

EST. 2014

FEMERGY

Empowering Girls & Women
in Central Ohio



2025 ANNUAL REPORT

TABLE OF CONTENTS



INTRODUCTION

1-7

- Letter from Our Founders
- Mission, Vision, Values
- 2025 Impact Numbers
- 2025 Demographics

OUR PROGRAMS

8-16

- Student Spotlight
- GHRO Your Future
- Student Testimonials
- Student Spotlight
- Femergy Chica Summer Experience
- Femergy Collective
- Femergy Gives Back

OUR TEAM & FUTURE

17-20

- The Femergy Team
- Our Partners
- Get Involved
- Contact Us

LETTER FROM OUR FOUNDERS

“When you invest in a girl, you change the trajectory of a generation.”

Dear Community, Partners, and Friends,

As we reflect on 2025 and more than a decade of impact and service, we at Femergy recognize both the progress we have made and the work that still lies ahead. Each year deepens our understanding of the challenges girls and women face and strengthens our commitment to act. We remain focused on advocating for those we serve, protecting their potential, and equipping them with the tools, support, and opportunities they need to thrive. The urgency is real, and so is our responsibility to continue showing up and building pathways for their success.

In 2025, Femergy engaged **3,287** girls, young women, and families across Central Ohio through impactful programs, supportive services, and meaningful connections. Behind every number is a story. A young girl finding her confidence. A young woman choosing a new path. A future being rewritten with courage, support, and possibility.

What began as a vision in 2014 has grown into a powerful community grounded in access, opportunity, and belief. We believe every girl and woman deserves access to the opportunities, resources, and support needed to lead, navigate workforce pathways, achieve lasting economic mobility, and live healthy, purposeful lives.

Because of you, that belief is coming to life every single day.

We have seen what happens when girls and young women are given the tools, the space, and the support they deserve. They lead. They achieve. They transform not only their own lives, but the lives of their families and communities.

And still, the need continues to grow.

Too many girls and young women are navigating barriers without the resources, guidance, and opportunities they deserve. The demand for workforce development, wellness support, and safe, empowering spaces is greater than ever before.

Now more than ever, this work is urgent.

Femergy is committed to meeting this moment. To expanding access. To building pathways. To ensuring that no girl is left without the opportunity to thrive.

But we cannot do it alone.

Your support is more than a donation. It is an investment in confidence, leadership, and generational change. It allows us to reach further, serve deeper, and continue showing up for every girl who walks through our doors.

Stand with us. Invest in her future. Activate your Femergy. Be part of the movement creating real impact every day.

Together, we are not only shaping futures. We are transforming what is possible.

With unwavering commitment to her future,



Maylin Sambois

Executive Director

Christina Vera

Associate Executive Director

Maylin Sambois + Christina Vera



Our Mission, Vision, & Values

Femergy® equips girls and women with the tools, experiences, and support to activate their full power for economic mobility through education, leadership development, wellness, and career pathways.

Femergy® was established with the **vision** of advancing opportunity for girls and young women, shaping a generation of leaders who move systems, economies, and communities forward.

CONNECTION	ACTIVATION	MOBILITY
 We build in partnership with our community, responding to real time needs while creating an ecosystem of mentorship, collaboration, and support for individuals, families, and communities.	 We design programs and services that unlock each individual's leadership voice and activate their innate power to thrive socially and economically.	 We create flexible, dynamic pathways that support continuous growth personally, professionally, and economically, advancing opportunity not just for individuals, but for families, workplaces, and communities.

2025 IMPACT NUMBERS

THANK YOU TO ALL OF OUR PARTNERS, FUNDERS, AND INDIVIDUAL DONORS FOR CREATING THIS IMPACT IN OUR COMMUNITY!

As we look back on 2025, we are immensely grateful for the partnerships and change agents in our community who believe in the Femergy mission and made these programs possible. With this support, **we expanded our models under all four programs.** Whether you volunteered, donated, participated in a program, or shared our mission, **THANK YOU** you for being a part of the Femergy community and supporting girls and women in Central Ohio!

