

2024

# Annual Report

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. 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.

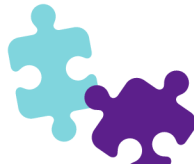
Everything in Girl Scouts centers around our pillars, designed to offer an exciting array of choices to suit her interests at every age.



STEM



Outdoors



Life Skills



Entrepreneurship



Arts & Culture

## Our Mission

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



This year has been one of remarkable growth and strengthened friendships for Girl Scouts of Northern Indiana-Michiana. Together, we've enhanced our camp properties, welcomed new members, and deepened connections within the community—unlocking the power of teamwork and friendship to achieve extraordinary results.

The release of the Indiana Girl Report has been a valuable tool in helping us better understand and define the needs of girls in our region. By aligning our programs and resources with the insights from this report, we're ensuring that every girl—no matter her background—has the opportunity to thrive and reach her fullest potential.



From Gold Award Girl Scouts creating meaningful change to volunteers bringing our mission to life, our members' achievements reflect the courage, confidence, and character that grow through the friendships built in Girl Scouts.

As we reflect on this year of growth, we remain steadfast in our commitment to ensuring every girl can experience the transformative impact of Girl Scouts. Together, we unlock the power of us.

Thank you for being part of this incredible journey.

Lisa Cashel, Board Chair

Sharon Pohly, CEO



## 2023 – 2024 Board of Directors

### Officers

Lisa Cashel, Convoy, OH  
Board Chair

Julie Spears, Elkhart, IN  
First Vice-Chair

Amy Roush, South Bend, IN  
Second Vice-Chair

Anne White, Fort Wayne, IN  
Secretary

Heather Herron, Fort Wayne, IN  
Treasurer

### Directors-at-Large

Allen Miggins, Fort Wayne, IN

Jana Grothaus, Fort Wayne, IN

Jean Fahy, Bristol, IN

Jennifer Molinda, Warsaw, IN

Patrick Scherrer, Fort Wayne, IN

Renee Jones, Elkhart, IN

Robin Tribbett, Fort Wayne, IN

Stephanie Van Dellen, Fort Wayne, IN

Susana Worth, Decatur IN

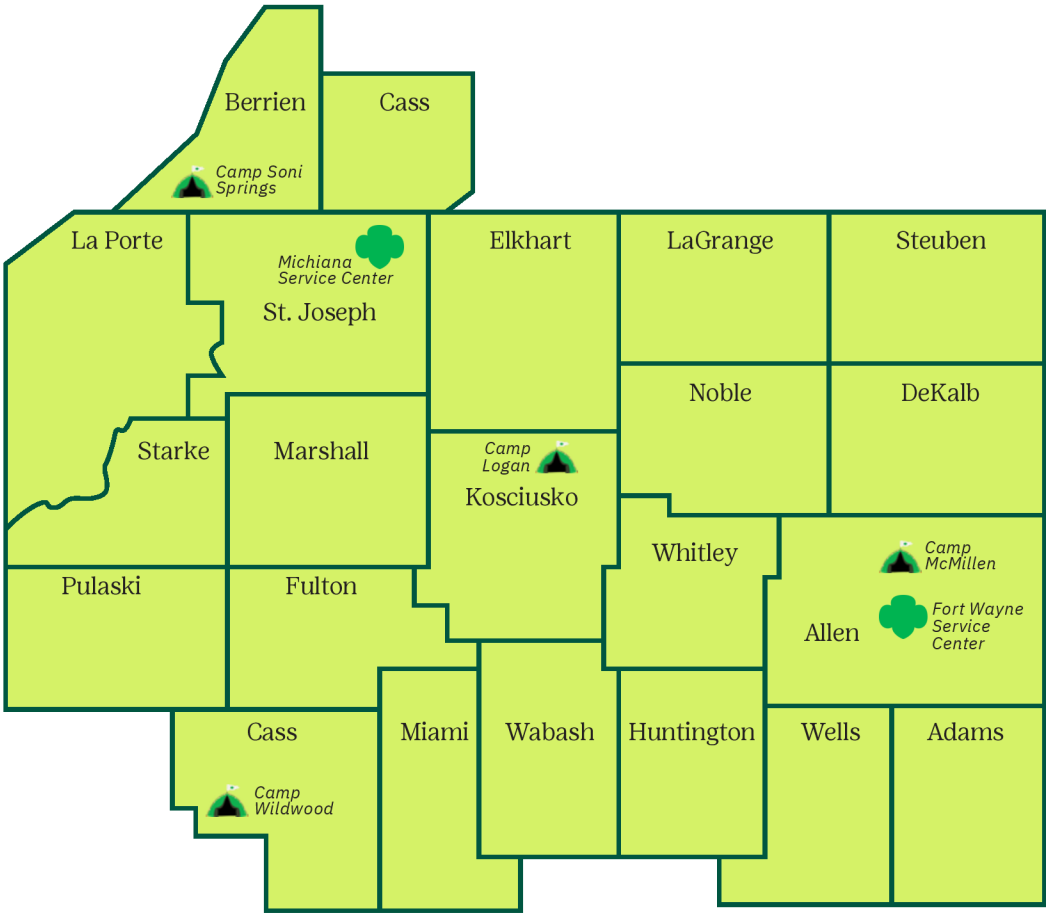
Thomas Edington, Syracuse, IN

William (Bill) Schmuhl, South Bend, IN



# Our Council

Whether a Girl Scout, a volunteer, or a caregiver, with each new member, our impact grows stronger, creating a brighter future for girls everywhere. Behind every member is a team of local staff to maintain camp properties and provide local programs and resources to achieve whatever girls can dream up. Our council covers these 22 unique counties.



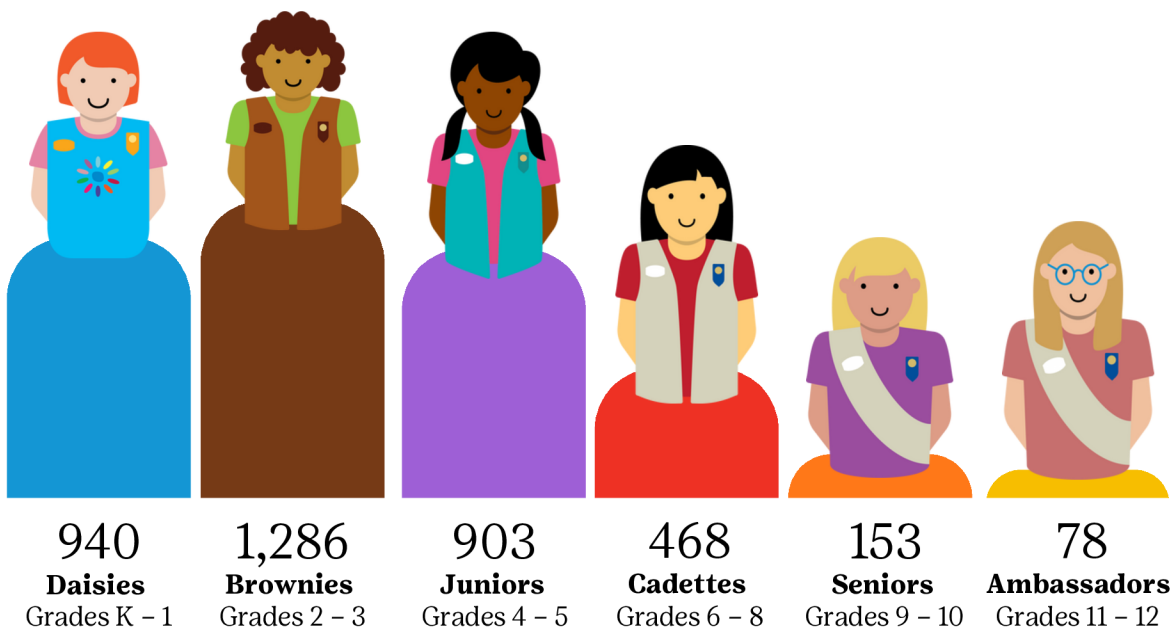
## GIRLS SERVED

3,828 TOTAL GIRLS	1,538 NEW GIRLS
2,290 RENEWED GIRLS	3,129 TOTAL GIRLS K - 5

## SUPPORTED BY

2,078 TOTAL ADULTS	435 NEW ADULTS
1,643 RENEWED ADULTS	838 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:

