



Consent Agenda

Vision, Mission, and Values

June Meeting Agenda

Board Dashboard: June 2026

Meeting Minutes

Board of Directors Meeting: April 2026

Report Items

Executive Committee Meeting Report

Development Committee Meeting Report

Finance Committee Meeting Report

Governance Committee Meeting Report

Documents

Financial Reports

Strategic Plan Dashboard

2026 Board Calendar

Upcoming Meetings:

Executive Committee, Tuesday, July 21: 5:15-7:00 PM

Finance Committee, Monday, July 20: 10:00 AM

Development Committee, Friday, July 17: 2:30-4:00 PM

Governance Committee, Thursday, July 16: 4:00-5:30 PM

Board Meeting, Tuesday, August 18: 5:15-7:00 PM

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.



Girls Inc. of Greater Indianapolis Board Social Agenda

Date: Tuesday, June 16

Time: 5:15-7:00pm (IN-PERSON)

Attendees: Board of Directors, CEO, Leadership Staff, Office Manager

Girls Inc. Mission: To inspire girls to be strong, smart, and bold.

Please Prepare:

- Read board book
- Review financials
- Optional: Bring a chair, beverages if something other than water or wine, a side dish

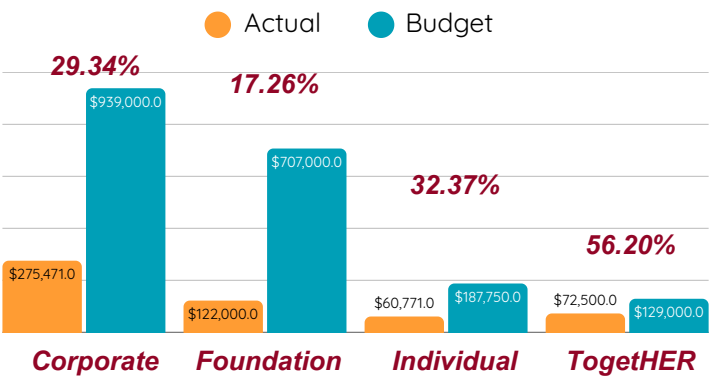
Time	Item	Strategic Initiatives	Purpose
5:15pm	Call to order	N/A	
5:20pm	Consent Agenda Financials Vote	Oversight	Deliberate Decide
5:25pm	Other Business	Oversight	Mission Connection Information Deliberate Decide
5:30pm	Social	Connection	Connection
7:00pm	Adjourn	N/A	



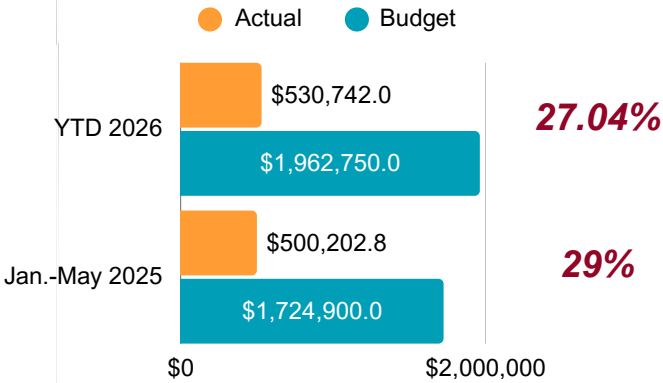
Board Dashboard: June 2026

DEVELOPMENT

Budget v Actual: Fundraising Buckets YTD



Budget v Actual: FY YTD



Cultivation/Prospect

Opportunity
\$1,242,500

Solicitations/Asks

Waiting
\$1,199,000

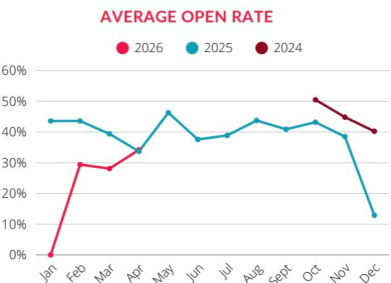
Gifts Released in 2026

Secured in 2025
\$600,400

2026 MARKETING RECAP

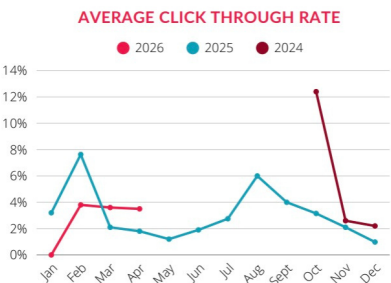


Email Open + Click Rate



Social Media Engagement

- LinkedIn: 4394 followers
 - 404 Average Post Reach
 - 60 Average Post Engagement
- Instagram: 4124 followers
 - 189 Average Post Reach
 - 13 Average Post Engagement
- Facebook: 3193 followers
 - 285 Average Post Reach
 - 22 Average Post Engagement



