



girl scouts 
of the green and
white mountains
Serving New Hampshire and Vermont



2020 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.



Dear Friends:

There are so many words to describe the past year. Some might focus on the unknowns, the pandemic and the chaos that we all experienced. But Girl Scouts of the Green and White Mountains celebrates our motto: “Be Prepared,” and the amazing efforts of our members “to help people at all times.”

At the start of our membership year, we celebrated the accomplishments of our Young Women of Distinction with in-person award ceremonies in both states. Troops and membership continued to prosper, and our volunteers donated countless hours to mentor and support girls from every community and walk of life.

When our communities entered lockdown, Girl Scouts across New Hampshire and Vermont quickly set to work creating personal protective equipment which they distributed to health care workers and their neighbors to keep them safe. A wide variety of virtual programs were created to ensure girls across all regions could continue to experience the Girl Scout program, earning hundreds of badges and higher awards in the process. Regardless of the weather, Girl Scouts enjoyed outdoor challenges in their own backyards, in local parks or at one of our Girl Scout camps. Through the power of the internet, girls across the Green and White Mountains met and became friends with girls from across the U.S. and around the world.

As you read through this report, the positive impact of Girl Scouting on our members and our communities is clear. Girl Scout cookies brought smiles to our military, our hospital workers, and our police and fire departments. They also provided a sweet treat to thousands of families who were forced to turn to our food banks as jobs were lost.

All that we did was possible because of friends, donors, and volunteers. We thank you for your faith in our organization and our programming. Today’s girls require support beyond anything we previously imagined. But Girl Scouts is with them every step of the way to help them pivot and succeed in this new reality.



With sincere appreciation,
Tara Pacht

Tara Pacht
President
Board Chair

Patricia K. Mellor

Patricia K. Mellor
Gold Award Girl Scout
Chief Executive Officer



Girl Scouting offered ways to stay positive during the pandemic

As families were instructed to stay home and avoid the possible spread of the COVID-19 virus, Girl Scouts of the USA and Girl Scouts of the Green and White Mountains used all our resources to reach out to our membership and beyond to provide some sense of normalcy through virtual programming.

Our chief priority has been and always is the health and safety of our girls, families, volunteers, and staff. Our council suspended all in-person programming and troop meetings in March. Over the summer, we hosted in-person family camp evenings and weekends to provide outdoor opportunities for girls along with virtual day camp and other virtual programs. This fall, some troops began to meet with pandemic restrictions in place.

But the Girl Scout motto is “Be prepared,” and we are! Our council was already providing virtual programming for our members who don’t necessarily have access to a lot of resources and partners. We continued to transform even more of the programs that make us the world’s best leadership development program for girls in the world into online offerings. We offered Facebook Live opportunities; ways to earn badges like First Aid, Drawing, Celebrating Community, and Inside Government; and provided virtual troop meetings that met weekly with fun, interactive activities through a video chat platform.

Girl Scouts everywhere stepped up to take action and help with the need for personal protective equipment, making masks, sanitizer, and more. Others ran food drives, donated Girl Scout cookies, and made signs and videos thanking front-line essential workers for keeping life as normal as possible during the pandemic restrictions.

All those efforts continue today, as Girl Scouts across New Hampshire and Vermont strive to make the world a better place, and we are here to help them.



Badges offered in Spanish

For the first time, Spanish-speaking Girl Scouts in New Hampshire and Vermont had the opportunity to earn badges in their native language.

Girl Scouts of the Green and White Mountains offered the Animal Helper badge in both English and Spanish to girls in grades 6-8.

Girl Scouts interested in the relationship between people and animals learned about how they help and contribute to our lives and the world. Other badges in Spanish were offered, as well.

“We hope we can engage girls virtually with this format so they can continue earning badges during the pandemic,” said Daley Buckwell, Outreach Support Specialist for Girl Scouts of the Green and White Mountains.



