



2025 LEEP FAMILY ANNUAL GIVING REPORT



GROWTH & IMPACT

Dear Friends,

As we look back on 2025, we're filled with gratitude, for the communities we serve, the partners we support, and especially for our guests and team members who make our giving possible.

This past year was one of meaningful growth for the Gurley Leep Automotive Family. We celebrated four grand openings, welcomed Hyundai of Noblesville, and took important steps toward new buildings in Davenport, Iowa and the Mishawaka, Indiana Auto Campus. These milestones represent more than expansion. They represent opportunity.

Because as our family grows, so does our impact.

Every new store, every new market, and every investment strengthens our ability to give back in ways that truly matter. Growth allows us to support more organizations, respond to more needs, and be a stronger partner in the communities we call home.

Giving back has always been part of who we are as a family-owned business. It's not something we do on the side, it's woven into how we grow, how we lead, and how we serve. And as we look ahead, we're excited about what's possible. The foundations laid in 2025 position us to do even more in the years to come.

Thank you for believing in our mission, for supporting our efforts, and for being part of something bigger than any one store or project. We're proud of what we accomplished together this year, and even more excited about the impact still ahead.

With gratitude,

James Leep

Mike Leep Sr.

Mike Leep Jr.



OUR THREE PATHS OF GIVING

Giving back happens in thoughtful, intentional ways, each rooted in our belief that *generosity fuels long-term growth and stronger communities.*



The Leep Automotive Family Foundation allows us to support long-term, mission-aligned causes with a focus on sustainable impact. Through grants and scholarships, we invest in organizations and individuals working to create lasting change in the communities we serve.



Our corporate giving supports local organizations, events, and initiatives across our regions. This includes community partnerships, sponsorships, and responsive support where our team members live and work every day.

Personal & Family Giving

Beyond our businesses, the Leep family is personally committed to giving back. This personal involvement reflects a belief that generosity is not just a business practice, but a way of life that starts with gratitude and responsibility.



“*For many years, we’ve had the opportunity to give, to change lives, and to do the right thing. That’s who we are. When I look at the impact over the years, I feel humble and grateful.*”

MICHAEL LEEP SR.



LEEP Automotive
Family
Foundation

Leep Automotive Family Foundation

Our mission is to invest in the health and well-being of families and communities. *Everything we do is guided by this mission.*



Heather Rhodes and Jenal Zak proudly accept the Community Partner Awards from Habitat for Humanity, recognizing the Gurley Leep Automotive Family and the Leep Automotive Family Foundation for their ongoing support and commitment to the community.

Foundation funding is focused on:

- ✓ Supporting children and adults with physical and developmental challenges
- ✓ Developing youth in need, helping create pathways to stability and success
- ✓ Providing basic human needs, including food, shelter, and healthcare, with a special focus on the welfare of mothers and babies
- ✓ Scholarship programs that expand access to education and long-term opportunity

Each priority reflects our belief that when families and communities are supported in meaningful ways, lasting impact follows.

Since its inception, the **Leep Automotive Family Foundation** has contributed

\$6,998,458

to mission-aligned organizations and programs across the communities we serve.

These investments represent a commitment to consistency, stewardship, and meaningful outcomes, not one-time moments, but sustained impact.

A Legacy of Service Through Education

In 2025, Michael Leep Sr. was honored with the Ancilla Domini Legacy of Service Award, recognizing a lifetime commitment to generosity, service, and values-driven leadership.

This recognition reflects Michael's longstanding support of the nursing program at Marian University Ancilla College (MUAC). Through the Leep Automotive Family Foundation, he and the Leep family have been strong partners with the college, helping launch its four-year Bachelor of Science in Nursing program and supporting the education of future nurses.

"Mr. Leep's support has helped to transform our nursing program and has significantly impacted our nursing students as they work on their degree and gain valuable skills and hands-on experience in the Leep Skills Lab," said Dr. Natalie Tucker, Vice President and Academic Dean of MUAC.

For the Leep family, investing in education is one of the most meaningful ways to strengthen communities. By supporting the next generation of nurses, this partnership is helping ensure compassionate, highly skilled caregivers are ready to serve patients and families for years to come.

