




girl scouts
of central maryland

ANNUAL REPORT 2018



Girl Scouts of Central Maryland's
**Distinguished Women's
Award Celebration**

*"Teaching a girl to be a leader means giving
her the values and confidence to lead"*

-Anna Maria Chavez



Dr. Redonda Miller, President, The Johns
Hopkins Hospital and Athena Sackleh



Alicia Ritchie, Principal, Miles & Stockbridge
and Monica Green



Stacie Tobin, Partner, Venable LLP and Abigail Brannon



Swata Gandhi, Vice President and General Counsel, DAP and
Alexandra Pavao

The annual Distinguished Women's Award Celebration
gives girls an up-close look into the lives of women
leaders who possess qualities Girl Scouts hopes to
instill in every girl.



Kristin Herber, Senior Director and Managing
Counsel, Under Armour and Kimberly Platt

THERE IS POWER IN EVERY GIRL SCOUT

For the 20,000 girls we serve in central Maryland, their superpower is being a Girl Scout! From Daisies to Ambassadors, each are preparing for a lifetime of leadership. We see the potential in all our girls and know that they have the skills, the courage and the confidence to make their communities better because of what they have learned—and practiced— as Girl Scouts. Every time a G.I.R.L. earns a new badge or journey award, uses her cookie sale profits to fund a community service project, welcomes first time campers to the summer resident camp community, solves a problem while engaged in a STEM activity, shares tips for healthy living with family and friends, achieves a new goal, uses resources wisely and is friendly and helpful, she is being the leader we envisioned her to be.

The all-girl, girl-led environment sets the stage for her to regularly practice leadership and try new things. If she fails along the way she has a cadre of peers and dedicated leaders to encourage her to try again. The program that promotes resilience, independence, team-building and camaraderie, will serve her well as it has for thousands of Girl Scouts before her who have become elected officials, Secretaries of State, astronauts, tech leaders, business owners and educators. Girl Scouts fuels the nation's female leadership pipeline because we are the best leadership organization for girls.

Throughout the 2017-2018 membership year our Girl Scouts participated in an array of program activities that included working on STEM badges, meeting STEM professionals at our annual Women in STEAM conference, talking with women influencers at our Future Leaders conference, speaking up at the Maryland Commission for Women Listening Tour, and our signature Leadership Series with the CEO events. With support from funders like Motorola Solutions Foundation, and the Maryland State Department of Education, girls were able to increase their robotics and coding skills through First Lego League and cyber challenge activities. They also had the opportunity to expand their entrepreneurial skills beyond the cookie sale through a new program partner, Biz Kidz Academy.

We are proud of the new skills, experiences and accomplishments our girls achieved, and we are both thankful and grateful to the community of funders, volunteers, and program partners who have shown their belief in the potential of our girls through their generous support. With your continued support we can carry out our mission of developing girls of courage, confidence and character who will become strong leaders.

With much appreciation for your support,



Violet M. Apple
Violet M. Apple
Chief Executive Officer



Judith McGovern
Judith McGovern
Chair of the Board





When you envision the future of leadership in America—what do you see? We see today’s Girl Scouts. From our youngest Daisies to our Ambassadors, our Girl Scouts are already demonstrating superb leadership.

The activities and programs Girl Scouts offer encourages curiosity and problem-solving, develops leadership, and builds confidence; characteristics girls will use throughout their lifetime. Simply stated, Girl Scouts is the best leadership development program for girls.

Girl Scout alumnae, locally and nationally, demonstrate every day the impact of the Girl Scout experience and the critical role it plays in developing female leaders.



“
Girl Scouts has given me so many amazing opportunities –including giving a speech in front of over 300 business leaders at the Distinguished Women’s Award Celebration, presenting a bylaws amendment at our annual council meeting (which passed) and, serving as a council delegate at Girl Scouts of the USA’s National Convention in Ohio.
 ”
–Jenna D, GS Ambassador

There are
50 million
Girl Scout
alumnae

80%

of tech leaders
were Girl Scouts

51%

of the female members of
the House of Representatives
were Girl Scouts



Every time a girl chooses to lead our future becomes brighter.

