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DEAR GIRL SCOUT FRIENDS,

Welcome to the Girl Scouts of the Northwestern Great Lakes Report to the Community for the year ending September of 2018. The 2017/2018 fiscal year was filled with new challenges as our marketplace positioning became a bigger focus than ever. We are pleased to report that whether you look at hard data, program outcomes, academic research, or member satisfaction, “There’s no place like Girl Scouts.”

The Girl Scout organization has been empowering girls for so long that it can be easy to forget or take for granted the impact Girl Scouts has on girls, and ultimately the impact girls have in their community! Our century-plus old legacy has always been about putting girls first. What do girls want to learn? Ask the girls. How should they serve their community? Ask the girls. Just how will they crush their Troop cookie goal? Ask the girls. We call this girl-led and it is a core component of Girl Scout programming. Our programming accomplishes a few vital things: develops critical thinking, encourages collaboration, teaches strategic planning, and helps them see they are leaders in charge of their own destiny. Know what else requires these skills? Business leaders, elected officials, community leaders. Simply put, no other organization in the world prepares girls for a lifetime of success better than Girl Scouts!

We know caregivers have an array of choices for their child to participate in and we think this is a good thing! We’re also confident that the unique advantages the single-gender environment Girl Scouts provides sets us apart in an important way. In a world where a girl will spend the majority of her day in a co-ed space, the girl-only environment Girl Scouts provides can be powerful. Research has shown that girls are more prone to hesitation and risk averse when in co-ed spaces. Boys tend to speak first, and try something first, which can leave even the most assertive girl one step behind. In Girl Scouts, we teach girls the skills they need to navigate the modern world, including how to take up space and own her power. Supported risk taking, peer encouragement and the knowledge that trying and failing doesn’t mean embarrassment, it means taking a new approach and trying again, is unique to Girl Scouts’ single gender makeup.

As girls move through life and meet the challenges ahead, the courage, confidence, and character that’s at the heart of our mission become more than just an aspiration. They become the characteristics within, that allow girls and women to fearlessly stride toward spaces lacking in female leadership changing the fabric of society, business, education, government, entertainment and more for the better.

Karmen Lemke  
Chief Executive Officer

Patrice Pergolski  
Board President

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

THE GIRL SCOUT PROGRAM
Grounded in the Girl Scout Promise and Law, Girl Scouting is a non-formal, experiential, cooperative education program that promotes girls’ personal growth and leadership development. Partnering with caring adults, girls design fun and challenging activities that empower them and raise their voices within a local, national, and global sisterhood.

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.
BOARD OF DIRECTORS

Chair: Patrice Pergolski
First Vice Chair: Sharon Kozicki
Second Vice Chair: Sherry Jasper
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Barbara Flom
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Heidi Halberg
Heidi Selberg
Judy Nagel, past Chair
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Kelly Steelman
Kimberly Saffer
Lori Richardson
Lorraine Avery
Mary Grace
Sarah Doran, girl member
Sheryl VanGruensven
Teresa Rosengarten
Vanessa Chavez

2017-2018 REVENUE

- Public Support, includes United Way (72%)
- Product Program, Net (8%)
- Retail Sales, Net (2%)
- Program Fees (14%)
- Other Income (4%)

2017-2018 PUBLIC SUPPORT REVENUE BREAKDOWN

- Donations (Individual, Civic, Foundation) (33%)
- Planned Giving (8%)
- Grants (31%)
- United Way (26%)
- Other (In Kind, Special Events, etc.) (2%)

2017-2018 COST PER GIRL SERVED BY REVENUE SOURCE

- Public Support, includes United Way ($281)
- Product Program ($31)
- Retail Sales ($7)
- Program Fees ($56)
- Other Income ($14)
82% of girls reported that they like that Girl Scouts is just for girls

84% of girls reported that participating in Girl Scouts makes them feel like they are part of something bigger than themselves