For more information about Marian University Ancilla College Nursing Program, [visit www.marian.edu](http://www.marian.edu).

"We are incredibly grateful for the Leep Family's support of our nursing program and their dedication to supporting access to high quality education to our nursing students."

DR. NATALIE TUCKER, VP AND ACADEMIC DEAN OF MUAC



Dr. Natalie Tucker, VP and Dean of Marian University's Ancilla College, Michael Leep Sr., and Daniel J. Elsener, President of Marian University



PARTNER WITH US

The Leep Automotive Family Foundation is proud to support nonprofit organizations aligned with our mission and giving priorities.



Scan the QR code to submit a grant request through our Foundation portal.



MUAC nursing students gaining hands-on experience in the Leep Skills Lab.





Investing in Futures Through Scholarships and Support

Education has the power to change the course of a life and strengthen entire communities. Through a funding focus on scholarship programs that expand access to education and long-term opportunity, the Leep Automotive Family Foundation partners with local organizations to help remove barriers to higher education and invest in the next generation of leaders.

Advancing Postsecondary Success with the Community Foundation

For many students, the 21st Century Scholarship represents an opportunity to pursue college that might not otherwise feel possible. Since partnering with the Community Foundation of St. Joseph County, the Leep Automotive Family Foundation has contributed \$800,000 to support the Community Foundation's 21st Century Scholar Success Initiative, helping local students stay on track to earn this life-changing scholarship.

Through this initiative, teams from the Community Foundation visit schools and community events across St. Joseph County, Indiana, working directly with students to complete the required Scholar Steps, maintain strong grades, and prepare for success in college and beyond.

"In 2025, a record 423 high school seniors in St. Joseph County completed their required scholarship steps, overcoming the hurdles that stand between them and a college scholarship," said Aaron Perri, Vice President, Community Impact at the Community Foundation. "Thanks to the significant support of the Leep Family, more students are realizing their college dreams than ever before."

To learn more about the Community Foundation and the 21st Century Scholar Success Initiative, visit cfsjc.org.



When we invest in scholarships, we are not just supporting education—we are opening doors to opportunity, strengthening communities, and helping the next generation of leaders build a brighter future.

Scholarships and Mentorship Through 100 Black Men

Behind every student's success is someone who believed in them along the way. Through its partnership with 100 Black Men of Greater South Bend, the Leep Automotive Family Foundation provides scholarship support that works hand-in-hand with the organization's mentorship and guidance; helping young men pursue higher education with both the financial resources and the support system needed to succeed.

For Calvin Strickland, that mentorship began long before college. Since the third grade, he has been a participant in the Freedman Academy, the signature program of 100 Black Men of Greater South Bend. Through this program, he has been guided by his mentor, Preston Chaney, who describes Calvin as awesome and unique in the best way; driven, focused, and determined to succeed. Preston became someone Calvin could trust and to turn to for advice, guidance, and solutions, helping shape both his confidence and his path forward.

Along the way, Calvin developed skills that continue to serve him today, from public speaking to building confidence in social settings, learning how to introduce himself, connect with others, and navigate new environments.

Calvin graduated from South Bend Riley High School and is now a sophomore at Indiana University South Bend, working toward a degree in Integrated New Media Studies, with a focus on game development. He hopes to one day work for a media company, collaborating with a team to create digital experiences that people can connect with.

"The mentorship gave me someone I could talk to and trust," Calvin shared. "It helped me grow into who I am today. And the Gurley Leep scholarship means my family doesn't have to worry about the financial side while I focus on school. I'm truly grateful."

The Gurley Leep scholarship aligns with the organization's College Survival Plan, ensuring students receive not only financial assistance, but also the mentorship, guidance, and resources needed to succeed in college and beyond.

To date, the Leep Automotive Family Foundation has contributed \$64,382 in scholarship support through the partnership with 100 Black Men of South Bend, investing in young leaders and their future success. Learn more at 100blackmenofsouthbend.org.

