



INTRODUCTION

This year asked a lot of us. It asked us to keep showing up in a climate that too often seeks to silence, erase, or diminish Black girls and the communities that love them. In 2025, Girls For A Change met that moment with clarity, commitment, and care.

This was a year of choosing each other. Of building and protecting spaces where Black girls could be seen, heard, and celebrated in their full humanity. Grounded in truth and love, we continued to do the work we know is necessary—regardless of shifting narratives or external pressures.

Across programs and seasons, participants learned, created, performed, questioned, laughed, researched, traveled, and led. From immersive experiences like Camp Diva and the Girl Ambassador Program, to creative exploration in museums and community spaces, to leadership development through Girl Action Teams, participants showed what's possible when Black girls are trusted with opportunity and surrounded by care.

We also deepened our commitment to listening. Through research partnerships and community dialogue, we centered the lived experiences of Black girls, while continuing to celebrate their brilliance through showcases, performances, and shared moments of joy. Families, alumnae partners, and supporters were invited to witness the work and help shape it.

Even in moments that felt heavy, we made space for laughter, rest, and connection. We gathered across generations, honored graduates, awarded scholarships, and stayed connected to participants beyond individual programs—reinforcing that this community is a continuum of care.

This report reflects a year of intention, resilience, and collective power. It tells the story of a community that understands we are who we've been waiting for. Thank you for standing with us. Thank you for believing in Black girls. Thank you for helping make this year possible.



GIRLS WE SERVED

300+

SCHOLARSHIPS

\$35K

EVENTS WE HELD

9

PRESS

4+

stories covering Girls For A Change programs, impact, and Daughters Documentary

OUR AUDIENCE/REACH

Website

40K

Newsletter

9K

Social Media

25K

FINANCIALS

Income (January 2025–December 2025)

Camp Diva Leadership Academy	28,494
Donations (Organizations)	422,516
Donations (Individuals)	349,234
Grant Funding	854,450
Other Income	19,945
Total - Revenue	\$1,674,640

Expenses (January 2025–December 2025)

Advertising & Marketing	38,736
Auto - Fuel	
Bank Charges & Fees	7,256
Fundraising	167,302
Insurance	15,737
Interest Paid	12,074
Legal & Professional Services	85,378
Licenses & Fees	5,083
Office Supplies & Software	88,411
Other Business Expenses	52,900
Payroll Expenses	193,858
Program Expenses	641,094
Rent & Lease	34,177
Repairs & Maintenance	27,945
Janitorial	4,322
Utilities	22,745
Reconciliation Discrepancies	4,756
Total - Expenses	\$1,401,774
Net Income	\$272,866





In 2025, Girls For A Change partnered with Virginia Commonwealth University's Research Institute for Social Equity (RISE) on a community-centered research project titled "Lived Experiences of Black Girls in the City of Richmond." The study was designed to address a critical gap in research by centering the voices, strengths, and lived realities of Black girls rather than focusing on deficits or risk factors.

Using an asset-based framework, the project explored how Black girls navigate identity, health and wellbeing, home and family life, schooling, and community environments in Richmond. Data collection was rooted in deep community engagement and included online surveys, focus groups, and interviews with Black girls ages 12-17, their parents or guardians, and Black emerging adult women ages 18-22. Girls For A Change played a key role in facilitating access to participants and families through trusted spaces such as the Black Girl Rally, and other GFAC programs and events.

EXTRACURRICULAR ACTIVITIES

55.6%

participate in the arts

47.6%

engaged in academic clubs

32.4%

involved in cultural organizations

"I chose Girls For A Change [as the helpful place] because it's a girl action team, and they allow us to express ourselves and do a lot of cool things."

- Blossom, age 16

Findings from the study highlight the resilience, self-awareness, and strong support networks that shape Black girls' lived experiences in Richmond. Participants reported positive self-identity, cultural pride, and frequent affirmations from caregivers regarding race and gender, alongside strong relationships with mothers, siblings, friends, teachers, and community members. Most girls rated their physical and emotional health positively and felt comfortable discussing mental health challenges with trusted adults, particularly mothers and friends. At the same time, the research surfaced ongoing barriers including racial and gender stereotypes, unequal access to resources, limited culturally responsive mental health supports, and transportation challenges—underscoring both the strengths Black girls carry and the systemic gaps that continue to impact their wellbeing.

The project concludes with clear implications and recommendations, including the importance of acknowledging Black girls' voices, increasing investment in programs that center their strengths, fostering inclusive school environments, and supporting healthy digital engagement. These findings reinforce Girls For A Change's mission and provide research-based validation for the organization's long-standing, girl-centered approach to leadership development, advocacy, and healing-centered programming.

FRIENDSHIP

85.6%

said "I have friends outside of school who are very supportive to me"

LEARNING ABOUT ETHNICITY

58.0%

participated in activities that have taught them about their ethnicity



WHY THIS RESEARCH MATTERS

Black girls are often discussed in research through a deficit lens, with little attention given to their strengths, voices, and lived realities. This study shifts that narrative by centering Black girls as experts of their own experiences and documenting the assets, relationships, and community supports that sustain them.

