

girl scouts
of the green and
white mountains



Where Girl Scouts Grow

2024-2025
Impact Report



Girl Scouts support the whole child by nurturing mind, body, and character through hands-on activities, supportive relationships, and leadership opportunities that meet girls' developmental needs at every age.

A Message from our Board Chair and CEO

Every girl deserves a place to call her own, a place where she can be herself, make friends, try new things, and feel safe to learn and grow. As our Impact Report shows, Girl Scouts of the Green and White Mountains provides that space for girls throughout New Hampshire and Vermont, ensuring that every girl has access to high-quality experiences that build confidence, resilience, and community connection.

For nearly 114 years, Girl Scouts has adapted to meet the evolving needs of girls while delivering programs that align closely with core community priorities: promoting mental and physical well-being, supporting academic achievement, expanding equity and opportunity, and preparing young people for future career pathways. Through our four foundational pillars – outdoors, life skills, STEM, and entrepreneurship - we help girls develop the essential skills that strengthen not only their lives, but the communities in which they live.

Our foundations match what communities and parents want: parents want their children to have the best opportunities to develop skills, be physically and mentally healthy, stay safe, and discover their talents. Here, girls explore the world in their

own way, finding their strengths with caring adult mentors who provide an authentically supportive and positive experience. We support the whole child as they develop social, emotional, physical, and cognitive skills, grounded in research and delivered through our programming.

In the past year, social connections have been made, confidence has grown, and goals have been set and met. Girl Scouts explore the outdoors, take chances and learn to navigate their emotions. We have seen leadership qualities grow through projects large and small, allowing Girl Scouts to solve local issues that concern them.

We are constantly improving our programs and facilities to help every girl find her true self. It's a legacy that lives on through the support of our volunteers, donors, and staff who take pride in our movement.

We are a proud partner that parents can trust. We provide a community where girls belong and families participate. Young girls get the space to explore and bloom as they gain confidence. Older girls find their voices, gaining agency and independence.

It's a lifetime sisterhood we are proud to lead.

With sincere appreciation,



Peggy Piette

Peggy Piette
Board Chair

Patricia K. Mellor
Chief Executive Officer
Gold Award Girl Scout



Patricia K. Mellor

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Our Impact at a Glance

Who we served

5,747 total youth members

3,948 total adult and lifetime members

524 troops

847 youth members received financial aid for their membership

535 youth members in troops run in partnership with after-school programs

Cookies

1,028,319 packages of cookies sold

3,876 members participated in the cookie program

\$1,001,467 went back to girl members in troop proceeds

71,000+ packages in total were donated through the Gift of Caring program

Highest Awards

7 Gold Award Girl Scouts

23 Silver Award Girl Scouts

77 Bronze Award Girl Scouts

8 projects received funding from council Take Action Mini Grants

Camp

314 overnight camp participants

425 day camp participants

34 families camped over 3 family camping weekends

276 youth and adult Girl Scouts camped over 8 troop camping weekends

2,342 youth and adult Girl Scouts camped at our camp properties during 76 troop or service unit camp rentals

Badges and Programs

19,098 badges earned in STEM, entrepreneurship, life skills, and outdoors

6,545 participant registrations for 271 council-offered events

33 STEM on-the-go programs ran with 425 members participating



Being responsible financial stewards

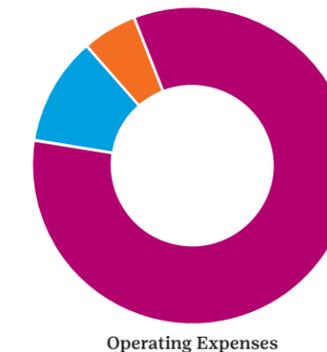
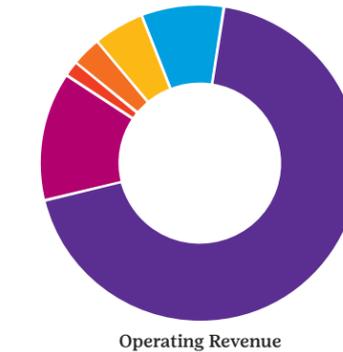
Financials from October 1, 2024, to September 30, 2025

Operating Revenue

Public Support	\$ 451,117
Product Sales (net of cost of sales)	\$ 3,715,719
Program Fees	\$ 712,611
Council Service Fees	\$ 83,530
Sale of Merchandise (net of cost of sales)	\$ 163,144
Miscellaneous	\$ 279,155
TOTAL OPERATING REVENUE	\$ 5,405,276

