



2025 Annual Report

Where
Leaders
Grow

girl scouts 
of northern indiana-
michiana



The Experience

With the help of supportive adults and troop leaders, these three unique processes are brought to life in the Girl Scout Leadership Experience. Girls try new things, share their full selves, and see how good it feels to lead from the heart.



Discover

They'll find out who they are, what they care about, and how to best use their unique talents.



Connect

They'll collaborate with others, both locally and globally, to learn and expand their horizons.



Take Action

They'll do what Girl Scouts always do: make the world a better place.

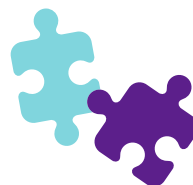
Everything in Girl Scouts centers around our pillars, designed to offer an exciting array of choices to suit her interests at every age.



STEM



Outdoors



Life Skills



Entrepreneurship

Our Mission

Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.



As we reflect on 2025, we are proud to report that Girl Scouts of Northern Indiana–Michiana continues to grow alongside the girls and families we serve, and deepening our impact across the region. This year marked a pivotal shift in program delivery.

One of our most significant milestones was a 44% increase in girls served through outreach and staff-led programming, with one-third of our membership now participating through council-led delivery models. These models are expanding access to leadership, outdoor, and STEM opportunities, particularly for girls in underserved communities.

Council-led programming is also enhancing the volunteer experience. This year, 73% of girls in volunteer-led troops participated in these programs, allowing volunteers to learn alongside their girls and gain new skills.

Our commitment to STEM continues to grow, with a 20% increase in STEM Expo attendance, expanded partnerships, and the relaunch of our Full STEM Ahead mobile lab, bringing hands-on learning directly into communities.

Beyond our council, we are helping shape the future for girls statewide through leadership in the Girl Scout Coalition of Indiana and the Indiana Girl Report, informing policies and solutions that support girls across Indiana.

Through it all, the cookie program remains a cornerstone of our work, building entrepreneurial skills, confidence, and funding life-changing experiences.

Together, with the support of our investors, volunteers, and partners, we are creating more pathways for every girl to lead, learn, and thrive. Thank you for helping us grow.