In central Maryland, our council created terrific activities and programs using STEM, the outdoors, camping, Financial Literacy, career exploration, and new badges and journeys to retain and recruit girls. This included offering a STEM Think Like a Citizen Scientist journey weekend, and badge completion for the Secret Agent and Detective badges at overnight programs at our camp; Comic Book Artist and Netiquette badges as part of our annual Girl Con event; and hosting our first leadership conference for older girls. Program partners like the Fire Museum of Maryland, Maryland State Department of Education and Motorola Solutions Foundation offered badge and patch opportunities to Girl Scouts through programs like First Lego League Robotics. Johns Hopkins University and Six Flags Amusement Park partnered with our council to engage girls in exciting roller coaster design, build and race activities.

Number of Girls Served in 2018	
Anne Arundel County 4,414	Harford County 2,170
Baltimore City 3,079	Howard County 3,484
Baltimore County 1,037	Carroll County 1,166
Total 20,307	

73%

of female senators
were Girl Scouts

50%

of female business
owners were Girl Scouts

100%

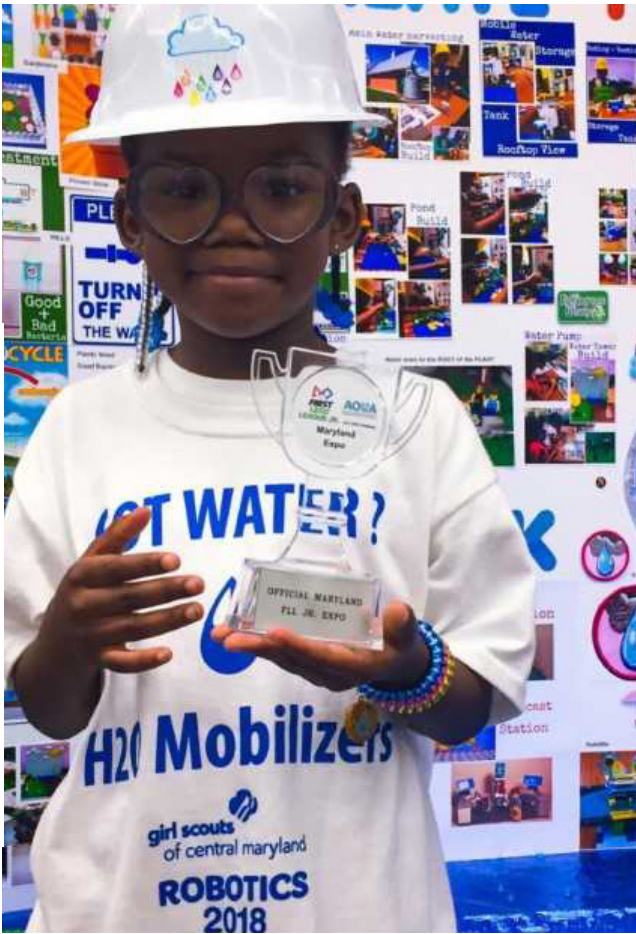
Every female secretaries
of state in U.S. history
were Girl Scouts

DAISIES

“
My kindergartner has gained confidence and made friendships because of her Daisy troop!
-proud Girl Scouts of Central Maryland mom

Though overall membership remained relatively flat, Daisy membership grew 1.4%. Over 300 new Daisy age Girl Scouts joined and were placed in 20 troops. Recruiting efforts succeeded in generating 4,261 new girl registrations by the end of membership year 2018 .

Our FIRST LEGO Jr. League teams were challenged to learn about water, identify a problem and create a solution. This team of Daisy Girl Scouts selected gardening as their water use and rainwater harvesting as their solution. These Girl Scout innovators won the Explosive Ideas competition.



The Women’s Giving Circle of Harford County, Maryland State Department of Education and Motorola Solutions Foundation provided grant funding to support the formation of Rockin’ Robotics teams in four Harford County elementary schools for girls in grades 1-5.