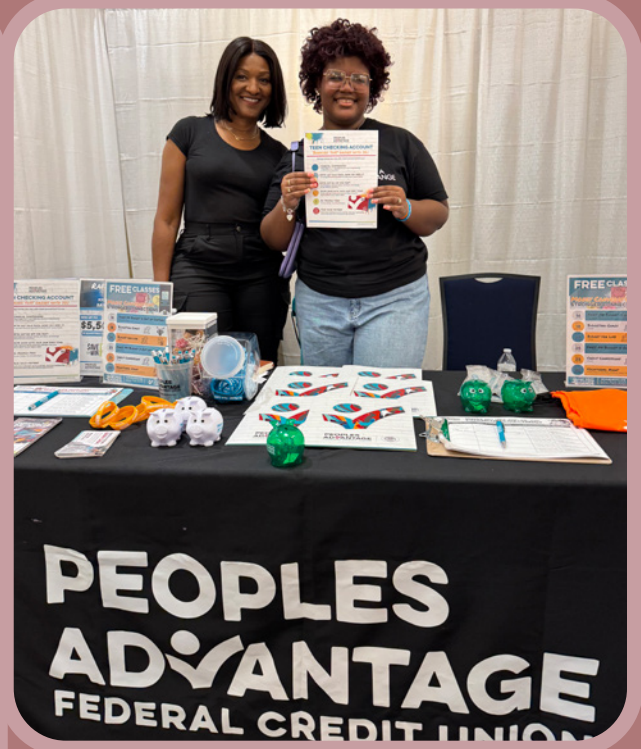
The findings provide critical, local data that funders, educators, and community partners can use to make more informed investments in programs that truly meet Black girls' needs. By elevating their perspectives on identity, wellbeing, education, and community life, this research strengthens the case for culturally responsive, girl-centered approaches that foster leadership, healing, and long-term success.

For Girls For A Change and its partners, this research validates what our girls have always shown us: when Black girls are seen, heard, and resourced, they thrive—and entire communities are strengthened.

SHOUTOUT TO OUR PARTNERS FOR SUPPORTING THIS IMPORTANT RESEARCH:

- ✿ Dominion Energy
- ✿ Lavar Stoney
- ✿ Virginia Commonwealth University
L. Douglas Wilder School
- ✿ Research Institute for Social Equity (RISE)





2025 RECAP

As I reflect on 2025, I do so with both honesty and gratitude.

This year brought new challenges that stretched us in ways we did not anticipate. We navigated funding shifts, growing operational demands, deeper community needs, and the weight that comes with scaling impact while staying rooted in purpose. There were moments that required courage. Moments that required patience. And moments that required us to pause, listen, and recalibrate.

But we did not shrink.

We stood taller.

What I witnessed this year was not just resilience. It was evolution.

Girls For A Change stepped into a new season of strength. We strengthened our internal systems. We deepened our leadership development model. We expanded opportunities for girls to travel, tell stories, earn certifications, and prepare for workforce pathways that once felt out of reach. We leaned into community centered fundraising. We strengthened partnerships. We clarified our vision for sustainable growth.

Most importantly, our girls rose.

They led conversations. They built projects. They asked bold questions. They stepped into rooms with confidence and clarity. They reminded us why this work matters.



Growth is not always loud. Sometimes it looks like steady leadership. Clear boundaries. Healthier systems. Stronger boards. More prepared staff. A community that shows up consistently, not just occasionally.

This year, we moved from constant grind to grounded growth.

We are building infrastructure that will outlive us. We are nurturing leaders who will shape culture. We are creating spaces where Black girls are seen, heard, protected, and prepared.

To our families, board members, partners, donors, volunteers, staff, and alumnae: thank you. Your belief fuels this movement. Your support makes access possible. Your commitment strengthens our foundation.

2025 challenged us.

And because of that, we are better.

We are clearer.

We are stronger.

We are more aligned.

The work continues. The vision expands. The future is bright.

*With love and gratitude,
Sistah Angela*

READY TO WORK GIRL Ambassador Program

This year, the Girl Ambassador Program focused on Project Management, with a goal of earning a certification. Coach Jesika McDaniel returned for her second year as our Girl Ambassador Facilitator to lead participants through the fundamentals of project management, develop a mock product, and learn how to bring it to market. Each week, participants heard from a woman in a different professional field, who shared their experiences and skills in creative careers, personal branding, time management, personal finances, and scholarship strategies.

"I have been a part of the Girl Ambassador Program (GAP) for three years. During that time, I gained four internships, and each one taught me something new and valuable.

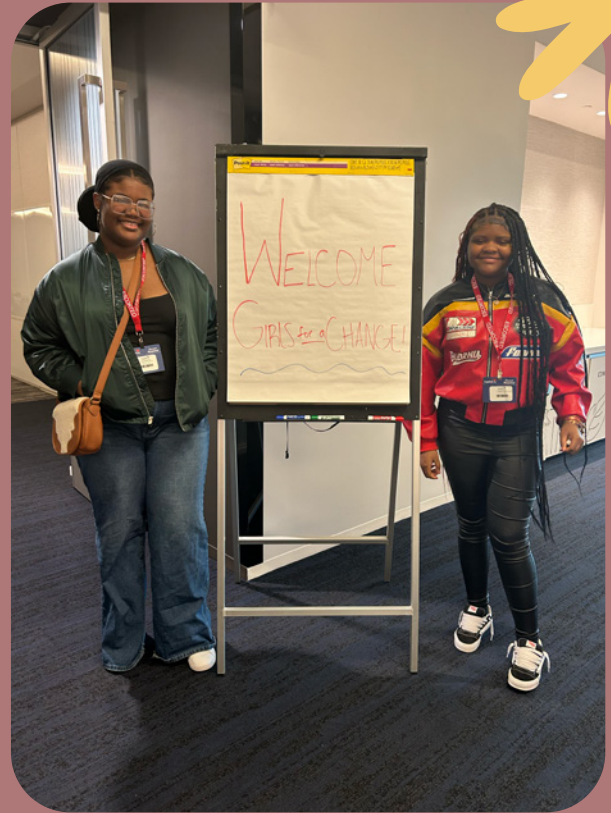
Now, as a freshman at North Carolina A&T State University, I can clearly see how GAP prepared me for the college experience, from building resumes to professionally communicating with professors and advisors. The skills I carry with me today came from one source, and I will always be grateful for that foundation.