Lisa Cashel, Board Chair

Sharon Pohly, CEO



2024 – 2025 Board of Directors

Officers

Lisa Cashel, Van Wert County, OH
Board Chair

Julie Spears, Elkhart County, IN
First Vice-Chair

Amy Roush, St. Joseph County, IN
Second Vice-Chair

Anne White, Allen County, IN
Treasurer

Heather Herron, Allen County, IN
Secretary

Directors-at-Large

Tom Edington
Kosciusko County, IN

Jean Fahy
Allen County, IN

Katie Frayer
St. Joseph County, IN

Jana Grothaus
Allen County, IN

Jennifer Molinda
Kosciusko County, IN

Andie Mosley
Allen County, IN

William Schmuhl
St. Joseph County, IN

Patrick Scherrer
Allen County, IN

Emma Steadman
Allen County, IN

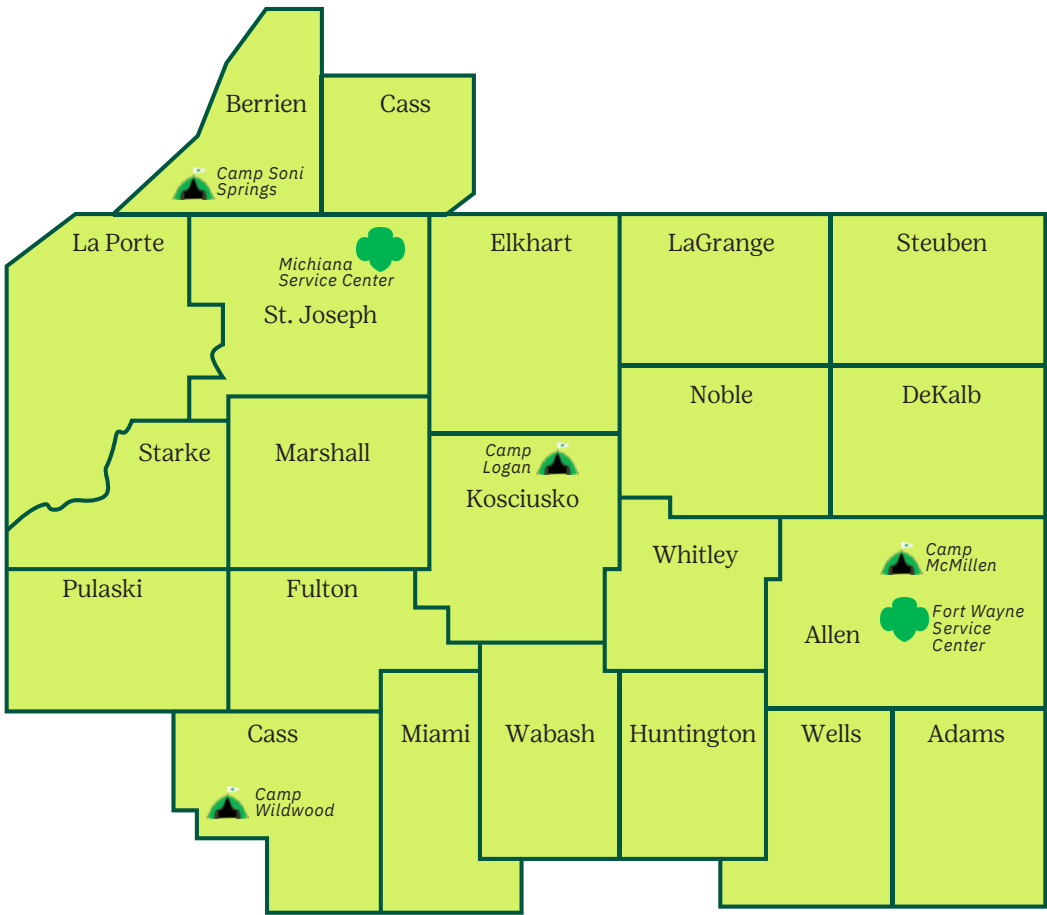
Robin Tribbett
Fort Wayne, IN

Susana Worth
Adams County, IN



Our Council

With each new member, our impact is amplified and our mission is strengthened. Behind every member is a team of local staff who provide programs, train volunteers and maintain camp properties. We proudly serve 22 counties in northern Indiana and southwest Michigan.



