



# Consent Agenda

## **Vision, Mission, and Values**

## **June Meeting Agenda**

### **Board Dashboard: June 2025**

### **Meeting Minutes**

Board of Directors Meeting: April 2025

### **Report Items**

Executive Committee Meeting Report

Development Committee Meeting Report

Governance Committee Meeting Report

### **Documents**

Financial Reports

2025 Survey Results, Board Matrix

Girls Inc. Indianapolis Board Buddy Program

Strategic Plan Dashboard - coming soon

## 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.

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### Mission

To inspire all girls to be strong, smart, and bold.

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## 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  
Wednesday, June 18  
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. Committee Action Items (Committee chairs) | 5:20pm |
| 4. Strategic Plan (Kristen Schunk Moreland)  | 5:30pm |
| 5. CEO Update* + New Business (Lindsay)      | 6:30pm |
| 6. Executive Session (Full board)            | 6:45pm |
| 7. Adjournment                               | 7:00pm |

\*Any additional action items for the board will be shared in the CEO update

#### Upcoming Meetings

Executive Committee: Thursday, July 17, 2025, 5:15 - 7:00 PM

Finance Committee: RFP Meetings to be held in June and July, dates being finalized

Development Committee: Friday, July 11, 2025, 2:30–4:00 PM

Governance Committee: Wednesday, July 9, 2025, 5:00–6:30 PM

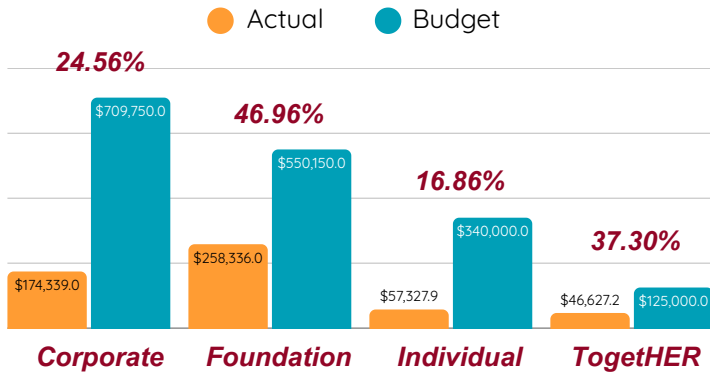
Board Meeting: Thursday, August 21, 2025, 5:15–7:00 PM



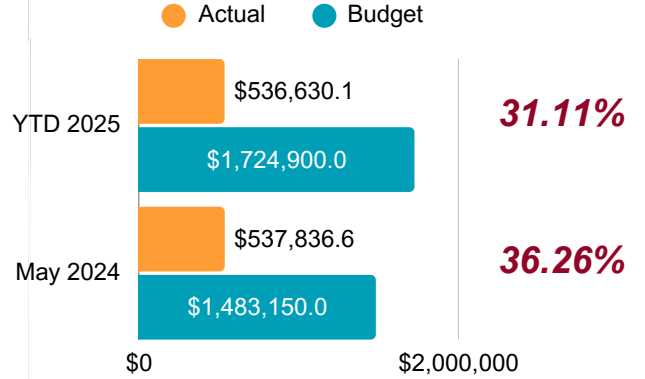
# Board Dashboard: June 2025

## DEVELOPMENT

### Budget v Actual: Fundraising Buckets



### Budget v Actual: FY



**Active Prospect Pipeline**  
\$2,194,250

**Active Asks Out**  
\$714,000

**Gifts Released in 2025**  
\$608,925

## MARKETING

2025 is determining baselines.



### Email Open Rate

- 47% in May
- 40% in March
- 44% in January



### Email Click Rate

- 1.75% in May
- 2.3% in March
- 3.2% in January



### Social Media Followers

Facebook: 3,088  
 Instagram: 3,707 [2.8% increase]  
 LinkedIn: 3,853 [5.7% increase]



### Social Media Engagement

Facebook:

- 737 total reactions
- 20,127 total reach

Instagram:

- 706 total reactions
- 7,943 total reach

LinkedIn:

- 224 total reactions
- 148,725 total reach

## HUMAN RESOURCES



### 2025 Employee Retention Rate

YTD: 100%  
 Q2: 100%



### Open Positions

- Program Facilitator (Permanent)

## BOARD ENGAGEMENT

Please schedule 2025 1:1 with Lindsay.