PROGRAM SERVICES

GHRO Your Future	319
Femergy Chica Summer Experience	201
Femergy Gives Back	1,933
Femergy Collective	21

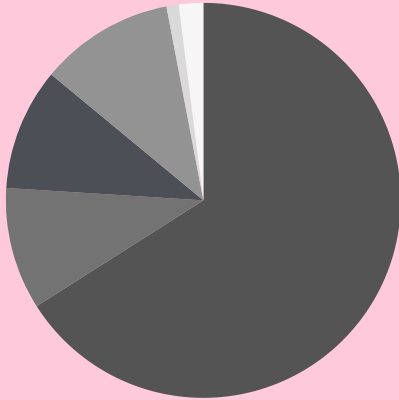
COMMUNITY SERVICES

Community Events	813
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TOTAL SERVED 3,287

2025 DEMOGRAPHICS: BRIDGING

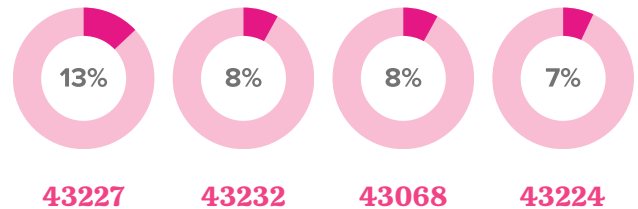
RACE



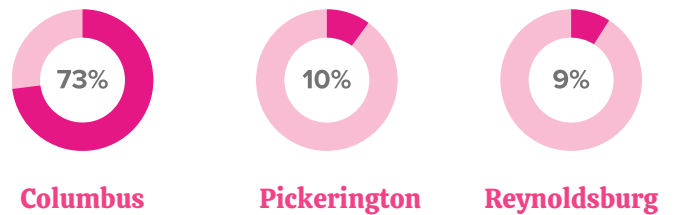
- Black or African American - 66%
- Two or More Races - 11%
- Hispanic/Latina - 10%
- Caucasian - 10%
- Other - 2%
- Asian - 1%