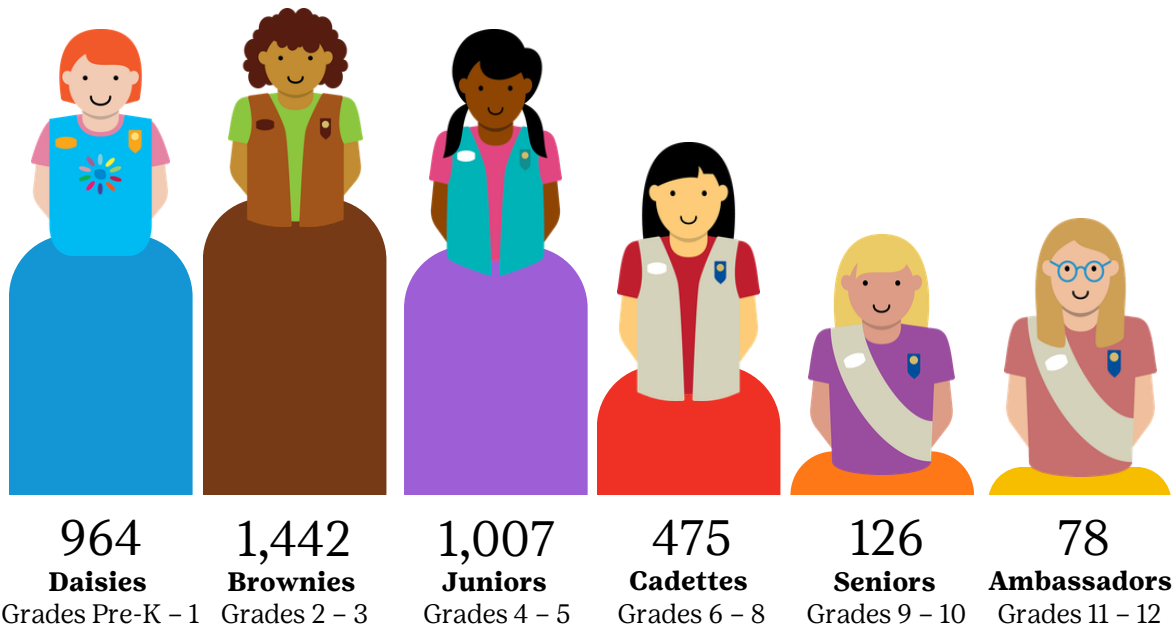
GIRLS SERVED

4,092	1,657
TOTAL GIRLS	NEW GIRLS
2,435	3,388
RENEWED GIRLS	TOTAL GIRLS K - 5

SUPPORTED BY

2,013	364
TOTAL ADULTS	NEW ADULTS
1,649	853
RENEWED ADULTS	LIFETIME MEMBERS

Girl Scouts move or “bridge” to the next level, usually at the end of the school year, when they reach the age of advancing. Here’s how our council ended this year:



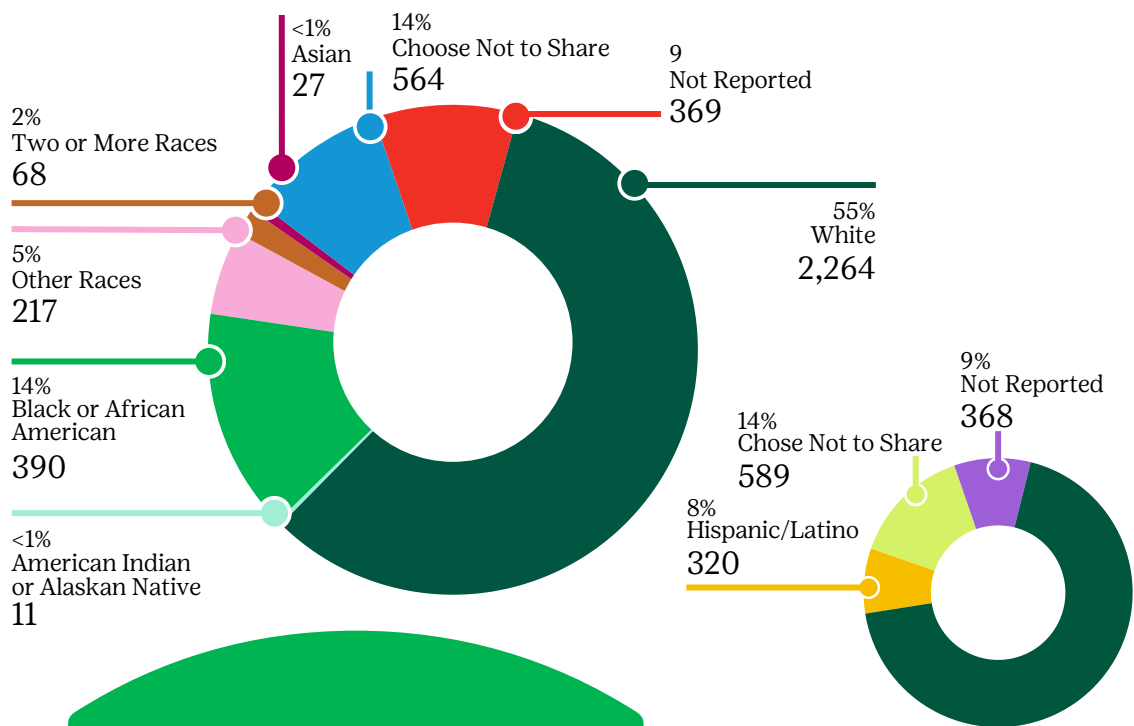
Girl Member Race & Ethnicity

**Percentage of girl membership is based on responses of those who self-identified, from 2,977 girl members who provided data.*

1,457
Girls served
through outreach
programs

44%

Increase in
outreach
programs
from 2024



Our Opportunity

Revolutionize Engagement

by increasing diversity and expanding ways to experience Girl Scouting.

