

Path to Possibilities

»» ————— 2014 - 2015 ANNUAL REPORT ————— ▶▶





Dear Friends of Girl Scouts of Eastern Massachusetts:

Juliette Gordon Low founded our organization on the belief that all girls deserve opportunities that enable them to reach their full potential. Over a century later, her vision remains as important as ever. Girls' interests and options have changed,

but our commitment to developing courageous and confident leaders remains unwavering. Every girl who becomes a Girl Scout embarks on a path full of possibilities.

When you meet a Girl Scout, you know it. She is the go-getter organizing a winter clothing drive in her school. The innovator coding her own game at our annual STEM conference. The risk-taker rising to new heights—and new challenges—on a summer camp ropes course. The leader making her voice heard on the council's advisory board. The change-agent transforming her community through her Gold Award project. Throughout this past year, our council celebrated today's Girl Scouts and strengthened awareness of our mission delivery.

The outdoor experience has long been a centerpiece of Girl Scouting. Last year, we made significant investments at our camp properties—building new challenge courses, improving infrastructure, and upgrading equipment, as the first stage of a multi-year property improvement plan. These are an investment in our girls, and in keeping camp a strong and vibrant component of our programming.

Our focus on enhancing member experience and engagement ensures not only that our organization remains vital and relevant, but that we can continue to provide opportunities for girls to discover their strengths and the leader within.

Looking ahead, the council's 2016 launch of our new Volunteer Systems, many months in the making, will enable us to make it easier for girls and adults to join and stay involved in Girl Scouts and to better serve those at the heart of our member-driven organization.

At Girl Scouts of Eastern Massachusetts, we are 50,000 strong in 178 communities—35,000 girls and 15,000 dedicated volunteers who make their Girl Scout experience possible—and we are even stronger because of you, our supporters. Thank you for making girls a priority!

Yours in Girl Scouting,

Patricia A. Parcellin
Chief Executive Officer

Elizabeth Stevenson
Council President, Board Chair

BOARD OF DIRECTORS*

Elizabeth Stevenson
Board Chair

Mary Shapiro
First Vice Chair

Dawn Morris
Second Vice Chair

Roc O'Connell
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Patricia A. Parcellin
Chief Executive Officer

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LeAnne Grillo

Bea Mah Holland

Diane Longtin

Marcia Metz

Jane Puffer

Carol Sapoznik

Tanisha Sullivan

Tricia Tilford

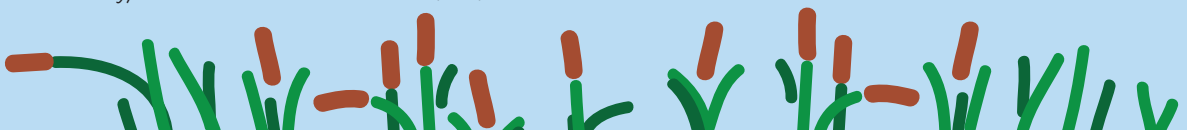
Girl Members

Anna Mullane

Shanelle Mendes

Mary Rzepczynski

* Board members are elected each year in May. The above list is as of March 2016. For an updated list, please visit hergirlscouts.org



GIRL SCOUT MUSEUM

No one works harder to preserve the history of Girl Scouting in eastern Massachusetts than the volunteers of the Girl Scout Museum. Boasting a combined 912 years in Girl Scouting, they are responsible for maintaining one of the largest collections of Girl Scout artifacts in the country. Through programs like *Tea with Juliette*, the volunteers celebrate our rich legacy while making it relevant to today's girls. In May, the museum hosted a special guest, GSUSA CEO Anna Maria Chávez, with a luncheon and tour during her GSEM visit.



PROPERTY INVESTMENTS




Exciting progress was made in the Long Range Property Plan, which lays out a strategy of preserving and improving GSEM's properties with the goal of creating memorable leadership opportunities for every girl. By investing in our camps we are able to enhance a key element of Girl Scouting: the outdoor experience. One of the most dynamic additions was the installation of new high ropes courses at Camps Cedar Hill, Maude Eaton and Runels, which give our most adventurous campers a unique way to build courage, confidence and character.