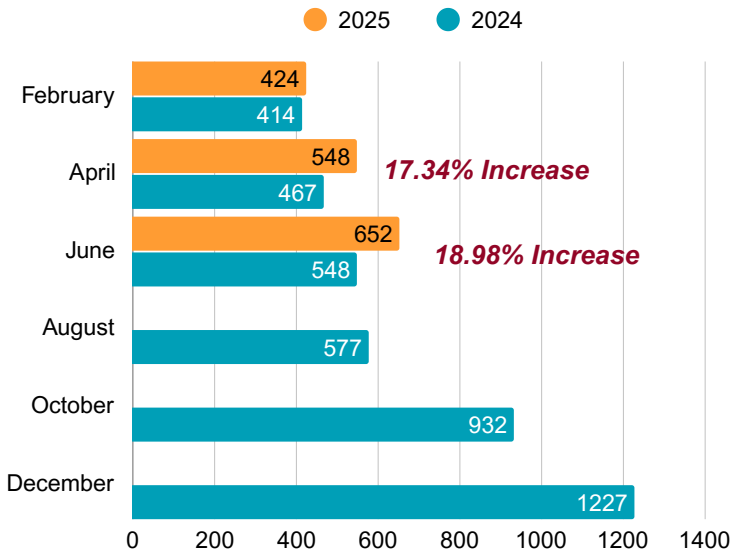


### 2025 Attendance Rate

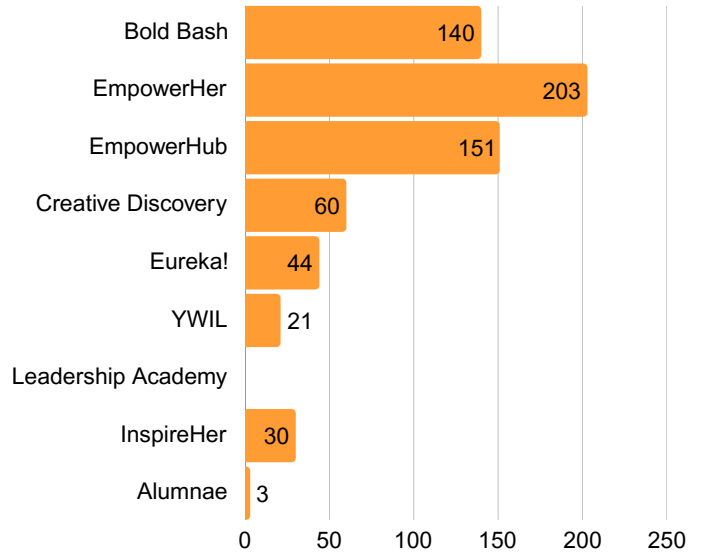
75%

# PROGRAMS

## Girls Served: 2024 v 2025



## 2025 Girls Served by Program



## 2025 Programs



*School-Based Partnership*  
14

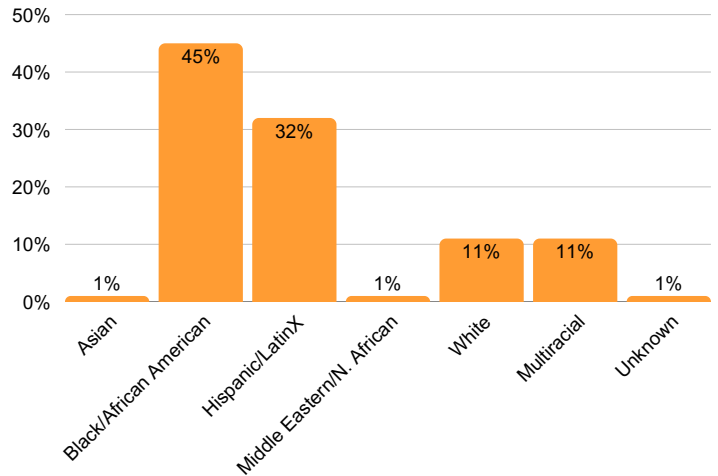


*Center-Based Partnerships*  
2



*Participants in School Meal Program*  
62%

## 2025 Participant Demographics



## VOLUNTEERS



*Key Volunteer Partners:*

- COX Automotive
- Corteva
- Key Bank

*Key Volunteer Opportunities:*

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

## UPCOMING HIGHLIGHTS

*Internship Showcase*

Monday, June 30: 6:00 PM-8:00 PM  
Girls Inc. Indy

*Creative Discovery: Small Bus. Fair*

Friday, June 27: 1:00 PM-3:00 PM  
Enlace Academy

*City League: Girls Inc. Team*

Calendar Invites Soon!

*LA: Speed Networking*

Tuesday, July 8: 1:30 PM-3:30 PM  
Girls Inc. Indy

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



### **Board Members in Attendance**

Ellen Butz, Parul Malik, Payton DuBose, Mark Mosias, Andrew Peñalva, Jennifer Grady, Carla Harris, Jeannie Infante, Chris Cotterill, Erica Hariis, Tosha Huddleston

### **Board Members not in Attendance**

Suzie Kovatch, Lisa Hawkins, Rico Francis, Evelyn Thompson, Sandy Ashley-Jordan, Britt Griffin, Kristen Lampkin, Jennifer Rufatto

### **Staff in Attendance**

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

### **Official Meeting Minutes**

#### **Call to Order**

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

#### **Strategic Plan Report**

The meeting did not have a quorum, so the consent agenda, finance report and audit approval were postponed.

Jade Stone, Senior Director of Advancement, provided an overview of recent updates to the strategic plan and board reporting process. She introduced the new board report format, which will now include regular updates on key areas such as the number of girls served, fundraising goals, marketing and social media reach metrics, volunteer highlights, and upcoming important dates. In addition, a new strategic plan dashboard has been implemented to keep board members informed of the organization's overall progress, including recent wins, current challenges, and necessary strategic pivots. These updates aim to enhance transparency, alignment, and engagement among board members.

For year-to-date progress on the strategic plan, Jade overviewed the biggest hinderances on progress are staff hiring timelines and pivoting external messaging to comply with Girls Inc. National expectations.

#### **Consent Agenda**

A motion to approve the consent agent was made by Chris Cotterill and seconded by Mark Mosias. The motion was carried unanimously.

#### **Finance Report + Audit Approval**

Jeannie Infante, Finance Committee Member, led in place of Suzie Kovatch, Finance Chair and Treasurer.

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



Ellen Butz, consent to 990 & audit, no questions. A motion to approve was made by Carla Harris and seconded by Tosha Huddleston. The motion was carried unanimously.

Tammie Hardin, Vice President of Finance, informed board of new lines on balance sheet. Construction in progress, garden and fence- will become an asset then will fall off balance sheet. Budget for Q1, 18% spent of 25%- low on expenses which is helpful due to low income. Cash flow feels good going into the early part of summer.

Great pledge payments with about \$46k that came in prior to board meeting. Camp expenses will see money go out fast. Lindsay Gramlich, President & CEO, noted that the hiring process is taking longer to ensure the right candidates are selected, with salary and retention expenditures to be reflected in July finances.

RFP, for an investment management firm; coming to the end of our 5-yr agreement with the current company; please send referrals to Suzie.

### **CEO Update & Mission Moment**

We received 126,000 votes through the Target Circle fundraiser, surpassing our initial expectation of \$2,200. Instead, we raised over double that amount—\$5,500.

JD Finish Line Foundation is joining as the presenting sponsor of the Leadership Academy.

The Annual TogetherHER fundraising lunch is set for Friday Sept 26<sup>th</sup> from 11 AM – 1 PM. The Cunningham Restaurant Group, Commission Row, and the Simon Family are donating the space, food and drink. Parking is being covered by Pacers Sports & Entertainment – Theme: Female Entrepreneurship & Small Business Owners.