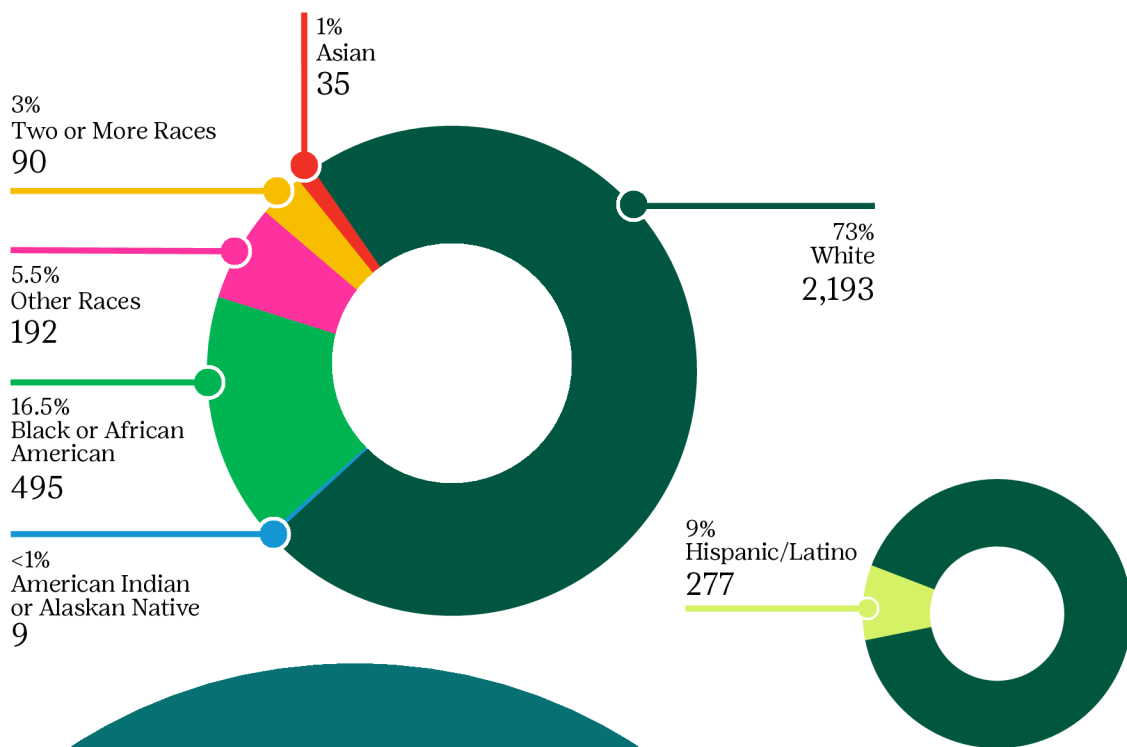


## Girl Member Race & Ethnicity

*\*Percentage of girl membership is based on responses of those who self-identified, from 3,016 girl members who provided data.*



1,010  
Girls served  
through outreach  
programs



## Our Opportunity

**Increase presence**  
in underserved areas of  
our council and foster  
community awareness.

**Promote property usage,**  
focusing on STEM and  
outdoor activities to foster  
girls’ growth and learning.

**Strategically invest**  
in staff and operations  
to preserve longevity.

**Enhance inclusivity**  
with a Diversity, Equity,  
and Inclusion plan.

# Year in Review

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



**NOVEMBER** | Chief Development Officer Faith Van Gilder was honored as Outstanding Fundraising Professional at the National Philanthropy Day event hosted by the Association of Fundraising Professionals Northeast Indiana Chapter. This prestigious award highlights her impactful work in advancing the Girl Scout Mission.



**MARCH** | We were honored with a Bronze Award at the Women in the Workplace Luncheon hosted by the Women's Fund of Greater Fort Wayne, Inc. This recognition celebrates our commitment to equitable hiring practices and empowering women in the workforce. The event underscored the importance of local employers fostering environments where women can thrive.



**MARCH** | We unveiled The Dream Center at the Fort Wayne Service Center, creating a vibrant space for girls to gather and grow. Members left their mark by voting on the new name at this celebratory open house. This space reflects our dedication to expanding opportunities for girls to explore, create, and lead.