Operating Expenses

Program Services	\$ 4,811,379
Management & General	\$ 637,328
Fundraising	\$ 319,564
TOTAL OPERATING EXPENSES	\$ 5,768,271



Girl Scouts of the Green and White Mountains makes sure that every dollar available to us benefits the Girl Scouts we support. We provided programs in STEM, the outdoors, life skills, and entrepreneurship, and improved our summer camp properties. Girl Scouts used Take Action funds to build a food collection box, provide unhoused people with Sharing and Caring Bags, and stop litter with a new trash receptacle, and improve office air quality. Our staff-led outreach troops gave girls the opportunity to become cookie entrepreneurs.

Public support is crucial. We are so grateful for the generosity of our donors this year. Thanks to them, we have been able to install new flushable toilets at Camp Kettleford, a new ADA compliant ramp at Camp Seawood, help countless girls purchase memberships, uniforms and supplies, as well as offer all of the programming that Girl Scouts is known for. We constantly work hard to be financially sustainable to continue to meet our mission to create young women of courage, confidence, and character who make the world a better place.



Where Friendship Grows



Strangers the first day at summer camp become friends within a short time as they share time together.

Girl Scouts are building relationships and learning teamwork through troop meetings and activities like community service, camping, and other group projects. Troops create a safe peer community where girls practice leadership in a supportive environment. Whether it's a Daisy learning to make new friends or an Ambassador carrying out a Gold Award project, Girl Scouts are gaining the skills that encourage social development.



A day of bowling is a great thing to do as Girl Scout friends.



Troop leaders find joy and fulfillment as they see their Girl Scouts thrive and grow under their mentorship.



A friendship circle at the closing ceremony at a troop meeting strengthens the bonds between members.

Where Confidence Grows

Girl Scouts are learning confidence, resilience, and self-esteem as they set goals, take risks, and learn from setbacks. Badges and Journeys encourage self-reflection and celebrate progress. Supportive leaders help girls navigate emotions, practice empathy, and develop a strong sense of self.



Girl Scouts of all ages gain practical skills and the confidence to use them, as these Girl Scouts did when they earned their Simple Meals badge at a commercial kitchen.



At the 2024 Expo, we focused on the mental health of children, allowing them to explore the emotions they experience and how to deal with stress through breathing techniques.



There's nothing like the sense of accomplishment a camper feels when hitting a target with an arrow, overcoming the fear of heights on a climbing wall, or simply becoming more confident in being on their own in a new environment.



Gold Award Girl Scout Claire Carstens addressed obsessive-compulsive disorder with a series of videos she produced to help the public gain empathy for this commonly misunderstood condition.



Where Curiosity Grows



The outcomes of the Cookie Program are always remarkable – teaching goal setting, decision making, business ethics, money management, and people skills while funding each Girl Scout's activities.

Girl Scouts develop critical thinking and real-world skills through badges and entrepreneurship programs like the Girl Scout Cookie program. STEM badges in robotics, coding, engineering, and space science build problem-solving skills and encourage curiosity. The cookie program promotes skills like budgeting, marketing, financial literacy, goal-setting, and analytical thinking. Badges encourage planning, research, creative thinking, and decision-making



Emergency responders helped a troop earn their First Aid badges and Safety Awards.



Girl Scouts of all ages have opportunities to learn coding, build real robots, and practice engineering skills.



Our STEM on-the-go van racked up the miles, bringing programs like Survival STEM, Space Science, and Chef Science to Girl Scouts in many communities across Vermont and New Hampshire.



The planning, fundraising and problem-solving necessary for a trip like this one to Colorado let Girl Scouts explore new cultures and grow their skills. Girl-led trips like this are great growth experiences.

Where Well-being Grows

Girl Scouts grow and gain strength through healthy living and outdoor exploration. Camping, hiking, canoeing, and outdoor skills promote fitness and physical confidence. Our programs teach girls about nutrition, sleep, emotional regulation, and safety. Outdoor challenges strengthen perseverance and body awareness.



Whether it's climbing a wall, learning to swim, or just trying a new food, campers are growing and becoming more confident. Being outdoors gets campers away from screens and provides time in nature.