100
BLACK MEN
OF GREATER SOUTH BEND

“ Calvin has always been driven to succeed. Watching him grow from a third grader into the young man he is today has been incredible.”

PRESTON CHANEY



Calvin Strickland, center, with his parents Calvin Strickland Sr. and Latoya Johnson.



Driven to Give: The Gurley Leep Automotive Family

We're committed to giving back; *it's the right thing to do.*

Guided by our mission and values, we believe growth comes with responsibility. The more we grow, the more we're able to support and impact our communities.

We are driven to give in the communities we call home.



In 2025, we gave \$1,745,023 in support of local nonprofits, community organizations, and initiatives across our regions.

This impact is made possible by our dedicated team members, who don't just show up to work but show up for their communities.

And our loyal customers, who make our growth and giving possible.





Career Exposure & Opportunity

At **Smart Honda of Des Moines**, giving back means helping young people see what's possible.

The dealership welcomed 10 high school juniors from **Talent Collective DSM** (formerly Avenue Scholars) for a career exploration visit designed to introduce students to opportunities within the automotive industry and beyond.

Talent Collective DSM partners with Des Moines Public Schools to support students beginning in their junior year of high school and continuing through postsecondary education or training and into early career placement. The program focuses on students with financial need who are interested in high-demand careers, pairing career coaching, workforce readiness training, and employer connections with long-term support to help students successfully launch their careers.

During their visit, students toured the dealership, met team members across departments, and learned firsthand about the wide range of careers within the automotive industry. For many, it was their first opportunity to see how a dealership operates and to understand the variety of roles that keep a business like Smart Honda running.

"We never know what seeds we plant, but this experience gave our students plenty to think about," said Mary Core, Director of Community Engagement for Talent Collective DSM. "Smart Honda of Des Moines shared valuable insight and helped our students imagine new possibilities for their futures."

By opening its doors and sharing real-world experiences, Smart Honda of Des Moines helped spark curiosity and inspiration, reinforcing the power of career exposure, mentorship, and encouragement in shaping a young person's future.



Learn more about Talent Collective DSM, talentcollectivedsm.org





DRIVEN TO GIVE: CENTRAL REGION IMPACT STORY

Partnering with the Food Bank of Northwest Indiana to Support Our Community



Team members from Team Honda, Team Chevrolet, Team Toyota, and Toyota of Merrillville spent an early morning at the Northwest Indiana Food Bank packing food bags for local distribution.

Working side by side, they helped prepare meals that would go directly to families across the region. Each bag packed meant one more household supported.

ABC7 Chicago was there highlighting the Food Bank's work and the ongoing need in the community.

In addition to volunteering their time, the Gurley Leep Automotive Family presented a \$50,000 check to help further the Food Bank's mission.

Giving back isn't just about a donation. It's about being present, lending a hand, and investing in the communities that invest in us.



To learn more about the Food Bank of Northwest Indiana, visit foodbanknwi.org





Creating Community Awareness for Animals in Need

As part of the “Subaru Loves Pets” initiative, Gurley Leep Subaru partnered with the Humane Society of St. Joseph County to host two on-site community pet adoption events at the dealership, helping raise awareness for the organization and the important work they do every day.

As the area’s largest animal care facility, the Humane Society of St. Joseph County cares for more than 2,700 animals each year while providing community services and educational programs that strengthen the bond between people and pets. By opening its doors for these events, the Gurley Leep Subaru team helped shine a spotlight on the Humane Society’s mission and connect guests with resources to support local animal welfare.

Throughout the two Saturdays, team members welcomed the Humane Society staff and volunteers, creating a warm, family-friendly environment where guests could learn more about the organization, meet adoptable pets, and discover ways to get involved.

Events like these help bring the community together around a shared goal, caring for the animals in our community.

“ We’re incredibly grateful to Gurley Leep for their partnership. They helped us showcase our animals, raise awareness about pet needs and community resources, and support new pet parents with adoption kits. With thousands of animals coming through our doors each year, partnerships like this are essential to advancing our mission.