Financial literacy expands with Fidelity Investments

The success of the partnership between Girl Scouts of the Green and White Mountains and Fidelity Investments® to teach girls investment literacy skills 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 gained the financial skills they need to be successful in life. This innovative program was 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.

The Fidelity Investments “Let It Grow” Investment Patch Program introduces Girl Scouts to investing for their future. When girls complete the program requirements, they receive a Fidelity Investments “Let It Grow” patch. The program allows girls to grow from Daisy through Ambassador, earning a new patch bar with each age level. Girls may start earning patch bars at any age level.

The youngest Girl Scouts - Daisies, Brownies, and Juniors, in grades K-5, learn to think about and save for the future, invest in others, and invest in business. Cadettes, Seniors, and Ambassador Girl Scouts, in grades 6-12, gain practical knowledge in funding a college education, and investing in a home and for retirement.

Summer camp reimagined

Summer camp – so many kids look forward to it, with the chance to be outdoors, make new friends, explore and gain new skills, and generally enjoy time to truly be themselves in a supportive environment. With the COVID-19 pandemic, summer camps everywhere had to adjust their plans, and Girl Scouts of the Green and White Mountains reimagined camp as an opportunity for girls and their families to enjoy the outdoors while staying safe.

While Girl Scouts' traditional day and resident camp programs in New Hampshire and Vermont did not take place this summer in order to keep everyone safe, we offered some great alternatives such as family evenings, family camping, and virtual camp programs. Regardless of the type of program, Girl Scouts continued to emphasize the importance of being outdoors in nature, as a way for girls to become more confident and courageous, giving girls many opportunities to challenge themselves, make lifelong friendships, and learn skills they'll use all their lives.

Virtual day campers were provided with activity kit backpacks they used throughout their week, where they spent one hour a day online getting to know their counselors and sister campers, then spent time outdoors doing activities like making an edible "campfire," trying out an orienteering challenge, or observing wild birds.

Jazmin Averbuck, the Camp Director for Camp Farnsworth in Thetford, VT, led girls through virtual 24-hour camping experiences, where a girl would spend a night outdoors at home, create a blanket fort for the night, or just create a tent for her stuffed animals. "We wanted to be sure we are giving campers time to communicate with one another and their counselors," she said, "where they sing camp songs and choose their own activities."

Families came to the council's properties for an evening to enjoy a picnic dinner and activities like singing, skits, and nature walks while maintaining social distance from other family groups. "We have a long history of inviting families to our camps," said Karyn Martin, Assistant Director of Facilities and Outdoor Programs for the council. "We've been working hard to invite families to camps. It's a logical progression."

Families looking for a true camping experience were welcomed to spend a weekend on site at Camp Farnsworth, Camp Kettleford, and Camp Seawood, camping in an Adirondack or lodge, while our staff assisted each family group individually in activities outdoors, ensuring that girls lead the way.



Girl Scout Cookie donations hit record

Girl Scouts of the Green and White Mountains donated more than 81,000 packages of Girl Scout Cookies to hometown heroes, those in the military, and to those simply in need this year. That's more than four times the number of packages donated last year, and a likely record for the council.

The donations came about through the generosity of those who decided to buy packages at cookie booths and donate to a troop's particular charity or through the Girl Scouts' Gift of Caring initiative. Once the pandemic struck and kept girls from selling in person, additional donations were made by those who purchased cookies online. The Girl Scout council also decided that unsold cookies would best benefit those in need and to thank our hometown heroes and military for their service.

The council has long participated in the Gift of Caring, allowing contributors to show gratitude to our community and service to our country. That initiative was expanded to include essential workers during the COVID-19 pandemic. More than 16 hospitals, medical departments and Red Cross locations received cookies; along with 18 military-related organizations like the National Guard, Veterans Administration, Pease Greeters, and veterans homes; plus police departments, fire departments, charitable organizations, food pantries, and others.