New and returning campers attended day and overnight camp and stretched their leadership skills as counselors and program aides. Campers were able to cook over open fires, try archery and slingshots, play gaga ball, climb, hike, and do crafts, as well as learn about nutrition, emotional regulation, and safety.



We encouraged troops and families to go camping with their Girl Scouts, too! Volunteer-run camp weeks brought day camp experiences to girls in Salisbury, VT, and Plymouth/Hebron, NH.

Where Leadership Grows



From the Daisy level on up, Girl Scouts develop a sense of responsibility to their friends, family, and community, taking action to make the world a better place. The troop above created first aid boxes placed along hiking trails to aid those in need.

As they grow, we encourage Girl Scouts to earn our highest awards - the Bronze, Silver and Gold Awards. Projects included environmental issues, mental health, inclusion in athletics, helping foster children, fighting litter, providing food to those in need, helping animals, improving facilities, and many more.

Girl Scouting promotes positive values, leadership and responsibility through community service projects that build civic engagement and empathy while leadership roles within troops help girls learn responsibility and purpose. The Girl Scout Promise and Law reinforces integrity, kindness, and service.



Inspiring a new generation of female leaders to have hope for the future, the 38th annual Girl Scout Global Leadership Conference took place March 7-9, 2025, at Salve Regina University with the theme of Global Connectivity. Nearly 275 high-school-age Girl Scouts, volunteers and presenters took part in the conference. That includes Girl Scouts from 22 councils in 14 states, as well as Girl Scouts Overseas.



The conference featured dozens of workshops on topics including STEAM (Science, Technology, Engineering, Arts, and Math), global issues, social justice, personal growth/health/fitness, stress management techniques, human trafficking, college prep issues, financial literacy, sensitive topics such as depression, and gender identity and LGBTQ+ issues. AFS and Rhode Island for Community and Justice also presented workshops.

Where Authenticity Grows

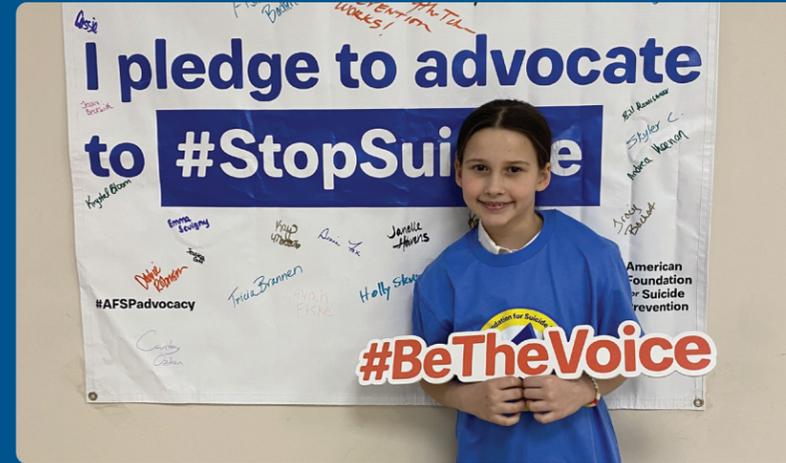
Girl Scouts encourages every girl to be her authentic self. Troops are inclusive and celebrate diversity and activities often explore heritage, global sisterhood, and understanding others' perspectives. Girl Scouts empowers girls to understand that their voice matters – and how to use it.



Whether at camp, a troop meeting, our Global Leadership Conference, or other Girl Scout activities, our members become more confident and willing to speak up and change the world for the better.



Avah Fiske is using her voice to speak out on mental health after a family tragedy. Now just 12 years old, Avah has been advocating for suicide prevention for several years and plans to continue to speak up for mental health programs.



Many Girl Scouts celebrate World Thinking Day each year by gathering to celebrate the cultures and traditions of countries around the world.



Where Skills Grow



The council's Media Team is a group of Girl Scouts who are interested in learning about social media, radio, TV, newspapers, and all the ways we communicate. They are most active during Girl Scout Cookie season, making appearances around New Hampshire and Vermont where they confidently use their voices to talk about Girl Scouting and their favorite activities. This year, Girl Scouts paid a visit to NBC5 where meteorologist Marissa Vigevani gave the troop a tour and let them experience a TV broadcast. Another troop got to appear on Fox 44 in Vermont for cookie season. New Hampshire Girl Scouts made a series of radio appearances, speaking on air at WZID, WFEA, and The Shark, while Vermont Girl Scouts did live appearances at WVMT and Star 92.9 FM. WBNH gave Girl Scouts the opportunity to voice PSAs.

