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## How to Use this Interactive PDF

This is an interactive PDF. Use the buttons on the top of the page to navigate forward, to the previous page, or home to the table of contents.

You can also click on certain portions of this PDF to watch videos or skip ahead to other sections!

You can also zoom in on this document by clicking on the magnifying glass on the lower right of your browser screen or by double-clicking/tapping on the document. From there, you can click and drag around the document page to keep reading.





## Letter from our CEO and Board Chair

There's no denying it—the past year was hard for everyone. From the pandemic to racial injustice and environmental impacts, we all have endured and adapted in completely unforeseen ways.

Especially in the face of such challenges, I couldn't be more proud of the compassion, creativity, and courage our community has shown this year. Girl Scouts are truly unstoppable, from brand new Daisy Girl Scouts to lifetime members, from steadfast volunteers to dedicated donors. If ever we needed more proof that Girl Scouts are the future, this year certainly shouted it from the rooftops.

Girl Scout youth volunteered, donated, and supported their communities. They made and distributed masks, gave cookies to health care workers, started community gardens, and stood up in the face of inequality.

Volunteers got creative with digital and hybrid programming. Troop leaders made activity supply baskets and dropped them off door-to-door for Girl Scouts to participate together, safely and separately. Volunteers who lead regional day camps planned in-person, virtual, and hybrid options to safely connect with their



communities amid changing phase regulations.

Donors have shown what they truly love about Girl Scouts. They instigated their own fundraisers, created new ways to mobilize, and shared powerful stories of Girl Scout impact and cause for support.

As we enter hybrid programming and in-person opportunities, Girl Scouts of Western Washington is working to create an even greater experience for our youth members, volunteers, and community. Our current strategic goals emphasize stability, relevancy, and visibility, with a laser focus on promoting diversity, equity, and inclusion through every part of our organization.

We cannot do this work alone. But with your support, we can make sure today's youth access resources, have formative experiences, and build skills crucial to becoming strong leaders who give back to their communities and stand up as courageous advocates for change.

Thank you for supporting youth leadership through Girl Scouts. Here's to a year full of progress and hope.

Sincerely,

A handwritten signature in black ink that reads "Megan Ferland". The signature is written in a cursive, flowing style.

