



girls
inc.

of Chattanooga

2025 ANNUAL IMPACT REPORT



of Chattanooga

At Girls Inc. of Chattanooga, *our vision* is to equip every girl with the tools to be her whole-self, today and tomorrow.

In Fiscal Year 2025, we supported over 900 girls as they discovered their strengths, built confidence, and pursued their dreams. Through innovative programming, we provided safe and engaging spaces where girls could explore new opportunities, develop critical life skills, and prepare for a bright future.

Thanks to the support of our partners, donors, volunteers, and community, we expanded our reach and deepened our impact, ensuring every girl has the resources, guidance, and encouragement she needs to thrive.

We are grateful for your continued partnership and dedication to *our mission*, inspiring all girls to be strong, smart, and bold.

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ACCOUNTABLE

Foster transparency and healthy relationships and environments to achieve our vision.

ADAPTABLE

Demonstrate flexibility as an organization to thrive in any situation or circumstance.

COLLABORATIVE

Leverage collective knowledge, creativity, and brilliance to drive innovation and success.

RESPECTFUL

Show fairness, dignity, and empathy to sustain and advance diversity and advocacy.

OUR CORE VALUES





OUR IMPACT

**girls
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930+

*participants served during
Fiscal Year 2025*

54,500+

*hours of learning through
programs, workshops, & camps*

250+

*former participants joined our
Girls Inc. Alumnae Network*

500+

*volunteers at our Program Facility
& Family Resource Center*

"Girls Inc. gave me my first summer job, and it really prepared me for the future. Starting out as a Summer Camp Assistant, I learned the value of responsibility, teamwork, and leadership in a hands-on, supportive environment. When I transitioned to working as a Boutique Intern, I discovered a whole new level of independence. My internship with the Family Resource Center opened my eyes to the bigger picture: I saw firsthand how Girls Inc. empowers not just individual girls, but entire communities."

Karrington,
Project Accelerate Participant

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"When my daughters walk through the doors of Girls Inc., they know they're entering a place where they're safe, encouraged, and believed in. During the summers while I work, Girls Inc. is a second home filled with laughter, learning, and mentors who remind them daily that they can do anything. They're growing up knowing they are strong, smart, and bold."

Tiffany,
Girls Inc. Parent



A MESSAGE FROM OUR CEO

Greetings,

Fiscal Year 2025 has been a remarkable year for Girls Inc. of Chattanooga. We proudly served over 900 girls, helping them discover their strengths, build confidence, and envision limitless possibilities for their futures.

Through innovative programs in STEM, leadership, mentorship, and more, our girls explored new opportunities, developed critical life skills, and strengthened their courage and resilience. Every day, we see the impact of providing a supportive environment where girls can thrive.

None of this would be possible without our dedicated partners, volunteers, donors, and community supporters. Your commitment ensures that every girl receives the guidance, encouragement, and tools she needs to grow into a strong, smart, and bold leader.

As we look ahead, our focus remains on expanding our reach, deepening our impact, and preparing even more girls to lead with purpose.

Together, we are shaping a brighter future, one girl at a time.

With gratitude,



Toccora Petersen
Chief Executive Officer



OUR PROGRAMS

Girls Inc. of Chattanooga offers **in-school and after school programs** centered around academic enrichment, healthy living, and life skills. Our research-based programs are intended to change the statistics, providing girls the opportunity to explore, grow, and succeed.

LITERACY



STEAM



DEVELOPMENT



LEADERSHIP



Girls Inc. offers **seasonal camps** for girls ages 5-18 during Hamilton County *fall, spring, and summer breaks.*

Our seasonal camps provide hands-on experiences, spark curiosity, and simulate a sense of adventure, empowering participants to build confidence, gain exposure to a variety of cultures and careers, and leave with meaningful connections and experiences that support their long-term development.

LITERACY

The Bookworm Club: 1st-3rd grades

An **after school program** focused on the five fundamental building blocks of literacy. The program aims to inspire confidence, proficiency, and a love for reading and writing.