Amplify Impact

through establishing Girl Scouts as a thought leader among experts.

Secure Tomorrow

by boosting donations and planned giving, and reducing cookie reliance.



Year in Review

Here are just some of the amazing milestones we shared with our membership and community this year!



OCTOBER | STEM EXPO

Through a longstanding partnership with the Boys & Girls Clubs of Fort Wayne, girls joined GSNI-M's STEM Expo to meet and learn from women working in STEM fields across their community. These meaningful connections help girls envision new possibilities for their futures, expanding what they believe they can achieve as innovators, leaders, and problem-solvers.



APRIL | Leadership Summit Chicago

Girl Scout councils across the country gathered in Chicago for the annual Girl Scout Leadership Summit to collaborate on the future of the movement. Through strategic planning sessions and shared learning, council executives and national partners explored innovative ways to expand opportunities for girls and strengthen the leadership pipeline that defines Girl Scouting.



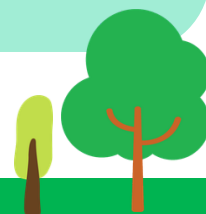
APRIL | Annual Meeting

More than 100 members gathered for the Annual Celebration of the Girl Scouts of Northern Indiana-Michiana, honoring exceptional volunteers and reflecting on a year of impact. The event included board elections and a State of the Council update, bringing members together to celebrate achievements and help shape the future of Girl Scouting in our community.



JUNE | New Archery Pavilion at Camp McMillen

A generous gift from Norm and Peggy Yoder, of Auburn, Indiana, enabled us to construct a new archery pavilion at Camp McMillen in the field next to the Gathering Center. The larger location increases accessibility, allows girls more space to use compound bows, and includes a shelter with tables and storage potential. Thanks to the Yoders for making it possible for us to upgrade this popular camp activity!





JUNE | NYC Trip for Cookie Top Seller

Third grade Brownie Lana Renz was the council's top 2025 cookie seller with 4,111 packages, earning an all-expenses-paid trip to New York City courtesy of Travel Leaders and president Ann Waters. While there, she and her parents saw The Lion King on Broadway and visited the Statue of Liberty, Times Square, Central Park, and more.



JULY | Mark Swaim Camp Endowment

Longtime Girl Scout supporter Mark Swaim, of Butler, Indiana, has created an endowment fund in memory of his late wife, Kathie, a Girl Scout alum, Lifetime Member and former board member. As the fund grows each year, we plan to use the interest to help defray camp registration to allow more girls to experience the transformative experience of summer camp.



JUNE | Camp McMillen Donor Appreciation Day

Girl Scout alums and investors gathered at Camp McMillen on June 11 to reconnect, reminisce and relive the fun of summer camp. They checked out the climbing wall, new archery pavilion, nature center/pond, and a recent Silver Award Project in one of the platform tents, then joined the campers for lunch in the Gathering Center. We can't wait to welcome everyone back in 2026!



AUGUST | United Way Day of Caring at Camp McMillen

On August 22, more than 100 incredible volunteers rolled up their sleeves and got to work at Camp McMillen for United Way Day of Caring. Thank you to the amazing teams from Amazon, Fill-Rite, Simplx Security and Leo High School who helped us: paint and clean camp spaces; pull weeds and refresh the grounds; chop wood and remove old cabinets; and even rebuild the flower bed at our camp entrance.



PLUS | The Camp Soni Springs Tea House received some upgrades, has reopened, and is ready to host our members!

Girl Experiences

Girl Scouts continue to explore the world around them, challenge themselves to try new things, earn badges, make friends, and give back to their communities.

116

number of
programs offered

73%

of members
attended council
programs

54%

of members
were repeat
adventure program
participants

16%

of members
attended
summer camp



STEM EXPO

164
girl registrants

More than 200 girls and their families gathered at Purdue University Fort Wayne for the annual Girl Scouts of Northern Indiana-Michiana STEM Expo, where 38 community partners led hands-on STEM activities for girls in kindergarten through 12 grade. Open to all girls, the event welcomed many first-time participants, with 25% experiencing Girl Scout programming for the first time. Generous support from partners including PNC Bank, Sweetwater, Rea Magnet Wire, Fort Wayne Metals, DePuy Synthes, Steel Dynamics, and Milestone Construction allowed GSNI-M to waive the registration fee and open this event to all girls, expanding opportunities for girls to explore STEM and see themselves as future innovators and leaders.