GEOGRAPHY

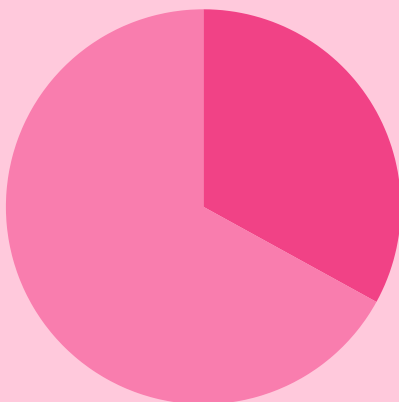
TOP ZIP CODES



TOP CITIES



ETHNICITY



- Hispanic - 33%
- Non-Hispanic - 67%

INCOME

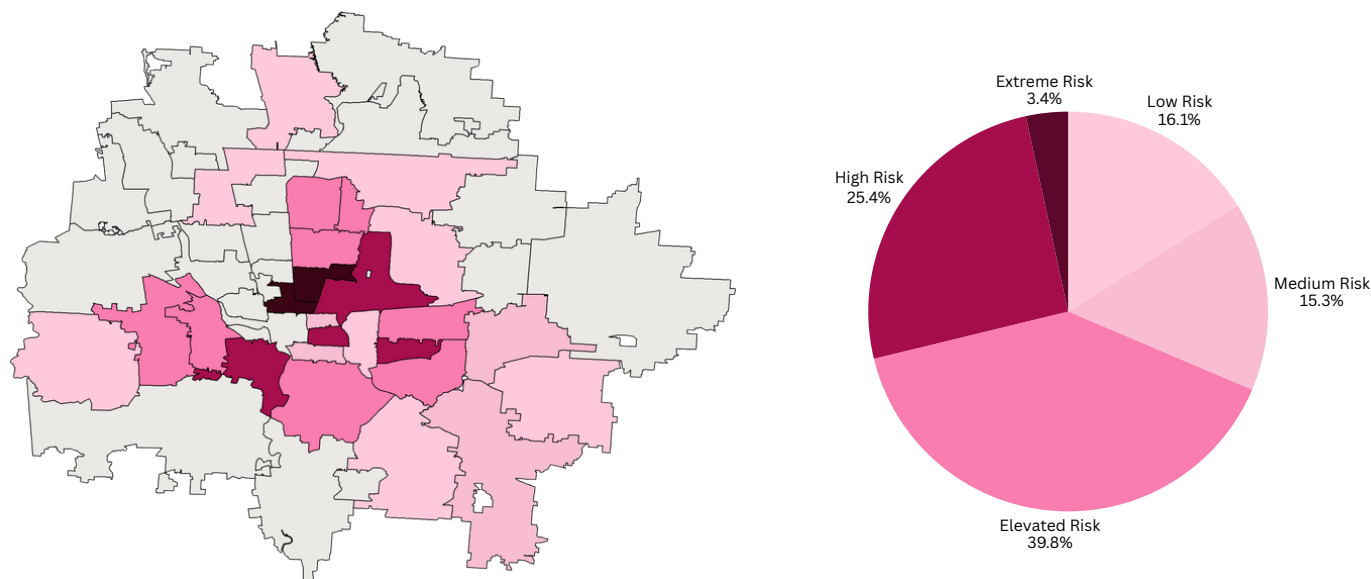
89%

of participants identified as low to moderate-low income.

11%

of participants identified as medium or high income.

EQUITY GAPS IN CENTRAL OHIO



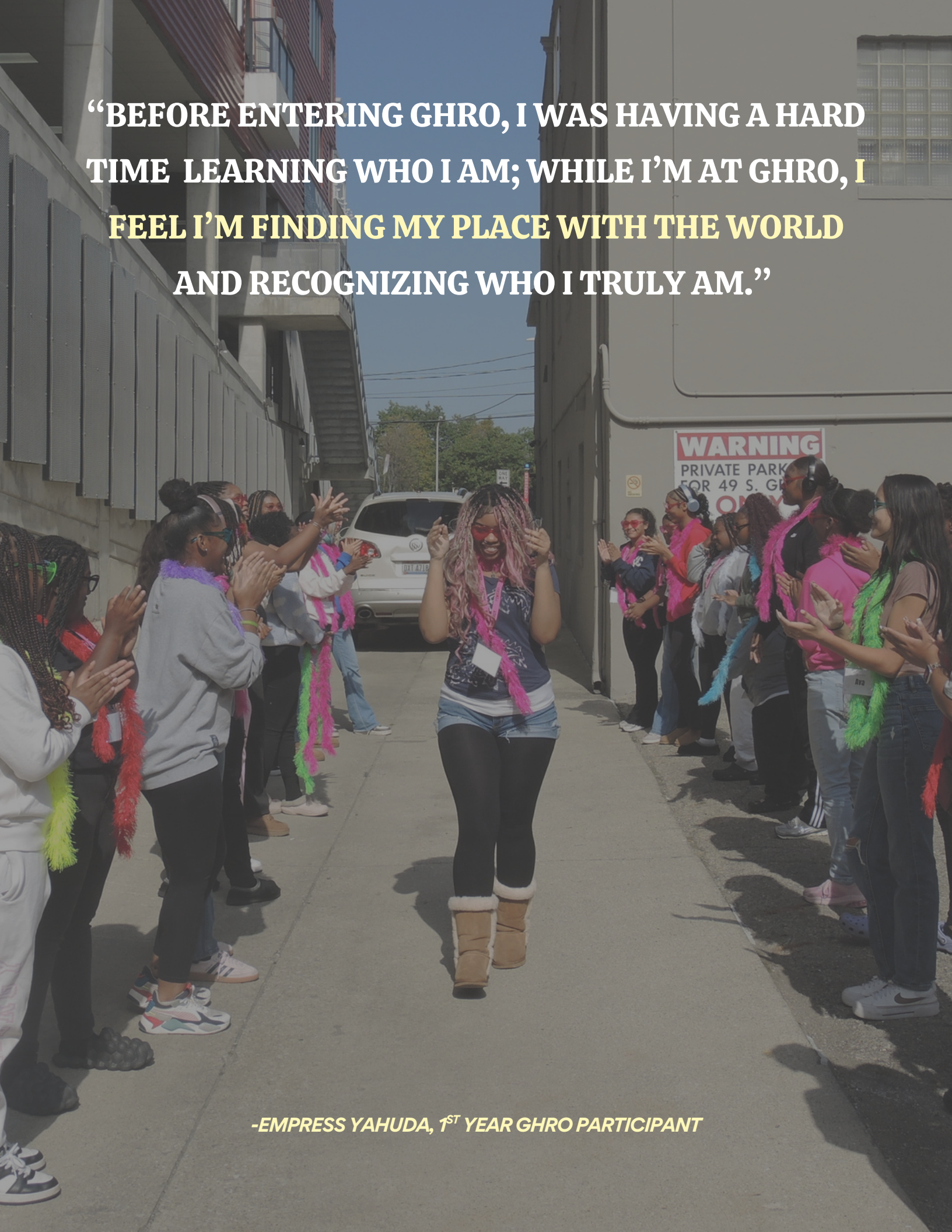
Femergy provides services in Franklin County and the Columbus Metropolitan Area, targeting those at risk through **strategic recruitment**; a consistent **presence in the community** at resource fairs, local schools, and community-wide events; and **accessible hours and support resources** at the Femergy Center. We prioritize building relationships with the families we serve, and in communities that face greater risk factors.

