

## The future of Girl Scouting

*Girl Scouts is more relevant than ever as we change to meet the needs of today's girls*

Growing up has always been a challenge. Today's youth is facing issues most adults can't even imagine. Research shows that more than half of girls ages 5-13 say the very idea of becoming a grown-up is scary. That's where Girl Scouts comes in and where supporters of Girl Scouts can help.

Girl Scouts stands as a powerful and unwavering force in girls' lives. We believe every girl deserves the chance to discover her true identity and talents, to have a chance to shine, to build her confidence, ignite her curiosity, and find the power within themselves.

Key issues for girls today are mental wellness, technology, social media, bullying, and the development of healthy social skills. Research by Shine Scout and Girl Scouts of the USA confirms that parents want their daughters to feel confident, supported, and free to become who they are meant to be. Girl Scouts exists to help every girl uncover the strength, confidence, and purpose already within her. We provide the space, support, and sisterhood she needs to explore who she is and who she wants to become. We do not define her identity for her; instead, we create experiences that empower her to discover it herself.

Girl Scouts is so much more than developing certain skills. It's the development of the girl herself, preparing her not just to succeed in something but to thrive in life. It is through the skills we teach that girls build competence in hard skills as well as soft skills like critical thinking that help



These Girl Scouts attended the Global Leadership Conference hosted by Girl Scouts of the Green and White Mountains in March. Girl Scouts of the USA and the council are working to make it easier for all girls to join and find their power within. (GSGWM photo)

them navigate life's challenges and opportunities. A competent and confident girl is able to overcome obstacles and challenge herself.

Girl Scouts of the Green and White Mountains has committed to welcoming girls of all backgrounds into Girl Scouts and providing meaningful experiences that benefit all girls and their families, while ensuring that our volunteers also find purpose and fulfillment in their roles. Our movement strategy aims to provide the best program that families feel is integral to their needs.

To achieve this, we are ensuring that our programs are accessible and welcoming to all communities, including offering outreach and engagement in multiple languages. We are expanding opportunities for participation through innovative experience models that do not require traditional troop membership. We are simpli-

fying the volunteer experience, improving technology, and strengthening our role as a thought leader and trusted expert on girls through updated brand positioning. At the same time, we are prioritizing long-term financial sustainability by establishing local corporate partnerships and opportunities for donors to support our mission.

When donors invest in Girl Scouts, they ensure that every girl, regardless of background, has the space, mentorship, and experiences she needs to grow into her fullest self. Our donors help remove barriers so our opportunities reach every girl. This support is used responsibly and intentionally. One donor who has included the council in her estate plans shared how important her Girl Scout journey was to her current success as an author and writing coach. She fondly remembers her years at Camp Farnsworth as a young

## Girl Scouts of the Green and White Mountains

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## The future of Girl Scouting

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camper and credits that time to shaping her curiosity and love for nature.

Volunteers are the heart of our organization. We are committed to improving their experience by providing the support they deserve and the information they need. We have reorganized council staff to be more supportive of volunteers and provide more training. The council has divided New Hampshire and Vermont into eight regional districts which allows staff in each geographic area to build stronger relationships within key towns and communities. We are ensuring that our volunteers feel not just supported but fulfilled and making a meaningful difference in the lives of girls.

In May, Girl Scouts of the Green and White Mountains hosted a national team of trainers to lead a “Level Up Community Engagement Training” for about a dozen of our staff and colleagues from across New England. Staff learned best practices for engaging with communities, supporting volunteers at the local level and beyond.

Communication is central to this effort, and to better connect our volunteers, members and families, the council has implemented Rallyhood, an all-in-one online platform designed to centralize communication, collaboration, event management, and member engagement. Rallyhood provides a private and secure space where members can communicate, share information, and stay organized without relying on fragmented tools such as email or social media. The platform is already helping streamline volunteer coordination, troop management, and community engagement.

Caregivers also need flexible and convenient ways to participate. While the traditional troop experience continues, we need to offer new ways for families to participate. With just a few clicks of their smartphone or computer, they will soon be able to choose to participate in person or virtually; as a family, parent-child, or just the girl; year-round, seasonally, or short-term; and choose the experience they desire – local event and activities, day or overnight camp, meeting new friends, or starting a troop. Girls and caregivers can curate the experience that’s perfect just for them!