Pending funding requests versus available funds—approximately \$780K in strong prospects currently in the pipeline. Lindsay has a list of company names. The current climate appears to be causing delays in securing funding, as companies may be shifting priorities. As a result, the budget remains very conservative, highlighting the importance of multiyear grants and individual donors.

### **GIGI Programs Deep Dive**

Michelle Freeman, COO, spoke about the 9 programs:

In our school-based programs, we partner with over 24 schools to offer:

- **Bold Bash** (Grades K-5): Pep-rally style introduction to peer conflict resolution, how to be a good friend, and confidence building.
- **EmpowerHer** (Grades 2–5): Anti-bullying, STEM exposure, and self-acceptance.
- **EmpowerHub** (Grades 6–8): Confidence building, academic mindsets, STEM, and self-wellness.
- **InspireHer** (Grades 9–12): Mentorship, study skills, confidence building, and post-secondary planning.

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



Our camp and center-based experiences deepen impact through immersive opportunities:

- **Summer Camp** (Ages 5–12): Four weeks of Strong, Smart, and Bold activities including fieldtrips, workshops, and community-based activations.
- **Eureka!** (Grades 8–12): STEM and college/career readiness through a summer experience, plus monthly workshops and field trips throughout the school year.
- **Leadership Academy**: Two weeks of essential leadership and career exposure skills.
- **Young Women in Leadership**: Leadership and self-advocacy skill development and post-secondary planning through school year workshops.
- **Alumnae Program**: Ongoing access to internships, mentorship, and skill-building workshops for young women ages 18–24.

Michelle shared the team is being more intentional about programming, including mapping out for the year during summer, and creating supportive systems with an emphasis on increasing capacity and retention. Overall, huge changes to programming have been made since 2022, with a 60% increase in girls served from 2024 to 2025. Looking toward next year for programs, key words for the team are accountability & responsibility.

### **People and Culture Update**

Carla Montgomery, Chief People Officer, emphasized the team's focus on the capacity of programs. Additionally, she is continuing to hire open roles. Jade Stone was promoted to Senior Director of Advancement. And overall, the team is ensuring roles and responsibilities align with jobs and the goals of the strategic plan.

### **Action Items & Next Steps**

Jade Stone shared a new set of board thank you notes, and encouraged board members to use the given QR code to complete a board member survey; surveys will be used to showcase board members and their involvement on our social media channels, blog posts, etc. Jade will connect with you prior to anything being posted to ensure consent.

### **Executive Session**

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

### **Adjournment**

The meeting was adjourned at 7:01 PM by Lindsay Gramlich, President & CEO.



***Girls Inc. of Greater Indianapolis  
Board of Directors-Executive Committee  
May 15, 2025  
5:15 – 6:00 p.m.  
In-person for Internship Mixer following meeting  
Virtual is optional  
With minutes***

**Committee Members**

Ellen Butz, Chair  
Parul Malik, Vice Chair/ Development Chair  
Suzie Kovatch, Treasurer/ Finance Chair  
Lisa Hawkins, Secretary/ Governance Chair  
Carla Harris, Member at Large

**Cannot Attend**

Chris Cotterill, Member at Large

**Staff**

Lindsay Gramlich, President & CEO

- 1. 5:15pm: Call to order**
- 2. 5:15pm Ongoing business (25 min)**
  - a. Committee Updates
    - i. Governance
    - ii. Development
    - iii. Finance
  - b. Ad Hoc Committee Members

We spent significant time talking through Governance related items and current prospecting for this year's slate. Parul also gave a good recap of Development initiatives and how to engage board members in summer campaigns. The committee talked through some Finance related items as well.

- 3. 5:45pm New business (20 min)**
  - a. CEO Report
  - b. June Board Meeting Agenda

Lindsay discussed some high-level initiatives, such as ideas that came up regarding the advisory board and the potential to hire Donesha Posey to do a risk assessment as part of the DEIB youth-well being grant we received this year.



4. **6:00pm Adjourn and/or Attend Internship Mixer**

- a. *New in 2025: Our 2025 summer interns will meet their mentors from various organizations as a kick-off to their internships. We will have girls, families, and partners attending the mixer. We'd love for the Exec Committee to stop by following the meeting, if schedule allows. There will still be a virtual option for the meeting, so the mixer is optional.*

We adjourned on time. Ellen and Lindsay attended the mixer for a few minutes.



## Development Committee

May 9, 2025

2:30-4:00pm

With minutes

### Committee Members

Parul Malik, Development Chair

Payton DuBose

Rico Francis

Mark Mosias-**could not attend**

Evelyn Thompson

Andrew Penalva- **could not attend**

Leslie Salzaar- Ad Hoc- **could not attend**

### Staff

Lindsay Gramlich, President & CEO

Adam Clevenger, Interim Development Director- **could not attend**

Jade Stone, Senior Director of Advancement

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

2. Updates (2:30-2:45pm)

a. Financials

b. Outstanding asks

Jade shared a new tracking sheet of revenue that was well received by the committee. Lindsay went through a list of outstanding gifts.

3. Together (2:45-3:15pm)

a. Planning committee

▪ Updates on responses

b. Panel

▪ Identify wish list of panelists

▪ Identify person responsible for contact and timeline on each wish list person

c. Ask of committee

We discussed the plan for TogetHER and the areas staff needs committee support. Mark, Evelyn, and Rico agreed to work together on florals, music, stage, AV, photography, and décor. These are the areas we still need in-kind support. We did not have any other board members volunteer to be part of the planning committee.

4. New Business (3:15-3:45pm)

a. Identify a campaign the committee can focus on to raise funds:

▪ Suggestion: \$25 for Girl Dad '25? It'll go with the timeline for end of May-August on Girl Dad

We ran through our summer ask of the board, which is the \$25 in 2025 for Girl Dad. We'd like each board member to get 25 friends and family members to give to the Girl Dad campaign to help us boost our individual giving numbers. The committee liked the idea, and will move it forward.

