

LEADERS OUR WORLD NEEDS



2019 ANNUAL REPORT



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DEAR SUPPORTERS,

The legacy of Girl Scouts is strong in eastern Massachusetts. Since our founding in 1912, girls have been making an important impact for their futures, their community, and the world.

Today, we remain true to our mission of building girls of courage, confidence, and character, who make the world a better place. Our girls are our

inspiration, and it is so important to us to keep Girl Scouts the safe and caring space where they can explore their interests, learn new skills, and make positive change. We are proud that our Girl Scouts today are committed to empathy through public service, just as Girl Scouts always have been, especially during hard times for our nation.

2019 was a year of advancement for our organization. In the face of marketplace competition, we remained true to our research-based, time-tested, and data-proven model, and grew to better meet the needs of our members. We developed dynamic support for volunteers including a new online learning platform, and additional outdoor trainings for all levels. We also rolled out innovative programming for girls, specifically in STEM and outdoor subject areas.

This year we experienced an exciting growth in membership, proving that there is an ever-growing need for female leadership development. Girls are taking the lead on cybersecurity, entrepreneurship, environmental conservation, and more, creating a future filled with possibility. Our Girl Scout community is thriving.

Together we can continue to elevate our support for girls and young women, and we thank you for being a part of this Movement.

Girl Scouts will continue to make the world a better place.

Yours in Girl Scouting,

A handwritten signature in black ink, reading "Caitríona Taylor".

Caitríona Taylor
Chief Executive Officer

A handwritten signature in black ink, reading "Tricia Tilford".

Tricia Tilford
Board Chair and President



GIRL SCOUTING BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE.

In 2019, nearly 30,000 Girl Scouts in eastern Massachusetts embraced their potential and unleashed their power to build their skills and create meaningful change.

From troop to council-wide activities, girls pursued new discoveries, connected with others, and took action through the four program pillars: STEM (science, technology, engineering, and math), the outdoors, entrepreneurship, and life skills.

Because of you, girls developed their ability to advocate for themselves and others. You inspired them to take risks and influence change.

Together, we will continue in our mission to support girls as they become the leaders our world needs.

GSEMA IS THE 10TH LARGEST GIRL SCOUT COUNCIL IN THE USA.






STEM

“Come expecting anything and everything—you might even find a new passion.”

– 2019 STEM Conference Participant

Technology is changing our world, and it is essential that girls and women have a role in creating our future. With more than 100 STEM badges and Journey awards, Girl Scout Daisies through Ambassadors are coding, investigating cybersecurity, programming robots, designing websites, and more.

 **18,681**
GSEMA GIRLS ENGAGED
WITH STEM IN 2019



The **7th annual STEM Conference and Expo** was hosted at Framingham State University this year, an exciting new location that hundreds of Girl Scouts were able to explore. The institution is home to the Christa McAuliffe Center, which features a planetarium and honors Christa McAuliffe, who was a beloved teacher, astronaut, and Girl Scout alum of our council.

In addition to becoming astro-photographers and using robotic telescopes to view planets, girls were soldering electronics, learning how to tag sharks, building bridges, designing solar panels, fighting against rogue blood cells, and much more. At the expo, girls engaged with local STEM leaders to tackle challenging experiments and explore STEM fields and careers.

< STEM Conference participants explore ways to clean up oil spills at a hands-on Massachusetts Coast Guard exhibit.

Girl Scouts who participate in girl-focused STEM programs become better problem-solvers, get better grades, and follow more lucrative career paths.

From the Girl Scout Research Institute. (2019).
Decoding the Digital Girl.

84%

of girls agree that Girl Scouting allows them to do outdoor activities they have never done before and wouldn't have done otherwise.

From the Girl Scout Research Institute.
(2019). *Girl Scouts Soar in the Outdoors*.

In our increasingly screen-focused world, connecting with nature is more important than ever. Our day and resident camps provide girls a chance to unplug and experience archery, travel, swimming, games, hiking, water sports, and much more. Girls can choose experiences tailored to their interests or explore their curiosities in girl-led settings.



4,132

GIRLS EMBRACED THE OUTDOORS
AT OUR SUMMER CAMPS

MORE THAN 1,000 GIRLS GOT OUTDOORS DURING
WINTER AND SPRING SCHOOL VACATION WEEKS
AT CAMP CEDAR HILL AND CAMP WABASSO.