**APRIL** | Our team joined Girl Scouts nationwide in New Orleans to explore critical issues and chart the future at the GSUSA Leadership Summit. The conference emphasized innovative strategies for furthering the Girl Scout Mission. Participants returned inspired to implement impactful ideas across the council.

f r i e n d s h i p



**APRIL** | Members gathered at Camp Logan for the council's annual meeting and to celebrate Girl Scout volunteers' service. Attendees voted on council issues, elected board members, and honored the impact of community partnerships. Together, we celebrated another year of empowering the next generation of leaders.



**JULY** | Camp McMillen marked 75 years of adventure with a commemorative banner signed by campers and an open house for donors and supporters. Attendees toured the camp, shared memories, and celebrated the legacy of outdoor leadership. The milestone showcased the enduring impact of this beloved Girl Scout camp.



**MAY** | Our Girl Experiences team hosted 50 fourth graders from Columbia Elementary in Logansport, IN who participated in a Magical Moment at Camp Wildwood, a day focused on emotional intelligence and mental health. Activities like creating positivity bracelets and mood ring exercises equipped girls with tools to navigate emotions. Supported by the Girl Coalition of Indiana, the event addressed critical mental health needs, inspired by data from the Indiana Girl Report.



**JULY** | The Lois Hess family celebrated three generations of commitment to Girl Scouts with the groundbreaking of a new camp manager home at Camp Logan. The existing home will be refurbished into a health center. This legacy reflects decades of service, including co-directing day camps and volunteering as a camp nurse. The project ensures future generations of girls can enjoy the same enriching experiences.

**PLUS** | This summer, campers enjoyed the newly restored Program Building at Camp Logan, the oldest structure onsite.

# Girl Experiences

From Girl Scouts earning badges and making friends at art workshops to volunteers diving into training opportunities, there's been something for everyone!

47%

of members attended council programs

19%

of members attended summer camps

54%

repeat adventure program attendees

50 girls

received financial aid

"For our family, camp would be largely inaccessible without financial assistance."

**Brianna K., Volunteer**

**SOLD OUT**  
We brought back a **two-week camp** for older Girl Scouts—packed with adventure and fun, it sold out fast!



Girl Scouts are learning from the pros.

**STEM EXPO**

150 attendees



"Partnering with Girl Scouts at the STEM Expo enables us to engage with girls and achieve high impact in a short amount of time. These opportunities align with our goals to foster education and inspire future talent."

**Karis Schwab**  
Senior Manager  
of Human Resources  
**Sweetwater**

81%

program collaborator growth



# 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.**

**JUNE** | The 2023 Gold Award class was celebrated at Goshen College, highlighting their exceptional projects, including pollinator gardens, youth mental health initiatives, and first responder support.

Special recognition went to Macie Marshall for earning the national Gold Award Scholarship. Keynote speaker Telva McGruder of General Motors and the GSUSA Board of Directors inspired attendees with her call to curiosity and courage.



## 2024 Gold Award Girl Scouts



**Kaitlyn Stafford**  
BLUFFTON, IN

Aimed to raise awareness, provide habitats, and protect birds, bats, and winged pollinators, with a focus on visitors to Oubache State Park.



**Kenzie Sanderson**  
COLUMBIA CITY, IN

Focused on improving literacy by creating a Little Free Library in downtown Columbia City, IN, to provide free, accessible books and reduce summer learning loss for children.



**Juliana Shiveley**  
GOSHEN, IN

Focused on advancing STEM programming by introducing leader training on 3D design and printing to prepare Girl Scouts for careers such as automotive prototyping and architecture.



**Grace Mellor**  
SOUTH BEND, IN

Created a program to provide American Girl Dolls to lower-income students, incorporating them into the library system for greater access to enriching resources.

# The McMillen Family

The story of Girl Scouting in northeast Indiana is closely interwoven with the McMillen family. In the 1940s, Dale W. McMillen, who founded the company that became Central Soya, and his wife Agnes, started a family foundation to manage their philanthropy.

Around the same time, the Girl Scout Council of Fort Wayne and Allen County was seeking land for a new campground. In September 1947, the Dale W. and Agnes S. McMillen Foundation purchased 103 acres above the banks of Cedar Creek near Hometown for the camp's creation. Two years later in June 1949, the camp was founded and named after Agnes.

Since then, thousands of Girl Scouts and others have enjoyed the outdoors at Camp Agnes S. McMillen, which boasts wooded ravines, meadows, and hiking trails. Ongoing support from the McMillen Foundation, now headed by Agnes' grandson, local businessman John McMillen, has allowed for continuous improvements and enhancements at the camp. On the camp's 65th anniversary in 2014, a new zip line was installed, and the low ropes adventure course was upgraded. There is also a 30-foot-tall climbing tower and archery range.