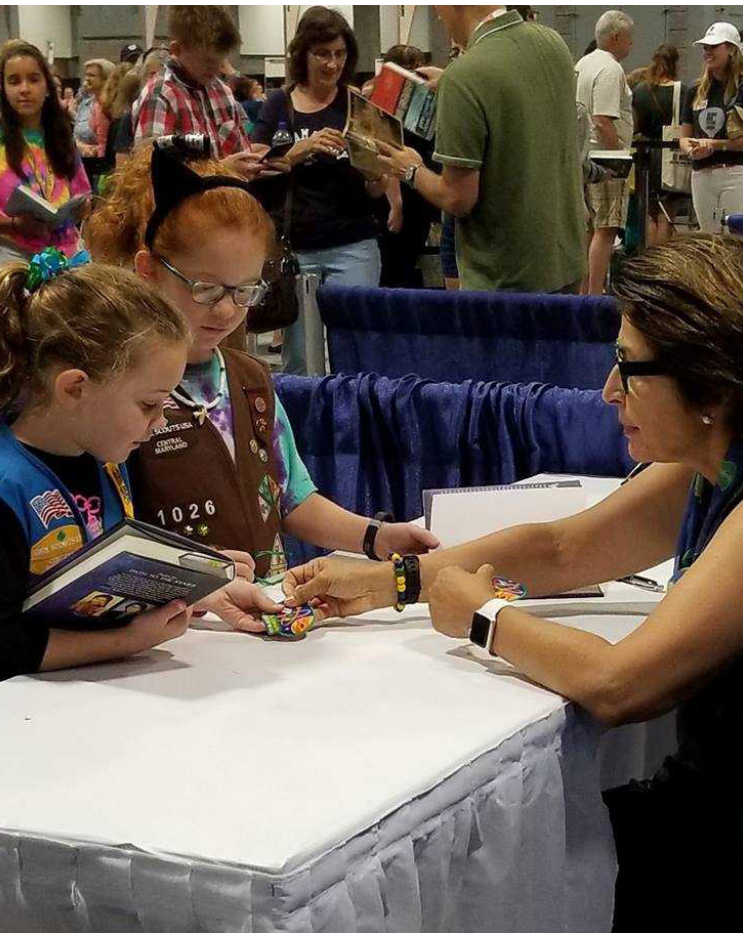


JUNIORS

When Brownies fly up to Girl Scout Juniors, they get to take part in cool new experiences. Troop 2 from Harford County was the first all-girl unit, to perform the flag ceremonies for their school's Patriot Program which required each girl to satisfy all requirements to complete the 5th grade Patriot Program.

The innovators of Troop 10057 built a Rube Goldberg machine that fills and closes a container as part of the Rube Goldberg Challenge hosted by the Howard County Library System and Howard County Public School System. They won first Place in the "Most Complex" category.





BROWNIES

Brownie Girl Scouts are ready to learn new things and show off what they know, along with exploring the world and meeting new people.

On September 1st, members of Girl Scout troop 1522 and 1410 attended the National Book Festival in Washington DC. While there, they enjoyed having Sylvia Acevedo, GSUSA CEO, sign her new book, Path to the Stars.

Girl Scout Brownie Troop 1423 brainstormed, voted, and decided to give back to their community by collecting used toys and distributing them to children in need through Second Chance Toys, a non-profit that helps the environment by keeping plastic toys out of landfills and helps kids by pairing groups with local organizations looking for toy donations.

”
Girl Scouts helped me to become a leader and earn a Ph.D.! I want to give back to this great organization that empowers girls to be their best.
– Sylvia Acevedo, GSUSA CEO

“



Last spring, of the 571 local Girl Scouts who took GSUSA's survey measuring the level of satisfaction in the traditional "Troop" pathway, 82% measured in the "high" range on the Sense of Self outcome. The percentages of GSCM girls who had mean scores in the "high" range are shown below for each of the national outcomes. The results of the survey demonstrate the powerful impact the Girl Scout Leadership Experience has on our girls.

Girl Scout Leadership Experience outcome	Girl Scouts of Central Maryland	National
Sense of Self	86%	81%
Positive Values	76%	73%
Challenge Seeking	57%	55%
Healthy Relationships	56%	55%
Community Problem Solving	50%	49%

GIRL SCOUTS BEYOND BARS AT 25

In November, our Beyond Bars program celebrated the second of two 25th Anniversary celebrations with a luncheon attended by members of the Beyond Bars Advisory Committee, former Beyond Bars volunteers and staff, Beyond Bars families. The event featured a short film about the program, produced by Emmy Award-winning videographer and lifetime Girl Scout, Tanya Spann Roche, presentation of two college scholarships to a GSBB program graduate and, an inspiring keynote address from prison sentencing activist, Kemba Smith Pradia. Event sponsors included Berkshire Associates, Greater Baltimore Committee, Howard Bank and Miles and Stockbridge.