Parents want their children to try new

things, gain confidence, give back to the community, and make new friends. They value the physical plan that has been proven to reduce anxiety and depression. They are concerned about how their daughters view themselves and want them to have positive body images.

That’s why we are dedicated to mental wellness programs and training. A dedicated council staff member now provides guidance and training for troop leaders, volunteers, and staff. Last fall, we hosted our first Mental Health Summit, equipping participants with practical tools and strategies to manage stress and anxiety while supporting others in their communities.

The council’s long-range property committee listened to girls, volunteers, and adult members who were surveyed about their desires for changes to camp. They developed a five-year plan that includes making the properties and programs ADA-accessible, providing more access to water activities, and providing a progression for families who are not comfortable camping to experience easier ways to enjoy the outdoors and camp activities.

At Camp Kettleford, we are installing an above-ground pool and converting camp facilities to flush toilets. A new pavilion has been constructed and boating opportunities will be expanded.

At Camp Seawood, we have added a handicap-accessible ramp to Ranger’s Roost and made HVAC improvements. Future plans include creating private changing spaces, installing lighting in cabins and parking areas.

Camp Twin Hills will get a new pavilion and new Adirondack roofs. At Camp Farnsworth, plans are for a walk-in cooler and replacement of the Kaflik cabins. Low-ropes activities are being installed at camps and we are developing a three-season archery program. Plans are in the works for expanded program space at the Bedford office.

A priority of the plan is identifying and providing additional program facilities in the northwestern area of Vermont that would provide space for troop meetings, council programs, retail space, and opportunities to engage new families in Girl Scouting.

Our future is bright as we work to make Girl Scouts the best it can be.

## TO DONATE



We appreciate your gift to Girl Scouts of the Green and White Mountains. Please visit [www.girlscoutsgwm.org/donate](http://www.girlscoutsgwm.org/donate) to make an impact or use the above QR code.

**Questions?** Call us at 888-474-9686 or email [customercare@girlscoutsgwm.org](mailto:customercare@girlscoutsgwm.org).

## We want every child to find their power within



Dear friends,

"I believe the children are our future ..." You probably recognize those words sung by Whitney Houston and written by Michael Masser and Linda Creed in the Greatest Love of All. As we look to our future, I fully agree with these words, and strongly believe that we must "Teach them well and let them lead the way."

We are already planning for our upcoming year and know that we must ensure our programming supports every girl as she finds her own power within. Every child is unique and special, so there is no one-size-fits-all pattern to our success or engagement. Instead, Girl Scouting meets girls where they are at, allowing them to explore their interests, find their passions, and support them while they learn to lead and take action. We do this with the efforts of amazing volunteers and staff who love watching girls grow in their courage and confidence.

This summer, Girl Scouts from across our country and around the world will gather in Washington, D.C., to discuss the future direction of our Movement. Within this Trailblazer we have highlighted two of our six delegates, Ursula and Veronica. Our delegates have been gathering feedback from various constituencies so they can enter into the conversations representing the needs

of Girl Scouts across New Hampshire and Vermont, while making decisions for the good of all.

We are also excited to send four Girl Scouts ages 14-20 representing our council and country to the Girl Scout Global Citizen Summit, taking place in conjunction with the National Convention. These young women will work alongside international Girl Guides and Girl Scouts to address global issues, brainstorming solutions and testing programs. Each participant will then bring back what they have learned to share with other Girl Scouts through an amplification project. We are so proud to be so well represented!

With grateful appreciation for your support and partnership,

Yours in Girl Scouting,

*Tricia*

Patricia K. Mellor  
Chief Executive Officer  
Gold Award Girl Scout

## The Girl Scout Experience Box makes leading a troop much easier

The Girl Scout Experience Box is a new strategy Girl Scouts of the USA instituted two years ago to help new volunteers to become troop leaders and retain the volunteers who use them. New Daisy and Brownie leaders get a series of boxes that provide the materials and plans that provide all they need to have fun and fulfill troop meetings.