HUMAN RESOURCES



2026 Employee Retention Rate
YTD: 88.3%



- Open Positions
- 1 Full Time Program Facilitator
 - Controller

BOARD ENGAGEMENT

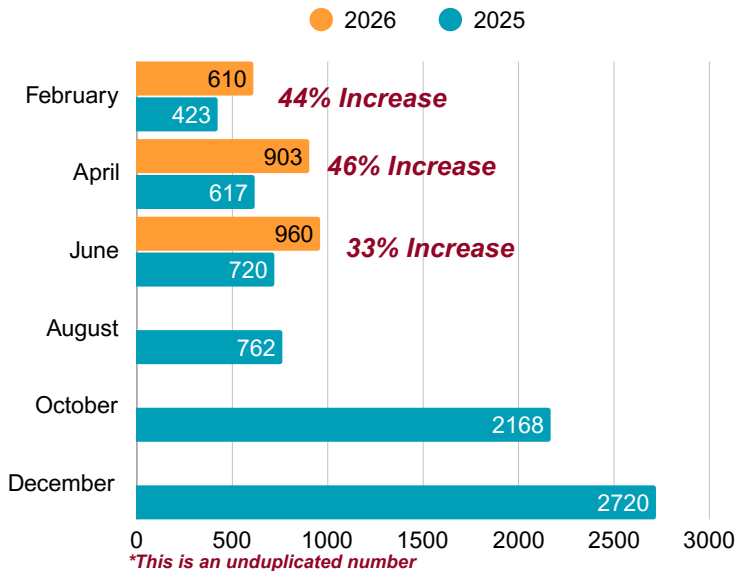


2025 Attendance Rate
72.86%

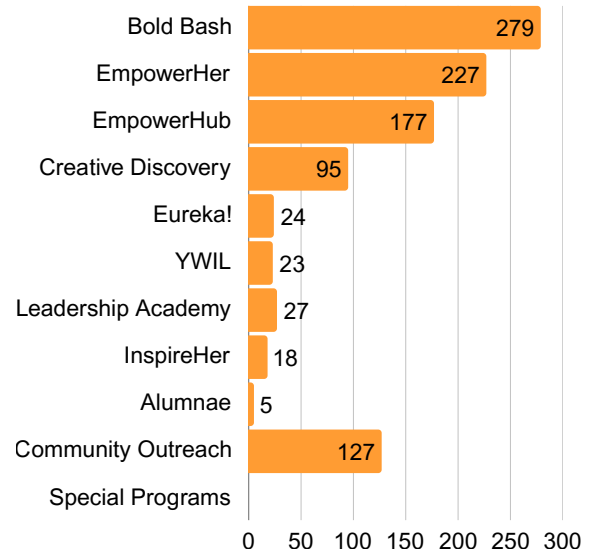
2026 Attendance Rate
83.01%

PROGRAMS

Girls Served: 2025 v 2026



2026 Girls Served by Program



2026 Programs



School-Based Partnership
22



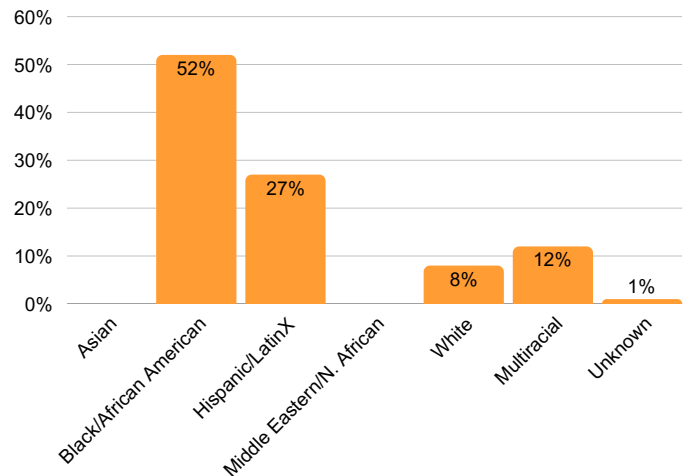
Center-Based Partnerships
3



Participants in School Meal Program
90%

**of known demographic data*

2026 Participant Demographics



VOLUNTEERS



Key Volunteer Partners:

- COX Automotive
- Audiochuck
- Deloitte

Key Volunteer Opportunities:

- Direct Mail Support
- Kit Creations
- Program Supply Donations
- Amazon Wish List Donations

UPCOMING HIGHLIGHTS

Eureka! Medical History Museum

Tuesday, June 24: 9:45 AM-12:00 PM
Indiana Medical History Museum

Eureka! Camp Capstone

Thursday, July 2, 2026: 1:00 PM-4:00 PM
IUI Campus

Internship Capstone

Monday, July 6, 2026: 5:30 PM-7:30 PM
Girls Inc. Indy



Board Members in Attendance

Sandy Ashley-Jordan, Ellen Butz, Shannon Charles, Rico Francis, Kristen Froehle, Shannon Furlin, Jennifer Grady, Carla Harris, Erica Harris, Lisa Hawkins, Jeannie Infante, Parul Malik, Mark Mosias, Andrew Peñalva, Jennifer Rufatto, Jim Watson

Board Members not in Attendance

Evelyn Thompson

Staff In Attendance

Lindsay Gramlich, Tammie Hardin, Jade Stone, Bea DuBois, Ketki Tamhankar, Carla Montgomery, DeOndra Craig, Cierra McCaleb, Michelle Freeman

Official Meeting Minutes

Call to Order

Ellen Butz, Board Chair, called the meeting to order at 5:18 PM.

Consent Agenda

Ellen Butz, Board Chair, presented the Consent Agenda for approval. No questions, approved by Parul Malik, Vice Chair, the motion was seconded by Sandy Ashley-Jordan, Board Member, and the board voted unanimously in favor.

New department of GIGI, the Advancement Team, has been fully staffed and joined to introduce themselves and their roles. Ketki Tamhankar, Individual Giving Director, Cierra McCaleb, Development Operations Coordinator, and DeOndra Craig continuing as the Community Engagement Specialist.

Retreat follow ups

Lindsay Gramlich, CEO & President, started the meeting sharing about the new committee that came out of the retreat workshop in February, the Innovation Committee. A growth and innovation task force will be created, not a permanent committee as it must be codified into by-laws. This could be evaluated in the future. This committee would be the highest level of strategy, with self-selecting board members, GIGI leadership staff, and select community advisors making up the committee. The timeline for the committee is for May – August to be the planning phase, with the executive team + board executives to review strategic plan number three. Lindsay will create budget scenarios during the planning phase. Thinking of a capital campaign for growth and expansion. At the August board meeting board members can elect to this task force, with additional steps to look at for the future. Ellen stated that the retreat was effective, outcomes came out loud and clear.

Ellen added, there is one more year of the current strategic plan and with the next plan possibly focused on growth and innovation. No need to rush the strategic plan. GIGI is still meeting goals 1, and 2 and serving an increased number of girls. The strategic plan



was created based on what was known at the time, everything stands true but over the years what is working and not working is being found, the cost and attendance. With this insight this becomes a checkpoint of the strategic plan for a quick revision or move forward.