**STATEMENT OF FINANCIAL POSITION**

<table>
<thead>
<tr>
<th></th>
<th>9/30/2018</th>
<th>9/30/2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
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<tr>
<td>Current Assets</td>
<td>$2,486,570</td>
<td>$1,547,189</td>
</tr>
<tr>
<td>Investments</td>
<td>$5,552,316</td>
<td>$5,859,835</td>
</tr>
<tr>
<td>Property &amp; Equipment, Net</td>
<td>$4,390,512</td>
<td>$4,542,944</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$12,429,398</td>
<td>$11,949,968</td>
</tr>
<tr>
<td><strong>Liabilities &amp; Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$732,585</td>
<td>$577,176</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$11,696,813</td>
<td>$11,372,792</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td>$12,429,398</td>
<td>$11,949,968</td>
</tr>
</tbody>
</table>
MEMBERSHIP

<table>
<thead>
<tr>
<th>Girl Membership</th>
<th>Adult Membership</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>15,429</td>
<td>5,281</td>
<td>20,710</td>
</tr>
</tbody>
</table>

The biggest challenge with membership in 2017-2018 was that our populations of girls in our schools keep decreasing. Where we used to see decreases in available girls in only our most rural regions, this year we saw losses in available girls in all five regions and the population is predicted to continue to decrease. With a decreasing population and a 2.6% decrease in girl membership across the country, the landscape for membership was unfavorable, but at Girl Scouts of the Northwestern Great Lakes, we saw a 1.5% increase in girl membership! Moving forward, our focus for both girl and adult membership is on retention—specifically using the input we receive in surveys to be able to provide the most needed services to our members.

<table>
<thead>
<tr>
<th>Girl Membership by Race/Ethnicity</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>262</td>
</tr>
<tr>
<td>Asian American</td>
<td>234</td>
</tr>
<tr>
<td>African American</td>
<td>192</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>9</td>
</tr>
<tr>
<td>White</td>
<td>12,126</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>739</td>
</tr>
<tr>
<td>Other Races</td>
<td>100</td>
</tr>
<tr>
<td>Race Not Reported</td>
<td>192</td>
</tr>
<tr>
<td>Hispanic</td>
<td>654</td>
</tr>
</tbody>
</table>

*The above will not equal the total - on the forms members can choose more than one race and/or race and ethnicity

<table>
<thead>
<tr>
<th>Girl Membership by Program Age Level</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daisies</td>
<td>4,394</td>
</tr>
<tr>
<td>Brownies</td>
<td>4,829</td>
</tr>
<tr>
<td>Juniors</td>
<td>3,694</td>
</tr>
<tr>
<td>Cadettes</td>
<td>1,924</td>
</tr>
<tr>
<td>Seniors</td>
<td>336</td>
</tr>
<tr>
<td>Ambassadors</td>
<td>242</td>
</tr>
</tbody>
</table>

74% of girls reported that Girl Scouts helped them be more confident in school

*Voices Count survey

72% of girls reported that they are having more fun in Girl Scouts than they are in other places they spend their time

*Voices Count survey
79% of girls reported that Girl Scouts has helped them be a leader in more activities.

68% of girls reported that they are doing things in Girl Scouts that they cannot do in other places.

### Girl Membership by Region 2017-2018

<table>
<thead>
<tr>
<th>Region</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appleton</td>
<td>4,151</td>
</tr>
<tr>
<td>Green Bay</td>
<td>3,756</td>
</tr>
<tr>
<td>Central</td>
<td>3,404</td>
</tr>
<tr>
<td>Northeast</td>
<td>1,822</td>
</tr>
<tr>
<td>West</td>
<td>2,202</td>
</tr>
</tbody>
</table>

### Adult Membership by Race/Ethnicity 2017-2018

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>47</td>
</tr>
<tr>
<td>Asian American</td>
<td>23</td>
</tr>
<tr>
<td>African American</td>
<td>11</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>1</td>
</tr>
<tr>
<td>White</td>
<td>4,184</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>110</td>
</tr>
<tr>
<td>Other Races</td>
<td>827</td>
</tr>
<tr>
<td>Race Not Reported</td>
<td>64</td>
</tr>
<tr>
<td>Hispanic</td>
<td>60</td>
</tr>
</tbody>
</table>

*The above will not equal the total - on the forms members can choose more than one race and/or race and ethnicity.