**Matt Russell, Outreach Coordinator
Humane Society of St. Joseph County**



To learn more about the Humane Society of St. Joseph County, visit humanesocietystjc.org



CHANGING LIVES SCHOLARSHIP

2025 IMPACT
\$348,361
AWARDED
67
STUDENTS

Through the Changing Lives Scholarship Program, the Gurley Leep Automotive Family invests in the future of our team members' families by supporting educational goals beyond high school. Eligible dependents may receive up to \$28,000 in scholarship funding over four years for undergraduate or technical school programs.

Since 2009,
\$3,129,327
has been awarded in
scholarships to dependents of
team members.

2025 FRESHMAN

EMILY CHLEBOWSKI

Marketing, Indiana University Bloomington,
daughter of Kevin Chlebowski, Gurley Leep GM Giant

TREVOR FENTERS

Sports Management, Indiana State University,
son of Barry Fenters, Team Chevrolet

JAXON GRANTZ

Business, Clinton Community College,
son of Nick Grantz, Smart Lexus

CARTER STOVER

Accounting, Missouri Southern State University,
son of Scott Johnson, Spirit Lexus

JULIA MONIX

Speech Language Pathology, Butler University,
daughter of Alan Monix, Toyota of Merrillville

DYLAN SNELL

Engineering, Western Illinois University,
son of Donovan Snell, Smart Toyota

LYNZIE WHOOLERY

Psychology, Ivy Tech Community College,
daughter of Matt Strefling, Gurley Leep Motorwerks

BRODY ZIELINSKI

Sports Management, Wabash Valley College,
son of Brad Zielinski, Gurley Leep Kia

OLIVIA ORR

Criminal Justice, Valparaiso University,
daughter of Shane Orr, Gurley Leep Nissan

KYLI PAGE

Biomedical Science, Calumet College of St. Joseph,
daughter of Anna Page, Toyota of Merrillville

DANIEL SULLIVAN

Engineering, Indiana University Bloomington,
son of Michael Sullivan, Toyota on Edens



2025 GRADUATES



JARRED BOWSER

Purdue University (Fort Wayne) -
 B.S. in Psychology
 Father is David Bowser, Service Drive
 Manager at Smart Honda, Des
 Moines



JASMINE ANDERSON

Indiana University (Indianapolis) -
 B.S. in Business
 Father is Mike Anderson, F & I
 Manager at Team Honda



JACQUELYN BUTLER

Indiana University - B.S. in Public
 Affairs (Law & Public Policy)
 Father is Joe Butler, Shop Foreman at
 Gurley Leep Ford



COLE HOFMEYER

University of Iowa - B.S. in
 Entrepreneurial Management
 Father is Matt Hofmeyer, General
 Manager at Smart Honda, Des
 Moines



BREYDON ZIELINSKI

Holy Cross College - B.A. in History
 Father is Brad Zielinski, General
 Manager at Gurley Leep Kia



KINSEY NEWMAN

University of Northern Iowa -
 B.A. in Elementary Education
 Father is Jayson Newman, General
 Manager at Smart Toyota



KAITLYN GROETKEN

University of Northern Iowa -
 B.S. in Kinesiology
 Father is Trent Groetken, Sales
 Manager at Smart Honda, Des
 Moines



ANTHONY MISKUS

Purdue University -
 B.S. in Social Studies Education
 Father is Mike Miskus, General
 Manager at Team Honda



ALEXIS RHODES

Indiana University (Indianapolis) -
 B.S. in Psychology
 Mother is Heather Rhodes, Executive
 Assistant at Gurley Leep Corporate



Giving back to our community

Gurley Leep employees contributed \$15,155 to support the United Way of St. Joseph County. That amount was matched dollar for dollar by the Gurley Leep Automotive Family.



In addition to financial support, several team members participated in the **United Way's Day of Caring**, spending the morning volunteering at Unity Gardens and giving their time to strengthen the community.



\$15,156
contributed by employees



\$3,962,958

2025 TOTAL GIVING

impacting over 150 organizations

We're proud to partner with automotive manufacturers who share our passion for giving back.