During the 2017-2018 membership year, Beyond Bars troop members participated in a variety of activities, including a step show hosted by Girl Scouts of the Nation's Capital, a dinner featuring the author of Hidden Figures, and camp cooking skills training at Camp Ilchester. At the end of the fiscal year, 29 girls and 19 mothers were enrolled in the Girl Scouts Beyond Bars troops. Many thanks to the Battye Foundation for their continued support of this important program.



“
Every time a daughter kisses her mother, that's a Kiss that wasn't shared the day before. When our daughters ask us for advice and we dig deep to find just the right things to say, these are all gains in my eyes.

—Cassandra Stukes, GSBB Mom

Girl Scout alum and troop leader Tanya Spann Roche won a Telly Award for the GSBB 25th anniversary film

Kemba Smith Pradia (far right) gave an inspiring keynote address at the November 25th event. Also pictured: Kai Jackson, WJZ Anchor and Violet M. Apple

COMMUNITY-BASED GIRL SCOUT PROGRAMS

In 2017-2018, we served over 4,000 girls through our in-school, and summer programs, a 13% increase over 2016-2017.



Support from the T. Rowe Price Foundation allowed us to serve girls at six schools in the Park Heights community by providing leadership development, health and wellness, social skills development, and STEM programs. Girls from Park Heights and John Ruhrah elementary/middle schools also engaged in environmental stewardship and conservation activities. Working side-by-side with Chesapeake Bay Trust staff and volunteers, they helped plant 140 trees and conducted water quality testing at Camp Conowingo.



Funding from the United Way of Central Maryland provided the opportunity for 250 girls in grades K-5 from two Baltimore County schools, Riverview Elementary and Scotts Branch Elementary, to engage in program activities focused on STEM, the outdoors, social emotional learning, and fitness and nutrition. In addition, through a partnership with BGE, 100 girls in grades K-8 at John Ruhrah and Lakeland Elementary Middle schools participated in life skills, physical fitness, nutrition, reading literacy, STEM, financial literacy activities and a college tour at Stevenson University.

Thank you to the following funders who supported our Community Programs in FY2018:

BGE, Chesapeake Bay Trust, Charles Crane Family Foundation, Susan J. Ganz, Johns Hopkins School of Public Health, Lerner Foundation, Toyota Financial Services, T Rowe Price Foundation, and United Way of Central Maryland.

CADETTES, SENIORS AND AMBASSADORS



Our older Girl Scouts have opportunities to participate in activities that encourage them to identify their strengths and grow their passions. The programs for this age group are designed to help them discover new leadership skills and prepare for their future as they explore careers and interact with women professionals or, help at resident camp as a Wrangler in Training (WIT) or Counselor in Training (CIT). They can also increase their governance knowledge by serving on the council's Board of Directors or by representing the council at local and national events as Council Delegates.

”
I am so proud to be a Girl Scout volunteer. The girl-led programming gives older girls confidence and gives the younger girls an inspiration for the future.
– Cheryl Wiegand Zaydel
“

The membership growth among our older girl members indicates that our programming resonates with them:

4.3%
increase
girls in 9th and 10th grades

8%
increase
girls in 11th and 12th grades



“I have been a Girl Scout since kindergarten, earning my Bronze, Silver, and Gold award.... the one thing that will always stand out is having the privilege to shadow a Distinguished Woman for the day, Dr. Redonda Miller, president of The Johns Hopkins Hospital, the first woman to hold the position in their 127-year history.

—Athena Sackleh



Programs like the Leadership Series with the CEO, the Maryland Women Listening Tour in partnership with the Maryland Commission for Women, the Future Leaders Conference, and the Distinguished Women's Shadow experience allow older Girl Scouts to interact with established women leaders as they develop their own leadership style.



In November some of our Cadettes had a unique opportunity to participate in a STEM program led by BGE professionals. After hosting this successful event the BGE team decided to form a Cadette troop. The troop meets regularly in Baltimore and is focused on activities and experiences to grow their interest and skills in STEM.