Club LIT(eracy): 4th-5th grades

An **after school program** advancing literacy comprehension and fluency by fostering a love for literature and providing personalized support. Girls will build confidence in their reading abilities, laying a strong foundation for lifelong learning.

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STEAM

Tiny Techs: 1st-3rd grades

An **after school program** introducing the fascinating world of STEAM careers. Through hands-on activities and interactive projects, girls will envision themselves as future leaders and innovators.

TechKnow Girl: 4th-5th grades

An **after school program** igniting a passion for science, technology, engineering, art, and math. Participants collaborate on practical challenges and experiments, develop problem-solving skills, and enhance their creativity.

DEVELOPMENT

Discovery Girl: 4th-5th grades

An **in-school** and **after school** program empowering participants to build confidence, cultivate healthy relationships, and develop the tools they need to thrive academically and personally.

Traditional: 4th-5th grades

An **after school** program utilizing the comprehensive Girls Inc. Headquarters Curricula, covering important topics such as financial literacy and healthy sexuality.

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DEVELOPMENT

Girl Start Academy: rising kindergarteners

An **after school** program introducing the fascinating world of STEAM careers. Through hands-on activities and interactive projects, girls will envision themselves as future leaders and innovators.

Girl E3: 6th-8th grades

An **after school** program offering interactive learning experiences. Girls will develop valuable skills in financial literacy, business management, and entrepreneurship.



LEADERSHIP

IMPACT : 9th-12th grades

An **after school** program equipping participants with the confidence and expertise to advocate strongly, conduct impactful research, and deliver compelling presentations, preparing them for future academic and professional success.

Teen Leadership Institute: 10th-12th grades

A program focusing on job and career readiness through career assessments, job shadowing, resume building, volunteer opportunities, and the goal of placing them in a paid summer internship.

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LEADERSHIP

Girls Take Charge: 6th-8th grades

An **in-school** program inspiring young girls to cultivate their strengths, embrace positive values, and acquire essential skills that will empower them to excel both inside and outside the classroom.

S.H.E: She Can, She Will: 8th-12th grades

An **after school** program celebrating the legacies of remarkable women throughout history and their profound community impact, providing participants the opportunity to combine engaging discussions and creative projects.

PROJECT ACCELERATE

Girls Inc. Project Accelerate aims to fast-track the advancement of young women into leadership and influential roles. By collaborating with leaders in the corporate and social impact sectors, we will champion cultural change in the workplace, reimagining practices around hiring, development, promotion, and retention.

Our focus is ensuring that young women achieve educational success and develop the skills needed to excel in professional leadership roles. Project Accelerate will propel women into positions of leadership and influence, enabling them to uplift not only their status but also that of their families, neighborhoods, organizations, and communities.

25+

*Junior, Senior, & Collegiate
participants were served in
Fiscal Year 2025*

2,500+

*hours of internships completed
through local community partners*





Fall Break Camp



Girl Start Academy



Spring Family Literacy Night



Summer Camp Guest Reader

OUR FAMILY RESOURCE CENTER

Our Family Resource Center serves as a support hub that provides compassionate care, creative services, and transformative experiences for families, participants, and our community. It's designed to help Girls Inc. families build on their strengths and stay equipped for everyday life.

BOUTIQUE



CARE CLOSETS



WORKSHOPS



From non-perishable food and hygiene products to workshops and other essentials, families can access items that support their goals.

Alongside this initiative, our **Family Community Collective Program** invites girls enrolled in any Girls Inc. program and their household members to shop our free clothing boutique. Our boutique offers families a true shopping experience where they can select pieces that reflect their unique style.



FALL & WINTER COMMUNITY EVENTS

During the fall and winter seasons, our Family Resource Center curated meaningful, hands-on events and workshops for families.