Through GAP, I was also awarded a \$20,000 scholarship for my three years in the program, which has made a meaningful impact on my journey. GAP is my personal favorite Girls For A Change program because it truly lives its message of preparing Black girls for the world and the world for Black girls."

– Asani Ka-Re

Community Partner Spotlight:

Capital One hosted Girl Ambassador participants at their campus for an engaging tour and session with their team. They listened to a panel of women from the company who shared insights into the variety of career paths available. The participants also enjoyed a fun team-building activity and had the opportunity to network with the women on the panel.



Thank you, Hiring Partners

Thank you for your commitment to helping the next generation develop strong professional skills, gain real-world experience, and open up doors to new career paths.



Build Black Girl Circle

As part of their journey in the Girl Ambassador Program (GAP), participants selected ChildSavers as the recipient of the 2025 Giving Circle Award, reflecting a growing awareness of community care and collective impact. This milestone captures the heart of GAP by reinforcing the importance of Black philanthropy and the transformative power of giving back. Through months of collaborative fundraising and intentional decision-making, the Girl Ambassadors raised \$1,000, which was matched by Sistah Angela, demonstrating how generosity can multiply impact. By directing these funds to ChildSavers, the Girl Ambassadors stepped into a proud legacy of changemakers, showing that true leadership is rooted in purpose, generosity, and vision.

"I wanted to share my thanks to the participants in the Girls for A Change programs for their generosity to ChildSavers. Angela: thank you too for the matching contribution. As I promised, we will ensure that these special resources will be directed to programming that supports Girls.

I have to say, I so enjoyed the celebratory atmosphere of the event, and I am happy to see one of our community partners grow its impact on the brilliant and capable Black Girls of our community. Thank you again, Sisters!"

– L. Robert Bolling, Chief Executive Officer, ChildSavers



PEER Advisor

In 2025, our Peer Advisors blossomed into excellent communicators in the areas of outreach, social media, donor engagement, and public speaking. They joined us in New York for Creative Industry Camp, spoke on panels at the Black Girl Showcase and the Black Girl Rally, attended community events across the region, and developed creative campaigns to engage our social media followers.

During the summer, we celebrated the graduation of three Peer Advisors from high school: Asani Ka Re, Kiley Johnson, and Meghan McGee. Congratulations to all three! They are now official GFAC Alumna, and we look forward to future engagement with them. In the fall, we welcomed our new Peer Advisors for the 2025-2026 Cohort.

"The Peer Advisor program gave me a chance to build leadership skills and explore different careers – especially in the creative and professional industries – while growing my confidence in real ways. I also got to earn money while learning, which helped me see the value in my voice, my time, and my ideas. Along the way, I've had opportunities to travel with Girls For A Change to San Francisco, Los Angeles, Atlanta, and DC, meeting mentors who have inspired me. More importantly, this experience helped me build strong connections with mentors, changemakers, and other girls who are just as passionate about making an impact. Peer Advisor is more than a title. This role has given me real opportunities to grow." – Kiley Johnson



IMMERSION LAB

In 2025, we welcomed back Sistah Soleil Lindsey as our Immersion Lab facilitator, who inspired participants to dream big and plan well as they built their retail businesses. Alongside Sistah Soleil, we were joined weekly by the team from Target, who led workshops on how to prepare and execute a successful pitch to get your retail product on shelves.

PARTNER SPOTLIGHT

In addition to leading monthly workshops, Target helped fund the Creative Industry Camp, gave gift cards to participants, connected us to individuals working in creative spaces for our trip to New York, and hosted a workshop while we were there!





CREATIVE INDUSTRY CAMP

After a pause during the pandemic, Girls For A Change proudly revived the Creative Industry Camp in Spring 2025—reaffirming our commitment to ensuring Black girls have access to creative spaces where they have historically lacked visibility, opportunity, and investment. Rooted in the belief that creativity is both a form of self-expression and a pathway to economic power, this immersive experience was designed to expose participants to careers in media, fashion, and the arts while connecting them directly with professionals shaping these industries.

Held during Spring Break, the camp brought 12 high school girls from our Immersion Lab and Peer Advisor programs to New York City for a week of transformative learning. Participants engaged in exclusive workshops, panels, and hands-on experiences led by creative industry leaders and corporate partners, offering real-world insight into career pathways often inaccessible to Black girls. From behind-the-scenes conversations with creatives to interactive sessions that emphasized storytelling, leadership, and innovation, the camp centered on both skill-building and self-confidence.

The Creative Industry Camp directly addresses the well-documented gap between the cultural impact of Black creatives and the limited structural support available to young Black women pursuing these careers. By providing exposure, mentorship, and access to professional creative spaces, the program helps participants envision themselves as creators, decision-makers, and leaders within the creative economy. The 2025 revival marked not only a return of a beloved program but a renewed investment in expanding possibilities, visibility, and agency for Black girls as they imagine and build their futures.