In 2007 the Limberlost Girl Scout council had outgrown its office space on Spy Run Boulevard in Fort Wayne, and the McMillen Foundation again came to the rescue, generously donating a plot of land on Interstate 69 north of Fort Wayne and contributing to the capital campaign for a new building. After the merger of four councils in 2008, the new Girl Scouts of Northern Indiana-Michiana council decided to locate its headquarters in the new building, where it remains to this day.

John McMillen's legacy to Girl Scouts lives on in the company he founded, DuCharme McMillen Associates (DMA), whose employees regularly volunteer on the United Way Day of Caring to spruce up Camp McMillen.



**“Since the late 1940s, the McMillen Foundation has had and continues to have a strong commitment to support the Girl Scout organization.”**

**John McMillen**

We salute John and his wife Cindy McMillen and the McMillen Foundation for their longtime, loyal generous support of Girl Scouting, totaling more than \$2.4 million since 1993.



Doug Bomba, CFO

John McMillen





# Our Partners

We wish to thank the many individuals, foundations, United Ways 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  
Mary Jane McMillen Crowe Foundation

## \$50,000+

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

## \$25,000+

Foellinger Foundation  
Morton & Fredrica Frank Family Foundation

## \$10,000+

Bowker Foundation Trust  
Community Foundation of Greater Fort Wayne  
Diane Humphrey  
E.H. Kilbourne Residuary Charitable Trust  
Florence V. Carroll Charitable Trust  
Indiana Youth Institute  
John W. Anderson Foundation  
Lippert Components  
McMillen Foundation  
Mark Swaim  
Zollner Foundation

## \$5,000+

1st Source Foundation  
Duke Energy Foundation  
Everwise Credit Union Foundation  
Flora Dale Krouse Foundation  
Kosciusko County Community Foundation  
M.E. Raker Foundation  
Olive B. Cole Foundation  
Pam Garrison  
Pro Fed Credit Union  
Prophet Sisters Foundation  
Sharon Pohly  
Zimmer Biomet Foundation

## \$1,000+

3Rivers Federal Credit Union Foundation  
AnCor HR  
Berrien Community Foundation  
BF Goodrich  
CLight Inc.  
Community Foundation DeKalb County  
Community Foundation of Noble County  
Corsica Technologies  
Dekko Foundation  
DePuy Synthes  
Elmer E. Ostrom Trust  
Fort Wayne Metals  
Harvey R. and Doris Klockow Foundation  
Huntington County Community Foundation  
Indiana Trust Wealth Management  
Kiwanis Club of John Chapman  
LaGrange County REMC  
Lawnganics  
Marni & Morris Propp II Family Foundation  
Michigan City Community Enrichment Corp.  
PNC Financial Services Group  
Premier Bank  
Rea Magnet Wire  
Robert Weed Corp  
Shoop Sports and Youth Foundation  
Steel Dynamics Foundation  
Steuben County Community Foundation  
Surack Family Foundation  
Target Circle Community Giving  
Travel Leaders  
Waterfield Foundation  
Wells County Foundation  
Whitley County Community Foundation  
United Way of Wells County  
Jay Carter  
Lisa Cashel  
Toni Lynn Cook  
Tom Edington  
Jean Fahy  
Don R. Fruchey  
Cindy Goshert  
Jana Grothaus

## \$1,000+ continued

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Bob and Melanie Hall Fund  
Heather Herron-Wilcox  
Sharon L. King  
Peter McCampbell  
Shirley A. Martin Estate  
Jennifer Molinda  
Mike Osborne  
Milne Family Charitable Gift Fund  
Joshua Parrish  
Amy Roush  
Judy Ruoff  
Patrick Scherrer  
William Schmuhl  
Carol Seaman  
Julie Spears  
Bob and Donna Streeter  
Robin Tribbett  
Stephanie Van Dellen  
Anne White

Amy Kanouse  
Linda Kaufman  
Andrea Leonard  
Brittany McNees  
Jacqueline Maki  
Gloria Mayberry  
Amy Mayfield  
Sharon Metzger  
Andie Mosley  
Clayton Moudy  
Terri and Lori Roe  
Pamela Savage  
Tammy Savage  
Abby Schoonaert  
Christine Sosnowski  
Candace Studebaker  
Terry Stumpf  
Paul Taglia  
Harriet Warren