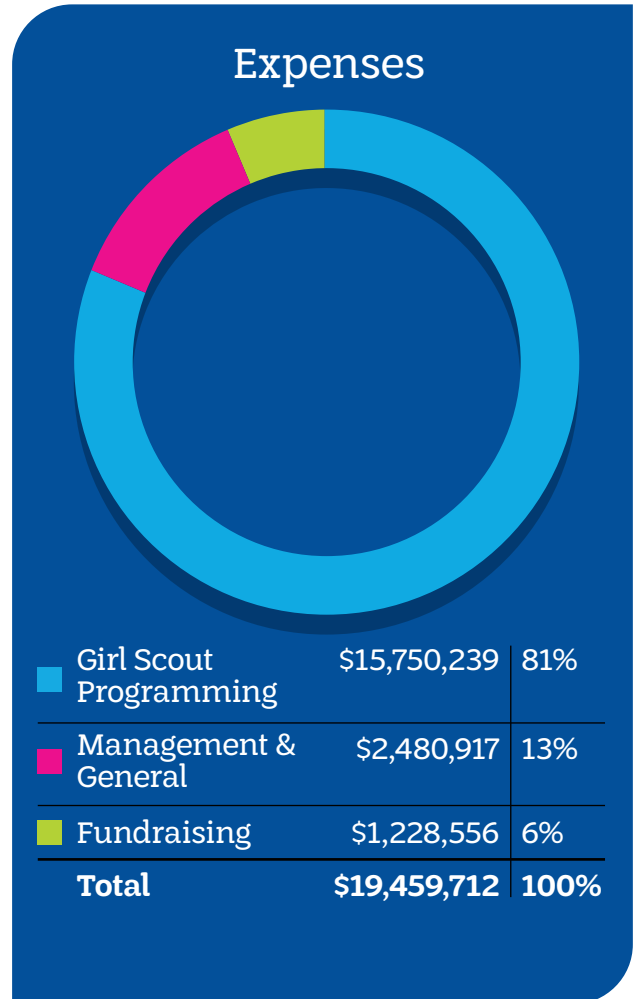
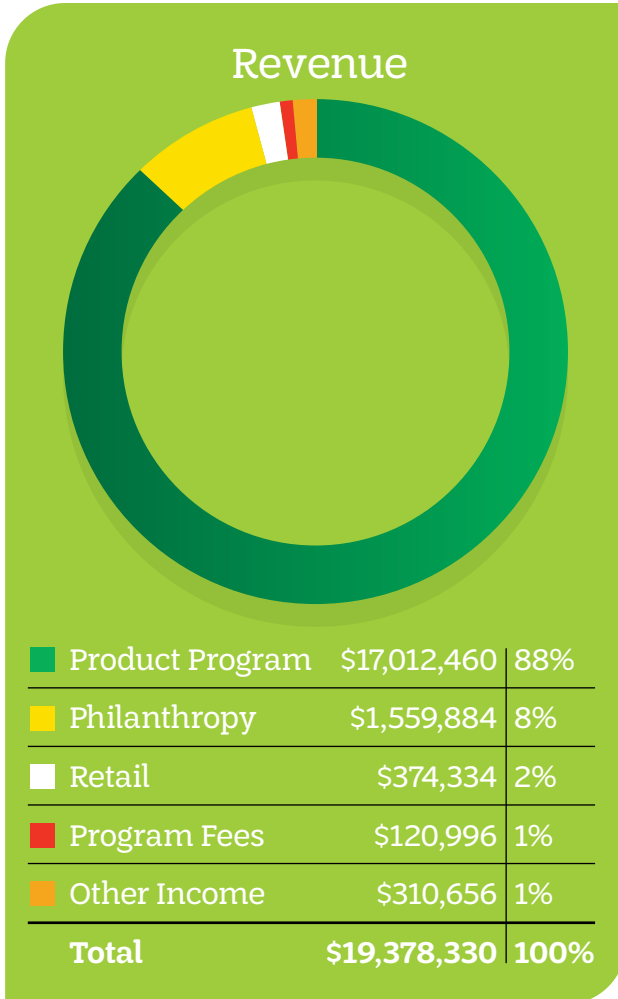
Megan Ferland, CEO, Girl Scouts of Western Washington

A handwritten signature in black ink that reads "Randa Minkarah". The signature is written in a cursive, flowing style.

Randa Minkarah, Board Chair, Girl Scouts of Western Washington

## FY20 Financial Report

(October 1, 2019 – September 30, 2020)



## Numata's Numbers

Most people are familiar with Girl Scout Cookies but not necessarily with Girl Scouts of Western Washington's non-profit funding model. Our new online resources and webinar series explain the important differences between our five main revenue streams and how they support Girl Scout youth and volunteer members.

### Product Program



The Girl Scout Cookies you know and love, plus Fall Product Program.

### Philanthropy



Charitable public support from organizations and individuals like you.

### Program Fees



Event and activity participation fees.