COMPANIES AND CREATIVES THAT HOSTED US INCLUDED:

- ✦ **Parsons School of Design** – Tour of campus, gallery walkthrough, and visit to the “Make It Center”
- ✦ **Lesley Ware (Fashion Expert)** – Led a hands-on fashion workshop
- ✦ **Target** – The Target team shared insights on styling and creative work
- ✦ **New York University (NYU)** – Hosted sessions with creative professionals
- ✦ **Faherty (Faherty Brand)** – Behind-the-scenes look at sustainable fashion and careers (NY office visit)
- ✦ **L’Oréal** – Headquarters tour, DEI panels, and speaker sessions
- ✦ **Ms. Cunningham** hosted girls for a tour and discussion at one of her Brownstones in Harlem
- ✦ **Object & Animal** – Production company visit with industry insight
- ✦ **Simpson Street Productions** – Tickets to Gypsy on Broadway, including meeting the cast to learn more about the industry
- ✦ **Netflix** – Tour, lunch, and interactive Q&A on streaming and production careers



BLACK GIRL RALLY

The 2025 Black Girl Rally was a powerful evening filled with joy, laughter, and community connection as Girls For A Change welcomed girls—and for the first time, their parents, guardians, and caregivers—to celebrate together. Designed as both a launch into Fall programs and a joyful transition into the new school year, the Rally brought families, volunteers, partners, and supporters together in a vibrant village of care and affirmation. A highlight of the evening was a fireside conversation featuring Dr. Janice Johnson Dias, author of *Parent Like It Matters*, joined by the Fraser family, who shared their lived experiences and family insights. Together, the conversation blended real-life perspective with Dr. Dias’s expertise, shedding light on the unique realities Black girls face and offering practical strategies for raising courageous and confident girls. Participating families received a free copy of her book, adding a meaningful resource to their takeaway boxes.



Beyond the conversation, the Rally offered an immersive, family-centered experience—from crafting gifts for one another and capturing family portraits to engaging with Connection Stations filled with tools from community partners. Hosted by Coach Nickey and nationally known comedian Antoine Scott, and energized by DJHyoctane, the evening balanced inspiration with fun, laughter, raffles, and prizes. The night closed with the Commitment of the Village community circle, a reminder that Black girls thrive when surrounded by love, intention, and collective support.

Special thanks to the Parent Power Champion Committee for helping bring this unforgettable celebration to life.



GIRL ACTION TEAM



PROGRAM PARTNERS

- ✿ NextUp RVA
- ✿ Virginia Museum of Fine Arts

SCHOOL PARTNERS

- ✿ Henrico County Public Schools
- ✿ Richmond Public Schools
- ✿ Chesterfield County Public Schools
- ✿ Orchard House Middle School
- ✿ Lucille Brown Middle School
- ✿ Meadowbrook High School

Our Girl Action Teams create space for Black girls to explore who they are, how they express themselves, and how they engage the world around them. Across art, culture, technology, and sustainability, these teams encourage curiosity, confidence, and leadership—meeting girls where they are while expanding what they imagine is possible. Two teams in particular—Her Journey Home and Beyond the Black Girl—shone brightly this year for the depth of reflection, creativity, and cultural grounding they inspired.

Her Journey Home

Her Journey Home is a powerful, multi-year journey preparing middle and high school girls for an immersive experience in Ghana in 2026. This team centers cultural history, identity, and belonging—inviting participants to deepen their understanding of their roots and the global connections of the African diaspora. Through intentional learning and reflection, participants are building pride, awareness, and a sense of responsibility to create social change rooted in cultural respect. For girls passionate about travel, history, and impact, Her Journey Home offers more than a trip—it offers transformation.



Beyond the Black Girl @ Virginia Museum of Fine Arts

Beyond the Black Girl invited participants to reimagine identity through art in partnership with the Virginia Museum of Fine Arts. Guided by Coach Nickey and Sistah Austin Miles, participants explored self-expression, creativity, and freedom from limiting labels—drawing inspiration from artists like Frida Kahlo, who used art as liberation.

A standout moment was a community screening of the documentary *Frida* at Commonhouse, followed by a Q&A with director Carla Gutierrez, giving participants rare insight into storytelling, film, and artistic purpose. Participants who completed the program received a free student membership to VMFA, extending their creative access well beyond the program.

Beyond these highlights, other Girl Action Teams nurtured hands-on learning and innovation:

They learned HTML concepts using the Trinket platform for users to learn how to use their game. It was so fun to see their games come to life.

Orchard House: Sustainable Sewing and Me introduced foundational sewing skills while emphasizing sustainability, teaching girls to create useful, beautiful objects from thoughtful materials.

Sewing for the Unconventional Artist pushed those skills further, empowering girls to tackle advanced techniques, pattern-making, and sewing as an art form.

Girls Who Code opened doors to technology for rising 6th–8th graders, guiding them through the basics of computer science as they designed and showcased their own creative coding projects.

Together, the Girl Action Teams reflect the heart of Girls For A Change: honoring identity, cultivating creativity, and equipping Black girls with the tools to imagine—and build—their futures.





Camp Diva Leadership Academy opened its doors with unmatched energy, welcoming participants into a space rooted in celebration, connection, and empowerment. This year's theme, *Roots & Wings*, reminded participants that before we rise, we must be grounded—in our culture, our history, and in each other. From the very first welcome party, the tone was set for a summer filled with learning, sisterhood, and self-expression, where every participant was encouraged to grow, bloom, and stand strong in who they are.

Camp Diva was alive with field trips, STEM activities, weekly fitness fun, art, writing, and hands-on leadership experiences. Participants managed vendor booths at our Annual Market Day, learned choreography across two different dance genres, and showed up with spirit, discipline, and passion in everything they did. As the summer closed, it was clear they were stepping into the new school year with confidence, grace, positive attitudes, and skills that truly set them apart—most notably a deep commitment to sisterhood and self-love.



New Skills Unlocked: AI & Technology

For many participants, Camp Diva marked their first opportunity to explore what happens behind the screens they use every day. Through hands-on AI and technology activities with PwC, participants learned foundational coding and computer skills, discovering that they are not just consumers of technology but creators. In partnership with Capital One Coders, participants worked alongside technologists to build early skills that open doors to future pathways in app creation, game design, and user experience design. Learning to code at a young age didn't just introduce new tools; it expanded how participants see themselves and their potential.

Market Day: Budding Black Girl Businesses in Action

Market Day was as vibrant and powerful as ever. From brainstorming ideas to pitching their products to community members, each participant experienced what it truly means to build something from the ground up. The creativity was on full display: body butters, sugar scrubs, handmade jewelry, flower arrangements, candles, buttons, and even 3D-printed innovations filled the marketplace. Many of our budding business owners sold out of product!