- b. Marketing/PR/Video Wish
- c. Update on advancement team

We did not get to this conversation, but did share Leslie Salazar was joining the committee as an ad hoc member. Leslie can help us with our video plans, as she already has an awesome list for us to consider.

- 5. Good of the order (3:45-4:00pm)
  - a. Updates from pop-up committee

Rico, Evelyn, and Mark will continue thinking of ways pop-up events can work and support GIGI.



of Greater Indianapolis

# Girls Inc. of Greater Indianapolis Board of Directors

## Governance Committee

### REPORT

May14, 2025  
5:00 – 6:30pm

#### Committee Members

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

- Meeting called to order at 5:03PM
- **Strategic Items**

#### **Board Member Engagement / Experience**

- The committee is considering implementing a “buddy program” designed to improve onboarding, enhance engagement, and support retention of new board members by pairing them with experienced members in a structured, supportive relationship.
- An overview of the proposed program (*see attached*) was shared with the committee for review and feedback. The committee discussed that other board members (Rico, Evelyn and Mark) are also thinking about ways to improve engagement. If we move forward, the committee recommends we consider an engagement task force / ad hoc committee to combine engagement efforts in a more strategic and coordinated approach.
- The committee is supportive of the “buddy program” if we can confirm adequate interest from current board members. We agreed to gauge board interest before moving forward with further exploration of the program.
  - **Action Item:** Survey board via an email poll to determine interest. (*Kristen*)

#### **Bylaws, Policies and Procedures**

- Discussed areas where we need further clarity and documentation on board operating procedures in support of our bylaws and policies. Included would be defined processes, roles, responsibilities and other information on “how” we execute on our bylaws and policies. Several areas of opportunity were discussed:
  - Board and committee meeting attendance tracking and follow-up
  - Resignation and offboarding process for board members
  - Leave of Absence (LOA) process for board members
  - Administration of the Board Matrix Survey

Inspiring all girls to be strong, smart, and bold

- The committee agreed to move forward with creating an operating procedures document to begin capturing this information.
  - **Action Item:** Reach out to other Girls Inc affiliates to secure sample operating procedure documents and/or templates *(Lindsay)*
  - **Action Item:** Obtain sample operating procedures from other non-profit boards and begin planning how we will move forward. *(Sandy)*

### **Board Recruitment**

- Reviewed board survey results to confirm target skills and experience needed in the next round of recruitment. Also discussed strategic relationships where we need representation from key organizations *(see attached)*.
- Reviewed the Board Prospect list which captures the names of potential board members that we are / would like to consider.
- 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.
  - **Action Item:** Review needs summary and prospect list with the Executive Committee. Obtain their feedback on prospects. *(Lisa)*
  - **Action Item:** Send email to the Board calling for New Board Member nominations *(Lisa)*
  - **Action Item:** Reach out to contacts at Elevance and IU Health regarding potential board prospects. *(Kristen and Lisa)*

### **“Advisory Committee” Proposal**

- Discussed the proposal to stand-up a new Advisory Committee. The general sentiment of the Governance Committee is supportive, however, further due diligence is required to fully understand what is being proposed and the desired outcomes we hope to achieve.
- A meeting with Tarrant County Girl’s Inc affiliate is scheduled for later in May to learn more about their advisory committee to help inform our thinking.
- The Governance Committee recommends further discussion with the Executive Committee.
  - **Action Item:** Bring back to the Executive Committee for further discussion and guidance on how to proceed *(Lisa)*
- **Other Business**
  - The BOD consolidated calendar is out for review and requires input and feedback to fully populate.
    - **Action Item:** Jennifer distributed the calendar for input and feedback from the Governance Committee *(All)*
- Meeting adjourned at 6:20pm

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

	May 31, 25	May 31, 24	\$ Change	% Change
<b>ASSETS</b>				
Current Assets				
Checking/Savings	158,926.77	258,248.25	-99,321.48	-38.46%
Accounts Receivable				
Accounts Receivable	540,828.05	343,629.36	197,198.69	57.39%
Total Accounts Receivable	540,828.05	343,629.36	197,198.69	57.39%
Other Current Assets				
Prepaid Expenses	1,437.85	7,235.51	-5,797.66	-80.13%
Investments	600,655.94	468,701.47	131,954.47	28.15%
Endowment Investments	3,072,491.03	2,850,927.19	221,563.84	7.77%
CICF Endowment Fund	17,264.29	15,603.33	1,660.96	10.65%
Total Other Current Assets	3,691,849.11	3,342,467.50	349,381.61	10.45%
Total Current Assets	4,391,603.93	3,944,345.11	447,258.82	11.34%
Fixed Assets	1,067,405.82	1,116,832.91	-49,427.09	-4.43%
Other Assets				
Construction in Progress	26,460.87	8,959.42	17,501.45	195.34%
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	40,903.79	9,643.13	31,260.66	324.18%
<b>TOTAL ASSETS</b>	<b>5,499,913.54</b>	<b>5,070,821.15</b>	<b>429,092.39</b>	<b>8.46%</b>
<b>LIABILITIES &amp; EQUITY</b>				
Liabilities				
Current Liabilities				
Accounts Payable	12,613.69	23,886.21	-11,272.52	-47.19%
Credit Cards	0.00	14,296.65	-14,296.65	-100.00%
Other Current Liabilities				
Deferred Revenue	4,500.00	5,000.00	-500.00	-10.0%
Payroll Liabilities	37,858.28	29,742.59	8,115.69	27.29%
Mortgage Payable Current Debt	19,422.67	18,203.34	1,219.33	6.7%
Short-Term Operating Lease Liability	2,963.12	560.08	2,403.04	429.05%
Total Other Current Liabilities	64,744.07	53,506.01	11,238.06	21.0%
Total Current Liabilities	77,357.76	91,688.87	-14,331.11	-15.63%
Long Term Liabilities	165,636.10	186,916.93	-21,280.83	-11.39%
Total Liabilities	242,993.86	278,605.80	-35,611.94	-12.78%
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	-26,751.65	109,564.65	-136,316.30	-124.42%
Total Equity	5,256,919.68	4,792,215.35	464,704.33	9.7%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>5,499,913.54</b>	<b>5,070,821.15</b>	<b>429,092.39</b>	<b>8.46%</b>