Appreciation for the heartfelt and caring donations came from nurses, doctors and support staff at Catholic Medical Center, Parkland Hospital, Elliot Health System, Dartmouth-Hitchcock and the Red Cross in New Hampshire, and Central Vermont Medical Center, the University of Vermont, and Northwest Medical Center in Vermont, were among those to receive donated cookies. Girl Scout Cookies even brightened the day for soldiers in the Vermont National Guard. In May, 4,500 packages of Girl Scout Cookies were delivered to the Manchester Veterans Administration and the Tilton Veterans Home in New Hampshire, as well as the White River Junction Veterans Administration in Vermont.

Girl Scouts gained unexpected new skills in conducting their cookie businesses online. These are lessons that we are carrying forward to the 2021 cookie season, with virtual cookie booths and contactless delivery.



Gold Award Girl Scouts

Girl Scouts of the Green and White Mountains is proud of our Gold Award Girl Scouts! This year, 11 girls earned the most prestigious award in the world for girls, and the most difficult to earn. Gold Award Girl Scouts have single-handedly changed the world – forever and for the better. Each 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.

This year's Gold Award Girl Scouts have preserved a town's history, gotten young girls to enjoy hiking, given high school artists a place to shine, brought together high school athletes and Special Olympians, fought to erase the stigma of mental illness in high school students, lifted up women in history, created a nature trail, helped high schoolers reduce pandemic stress, created an environmental awareness program, helped students manage stress in middle school, and showed children how dance can break barriers.



Sierra Dinndorf, Bedford, NH
Historical Bedford Remembered

Sparked by an interest in the history of her hometown of Bedford, Sierra was driven by a desire to make that information more accessible to all by putting it online. She worked with the Bedford Historical Society to catalog 35 homes and create a website complete with their histories and photos.



Alexandra Herr, Campton, NH
13 Before 13

An avid outdoorsperson, Alexandra has been hiking mountains since she was small. She wanted to encourage all children, but particularly girls, to enjoy the outdoors and nature. She created the 13 Before 13 project, a list of 13 hikes children under 13 years old would enjoy.



Abigail Robinson, Amherst, NH
Souhegan Literary and Arts Magazine

Abigail created a literary and arts magazine online to showcase the work of students at her school – and developed the framework to keep the magazine running in the future.



Chloe Tardif, Hudson, NH
Special Olympics Hudson Chapter

Chloe wanted to create an exploratory lacrosse program in conjunction with her high school's lacrosse teams to offer clinics for Special Olympics athletes. Her participants learned new communication skills and how to interact with people with disabilities.



Emily Galeva, Lebanon, NH
Breaking the Stigma of Youth Mental Health in High Schools

Emily was determined to raise awareness of mental health issues and address the stigma that prevents students from getting help. She took her message to high schools in New Hampshire, and represented students at multiple state events and programs.



Emma Kinsey, Durham, NH
Herstory

Emma's project tells the stories of women at three different points in time. Presented at Portsmouth's Strawberry Banke Museum, she showed how women in traditional roles still had an impact on families, women's lives, and history in general.



Emma Rothe, Hopkinton, NH
Hopkinton Nature Walk

Emma turned abandoned and unused old farmland behind the Hopkinton Library into a nature trail that everyone in the community can enjoy, creating an opportunity for people of all ages to get outside and be active, as well as limit screen time indoors.



Katherine Tiso, Amherst, NH
Stress Less

Katherine created a program of stress-reduction techniques and a high school club called Stress Less to help high schoolers with school stress.



Chloe Gross, Deerfield, NH
EcoKids Environmental Program

Chloe believes that the youngest among us will be the generation to see that climate change and biodiversity issues are addressed. She created the EcoKids Environmental Program to get kids outdoors, spark an interest in nature, and teach them about the value of a healthy environment.