Finance

Carla Harris, Finance Chair, after reviewing financials through March, performance is strong, and GIGI is in a good place from a cash perspective. The committee reviewed the financial statements with the audit partner; everyone was asked to review form 990. Carla asked if there were any questions or concerns from a finance perspective to address. Carla called for a vote on financials. Motion to approve made by Parul. No second needed, and the board voted unanimously in favor. All the prework by Tammie helps with the audit, a big thank you, another clean audit.

Governance

Sandy Ashley-Jordan, Board Member, started with revisions shared of by-laws, redlined and grid sent to all prior to meeting.

Sandy walked through the grid of changes suggested, stating that the revisions were to tighten up as the bylaws are already great. Paper copies shared with all board members.

Questions were addressed as going through each change to by-laws. By-laws are overarching, versus other policies.

The governance board will look over bylaws annually as a policy, to maintain standard operating procedures. Creating a system to support the by-laws, to document, and sign off. A vote on by-laws will come later to allow time for additional changes, a date of adoption will also require Lisa Hawkins, Governance Chair, to sign off.

Lindsay, shared that a board member area is being added to website. This portal will hold documents that are held behind a secure system.

Lisa Hawkins, Governance Chair, continued with governance updates, sharing a resignation, Payton DuBose resigned, effective immediately. Reminding all board to continue to recruit, preparing for the next class, Jan 2027. There are a few people in the pipeline. Specific pockets of board recruiting will be completed once the board matrix is reviewed.

Jim Watson and Shannon Charles have joined the governance committee as well. Governance is continuing to be strong.

Lindsay and Ellen shared the updates with the Gift Policy, tightening what the board decided should happen with gifts and donations. Different states have different rules regarding gift policies, and it is not a one size fits all policy. GIGI is getting ahead of things happening at HQ. No questions or concerns. Motion to approve made by Parul, motion was seconded by Sandy and the board voted unanimously in favor.



Contact Mapping Exercise

Jade Stone, Sr. Director of Advancement, shared the data gathered from Network Mapping, Ketki brought in this idea to GIGI. This mapping allows for a continuation, creating a steady pipeline of donors and partners, along with community partners. The big picture is unlocking growth for 2026, focusing on prospecting donors. Identifying top prospects and continuing to grow the list. The contact mapping is a guide to start conversations and steward relationships by making connections.

The Top 15 prospects were reviewed to assign to board members that have connections to them, assisting in creating donors by having communication and creating relationships. Jade will send emails to board members assigned to contacts, allowing time to reach out before June's board meeting.

If you feel comfortable inviting others to events, Jade will share the upcoming events to allow new people to experience GIGI's mission. This discussion will continue in the coming year.

Jade also walked through the Cape Fletcher Profile Giving Analysis, high potential names for donors – if board members know them, they will be assigned to assist in making introductions with Jade and Ketki.

Lindsay highlighted that the goal is to foster a deeper relationship with the people on the lists, either we don't know them at all or need to move the connection further as they are major gift prospects.

Advancement

Jade continued sharing about Advancement. Q1 of 2026 outperformed 2025, and there are big asks out right now. Including, asking AudioChuck about being presenting sponsor of TogetHER. Jade also shared that AudioChuck is giving out 500k at the end of the year. Each year AudioChuck alternates on what type of organization they want to assist, last year they focused on LGBT+, this year it is women or domestic violence. At this time, they do not know which type of organizations they will be focusing on. Drew Black from AudioChuck called Jade, they have a high interest in TogetHER and an ongoing relationship.

Lindsay added that AudioChuck is actively working with GIGI girls on Leadership Lounge and the podcast space.

Updates on TogetHER were shared. There will be less tables than last year and the cost will increase per seat. There are other ideas to be worked out due to the space, currently figuring out different options. There will be no event costs for TogetHER, donations directly going to programs which is also a draw for people.

Ellen addressed why so much time has been spent talking about donors. In the past there has not been a process or implementation which is why this has been a big focus.

Exec Session

Board of Directors Meeting Agenda
Tuesday, April 21, 2026
5:15 PM-7:00 PM
At Girls Inc. of Greater Indianapolis



The Board of Directors met privately for the executive session.

Adjournment

The meeting was adjourned at 7:00 PM by Ellen Butz.

Girls Inc. of Greater Indianapolis

Executive Committee Meeting Minutes May 11, 2026

Board Attendees: Ellen Butz, Carla Harris, Parul Malik, Lisa Hawkins

Staff Attendees: Lindsay Gramlich, Michelle Freeman, Carla Montgomery

Meeting began at 5:15pm, with one agenda item: Discussion around growth and innovation plans. Lindsay, Michelle, and Carla walked through proposed growth plans and program adjustments within the current Strategic Plan. They then discussed longer-term plans for expansion, which could require an extension of the Strategic Plan. We had a thorough discussion and settled next steps. Lindsay said she would follow up with Parul on a new initiative Cummins could provide to help us move in a strategic direction, with the hopes a Cummins team would serve as the initial Growth and Innovation Task Force. We need this task force to solve for a few different variables before we are ready to discuss future expansion plans. The Exec Committee and Exec Team left the meeting aligned and energized.

The meeting was adjourned at 7pm.



Development Committee

May 15, 2026

2:30 PM-4:00 PM

Committee Members

Parul Malik, Development Chair

Rico Francis

Kristin Froehle

Mark Mosias

Andrew Peñalva

Ad Hoc Members

Marla Taylor

Staff

Jade Stone, Senior Director of Advancement

Ketki Tamhankar, Individual Giving Director

- **Call to Order:** 2:30 PM

The meeting was called to order at 2:30 PM.