The monthly boxes start at Daisy level (kindergarten and first grade) with a welcome theme, with subsequent kits teaching the concepts in the Daisy petals, or badges, these Girl Scouts earn. Brownie boxes also start with a welcome theme and move on to themes like outdoor art, create and innovate, and sharing experiences in the global community. They also help both leaders and girls learn how the Girl Scout Cookie program works and prepare them for the annual entrepreneurial experience.

Surveys of the use of these boxes by GSUSA have shown that leaders and caregivers

feel satisfied with the program and increased their likelihood to continue for another year in Girl Scouts. The program has led to a higher retention rate of both Girl Scouts and volunteers, a crucial goal for both the national organization and our council. It has been successful enough to prompt a new Junior Box in the coming membership year to encourage leaders of new Juniors to continue.

The boxes are available in English and Spanish, as we make the effort to reach out to communities who may never have considered joining Girl Scouts before.

In its first year of use, Louisa Cartier of Meredith, NH, agreed they make it easier for new leaders to be successful.

"If people knew they could get the boxes," she said, "more people would be willing to become Girl Scout leaders."

That's proving to be true, not only for new leaders but also to retain leaders as they move into Brownies and Juniors.



Louisa Cartier said the Girl Scout Experience Box relieves her of planning meetings so she can give her troop more attention. (GSGWM photo)

## Alum Profile

# Ursula Olender – Helping determine our future

Gold Award Girl Scout, troop leader, alum, and executive director for the Center for Careers and Internships at Middlebury College – Ursula Olender has dedicated her life to Girl Scouts. She's now helping Girl Scouts of the Green and White Mountains as well as Girl Scouts of the United States of America shape the future as a national delegate to the tri-annual national convention of Girl Scouts this July.

Olender is a lifelong Girl Scout who leads Troop 51876 in Bristol, Vermont, which has nine girls in grades 2-10. She was the director of Green Mountain Day Camp in Salisbury, Vermont in 2018 and 2019, has chaperoned a Girl Scout trip abroad, and was the council's Volunteer of the Month in 2018.

She looks forward to having a voice at the national convention.

"I've attended a lot of webinars, a lot of listening sessions where girls and volunteers from all over the country are participating in discussions on a variety of topics that will be debated," she said. "It's really an opportunity to have a voice and an opportunity to represent our membership within the Council on some of these topics that, are affecting or will affect, our membership in years to come."

One topic she plans to engage with is the licensing of Girl Scout products, such as candy, dog treats, or health care items. There have been worries about the sale of some licensed products during the Girl Scout Cookie program, potentially interfering with sales.

"People have very strong opinions about this," she said. "We know that national is able to earn a lot of money off these licensures, and our financial standing is very important to the continuation of the movement, so there are all these factors that need to be considered, but ultimately, my job is to listen to our membership and be their voice."

Other topics to be covered at the convention include leadership awards, the older girl experience, and others that are important to our membership.

To be sure she's representing the concerns of Girl Scouts of the Green and White



Ursula Olender

Mountains' membership, she and other delegates have been talking with members, visiting service units to get feedback, and attending the council's monthly volunteer meetings.

Once the convention ends, Olender hopes to share her experience through webinars and volunteer meetings.

In her career at Middlebury College, Olender sees many parallels with guiding Girl Scouts and college students preparing for their futures. She helps them think about their futures and what they might do that's purposeful and what kind of life they want to have after college.

"My work with Girl Scouts aligns very much with that same work," she said. "I'm just working with younger girls, and I get to see them much earlier, in some cases, you know, at age 5, as Daisies. I get to help them with identifying mentors and pursuing passions and learning how to make friends, and similar things that you do in college. But if you learn that earlier,

college is much more manageable."

Olender wanted her life to be meaningful, noting that if she had to do a job that didn't align with her values, it would be very hard for her.

She's enjoyed mentoring Girl Scouts, watching them grow up and even come back to her with their daughters.

"I don't have any kids of my own," she said, "and so, this has definitely been an outlet for me, and, being able to be around younger kids, not college age, there's just a much different energy, with seventh-graders than with 20-year-olds."

She encourages more adults to become involved with Girl Scouts, helping to make a difference in their lives.

