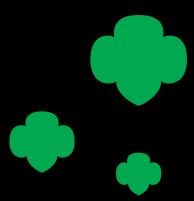


# G.I.R.L. in Action

Serving New Hampshire and Vermont

2019 IMPACT REPORT





#### **OUR MISSION**

Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.

#### **GIRL SCOUT PROMISE**

On my honor, I will try:

To serve God and my country,

To help people at all times,

And to live by the Girl Scout Law.

#### **GIRL SCOUT LAW**

I will do my best to be
honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,
and to
respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.



#### FROM THE PRESIDENT AND CFO

#### Dear Friends:

Girl Scouts of the Green and White Mountains proudly celebrates another year of putting girls first, resulting in four continuous years of membership growth. Our innovative programming allows our members to take the lead early and often, developing essential skills regardless of the path she has chosen. We know that girls will lead us into the future so it is essential to support the G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)<sup>TM</sup> potential that is in each and every one of them.

We continue to move forward at the speed of girls, and we are committed to ensuring that Girl Scouts remains relevant to our members, their families, and our communities. Girl Scouts is increasingly seen as a strong partner in the development of our future work force. Our outcomes focus on the essential skills girls need to thrive in school today and in work settings tomorrow. We know that Girl Scouts are more likely than non-Girl Scouts to start a business, to graduate high school, to attend college,

and to participate in our democratic processes. It is imperative that we meet girls where they are at, so we have added extensive programming in STEM (Science, Technology, Engineering, and Math) to join our focus on the outdoors, entrepreneurship, and life skills.

We believe that we owe every interested girl an opportunity to join our movement. With the enduring support of donors and partners like you, we will continue to provide our members with the foundation for a life governed by thoughtful and effective leadership.

On behalf of Girl Scouts of the Green and White Mountains, we extend our deepest gratitude for the dedication you have shown as champions for the cause of girls, and for your commitment to ensuring they lead lives of purpose and impact. Girls represent our collective future, and we are preparing them for it together.

With sincere appreciation,

Tara Pacht President Board Chair Patricia K. Mellor

Gold Award Girl Scout

Chief Executive Officer







outdoors







1,270 274
outdoor program adults trained in outdoor skills

**3,541**girls camped on
GSGWM properties



## 2019 Year in Review







girls traveled on Destinations 15 girls traveled on council trips **25**alums traveled to
Our Chalet and
Pax Lodge





8,383
HOURS OF SERVICE IN

HIGHEST AWARD PROJECTS



#### "I learned that I can overcome obstacles and communicate effectively with others. I learned how to use my resources wisely,

including networking with people in town."

- Emily Ehrmanntraut Ambassador Gold Award Girl Scout



## THE GIRL SCOUT LEADERSHIP EXPERIENCE

The Girl Scout Leadership Experience is the foundation of the Girl Scout program. Girl Scouts participate in a collection of engaging, challenging, and fun activities like earning badges, going on awesome trips, selling cookies, exploring science, getting outdoors, and doing community service projects. Leading their own adventures and learning by doing, she'll gain important skills in the STEM (science, technology, engineering, and math) fields, the outdoors, life skills, and entrepreneurship. Plus, being a Girl Scout helps girls thrive in five key ways:



**Develop a Strong Sense of Self:** They have confidence in themselves and their abilities, and are happy with who they are as a person. Outreach troops are reaching girls who may never have heard of Girl Scouts, helping them discover their inner G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader).



**Display Positive Values:** They act ethically, honestly, and responsibly, and show concern for others. The New Hampshire Business Review recognized our council with its AWE (Advocate for Women's Empowerment) Award, for helping girls develop courage, confidence, and character.



**Seek Challenges:** They take appropriate risks, try things even if they might fail, and learn from mistakes. The Astro Llamas team of Girl Scouts qualified for the state FIRST Lego League competition, pushing themselves to reach ever-higher goals in robotics competitions.



Form Healthy Relationships: They develop and maintain healthy relationships by communicating their feelings directly and resolving conflicts constructively. At our Global Leadership Conference in Rhode Island, 200 girls and adults participated in workshops, lectures, and more that contributed to their desire to connect with each other and the world.



Be Community Problem—Solvers: They desire to contribute to the world in purposeful and meaningful ways, learn how to identify problems in the community, and create "action plans" to solve them. At the G.I.R.L. Expo, girls discovered how they can take action through the STEM fields and highest award projects.