In Franklin County, 60% of evictions occur in just 8 zip codes. **53.4% of Femergy participants resided in these zip codes in 2025.**

Across the county and Columbus, we see concentrated areas of need with elevated levels of poverty. In 2025, **83.9% of Femergy participants would be considered at-risk** due to where they live.

Tackling these barriers takes a village. In 2025, all of our programs rapidly expanded to increase capacity and services, providing **transportation, program meals, and other supportive services** to participants at higher rates than ever before. We work alongside direct services organizations in our community to make this possible, and will continue to expand our capacity and partnerships to ensure every girl, woman, and family has the access and support they need to thrive.

**“BEFORE ENTERING GHRO, I WAS HAVING A HARD
TIME LEARNING WHO I AM; WHILE I’M AT GHRO, I
FEEL I’M FINDING MY PLACE WITH THE WORLD
AND RECOGNIZING WHO I TRULY AM.”**



-EMPRESS YAHUDA, 1ST YEAR GHRO PARTICIPANT

GHRO YOUR FUTURE

In 2025, GHRO Your Future soared to new heights with expanded program models, community presence, and youth leadership! GHRO Your Future is designed to create multiple access points for girls to receive academic, social, and leadership support. By providing **flexible programming both inside and outside of school** hours, we meet students where they are and ensure no girl is left behind.

OUR MODELS

SCHOOL-BASED LUNCH & LEARNS

In 2025, GHRO programming was provided to **5 schools!** These workshops allow us to address the immediate needs and interests of each school's unique student population, which creating a safe space for discussion, confidence-building, and peer connection.

COMMUNITY MENTOR MATCHING

Mentor-matching is available for any girl in the community. These one-on-one mentoring relationships provide positive role models, help guide girls through barriers, encourage girls to pursue their personal goals, and expose them to opportunities that build leadership and career readiness.

AFTERSCHOOL WEDNESDAYS

Afterschool Wednesdays invites girls to the Femergy® Center every week for dedicated **tutoring, study sessions, mentorship, and personal development.** These weekly sessions provide stability, routine, and encouragement for students as they excel academically and support each other's personal goals. Students also have access to our **hygiene closet** and other tangible resources to support their overall wellness and intellectual development.