## \$500+

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Adams County Community Foundation  
Don Ayres Honda  
Dulin Ward & Dewald  
Milestone Construction  
Sweetwater Sound  
Brent Cox  
Connie Frederick  
Louise Larsen  
Ken and Kathy Lizer  
Thomas Marcuccilli  
Christine Myers  
Tammy Oakes  
Faith Van Gilder  
Susana Worth

## \$50+

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Aegis Sales & Engineering  
American Online Giving  
Constellation Energy  
Heart of West Michigan United Way  
Shell Oil  
Thrivent  
Union Township Lions Club  
United Way of Allen County  
Deborah Beckman  
Bruce and Leslie Andrews  
Sean Bates  
Cathy Bell  
Pam Bell  
Karen Cavanaugh  
Richard and Debbie Conklin  
Belinda Cotton  
Lindy Cox  
Ashley Delgado  
Steve Denney  
Don Evans  
Jordan Fettig  
Dana Flora  
Ron and Carol Gallmeyer  
Susan Gitlin  
Amy Grant  
Donna James  
Terri Johnson  
Sarah Kean

## \$250+

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Carol Allebach  
Custom Awning  
Glenn & Thelma Rieke Foundation  
Heart of West Michigan United Way  
Lydia Beer  
Doug Bomba  
Rita Bomba  
Brooke Dove  
Kristine Emmerson  
Ann Goff  
Christine Goshert

## \$50+ continued

Joan Laudeman  
Jerry Ludeke  
Kendra Martz  
Marseille Family Charitable Gift Fund  
Rylie Mayfield  
Kelley McCarthy  
Linda Mowry  
Sherri Mutch  
Patricia Penzenik  
Amy Poor

Tonya Reinoehl  
Kelsey Rowe  
Dustin Sadler  
Andrea Slattery  
Barry and Judy Steinman  
Susan Terry  
Amy Trevino  
Jamie Williams  
Jane Winnerman-Shaw

## United Way Day of Caring

These organizations provided volunteers to spruce up Camp McMillen:

Lake City Bank  
Rill-Rite  
Engelwood Health & Rehab Center  
BF Goodrich  
East Allen County Schools

## 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, 2024. For more information or to join the Juliette Gordon Low Society, contact [faith.vangilder@gsnim.org](mailto:faith.vangilder@gsnim.org).

LaTanya Ackerson  
Theresa Brady  
Tamarah Brownlee  
Jay and Rhonda Carter  
Lisa Cashel  
Toni Lynn Cook  
Tom 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  
Norm and Peggy Yoder