GIRL SCOUT METALS

ONE IS SILVER AND THE OTHER'S GOLD



Girl Scouts in middle and high school have the opportunity to earn two distinctive awards that symbolize that they are prepared and willing to be called on to give service in the area their award represents. The Silver Award is the highest award a Cadette Girl Scout can earn and the prestigious Gold Award, which Girl Scout Seniors and Ambassadors can earn, is the highest award in Girl Scouting.

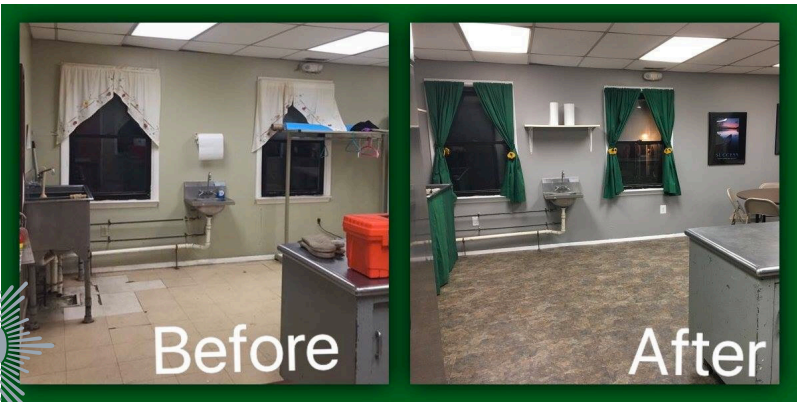
Nationally only 6% of eligible Girl Scouts earn the Gold Award. It requires a minimum of 80 hours of work to plan, design and implement a sustainable project that addresses a need in the community. Silver and Gold Award Girl Scouts are eligible for college scholarships based on the service completed to achieve these awards. Gold Award Girl Scouts are also eligible to receive a higher rank in the military if they choose this career path.



51 Girl Scouts earned
the Gold Award



263 Girl Scouts earned
the Silver Award



Girl Scout camp has for generations, been the place where girls make memories and, learn skills they will use throughout their lifetime. Displaying their love of camp and the outdoors, this group of girls gutted and renovated almost the entire Big House at Camp Whippoorwill. New floors were installed, all electrical outlets and switches were replaced. A structural problem in the floor was mitigated, bathrooms were remodeled and paint was done throughout.



Toyota Financial Services provided financial assistance for a Gold Award project, Equality for Young Musicians. The project provided underserved students at two Howard County schools with wind and orchestra instruments and free music lessons so they could participate in their schools' music activities.

Girl Scouting is not just knowing, but doing, not just doing but being. –Juliette Gordon Low



G.I.R.L.s from Troop 476 displayed their leadership skills when they designed and hosted an Empowerment Symposium, serving over 100 girls, by providing a forum for middle and high school girls in their Anne Arundel County community to speak with top female professionals. The symposium was the culminating event to earn their Silver Award. With partial funding from GSUSA and Toyota Financial Services, the G.I.R.L.s planned and hosted a second event, adding financial literacy activities to the program.

ADVENTURES IN THE GREAT OUTDOORS



Many thanks to the Stine Family Foundation for supporting camp programs at Camps Conowingo, Ilchester, Whippoorwill and Woodlands



According to GSUSA's Girl Scout Research Institute, 50% of girls said that Girl Scouts provided them with opportunities to experience the outdoors in ways they could not have otherwise. These activities include: archery, hiking along the Appalachian Trail, high ropes, snorkeling, kayaking and canoeing, horseback riding, and rock wall climbing.

Nearly 6,000 girls participated in our outdoor program offerings, which include resident camp, day camp and nature center events. Our 2018 summer resident camp served 1,130 girls; our council-led day camps served 1,509 girls. In addition, nearly 35,000 visitors came to our camp properties for a variety of programs, events and trainings like the Camp Conowingo Open House, archery, Art in the Outdoors, environmental stewardship days, troop camping, outdoor Journey badge programs, adventure sports, the Big Outdoors Event, and through our partnership with the Annapolis Junior Rowing team.