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

	<u>Jan - May 25</u>	<u>Jan - May 24</u>	<u>\$ Change</u>	<u>% Change</u>
<b>Income</b>				
Individual Donations	57,327.89	103,575.28	-46,247.39	-44.65%
Corporate Donations & Grants	174,338.96	290,261.28	-115,922.32	-39.94%
Foundation Donations & Grants	108,335.98	90,500.00	17,835.98	19.71%
Restricted for Future Years	119,200.00	85,300.00	33,900.00	39.74%
Program Services Income	36,338.75	41,822.40	-5,483.65	-13.11%
Rental Income	2,500.00	2,500.00	0.00	0.0%
Gift In Kind Income	2,925.00	17,167.25	-14,242.25	-82.96%
TogetHER Event, Net	31,000.00	53,500.00	-22,500.00	-42.06%
Other Event Income	10,000.00	0.00	10,000.00	100.0%
Interest Income	3,152.94	2,140.93	1,012.01	47.27%
Investment Interest & Dividends	28,575.38	19,741.76	8,833.62	44.75%
Investment Realized Gain/Loss	14,749.34	24,420.58	-9,671.24	-39.6%
Investment Unrealized Gain/Loss	66,781.59	136,719.38	-69,937.79	-51.15%
<b>Total Income</b>	<u>655,225.83</u>	<u>867,648.86</u>	<u>-212,423.03</u>	<u>-24.48%</u>
<b>Gross Profit</b>	655,225.83	867,648.86	-212,423.03	-24.48%
<b>Expense</b>				
Salaries & Wages Expense	389,499.12	461,406.85	-71,907.73	-15.58%
Payroll Taxes Expense	28,790.96	34,470.68	-5,679.72	-16.48%
Benefits Expense	49,528.54	38,210.37	11,318.17	29.62%
Other Labor Expense	9,524.65	6,454.15	3,070.50	47.57%
Contractor Services Expense	57,029.55	51,080.15	5,949.40	11.65%
Professional Fees Expense	23,207.34	20,037.50	3,169.84	15.82%
Insurance Expense	9,914.44	10,425.41	-510.97	-4.9%
Occupancy Expense	170.17	16,218.20	-16,048.03	-98.95%
Equipment Expense	19,796.50	23,859.83	-4,063.33	-17.03%
Materials & Supplies Expense	17,054.19	10,149.24	6,904.95	68.03%
Public Relations Expense	6,612.31	2,471.02	4,141.29	167.59%
Printing & Mailing Expense	1,007.34	1,591.78	-584.44	-36.72%
Travel Expense	10,700.16	9,286.00	1,414.16	15.23%
Conference Expense	687.12	185.00	502.12	271.42%
Membership & Subscription Exp	432.00	421.28	10.72	2.55%
National Dues Expense	5,000.00	5,000.00	0.00	0.0%
Bank Charges Expense	362.54	295.36	67.18	22.75%
Credit Card Processing Exp	594.44	1,082.19	-487.75	-45.07%
Interest Expense	4,270.90	3,902.62	368.28	9.44%
Investment Fees Expense	11,483.24	10,861.00	622.24	5.73%
Gift In Kind Expense	2,925.00	17,167.25	-14,242.25	-82.96%
Depreciation Expense	33,386.97	33,508.33	-121.36	-0.36%
<b>Total Expense</b>	<u>681,977.48</u>	<u>758,084.21</u>	<u>-76,106.73</u>	<u>-10.04%</u>
<b>Net Income</b>	<u><u>-26,751.65</u></u>	<u><u>109,564.65</u></u>	<u><u>-136,316.30</u></u>	<u><u>-124.42%</u></u>