This year their support through matching gifts and programs totaled \$111,992 helping us amplify our impact in the communities we call home. We're grateful to work alongside brands that invest where it matters most.



Supporting the Families of Our Fallen Heroes



In Honor of Corporal Blake Reynolds
Delaware County Sheriff's Office, Muncie, IN

We continue to support the men and women who protect our communities, and the families who stand behind them. This year, we made a contribution in honor of Corporal Blake Reynolds, helping provide support to his family during a time of profound loss. We are grateful for his service and will always remember the impact he made.

WEST

Honda Altoona

950 Bass Pro Drive NW, Altoona, IA, 50009
(515) 895-1600
HondaAltoona.com

SmartHonda of Davenport

3700 N. Harrison St., Davenport, IA 52806
(563) 227-3947
SmartHondaDavenport.com

SmartHYUNDAI of Davenport

101 W. 37th St., Davenport, IA 52806
(563) 396-1027
SmartHyundaiDavenport.com

Smart Kia of Davenport

3707 N. Harrison St., Davenport, IA 52806
(563) 445-4303
SmartKiaDavenport.com

SmartLuxury Motors of Quad Cities

1777 E. 53rd St., Davenport, IA 52807
(563) 445-4305
SmartLuxuryMotors.com

LEXUS LEXUS OF QUAD CITIES

101 W. Kimberly Rd., Davenport, IA 52806
(563) 391-4306
SmartLexusofQuadCities.com

SmartTOYOTA of Quad Cities

1501 E. 53rd St., Davenport, IA 52807
(563) 391-4106
SmartToyotaQC.com

Smart Honda

11206 Hickman Rd., Des Moines, IA 50325
(515) 481-5792
SmartHondaDesMoines.com

SPIRIT LEXUS

10176 Corporate Square Dr.
St Louis, MO 63132
(314) 582-3688
SpiritLexus.com

CENTRAL

Capital Honda

2651 Jolly Rd.
Okemos, MI 48864
(517) 337-8383
CapitalHonda.com

TEAM Honda

4613 E. Lincoln Hwy.
Merrillville, IN 46410
(219) 947-3900
TeamHondaon30.com

TEAM TOYOTA

400 Indianapolis Blvd.
Schererville, IN 46375
(219) 515-4684

TOYOTA of Merrillville

4450 East Lincoln Hwy
Merrillville, IN 46410
(219) 947-3325
ToyotaofMerrillvill.com

TEAM CHEVROLET Your Hometown Dealer

1856 W. US Hwy 30
Valparaiso, IN 46385
(219) 312-2676
ChevyOn30.com

TOYOTA EDENS TOYOTA ON EDENS

1530 Frontage Rd.
Northbrook, IL 60062
(847) 272-0808
ToyotaonEdens.com

EAST

IT'S Gurley Leep Southside Ford-Lincoln

320 E. Ireland Rd., South Bend, IN 46614
GurleyLeepFord.com

IT'S Gurley Leep Buick • GMC • Cadillac

215 W. Douglas Rd., Mishawaka, IN 46545
(574) 208-5984
GurleyLeepGMGiant.com

IT'S Gurley Leep Honda ELKHART

2345 Cassopolis, Elkhart, IN 46514
(574) 522-2000

IT'S Gurley Leep Hyundai • Subaru

5302 N. Grape Rd, Mishawaka, IN 46545
Hyundai: (574) 222-9055
Subaru: (877) 510-2814
GurleyLeepHyundai.com
GurleyLeepSubaru.com

IT'S Gurley Leep Kia

4028 N. Grape Rd., Mishawaka, IN 46545
(574) 914-0088
GurleyLeepKia.com

IT'S Gurley Leep Motorwerks

4004 N. Grape Rd., Mishawaka, IN 46545
(574) 254-7130
GurleyLeepMotorwerks.com

IT'S Gurley Leep Nissan

5210 N. Grape Rd., Mishawaka, IN 46545
GurleyLeepNissan.com

HYUNDAI OF NOBLESVILLE

17665 Terry Lee Crossing Suite A
Noblesville, IN 46060
(317) 214-6800
HyundaiofNoblesville.com