GREAT HALL RENOVATION

Thanks to a WCVB Channel 5 Boston "Extreme Makeover" and the generosity of local businesses, Camp Cedar Hill's Great Hall underwent a stunning transformation, including new floors, windows, bathrooms and kitchen. The former dairy barn has hosted meetings, ceremonies and encampments for nearly a century. The renovations have made a huge difference—the space is now ADA compliant and creates opportunities for new programming—while the exposed ceiling beams, museum display case and restored hearth remind us of the generations of girl leaders who have walked through Great Hall's doors and can now continue to do so for years to come.



MAP KEY

-  PRESERVING OUR LEGACY
-  ENHANCING TODAY'S GIRL SCOUT EXPERIENCE
-  CELEBRATING FUTURE LEADERS



APRIL VACATION CAMP

For the first time, campers came together at a single property during April vacation. This week of camp exceeded expectations, with over 250 girls attending each day of programming at Camp Cedar Hill. Additionally, our first April vacation camp program for teens sold out well in advance. Girls got a taste of summer camp fun, challenged themselves on the new high ropes course, and some even showed off their archery skills for a *Waltham Newswatch* segment.



COOKIES FOR A CAUSE

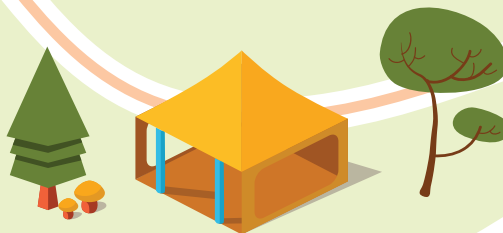
Not even snow could stop more than 600 Girl Scouts and their families from delivering cookies, smiles and gratitude to the airmen at Hanscom Air Force Base last March. Girls met some of the women and men who serve at Hanscom and wrote heartfelt cards for troops overseas. Nearly 30,000 packages of cookies were donated through GSEM's "Cookies for a Cause" initiative, which allows the public to purchase Girl Scout Cookies set aside for girls to donate to military organizations, food pantries and other local charities while teaching girls the importance of giving back.



VOLUNTEER RECOGNITION

We are deeply grateful to our volunteers whose commitment to enriching girls' lives enables them to thrive and become the leaders of tomorrow. At our annual Volunteer Recognition Dinner in May, we recognized approximately 150 extraordinary individuals who serve above and beyond the expectations of their position.

Janet Coombs and daughter, Jennifer, accepted a posthumous honor for Richard (Dick) Coombs for 50 years of membership. Mother and daughter Girl Scouts Shirley Murray and Sheila Murray Kupchaunis, of Stoneham (pictured), received 50-year membership pins, while Hyde Park's Umilta and Ashley Eadie were honored for their combined 45 years in Girl Scouting.



GOLD AWARD

The Gold Award, the highest achievement in Girl Scouting, recognizes girls who have taken action to make a difference through sustainable service projects that address a community issue. In 2015, 70 girls were honored at the Massachusetts State House for earning their Gold Award and the contributions they made to their communities. Projects included teaching women of all ages how to code, explaining math concepts through baking lessons and assembling art packets for children in hospitals. These Gold Award recipients shine as remarkable examples of meaningful leadership.



FAB FACTOR

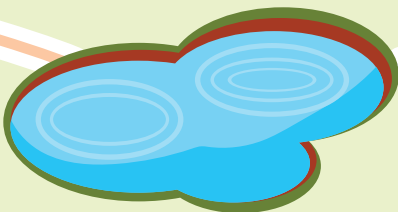
Thanks to the support of more than 20 sponsors and over 80 site partners, FaB Factor ensures Girl Scouting is open to all girls. Through activities on financial literacy, health and fitness, leadership and STEM, girls are empowered to make a positive impact in their communities. Lawrence's Amaryllis Lopez has embraced the leadership opportunities Girl Scouting offers and combined them with her interest in STEM, notably moderating the *Women in STEM* panel at the 2015 STEM Conference and Expo. She also joined several of her fellow FaB Girl Scouts in a roundtable discussion with GSUSA CEO Anna Maria Chávez.