#### Girl Scouts across age levels fare better than non-Girl Scout girls in all five leadership outcomes.

Girl Scouting particularly impacts girls' abilities to step outside their comfort zones, manage healthy relationships, and be civically engaged in their communities. For example, three out of five Girl Scouts seek challenges and develop healthy relationships compared to only two in five non-Girl Scout girls, and Girl Scouts are twice as likely as non-Girl Scout girls to identify and solve problems in their communities.



"Thank you for the opportunity to make such good friends. Also to try so many new things and have so many opportunities. I loved meeting new people, adventuring to new places and making almost a second home."

> - Amanda Poirier Cadette Camp Farnsworth Camper





COOKIE ENTREPRENEUR – Kacilynn Hernandez-Feliciano of Newton, NH, is the council's top cookie seller. Now a Girl Scout Senior, she earned her way to the Galapagos Islands last year, and traveled to Iceland the previous year. She plans to enjoy a trip to Athens and the islands of Greece in 2020. Kacilynn spent six full weekends selling cookies in the cold, and has learned just how to persuade people to buy. "I do this because I love traveling, new experiences, seeing new things, understanding other cultures," she said. "Being exposed to all these new things, new foods, or new people is nice. Doing it through Girl Scouts is probably the only way I'd ever travel ... especially at my age."

GO-GETTER

# G.I.R.L. SPOTLIGHTS



SPACE EXPLORER – Bria Sloane, a Girl Scout Cadette from Bolton, VT, was selected for an out-of-this world experience at the Space Academy in Huntsville, AL. This Destinations trip gives girls and adults the opportunity to experience first hand the future of space travel and train to solve technically challenging anomalies to complete their space mission. Bria participated in simulations of a trip to the moon and back, and to the International Space Station. "They have a mockup of the space station that astronauts train on. It feels very real!"

INNOVATOR

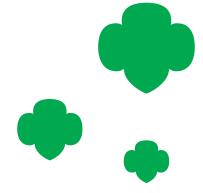
RISK-TAKER

Girl Scouts of the Green and White Mountains has increased girl and adult membership every year for the past four years – one of just four councils across the United States to be able to make that claim. Every year we are making an impact on more girls' lives, preparing these G.I.R.L.s (Go-getter, Innovators, Risk-takers, Leaders) <sup>TM</sup> for a lifetime of leadership and success. We are excited to highlight four stories of Girl Scouts who are taking those risks and making the world a better place. We celebrate the adventurous nature of all the girls in our council and nationwide, as they prove the value of Girl Scouting every day.



BLOOMING DAISY – Alayna Manzo came to an after-school partner troop in Manchester, NH, last year as a shy Daisy who would only talk quietly. This year she came back as one of the only returning Daisies, as the other girls in her troop had moved up to Brownies – and what a change! She was bursting with energy and bubbly as can be. She was proud to help the new girls learn the Girl Scout Promise and is always eager to be a helpful hand and to lead by example. She is proud and expressing herself more and more every meeting. She went from the girl who hid behind her leader when it came time to share what she did on the weekend to the girl whose hand shoots up to share eagerly. She truly feels comfortable when she is surrounded by her sisterhood.

LEADER





GOLD AWARD GIRL SCOUT – Julia Tilton is a true G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)  $^{\text{TM}}$  who gives generously of her time in service of others. This Ambassador Girl Scout spent more than 200 hours to earn her Gold Award, the mark of the truly remarkable. She created an after-school program and a Girl Scout patch program that teaches girls how to counteract negative messages in advertising and social media and then shared her program internationally. She was also one of our nominees for the National Girl Scout Gold Award. She has certainly changed the world for the better.



At first I didn't think I could do a project ike this. Now that it's over I want to do more projects like this. I also lacked confidence in talking to new people about my ideas. To do the project I had to talk to new people. Now I can go up to new people and share my ideas with them."

- Jaime Robinson Ambassador Gold Award Girl Scout



# GOLD AWARD GIRL SCOUTS

Girl Scouts of the Green and White Mountains has helped more girls than ever become G.I.R.L.s (Go-getters, Innovators, Risk-takers, Leaders)<sup>TM</sup>, including 12 girls who have earned their Girl Scout Gold Award – the most prestigious award in the world for girls, and the most difficult to earn. Earning the Gold Award means a girl has single-handedly changed the world – forever and for the better. It means she has taken on a project in her community that will stand the test of time, have a real and meaningful influence on people's lives, and leave a legacy that lasts forever.