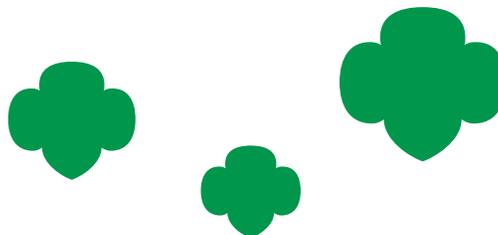
Alexis Kouwenhoven, Bristol, VT
Managing Stress and Anxiety

Alexis created a curriculum for fifth and sixth grade teachers to help students transition from a small elementary school to a large middle/high school, learn to manage stress and anxiety, and taught students how to create their own stress balls, worry stones, and art to reduce stress.



Mallika Saksena, Stratham, NH
Dancers Without Borders

Mallika wanted to help children be active in a less active world, as well as introduce them to dance in different cultures. She organized dance workshops, donated costumes to Traveling Tutus, and wrote a blog about volunteering.



National Gold Award Girl Scouts Nominees

Girl Scouts of the Green and White Mountains nominated three of its Gold Award Girl Scouts to earn the ultimate recognition – to be honored as National Gold Award Girl Scouts.



Alexandra Herr's project is called 13 Before 13, which addressed the issue of getting children, particularly girls, outdoors. An avid hiker since age 5, Herr created a list of hikes children 12 and younger can handle, earning stickers and a patch as they work through the list.



Kaitlyn Dinndorf addressed both homelessness and recycling with her project, Recycled Rest. Converting plastic grocery bags into plastic yarn, or "plarn," she coordinated many community groups to help crochet 61 mats that were donated to homeless people for protection from the cold ground.



Amanda McVey saw the need for mentorship in her community, and created the Sidekicks mentoring curriculum, which any organization can use to start mentoring programs of their own.

Girl Scouts break barriers in STEM fields

Science, technology, engineering, and math make up STEM - and Girl Scouts love to explore, dream, and put their skills to work!

GSGWM kicked off the 2019-2020 year with the unveiling of our new STEM on-the-go van in October at our G.I.R.L. Expo in Bedford, NH, which also allowed over 100 opportunities for girls to engage with experts in the STEM field. The van was designed to take our technology to every part of New Hampshire and Vermont and make it available to girls who don't always have access to it where they live. This vehicle has mobile broadband, a SmarTV monitor, Surface computer tablets, microscopes, a 3D printer, solar panels, and more. Prior to the pandemic, we brought programming like cybersecurity, space science and more directly to girls. These programs are now offered virtually, but we're hopeful the van will soon be back on the road as pandemic fades.

A Wolfeboro, NH, Girl Scout troop that began as a FIRST LEGO League team several years ago took the challenge presented by the robotics competition to reimagine the reuse of an unused or underused building in their community beyond mere ideas. Having designed plans to convert the Wolfeboro Municipal Electric Building to a community center, they worked to bring that dream to reality, getting a \$25,000 feasibility study passed by voters in March. These Girl Scouts were recognized for outstanding advocacy by the New Hampshire Preservation Alliance with its Preservation Achievement Award.

FIRST LEGO robotics isn't the only way Girl Scouts learn coding. GSGWM teamed up with Rebecca Zhu, 17, an Ambassador Girl Scout from Nashua, NH, who created Coding Scouts, a free three-week online class offered to Girl Scout Cadettes. It was open to Girl Scouts across the U.S. Zhu was awarded a \$3,000 scholarship by the National Center for Women and Informational Technology - a national nonprofit focused on women's participation in computing. Girl Scouts earned the Coding Basics badge by creating a meme using Javascript, learned how to create an avatar, or image to represent themselves, and how to create a website.

One of the leaders in biotechnology, located right in Manchester, NH, ARMI/BioFab has awarded a three-year Education and Workforce Development project to GSGWM. We have partnered with them to provide a patch program in the coming year - a cutting-edge program that will teach girls what it means to create and manufacture living tissue, looking ahead to a possible future of helping people with organ failure.



Thank you to our supporters

for gifts received in the fiscal year ending September 30, 2020

\$500 and up

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Alpha Chapter of Delta Kappa Gamma
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American Legion Post 105
Ella F. Anderson Trust
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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, 2019, and September 30, 2020.