2025 GHRO YOUR FUTURE PROGRAM PARTNERS

- Bridgn Gaps, LLC
- Central Ohio Technical College
- CoolTechGirls
- The Ohio State University Morrill Scholar Program
- The Ohio State University Women in Business Undergraduate Student Group
- The Style Therapist

2025 SCHOOLS SERVED

- Downtown High School
- Fort Hayes High School
- Horizon Science Academy Middle School
- Richmond High School
- West High School

GHRO YOUR FUTURE IMPACT METRICS

397

**GIRLS DIRECTLY
SERVED**

23

**WORKSHOPS
HELD**

12

**SCHOOL DISTRICTS
REPRESENTED**

9

**AFTERSCHOOL
WEDNESDAYS**

Our signature community cohort continued to thrive in 2025! We closed out the 2024-2025 cycle in May with our **cohort of 31 girls**, who participated in 17 workshops throughout the cycle. Our three-phase approach strengthens participants' social-emotional development; matches them with community mentors to bridge opportunity gaps; and builds workforce readiness and leadership skills that prepare them to step confidently into roles that drive long-term economic mobility. Through eight months of programming, our cohort has developed the resilience and self-confidence to engage in their communities as emerging leaders, modeling empowerment, persistence, and service!

IMPACT METRICS 2024-2025 COHORT

100% OF GIRLS REPORTED GROWTH IN LIFE SKILLS & WORKFORCE READINESS

- Mental Health
- Confidence
- Leadership
- Peer Relationships
- Decision-Making Skills
- Communication
- STEAM Education
- Public Speaking
- Teamwork
- Goal Setting
- Engagement with School

2025 COST PER PARTICIPANT

Whether you're an individual donor, corporation, or foundation partner, every dollar donated to GHRO Your Future is making a direct difference in their lives and our communities. Because of you, every girl participates in GHRO at no cost. You're covering...

\$3,534 Average Cost for
School Workshop

\$7,786 Per Girl for our
Signature Cohort

PARTICIPANT TESTIMONIALS



RHINIYAH

1ST YEAR GHRO PARTICIPANT

"Since the beginning of GHRO, I have seen a major change in social interactions and my personal outlook. When I first entered this program, I was a person defined largely by the boundaries of my own hesitations. Engaging in group work or leading a discussion felt like an insane reach but GHRO's team-building and confidence activities forced me to confront my fears and **I learned that my voice had value** and that the "judgment" I feared from others was just a projection of my own self-criticism. I became more of a leader and more confident in my choices as an individual, which also helped me with my self confidence and trust within. This program has honestly made me believe in myself in all aspects and become more of a curious and empathetic leader, providing me with all the tools and techniques to accomplish my future goals."



TAYLOR

2ND YEAR GHRO PARTICIPANT

"Before GHRO, the idea of college or career training felt overwhelming. I did not fully understand the steps involved or what options were available to me. Through lessons and discussions, I learned how to understand requirements, and explore different paths such as college and trade programs. This helped me feel more informed and less stressed about my future. My mentor, Andrea, played a huge role in my growth throughout the program. She helped guide me toward pursuing a trade in a dental hygiene program, which is something I am now seriously interested in. Andrea also stayed on me about my grades and encouraged me to stay focused in school. **Knowing that someone believed in me and cared about my success motivated me to take my academics more seriously.** Her support helped me see that my goals are achievable if I stay disciplined and committed."



AVA

1ST YEAR GHRO PARTICIPANT

"When I was struggling trying to find classes to help me make goals for my future, I started going to GHRO. After I started going to classes every week, I started to see improvement. **GHRO has helped me find goals and walk towards them, not away.** I now know that I can be proud of everything that I've accomplished and achieved with GHRO's help."