These girls have addressed local history, renewable resources, outdoor education, equalizing citizenship, improving facilities at a local cemetery, combating homelessness through recycling, youth mentoring, hunger in their communities, social awareness, and stress and anxiety management through meditation.



Mackenzie Conner, Hooksett, NH Head Cemetery Virtual Tour

Helping the people of Hooksett have better access to the history of their town, Mackenzie created a virtual tour of Head Cemetery in Hooksett.



Kaitlyn Dinndorf, Bedford, NH Recycled Rest

Tackling the problems of both homelessness and the need to recycle, Kaitlyn turned nearly 46,000 plastic bags into 61 mats to be used by the homeless. Not only were many plastic bags removed from the waste stream, but charities working with the homeless said the mats were received with thanks.



**Emily Ehrmanntraut, Contoocook, NH** *Food Pantry Fill-Up* 

Emily wanted to help with the local need for food at the Hopkinton food pantry and educate her community on the issue of hunger in their own backyard. She created eye-catching donation bins and collected hundreds of items for the pantry.



**Katherine Ferullo, Pelham, NH**Destination with a Purpose at
Ledge Street School

Katie worked with the school to create a more inviting outdoor environment for children, along with a curriculum to learn their colors. She also built benches in a gazebo to create an outdoor classroom for the school.



**Kelly Hayes, Belmont, NH**South Road Cemetery Building

A deteriorating maintenance building in Belmont had been hit by lightning and neglect. Kelly put on new siding, installed flower hangers, and created a pamphlet on dealing with loss to distribute to the local schools and library.



**Audrey Latino, Atkinson, NH** Look Up – Awareness Campaign

Getting people to "Look Up!" from their electronic devices and be more fully involved in the world around them, Audrey created a campaign to remind people to look up and away from their phones and other devices.



Katherine Lewis, Essex Junction, VT Renewable Resources for Hiawatha Elementary School

Katherine created a solar energy curriculum for her former elementary school, as well as an onsite composting program at the school and the accompanying curriculum.



Amanda McVey, Newton, NH

Side-Kicks Mentoring Curriculum

Recognizing the need to provide adults a way to learn to become mentors, Amanda created the Side-Kicks Mentoring Curriculum. The curriculum provides a foundation for community service organizations to train their members in an easily accessible format.



Nora Miller, Hollis, NH
Pollinator Education

Nora created a children's pollinator garden at the Beaver Brook Association's nature center with raised garden beds and storyboard. She also created a pollinator-themed escape room for families to teach kids and adults about pollinators.



Emma Pyles, Amherst, NH

Equalizing Citizenship

Emma wanted to make sure everyone is educated on the information in the immigration citizenship exam. She created a curriculum for middle school students that she shared with the National Education Association in New Hampshire, and also visited elder facilities and Girl Scout troops to teach them.



Jaime Robinson, Derry, NH

REACH – Respect, Encourage, Assist, Care. Hope

Jaime collected shoes, clothes, toiletries, and bedding to distribute to the needy, along with bagged lunches, as well as a detailed guide to continue the project. Her church plans to continue with the project each year.



Julia Tilton, Amherst, NH

gIRL: Girls in Real Life and A Mindful Girl

Julia wanted to counter the often anxiety-producing messages of social and other media on young girls. She designed two programs to teach young girls how to discover their own true beauty, identify toxic cultural messages, and manage stress through meditation techniques.

# Legacy of Girl Scouts in the outdoors continues to grow

Girl Scouts of the Green and White Mountain continued to focus on providing more opportunities for girls to enjoy the outdoors. Over 270 adults were trained in a variety of outdoor skills so they are more confident and capable of taking their troops hiking and camping. Our properties, weekend programs and summer camps saw an overall increase in participation. Girls experienced camp in all four seasons with ice fishing and snow shoeing, campfire cooking and multiple overnights.

Our strong tradition of outdoor programming was evident at Camp Farnsworth as we celebrated its 110<sup>th</sup> summer. There were smiles and hugs, songs and shared memories, swimming and hiking, as alums celebrated the 110<sup>th</sup> birthday on August 3. Reminiscing about the old days, noting the many improvements to camp facilities, sharing meals and old photos, even modeling camp-wear like bloomers from the 1940s, women who spent their summer days at the "singing camp" in Thetford were happy to gather once again and relive their camp days. One highlight of the birthday was the unveiling of a state historical marker at the entrance to the camp noting the camp's long history in Thetford.