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

	<u>May 25</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Jan - May 25</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>	<u>Annual Budget</u>
<b>Income</b>									
Individual Donations	12,083.29	22,500.00	-10,416.71	53.7%	57,327.89	160,000.00	-102,672.11	35.83%	340,000.00
Corporate Donations & Grants	55,535.00	156,000.00	-100,465.00	35.6%	174,338.96	487,630.00	-313,291.04	35.75%	709,750.00
Foundation Donations & Grants	50,000.00	85,200.00	-35,200.00	58.69%	108,335.98	308,650.00	-200,314.02	35.1%	550,150.00
Restricted for Future Years	119,200.00	0.00	119,200.00	100.0%	119,200.00	0.00	119,200.00	100.0%	0.00
Program Services Income	17,563.75	3,000.00	14,563.75	585.46%	36,338.75	25,000.00	11,338.75	145.36%	73,820.00
Rental Income	500.00	500.00	0.00	100.0%	2,500.00	2,500.00	0.00	100.0%	6,000.00
Gift In Kind Income	500.00	0.00	500.00	100.0%	2,925.00	0.00	2,925.00	100.0%	0.00
TogetHER Event, Net	6,000.00	0.00	6,000.00	100.0%	31,000.00	0.00	31,000.00	100.0%	125,000.00
Other Event Income	10,000.00	0.00	10,000.00	100.0%	10,000.00	0.00	10,000.00	100.0%	0.00
Interest Income	413.97	375.00	38.97	110.39%	3,152.94	1,875.00	1,277.94	168.16%	4,500.00
<b>Total Income</b>	<b>271,796.01</b>	<b>267,575.00</b>	<b>4,221.01</b>	<b>101.58%</b>	<b>545,119.52</b>	<b>985,655.00</b>	<b>-440,535.48</b>	<b>55.31%</b>	<b>1,809,220.00</b>
<b>Gross Profit</b>	<b>271,796.01</b>	<b>267,575.00</b>	<b>4,221.01</b>	<b>101.58%</b>	<b>545,119.52</b>	<b>985,655.00</b>	<b>-440,535.48</b>	<b>55.31%</b>	<b>1,809,220.00</b>
<b>Expense</b>									
Salaries & Wages Expense	107,864.21	132,400.00	-24,535.79	81.47%	389,499.12	472,400.00	-82,900.88	82.45%	1,144,800.00
Payroll Taxes Expense	8,014.33	9,900.00	-1,885.67	80.95%	28,790.96	35,199.61	-6,408.65	81.79%	87,577.21
Benefits Expense	9,917.63	12,317.03	-2,399.40	80.52%	49,528.54	59,060.04	-9,531.50	83.86%	145,660.75
Other Labor Expense	7,385.35	2,125.00	5,260.35	347.55%	9,524.65	12,375.00	-2,850.35	76.97%	32,500.00
Contractor Services Expense	8,055.00	15,000.00	-6,945.00	53.7%	57,029.55	75,000.00	-17,970.45	76.04%	183,100.00
Professional Fees Expense	12,325.34	2,000.00	10,325.34	616.27%	23,207.34	14,250.00	8,957.34	162.86%	28,000.00
Insurance Expense	1,982.88	2,250.01	-267.13	88.13%	9,914.44	11,249.93	-1,335.49	88.13%	27,500.00
Occupancy Expense	-20,135.10	4,450.00	-24,585.10	-452.47%	170.17	22,350.00	-22,179.83	0.76%	53,500.00
Equipment Expense	4,777.53	5,544.02	-766.49	86.17%	19,796.50	27,719.98	-7,923.48	71.42%	66,573.41
Materials & Supplies Expense	8,787.37	2,566.67	6,220.70	342.37%	17,054.19	6,833.31	10,220.88	249.57%	41,900.00
Public Relations Expense	1,973.81	3,475.00	-1,501.19	56.8%	6,612.31	11,375.00	-4,762.69	58.13%	25,400.00
Printing & Mailing Expense	695.99	200.00	495.99	348.0%	1,007.34	2,927.00	-1,919.66	34.42%	10,625.00
Internships and W/D Activities	0.00	2,500.00	-2,500.00	0.0%	0.00	12,500.00	-12,500.00	0.0%	30,000.00
Travel Expense	867.65	1,000.00	-132.35	86.77%	10,700.16	9,000.00	1,700.16	118.89%	31,450.00
Conference Expense	626.88	0.00	626.88	100.0%	687.12	0.00	687.12	100.0%	26,500.00
Membership & Subscription Exp	0.00	0.00	0.00	0.0%	432.00	400.00	32.00	108.0%	400.00
National Dues Expense	1,000.00	1,000.00	0.00	100.0%	5,000.00	5,000.00	0.00	100.0%	12,000.00
Bank Charges Expense	135.00	140.00	-5.00	96.43%	362.54	720.00	-357.46	50.35%	1,700.00
Credit Card Processing Exp	155.69	208.34	-52.65	74.73%	594.44	1,041.62	-447.18	57.07%	2,500.00
Interest Expense	1,077.99	633.34	444.65	170.21%	4,270.90	3,166.62	1,104.28	134.87%	7,600.00
Investment Fees Expense	544.39	2,000.00	-1,455.61	27.22%	11,483.24	10,000.00	1,483.24	114.83%	24,000.00
Gift In Kind Expense	500.00	0.00	500.00	100.0%	2,925.00	0.00	2,925.00	100.0%	0.00
Depreciation Expense	6,677.40	7,083.34	-405.94	94.27%	33,386.97	35,416.62	-2,029.65	94.27%	85,000.00
<b>Total Expense</b>	<b>163,229.34</b>	<b>206,792.75</b>	<b>-43,563.41</b>	<b>78.93%</b>	<b>681,977.48</b>	<b>827,984.73</b>	<b>-146,007.25</b>	<b>82.37%</b>	<b>2,068,286.37</b>
<b>Net Income</b>	<b>108,566.67</b>	<b>60,782.25</b>	<b>47,784.42</b>	<b>178.62%</b>	<b>-136,857.96</b>	<b>157,670.27</b>	<b>-294,528.23</b>	<b>-86.8%</b>	<b>-259,066.37</b>
Gifts to be Released from Restriction for use in 2025									608,925.00
Permanent Endowment Account Draw									0.00
<b>Net Operating Gain/Loss</b>									<b>349,858.63</b>