### Retail



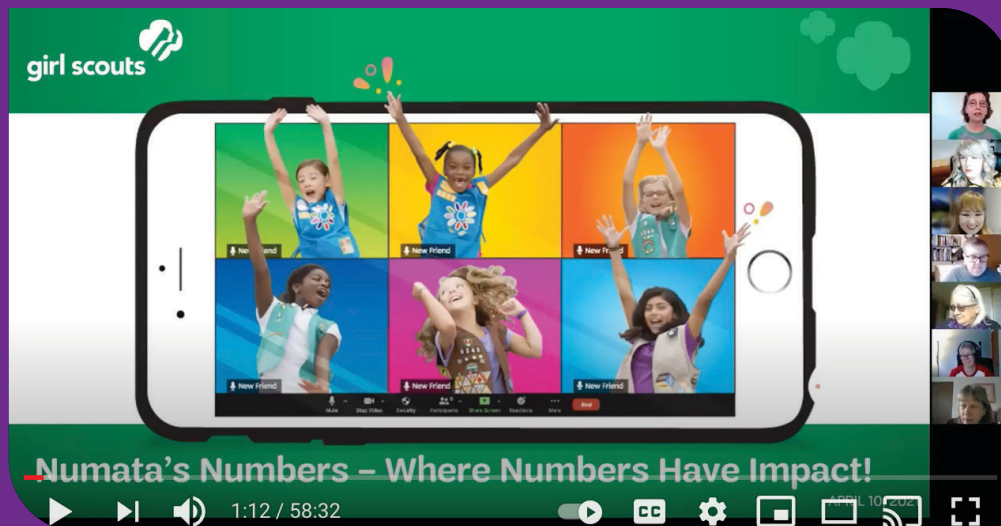
Proceeds from Girl Scout store items, like uniforms, badges, and supplies.

### Other



Investment income, harvest income (brush and forest), and unrelated business income.

On April 10, 2021, the inaugural meeting of our new webinar series, Numata's Numbers, took a close look at our finances from fiscal year 2020. Named for Mae Numata, our Board Chair from 2017-2020, this series aims to uphold and build upon Mae's legacy of fostering financial transparency and education within our Girl Scout community. [Watch Numata's Numbers here.](#)



In conjunction with Numata's Numbers, we're building a section of our website dedicated to understanding our finances. This living resource will explain our revenue sources, expenses, and financial goals for providing formative experiences and an irreplaceable community for generations of future Girl Scouts.

We welcome any further questions, which will guide updates to this web resource and future webinar topics in the Numata's Numbers series and beyond.



# 2019-2020 ANNUAL REPORT

Our funding vulnerabilities as a non-profit became particularly apparent in 2020. When the pandemic struck, Girl Scout Cookie season was nearly over. As a result, Product Program revenue remained relatively true to budget, increasing by 1.75% from 2019 to 2020, Our other funding sources fell significantly short of budget in 2020.

Philanthropy  
**23%**  
under budget

Program Fees  
**94%**  
under budget

Retail  
**41%**  
under budget

Other Income  
**44%**  
under budget



Funding Sources	FY20 Actual	FY20 Budget	FY19 Actual
Product Program	\$17,012,460	\$16,913,266	\$16,787,780
Philanthropy	\$1,559,884	\$1,925,090	\$2,048,325
Retail	\$374,334	\$629,507	\$395,437
Program Fees	\$120,996	\$2,031,607	\$1,617,649
Other	\$310,656	\$443,000	\$769,131
<b>Total</b>	<b>\$19,378,330</b>	<b>\$21,942,470</b>	<b>\$21,618,322</b>