- Grand Opening
- Midtown Family Festival
- Erlanger Fun Fair
- Harrison Elementary Trunk or Treat
- Orchard Knob Elementary Family Night
- Breast Cancer Awareness Afterschool Workshop
- Grand Opening Ribbon-Cutting Ceremony
- Free Clothing Boutique Shopping Event
- Fall Food Drive
- Community Advisory Board & Holiday Cheer



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SPRING & SUMMER COMMUNITY EVENTS

Over the spring and summer, each experience supported participants and families in becoming more confident, connected, and prepared for the future.

- Paint & Chat Family Communication Workshop
- Heart to Heart Workshop
- Prom Dress Giveaway
- Smart Spenders Financial Literacy Workshop
- Earth Day Workshop
- Free Clothing Boutique Shopping Event
- Family Fitness Workshop
- Dream Room Makeover Sweepstakes

STRONGER, SMARTER, & BOLDER FAMILIES

Over the past year, our Girls Inc. community grew stronger as families came together to learn, connect, and thrive. Through educational workshops, families gained practical tools that helped them build confidence and empower one another in meaningful ways. With the support of our partners, families opened doors to new opportunities and experiences, helping them access the support they needed to reach their goals.

Through our Family Resource Center, families receive the tools they need to navigate everyday life, empowering them and equipping them to face life boldly, knowing they are part of a community that supports them.

150+

Girls Inc. families were equipped with essential resources & support

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20+

family & community workshops, special events, and partner events





Dream Room Sweepstakes Transformation

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Gift-a-Girl Clothing Event



Grand Opening



Paint & Chat: Family Communication Workshop

OUR PARTNERS

Year-round Sponsors:

Beacon Foundation
Benwood Foundation
Church of the Good Shepherd
City of Chattanooga
Debbie McKee Fowler
George R Johnson
Girls Inc. National
Hamico
Lyndhurst Foundation
McKee Foundation
Schillhahan Huskey Foundation
Tennessee Department of Human
Services
The Boyington Group
Truist
United Way of Greater Chattanooga
UNUM

June Camp 2025 Sponsors:

Benwood Foundation
Chatt 2.0
Church of the Good Shepherd
City of Chattanooga
Tennessee Department of Human
Services
Lyndhurst Foundation
United Way

July Camp 2025 Sponsors:

Benwood Foundation
Chatt 2.0
City of Chattanooga
Church of the Good Shepherd
Debbie McKee Fowler
EPB
Lyndhurst Foundation
United Way of Greater Chattanooga





OUR PARTNERS

Community Partners

A Step Ahead
Big Brothers Big Sisters of
Chattanooga
Chatt 2.0
Chattanooga Public Library
CBL Properties
Creative Discovery Museum
Gamma Theta Sigma Chapter
of Sigma Gamma Rho
Hamilton County Schools
Love on a Leash Certified
Therapy Dogs
NOOGA Splash
Warner Park
WTCI PBS Kids
Tennessee Aquarium
The Pop-up Project
Trends on 3 on Local 3 News
University of Tennessee at
Chattanooga

School Partners

Alpine Crest
Bess T. Shepherd
Big Ridge Elementary
Brainerd High
Calvin Donaldson
DuPont Elementary
East Hamilton
East Ridge Elementary
Glenwood Community Center
Harrison Elementary
Hixson Elementary
Hixson Middle
Howard High
Loftis Middle
Lookout Valley Middle
Ooltewah Middle
Soddy Elementary
Soddy Middle
South Pittsburg Elementary
South Pittsburg Middle/High
Whitwell
Wolftever Elementary
Woodmore Elementary

2025 UNBOUGHT & UNBOSSSED

On May 8, 2025, we proudly celebrated 21 years of UnBought & UnBossed (UBUB), a milestone that marked not just the longevity but the evolution of this signature event. In its second year as an evening event, it brought energy and excitement while honoring phenomenal women. Staying true to our tradition of recognizing phenomenal women, we presented the Sole Award in four distinguished areas: Advocacy, Education, STEM-Medicine, and Sports. These honorees serve as role models, inspiring girls to dream boldly and lead with purpose.