Take Action

By earning their Girl Scout Gold Award, Silver Award, and Bronze Award, Girl Scouts prove they've got what it takes to build a better today – and tomorrow.



Bronze AWARDS

Juniors earn the Bronze Award by teaming up with other girls to make a difference in their towns.



Silver AWARDS

Cadettes earn the Silver Award by researching an issue, making a plan to address it, and then taking action to improve their communities.

Seniors and Ambassadors earn the Gold Award—the highest award in Girl Scouting—by developing and carrying out lasting solutions to issues in their neighborhoods and beyond.

Gold Award Girl Scouts truly are the world changers, rock stars, role models, and real-life heroes we all look up to.

MAY | For more than a century, the Girl Scout Gold Award has recognized girls who lead meaningful, sustainable change in their communities. The 2024 Gold Award Ceremony honored the accomplishments of the Gold Award Girl Scouts and the sustainable changes they've made in their communities by developing leadership, resilience, and civic responsibility that prepare them to thrive in college, careers, and lifelong community leadership.



2025 Gold Award Girl Scouts



Aleeya Cramer

South Whitley, IN

Aleeya raised awareness about the often misunderstood reproductive diseases endometriosis and adenomyosis, educating girls and women about their symptoms, impacts, and the importance of recognizing when menstrual pain may signal a larger health issue.



Sophia Smith

Syracuse, IN

Sophia created a student-led club where girls can come together to discuss challenges they face, access support, engage with community leaders, and empower each other to make a lasting impact.



Dakota Lee

Bluffton, IN

Dakota's project introduced a handicap-accessible gaga ball pit at a Bluffton park, creating an inclusive space for children of all ages to stay active and connect. The initiative helps reduce barriers to outdoor play while supporting youth physical and emotional well-being.

Donor Spotlight: Toni Murray

Toni Murray has dedicated her life to ensuring young people receive high-quality educational opportunities and providing resources to help train educators. At her alma mater, the University of Saint Francis, there is a science building named after her and her late husband John, as well as a learning lab for teachers.

A retired Fort Wayne Community Schools teacher, Toni is a philanthropist who has many passions in the community. She provides scholarships for students at three universities, sponsors Honor Flights for veterans to Washington, D.C., and funds programs that empower girls and women.

In 2025, Toni made a five-year \$250,000 pledge to GSNI-M to revitalize our Mobile STEM Lab program. Newly renamed, the "Full STEM Ahead" Toni Murray Mobile STEM Lab will travel to where girls are – Title 1 schools, Boys & Girls Clubs and Y-Care after-school programs. Council staff will lead girls in fun, challenging projects aimed at sparking and encouraging their innate interest in STEM, from programming robots to investigating the night sky.

Toni takes an active interest in many Girl Scout programs, attending the annual STEM Expo at Purdue Fort Wayne, Girl Scout Day at the Indiana Statehouse, and Donor Appreciation Days at Camps McMillen and Logan. In her spare time, Toni is a world traveler, patron of the arts, and active in the Allen County-Purdue Extension Homemakers and other organizations.

On behalf of the more than 4,000 Girl Scouts in GSNI-M, thank you, Toni, for your amazing generosity that will allow girls to gain valuable STEM skills and start them on a journey to rewarding STEM careers!



Toni Murray

Faith Van Gilder, CDO

Sharon Pohly, CEO



Our Partners

We wish to thank the many individuals, foundations, and businesses that partnered with us this year to deliver the gift of Girl Scouts to our communities.

\$100,000+

Girl Scouts of the USA
Lilly Endowment Inc.