"It's a joy," she said of her meetings, "even when the girls are being as rambunctious and energetic and naughty and all of the things that kids are, I have the opportunity to spend, an hour and a half, maybe four hours a month with them, sometimes a little bit more if we're doing activities. And for me, it's feeding my soul."

Olender said Girl Scouts has been life-changing for her, giving her opportunities to travel the world, and pursue college and a career.

## What is a national delegate to GSUSA?

Every three years, Girl Scouts of the USA holds its national convention. The 58th National Council Session will take place at the Walter E. Washington Convention Center in Washington, D.C., from July 20–22, 2026.

The session is the business meeting where delegates from every council across the nation and from USA Girl Scouts Overseas meet to discuss, debate, and vote on issues important to the Girl Scout Movement and elect national leaders for the next triennium. It's democracy in action, as girl delegates vote alongside adult delegates and have a direct voice in shaping the future of Girl Scouts.

Nearly 1,000 delegates attend from all

the councils, which include girls, adult volunteers, board members, and executive staff.

Councils choose their national delegates as specified in their council bylaws; in many councils, there is an application process followed by election or approval by the membership at a council's annual meeting. Regardless of the process used by a council, our national constitution requires that all national delegates be citizens of the United States who are members of the Girl Scout Movement and 14 years of age or older.

At the session, delegates vote on the issues facing Girl Scouts, determining our future.

## Girl Scout Profile

# Veronica Galdieri to represent council at convention

While Veronica Galdieri is not yet an alum, she soon will be when she travels to Washington, D.C. for the tri-annual national convention of Girl Scouts of the USA this summer.

Galdieri, 18, is finishing her final year as a Girl Scout Ambassador and high school student. She is from Concord, NH, where she participates with Troop 20368. She plans to participate in Girl Scouts Unite as well as the convention, making the most of her trip to Washington, D.C.

When her mother brought up the idea of being a delegate for Girl Scouts of the Green and White Mountains, she decided to go for it.

“I was really interested in the possibility of representing the council at this wider thing and getting the chance to do this sort of legislative process,” she said, “and it seemed like the type of thing I really enjoy, learning about issues and getting a full picture perspective on things. So it just felt very up my alley.”

Galdieri has often helped with Girl Scout events and with her FIRST robotics team. With FIRST, she was on a small team where there was a lot of responsibility on individual members, solving problems and communicating with others, including the public.

As a delegate, she will discuss issues and vote on updates. She’s looking forward to learning how our council fits into the broader organization and while making sure we are represented well there.

What kept Galdieri participating through her high school years was “the friendships but it was also the opportunities,” she said. “A lot of times when people are getting their kids into Girl Scouts at a really young age, there’s a lot of school-based troops, which means there’s a lot of these communities and cliques that kind of know each other already, and interact a lot outside of Girl Scouts, that was never my experience.”

She said she got to know girls from other communities and loved meeting new people. She has gotten to travel to places like Lake Placid in New York and to the Poach-



**Veronica Galdieri represented Girl Scouts on WMUR-TV as a top cookie seller for its Heart of New Hampshire show focusing on the good done by Girl Scouts during cookie season. (GSGWM photo)**

er Jamboree – a worldwide gathering of Scouts and Guides in the United Kingdom – and is now looking forward to a troop trip to Europe as the capstone to her Girl Scout experience.

Galdieri had to readjust her expectations and plans during the pandemic, but still managed to do some travel.

“I like seeing cities,” she said. “I also like traveling around on whatever the most common mode of transportation is. I love trains, and so Europe’s really good for that. Our New York trip was also very good for that. I like navigating places, that’s always been a thing for me.”

The Girl Scout Cookie program is the engine that powered her activities, and she has been one of the council’s top cookie sellers. She, her mother, and other top sellers represented the council on WMUR-

TV this past winter on its Heart of New Hampshire program to talk about the program, the new cookie flavor, and how the cookie program provides not just the funding for activities, but the skills to run a business, plan ahead for a goal, and be confident in front of the public.

She said she’s gotten a lot out of the cookie program.