# Our Council Numbers

FY20 Membership

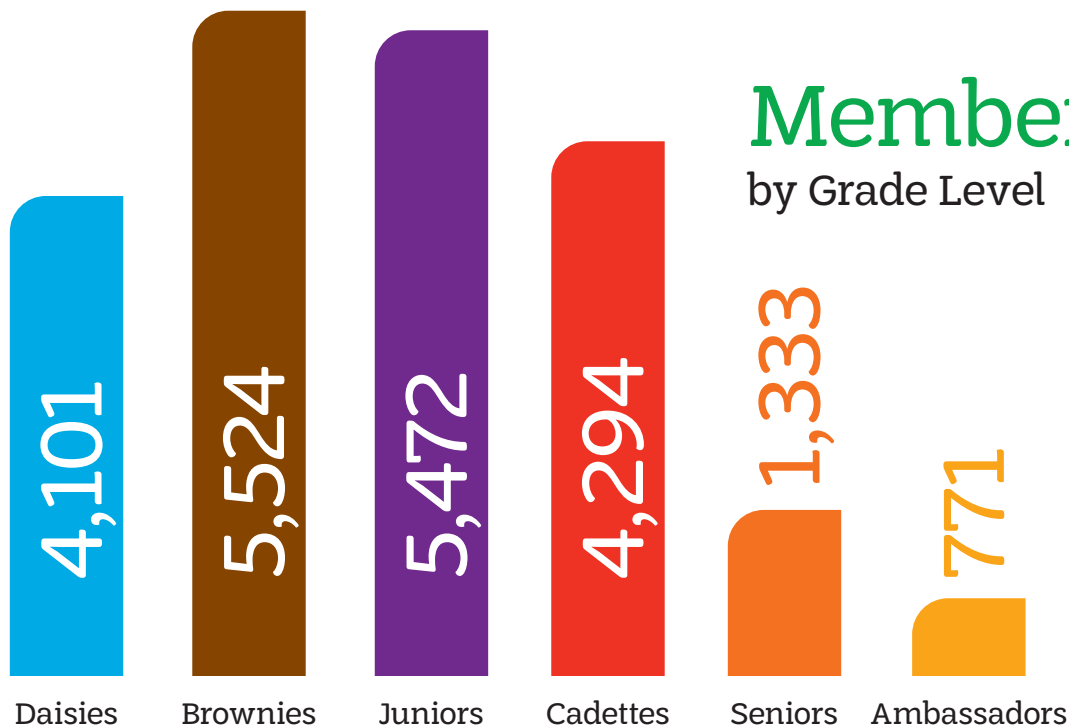
In 2019-20,

**21,495**  
**Girl Scouts**

had the opportunity to  
have a life-changing  
experience with the help of

**12,518 adult**  
**volunteers**

in 17 counties across  
western Washington.



**Membership**  
by Grade Level

# Our Council Numbers



**72.4%**  
retention rate  
for adult members.



**68.7%**  
retention rate  
of Girl Scouts.

## Financial Assistance

In FY20 you provided  
5,159 financial assistance  
grants for a total of

**\$183,843**  
awarded

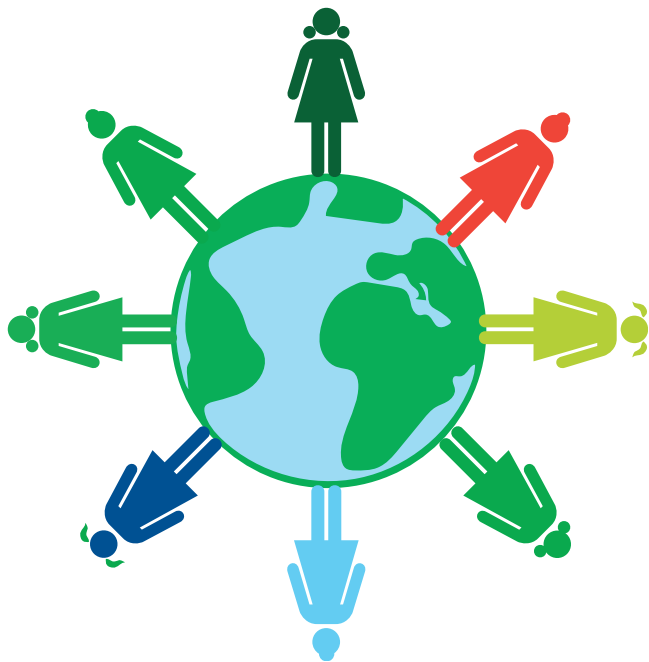


**568**  
Event Grants



**4,933**  
Youth Members

**226**  
Adult Members



## People of Color and Hispanic Ethnicity

Youth 24.8%

Adults 14.7%

Staff 32%

Washington State  
32.2% (2018)

## The State of Youth

In 2020, on top of shifting to online schooling and physical isolation, children faced stressors including public health, racial injustice, and climate change. Girl Scouts offers important ways for children and teens to mitigate those stressors and reach their full potential by connecting with one another, designing their own curriculum, and taking action to improve their communities.