- **Updates:** 2:30 PM-2:35 PM
 - Overview of 2026 Progress

The committee received an overview of 2026 progress to date. Solicitations, asks, and cultivation prospects from the grants contractor's research were reviewed. The committee also heard exciting upcoming news regarding the matching campaign and Girl Dad Week initiatives.

- **Development & Board Goals 2026:** 2:35 PM-2:55 PM
 - Goals for 2026:
 - 10% of Individual Donor Bucket: \$18,750
 - 10% of TogetHER Bucket: \$12,900

PLEASE BRING: Ideas to support the committee and board meeting these goals

The committee reviewed and agreed to the 2026 fundraising goals. The Individual Donor Bucket target was set at \$18,750, representing 10% of the overall goal, and the TogetHER Bucket target was set at \$12,900, also representing 10% of its overall goal. Committee members were invited to bring ideas to help the committee and board meet these targets, which included individual prospects, and additional toolkit ideas to support the board engagement in the fundraising campaigns ahead. These ideas were incorporated into the toolkit outline.

- **Fundraising Strategies & Support:** 2:55 PM-3:30 PM
 - Sponsor a Girl for Camp \$10,000 Match
 - Girl Dad Week

PLEASE BRING: Ideas to activate these two strategies for Dev
Committee & Board

The committee discussed two priority fundraising strategies. The first was the Sponsor a Girl for Camp \$10,000 Match Campaign, with conversation focused on how the board and committee can activate and promote the initiative. We landed on a board toolkit that was cut and paste ready for board members to activate. With it being a match campaign, the matching partner would need to approve all assets before going live to the full board. The second was Girl Dad Week, during which the committee discussed the idea of featuring girl dads as a central theme, and key community leaders that we should feature.

- **Stewardship:** 3:30 PM-3:50 PM
 - Thank You calls
 - Email introductions for coffee connections
 - Pick up board kits!

Each committee member received a set list of calls to make to promote the upcoming matching campaign.

- **New Business, Asks, + Good of the Order:** 3:50 PM-4:00 PM
 - Any additional thoughts from the committee

The floor was opened for additional thoughts and discussion from committee members. No additional items were raised at this time.



of Greater Indianapolis

Girls Inc. of Greater Indianapolis Board of Directors

Governance Committee

REPORT

May 21, 2026
4:30PM– 5:30p.m.

Committee Members

Y	Lisa Hawkins, Chair	Y	Sandy Jordan
Y	Shannon Charles	N	Jennifer Rufatto
Y	Erica Harris	N	Jim Watson
Y	Lindsay Gramlich, President & CEO (Staff)		

- Meeting called to order at 4:35 PM
- Reviewed the March Governance Committee Report with a focus on action items to ground the group and provide context for the discussion.
- Discussed the request from one Board member to complete the last 6 months of their 1st term virtually due to a job relocation. This will go to the Executive Committee for approval.

Strategic Items

Board Member Development & Engagement

Reviewed the Board Matrix Survey Results. All Board members completed the survey in March with the exception of one, resulting in a strong response rate. The survey is a mix of questions designed to measure Board satisfaction and identify areas of opportunity to strengthen the Board and improve satisfaction. Results also inform our Board recruiting efforts and highlight areas where additional experience/expertise/connections may be valuable to the organization.

Survey Question	Average Response
How effective are our board committee meetings?	4.47
Do you believe your board service taps into your skills and experiences?	4.41
How connected do you feel with other board members?	3.33
How willing would you be to take on an additional project if you had an interest?	3.59
Do you feel equipped through the board onboarding process and ongoing communications?	3.94
Has your experience matched your expectations of board service?	4.40

Inspiring all girls to be strong, smart, and bold

What challenges do you face as a board member?	How might we improve your board experience?
Top 3 Themes	
Time Constraints & Competing Commitments	Better Onboarding & Education
Onboarding & Learning Curve	More Opportunities for Board Connection & Engagement
Interpersonal Connections & Relationships	Board Member Directory & Communication Tools

Areas of Expertise:			Areas of Expertise:	
Strategic Planning: 10	58%		Government: 1	0.50%
Admin/Mgmt: 5	29%		Marketing/PR/Social Media: 1	0.50%
Law: 4	23%		Advocacy/Advocacy Policy: 0	0%
Financial (accounting): 4	23%		Entrepreneurship: 0	0%
Fundraising: 4	23%		Healthcare: 0	0%
Education: 3	17%		Physical plant/Facilities/Engineering: 0	0%
Human Resources: 3	17%		Real estate: 0	0%
Governance/Nonprofit: 2	11%		Other: 3	17%
Technology: 2	11%			

We have a healthy and diverse Board with our greatest area of opportunity being to strengthen Board member connections.

Board Recruitment

Board recruitment remains underway, with prospective candidates identified and shared on a regular basis with the Governance Committee Chair. A candidate pipeline is being maintained, and selected individuals will be approached in late summer to initiate the candidate selection process. Board members are expected to support these efforts by identifying local leaders who would represent strong additions to the Board and who have the capacity to serve effectively.

- **Action Item:** Confirm Board members returning for a 2nd term and determine target number of new members for 2027 (**Lisa**)
- **Action Item:** Communicate formal open call for Board nominees in July (**Lisa**)

Board Office Elections

Inspiring all girls to be strong, smart, and boldSM

We will be moving forward with the Board Officer Election process and are opening a call for nominations for upcoming officer roles in July. The Governance Committee will facilitate this process, inviting nominations, engaging potential candidates, and developing a recommended slate for Board consideration. This is an important opportunity to ensure strong leadership continuity and alignment with our strategic priorities, and we encourage Board members to consider taking on a position.