Skills learned in Girl Scouts transfer far beyond childhood as their experiences grow progressively more complex, supporting development through all grade levels. Public speaking, project management, planning, and teamwork are integrated into most badges and Girl Scouts learn to handle money, set goals, manage time, and lead others.



Girl Scouts learn valuable life skills through our travel opportunities, becoming skilled at planning and navigating unfamiliar territory. STEM programs give Girl Scouts the chance to explore how science in our world works.



The Girl Scout Cookie program is the world's largest female-led entrepreneurial program. We ensure Girl Scouts from all economic backgrounds have the chance to learn essential life skills as they run their own cookie business, strengthening their money management and goal setting skills.



It's not just healthy to be outdoors, it may be a girl's first chance to learn to swim and test her limits. Getting Girl Scouts out in nature allows them the freedom to try new things like archery, climbing, hiking, swimming, paddling, and field games.

The 1912 Society

Since its inception in March of 1912, Girl Scouts have been making an impact and realizing Juliette Gordon Low's dream of bringing girls together with a shared sense of curiosity and a belief that they could do anything.

The 1912 Society was established in 2025 for dedicated donors who provide support for Girl Scouts year-round by making a recurring monthly donation of at least \$19.12. Members of The 1912 Society commit to partner with Girl Scouts of the Green and White Mountains financially and advocate for our members council wide. Monthly contributions allow more girls the opportunity to experience Girl Scouts, no matter their financial situation.

To begin your membership in The 1912 Society, scan the QR or visit our website at www.girlscoutsgwm.org/1912society.



Donations to The 1912 Society make it possible to bring our programming to youth in all economic strata. These funds also allow Girl Scouts to take action in their communities and the council to improve its facilities.

The Juliette Gordon Low Society

members for the fiscal year ending September 30, 2025

The Juliette Gordon Low Society was established in 2012 to thank and honor those who choose to create a legacy and include GSGWM as part of their estate plans. JGLS members make a meaningful plan to include Girl Scouts of the Green and White Mountains through wills, charitable gifts, trust arrangements, real estate gifts, life insurance policies, or other giving.

To learn more about how to make a lasting gift, scan the QR or visit our website at www.girlscoutsgwm.org/jgls.



2024-2025 Members

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Girl Scout Movement-wide
Challenge Planned Gift

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Memorials and Tributes

for gifts received in the fiscal year ending September 30, 2025

Giving a gift in honor or in memory of a loved one is a meaningful tribute to the individual and an investment in the council. These special gifts have been given to celebrate a birthday, an anniversary, a momentous occasion, or a life well-lived. We have graciously accepted the following donations made in honor and in memory of others, and appreciate the thought behind each gift.

In Honor of:

Laura Bonk	Marie Harding	Ashley Paris
Jennie Clarke	Laura Hunton	Jessica Raile Greer
Nancy Clockedile	Amanda Jackman	Paula Robinson
Vanda Cousins	Virginia Kozlowski	Asher Romero
Wanda Deal	Eliza Lefebvre	Diane Schiavo
Tyrus Desjarlais	Carrie Loszewski	Chris Slater
Elisa DiGiacopo-Pemp	Martha Manley	Ramona Smith
Tammy Downing	Deborah Manning	Amity Ziegler
Rachel Dvareckas	Jessica McCrellis	
Patricia Griffin	Tara Pacht	

In Memory of:

Dollie E. Ash	Lynn Gehrmann	Florence Isenberg
Judith Avron	Marta Gibbs	Susan McGinnis
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Tracy J. (Hall) Boyle	Edward Harding	Margaret Tirrell
Jill Dewyea	Christine Holliday-Rowe	Susan E. Tucker
Linda Gallop	Elaine Hornbeck	

Donors of \$500 or more are 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 received between October 1, 2024, and September 30, 2025. We are incredibly grateful to all of our supporters.

♦ The 1912 Society Member



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of the green and
white mountains

Girl Scouts of the Green and White Mountains
1 Commerce Drive
Bedford, NH 03110-6835

888-474-9686
girlscoutsgwm.org

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.

*Members may substitute for the word God in accordance with their own spiritual beliefs.

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.