One alumna, Asani, captured the long-term impact of Camp Diva in a quote featured by Richmond Free Press on Instagram: "I've been doing the whole entrepreneur thing for about a decade now. Girls For A Change has really helped my brand become what it is today."

Alumnae Leadership & Community

A special highlight of Camp Diva 2025 was welcoming alumnae back into leadership roles. Kayla Jones returned as a dance instructor, Ca'Miyah King led crochet workshops, and Afryea Williams served as a Camp Coach for the Mission in Bloom group—beautiful examples of the full-circle power of Girls For A Change and the lasting impact of our programs.

Diva of the Year

We proudly celebrated Jenesis Arrington as our Diva of the Year. A true Radiant Diva, Jenesis enters every space with a positive outlook and a readiness for new adventures. Thoughtful and observant, she leads with kindness, grace, and authenticity in every move she makes. Congratulations, Jenesis!

Partner Spotlight

We extend deep gratitude to Village Green RVA for hosting Camp Diva in 2025 while critical work was underway on our building. Their support ensured that participants had a welcoming, inspiring space to call home all summer long.

Jenesis Arrington



BLACK GIRL WRAP-UP

The Black Girl Wrap Up was nothing short of magical — a high-energy celebration that perfectly captured the spirit, growth, and brilliance of GFAC participants. From the moment the music started, the room was alive with dances, cheers, laughter, confetti, and the unforgettable fans that added extra flair, rhythm, and va-va-voom to every performance. It was a powerful and affirming way to close out the summer alongside families, hiring partners, and our community.

The performances themselves were nothing short of phenomenal. Our participants took the stage with confidence, grace, and power, demonstrating everything they've learned over the summer. Each movement was filled with passion, each smile radiant, and the audience responded with nonstop applause, cheers, and pure joy.

Beyond the performances, we honored our graduates, celebrated the bonds formed throughout the summer, and awarded scholarships — all while centering joy and confidence.

A highlight of the event came from our GFAC alumnae — Rachel Stanton, Iyanna Hardin, and Ca'Miyah King, who joined Dr. Lauren Mims to share how Girls For A Change continues to shape their lives well into adulthood. Their reflections were a moving testament to the lasting impact of this sisterhood and our commitment to staying connected with participants long after programs end.

The Black Girl Wrap Up was a celebration of growth, sisterhood, and the limitless light these young leaders carry with them. What a powerful and unforgettable way to wrap up the summer.



BLACK GIRL SHOWCASE

The Black Girl Showcase brings together participants, community leaders, and parents to feature after-school projects from GFAC's fall and spring programs. Each presentation reflected months of learning and collaboration as participants confidently shared their ideas, stories, and visions for change. The room buzzed with pride as families, supporters, and partners witnessed firsthand how these young leaders are growing into their voices and power.

A highlight of the afternoon was the fireside chat between Nikki Porcher, Founder of Buy From a Black Woman, and Angela Patton, CEO of Girls For A Change and Co-Director of Daughters. Their conversation explored entrepreneurship, leadership, and community impact, offering both practical wisdom and heartfelt encouragement while celebrating Black women who lead with intention and purpose.

The Showcase also featured a vibrant Black-women-owned vendor marketplace, inviting attendees to shop, connect, and invest directly in local businesses. In a special moment of affirmation, Nikki Porcher, alongside GFAC's Immersion Lab youth, selected two vendors to receive a FREE annual Buy From a Black Woman Directory membership.



UNIQUE EXPERIENCES

In a time when forces are actively trying to silence, erase, and diminish us, Girls For A Change leaned even deeper into what we know to be true: we can be our own heroes. We continued to do the work—without apology—building our own spaces, convening our people, and reminding one another that we are who we've been waiting for. These unique experiences in 2025 were not just events on a calendar; they were affirmations of our brilliance, our resilience, and our shared commitment to joy, creativity, and collective liberation.

We created moments to breathe, to laugh, and to be in community. One such evening brought new friends and board members together for bites and drinks at Penny's Wine Shop, where conversation flowed as freely as the wine. From there, we headed to see Jerry Seinfeld live. In a world that often feels heavy, laughter became an act of resistance, and sharing it with friends made it even sweeter. We are deeply grateful to Jessica and Jerry Seinfeld for their generosity, and the staff at Penny's for being wonderful hosts. The food was delicious, but the connection was even better.

Our team also expanded its global perspective by attending the SHE Leads Conference, a powerful gathering where ambitious women from Curaçao and around the world came together to learn and connect. Whether seasoned leaders or emerging powerhouses, participants were reminded that bold futures are built when women support and sharpen one another.



Perhaps one of the most soul-stirring experiences of the year was attending The Convocation, hosted by Aunjanue Ellis-Taylor, at Tougaloo College. This gathering of Black women artists was a divine convening—rooted in history, creativity, and love.

"I LOVE Black people — and my time in Mississippi at The Convocation felt like a love letter that I have been waiting to receive my entire life. When we stepped onto the beautiful historic Tougaloo it was complete with weeping willows and moments of Black American history moments marked throughout the college, I knew I was in for a treat. What I walked away with was much more than that. It was a divine convening from beginning to end. The weekend was filled with creativity, power, and womanhood. We experienced stories where creatives of all mediums crack their hearts open and share their best and deepest work. From stories on motherhood and religion to grandmothers and childhood it was a gathering good for the soul and impacted me in a beautiful way. Being in Jackson also allowed us to be in the center of history, art, and culture of Black Americans in the deep south. The weekend was refreshing and empowering and I cannot wait to implement what I learned with our girls to help awaken and guide the power of creativity inside of them. Thank you to Girls For A Change and Sistah Angela for providing this opportunity that I will cherish and hold sacred for the rest of my life." – Sistah Na'Kera

These moments reminded us of our own greatness. They affirmed that even as the world shifts and systems fall backward, we already have what we need—each other, our stories, our laughter, and our unwavering commitment to building the future we deserve.