\$50,000+

English Bonter Mitchell Foundation
William J. and Bonnie L. Hefner Foundation
Toni Murray

\$25,000+

Edward M. & Mary McCrea Wilson Foundation
Foellinger Foundation
Harold G. Neulieb Trust
Schurz Communication Foundation
Louise Larsen

\$10,000+

Bowker Foundation Trust
Community Foundation of Greater Fort Wayne
Dekko Foundation
Diane Humphrey
E.H. Kilbourne Residuary Charitable Trust
Indiana Youth Institute
John W. Anderson Foundation
Lippert Components
McMillen Foundation
Norm and Peggy Yoder

\$5,000+

Kosciusko County Community Foundation
M.E. Raker Foundation
Olive B. Cole Foundation
Pro Fed Credit Union
Prophet Sisters Foundation
Shoop Sports and Youth Foundation
Travel Leaders
Pam Garrison
Mark Swaim

\$1,000+

3Rivers Federal Credit Union Foundation
AAUW American Association of University Women
AnCor HR
BF Goodrich
Community Foundation of Noble County
Corsica Technologies
Don R. Fruchey Inc.
Don Wood Foundation
Duke Energy Foundation
Dulin, Ward, and DeWald
Elmer E. Ostrom Trust
Everwise Foundation
Fort Wayne Metals
Hoover The Mover
Indiana Trust Wealth Management
Johnson & Johnson
LaGrange County REMC
Marni & Morris Propp II Family Foundation
Michigan City Community Enrichment Corp.
Michigan Gateway Community Foundation
Milne Family Charitable Gift Fund
NiSource Charitable Foundation
Ottenweller Company
PNC Financial Services Group/ PNC Charitable Trusts
Premier Bank
Rea Magnet Wire
Steel Dynamics Foundation
Steuben County Community Foundation
Sweetwater Sound
Three Oaks Spokes
United Way of Wells County
Unity Foundation of La Porte County
Wells County Foundation
Zimmer Biomet Foundation
Cheryl Burton
Lisa Cashel
Toni Lynn Cook
Thomas Edington
Jean Fahy
David J. and Beth A. Frayer
Connie Frederick

\$1,000+ continued

Cindy Goshert
Christine Hartman
Heather Herron-Wilcox
Julie Hollingsworth
Sharon L. King
Peter McCampbell
Jennifer Molinda
Andy Mosley
Mike Osborne
Sharon Pohly
Kathleen Reyburn-Michael
Amy Roush
Judy Ruoff
William Schmuhl, Jr.
Carol Seaman
Julie Spears
Robin Tribbett

\$500+

CG Life
Don Ayres Honda
Lincoln Financial Foundation
Marshall County REMC Community Fund
Morton and Fredrica Frank Family Foundation
University of Saint Francis
Whitley County Community Foundation
Rita Bomba
Theresa Brady
Jay and Rhonda Carter
Thomas Marcuccilli
Amy Mayfield
Christine Myers
Tammy Oakes
Roger Stewart
Faith Van Gilder
Harriet Warren
Anne White

\$250+

Blackbird Design Resources
Glenn & Thelma Rieke Foundation
Stetzel Dental
Carol Allebach
Lydia Beer
Doug Bomba
Jillian Brown
Brent Cox
Brooke Dove

Mary Anna Feitler
Courtney Glenn
Ann Goff
Jana Grothaus
Amy Kanouse
Andrea Leonard
Gayle Mann
Gloria Mayberry
Brittany McNees
Clayton Moudy
Terri and Lori Roe
Pamela Savage
Tammy Savage
Abby Schoonaert
Emma Steadman

\$50+

Charities Aid Foundation America
Constellation Energy
Heart of West Michigan United Way
Lakeland School Corp.
OneHope Foundation
Thrivent Financial
Union Township Lions Club
United Way of Allen County
Audrey Anderson
Amber Bauer
Deborah Beckman
Pam Bell
Phyllis Borg
Richard Conklin
Sally Covyreau
Steve Denney
Kristine Emmerson
Don Evans
Dan and Deb Federspiel
Beverly Flanigan
Dana Flora
Ron Gallmeyer
Julianne Gick
Susan Gitlin
Patricia Harter
Judy Hayhurst
Jerry and Becky Henry
Lois Hess
Donna James
Terri Johnson

\$50+ continued

Linda Kaufman
Judy Koehlinger
Kenneth Lizer
Jerry Ludeke
Kendra Martz
Rylie Mayfield
Christopher Miller
Kristin Miller
Laurie Molinda
Allie Molinda