The State of Youth, our spring 2021 panel and fundraiser, highlighted how local Girl Scouts made a difference during the pandemic—and how being a Girl Scout made a difference for them.



# 2019-2020 ANNUAL REPORT

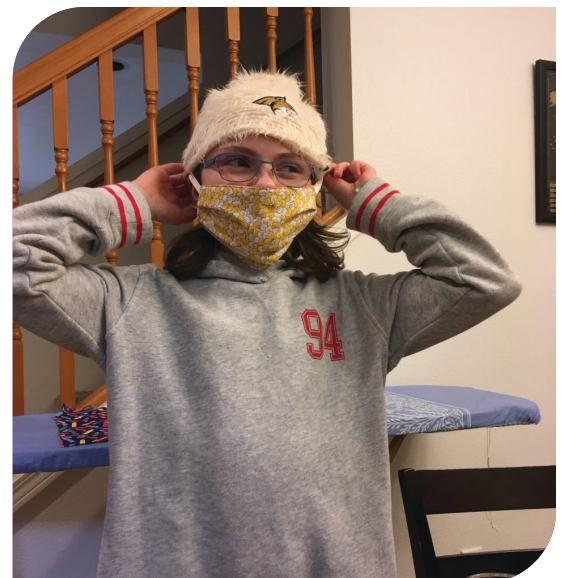
Kira from Seattle has been a Girl Scout for 10+ years and was born in China. As a member of the 2020 Global Action Team, she learned and then taught younger Girl Scouts about diversity, equity, and inclusion. Kira explains, “We focused on the importance of treating people equally regardless of their race...another big focus of our lesson was the importance of all being proud of who you are and where you come from.”



Sigourney from Fife has been in Girl Scouts for eight years. Her special interest in gardening led her to create an edible and medicinal native plant garden in her community. “There aren’t that many grocery stores in my city,” Sigourney says. “It’s kind of a food desert, and I want to bring more fresh food into my community... I’ve also made the garden accessible to everyone by making it a free garden that anyone can get food from.” Sigourney enjoys growing her own food to make dishes from scratch and wants to inspire more people to garden.



Hannah, a 10-year-old from Renton, is a third generation Girl Scout. She loves Girl Scouts because it’s fun and allows her to do amazing things, like going to camp and learning from her friends. During the pandemic, one of her favorite things to do was making face masks for clinics by Valley Medical Hospital.





Alyssa (13), Sofia (10), and Zoey (9), and their mother Lory joined the State of Youth panel discussion, representing current Girl Scouts. As a military family, Girl Scouts provides community and consistency through relocations, even before the pandemic. Alyssa also shares how she learned about autism, down syndrome, and strategies for inclusivity through Girl Scout programming. She also defended her friend's right to correct pronouns in class, drawing on courage, confidence, and character that Lory says her daughter built at Girl Scouts.

If you missed the live program, you can watch it now on YouTube and hear from these go-getter Girl Scouts directly. The program also features Girl Scout alumnae, business leaders, and experts in equity and education.

## Girl Scouts Take Flight with Our Partners

For Girl Scouts, not even the sky is a limit! This year Girl Scouts are virtually taking flight through our relaunched aviation programming.

Girl Scout aviation ran for three years from 2016-18 until ownership changes at our partner organization required a pause in programming. In 2020, we set our sights on the skies once again and began working to relaunch aviation.

Despite significant contributions shaping aviation as we know it, women today are underrepresented in aviation and many other Science, Technology, Engineering, Arts, and Math (STEAM) fields. Introducing Girl Scout youth to representative role models and varied careers is a key way for our organization to promote positive change and gender equity.

In spring 2020, Girl Scout Kayla shared her prior experience of flying a plane with Girl Scouts. Her excitement at taking the yoke with guidance from a woman pilot shows the

impact programs like aviation have on youth confidence and ambition.

