUIRED ANNUALLY TO REVIEW AND SIGN THE CONFLICT OF INTEREST STATEMENT. MONITORING FOR THE EXISTENCE OF CONFLICTS OF INTEREST IS A SHARED RESPONSIBILITY OF THE CHIEF EXECUTIVE OFFICER, STAFF, AND THE BOARD EXECUTIVE COMMITTEE. THE BOARD'S ENFORCEMENT PROCESS INCLUDES DISCOURAGING EVEN THE APPEARANCE OF A CONFLICT OF INTEREST. HOWEVER, THE POLICY ALSO OUTLINES A PROCESS FOR DISCLOSURE OF POTENTIAL CONFLICTS AND IT DESCRIBES HOW AN AFFECTED BOARD MEMBER IS REQUIRED TO BEHAVE WITH RESPECT TO SELF RECUSAL FROM DISCUSSION AND VOTING ON ANY MATTERS RELATED TO A POTENTIAL AREA OF CONFLICT.

FORM 990, PART VI, SECTION B, LINE 15:
 THE BOARD'S EXECUTIVE COMMITTEE CONDUCTS THE PRESIDENT & CEO'S PERFORMANCE REVIEW. THE CHAIR OF THE BOARD LEADS THE PROCESS BY COLLECTING INFORMATION FROM THE CEO, STAFF, AND MEMBERS OF THE BOARD. ONCE A REVIEW RATING IS DETERMINED, THE EXECUTIVE COMMITTEE DETERMINES THE PAYMENT OF A MERIT INCREASE OR BONUS BY LOOKING AT COMPARATIVE SALARY DATA FROM SIMILAR NON-PROFIT ORGANIZATIONS. THIS DATA IS AVAILABLE FROM A SALARY STUDY COMPLETED BY CHARITABLE ADVISORS LLC. THE EXECUTIVE COMMITTEE PREPARES A REVIEW OF THE CEO'S PERFORMANCE AND A RECOMMENDATION. THE BOARD CHAIR AND ANOTHER MEMBER OF THE EXECUTIVE COMMITTEE MEET WITH THE CEO TO DISCUSS THE BOARD'S COMMENTS AND DECISIONS ABOUT COMPENSATION. KEY EXECUTIVE TEAM EMPLOYEE PERFORMANCE IS REVIEWED BY THE PRESIDENT & CEO ANNUALLY WITH INPUT FROM INDIVIDUAL STAFF MEMBERS. ONCE A REVIEW RATING IS DETERMINED, THE PRESIDENT & CEO DETERMINES THE PAYMENT OF A MERIT INCREASE OR BONUS BY LOOKING AT COMPARATIVE SALARY DATA FROM SIMILAR NON-PROFIT ORGANIZATIONS.

FORM 990, PART VI, SECTION C, LINE 19:
 GOVERNING DOCUMENTS ARE AVAILABLE UPON REQUEST.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:
 CHANGE IN BENEFICIAL INTEREST 1,661.



2025 Strategic Plan Dashboard

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

YELLOW LIGHT

2025 Key Tactics

- Enhance program relevance and inclusivity by using **participant feedback to guide content** updates.
- Maintain quality and consistency through **standardized programming models** and **facilitation reviews**.
- Deepen engagement with participants and families through **improved communication channels**.

Foster an Equitable Experience

GREEN LIGHT

2025 Key Tactics

- Standardize program experiences across sites through an **equity-focused calendar** and **equal access to opportunities** like field trips and events.
- Reduce participation barriers by **removing financial obstacles** and **strengthening support** through community partnerships.
- Build inclusive, **scalable programming**, deepening partnerships with culturally relevant organizations, and **creating welcoming program spaces**.

Recruit + Retain Mission-Driven Staff

YELLOW LIGHT

2025 Key Tactics

- Invest in staff growth and retention through required **professional development**, mentorship opportunities, and **clear pathways for advancement**.
- Strengthen staff effectiveness with enhanced training for facilitators and **role-specific KPIs** that support high-quality program delivery.
- Align organizational structure by **updating job descriptions** and incorporating **audition-style program hiring** to ensure mission-aligned team members.