Jeanne Molinda Huggins
Connie Moon
Linda Mowry
Susan Mulligan
Randy and Carol Roberts
Judy Roy
Roongnapa Rugsaken
Patrick Scherrer
Gary Schoonaert
Andrea Slattery

Ashlye Smith
Lisa Smith
Christine Sosnowski
Megan Striegel
Terri Stumpf
Paul Taglia
Amy Trevino
Jamie Williams
Jane Winnerman-Shaw
Gail Winter

United Way Day of Caring

These organizations provided volunteers to spruce up Camp McMillen:

Amazon
Fill-Rite
Simplx Security
Leo High School

Juliette Gordon Low Society

We are honored to recognize the following individuals who have included GSNI-M as a beneficiary in their wills, retirement accounts, trusts or insurance plan as of September 30, 2025. For more information or to join the Juliette Gordon Low Society, contact development@gsnim.org.

LaTanya Ackerson
Theresa Brady
Tamarah Brownlee
Jay and Rhonda Carter
Lisa Cashel
Toni Lynn Cook
Thomas Edington
Jean Fahy
Connie Frederick
John and Jill Frey
Pamela Garrison
Cindy Goshert
Thomas and Therese Hanlon
Heather Herron

Lois Hess
Diane Humphrey
Sharon King
Eleanor Marine
Linda Mowry
Tammy and Dean Oakes
Jean Orcutt
Sharon Pohly
Kathleen Reyburn-Michael
Judy Ruoff

Julie Spears
Lisa Spoon
Margaret Sturm
Mark Swaim
Susan Terry
Robin Tribbett
Faith Van Gilder
Ron and Elizabeth Voglewede
Anne White
Jane Winnerman-Shaw
Carol Winters
Susana Worth
Peggy Yoder