Camp Site Rental and Attendance	FY 17	FY 18
Revenue	\$127,095	\$127,706
Attendance	32,054	34,595

BUILDING A BETTER WORLD AT DAY CAMP



After making necessary improvements, the Girl Scouts of Central Maryland headquarters, the site of summer day camp, received its ACA accreditation. Thanks to support from generous funders, over 120 girls, from Title 1 schools in Baltimore City and Baltimore County, enjoyed an array of activities at our Build a Better World day camp. From creating clouds in a jar, tornadoes in a bottle and spaghetti structures to archery, balloon jousting, tie-dying and dance, these girls had a great time exploring, learning new skills and making friends.





An Exelon Company









Not your Daughter's Camp In weekend attendees enjoyed each other and an army of fun activities.



S'mores making competition Champions



Members of the GSCM Board put their aprons on and had fun.





ALUMNAE

In 2018, we launched new and robust alumnae outreach campaign. More than 200 alumnae and adult volunteers of all ages enjoyed the Cookies & Wine pairing at Boordy Vineyards in May. A new quarterly e-newsletter G.I.R.L. Talk, was developed to communicate with alumnae and keep them updated on Girl Scout activities as well as share how alums are making a difference in their communities. In August, alumnae, volunteers and Girl Scout top cookie sellers celebrated National S’mores Day at Camp Woodlands with a S’mores Making competition. Sponsors included Classic Catering, Howard Bank and Donor Search. 2018 also marked the year that the first council-led alumnae camping weekend took place at Camp Conowingo.

”

“As a current troop leader and a former Girl Scout, I truly understand and appreciate the experience that Girl Scouts offers. I feel that is a legacy that needs to be supported and passed on to girls everywhere.

–Titia E.

“



VOLUNTEERS

We are thankful for the commitment and work of our volunteers and adult members. They give life to the mission and serve as role models for our girl members in positions that include troop leader, trainer, Service Unit manager, SU Cookie Manager, Product Sales Committee member, registrar, program and event supporter, board and committee member, and so much more. In 2018 our council benefitted from the support, time and commitment of 8,935 registered adult volunteers—a 2% increase over FY’17.

Girl Scouts has introduced new tools to make the volunteer experience more streamlined including improvements to the Volunteer Toolkit (VTK) an online dashboard that easily provides information and resources for troop leaders and parents. There are three pre-populated year-plans for Daisy, Brownie and Junior leaders. In 2018, Troop usage of the VTK increased 15% over FY17.



Volunteer Toolkit usage	FY2018	FY2017
Daisy	48%	40%
Overall	25%	30%
Total number of troops	362	316

”

“Participated in the [VTK] webinar tonight...will be recommending the tool and webinar to others. Thank you for doing this event...wish this would have been around years ago.”

–Julie K, GSCM volunteer

“





ENTREPRENEURSHIP

Girl Scouts had three opportunities to develop their entrepreneurial skills this year and prepare for future business endeavors: the annual cookie sale, the MagNut sale and Biz Kidz Academy.

Annual Cookie Sale

The FY'18 Cookie Program started September 15, 2017, and ended December 15, 2017. In addition to door-to-door and direct sales 27.3% of girls who sold used the new online digital cookie sale tools. A total of 22,440 boxes were sold through the online digital portal totaling at \$89,937.00. Girl Scouts use their profits to fund special trips and service projects.

Cookie Sale	FY2018	FY2017
Cases sold	122,575	128,952
Boxes sold	1,470,900	1,547,424
Troops selling	1,274	
Girls selling	12,029	12,836
PGA (Per Girl Average)	122.30	108

Mag Nut Sale

The 2018 ME2 online magazine and nut sale which allows girls to develop e-commerce skills, ran February 15, through March 31, 2018. The sale ended with an 82.2% increase in sales over FY'17. Both girl participation and number of emails sent for this online only sale increased as well.

Magazine Sale	FY2018	FY2017
Total Gross Sales	122,157	67,046
Emails sent	13,154	11,473
Avatars Created	726	622

Biz Kidz Academy

Girl Scouts of Central Maryland partnerd with Biz Kidz to provide a new opportunity for girl business owners and girls interested in owning their business to acquire and hone business skills. These young entrepreneurs participated in the six-week entrepreneurship program which included learning how to conduct on-air interviews at Comcast studies and testing their skills at a Market Day Expo and Shark Tank competition.