UnBought and UnBossed is more than just an event; it's a tribute to the spirit and determination of the late Congresswoman Shirley Chisholm. Chisholm was the first African American woman elected to Congress in 1968 and the first woman and African American to seek the democratic party nomination for President of the United States in 1972. Chisholm declared herself a representative of all people and was committed to serving as a leader who would remain "Unbought and Unbossed."

550+

attendees at our signature fundraiser, Sneaker Gala

\$23K+

donations raised through a hybrid Silent Auction

\$220K+

donations raised, surpassing our \$200K fundraising goal





OUR CORPORATE & FOUNDATION PARTNERS

Our corporate partners are committed to increasing opportunities for all girls. They are trailblazers, paving the way for girls to envision a future of economic independence and leadership. We are grateful to the generous corporate, community, and foundation partners who help empower the new generation of leaders.



OUR CHAMPIONS

Our Champions for Girls are committed to uplifting the incredible potential and promise of girls. Thanks to their support, we are changing lives every day, equipping girls with experiences that enable them to achieve academic, personal, and career goals.

Sharon Alexander
Quintin Alford
Lawrence Armstrong
Vivian Austin
Chris Barajas
Mary Beth Bell
Leo and Sandy Biedermann
William Blalock
Dr. Dane & Sheila Boyington
Chantée Boykin
Nicci Brewer
Paul & Susan Brock
Florence Bromfield
Amy Buckley
Andy & Hanna Burnett
David & Louise Burnette
Teddy & Beth Caldwell
Colin & Laura Campbell
Sanja Conlow
Dr. Susan Council

Chris Davis
Abbey Dyer-Amonette
Melanie Farrell
Dr. Latasha Garrett
Prentice & Veronica Gilbert
Erik Gray
Stacy Gray
Gail Greene
Beth Gunn
Art & Anne Hagood
Thomas Harrington
Benjamin & Lawanda Hayes
Michael & Arielle Hayes
Lorie Heller-Calbaugh
Tequilla Hurt
Tenesha Irvin
Joshua & Sarah Johnson
Toccora Johnson-Petersen
M. Selma Kayne
Shawanna Kendrick

Chloe Kennedy
Dr. Sarah Lane
Alan & Alison Lebovitz
Ashton Lewey-Johnson
Corey & Jacki Madding
Sean & Leslie Mayfield
Randy & Debbie McKee Fowler
Diana Meadows
Phil & Toni Meyer
Jeannette Mills
Jasmine Mobley
Karista Mosley-Jones
Kathleen Anne Murray
Alex Needham
Dr. Marcia A. Noe
Amanda Okafor
Karen Persinger
Quetta Pipkin
Matthew Pohl
Rachel Ragghianti

Matthew Rasmussen
Jeff & Kim Robertson
Rachel Shannon
David and Farah Shekari
Darrel and Maria Silvey
Dr. Angela Smith Slack
James and Marian Steffner
Kandi Steiner
Lori Stenger
Dr. Yvette Stewart
Cynthia Stone
Kaihan D. Strain
Martin Trimiew
Ongeleigh Underwood
Roxy Velazquez
Saundra Williams