While Girl Scouts will literally take to the air once public health allows, 2020 provided a unique opportunity to develop digitally accessible aviation options. We're deeply grateful for the support from our local aviation





community and are excited for local Girl Scouts to continue broadening their horizons by computer, plane, rocket, and beyond.

Today, women are underrepresented in aviation, despite many significant contributions to the field from women throughout history. This is true of many other STEAM fields as well. Introducing Girl Scout youth to representative role models and the many career options within aviation is a prime example of how Girl Scouts can be a force for positive change and gender equity.



## Programs that Level the Playing Field

During FY20 GSWW ran 515 programs across all age groups and all five program pillars

### Explore by Program Pillar





In FY20, we ran **515 Programs** across all age groups and all five program pillars.

## Programs by Age Level

<span style="color: #00AEEF;">■</span> Daisy	150	12%
<span style="color: #8B4513;">■</span> Brownie	171	14%
<span style="color: #800080;">■</span> Junior	234	19%
<span style="color: #FF0000;">■</span> Cadette	253	21%
<span style="color: #FF8C00;">■</span> Senior	211	17%
<span style="color: #FFD700;">■</span> Ambassador	199	17%
<b>Total</b>	<b>1,218</b>	

## Programs by Program Pillar

 Entrepreneurship

**13,782**

Cookie Program Participants



**4.13 million**  
boxes of cookies