LEADING WOMEN

"I am lucky to have grown up constantly being told it's okay to be a smart and ambitious girl." Every girl deserves the encouragement that motivated Leading Woman Elaine Weddington Steward of the Boston Red Sox toward success. The Leading Women Awards spotlight individuals whose achievements stand as an example to Girl Scouts as they forge their own path.

The event also provides an opportunity to strengthen and build relationships that benefit our girls. Honoree Christa Hagearty, CEO of Dependable Cleaners, recently showed amazing support by hosting cookie booth sales and launching a campaign that donates to GSEM when customers dry clean a green item during March. Other honorees included: former Massachusetts Attorney General Martha Coakley, Marian Court College President Dr. Denise Hammon, and 7News anchor/reporter Janet Wu.





You made it possible.

Thanks to you, last year was a great year for girls. Girl Scouts of Eastern Massachusetts gratefully acknowledges the individuals, corporations, foundations and community partners who gave generously to ensure that every Girl Scout has the chance to discover her inner strengths and make the world a better place.

This listing reflects all cash gifts, new pledges and in-kind donations of \$250 and above recorded during fiscal year 2015 (October 1, 2014 – September 30, 2015).

We could not serve our girls and support our volunteers without you.

Thank you!



Champion (\$100,000 and higher)

Anonymous ♦

United Way of Massachusetts
Bay and Merrimack Valley

Ambassador (\$50,000-\$74,999)

Horn Family ♦♦

The Improper Bostonian
Magazine

Anna G. Runels ♦

George H. Runels ♦

Toyota USA Foundation

Senior (\$25,000-\$49,999)

Captivate Network
Citizens Bank
Clear Channel Outdoor
Intel Corporation, Inc.
Liberty Mutual Foundation
Massachusetts Department
of Elementary and
Secondary Education
Overdrive Media
Yawkey Foundation II

Cadette (\$15,000-\$24,999)

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Comcast
The Kelly Family Foundation Inc.
Massachusetts Bay
Transportation Authority

Norfolk Kitchen and Bath
William E. Schrafft and
Bertha E. Schrafft
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Junior (\$10,000-\$14,999)

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Gill Fishman Associates
Girl Scouts of the USA
KPMG LLP
Marion E. Lebourveau ♦
Mal Elfman's of Waltham, Inc.
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Foundation
Sanofi Genzyme
Summer Fund
TD Charitable Foundation
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Brownie (\$5,000-\$9,999)

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Massachusetts
Marcela and Erik Danesh ♦
Daniel W. Field Trust
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The Dow Chemical Company
Eaton Vance Management

Barbara H. Fortier and Karen Edlund ♦♦

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Bank of America N.A.,
Trustee
Joanne and Ralph Johnson ♦
Kam Appliance
Kronos, Inc.
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PricewaterhouseCoopers LLP
Raytheon Company
**Patricia C. Romeo-Gilbert
and Paul B. Gilbert ♦♦**
Megan and Ray Sullivan ♦
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VDA Productions
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Daisy (\$2,500-\$4,999)

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**Melissa and David
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Patricia A. Parcellin

Wyley and Suellen Robinson ♦♦

Rockland Trust
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Dartmouth
Christopher Valle
Diane M. White ♦
The Women's Journals

Guide (\$1,000-\$2,499)

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Arlington Service Unit
Arnold Worldwide LLC
Barbara Lee Family
Foundation
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Christopher Tonkin**
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Brookline Savings Bank
Foundation
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Carbonite Inc.
The Charlotte Home
Kelly and Robert Corwin
Lynn and John Cutter ♦
Marilyn and Andre Danesh
Danversport Yacht Club, LLC
Vikas and Nitigna Desai
Easton Foundation
Entergy - Pilgrim Station
Elizabeth Fitzula ♦
FLIR
Haley Freeman
Shanti A. Fry
The Gillette Company
Jacquelyn Goddard
Jacqueline Goode
Ruth M. Gorman ♦
Greater Boston Chamber of
Commerce



SYMBOL KEY

Bold 1912 Giving Society: individuals who made cash gifts totaling \$1,912 or more during the fiscal year.