OUR TEAM

Leadership Team

Toccora Petersen,
Chief Executive Officer

Fance Brannock,
Sr. Director of Programming

Sara Butler,
Director of Operations

Michael Cole,
Chief Financial Officer

Jocelyn Loza,
Chief Development Officer

Administrative Support and Program Staff

Kayla Bates,
Manager of Program
Quality

Ma'Niyah Chatman,
Program Coordinator

Marcela De La Garza
Administrative Assistant

Jasmine Dalton,
Program Coordinator

Alana DuLyn Bailey
Manager of Program
Operations

Kendrea Bryant
Outreach & Engagement
Specialist

Meazi Hart
Program Coordinator

Faith Henderson
Program Coordinator

Vanelly Holguin,
Communications and
Development Specialist

Lexie Kominczak,
Program Coordinator

Bre Merity,
Program Coordinator

Aaliyah Parrish,
Family Resource Coordinator

Jessica Perez,
Program Support

Mary Cate Ramirez,
Teen Program Specialist

Gayla Randle,
Program Coordinator

Monica Reifinger,
Latina Immersion Program
Specialist

Tyler Staszewski
Program Coordinator



OUR BOARD OF DIRECTORS

Board of Directors

Executive Committee

Roxy Velazquez,
Unum, Board Chair
Chantée Boykin,
EPB, Program Quality &
Evaluation Chair
Nicci Brewer,
Energy Production Industry,
Treasurer and Finance Chair
Laura Campbell,
Energy Production Industry,
Governance Chair

M. Selma Kayne
Kayne Consultant, PLLC,
Secretary
Leslie Mayfield,
Energy Production Industry,
Development Chair

Members

Quintin Alford,
AstraZeneca R&D
Florence Bromfield,
UNUM
Andy Burnett,
Raymond James Round
Table Advisors
Abbey Dyer-Amonette,
Lead with Positivity
Lorie Heller,
Tower Community Bank
Shawanna Kendrick,
The H2O Life
Dr. Sarah Lane,
Hamilton County Schools

Ashton Lewey-Johnson,
Energy Production Industry
Jacki Madding,
Chattanooga Neighborhood Enterprise
Diana Meadows,
Retreat at Lookout Lake, LLC/Learning
Center at Lookout Lake, LLC
Karitsa Mosley-Jones,
City of Chattanooga, Office of Early
Learning
Quetta Pipkin,
BlueCross BlueShield of Tennessee
Dr. Shonnie Scruggs,
BlueCross BlueShield of Tennessee
Martin Trimiew,
Consilio



OUR STRATEGIC PLAN

2025 - 2027

STRATEGIC GOALS & KEY PRIORITIES



1. QUALITY EXPERIENCES AND OPPORTUNITIES

Ensure all experiences and opportunities advance the mission and of the highest quality.

- Research-Based & Outcome Driven
- Whole-girl Education
- Celebrate Creativity
- Real-life Application



2. PRO-GIRL COMMUNITY

Advocate for fair and just systems while equipping girls with the knowledge and courage to advocate for themselves.

- Advocacy
- Mentorship & Leadership Development
- Safety, Belonging, & Wellbeing



3. PEOPLE & CULTURE

Foster an inclusive environment for everyone at Girls Inc. of Chattanooga.

- Alignment & Expectation
- Training & Development
- Community & Connection Engagement
- Inclusion & Representation



4. OPERATIONAL EXCELLENCE

Be more efficient by optimizing systems, policies and procedures.

- Compliance & Security
- Capacity Building
- Efficiencies & Technology
- KPI & Strategic Initiatives



5. FINANCE & DEVELOPMENT

Expand and innovate with connected stakeholders through a dynamic revenue model.

- Business Revenue Model
- Capital Campaign
- Smart & Innovated Growth
- Reward & Benefits Package

65TH ANNIVERSARY CALENDAR

2025 - 2026

8/21/2025	65 th Kickoff Celebration
12/7/2025	HERstory Marketplace
5/16/2026	2026 Girls Inc. of Chattanooga Sneaker Gala
7/2026	Community BBQ: "Then, Now, Next"

Celebrate with us all year long as we honor 65 years of making a difference in our community. While our official birthday is in February 2026, the festivities begin now!

www.girlsincofchatt.org/65years

SCAN TO CELEBRATE





of Chattanooga

Girls Inc. of Chattanooga
4505 Brainerd Rd., Ste. 110
Chattanooga, TN 37411

Administrative Office: 423-624-4757

Program Office: 423-269-7410

www.girlsincofchatt.org



2024 Girls Inc. Affiliate of the Year, Mid-size Category

**EMPOWER
HER FUTURE.
GIVE TODAY:**