- **Action Item:** Open a call for nominations for Board officer roles by July 1 (**Lisa**)

Bylaws, Policies and Standard Operating Procedures

- Discussed the 2nd iteration of the proposed by-law changes based on April Board feedback. Updates are attached to this report.
- Discussed the need for Standard Operating Procedures (SOPs) to supplement the bylaws. While the bylaws speak to the “what”, the standard operating procedures provide details on the “how” the bylaw is executed.
- **Action Item:** Update the bylaws and resend for a Board vote in June - attached (**Sandy**)
- **Action Item:** Lisa to follow-up with Jim Watson to request his leadership on the development of the new Standard Operating Procedures (SOPs). (**Lisa**)

Other Business

- **None**

Meeting adjourned at 5:18 PM

2nd GiGi 2026 Bylaws Proposed Updates Grid

Article	Proposed Change	Updated Language	Rationale
Article III Board of Directors Sec 3.4 Leaves of Absence	Language added to existing text AND struck previously proposed language	“Director may seek a leave of absence for up to three (3) months during each three-year term, with the option to seek an additional three (3) months. Any request for a leave of absence must be submitted in writing to the Chairperson and approved by a majority vote of the Executive Committee. During a leave of absence, the Director shall not be counted toward quorum and shall not have voting rights at any meeting of the Board. The Executive committee may, at its discretion, appoint an interim Director to serve during the period of absence, provided such appointment is consistent with the Act. ”	Struck language that gave Executive Committee authority to appoint an interim board-member during a director’s leave of absence. Rationale: (a) the Board can only fill Director vacancies and (b) Director’s leave of absence would likely expire before interim board member could complete on-boarding.
Article VI Committees Sec. 6.2 Quorum and Voting	Added new section and revised the numbering of subsequent articles accordingly	Section 6.2. Quorum and Voting. The presence of a majority of the committee members then in office and entitled to vote shall constitute a quorum for the transaction of business and the taking of any vote. If a quorum is not present, the members present, although less than a quorum, may adjourn the meeting. Each committee member shall be entitled to one vote on each question properly coming before the committee.	Developed committee mechanics to cover quorum and voting.
Article VI Sec.6.3 Executive Committee power	Added wording (see underlined phrase in next column)	The Executive Committee shall have and may exercise, pursuant to the discretion <u>and with oversight</u> of the Board of Directors, all powers of the Board of Directors in interim periods between regularly scheduled meetings of the Board of Directors and in cases of emergency.	Explicitly narrowed Executive Committee’s power by specifying required board oversight.
Article VI Committees Sec.6.2-6.6	Renumbered sections due to Quorum and Voting Section addition.	Sec. 6.2 Quorum and Voting Sec. 6.3 Executive Committee --6.3.1 --6.3.2 --6.3.3 Sec. 6.4 Governance Sec. 6.5 Development Sec 6.6 Finance	Numeric continuity

Girls Inc. of Greater Indianapolis
Balance Sheet Prev Year Comparison
As of May 31, 2026

	Total			
	As of May 31, 2026	As of May 31, 2025 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
1000 Checking Account	22,114.46	7,162.82	14,951.64	208.74%
1010 Sweep Account	302,642.08	160,686.95	141,955.13	88.34%
1050 Petty Cash	100.00	100.00	0.00	0.00%
1310 Postage Meter Account	218.52	452.38	-233.86	-51.70%
Total Bank Accounts	\$ 325,075.06	\$ 168,402.15	\$ 156,672.91	93.03%
Accounts Receivable				
1200 Accounts Receivable	725,246.84	540,828.05	184,418.79	34.10%
Total Accounts Receivable	\$ 725,246.84	\$ 540,828.05	\$ 184,418.79	34.10%
Other Current Assets				
1400 Prepaid Expenses	6,486.67	1,627.03	4,859.64	298.68%
1500 Investments	698,429.27	598,904.40	99,524.87	16.62%
1505 Endowment Investments	3,763,702.00	3,072,491.03	691,210.97	22.50%
1550 CICF Endowment Fund	19,386.44	17,264.29	2,122.15	12.29%
Total Other Current Assets	\$ 4,488,004.38	\$ 3,690,286.75	\$ 797,717.63	21.62%
Total Current Assets	\$ 5,538,326.28	\$ 4,399,516.95	\$ 1,138,809.33	25.88%
Fixed Assets				
1600 Land	194,000.00	194,000.00	0.00	0.00%
1610 Land Improvements	59,020.87	34,700.00	24,320.87	70.09%
1620 Building	1,437,908.34	1,435,299.34	2,609.00	0.18%
1630 Furniture & Fixtures	114,377.34	72,377.34	42,000.00	58.03%
1640 Equipment	71,940.84	69,567.84	2,373.00	3.41%
1650 Technology Portal	7,742.50	7,742.50	0.00	0.00%
1710 Land Improvements - Accum Depr	-41,924.38	-34,700.00	-7,224.38	-20.82%
1720 Building - Accum Depreciation	-666,739.80	-612,647.37	-54,092.43	-8.83%
1730 Furniture & Fixtures - Accum De	-65,994.67	-63,600.47	-2,394.20	-3.76%
1740 Equipment - Accum Depr	-44,138.03	-27,590.86	-16,547.17	-59.97%
1750 Technology Portal - Accum Depr	-7,742.50	-7,742.50	0.00	0.00%
Total Fixed Assets	\$ 1,058,450.51	\$ 1,067,405.82	-\$ 8,955.31	-0.84%
Other Assets				
1590 Construction in Progress	14,295.62	26,460.87	-12,165.25	-45.97%
1900 Operating Right of Use Asset	16,651.35	16,651.35	0.00	0.00%
1905 Operating ROU Asset Accum Amort	-5,359.05	-2,208.43	-3,150.62	-142.66%
Total Other Assets	\$ 25,587.92	\$ 40,903.79	-\$ 15,315.87	-37.44%
TOTAL ASSETS	\$ 6,622,364.71	\$ 5,507,826.56	\$ 1,114,538.15	20.24%
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 Accounts Payable	61,031.44	12,113.69	48,917.75	403.82%
2015 Tenant Security Deposit	500.00	500.00	0.00	0.00%
Total Accounts Payable	\$ 61,531.44	\$ 12,613.69	\$ 48,917.75	387.81%
Credit Cards				
2010 Company Credit Card NBofl	22,132.05	9,475.38	12,656.67	133.57%
Total Credit Cards	\$ 22,132.05	\$ 9,475.38	\$ 12,656.67	133.57%
Other Current Liabilities				
2105 Deferred Revenue	0.00	4,500.00	-4,500.00	-100.00%
2200 Payroll Liabilities	0.00	0.00	0.00	
2240 Dental & Vision Deductions	-127.45	266.47	-393.92	-147.83%
2260 403 B Deductions	0.00	-2.76	2.76	100.00%
2270 AFLAC Deductions - Pre-tax	400.50	0.00	400.50	
2300 Salaries & Wages Payable	34,043.55	27,129.74	6,913.81	25.48%
2310 PTO Payable	21,391.15	10,464.83	10,926.32	104.41%
Total 2200 Payroll Liabilities	\$ 55,707.75	\$ 37,858.28	\$ 17,849.47	47.15%
2305 Payroll Taxes Payable	2,520.61	0.00	2,520.61	
2710 Mortgage Payable Current Debt	19,194.51	19,422.67	-228.16	-1.17%
2720 Short-Term Oper Lease Liability	3,097.70	2,963.12	134.58	4.54%
Total Other Current Liabilities	\$ 80,520.57	\$ 64,744.07	\$ 15,776.50	24.37%
Total Current Liabilities	\$ 164,184.06	\$ 86,833.14	\$ 77,350.92	89.08%
Long-Term Liabilities				
2810 Mortgage Payable Long Term Debt	123,710.08	154,558.95	-30,848.87	-19.96%
2820 Long-Term Oper Lease Liability	7,791.95	11,077.15	-3,285.20	-29.66%
Total Long-Term Liabilities	\$ 131,502.03	\$ 165,636.10	-\$ 34,134.07	-20.61%
Total Liabilities	\$ 295,686.09	\$ 252,469.24	\$ 43,216.85	17.12%
Equity				
3000 Unrestricted Net Assets	1,342,903.75	1,246,643.52	96,260.23	7.72%
3100 Donor Restricted Net Assets	2,770,881.95	1,787,027.81	983,854.14	55.06%
3200 Endowment	2,250,000.00	2,250,000.00	0.00	0.00%
Net Revenue	-37,107.08	-28,314.01	-8,793.07	-31.06%
Total Equity	\$ 6,326,678.62	\$ 5,255,357.32	\$ 1,071,321.30	20.39%
TOTAL LIABILITIES AND EQUITY	\$ 6,622,364.71	\$ 5,507,826.56	\$ 1,114,538.15	20.24%