Memorials and Tributes

for gifts received in the fiscal year ending September 30, 2020

In Honor of:

Felicia Beach

Kristi Odonnell

Arianne Bedard

Anonymous
Elyssa Bailey
Monique Bedard
Martha Gendreau O'Sullivan
Lori Goodell
Paula Hillenbrand
Kermit Kauffman
Kristin Kimura
Carrie Loszewski
Jennifer Peffley
Nancy Pongratz
Judy Preston
Jessica Roy
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Rachel Zimmerman

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Linda Thomas
Kellie Wardman

Jennifer Clarke

Elizabeth Bilodeau
Ramona Bilodeau
Patricia Casey
Christina Lindberg
Eric Lindberg
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Emilee Wyner

Nancy Clockedile, Vanda Cousins & Linda Gallop

April Ouellette

Megan Cuddy

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Marilynn Barr
Andrea Blasdale
Molly Bushey
Sarah Canney
Patricia Casey
Adam Clarke
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Laura Champion

Christine Haswell

Ann and Andy Noyes

Caitlin Haumann

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Bilith Wells

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Marge and Paul Inderbitzen

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Kaylynn Kierstead
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Audrey Kincaid

Patricia Mellor and
Stephen August

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Beth McMinn
Janice Novak
Wendy Petkus-Mazeika
Ashley Pinault
Suzanne Scull

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Kathleen and Jimmy LeSage
New Life Hiking Spa

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Wendy and George Green
Heather Ledoux
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Gail McBride

Suellen McAvoy Peluso

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Merana Cadorette
Mary Garica
Kelly Ladd
Mark Mastromarino
Ruth Pendergast

Tina Wiles

Margaret Daly
Mary Griswold
Louise Reese
Phyllis Roy

Dawn Zipp

Michelle Phillips

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.

In Memory of:

Alison Werner Barton
Karen and Eric Werner

Marilyn "Willy" Black
Nancy Carter

Tracy J. (Hall) Boyle
Kevin Boyle
Jane and Richard Hall

Ruth Carder
Georgine Gori
Linda Grucel
Belinda and
James Mulvey
Margo and Rick Reder
April Telles

Susan Donnelly
Mary Ellen Hettinger

Courtney Hill
Shala Burroughs
GSGWM Service
Unit 221
Tara Pacht

**Florence "Gunga"
Isenberg**
Nicole Brassard Jordan
and David Jordan
Robin Isenberg

Sandra Johnson
Karen Clements

Nadya Johnston
Linda Habif

Richard Kincaid
Teresa and Tracy Hare

Cynthia Love Ferneau
Kevin and Melanie Isett

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Saint-Gobain Crystals
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Marion Brown Thorpe
Alpha Chapter of
Delta Kappa Gamma

Susan Tucker
Raymond and
Marilyn Tucker

Norbert Whitman
Pamela and
Charles Lyman
Tara Pacht

The Juliette Gordon Low Society grows

The Juliette Gordon Low Society (JGLS) 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 Gordon Low Society Members

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

Anonymous Members

Stephen August
Susan Bates

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

Robin Boyd
Stephen Boyd

Sarah Brown
Mary Louise Brozena
Betsy and John Bugden

Mary Burchard
Asha Carroll
Patricia and Paul Casey
Sarah Chaffee
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Cynthia Cohen
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Deborah Drake
Sherry and Louis Edmonds

Cheryl and Ward Heneveld
Mary Ellen and Scott Hettinger

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Jesse Pacht
Tara Pacht
Karen M. and Bruce A. Pehrson

Peggy and John Piette
Carolyn Pine
Danielle Pray

Stephanie Romero
Deborah Rossi
Carl Thompson



2020 Year in Review

2019-20 Board of Directors

OFFICERS

Tara Pacht, *President/Board Chair*
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 Katelyn PC Hudson, *Second Vice President*
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 Susan Manning, *Secretary*
 Patricia K. Mellor, *Chief Executive Officer*