### Adult Membership by Region 2017-2018

<table>
<thead>
<tr>
<th>Region</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appleton</td>
<td>1,272</td>
</tr>
<tr>
<td>Green Bay</td>
<td>1,277</td>
</tr>
<tr>
<td>Central</td>
<td>1,225</td>
</tr>
<tr>
<td>Northeast</td>
<td>632</td>
</tr>
<tr>
<td>West</td>
<td>623</td>
</tr>
</tbody>
</table>
AWARDS AND RECOGNITIONS

The Girl Scout Gold Award is earned by high school students across the nation each year, and is the highest achievement awarded in Girl Scouting. Exceptional young women take it upon themselves to make a measurable and sustainable difference in their local or global communities.

As you can imagine, earning a Gold Award requires a tremendous amount of hard work and dedication. It’s important to recognize the achievement, service, and leadership of these extraordinary young women. Studies show that Gold Award recipients earn higher education, excel in their careers, and have high rates of community involvement. The Gold Award is so prestigious recipients are set apart on college, scholarship, and job application, and automatically enter the military one rank higher.

2017-2018 GIRL SCOUT GOLD AWARDEES

Amanda Linskens, Seymour, WI
Educated the community about organic and non-GMO fruits and vegetables.

Amanda Wright, Stanley, WI
Organized and executed a Keeping Kids Safe Safety Camp in her community.

Brieanne Vasterling, Eau Claire, WI
Created a youth group space at her church to encourage peer engagement.

Claire Slocum, Hortonville, WI
Increased intergenerational engagement.

Courtney Reider, Marquette, MI
Created care packages for service members providing a flag and keepsake box.

Danielle Milheiser, Seymour, WI
Organized printed materials at the Seymour library.

Elise Manning, De Pere, WI
Constructed a puppet theater for her church’s religious education department.

Elizabeth Dumke, Oshkosh, WI
Brought the experience to theater to children who are unable to afford it.

Elizabeth Wilson, Medford, WI
Encouraged healthy lifestyles by providing educational youth curling workshops.

Emily Podrez, Park Falls, WI
Rehabbed the volley ball courts at a park and installed bat houses for insect control.

Emily Scherer, Oshkosh, WI
Created interactive learning enhancements at Oshkosh Zoo.

Grace Schilling, Appleton, WI
Created an outdoor learning environment at an Elementary School.

Hailey Gabriel, Oshkosh, WI
Organized an Annual Trunk or Treat.

Jessica Purgett, Marshfield, WI
Educated the community on the sacrifices of service men and women by connecting them to veterans and veteran support organizations.

Jessica Slowik, Deerbrook, WI
Remodeled the Elcho Girls’ Softball/Little League Dugout.

Kennedy Robelia, Durand, WI
Developed Youth Personal Floatation Device loaner program to increase water safety in boating.

Lauren Lea, Augusta, WI
Spearheaded the installation of Lake Eau Claire emergency siren.

Lydia Colon, Shawano, WI
Reintroduced native plants and removed invasive plants as part of the Kuckuk Park Prairie Restoration.

Madira Hall, Marshfield, WI
Created busy blankets for patients with limited fine motor skills.

Mollie Lamkin, Green Bay, WI
Developed youth literacy/reading area at her church.

Morgan Thiel, Oshkosh, WI
Constructed compost bins and sifting tables for local children’s garden.

Regina Lobner, Appleton, WI
Renovated an environmental display case at her high school.

Samantha Brand, Brimley, MI
Created references for unbiased political information to encourage millennial engagement.

Sarah Drockton, Sault Ste Marie, MI
Cleaned and started a pollinator garden at the Chippewa County Animal Shelter.

Sonia Ochowicz, Oshkosh, WI
Improved, cleaned up Waukau Dam for increased community enjoyment.

Sophie Voss, Menomonie, WI
Created a DVD to educate on Type 1 Diabetes.

Teaera Fabian, Augusta, WI
Constructed and installed a covered walkway and beautified the entrance to a local senior center.
AWARDS AND RECOGNITIONS

Each year we award our top volunteers for making Girl Scouting happen for thousands of girls throughout Northern Wisconsin and Michigan’s Upper Peninsula. Each award has its own level of service, ranging from troop to community or council-wide service.

2017-2018 ADULT AWARDEES

APPRECIATION PIN
The service performed by the awardee is above and beyond the expectations for the position held and made an impact on at least one geographic area.