Accrual Basis

Girls Incorporated of Greater Indianapolis
2026 Budget vs. Actuals

Total					
	Actual	Budget	over Budget	% of Budget	Notes - 5 mos. equals 42% of annual budget
Revenue					
4000 Individual Donations	48,062.72	187,750.00	-139,687.28	25.60%	Most individual gifts occur near year-end.
4010 Corporate Donations & Grants	191,245.01	939,000.00	-747,754.99	20.37%	Corporate gifts/grants are not distributed evenly throughout year.
4020 Foundation Donations & Grants	110,000.00	707,000.00	-597,000.00	15.56%	Foundation gifts/grants are not distributed evenly throughout year.
4100 Program Services Income	32,121.98	109,375.00	-77,253.02	29.37%	Most occur April - October. All school partners have paid for Spring semester services.
4200 Rental Income	2,500.00	6,000.00	-3,500.00	41.67%	\$500 per month from our tenant Indiana Council on Problem Gambling.
4300 Gift In Kind Income	14,500.00	0.00	14,500.00	0.00%	Evergreen Communication Strategies \$2,500; Ind Sports Corp. \$12,000 in furniture donations.
4400 Event, Net	65,000.00	129,000.00	-64,000.00	50.39%	Most event income and expenses will occur during the late summer.
4800 Interest Income	5,394.85	6,000.00	-605.15	89.91%	Increased due to larger than usual cash in sweep account Jan - May this year.
Total Revenue	\$ 468,824.56	\$ 2,084,125.00	-\$ 1,615,300.44	22.50%	
Gross Profit	\$ 468,824.56	\$ 2,084,125.00	-\$ 1,615,300.44	22.50%	
Expenditures					
5000 Salaries & Wages Expense	484,024.97	1,298,000.00	-813,975.03	37.29%	Additional staff has been added for Development and Programs.
5100 Payroll Taxes Expense	35,768.33	99,300.00	-63,531.67	36.02%	Additional staff has been added for Development and Programs.
5200 Benefits Expense	65,073.63	175,250.00	-110,176.37	37.13%	Additional staff has been added for Development and Programs.
5300 Other Labor Expense	22,948.53	30,000.00	-7,051.47	76.50%	Additional staff has been added for Development and Programs.
5400 Contractor Services Expense	76,813.06	72,500.00	4,313.06	105.95%	Cape Fletcher (FR consulting), DEIB trainings, grant writing, handyman services, etc.
5500 Professional Fees Expense	23,504.00	28,200.00	-4,696.00	83.35%	Audit & tax prep billings are completed. Legal fees for consultations for basement reno.
5600 Insurance Expense	12,644.16	26,225.00	-13,580.84	48.21%	
5700 Occupancy Expense	91,741.03	92,500.00	-758.97	99.18%	Includes \$67,200 in basement reno and equipment expenses to be capitalized at year-end.
5800 Equipment Expense	38,187.55	71,250.00	-33,062.45	53.60%	Tech expansion expenses for Computer Lab creation.
5900 Materials & Supplies Expense	29,431.75	76,500.00	-47,068.25	38.47%	There will be heavier expenses during summer camps.
6000 Public Relations Expense	3,865.21	21,210.00	-17,344.79	18.22%	Includes marketing, recruiting, advertising, and cultivation expenses.
6100 Printing & Mailing Expense	1,059.51	7,910.00	-6,850.49	13.39%	Includes donor appeal mailings, which will occur later in year.
6200 Workforce Development Expenses	0.00	67,000.00	-67,000.00	0.00%	These expenses are for Computer lab tutors and summer internships for Eureka! & YWIL.
6300 Travel Expense	14,694.61	42,210.00	-27,515.39	34.81%	Program mileage reimbursements and fieldtrips for program participants.
6400 Conference Expense	1,356.52	4,500.00	-3,143.48	30.14%	National Conference and Executive Roundtable Conferences
6500 Membership & Subscription Exp	410.00	2,150.00	-1,740.00	19.07%	
6600 National Dues Expense	5,000.00	12,000.00	-7,000.00	41.67%	
7000 Bank Charges Expense	1,050.00	1,450.00	-400.00	72.41%	Line of credit renewal (\$500) occurred early in this year.
7100 Credit Card Processing Exp	864.92	4,500.00	-3,635.08	19.22%	Fees for program registration and donation payments made via credit cards.
7200 Interest Expense	4,636.86	10,500.00	-5,863.14	44.16%	Interest on Note on building (mortgage)
7411 Gift In Kind Expense	2,500.00	0.00	2,500.00	0.00%	Evergreen Communication Strategies \$500 monthly (NP discount on services).
8000 Depreciation Expense	38,415.91	85,000.00	-46,584.09	45.20%	
Total Expenditures	\$ 953,990.55	\$ 2,228,155.00	-\$ 1,274,164.45	42.82%	
Net Operating Revenue	-\$ 485,165.99	-\$ 144,030.00	-\$ 341,135.99	336.85%	
Net Revenue	-\$ 485,165.99	-\$ 144,030.00	-\$ 341,135.99	336.85%	
2026 Grants Restricted for Future Years	(100,000.00)	0.00			
Gifts to be Released from Restriction for use in 2026	1,187,232.38	600,400.00			
Permanent Endowment Account Draw	-	0.00			
Net Operating Gain/Loss	\$ 602,066.39	\$ 456,370.00			