# Partnerships power STEM and financial literacy education

The success of the partnership between Girl Scouts of the Green and White Mountains and Fidelity Investments® teaching girls investment literacy skills has led to a renewal of the program for a second year and the program's expansion to several more Girl Scout councils around the country. Through the "Let It Grow" Investment Patch Program, girls are unleashing their inner G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)™ and gaining the financial skills they need to be successful in life. Now in its second year, this innovative program will be offered to over 50,000 Girl Scouts thanks to an expansion to three additional Girl Scout councils: Southeastern New England, Kentucky's Wilderness Road, and North Carolina Coastal Pines.

Girl Scouts of the Green and White Mountains is collaborating in a public-private initiative with Advanced Regenerative Manufacturing Institute (ARMI/BioFabUSA) to increase girls' awareness and interest in science, technology, engineering, and math (STEM) for future careers. The partnership will increase girls' awareness of and interest in the STEM fields, allow them to learn about the biofabrication industry, and meet professionals in the field. GSGWM will offer biofabrication-related activities and create resources that will help troop leaders and other volunteers.

### Winning recognition

Two of our Girl Scout troop leaders were chosen by The Nashua Telegraph for its 40 Under 40 honors as individuals who go above and beyond every day. Amanda Hwalek is a leader in STEM at work and through volunteering for Girl Scouts. Kimberly Frye is a teacher of English to speakers of other languages who brings her skills to Girl Scouts as co-leader with Hwalek in Nashua.

Also, Girl Scouts of the Green and White Mountains was recognized by the New Hampshire Business Review for its record of empowering girls and women with its AWE (Advocate for Women's Empowerment) Award. It honors an individual or organization that has made a lasting impact on empowering women and girls in the Granite State, and recognizes the effort to ensure future generations of women succeed.





# Girl Scouts reach out to underserved communities

Encouraging every girl to unleash her inner G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader) $^{\text{TM}}$  is what Girl Scouts is all about. While the traditional Girl Scout troop is still the most common way girls participate, Girl Scouts of the Green and White Mountains is reaching out to girls in underserved areas who may never even have heard of Girl Scouts.

We have partnered with after-school programs at underserved schools to reach more girls throughout New Hampshire and Vermont for three years. There are currently 31 such troops in the two states, serving 593 girls.

It's an effort Concord Housing + Redevelopment fully supports. The public housing authority has underwritten the program in Concord, getting 23 girls into two outreach troops last fall. CH+R plans to continue funding the program with help for summer camp.

After-school partner troops are funded by Girl Scouts of the Green and White Mountains with grants, such as the one from Concord Housing + Redevelopment. Citizens Bank has made generous donations in support of financial literacy programming in troops. Also supporting overall troop programming this year are People's United Community Foundation, the Manchester Elks Club, and the Mary Louise Billings Trust.

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#### THANK YOU TO OUR SUPPORTERS

FOR GIFTS RECEIVED IN THE FISCAL YEAR ENDING SEPTEMBER 30, 2019

Giving of \$500 or more is listed in our annual Impact Report. We make every effort to acknowledge our donors appropriately. If we have made an error, please accept our apologies and contact Customer Care. This listing reflects donations between October 1, 2018 and September 30, 2019.

#### \$500 and up

American Camp Association, New England Ella F. Anderson Trust

**Anonymous Donors** 

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# MEMORIALS AND TRIBUTES

#### MEMORIALS AND TRIBUTES

FOR GIFTS RECEIVED IN THE FISCAL YEAR ENDING SEPTEMBER 30, 2019

#### In Honor of:

The Beihl White Family

Renee Beihl

**Tiffany Bonneau** 

Melissa Freeman

**Scarlett Casev** 

Dennis Nickerson

Jennie and Anika Clarke

Eric Lindberg

#### Jennifer Clarke

Patricia and Paul Casev Christina Lindberg Claire Lindberg Ron Vavruska

Nancy Clockedile, Vanda Cousins and Linda Gallop

April Ouellette

#### **Denvse Duhaime**

George Elder Amy Huff Wright Jenny Jones Gail Pare

#### Michele Fontaine

Ruth Dawicki Teresa and Douglas Murray Colleen and Christopher Settle

#### **Holly Gregory**

Victoria Donohue

#### **Abigail and Gretchen Lockitt**

John and Donna Lockitt

#### **Molly Mear**

Throughout the year, we receive gifts made in honor or in memory of others.