DAUGHTERS IMPACT CAMPAIGN

2025 was a year of growth, opportunity, and expansion for the Daughters Impact Campaign. We hosted screenings across the country, continued to raise money for our Education Fund, launched new initiatives as part of our strategic plan, and continued to be recognized. Here's a look back on our year.

This year, we hosted impact screenings at schools and universities, correctional facilities, national conferences, and even the NFL Headquarters with MC Lyte! Sistah Angela, Chad Morris, and some of the fathers and daughters from the film joined us for Q&As and to share their experience with audiences. The positive feedback, great questions, and action items that followed were a reminder of the power of storytelling through the eyes of Black girls. Here's a look at where we screened the film in 2025.



Screening spotlight

It was wonderful to engage with the community at the Orchard House Middle School Impact Screening of Daughters. We were joined by Daughters film participant Aubrey Smith and her family, as well as longtime GFAC supporter Adrienne Cole from Henrico County Schools. Attendees got to hear more from Aubrey as a young woman and learned more about the work of Girls For A Change during the Q&A with Adrienne, Aubrey, and Sistah Angela.

"Being heard made me feel like I could speak up for all of the Black girls who don't have a chance."

– Aubrey

We also had the honor of screening Daughters at The Convocation: A Gathering of Black Women Artists at Tougaloo College, NFL Headquarters, Johns Hopkins University, and UVA.

"Thank you, Natalie, Chad, and Leonard, for giving us the opportunity to screen Daughters and to add your voices and personal experiences to an evening that will stay with this audience for a long time. You raised a number of incredibly important questions, emotions, and perspectives that are at the center of what we hope our 'Stories that Matter' film series will represent and champion."

– Dr. Vesla Weaver, Bloomberg Distinguished Professor of Political Science and Sociology, Johns Hopkins University

2025 SCREENINGS:

- ✿ Federal Correctional Complex, Butner
- ✿ Johns Hopkins University
- ✿ NFL Headquarters
- ✿ UVA Darden DC Metro
- ✿ Orchard House Middle School
- ✿ Westminster Presbyterian Church DC
- ✿ Jefferson African American Heritage Center
- ✿ Far Brook School
- ✿ Regal Theater at LA Live
- ✿ Vital Voices Global Partnership
- ✿ Chesterfield County Public Schools
- ✿ University of Richmond
- ✿ Spelman College
- ✿ Virginia State University
- ✿ Black Association of Documentary Filmmakers

626,800

fathers will be separated from their minor children this Father's Day because of incarceration



Collaboration with Prison Policy Initiative

For Father's Day, we collaborated with Prison Policy Initiative to create an awareness campaign about Daughters and our Date With Dad program.

Awards

It was such an honor to take home a Peabody Award this year! This is one of the most prestigious honors in storytelling, recognizing powerful narratives across television, radio, and digital media. Daughters was one of 40 stories awarded for its excellence, truth, and impact.

In addition, Daughters was honored at the 18th Television Academy Honors in Los Angeles, won the Cinema Eye Honors Audience Choice Award, and Co-Directors Angela Patton and Natalie Rae won an award for Outstanding Directorial Achievement at the Directors Guild of America.

WE WERE ALSO NOMINATED FOR THE FOLLOWING PRESTIGIOUS AWARDS THIS YEAR:

- ✿ Emmys: Outstanding Social Issue Documentary
- ✿ Emmys: Outstanding Direction
- ✿ BAFTA: Best Documentary
- ✿ NAACP Awards



Date With Dad Nationwide

We were excited to announce that our Date With Dad program, the program featured in *Daughters*, was officially opened to facilities nationwide.

This 10-12 week initiative educates incarcerated fathers on their parenting roles and helps them build strong relationships with their daughters. Mothers or caregivers also receive support through programming and workshops, ensuring family alignment for the dance, which celebrates these important relationships. We are already in talks with correctional facilities across the country who are interested in implementing our curriculum.

Daughters Documentary is still on Netflix, making an impact on the community with each new viewer! You can still be a part of the change.

- ✿ Host a Watch Party
- ✿ Book a Screening of *Daughters*
- ✿ Bring the Date With Dad Program to your correctional facility
- ✿ Make a Donation



ALUMNAE

We kicked off the official launch of our Alumnae Network during the summer with a Pool Party hosted by longtime GFAC supporter, Quan Boatman. The Alumnae Network is for past participants of the Girl Ambassador Program, designed to stay connected with our alum for future opportunities, resources, and guidance.

"Some of my Girls For A Change sisters, many of whom I hadn't seen since high school, came together to reconnect, bond over watermelon and pool floaties, and reflect on our journeys since becoming alumnae. In that shared space, we exchanged experiences, poured into one another, and crafted strategies to extend the legacy of GFAC. Our goal is to continue creating pathways and opportunities for the girls coming after us, ensuring that GFAC remains a force that nurtures, empowers, and guides girls as even they transition into womanhood."

– Ca'Miyah King





BUILDING FUND

GFAC remains committed to the completion of our One Million Reasons to Build Capital Campaign. As GFAC continues to expand our programs, staff, and reach, it is essential that we continue building up Black girls in a space that reflects the Girls For A Change spirit and values.

In 2026, GFAC, in partnership with our building team and Chesterfield County advocates, will launch a new plan and budget to complete our construction phase. The plan and budget will include new designs to meet updated zoning requirements, updated pricing, new county-driven initiatives to support GFAC's costs, and an updated schedule to reflect our desired timeline.