Girls Incorporated of Greater Indianapolis

Monthly Budget vs. Actuals

May 1 - 31, 2026

Total					
	Actual	Budget	over Budget	% of Budget	Notes
Revenue					
4000 Individual Donations	8,349.41	13,200.00	-4,850.59	63.25%	Most individual gifts occur near year-end.
4010 Corporate Donations & Grants	69,894.48	65,000.00	4,894.48	107.53%	Corporate gifts/grants are not distributed evenly throughout year.
4020 Foundation Donations & Grants	2,500.00	53,500.00	-51,000.00	4.67%	Foundation gifts/grants are not distributed evenly throughout year.
4100 Program Services Income	2,716.86	25,000.00	-22,283.14	10.87%	Most occur April - October. All school partners have paid for Spring semester services.
4200 Rental Income	500.00	500.00	0.00	100.00%	\$500 per month from our tenant Indiana Council on Problem Gambling.
4300 Gift In Kind Income	500.00	0.00	500.00	0.00%	Evergreen Communication Strategies \$2,500; Ind Sports Corp. \$12,000 in furniture donations.
4400 Event, Net	65,000.00	6,000.00	59,000.00	1083.33%	Most event income and expenses will occur during the late summer.
4800 Interest Income	864.61	500.00	364.61	172.92%	Increased due to larger than usual cash in sweep account Jan - May this year.
Total Revenue	\$ 150,325.36	\$ 163,700.00	-\$ 13,374.64	91.83%	
Gross Profit	\$ 150,325.36	\$ 163,700.00	-\$ 13,374.64	91.83%	
Expenditures					
5000 Salaries & Wages Expense	137,353.60	150,000.00	-12,646.40	91.57%	Three payrolls in May.
5100 Payroll Taxes Expense	10,100.13	11,400.00	-1,299.87	88.60%	Three payrolls in May.
5200 Benefits Expense	11,327.42	14,600.00	-3,272.58	77.59%	Premiums for health insurance plan year (Apr-Mar) are lower than budgeted.
5300 Other Labor Expense	10,910.72	1,500.00	9,410.72	727.38%	Staff coaching expense was \$9,876 for 1/3 of year.
5400 Contractor Services Expense	15,785.00	13,700.00	2,085.00	115.22%	DEIB trainings, marketing, grant writing services; Camp collaborators and training services.
5500 Professional Fees Expense	0.00	0.00	0.00	0.00%	Audit & tax prep billings are completed. Legal fees for consultations for basement reno.
5600 Insurance Expense	2,528.83	2,185.42	343.41	115.71%	Running higher per month this year, but coverage is improved.
5700 Occupancy Expense	69,389.35	7,708.34	61,681.01	900.19%	Includes \$67,200 in basement reno and equipment expenses to be capitalized at year-end.
5800 Equipment Expense	7,958.66	6,261.58	1,697.08	127.10%	Tech expansion expenses for Computer Lab creation.
5900 Materials & Supplies Expense	15,084.09	10,016.67	5,067.42	150.59%	Expenses are heavier during summer camps.
6000 Public Relations Expense	443.19	1,662.50	-1,219.31	26.66%	Includes marketing, recruiting, advertising, and cultivation expenses.
6100 Printing & Mailing Expense	423.70	0.00	423.70	0.00%	Includes donor appeal mailings, which will occur later in year.
6200 Workforce Development Expenses	0.00	6,000.00	-6,000.00	0.00%	These expenses will be for Computer lab tutors and summer internships for Eureka! & YWIL.
6300 Travel Expense	5,589.52	3,210.00	2,379.52	174.13%	Program mileage reimbursements and fieldtrips for program participants.
6400 Conference Expense	0.00	0.00	0.00	0.00%	
6500 Membership & Subscription Exp	0.00	500.00	-500.00	0.00%	
6600 National Dues Expense	1,000.00	1,000.00	0.00	100.00%	Girls Inc. National affiliate dues.
7000 Bank Charges Expense	100.00	100.00	0.00	100.00%	Line of credit renewal (\$500) occurred early in this year.
7100 Credit Card Processing Exp	303.20	150.00	153.20	202.13%	Fees for program registration and donation payments made via credit cards.
7200 Interest Expense	889.03	900.00	-10.97	98.78%	Interest on Note on building (mortgage)
7411 Gift In Kind Expense	500.00	0.00	500.00	0.00%	Evergreen Communication Strategies \$500 monthly (NP discount on services).
8000 Depreciation Expense	7,787.85	7,083.33	704.52	109.95%	
Total Expenditures	\$ 297,474.29	\$ 237,977.84	\$ 59,496.45	125.00%	
Net Operating Revenue	-\$ 147,148.93	-\$ 74,277.84	-\$ 72,871.09	198.11%	
Net Revenue	-\$ 147,148.93	-\$ 74,277.84	-\$ 72,871.09	198.11%	
2026 Grants Restricted for Future Years	(100,000.00)	0.00			