Kathy Ihde
Appleton, WI

Angie Van Brocklin
Appleton, WI

Tami Stansbury
Montello, WI

Julie McQuire
Rhinelander, WI

Lisa Fox
Arbor Vitae, WI

Rita Krupka
Eagle River, WI

Megan Johnson
Wisconsin Rapids, WI

Angie Wirth
Wisconsin Rapids, WI

Joanne Widi
Green Bay, WI

Tracie Van Gheem-Rottier
Pulaski, WI

Jara Malchow
Pulaski, WI

Katie Fowles
Pulaski, WI

Rae Ann Brand
Brimley, MI

Anna Turner
Sault Sainte Marie, MI

Debra Reider
Marquette, MI

Margaret Henkelman
Pembine, WI

Karen Hauck
Eau Claire, WI

Cheryl Schnelle
Irma, WI

HONOR PIN
The service performed by the awardee is above and beyond for the position held, and made an impact on two or more geographic areas.

Linda Stoll
Menasha, WI

Candace LaFave
Westfield, WI

Laurie Podrez
Park Falls, WI

Kathleen Flickinger
Brimley, MI

Linda Bockin
Mondovi, WI

Terri Wojcik
Strum, WI

Melissa Loebertman
Chippewa Falls, WI

THANKS BADGE
The service performed by the honoree resulted in outcomes that benefitted the total council or the entire Girl Scout organization and is so significantly above and beyond the call of duty that no other award will be appropriate.

Patricia Lamon
Conover, WI

Lisa Voelker
Pulaski, WI

Ingrid Parker-Hill
Green Bay, WI

Heidi Kolve
Strum, WI

Colleen Bennett
Appleton, WI

THANKS BADGE II
The honoree has received the Thanks Badge. The outstanding service performed by the honoree resulted in outcomes that benefitted the entire Girl Scout organization and so significantly above and beyond the call of duty that no other award would be appropriate.

Barb Leveille
Eagle River, WI

Judy Nagel
De Pere, WI

Kimberly Saffer
Manistique, MI
THANK YOU TO OUR DONORS!

JULIETTE GORDON LOW SOCIETY

In March of 1912, Juliette Gordon Low gathered 18 girls in Savannah, Georgia and began the Movement we know as Girl Scouts. Juliette's outstanding leadership was matched by her stewardship. She converted the carriage house of her home into the first Girl Scouts national headquarters, and she gifted the property to the Girl Scouts in her will. Her bequest was the beginning of planned giving to Girl Scouts. The Juliette Gordon Low Society was established to thank and honor friends of Girl Scouting who, like Juliette, choose to make Girl Scouts part of their legacy and a beneficiary of their estate.

Angela Thoune
Ann Kapitz
Barb & Brian Dulmes
Beth & Jack Schad
Beverly & Robert Spinti
Carol & Vic Romback
Carol Ligare
Charles Askalson
Clark Casetta
Cliff & Joanne Weber
Cody Splitit
Dawn Gholke
Deanne Behrens
Diane & Pat Ford
Evelyn Burger
Family of Soterea M Drivas
Greg & Catherine Goetz
Heidi & Randy Halberg
Judy Nagel
Judy Phillips
Karen Kollmann
Kathleen Ligare
Kathryn Nichols
Ken & Brenda Baur
Mark Apitz
Marne Keller-Krikava & Alec Krikava
Martha Stanley
Mary Harp-Jirschele & Jeff Jirschele
Maureen O’Hern Hahn & Jeffrey Hahn
Nan Nelson
Neil Dentzer
Oscar & Patricia Boldt
Pat Laemmrich
Patsy Beauchamp
Richard & Gail McNutt
Sarah Thulin
Steven Taylor
Susan Kohak-deCampo
Suzanne Oberhauser
Terry Wickman
Thomas & Mary Grace
Victor & Christine Anthony

PROMISE CIRCLE

Our Promise Circle includes supporters whose financial contributions make meaningful and sustained contributions to helping us realize our mission of building girls of courage, confidence, and character who make the world a better place. Becoming a member of the Promise Circle is based on the following forms of generous giving: an individual, couple, or a small business owner giving $1,000 or more annually.