We teamed up with the Massachusetts Department of Conservation and Recreation for the first-ever **Girl Scouts Love State Parks** weekend on July 13–14. Girls and their families and friends were invited to experience the great outdoors, an integral part of Girl Scouts' leadership program. This national event took place at state parks all over the country, and locally we offered Girl Scout families and groups free or discounted access to state parks and outdoor enrichment programs.

Participants enjoyed junior ranger activities and kite-making on the Boston Harbor Islands, learned about sea conservation at Revere Beach Reservation, went fishing at Harold Parker State Forest, discovered the flora and fauna of Myles Standish State Forest, and more.





OUTDOORS

“My daughter seems happier! Life is tough for today’s teenage girls. Thank goodness there’s a place where it seems there is no judgment.”

– Parent of a Runels Camper





ENTREPRENEUR



SHIP



85%

OF OUR TROOPS
SOLD COOKIES

24,435

GIRL ENTREPRENEURS PARTICIPATED
IN OUR 2019 COOKIE AND FALL
PRODUCT PROGRAMS

Through Girl Scouts, girls learn to think like entrepreneurs as they participate in activities that spark curiosity, confidence, and innovation. Research shows that girls are actively interested in becoming entrepreneurs, developing financially stable futures, and using their skills to make a big impact on the world.



The inaugural **CookieFest** was an exciting kick-start to cookie-selling season. At this event, more than 1,000 Girl Scouts and their supporters rallied around the five important skills girls develop through the cookie program: goal setting, decision making, money management, people skills, and business ethics.

2019 was a record-breaking year for the **Girl Scout Cookie Program**. Girls attacked their cookie goals and sold 2.5 million packages in four months—a 7.6% increase over last year!

In large part, this is due to the girls' digital entrepreneurship. Girls created their own cookie websites, developed marketing campaigns, and pitched their business to friends and family near and far. Girls increased their digital cookie sales by 24% this year!

“Selling cookies taught me how to manage money from a younger age.”

– Grace, Girl Scout Cadette

78%

of girls are interested in
starting their own company.



79%

of Girl Scouts have an
entrepreneurial mindset,
compared to 52% of
non-Girl Scouts.

From the Girl Scout Research Institute. (2019).
Today's Girls, Tomorrow's Entrepreneurs.

“I was very proud that they were so engaged in current events. The program shows that girls like them can do anything.”

– Tonia, Girl Scout site facilitator

Girl Scouts has always been centered on providing girls opportunities to explore and develop useful skills. It could be exercising and staying healthy, building strong relationships, advocating on behalf of self and others, protecting our environment, or exploring careers that can truly change the world for the better. No matter what, girls gain the skills and inspiration to accept challenges, overcome obstacles, and take the lead.