**"I LEARNED THAT BEING BRAVE
DOESN'T MEAN YOU ARE NEVER
SCARED—IT MEANS YOU TRY
EVEN WHEN YOU ARE SCARED."**

-NAOMI, 1ST YEAR FEMERGY CHICA CAMP PARTICIPANT

FEMERGY® CHICA SUMMER EXPERIENCE

In 2025, we hosted our biggest Femergy Chica Camp yet, with an **extra day of camp** and **eight additional spots** available! That wasn't all - Femergy Chica Camp has evolved into the Femergy Chica Summer Experience, with **drop-in hours** at the Femergy Center, **mini-clinics**, and opportunities to engage with the community all summer long!

MINI-CLINICS, DROP-IN HOURS & COMMUNITY SERVICES

The Femergy Center was open all summer for drop-in hours! Students stopped by to work on applications for jobs, scholarships, and leadership opportunities; accessed safe-spaces designed for them, like our **Zen room**; were connected with tangible supportive materials from our **hygiene closet**; and worked with Femergy staff and **mentors** to develop their personal wellness and leadership skills!

Our Chica Chat mini-clinic, hosted in partnership with **Bridgn Gaps, LLC**, focused on developing students' communication and collaboration by explore communication styles (verbal, non-verbal, written), what defines healthy and effective communication, and how they can practice active listening, clarity, empathy, and feedback!

We brought resources to the community at the **Columbus Women & Girls' Festival**, including sports bras, leggings, personalized wellness keychains for long-term development!



FEMERGY CHICA CAMP

In 2025 we returned to Deer Creek State Park for an extended camp week! Our capacity increased from **20 to 28 students**, and our camp schedule expanded to include an extra day for a total of **five days and four nights** of growth, development, and wellness programming. Activities included kayaking, yoga, field day, art therapy workshops, an environmental service project, journaling sessions, and more!

Our waitlist for camp includes over 50 families every year. The expansions we made in 2025 wouldn't be possible without support from our community partners and individuals who invest in the Femergy Chica Summer Experience, and allow us to provide a week-long immersive development program at no cost to these families. If you donated to Femergy in 2025, **thank you for providing this experience to girls in our community!**

FEMERGY CHICA SUMMER EXPERIENCE

IMPACT METRICS

96%

GREW IN LEADERSHIP

Surveyed Categories

Leadership
Teamwork
Communication
Problem-Solving
Goal Setting



96%

GREW IN COMMUNITY ENRICHMENT

Surveyed Categories

Peer Relationships
Environmental Knowledge



100%

GREW IN SOCIAL-EMOTIONAL DEVELOPMENT

Surveyed Categories

Confidence
Emotional Regulation
Outlook on Life
Conflict Resolution



201

Girls Served

2025 COST PER PARTICIPANT

\$486

Per Girl Per Mini-Clinic

\$5,172

Per Girl for Overnight Femergy Chica Camp



FEMERGY COLLECTIVE

In 2025, Femergy Collective blossomed with a new **Think Tank series** that emphasized **collective impact**, **community-building**, and **holistic support**. From these sessions, participants walked away with new relationships, resources, and strategies to develop professionally without sacrificing their personal goals and wellness. The series included:

SHAPING THE FUTURE OF WOMEN

Our first Think Tank brought women-serving organizations and leaders from Columbus together to discuss gaps in the landscape and share strategies, resources, and upcoming opportunities for collaboration.

SPEAK UP, STAND FIRM

Hosted in partnership with **Meganne Thaxton**, participants from public and private sectors shared their experiences climbing the leadership ladder, and explored the power of negotiation in life and business.

BREAKING FREE FROM BURNOUT

Hosted in partnership with **Charlene Free**, participants developed personal wellness practices and professional development strategies as we explored the hidden impacts of burnout on our health, relationships, and productivity.

In the fall, our signature **EmpowHER Mixer** created opportunities for personal and professional connection with a fun, floral twist! In partnership with **Oh My! Events**, participants built custom bouquets while networking with other women, leaders, and allies in Central Ohio!