CAMP PROPERTIES UPDATE

In fiscal year 2018, we invested more than \$200,000 in maintenance, repairs and upgrades at all of our properties, in addition to insurance and grant funds, which resulted in providing our Girl Scouts, volunteers, staff and visitors with improved safety and security, and enhanced the program and camp experiences at each property. Severe storms and wind caused widespread damage at most of the properties requiring removal of trees and repairs to buildings. We are grateful for the volunteers and work-groups that invested time, talent and treasure to help with several beautification and maintenance projects at our camps that supplemented the work completed by our staff and hired contractors.

Camp Conowingo

In 2018, we invested in several significant upgrades and maintenance projects at Camp Conowingo. The pool required extensive repairs and the installation of a new filtration system. We also remodeled the shower house, which also serves as an emergency safe house. Additionally, a new commercial-grade, back-up generator was installed to support the dining hall, pool house and shower house. Thanks to a grant from the Chesapeake Bay Trust we planted 140 trees that provided a wonderful opportunity for girls to plant trees and test water to learn about the environmental impact.



Camp Ilchester

Severe storms and wind resulted in a lot of damage at Camp Ilchester requiring the removal of trees, re-established the nature trail. In addition, we upgraded the fire suppression system.



Camp Whippoorwill

In 2018, we repaired the damaged bath house by replacing the roof and dry wall, and adding a fresh coat of paint. The Big House received an overhaul thanks to Troop 26 who painted, installed new bathroom vanities, and gutted and installed new flooring in the kitchen/mudroom as part of their silver award project.



Camp Woodlands

We removed several dead trees, which were marked unsafe. Multiple clean-up days were hosted at Camp Woodlands throughout the year thanks to our dedicated volunteers.

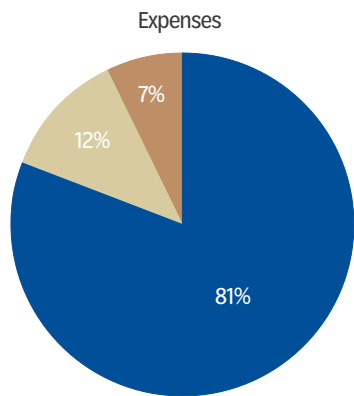
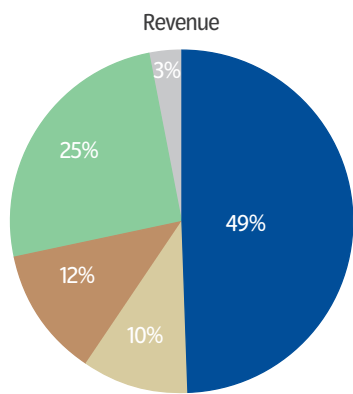


Seton Program Center

In 2018, we upgraded faulty electrical panels, replaced door hardware and added new security systems, and upgraded the water main and sprinkler valve systems. In addition, we identified and repaired a significant leak in the water main system entering the building. Due in part to many of the required upgrades and repairs, we received ACA accreditation in 2018.



FINANCES AT A GLANCE



Revenue	FY 2017	FY 2018
Product Sales	\$ 3,664,779	\$ 3,462,981
Individual and organizational	\$ 695,489	\$ 684,708
Program Service Fees	\$ 771,445	\$ 819,137
Investment Income	\$ 1,688,717	\$ 1,825,327
Store Sales	\$ 244,336	\$ 239,984
Miscellaneous	\$ 80,696	\$ 24,073
Total Revenue	\$ 7,145,462	\$ 7,056,210

Expenses		
Program Services	\$ 4,819,649	\$ 4,900,028
Management & General	\$ 564,609	\$ 752,938
Fundraising	\$ 296,575	\$ 420,643
Total Expenses	\$ 5,680,833	\$ 6,073,609

Summary for Financial Position	
Total Assets	\$ 19,008,490
Total Liabilities	\$ 1,482,751

Net Assets	
Unrestricted	\$ 14,726,711
Temporarily Restricted	\$ 813,855
Permanently Restricted	\$ 1,985,173

THANK YOU DONORS

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