“One of the things that I’ve encountered, even talking to other high schoolers, that I think is really interesting ... is I know how to run a table,” she said. “And a lot of other high schoolers don’t know how to run a good table, and where to place things, and how to talk to people, and how to look engaged and encourage people to come up without being overly intimidating, and I’ve gotten really good with that. And I think I’m just really good with interpersonal customer interactions in a way that I think is kind of rare, even for high schoolers who have retail jobs because I’ve been doing it for so long.”

She credits her participation in the program with giving her real-life skills.

“Those are skills that will be definitely transferable to whatever I do in my future,” she said.

As an older Girl Scout, Galdieri said, she has found that Girl Scouting became more important to her life.

“I’ve started making many more friendships that have had a lot more longevity now that I am in high school,” she said. “The people I know now through it are people where I feel pretty certain I’m still gonna be talking to them in 10 years, and I think that those skills I’ve really seen come to fruition more as I’ve gotten older, and I think that’s really special. I think people kind of forget about the teenage Girl Scouts sometimes.”

Though she hasn’t yet chosen her next educational experience, she’s looking at colleges and plans to stay involved in Girl Scouts in some manner, perhaps volunteering with a troop.

The council looks forward to hearing from Galdieri when she returns from the national convention.

# Council actively works toward impact and belonging

As Girl Scouts shift to centering the health, wellbeing, connection, growth, and independence of girls, Girl Scouts of the Green and White Mountains is also prioritizing girls' mental wellness and providing the education volunteers can use to meet that goal.

Amanda Powell is the conflict resolution and training lead for the council who is providing programs for this effort. She has a bachelor's degree in psychology and worked in the human services field for many years. Her work encompassed in-home counseling to help reunify families, to help support youth on probation or kids who were placed out of the home. She also worked with adults with disabilities and worked at an intensive residential facility to provide support to youth. She has been with the council since 2017 and once led a troop in Rindge, NH, with 26 Girl Scouts in grades K-8.

"I am helping to roll out all of the trainings that I brought to Girl Scouts when I came to work here," she said. "So, I'm do-

ing Positive Behavior Interventions and Supports, which is that evidence-based system for helping to manage behavior in group settings. And I'm also a certified trainer for Youth Mental Health First



Amanda Powell

Aid, which is a national certificate, that folks can get that's good for three years. That will teach them how to respond and support to a youth, both in a mental health crisis, and when they're not in a crisis, but just maybe having some mental health challenges."

Powell is running a pilot program called Be A Sister, a new initiative from Girl Scouts of the USA to find new ways for all girls to belong.

"Our initial goals" she said, "are to find out what supports our council staff need to feel more informed, and they have the supports they need in regard to those inclusion topics, and then also to make sure

all of our staff feel like they belong in Girl Scouting."

Powell emphasized that impact and belonging shouldn't be viewed through a political lens.

"What it all boils down to," she said, "is making sure every single little girl in our council feels seen and feels like she has a space here, and I think that that's something wonderful we should all strive for."

Girl Scout volunteers, leaders, and staff can be trailblazers in the mental health space, helping girls become more confident as they make their way in the world.

She has started programs for the council that address behavioral issues and mental wellness and offers one-on-one help for those who request it.

Powell notes that the world has changed a lot, even since she was a Girl Scout in the 1990s, and wants to be sure we can speak to that world and provide a bridge. Alums can bring Girl Scouts into our traditions and give them a sense of belonging.



## Join our Board of Directors

Are you looking for a volunteer opportunity that you can be passionate about? Is it important to you to support young girls and women to build their confidence and leadership skills? Our Girl Scouts of the Green and White Mountains Board of Directors would love to talk with you.

Ideally, you will have the following skill sets:

- You live in New Hampshire or Vermont.
- You are committed to helping with the strategy, oversight, fiduciary responsibilities, and decision-making for the council.
- You are connected to local communities.
- You bring interest and or skills in legal and risk management leadership, finance, accounting, STEM, or education.

Have you recently retired and are looking for a volunteer opportunity? Donating your time to the Girl Scouts of the Green and White Mountains is a great way to find your purpose.

Our Board of Directors has varied backgrounds: marketing, sales, education, IT, and office management, to name a few.

If you want to explore a volunteer role and are not sure whether you would like to be on the Board of Directors, we also have other roles you can try to see if serving on the board is for you.