## Life Skills



**18,623**  
Troop Participants



**12,536**  
Zombie  
Emergency  
Preparedness  
Participants



**251**  
Silver or Gold  
Award Girl Scouts



**250**  
Democracy Week  
Participants

## STEAM

**1,258**  
Girl Scout Program Participants

**227**  
partners





## Outdoors

490

Girl Scouts Love  
State Parks

102

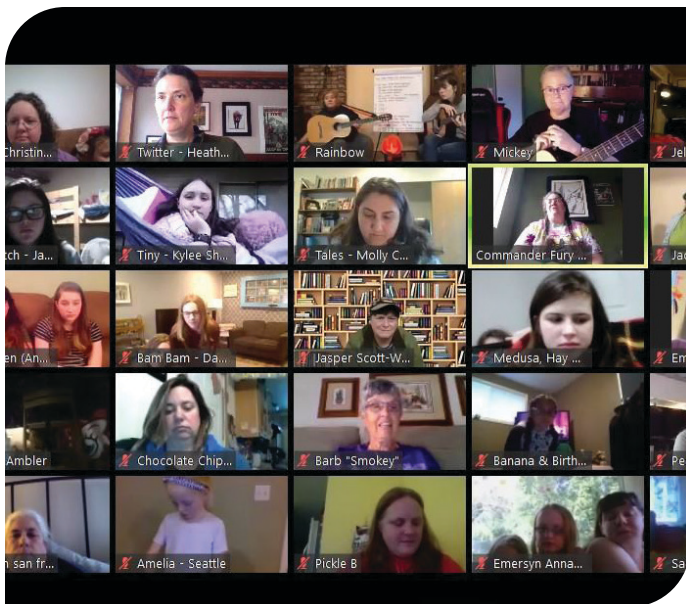
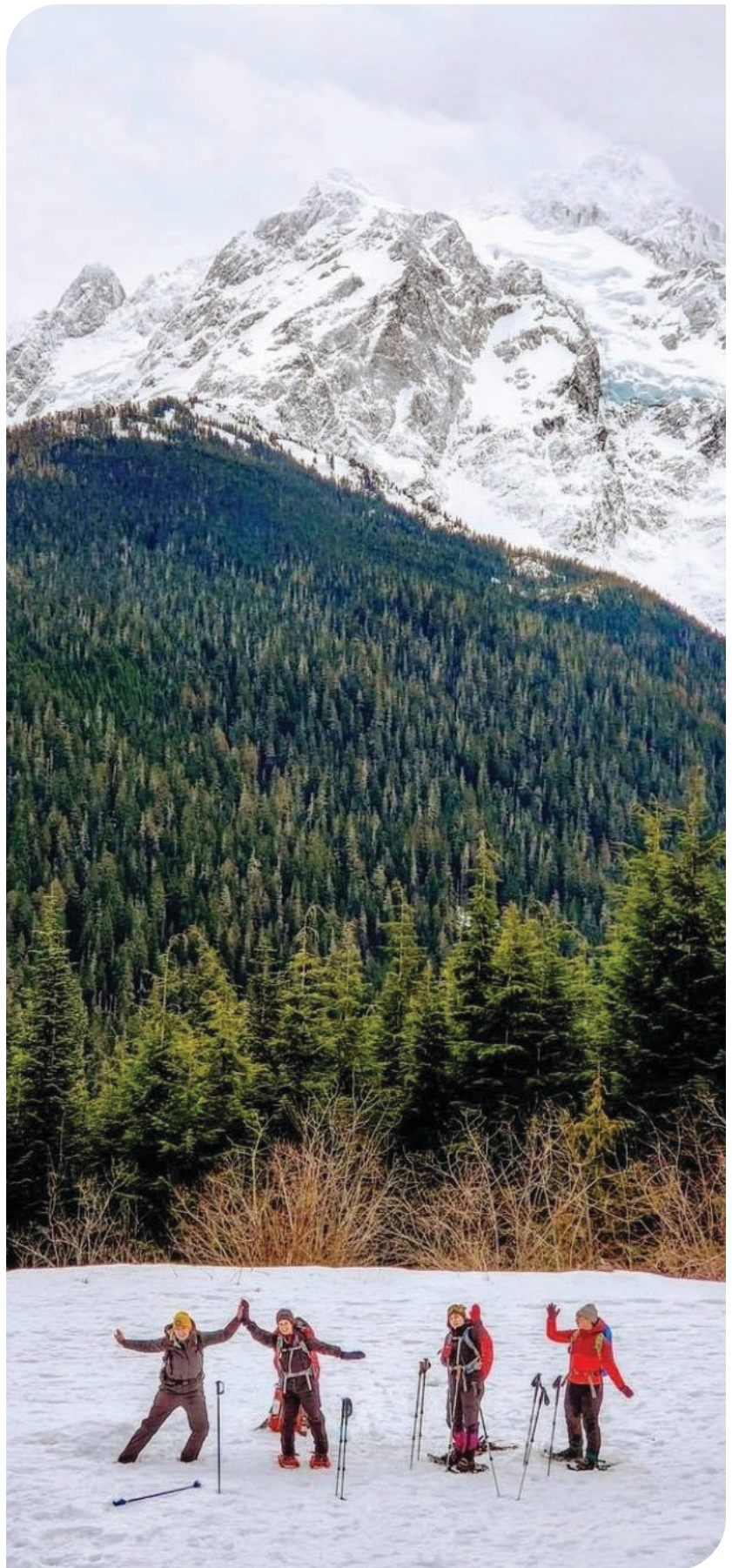
Program Aide  
(Day Camp)

1,200+

Sasquatch  
Challenge

290

Virtual  
Encamporee





## Camp Programs and Community

Outdoor programming is an essential part of Girl Scouts, building confident, capable, and compassionate people. Here in western Washington, we're lucky to have a variety of outdoor recreational and educational resources, including our beloved camps and their communities.

When the COVID-19 pandemic began, it quickly became clear that in-person camp and outdoor programs would not be possible. Girl Scouts of Western Washington made the heavy decision to close our camp properties for the 2020 season. However, camp and outdoor programs continued through

a combination of virtual programs and self-led activities.

For eight weeks over the summer, Camp at Home shared DIY camp activities centered around a weekly theme, like space or fantasy. Sycamore, a Nature Specialist from Camp St. Albans, created original nature education videos for each theme. Many troops and service units also led indoor or backyard camporees over video calls.