To date, we have raised \$517,536 in gifts and pledges towards Phase II.

We ask that you join us, and request a continued and deepened commitment to seeing this campaign, through giving of your own, and/or connections to other partners in your network who would be interested in this project, to raise the roof and build a new center to support our growing programmatic needs and build a lasting legacy: **Black owned, Black led, and Black built, all for Black girls.**



\$5.5 million
 \$5 million
 \$4.5 million
 \$4 million
 \$3.5 million
 \$3 million
 \$2.5 million
 \$2 million
 \$1.5 million
 \$1 million
 \$500K

TOTAL FUNDS RAISED

\$517,536

EDUCATION FUND

Our Education Fund continues to expand through the commitment of donors who believe in sustained support for Black girls' educational journeys. In 2025, the fund provided ongoing assistance to the four girls featured in the film, helping cover continuing education and school-related needs, while also supporting scholarships for participants who completed all four years of the Girl Ambassador Program.

At the Black Girl Wrap Up, we awarded the first scholarships from the Education Fund. Following a structured application process that included interviews and review by the Education Fund Committee, scholarships were presented to Meghan McGee and Asani Ka-Re.

Meghan McGee has participated in the Girl Ambassador Program for all four years and served as a Peer Advisor. She consistently shows up prepared, seeks out opportunities to learn, and approaches each next step with intention and focus.

Asani Ka-Re has been part of Girls For A Change since third grade. Her involvement spans Camp Diva, the Girl Ambassador Program, Immersion Lab, and Peer Advisor. She contributes generously to her community, remains deeply engaged in every space she enters, and reflects the long-term impact of sustained investment.

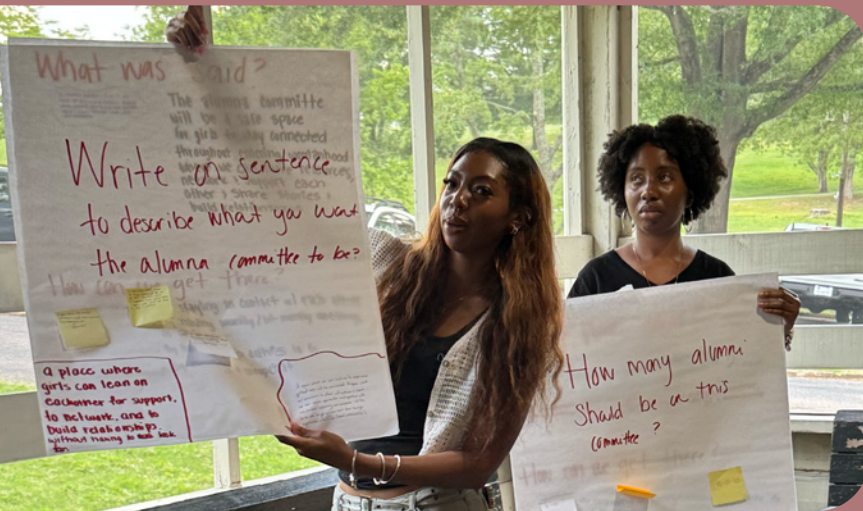


THE FIRST
SCHOLARSHIPS FROM
THE EDUCATION
FUND AWARDED TO:

- ✿ Asani Ka-Re
- ✿ Meghan McGee

BOARD & STAFF

It is just as important to celebrate our growing and passionate team as it is our participants and partners! Here's a look at some of our team's accomplishments and highlights from 2025.





DANI (NOW DANI BROWN LEWIS): NEW NAME / NEW POSITION / NEW CERTIFICATION / NEW GROWTH

"In a year filled with so much chaos and uncertainty, among our funding and community partners, what has kept me centered this year is connection and clarity. At Girls For A Change, we remain clear and unwavering in our mission to serve Black girls and honor and uplift their lived experiences. We recognize the power of connection with the girls, parents, our partners and funders, and anyone with a love for Black girls like ours.

At GFAC, we believe in the holistic growth of both our participants but also of ourselves. We have to do all we can to build ourselves up to better serve the movement. I am proud of the growth I have challenged myself with this past year, including:

- ✿ Acquiring my Certificate of Nonprofit Management from Duke University*
- ✿ Building a foundation for GFAC as a fellow, leading to my promotion to Development Manager*
- ✿ Saying yes to conferences in Los Angeles, California (SHE Leads: Empowering Nonprofit Leaders for Girls) and Jackson, Mississippi (The Convocation: A Gathering of Black Women Artists), both offered by Sistah Angela and GFAC, allowed me to not only make new connections with amazing women, but also with myself.*

I am entering 2026 with a new name (newlywed as of November 2025), a new perspective, and a new energy to make all of the dreams come true, for myself, for GFAC, and for the amazing Black girls who deserve the world."



Dani Brown Lewis





Na'Kera Richardson: Neighborhood Builders / 100 Women / Retreat

"Radical Imagination is the act of moving away from limited vision and beliefs and expanding your vision to include a future that is limitless—one that looks completely different from our current reality. At Girls For A Change, our work is steeped in the belief that we can create a better world for our girls using the most radical parts of our imagination. When we look back on the year that we have had through all of our accomplishments, we are grateful, but faced with our current reality, we realize we have much more work to do, and radical imagination will get us there."

When you pour into our community through a donation, referral, or volunteering, you support us in our mission to continue to reach for that vision. Showing up to our garden at 8am on a Saturday because you believe that food is a human right and all should have access to it. Hiring a Girl Ambassador because you believe that children should be exposed to life-changing opportunities in a caring + supportive environment. Becoming a monthly sustainer because you believe that Black girls should have a space that is safe and affirming while also honoring her authenticity. At GFAC we are proud to stand in the gaps for our current girls while building a foundation for our future girls that we ourselves may never see but know that they deserve. I am honored daily to work alongside a community that believes that the future must be radically different, beautiful, and caring for Black girls. We will continue to use our radical imagination to prepare Black girls for the world and the world for our beautiful, joyful, and deserving girls."