48,855 COMMUNITY SERVICE HOURS

FOR TAKE ACTION AND HIGH AWARD PROJECTS

79%

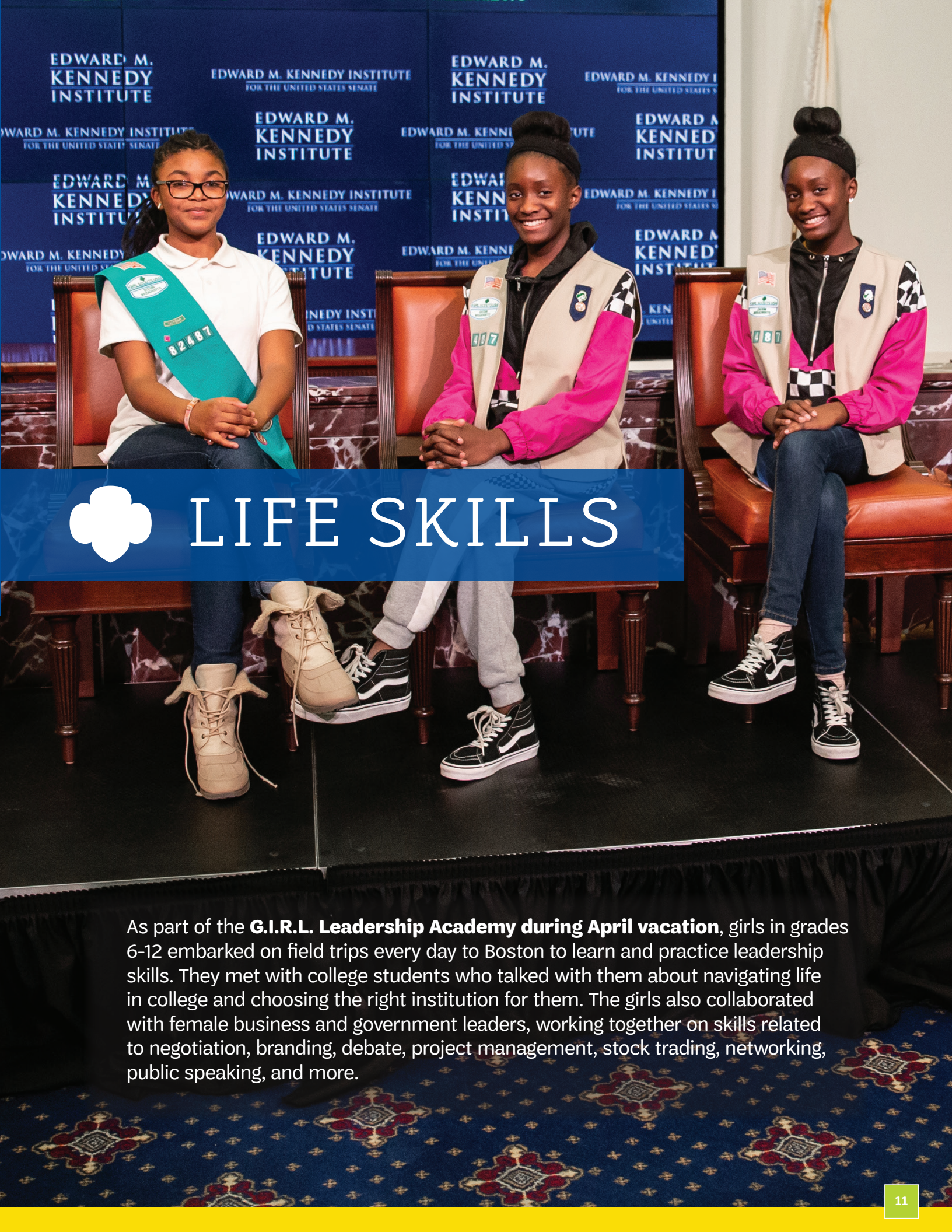
of Girl Scouts participate in civic engagement activities, like community service and volunteering, compared to only 37% of non-Girl Scouts.

From the Girl Scout Research Institute. (2017). *The Girl Scout Impact Study*.



Girl Scouts from Troop 55302 of Dorchester took over the Edward M. Kennedy Institute for the U.S. Senate with their **A Seat at the Table installation**. The girls drew inspiration from Congresswoman Shirley Chisholm and her famous quote, “If they don’t give you a seat at the table, bring a folding chair.” Harnessing their creativity and individuality, the girls decorated their own chairs

with empowering messages and values important to them. This installation was a call to courage—set high goals and embrace the confidence to make them a reality.



As part of the **G.I.R.L. Leadership Academy during April vacation**, girls in grades 6-12 embarked on field trips every day to Boston to learn and practice leadership skills. They met with college students who talked with them about navigating life in college and choosing the right institution for them. The girls also collaborated with female business and government leaders, working together on skills related to negotiation, branding, debate, project management, stock trading, networking, public speaking, and more.



HIGHEST AWARDS

IN 2019 WE CELEBRATED:



604
Bronze Award
Girl Scouts



307
Silver Award
Girl Scouts



53
Gold Award
Girl Scouts

The Bronze, Silver, and Gold Awards give girls an opportunity to learn important leadership skills as they research, plan, and execute service projects. Girl Scouts who earn the highest awards create lasting change in their communities and beyond. They don't just change the world for the better, they change it for good.

"I learned a lot about myself, and the challenges I'm willing and excited to take on."

– Anya, Gold Award Girl Scout, Lincoln

BRONZE AWARD SPOTLIGHT: **Voting Yes to Less Waste**

Junior Troop 62558 (pictured on front cover) took to Brookline Town Hall to present their Bronze Award project as an official town resolution. Warrant Article 21 would encourage local businesses to donate unopened and unexpired textiles, foods, and other goods instead of disposing of them. The troop's goal was to reduce commercial waste and support members of the community in need. After months of research and speaking at town meetings to gather support, the resolution passed with a unanimous vote.



SILVER AWARD SPOTLIGHT: **Advocacy in Action for Families**

To earn the Silver Award, Cadette Troop 65254 of Sudbury partnered with Representative Carmine Gentile to advocate for Bill SD.1952/H.1314: "An Act Providing a Bill of Rights for People Experiencing Homelessness." The troop organized a letter-writing campaign resulting in 100 letters of support sent to the State House, and arranged for guest speakers to present at their school to boost awareness and advocacy. They also

facilitated a home goods collection drive and sewed stuffed animals to donate to local families experiencing homelessness.