Often, the person being honored has been decidedly influenced by Girl Scouting, has made significant contributions to the Girl Scout Movement and the girls we serve, or both. An honorarium or memorial gift is a meaningful

tribute to the individual and to Girl Scouts. Whether celebrating an anniversary, birthday, special occasion, or a life well-lived, we gratefully accept the gifts made in honor and memory of others and we promise to use them well.

Darwin Carozza

#### Alexandra Plack

Louise Papineau

#### Stephanie Schiavo

Diane Schiavo

#### **Dawn Zipps**

Michelle Phillips Christine Zipps

#### In Memory of:

Marilyn "Willy" Black

Nancy Carter

Tracy J. (Hall) Boyle

Kevin Bovle

Jane and Richard Hall

#### **Adelaide Comegys**

Nancy and Dexter Anderson

#### **Susan Donnelly**

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Nancy Frankel Tyler Horton

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and Matthew Madeira Colleen and Thomas Smith

#### Jack, Florence and Jay Isenberg

Cynthia and Roger Adams

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Road Scholar

Kaye Rogers-Ketterling

Donald Sommese

#### Theresa Noonan

Judith and Terrence Clancy

#### Katie M. O'Donnell

Jessica Schweiss

#### Susan Tucker

Raymond and Marilyn Tucker

## THE JULIETTE GORDON LOW SOCIETY

The Juliette Gordon Low Society was established in 2012 to thank and honor friends of Girl Scouting who choose to make Girl Scouts part of their legacy. Members include Girl Scouts in their estate plans, through wills, charitable gifts, a trust arrangement, real estate gift, life insurance policy or other giving. Members receive a JGLS membership pin, are recognized by our council and GSUSA in national listings, are honored guests at special events, and receive regular updates on how their support is helping to improve girls' lives throughout New Hampshire and Vermont.

#### **Juliette Gorden Low Society Members**

Erik and Eva Andersen Girl Scout Movement-wide Challenge Planned Gift

Susan Bates Emily Becker

Dianne Belk and Lawrence Calder Girl Scout Movement-wide Challenge Planned Gift

Eleanor P. Boden \*

Robin and Stephen Boyd

Sarah Brown

Mary Louise Brozena Betsy and John Bugden

Mary Burchard

Patricia and Paul Casey

Sarah Chaffee

Jennifer and Bob Clarke

Cynthia Cohen Jacie Crump

Susan Donnelly \*

Deborah Drake

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Stephen August

Kimberly Fowler

Stephen August
Tara and Jesse Pacht

Carolyn Pine Danielle Pray Deborah Rossi

Margaret and Jonathan Stevens

Linda Trust

<sup>\*</sup> Though we are grateful for their gifts, we are saddened to report the passing of Juliette Gordon Low Society members in 2018-19.



#### FINANCIAL SUMMARY

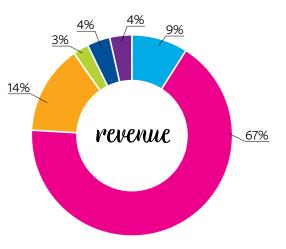
for the year ending September 30, 2019

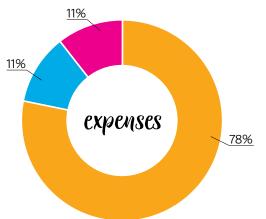
operating	revenue
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TOTAL REVENUE	\$ 5,945,648
Gain on Investments and Increase in Value of Trusts	\$ (29,314)
Gain on Sale of Assets	\$ 9,551
TOTAL OPERATING REVENUE	\$ 5,965,411
Miscellaneous	\$ 219,192
<ul> <li>Sales of Merchandise</li> </ul>	\$ 221,195
Council Service Fee	\$ 149,297
Program Fees	\$ 851,406
Product Sales	\$ 3,994,493
Public Support	\$ 529,828

#### operating expenses

Program Services	\$ 4,251,934
Management & General	\$ 605,263
<ul><li>Fundraising</li></ul>	\$ 578,021
TOTAL OPERATING EXPENSES	\$ 5,435,218
Depreciation Expense	\$ 343,966
TOTAL EXPENSES	\$ 5,779,184
Increase in Assets	\$ 166,464







#### 2018-19 BOARD OF DIRECTORS

Tara Pacht, President/Board Chair

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Emily Galeva Julia Tilton



#### Girl Scouts of the Green and White Mountains

1 Commerce Drive, Bedford, NH 03110-6835

girlscoutsgwm.org • 888-474-9686