# Financials

For the Year Ended  
September 30, 2024

Statement of Activities

Statement of Financial  
Position

## Assets

### Current Assets

Cash on Hand  
and in Bank .....\$890,091

Investments  
at Fair Value .....\$5,376,334

Other Current Assets .....\$510,449

Total Current Assets .....\$6,776,874

Other Assets .....\$286,157

Land, Buildings  
and Equipment .....\$5,809,336

Total Assets .....\$12,872,367

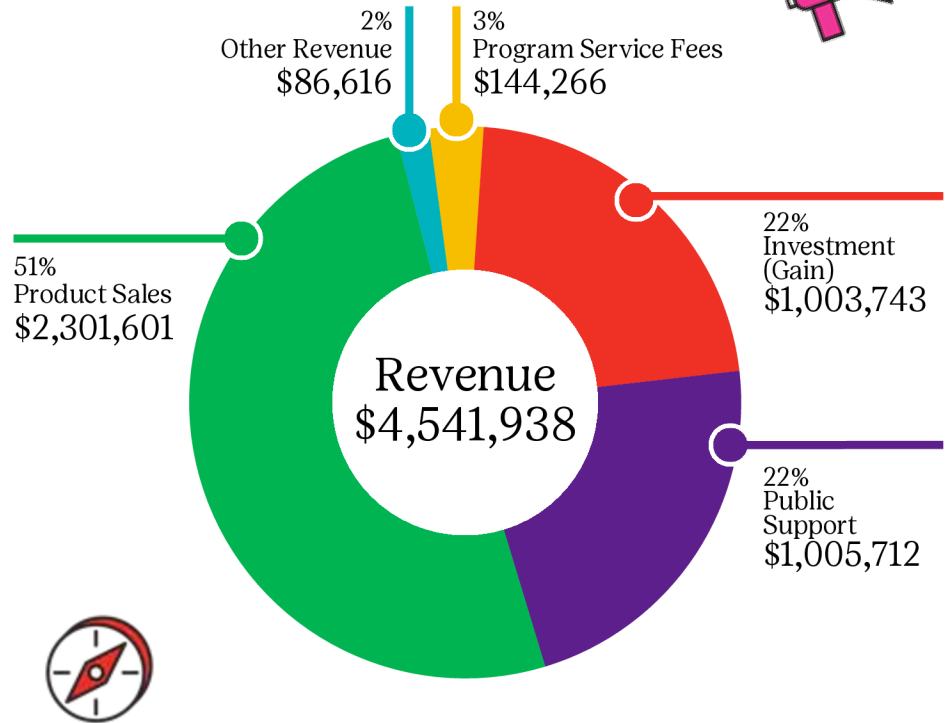
## Liabilities and Net Assets

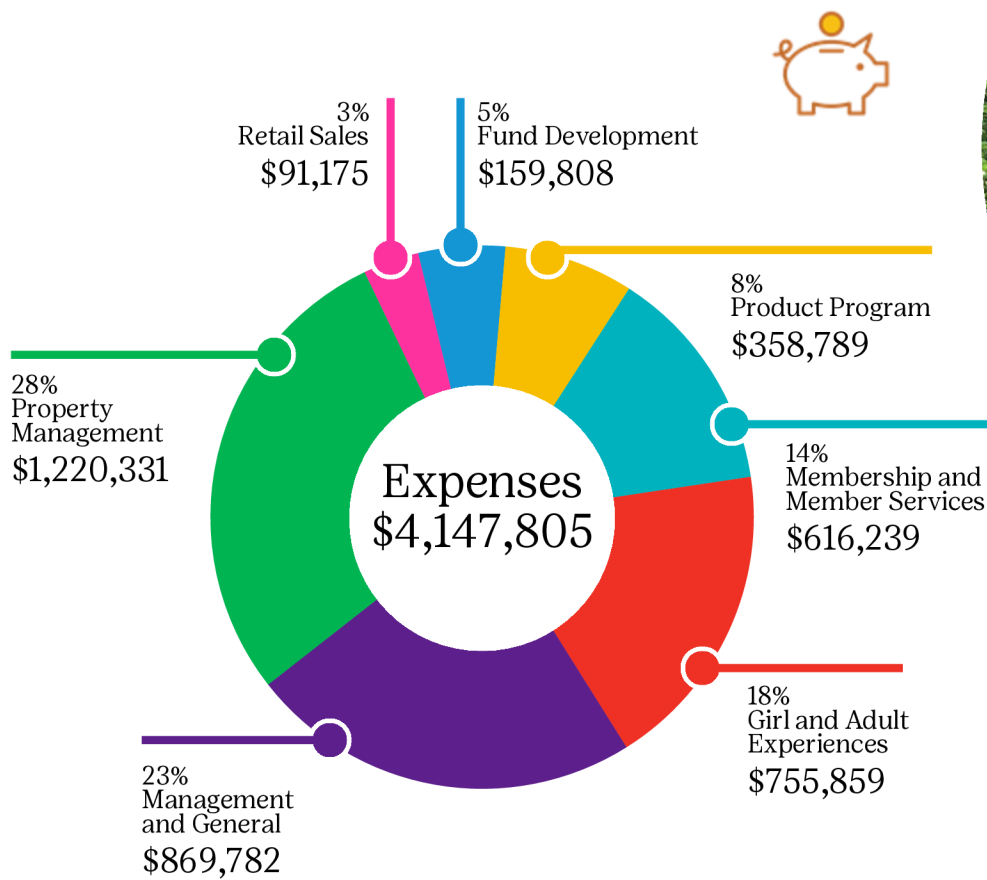
Current Liabilities .....\$344,597

Non-Current Liabilities .....\$360,190

Net Assets .....\$12,167,580

Total Liabilities  
and Net Assets .....\$12,872,367





# Unlock the Power of Us



**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