GOLD AWARD SPOTLIGHT: **Gender Equity in Recreation**

Growing up, Holland G., a Girl Scout Ambassador from West Roxbury, had to travel far to participate in summer basketball programs, since her community only offered one for boys. She decided to create her own league for girls, and secured sponsors, courts, and resources, as well as the support of Representative Edward Copping. More than 40 girls of all abilities came out to the first game. Holland also arranged for local female business owners to attend the games and speak with the girls about their experiences overcoming obstacles and achieving their goals. Due to the success, the local community center is hosting the league each summer.





VOLUNTEERS

To be a Girl Scout volunteer is to be a changemaker. Whether it's by giving girls a supportive pep talk, engaging them in activities that ignite their passions, or guiding them in their first-ever cookie booth sale, our volunteers provide invaluable mentorship to girls.

It was a record year for volunteer recognitions! We were pleased to honor 102 individuals and three service units at the annual **Volunteer Recognition Luncheon**. These extraordinary local leaders were nominated by their peers and celebrated by us all for their longstanding service to the Girl Scout community. We awarded:

- 74 Appreciation Pins
- 10 Honor Pins
- 2 Thanks Badges
- 3 Thanks Badges II
- 3 President's Awards
- 13 Sustained Service Pins
- 2 Helen Storrow Heritage Awards

"It's a great community to be a part of, and one that moves many girls, as well as adults, forward."

— Betty, Girl Scout volunteer, Waltham



This year, we began offering two important trainings for volunteers to help them safely guide and support adolescents. These courses have been available through other organizations, but we now offer them at our properties and at a subsidized cost with financial assistance options.

Wilderness First Aid Training goes beyond basic first aid, covering sudden injury and illness, altitude and environmental considerations, food and water requirements, and the logistics of finding help in a remote setting. As more troops are adventuring beyond basic camping to places more than 30 minutes from medical care, this training is critical to keeping our Girl Scouts and volunteers safe and prepared while on their adventures.



Volunteers practice responding to outdoor emergencies.

Almost 8 in 10 troops do at least two different outdoor activities per year, and 59% participate in three or more!



From the Girl Scout Research Institute. (2019). *Girl Scouts Soar in the Outdoors*.

Youth Mental Health First Aid Training teaches adults the unique risk factors and warning signs of mental health problems in adolescents, the importance of early intervention, and how to help an adolescent experiencing a mental health challenge or crisis. This course covers anxiety, depression, psychosis, eating disorders, self-harm, substance use disorders, and more, as well as professional support channels and resources.

To date, 116 GSEMA volunteers and staff have taken this training.



We could not do our work
without your help.

Girl Scouts of Eastern Massachusetts gratefully acknowledges the individuals, corporations, foundations, and community partners who gave generously to ensure that every Girl Scout continues to have the opportunity to discover her passions and talents, try new things, and participate in activities to which she may not otherwise have access. This listing reflects all cash gifts, new pledges, and in-kind donations of \$250 and above recorded during fiscal year 2019 (October 1, 2018 – September 30, 2019).

CHAMPION (\$100,000 and higher)

BNY Mellon
City of Waltham
The Horn Family
United Way of Massachusetts
Bay and Merrimack Valley

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

Mabel Louise Riley Foundation
Toyota Financial Services, via
Girl Scouts of the USA

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

Citizens Bank
Liberty Mutual Foundation
Sanofi Genzyme
Tricia J. Tilford

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

Daniel W. Field Trust
Department of Elementary and
Secondary Education
Paul Gilbert and Patricia
Romeo-Gilbert
The LEGO Group, via Girl Scouts
of the USA
Marie G. Dennett Endowment
Fund
William E. Schrafft and Bertha E.
Schrafft Charitable Trust
Winfield S. Russell Trust

JUNIOR (\$10,000-\$14,999)

The Anna B. Stearns Charitable
Foundation
Blue Cross Blue Shield of
Massachusetts
Patricia Hennessy Chadwick
Dell, via Girl Scouts of the USA
Eastern Bank

Girl Scouts of the USA
Lindauer
Raytheon Integrated Defense
Systems
Summer Fund

BROWNIE (\$5,000-\$9,999)