Financials

For the Year Ended
September 30, 2025

Statement of Activities

Statement of Financial
Position

Assets

Current Assets

Cash on Hand
and in Bank\$237,114

Investments
at Fair Value\$4,948,248

Other Current Assets\$504,854

Total Current Assets\$5,690,216

Other Assets\$238,085

Land, Buildings
and Equipment\$6,196,620

Total Assets\$12,124,921

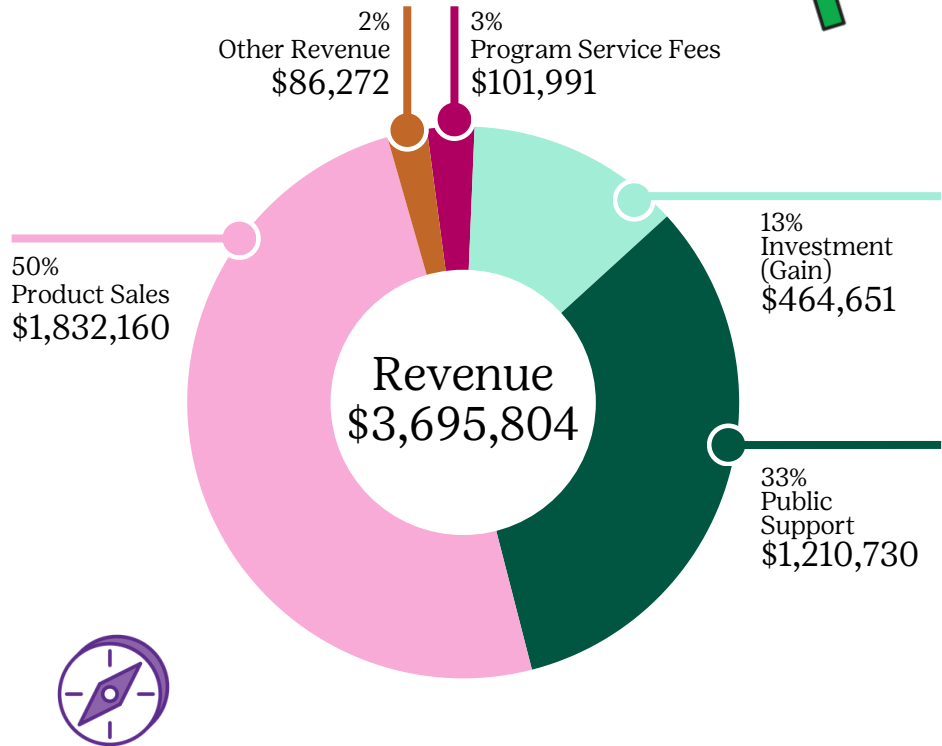
Liabilities and Net Assets

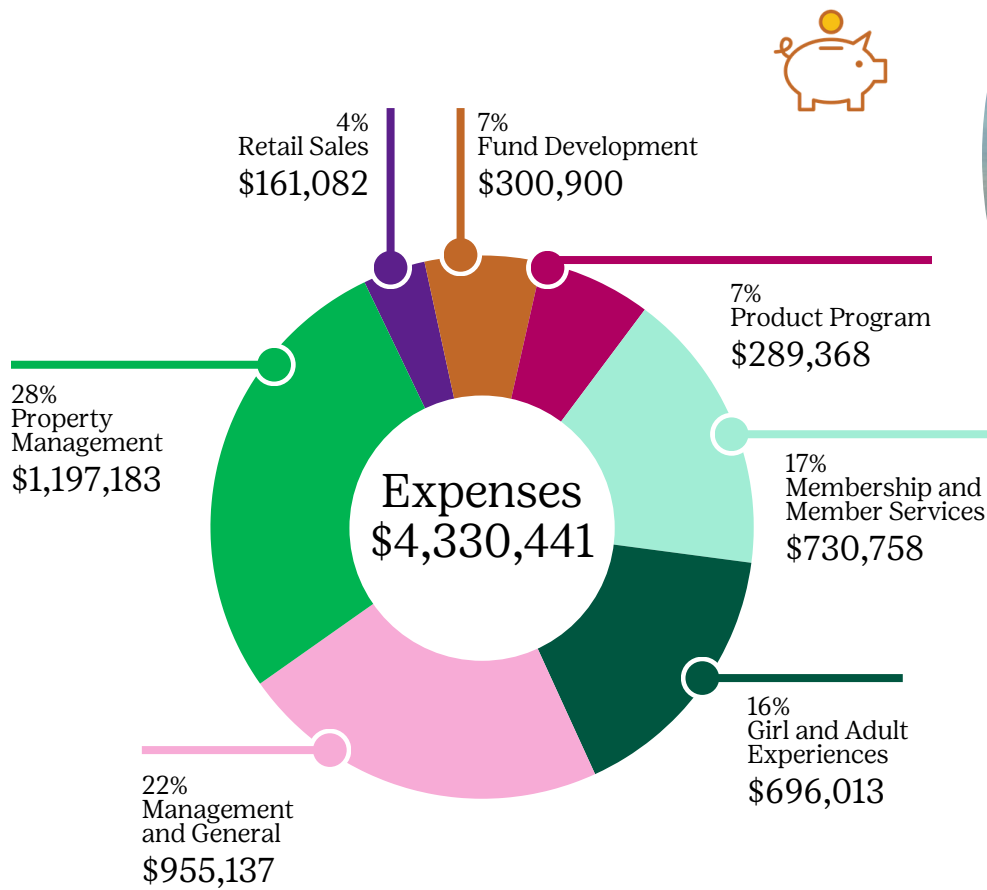
Current Liabilities\$303,315

Non-Current Liabilities\$288,663

Net Assets\$11,532,943

Total Liabilities
and Net Assets\$12,124,921





More Growth Ahead in 2026!

Exciting developments on the horizon as we continue to grow!

- New archery pavilion at Camp Soni Springs thanks to Schurz Communications.
- Updated waterfront at Camp Logan thanks to the Lilly Endowment.



Grow with Girl Scouts



Volunteer



Donate



Collaborate

Watch as girls discover new interests and chase their dreams—
with the pride of knowing you helped make it possible.

Thank you for your support!

10008 Dupont Circle Drive East
Fort Wayne, IN 46825
800.283.4812
gsnim.org



girl scouts 
of northern indiana-
michiana