Blue Diamonds Training and Consulting, Inc.

Empowering Communities, Transforming Lives

IMPACT REPORT · GRAND RAPIDS, MICHIGAN

75	3	7	$1,380
girls & young women served each year	cohorts of 25 in Girls Who Lead	pillars of Girls Who Lead	sponsors one girl for a full year

Our Mission

Blue Diamonds Training and Consulting, Inc. is dedicated to empowering individuals, strengthening families, and building thriving communities through leadership development, education, mentorship, and community engagement.

Girls Who Lead

Our signature program is free leadership development and mentorship for girls and young women ages 11–24, built on seven pillars — LeadHER, BuildHER, WorkHER, MoneyHER, CreateHER, ServeHER, and MentorHER. Young women ages 19–24 serve as mentors and leaders to the younger girls.

Girl power has a great deal to do with the brain power that lives in girls — we lead with our brains, and then we show up in our bodies as strong girls.

Blue Diamonds is a 501(c)(3) nonprofit founded in December 2022. We hold the Candid Gold Transparency Seal for 2026 — our Form 990-EZ is posted publicly with this report.



Dr. Andrea Blue
Founder & Executive Director

Blue Diamonds Training and Consulting, Inc. · EIN 92-1455149 · info@bluediamondsgr.org · 616-634-9362 · bluediamondsgr.org · Give: givebutter.com/c/fZfJsM

The Impact We've Made

Blue Diamonds was founded in December 2022 with one conviction: girls in Grand Rapids deserve leadership development, mentorship, and a community that believes in them. Here is what that conviction has built so far.

2022

A nonprofit is born

Blue Diamonds Training and Consulting, Inc. is founded in Grand Rapids, Michigan, as a 501(c)(3) nonprofit — dedicated to empowering individuals, strengthening families, and building thriving communities.

2025

75 girls and young women served

Girls Who Lead serves 75 girls and young women in the year — free leadership development and mentorship for ages 11–24, in cohorts of 25, with young women ages 19–24 leading as mentors.

2026

The Beatrice Thomas Scholarships

Named for Beatrice Thomas, who believed in education for youth, the scholarships sponsor a girl for a full year of Girls Who Lead at $1,380 — five girls for $6,900, a full cohort of 25 for $34,500.

2026

Sponsorship program launched

Community sponsors can now stand with a girl or the whole program — Presenting Sponsor $10,000, Gold $5,000, Silver $2,500, Bronze $1,000, and Community Friend $500.

2026

Gold Transparency Seal earned

Blue Diamonds earns the Candid Gold Transparency Seal for 2026, with our mission, leadership, and financials open for anyone to see.

2026

Registration opens for 2027

Families are registering now for the 2027 season, with family orientations on December 12 and December 19, 2026, and a recruitment and registration event on December 19.

8	3	5	100%
volunteers standing with our girls	team members — 1 full-time, 2 part-time	board members governing the mission	of Girls Who Lead is free to participants

OLDER GIRLS MENTOR YOUNGER GIRLS, CREATING A CYCLE OF LEADERSHIP THAT CONTINUES FROM ONE GENERATION TO THE NEXT.



SOMEONE AHEAD OF HER. SOMEONE COMING BEHIND HER.

Blue Diamonds Training and Consulting, Inc. · EIN 92-1455149 · info@bluediamondsgr.org · 616-634-9362 · bluediamondsgr.org · Give: givebutter.com/c/fZfJsM

Where We Are Headed

The next chapter is already on the calendar. This is where Blue Diamonds is going — and what your support makes possible.

The 2027 Season Opens — January 4, 2027

Three cohorts of 25 girls begin the new season — leadership, career readiness, financial literacy, entrepreneurship, community service, and mentorship across the seven pillars.

Every Girl Leaves With a Portfolio

By program end, every girl holds a portfolio with her resume, cover letter, activities, and letters of recommendation — ready for jobs, internships, and college.

Learning That Leaves the Classroom

Each pair of girls researches one Black business owner and presents what she built. An overnight educational bus tour takes learning on the road, and the season closes with a Parent & Special Person Graduation and Appreciation Night.

Community Garden — Opening April 2027

We work with food as medicine. Families learn, grow, and gather at market days on Thursdays and Saturdays, April through October 2027.

The Five-Year Home Fund

Our long-term goal is a home of our own — a permanent place where girls learn, families gather, and programs grow. The Five-Year Home Fund goal is $100,000, with a first phase of $30,000. Alongside it stands a simple goal for 2027: all 25 girls in a cohort sponsored through the Beatrice Thomas Scholarships — $34,500 that puts a sponsor's name behind every girl.



A Letter From Our Founder

Dear friends,

When I founded Blue Diamonds in December 2022, I carried something my mother, Beatrice Thomas, planted in me: a belief in education for youth. This is where I get it from.

I focus this program on every 6-year-old girl who could not yet speak or find her voice. I speak for them. This program is an opportunity for girls to become the women this world needs.

We do not use the words "strong women." We are tired of being told to be strong and carry the weight of others. Here, our girls are learning to carry their own burdens — and to be the best "us" they can be.

Girls Who Lead exists because girl power has a great deal to do with the brain power that lives in girls. We lead with our brains. Every week, in three cohorts of 25, our girls are becoming exactly that: confident, capable, and connected leaders.

In these pages you will see what your belief has built — 75 girls and young women served, scholarships that carry my mother's name, and a community garden about to bloom. And you will see where we are headed: a portfolio in every girl's hands, a permanent home of our own, and a full cohort sponsored, girl by girl.

Thank you for standing with us. Stand with a girl — she is standing ready.

Dr. Andrea Blue
Founder & Executive Director



Stand With a Girl

Every dollar is designated by you, and every girl attends free. Choose where your gift works.

Where It's Needed Most

General support that keeps the program running week to week.

Beatrice Thomas Scholarships

$1,380 sponsors one girl for a full year — $6,900 sponsors five; $34,500 sponsors a full cohort of 25.

Five-Year Home Fund

Building toward a permanent home of our own — a $100,000 goal, $30,000 first phase.

Become a Sponsor

Presenting Sponsor $10,000 · Gold $5,000 · Silver $2,500 · Bronze $1,000 · Community Friend $500 — with recognition at events, on our website, and in this report. Sponsorships may support the program or the Beatrice Thomas Scholarships.



Give in one scan

givebutter.com/c/fZfJsM — or reach us at info@bluediamondsgr.org · 616-634-9362. Mentors and volunteers are welcome too: young women ages 19–24 lead as mentors in Girls Who Lead.

Our Financial Snapshot

In 2025, Blue Diamonds operated on under $50,000 in revenue and filed the IRS Form 990-N, posted on our website with this report. In 2026, revenue passed $50,000 for the first time in our history. Our 2027 operating budget is $485,000 — the plan your giving builds toward, with Girls Who Lead at its center.

THIS YEAR'S FLYER — GIRLS WHO LEAD 2027 REGISTRATION

GIRLS WHO LEAD

Sharing Hope. Building Confidence. Creating Leaders.



2027 Registration Is OPEN

FREE · Grades 6–12 · Girls ages 11–18

Starts Monday, January 4, 2027

Grand Rapids, Michigan

Family orientations: Saturday, December 12 & 19 at 1:00 PM on Google Meet

SCAN TO REGISTER

Blue Diamonds Training and Consulting, Inc. · 616-634-9362 · bluediamondsgr.org

These materials were made possible by the OST Grants Program awarded by MiLEAP.