♦ Trefoil Society: individuals whose cumulative gifts surpassed \$10,000 in a five-year period.

♦ Pearl Society: individuals who made gifts of any amount over \$250 the last three consecutive fiscal years.



Stephen Haber and Raquel Ruiz

Beatrice Mah Holland
Institution for Savings
Charitable Foundation

Judah Family
Lynn and Greg Kenney
Kiwanis Club of Greater
Lawrence

Sonia Kwon
The Leblang Charitable
Foundation
Morgan Lewis

Diane L. Longtin
Victoria Lopez
Lindsay Levkoff Lynn and
Jeff Lynn

**Wendy and Robert
Macdonald**
Maguire Mechanical Services
Mansfield Bank Charitable
Foundation

MathWorks
Walter R. McCabe
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Mary Louise Mesquita

Marcia A. Metz
Regina M. Mullen
Murphy & King, Professional
Corporation

Needham Memorial Trust
Nellie Mae Education
Foundation
Newburyport Five Cents
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Foundation

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Steven Onishi and
Dawn Alling

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Jane W. Puffer

Dennis A. Quilty PC
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Kimberly Reinert
Robert Treat Paine Association
Carrie Rogers-Rivera

Renée Sack
Mary E. Shannon
Mary Shapiro
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Ronald Simon

South Boston Community
Development Foundation
Elizabeth Stevenson
Tanisha M. Sullivan
Christine M. Surette
University of Massachusetts
Boston

Verizon New England
Waters Corporation
Wentworth Institute of
Technology
Sonya and Sean Wilder

Adventurer (\$500-\$999)

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Jillian Alpert
Anonymous
Sarah and Matthew Begg
Michelle and Jim Duane
Erika Field and Gary Hall
Gill Fishman
Fresenius Medical Care
Pat and John Gardner
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Linda Grace
Kristen and Steven Gryglik
Insight Performance, Inc.
Cynthia Izzo

Jay Jason
Martha Jones
Lasell College
Leibys Garden Shop
Katherine and Leroy LeLacheur
Ellen Leonard
Nancy F. Lewis
Lexington Signs and Graphix
Main Event EMS
Andrea J. Mayotte
MiddleOak
Dianna L. Mines
Nancy R. Mobley
Murphy, Hesse, Toomey &
Lehane, LLP
MutualOne Charitable
Foundation

Ronald V. O'Connell
Penny M. O'Kelley
The Linda Hammett Ory
and Andrew Ory
Charitable Trust
Joanne H. Patton
Plymouth Memorial Post
#1822 VFW

Laura M. Raisty
Janice Ruell and Stephen
Mongeau
Sapient Nitro
Andrew Shulman
Gretchen Slemmons
Spectrum Marketing
Companies

Nancy E. Spence
The Stein Sharpe Family
Fund
Viola Storer

Trustees of Funds of
Bethesda Lodge
No. 30 IOOF
Joyce Tucker

Wareham Summer of
Celebration Inc.
Watertown Savings Bank
WCVB TV Boston
Melanie Wills-Tavares
John and Abby Yozell
Dan and Scott
Zimmerman
Malissa Zimmerman

Explorer (\$250-\$499)

Hillary Abbey
Nancy Adams
Anonymous

Rick Bankhead
Julia and John Barker
Elaine W. Beals
Beth I. Boland
The Boston Foundation
Thomas Brayer
Bridgewater Savings
Bright Horizons Foundation
For Children
Jean Mangas Carr
Christine Carter
Matthew Cluney
Community Outreach
Circle of Friends, Inc.