Strategically Allocate Resources

GREEN LIGHT

2025 Key Tactics

- Develop clear **cost models** for schools + families to increase transparency and support long-term planning.
- **Deepen + expand school partnerships** by maintaining strong communication.
- Improve operational readiness with **program prep systems** for smooth starts each cycle.
- Enhance fundraising efforts with **cost breakdown menus for donors** and by increasing Board engagement in development activities.

Wins

- Survey cycle implemented to provide clear and clean impact metrics
- Bold Bash! partnerships: CAFE Indy
- Public Health Intern evaluated Healthy Sexuality curricula

Challenges

- Program Facilitator hiring

Pivots

- No update from Girls Inc. National on their Character Building initiative, instead further leaning into KPIs for roles and expectations



2025 Strategic Plan Dashboard

Goal 2: Uplifting 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

GREEN LIGHT

2025 Key Tactics

- Keep content current and impactful by **staying informed on issues affecting girls** and integrating their feedback into program design.
- Address digital literacy + safety by **guiding effective + responsible social media** use.
- Expand impact by **leveraging partnerships and resources** to enhance program delivery.
- Ensure accessibility by **identifying language needs** at each site and translating materials to reach all participants and families.

Use Our Voices to Uplift Girls

GREEN LIGHT

2025 Key Tactics

- Clarify and communicate core beliefs by **developing an organizational stance** and embedding it in marketing, onboarding, and internal documents.
- Empower staff and board as **advocates through dedicated training** that aligns everyone with advocacy priorities and strategies.
- Create **channels for ongoing input** and updates by collecting advocacy concerns.

Become Strong Girl Advocates

GREEN LIGHT

2025 Key Tactics

- Advocate at all levels by educating policymakers, **clarifying organizational positions**, and showing up at community events alongside allies.
- Create **advocacy opportunities for participants** by expanding events like Advocacy Day to middle schoolers and providing platforms like podcasts to share their perspectives.
- Amplify **girls' voices through Girls Inc. channels**—social media, website, and beyond—ensuring their stories and concerns are heard publicly.

Wins

- Core external messaging determined at the Board Retreat
- Girls in #HalftheStory advocacy group with Girls Inc. National pilot
- Program partners: Domestic Violence Prevention Network & Period Education Project

Challenges

- Girls Inc. National updated messaging

Pivots

- Navigating the delicate nature of girls-focused advocacy in the current climate



2025 Strategic Plan Dashboard

Goal 3: Growth

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

Improve External Messaging

YELLOW LIGHT

2025 Key Tactics

- **Increase brand visibility** through community event participation, website enhancements, and featuring sponsors to showcase support.
- Enhance stakeholder engagement for tracking interactions, maintaining consistent communication across platforms, and **creating an easy path for external engagement**.
- Leverage campaigns to **build financial support and community buy-in** around growth strategies and goals.

Recruit New Participants

GREEN LIGHT

2025 Key Tactics

- Leverage community partnerships to **enhance recruitment**, including collaborations with higher education, workforce development, and other affiliates.
- Improve recruitment strategies by creating a **strategic enrollment plan**, using social media for teen outreach, and **hosting accessible events** like open houses.
- **Remove barriers to participation** by addressing transportation issues, integrating programs into school schedules, and ensuring accessibility.

Assess Potential for Expansion

GREEN LIGHT

2025 Key Tactics

- Establish expansion processes by creating an **intake system for new sites** and forming a **board advisory committee to guide growth decisions**.
- Evaluate readiness for new partnerships with an **internal assessment**, ensuring financial sustainability and firm cost models for new sites.
- Prioritize growth by using the **feasibility study to create a focused 3-year expansion plan** and solidifying our programming model for replication in new areas.

Fundraising for Programming + Growth Opportunities

GREEN LIGHT

2025 Key Tactics

- **Strengthen individual giving** and broaden funding sources to support program growth.
- Implement **targeted fundraising campaigns**.
- Assess and refine corporate sponsorships, while developing a **list of fundable opportunities** for donors.
- Prepare for strategic growth by identifying **potential funders** in new territories and exploring federal grant opportunities.

Wins

- Marketing + Recruitment collaboration to strategically recruit for summer experiences
- Feasibility study guiding recruitment + outreach programming
- TogetHER planning committee

Challenges

- Slowed responses on funding submissions and opportunities due to current climate

Pivots

- Adjusting planned website updates and brand visibility to reflect current climate and external messaging