Alyssa Dudkowski
Amy Schultz
Angela Thoune
Betty Lou Lewis
Carol Ligare
Cliff & Joanne Weber
Colleen & Mark Bennett
Connie & Phil Martini
David & Kim Schanock
Delta Bay Service Area #515
Diane & Pat Ford
Doug & Chrys Hyde
Douglas & Joyce Johnson
Drs Robert & Denise Prehn
Edward & Hannah Rutledge Charities
Edward J Okray Foundation Inc
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Jill Johnson
Jodi Dahlke
Judy Nagel
Karen Kollmann
Kellie Holmstrom
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Linda Levin
Lori Lutey
Lori Richardson
Lorraine Avery
Lucy Arendt
Lynn Moon & Dr Donald Snowdon
Lynne & Bob Keller
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Victor & Christine Anthony Fund within the Community Foundation of North Central Wisconsin
William J & Gertrude R Casper Foundation
Windward Wealth Strategies, Inc.
THANK YOU TO ALL OUR DONORS!

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Alana & Dennis Holt
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Alger General Insurance Agency
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Andrea Snortum
Andrea Thomas
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Angela Zubac
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Ann Thielman
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Annie Dart
Annika Neuschwander
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April Rotter
Ascension Saint Clare’s Hospital Foundation
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Ashley Geist
Aspirus Health Foundation
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Aurora Health Care
Aurora Health Care
AZCO Integrated Construction
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Bassett Mechanical
Bauer Built Inc
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Bergstrom Automotive
Bernard & Mitzi Hlavac
Beth & Jack Schad
Beth Millner Jewelry
Beth Reck
Betsy Skerik
Bette Briar-Tilot
Betty Lou Lewis
Beverly & Robert Spinti
Beyer Jerry
Biggbys Coffee of Houghton
Blessing Skogstad
Blue Cross Blue Shield of Michigan
Bob & Sheila Hallada
Bob Chalice
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Brenda Wilson
Brian & Betty Bushnell
Brian & Jodi Olmen
Brian & Linda Eroh
Brian Gilbert
Brittany Pyatt
Brittney Billman
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Bryan & Lara Drown
Bryan Rosten
Byron L Walter Family Trust
Calewarts, Duffy & Erdman
Callie Lund
Candi Mills
Candy Tork
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Carol & Dick Okray
Carol & Vic Romback
Carol DeGroot
Carol Dost
Carol Ligare
Caroline Dix
Carolyn Myers
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Carrie Andringa
Carrie Samson
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Cat Buttron
Catherine Grueneberg
Cathleen Jokela
Cathy Vander Zanden
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Cheri Wilke
Cheryl Maki
Cheryl Schnelle
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Chippewa County Community Foundation
Chippewa Falls Lions Club
Chippewa Falls Rotary Club
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Chris Wilinski
Christa Kedrowicz
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Christin Stapelmann
Christina & Charles Norseng
Christine Ramey
Christine Wolf
Christopher & Liesl Britzke
Christopher Jaworski
Christy Hungerford
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Claire Maes
Clarence Talen Charitable Trust
Clarissa Bean
Claudia Guzman
Cleveland Cliffs, Inc
Cliff & Joanne Weber
Cody Split
Colleen & Jack Gostisha
Colleen & Mark Bennett
Colleen Moynihan
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Community Foundation for Marquette County
Community Foundation for the Fox Valley Region Inc. Secura Insurance Companies Charitable Fund
Community Foundation for the Fox Valley Region-Richard A. & Jennifer A. Bergstrom Fund
Community Foundation of Central Wisconsin - Women’s Fund of Portage County
Community Foundation of Chippewa County Inc
Community Foundation of Dunn County
Connie & Phil Martini
Copper Country United Way
Coriane Penegor
Craig & Amy Pellizzaro
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Crime Prevention Foundation, a fund of the Greater Green Bay Community Foundation*
Cristina Mellana
Crystal Finishing Systems
Crystal Janousek
Crystal Print Foundation Inc
Crystal Strosahl
Cynthia & Peter Kotila
Cynthia Benson
Cynthia Boehm
Dale Weise
Dalene & Phillip Rendall
Dan & Penny Bolom
Daniel & Cindy Polus
Daniel & Michelle Nelson
Daniel Hensel
Danielle Grossman
Danielle Plett
Darboy Corner Store
Darlene Martin
Dave & Cherri Vierthaler
Dave & Colleen Groenier
Dave & Kim Entringer
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We carefully review all the information for the honor roll in our Annual Report. Please contact Fund Development at 888.747.6945 or development@gsnwgl.org for more information, question, or comments.

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