4

Events
Hosted

21

Women
Served

\$388

Per Participant
(Per Year)



FEMERGY GIVES BACK

2025 presented challenges to our community as nationwide shifts created uncertainty and additional barriers threatened access to basic needs. Femergy doubled down on our efforts, and with the support of our community, we were able to show up for girls, women, and their families with our largest service projects to date!

Hygiene Drive

On International Day of Kindness, Femergy went on the road for our **largest hygiene distribution ever!** We partnered with four Columbus City Schools to provide girls with access to hygiene products, apparel, and academic support materials that support their academic development, ability to participate in sports, and overall wellness. In total, we distributed...

785 Hygiene Kits
390 Pairs of Jeans
259 Sports Bras
203 Deodorants
50 COSI Science Kits

Thank you to **Small Biz Cares** for packaging 400 of our hygiene kits, and all of the amazing individuals and community partners whose donations made this distribution possible:

- Charity Newsies
- Comfort Keepers
- KEMBA! Live
- Key4Women
- Specialized Speech Technologies
- OhioHealth Grant Medical Center

Schools Served

Briggs High School
Centennial High School
Independence High School
Starling Middle School

Holiday Meal Boxes

Our annual partnership with the **Byron Saunders Foundation** allowed us to distribute **50 Meal Boxes** that gave **246 individuals** Thanksgiving Meals! Food security supports our community's overall stability, health, and resilience. We'd like to thank every individual who supported food pantries in 2025 and supported community-wide efforts to increase access and compassion in our community.

THE FEMERGY TEAM

Board:

Board President

Crucita Flecha

Board Vice President

Maritza Anthony

Board Treasurer

Itzia Johnson

Board Secretary

Terri Lynn Erskine

Board Member

Angela Reighard-Rand

Key Staff:

Executive Director

Maylin Sambois

Associate Executive Director

Christina Vera

Director of Development

Emma Hawkins

Director of Youth Programs & Engagement

Randi Ellis

Administrative Specialist

Cornelia Delgado

Youth Program Assistant

Allison Castillo

Youth Program Assistant

Anthonia Chris

Development Assistant

Jayne Dimitri

Development Assistant

Ezra Liu

Social Media Team Lead

Deylyn Medina

Interns:

Alexandria Boering, Community Outreach

Dunya Shamma, Community Outreach



2025 PARTNERS

Executive Ally



Community Champions



EmpowHER Partners



Change Agents



In-Kind Partners

Air Force Reserve / Ballet Met / Catholic Social Services / Charity Newsies / COED / Comfort Keepers / Dos Hermanos / Grant Medical Center / Ian Alexander Photography / KEMBA! Live / SmallBizCares / Specialized Speech Technologies

GET INVOLVED



COMING IN 2026

**FEMERGY GOLF CLASSIC & CHANGE
AGENT AWARDS
MAY 9TH, 2026**



NEW PROGRAMS!

GHRO Forward is a bold expansion of our GHRO Your Future program, designed specifically for young women ages 18-26. This next-phase initiative extends Femergy's workforce and life-readiness pipeline, bridging the critical gap between high school and career by providing mentorship, hands-on skills training, professional networking, and pathways to economic independence.

VOLUNTEER

Register your interest to volunteer for a service project, community event, mentor, committee member, and more!

RENT THE FEMERGY CENTER

Host your next event at our downtown Columbus facility! Our flexible, restorative spaces are perfect for networking events, team meetings, and more! Discounted rates available for monthly donors, nonprofits, and small businesses. Rental revenue supports Femergy programs, ensuring every girl and woman can participate at no cost.

DONATE

Make a **one-time or monthly donation** to support Femergy programs! Your support allows us to maintain an accessible community hub of resources and programming for girls and women, expanding every year to make a greater impact in our community. Join the Femergy Family today!





ACTIVATE

Your Femergy

CONTACT US

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