Rose Conti
Christie Coombs
Patty Cyr
Rosemarie Day and Steve
Churchill

Delcevaire King Trust
Fran Dichner
Beverly Dillaway
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Nancy and Del Drew
Martha Sloan Felch
Robert Fisher
Nancy A. Frank

Dianne L. Gauthier
Valerie Giles
Megan Goddard
Richard J. Goettle

Nancy and Barry Gonder
Denise Hammon
Maureen Harrison and
Jennifer Ulicnik

Cammie L. Henderson
Ann S. Hurd
Fine Jacob
Ann S. Janzen
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Christine Kevin
 Nancy Kiehnle ♦
 Stacy King
 Kings Bowl America
 Allison Knight ♦
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 Michelle Kramer and
 Steve Cook ♦
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 Culinary Arts, Boston
 Ethel Leonard
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 Angela Menino
 Celia Morris ♦
 Dawn C. Morris ♦

Patrick and Mary Morris
 Naid Foundation
 Korey Nannarone
 Nawada Landscape Design
 Neiman Marcus, Natick
 Collection
 Marie B. Normoyle ♦
 Amy L. O'Brien
 Richard T. Orton
 Robert Passanisi
 Carol Pons ♦
 Randy H. Goodman
 Photography
 Yashohdhar Shah
 Ron Shaich
 Mariana S. Shumway
 Six Ponds Improvement
 Association
 Mary-Jane Strom ♦
 Eileen B. Sullivan
 Amy L. Svedberg ♦
 Thomas G. J. Trykowski
 Tufts Health Plan
 Matthew G. Valencius
 Catherine Friend White
 Winchester Co-operative
 Bank
 Barbara E. Wolfinger and
 Stuart Peskoe

Yozell Associates
 Lorin Zackular

Every effort has been made to ensure the accuracy of our donor listing. Please accept our apologies if any errors or omissions have occurred. Please contact the Fund Development department at 857-453-5329 to make corrections to our records.



Run like a Girl Scout!

Congratulations to our incredible Boston Marathon team who braved the rain and cold to run 26.2 miles for girls on April 20, 2015. Together, Team Girl Scouts raised more than \$85,000 to support health and wellness programming for girls across eastern Massachusetts.

Elliott Adler
 Stephanie Cave
 Theresa Conn
 Prarthna Desai
 Valerie Giles
 Jacqueline Goode
 Erin Kelly
 Meghan Kenney

Fran Kistner
 Victoria Lopez
 Rob Passanisi
 Christopher Valle
 Saralyn Wolfe
 Lorin Zackular
 Malissa Zimmerman

Special thanks to the Boston Athletic Association Official Charity Program and to all who helped our runners cross the finish line!



In Memory of Pat Ross

Patricia Mott Ross, known as "Pat" to many within Girl Scouts of Eastern Massachusetts, passed away on April 13, 2015. Her vision, leadership, dedication, knowledge and sense of humor had an immeasurable influence throughout the more than 50 years she was involved with Girl Scouts.

We are grateful to all who shared a memory, told a story, wrote a letter and gave generously in her memory to benefit her passion, the Cedar Hill Museum. We hope to give something back by recognizing all donors for their unique and precious gifts to our council as a tribute to Pat. She is truly missed and will never be forgotten.



Elizabeth L. Adam
Virginia Adams and
Joyce Spencer
Jillian Alpert
Patricia A. Aulenbach
Eleanor Baldwin
Donald and Marie Butkuss
Josephine Cantella
Janet L. Coombs
Beverly J. Crim
Susan Cunnold
Lynn S. Cutter
Nancy L. Dann
Deborah Deacetis
Margaret F. DeMeritt
Michelle V. Duane

Marlene M. Edwards
Sharon E. Febo
Verity L. Feldmann
Hanna Friedenstein
Pauline A. Gardner
Girl Scouts of Eastern
Massachusetts
Troop 65410
Girl Scouts of Eastern
Massachusetts
Troop 71775
Priscilla Gray
Henry L. Hall
Shirley T. Hamblen
Dorcas R. Hardy
Lois S. Harris

Mary Heafy
Debra B. Herman
Jeanne M. Hobbs
Debra L. Holland
Judy Kirsch
Gayle Koch
Linette Lamountain
Lexington Service Unit
Marlene Logan
Sarah Lupfer
Wendy K. Manz
Nancy W. Marshall
Patricia B. McLeod
Beverly Miner
Margaret F. Murphy

Victoria Parker
John Philbrick
Kathleen Place
Charmayne Platt
Mary Ann Reczek
Karolyn A. Ricker
Linda Roemer
Renée Sack
Stacy E. Spies
Viola Storer
Ruby Transue
Holland Watson
Amy Weinstock
Diane M. White
Suzanne Wilson





Juliette Gordon Low Society

The Juliette Gordon Low Society recognizes a special group of donors who support Girl Scouts of Eastern Massachusetts' mission through planned gifts. The society honors these members who, even after their lifetime, plan to continue their generosity.