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Candice Benson
 Asha Carroll
 Maura Grogan
 Courtney Morin
 Peggy Piette

GIRL REPRESENTATIVES

Erica Faucher
 Emily Galeva
 Evangeline Rockwell

13,838

total members

9,114

girl members

4,724

adult members



1,955

girl experiences in the outdoors

324

virtual camper weeks

74

adults trained in outdoor skills



104

Zoom licenses provided to volunteers for virtual troop meetings



25%

Daisies

GRADES K-1

Brownies

GRADES 2-3

31%

23%

Juniors

GRADES 4-5

Cadettes

GRADES 6-8

14%

4%

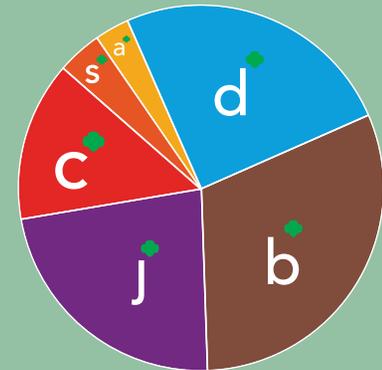
Seniors

GRADES 9-10

Ambassadors

GRADES 11-12

3%



11

Gold Award Girl Scouts

24

Silver Award Girl Scouts

57

Bronze Award Girl Scouts



5,262

hours of service in Highest Award projects



1,300,254

packages sold

6,783

girls participating

191

average packages sold per girl



Financial Summary

for the year ending September 30, 2020

285

virtual programs held



4,794

virtual programs participants

49

states served by virtual programs



81,000+

council-donated packages of cookies

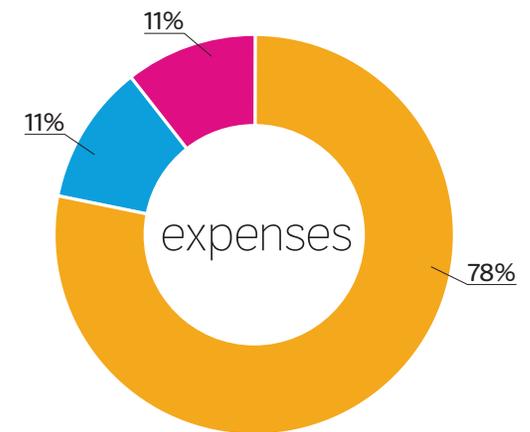
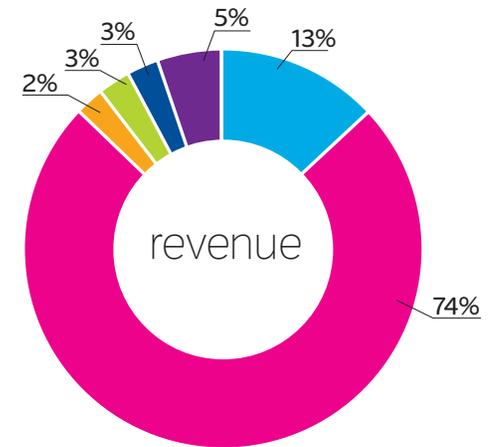


operating revenue

● Public Support	\$	694,939
● Product Sales	\$	3,925,530
● Program Fees	\$	130,562
● Council Service Fee	\$	133,586
● Sales of Merchandise	\$	139,976
● Miscellaneous	\$	277,235
TOTAL OPERATING REVENUE	\$	5,301,828
Gain on Sale of Assets	\$	2,200
Gain on Investments and Increase in Value of Trusts	\$	124,886
TOTAL REVENUE	\$	5,428,194

operating expenses

● Program Services	\$	3,718,534
● Management & General	\$	449,337
● Fundraising	\$	515,854
TOTAL OPERATING EXPENSES	\$	4,683,725
Depreciation Expense	\$	300,223
TOTAL EXPENSES	\$	4,983,948
Increase in Assets	\$	444,966



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