Meanwhile, several Camp Robbinswold community members responded to pandemic program cancellations with personal donations and calls for support on social media. By winter 2021, the movement grew into an operation of over 20 fundraising volunteers, led by Jan Whipple, Luisa Motten, and Jim Messmer.

As Jan explains, Camp Robbinswold Stewards (like many camp communities) are used to being able to support camp AT camp. They volunteer, donate, reunite, and return to camp year after year, full of love and dedication. When the pandemic eliminated opportunities for in-person support, the community adapted and connected virtually over their shared passion.

“We all have something in common and love the same place. We have common stories, memories. You don’t have to explain yourself; you can just be



“We all have something in common & love the same place.”

– Jan Whipple



you. Even the smell when you step out of your car in the Robbinswold parking lot evokes a communal feeling of home.”

When the pandemic eliminated opportunities for in-person support, the community adapted and connected virtually with incredible results. In total, 290 outstanding donors and volunteers raised \$107,270.29—over twice the original goal of \$50,000, and 98.6% of Camp Robbinswold’s annual expenses.

Now, in the later stages of the pandemic, we’re finally able to offer hybrid programming, including in-person youth programs at Camp River Ranch and Camp Lyle McLeod, as well as volunteer maintenance opportunities at our other camps, including Camp Robbinswold. If you’d like to volunteer at Girl Scout camp, [please submit a camp volunteer interest form](#) to get started.



## Our Donors



**1,585**  
Individuals



**165**  
Legacy  
Planned  
Donors



**100**  
Corporate &  
Corporate  
Foundations



**15**  
Foundations &  
Grantmakers



**8**  
United  
Way



**3**  
Troops



**6**  
Family  
Foundations



**3**  
Government

# Thank you

to every one of  
our donors who  
has made Girl  
Scouts possible.





## Our Donors

Thank you to everyone who made an investment in Girl Scouts in 2020 by supporting Girl Scouts of Western Washington. The gifts below were made between October 1, 2019 and September 30, 2020. Donors are listed alphabetically by first name.

### CORPORATIONS, FOUNDATIONS, ORGANIZATIONS, AND INDIVIDUALS

A`Noelle Jackson	Adina Menashe	Alex and Kris Yokley	Alison Hinkle
Aaron Kassover	Adobe - Employee Giving YourCause	Alex Ardizzone	Alison Leonard
Aaron Lauper	Adriane Brown	Alex Cook	Alison Lofgren
Aaron Matson	Adrienne Bolyard	Alex Hardy	Alison Scherer
Aaron Rosler	Adrienne Dickinson	Alex Protzeller	Alison Smith McNelis
Aaron Turner	Ahmad Daher	Alexa Andrews	Alison Stobie
Abigail Goitia	Airbnb	Alexa Huggins	Alison Suttles
Abbie Bishop	Aja Hammerly	Alexander Motten	Allie Cromie
Abby Larner	Akiko Sasaki	Alexandra Guest	Allison Baird
Abby Tennenbaum	Alaina Jacobs	Alexandra Shei	Allison Leep
Abet Ali	Alaina Pizzo	Ali Benton	Allison Terwilliger
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Abigail Stewart	Alan Geleynse	Alice Enevoldsen	Allison Wheeler
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Addy Noble	Alesia Christian	Alina Morris	Alyssa Beth Conley
		Alison Degregorio	

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Alyssa Kinsey	Amber Smalley	Anastassia Mullen	Anita Lemieux
Alyssa MacNeil	Amber Wise	Andorrea Bogen	Anita Moore
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Alyssa Piraino	Amelia Meriam Knoblauch	Andrea Ostrovsky	Ann Anderson
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Clint Stein	Craig Eerkes	Dale Kolasinski	Darcey Blinn
Colin Wheatley	Craig Perez	Dan Johnson	Darcy Fusch
Colleen Briant	Crayne Horton	Dan Miller	Daria Willis
Colleen Daly	Cristy Anderson	Dana Bamshad	Darigold
Colleen Kroe	Crystal Clarity	Dana Bowlin	Darigold Gift Matching
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