Gifts to be Released from Restriction for use in 2026	1,187,232.38	600,400.00
Permanent Endowment Account Draw	-	0.00
Net Operating Gain/Loss	<u>\$ 940,083.45</u>	<u>\$ 526,122.16</u>

January 1, 2026 - December 31, 2026

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Cash Balance Forward - Checking/Sweep Acct.	492,800.00	501,750.00	583,000.00	540,100.00	492,000.00	325,500.00	172,600.00	182,500.00	71,450.00	93,150.00	55,750.00	271,250.00	
Transfers to/from Endowment	-	-	-										
Transfers to/from Investments	-	-	-										
Income													
Contributed Income, Individuals	3,000.00	6,600.00	15,800.00	19,400.00	9,200.00	10,000.00	11,100.00	18,000.00	38,000.00	30,000.00	20,000.00	40,000.00	221,100.00
Contributed Income, Corporations	9,000.00	206,150.00	5,400.00	26,000.00	30,100.00	26,000.00	160,000.00	35,000.00	123,000.00	79,850.00	255,000.00	100,000.00	1,055,500.00
Contributed Income, Foundations	136,500.00	21,000.00	100,000.00	56,000.00	12,500.00	106,000.00	-	-	1,300.00	2,000.00	100,000.00	175,000.00	710,300.00
Earned Income	4,600.00	1,850.00	1,500.00	15,500.00	7,700.00	26,000.00	3,800.00	950.00	1,000.00	15,750.00	500.00	500.00	79,650.00
TOTAL INCOME	153,100.00	235,600.00	122,700.00	116,900.00	59,500.00	168,000.00	174,900.00	53,950.00	163,300.00	127,600.00	375,500.00	315,500.00	2,066,550.00
Expenses													
General Operating Expenses	148,200.00	154,350.00	165,600.00	165,000.00	226,000.00	180,000.00	165,000.00	165,000.00	165,000.00	165,000.00	160,000.00	170,000.00	2,029,150.00
TOTAL EXPENSES	144,150.00	154,350.00	165,600.00	165,000.00	226,000.00	180,000.00	165,000.00	165,000.00	141,600.00	165,000.00	160,000.00	170,000.00	2,029,150.00
SURPLUS/DEFICIT FOR MONTH	8,950.00	81,250.00	(42,900.00)	(48,100.00)	(166,500.00)	(12,000.00)	9,900.00	(111,050.00)	21,700.00	(37,400.00)	215,500.00	145,500.00	37,400.00
CASH BALANCE (DEFICIT)	501,750.00	583,000.00	540,100.00	492,000.00	325,500.00	313,500.00	182,500.00	71,450.00	93,150.00	55,750.00	271,250.00	416,750.00	
PNC Reserve Fund	658,498.42	664,784.86	633,621.67	674,158.08	698,429.27								
PNC Endowment Account	3,529,300.80	3,560,236.17	3,386,653.49	3,622,044.99	3,763,702.00								



2026 BOARD OF DIRECTORS

Committee + Meeting Dates

BOARD MEETINGS

** All meetings will be held in person in the Board Room at the GiGi Campus.*

Wednesday, February 18: 4:00 PM-7:00 PM (This will also be our retreat)

Tuesday, April 21: 5:15-7:00 PM

Tuesday, June 16: Time TBD as this will be more of a social event with a little board business thrown in.

Tuesday, August 18: 5:15 -7:00 PM

Tuesday, October 20: 5:15 -7:00 PM

Tuesday, December 15: 5:15 -7:00 PM

COMMITTEE MEETINGS

Executive Committee Meetings

Tuesday, January 20: 5:15-7:00 PM

Tuesday, March 24: 5:15-7:00 PM

Tuesday, May 19: 5:15-7:00 PM

Tuesday, July 21: 5:15-7:00 PM

Tuesday, September 15: 5:15-7:00 PM

Tuesday, November 17: 5:15-7:00 PM

Finance Committee Meetings

Monday, January 19: 9:00 AM

Monday, February 9: 10:00 AM

Monday, April 13: 10:00 AM

Monday, July 20: 10:00 AM

Monday, October 12: 10:00 AM

Monday, November 16: 10:00 AM

Development Committee Meetings

Friday, January 16: 2:30-4:00 PM

Friday, March 20: 2:30-4:00 PM

Friday, May 15: 2:30-4:00 PM

Friday, July 17: 2:30-4:00 PM

Friday, September 11: 2:30-4:00 PM

Friday, November 13: 2:30-4:00 PM

Governance Committee Meetings

Thursday, January 15: 4:00-5:30 PM

Thursday, March 19: 4:00-5:30 PM

Thursday, May 21: 4:00-5:30 PM

Thursday, July 16: 4:00-5:30 PM

Thursday, September 17: 4:00-5:30 PM

Thursday, November 12: 4:00-5:30 PM