# 2025 Survey Results Board Matrix

Board Selection Discussion

May 14, 2025

# 100% Response Rate

18 Board Members

# Subset of Survey

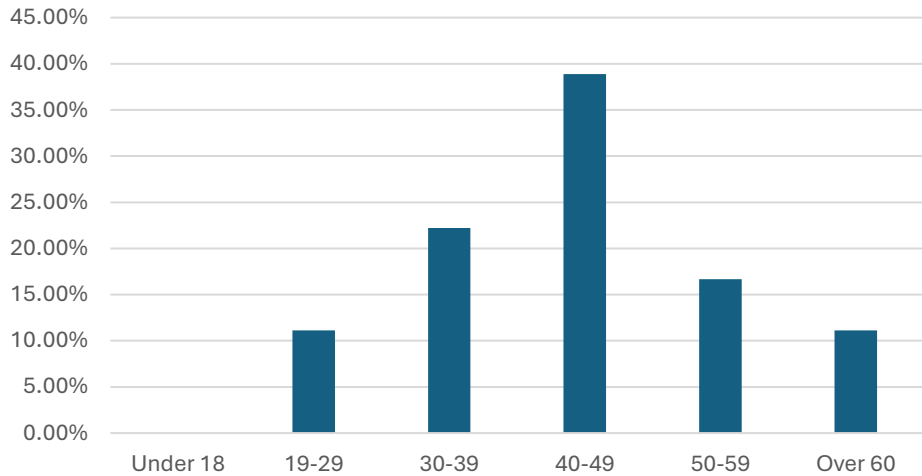
6 Target Questions on Board Profile

## For Discussion - Potential Areas of Need

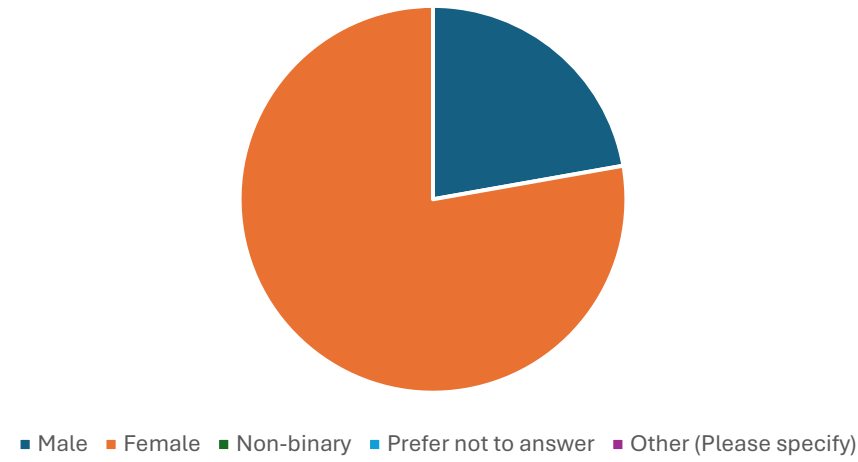
- Strategic corporate connections
  - Healthcare (IU Health, Elevance)
  - Chase (replace Suzie)
  - PNC
  - Second Helpings
  - National Bank of Indianapolis (ad hoc committee member)
  - Pacer's Sports and Entertainment
  - Barnes and Thornberg
- Employment / Labor Lawyer
- Board Experience
- Capacity to actively serve
- Real Estate / Building and Property Mgmt