Nancy Earl: From Camp Director to Director of Programs

"Freedom for all to be free! There is nothing more exhilarating, comforting, and calming than twirling in a field with your bare feet and warmth being fed from the golden rays of the sun. This is what I wish for all Black Girls. To know the warmth and love of not only people but their environment. I started volunteering with Girls For A Change a number of years ago. Now I find myself moving back to Richmond to specifically be a full-time staff member with Girls For A Change. What can I say, I am a Girl For A Change and want to inspire and invite Black Girls to change their world."



Ken Walker (aka Im):

Ken Walker joined Girls For A Change through his work on the *Daughters* documentary, where he began as a Production Assistant and quickly grew into the role of Impact Coordinator. In this position, Ken has played a critical role in ensuring that *Daughters* remains grounded in the activism and purpose it was created for, bridging storytelling with meaningful community impact.

In addition to his work on the film's impact campaign, Ken supports the development of our New York based programming, helping to shape a creative hub for young women transitioning out of Girls For A Change programs. This space is designed to provide continued support, exposure, and access to careers in the creative industries.

Through this work, Ken contributes to building a holistic environment where programming, mentorship, and opportunity exist under one roof, expanding impact, strengthening pathways, and creating long term return on investment for the young women we serve.



Angela Patton:

Invited to Faherty staff and friend retreat.

AWARDS

- ✿ Peabody Award: *Daughters* Documentary
- ✿ NAACP Award Nominee: *Daughters* Documentary
- ✿ Best Documentary @ African American Film Critics Association (AAFCA) Awards
- ✿ Elle UK's 40 for 40 Women in Film and Television
- ✿ BAFTA Nominee: *Daughters* Documentary



Naomi Northington:

New Board Member



GRANTS AND DONORS

In 2025, 371 donors chose to stand with Girls For A Change. Their support made it possible for Black girls to access spaces, resources, and opportunities that are too often denied or underfunded. At a time when equity-focused work is being challenged and constrained, our donors showed up with clarity and commitment.

MAJOR DONORS (\$25K +)

- ✳ Bank of America
- ✳ Capital One
- ✳ Weissberg Foundation
- ✳ Richmond Memorial Health Foundation
- ✳ Target
- ✳ County of Henrico
- ✳ NextUpRVA
- ✳ The Community Foundation for a greater Richmond
- ✳ City of Richmond
- ✳ The Just Trust
- ✳ Chesterfield County
- ✳ Deblinger Family Foundation (DFF)
- ✳ Bob and Anna Lou Schaberg Foundation
- ✳ Collective Action for Safe Spaces
- ✳ Darco Capital LP
- ✳ The John and Wendy Neu Foundation
- ✳ Hobson/Lucas Family Foundation
- ✳ The Ludwig and Nancy Sternberger Charitable Foundation

Community Partner of the Year: Faherty Brand

We are proud to recognize Faherty Brand as our Community Partner of the Year. As a family-owned, B Corporation–certified company, Faherty has aligned its business practices with its principles and backed that alignment with action.

During the Fall, Faherty partnered with Boundless Giving to create a curated marketplace where supporters could shop, with 70% of every purchase going to Girls For A Change. Beyond financial support, they opened doors. This spring, Faherty welcomed our Creative Industry Camp participants into their New York office, offering real exposure to sustainable fashion careers. For Mother’s Day, they amplified our mission by featuring GFAC CEO Angela Patton across their social channels and hosting a photoshoot centered on family and legacy.

This partnership reflects what is possible when companies move beyond statements and invest in relationships that advance justice.



Sustaining Partner of the Year: Weissberg Foundation

In 2025, the Weissberg Foundation committed to Girls For A Change with a four-year, \$200,000 grant, with additional funding to sustain our capacity this year. At a moment when organizations like ours are facing increasing opposition, Weissberg chose to provide stability, trust, and long-term backing. Their commitment affirms that our work is necessary—and worth defending.



GET EXCITED / WHAT'S COMING UP

- ✿ Harlem House
- ✿ Ghana
- ✿ GAP residency and travel / partnership
- ✿ New Parent Power Committee

Building Sustainability and Legacy

Sustainability allows Girls For A Change to plan boldly and remain rooted. It creates continuity for the participants and families who depend on us. That stability begins with sustained giving.

As we move into our most ambitious year yet, we are calling on our community to deepen their commitment. Our goal is 100 GFAC Sustainers, each giving at least \$25 per month. Sustaining donors ensure that Black girls have access to exploration, retreat, and leadership development now and in the future. Will you help sustain us in 2026?

Volunteer Youth of the Year: Madison

Madison Gaignard is a senior in Henrico County School who has been with Girls For A Change for four years. Over the past year, Madison has engaged with GFAC in a different capacity as a volunteer. Without being prompted she has signed up for volunteer opportunities and supported GFAC at many events and taken the initiative to do so. We are so proud of Madison for supporting our mission as a participant and helping to prepare Black girls for the world and the world for Black girls. At these events she shows up ready to support and engage with the Girls For A Change community.








THANK YOU

TO GIRLS FOR A CHANGE STAFF AND BOARD
FOR YOUR COMMITMENT AND PASSION TO
SUPPORTING BLACK GIRLS. – SISTAH ANGELA



GIRLS | FOR A
CHANGE

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[@girlsforachange](https://www.instagram.com/girlsforachange) | 804.405.2827
info@girlsforachange.org
[girlsforachange.org](https://www.girlsforachange.org)