For example, you could donate your time to one of the committees to try this out and support the Girl Scouts.

The time commitment is one meeting per month, as a virtual call, and one retreat per year to develop strategy for the year.

To learn more, contact [customercare@girlscoutsgwm.org](mailto:customercare@girlscoutsgwm.org).

# Donors make all the difference for Girl Scouts

There are many ways to make a difference and Girl Scouts of the Green and White Mountains is grateful to everyone who has donated, providing new opportunities to our Girl Scouts and improving our properties.

- Thanks to a donor in the Seacoast area, combined with his employer's corporate match, a gift was made to remove the existing ramp at Ranger's Roost at Camp Seawood and replace it with an ADA-compliant ramp. This ramp is the first step of many as we work to ensure all of our camp properties are ADA-compliant, allowing us to welcome Girl Scouts and their families of every ability to enjoy camp year-round.
- Our council has recently been awarded a grant from Girl Scouts of the USA to grow our paid facilitator program. This allowed us to invite Girl Scouts in Manchester, Concord, Rochester and Laconia, NH, to join one of the five new staff-led troops in partnership with after-school providers in their area. They



The new ADA-compliant ramp built at Ranger's Roost at Camp Seawood. (GSGWM photo)

are offered at no cost to those who qualify.

- Passumpsic Bank, a community bank serving Vermont's Northeast Kingdom, central Vermont and New Hampshire's North Country and Machias Bank, with a new branch in Manchester, NH, provided thousands in support of our efforts. Rochelle Eastman of Passumpsic said, "Strong communities are built

on strong foundations, the girls of our community are tomorrow's innovators, leaders, and changemakers. We are honored to stand alongside an organization that equips girls with the tools, mentorship, and confidence to reach their fullest potential."

- Our upcoming FutureFest in Vermont is supported by sponsors Bin There Dump That and Passumpsic Bank.

## Thanks to the members of the Juliette Gordon Low Society:

The Juliette Gordon Low Society was established in 2012 to thank and honor those who choose to include Girl Scouting as part of their estate plans. Members who choose to create a lasting and meaningful legacy will include Girl Scouts of the Green

and White Mountains through wills, charitable gifts, trust arrangements, real estate gifts, and life insurance policies.

Your giving can ensure that Girl Scouts will continue to build a lifetime of lead-

ership skills and positive change in their communities. To learn how you can make a difference and include Girl Scouts of the Green and White Mountains in your future plans, visiting our Donate page at [www.girlscoutsgwm.org](http://www.girlscoutsgwm.org).

### We thank the society's 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 and Stephen Boyd  
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## Learn More

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## Donors gave generously, Girl Scouts benefited



Thanks to a longtime Girl Scout supporter and volunteer, over \$4,500 was raised for fireplace repairs at Camp Twin Hills, after she saw a need and started a fundraising campaign. (GSGWM photo)



Girl Scouts of the Green and White Mountains hosted a new fundraising effort – Cookies & Brews event held in March at the Burlington Beer Company in Vermont. Shown is the council CEO, board, and staff at the event. (GSGWM photo)



Eversource donated \$1,500 for the benefit of Girl Scouts and hosted the council for one of its cookie rallies at their Manchester offices, which featured live ferrets, the animal mascot of the 2026 cookie sale. (GSGWM photo)



Our Gift of Caring cookie donation program resulted in over 26,000 packages being given to various charities and community service entities. In Lebanon, NH, Walmart store manager Jillian Ricca presented a check for \$5,000 to Girl Scouts of the Green and White Mountains in support of the Girl Scout Cookie program. (GSGWM photo)



GE Aerospace of Hooksett, NH, provided a day's worth of volunteerism at Camp Kettleford on May 15, preparing the camp for summer use and building dozens of benches for the council's camps as part of the Granite United Way Day of Caring. Girl Scouts of the Green and White Mountains is grateful for corporate support like this. (GSGWM photo)



Among the projects taken on by GE Aerospace at Camp Kettleford was the construction of a new pavilion at Camp Kettleford. Camp Twin Hills will also receive a new pavilion this summer, thanks to our donors. (GSGWM photo)