# 2025 Survey Results – Board Profile

Board Member Age

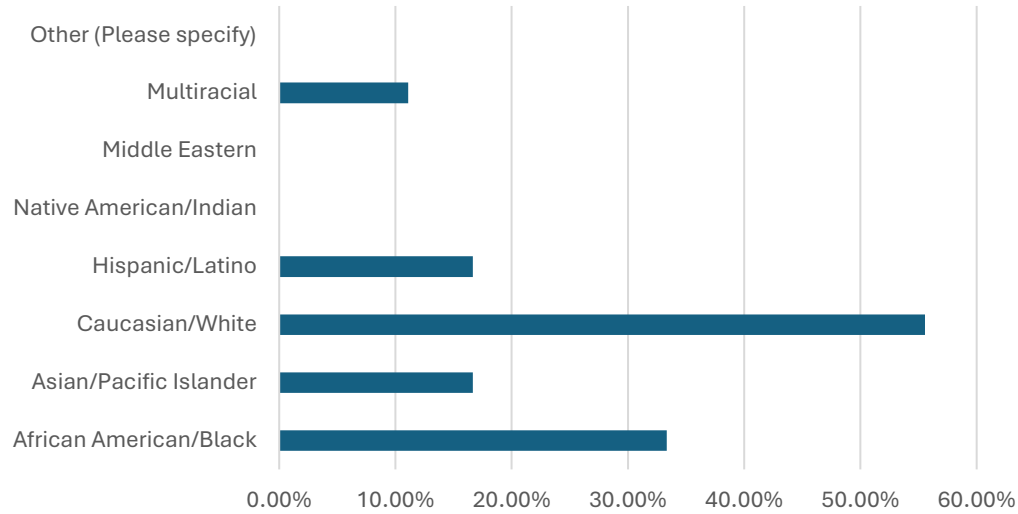


Board Member Gender Identity

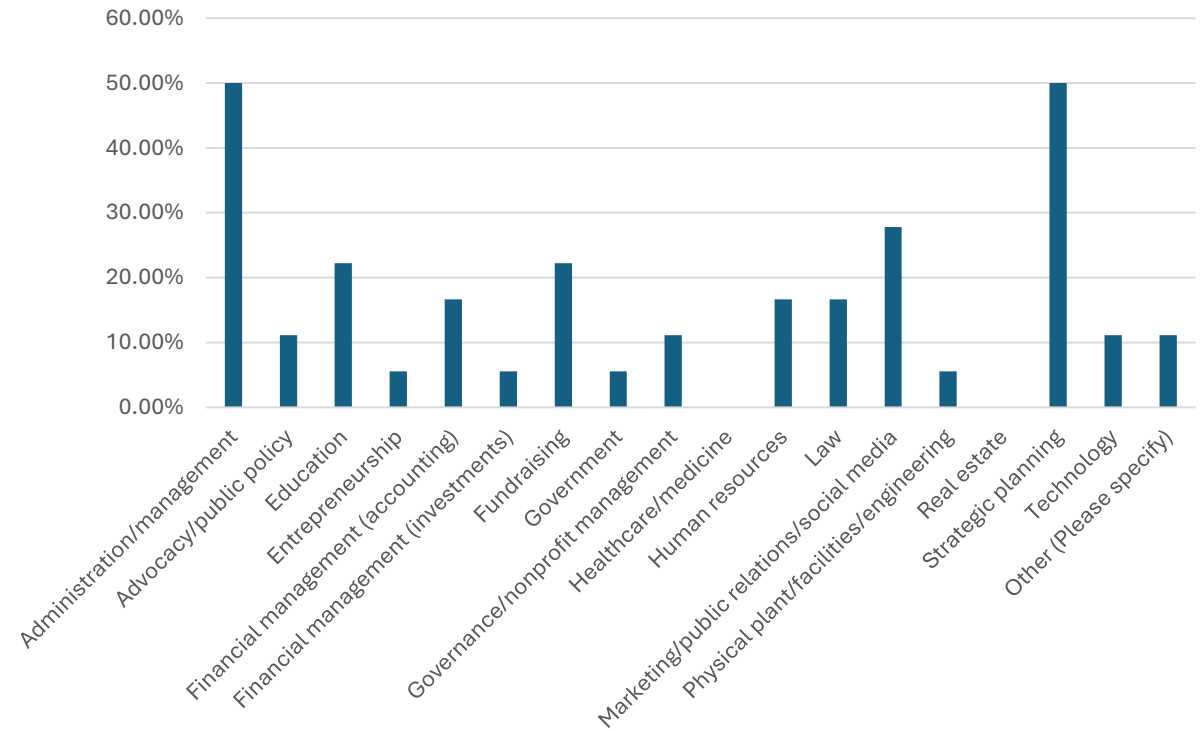


# 2025 Survey Results – Board Profile

## Board Member Race/Ethnicity

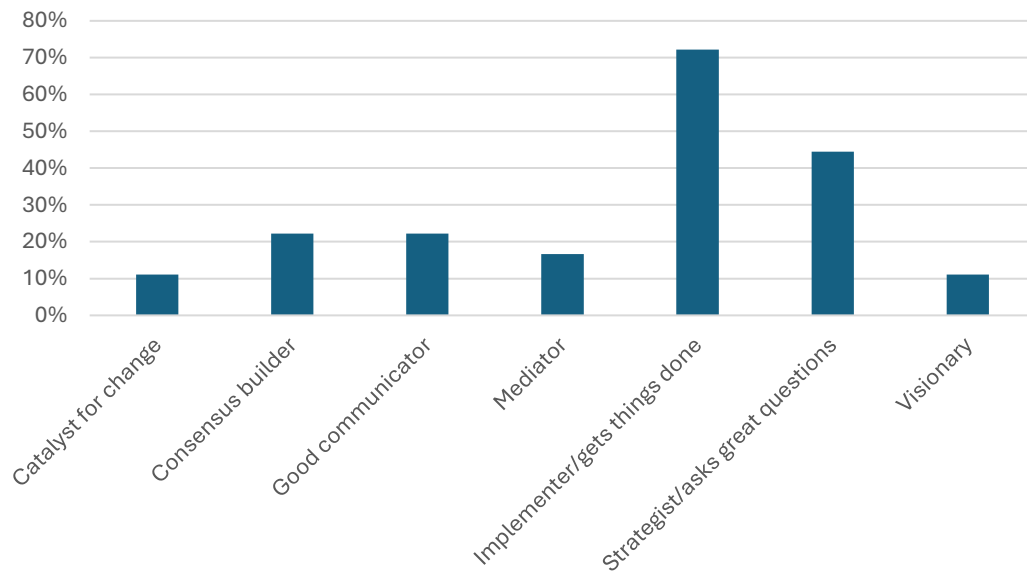


## Board Member Areas of Expertise

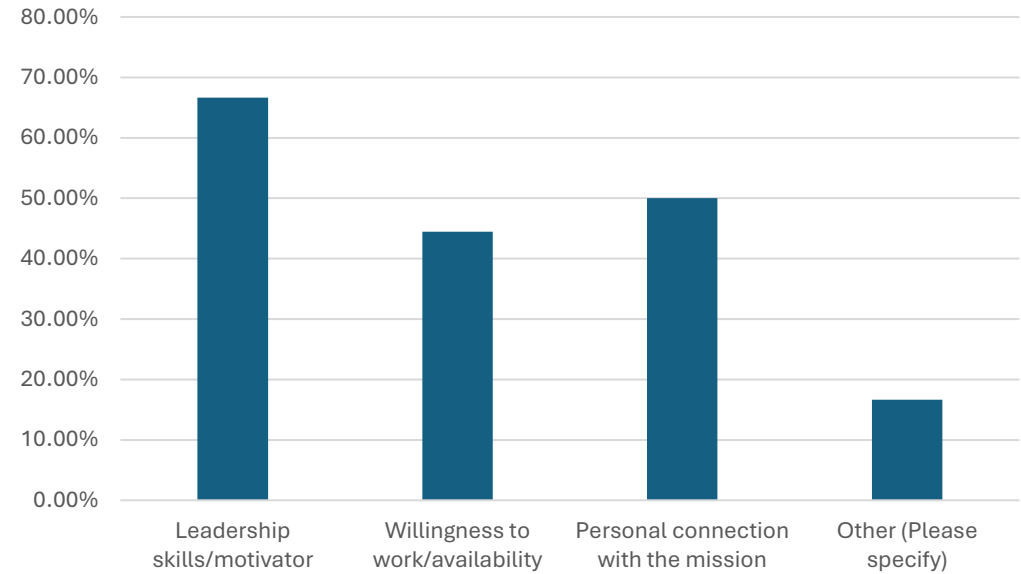


# 2025 Survey Results – Board Profile

## Board Member Personal Style



## Board Member Qualities



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## Girls Inc. Indianapolis Board Buddy Program

### Executive Summary – One-Sheet Overview

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#### Purpose

The Girls Inc. Indianapolis Board Buddy Program is designed to improve **onboarding**, enhance **engagement**, and support **retention** of new board members by pairing them with experienced members in a structured, supportive relationship.

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#### How It Works

##### Buddy Pairing:

- **New Board Members** (first-year)
- Paired with a **Veteran Board Member** (1+ year of service)

##### Matching Criteria: Using survey monkey

- Shared interests
  - Committee involvement
  - Professional background
- 

#### Program Components

Element	Details
<b>Welcome Kit</b>	Board handbook, org chart, key contacts, calendar, “Board 101” materials
<b>Monthly Check-ins</b>	30–45 minute chats between buddies (in person or virtual)
<b>Shared Experiences</b>	Attend at least one board or committee meeting together
<b>Intro Session</b>	Orientation for buddies and introduction at a board meeting

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#### Buddy Role Expectations

### **Veteran Member ("Buddy")**

- Welcome outreach in Week 1
- Monthly check-ins for 3–6 months
- Share insights and introduce contacts
- Encourage event participation

### **New Member**

- Participate in check-ins
  - Prepare questions and goals
  - Engage actively in board life
- 

### **Outcomes & Metrics**

- **New Member Retention**
  - **Meeting & Event Participation**
  - **Buddy Satisfaction Surveys**
  - **Feedback to Improve Program**
- 

### **Timeline Highlights**

- **Month 1:** Design program, create materials
  - **Month 2–3:** Pilot launch with initial buddy pairs
  - **Month 4–5:** Full program rollout
  - **Month 6:** Evaluation and feedback
- 

### **Why It Matters**

This program aligns with our commitment to:

- **Empower women leaders**
- Build a **cohesive and connected board**
- Ensure **every board member thrives and contributes fully**