Anonymous
Ruth N. Bramson
Lynn S. Cutter
Michelle V. Duane
LeAnne Grillo
Carole Herman

Karen Iolli
Ann S. Janzen
Joanne L. Johnson
Joan M. Kelly
Nancy Kiehle
Kathryn King

Laura P. Lane
Mary-Ann Macaione
Regina M. Mullen
Edward Napekoski
Judith Nitsch
Elisabeth B. Roitman

Patricia C. Romeo-Gilbert
Paula J. Ruoizzi
Gail R. Shapiro
Peggy H. Stevens
Diane M. White

Please let us know if you have already named us as the beneficiary of a planned gift so that we can welcome you as a Juliette Gordon Low Society member. If you would like more information about how you can become a member—in a manner that benefits you, your heirs and Girl Scouts—please contact Erika Field at 857-453-5304 or efield@gsema.org.



Financial Report

For the year ended September 30, 2015

Statement of Financial Position

ASSETS

CURRENT ASSETS

Cash	\$ 1,372,088
Accounts receivable, net of allowance for doubtful accounts	119,471
Current portion of pledges receivable	28,790
Inventories	187,712
Prepaid expenses	71,613
Total current assets	1,779,674

Board Designated and Restricted Cash	3,471,441
Pledges Receivable, net of current portion	103,400
Investments	12,647,493
Property held for sale, net	114,164
Property and equipment, net	5,407,709
Total assets	\$ 23,523,881

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts payable and accrued expenses	\$ 1,017,848
Deferred revenue	254,026
Total current liabilities	1,271,874

NET ASSETS

Unrestricted	18,404,624
Temporarily restricted	1,578,550
Permanently restricted	2,268,833
Total net assets	22,252,007
Total liabilities and net assets	\$ 23,523,881

How we invest our resources:



Statement of Activities and Changes in Net Assets

OPERATING REVENUES

Product sales, net	\$ 5,790,900
Program fees	3,240,813
Contributions	1,611,283
Investment return appropriated for operations	650,000
Merchandise sales, net	361,853
Interest, dividends and miscellaneous revenue	85,536
Total operating revenues	11,740,385

OPERATING EXPENSES

Program services	10,781,468
Management and general	1,372,519
Fundraising	1,101,056
Total operating expenses	13,255,043

Change in net assets from operations	(1,514,658)
Non-operating activities	4,299,021
Change in net assets	2,784,363
Net assets, beginning of year	19,467,644
Net assets, end of year	\$ 22,252,007

Statement of Cash Flows

CASH FLOWS FROM OPERATING ACTIVITIES

Change in net assets	\$ 2,784,363
Adjustments to reconcile changes in net assets from operations to net cash used in operating activities	(4,251,831)
Net cash used in operating activities	(1,467,468)
Cash flows from investing activities	886,907
Cash flows from financing activities	394,168
Net change in cash	(186,393)
Cash, beginning of year	1,558,481
Cash, end of year	\$ 1,372,088

Supplemental disclosures of cash flow information

Cash paid for interest	\$ 2,876
Non-cash investing transactions:	
Unrealized (losses) gains on investments	\$ (883,731)
Property and equipment, net, transferred to property held for sale	\$ \$114,164



**Building girls of
courage, confidence,
and character,
who make the world
a better place.**

OFFICES

95 Berkeley Street
Suite 404
Boston, MA 02116
T: 617-482-1078
F: 617-482-9045

111 East Grove Street
Middleboro, MA 02346
T: 508-923-0800
F: 508-923-7676

1740 Turnpike Street
North Andover, MA 01845
T: 978-689-8015
F: 978-688-1846

265 Beaver Street
Waltham, MA 02452
T: 781-893-6113
F: 781-893-0022

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.*

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.*

Partner Agency of



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Gill Fishman Associates

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Liz Peters

hergirlscouts.org
844-306-GSEM