Scott Alley
Amelia Sillman Rockwell
& Carlos Perry Rockwell
Charities Fund, Bank of
America, N.A., Trustee
Corning Incorporated Foundation
Kelly and Robert Corwin
DCU for Kids
Teresa and Don Epperson
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Rockland Trust
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Charitable Foundation
Amanda Scott •
State Street Foundation
Megan and Ray Sullivan

DAISY (\$2,500-\$4,999)

Aubert J. Fay Charitable Fund
Blue Hills Service Unit
Café Services
Cambridge Trust Company
The Charlotte Home

City of Lawrence
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Lynn Saunders Cutter and
John Cutter
Deloitte
Dependable Cleaners
EMD Serono, Inc.
Essex County Community
Foundation - Greater Lawrence
Summer Fund
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Heather M. Ford
Barbara H. Fortier and
Karen Edlund
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Dee Hadley
Bonnie Hsu
Keystone Partners
Krokidas & Bluestein LLP
Sonia Kwon
Diane L. Longtin
Massachusetts Maritime
Academy
Massachusetts Service Alliance
MathWorks
Diane McLoughlin
Marcia Metz
Nellie Mae Education Foundation
Newburyport Five Cents Savings
Charitable Foundation
Nordson Corporation Foundation
Olive Connection Specialty
Gourmet Shop
Panera, LLC
Jane Puffer
Omar A. Saldaña
Carol Sapoznik
Linda Schuller
Mary Shapiro
United Way of Greater
New Bedford
Diane M. White

• **Marathon - Team Girl Scouts:** Individuals who participated in the running of the 2019 Boston Marathon and raised funds for our FaB Factor initiative. Special thanks to John Hancock for their partnership in the Marathon Non-Profit Program.



Jane Puffer, Mary Shapiro, and Theresa Brockelman at the 2019 Leading Women Awards.

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

Yvonne Garcia Achab
Adelaide Breed Bayrd
Foundation
The Agnes M. Lindsay Trust
Angela Anderson
Ashdon Farms/QSP
Bay State Federal Savings
Charitable Foundation
Bethesda Lodge #30 I.O.O.F
Marianne H. Bickerton
Catherine McCarthy Memorial
Trust Fund
Christensen & Laue, PLLC
Cummings Properties LLC
Michelle and Jim Duane
FLIR Systems
Molly Frankel
Megan Goddard
Lyla Goldstein
Great Escape Committee
Marjorie and Nicholas Greville
Joyce Hamlyn
HarborOne Bank
Michelle Harris
Ann S. Hurd
Judith A. Iannaccone
Institution for Savings Charitable
Foundation
Anne and Fred Kern
Veronica Knight
Shahn and Edwin Knights
Robin C. Kramer
Kronos, Inc.
Julie Ann Kulchuk
LAER Realty Partners

Maryann La Vita
Ruth Leiby
LogMeln, Inc.
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Wendy and Robert Macdonald
Mr. and Mrs. Thomas Magee
Mansfield Bank Charitable
Foundation
Marie G. Dennett Foundation
Mass Humanities
A Maven's World
Maynard Community Chest
Diane E. McCarthy
Regina M. Mullen
MutualOne Charitable
Foundation
NASA, via Girl Scouts of the USA
Needham Memorial Trust
Margaret and Stephen Ober
Roc and Ren O'Connell

Steven Onishi and Dawn Alling
Patricia A. Parcellin
Nicolette Preble
Laura M. Raisty
Bruce and Kal Ricker
Robert Treat Paine Association
Wyley and Suellen Robinson
Janice Ruell and
Stephen Mongeau
Crystal Sekerak
Simmons University
South Boston Community
Development Foundation
Deborah Taft and Terri Rutter
Caitriona Taylor
Christopher Tonkin and
Sarah Bixler
Kristen Truglio
Judith E. Wise
John Yozell

ADVENTURER (\$500-\$999)

Jared Adair
American Legion Post #308,
Orleans, MA Veterans Fund of
The Cape Cod Foundation
Anonymous
Julia and John Barker
Bright Horizons Foundation For
Children
Patricia Carroll
Mark E. Chadbourne
Elizabeth Deck
Christina and Joseph Eaton
Dan and Cheryl Farley
MB Flanders



(L-R): Diane McLoughlin, Ana Ruelas, and Lauren Sepolen from BNY Mellon were mentors for G.I.R.L. Leadership Academy during April Vacation Adventures.



The historic Council Bowl and Fountain at Camp Cedar Hill were renovated for all to enjoy once again thanks to a generous grant from the City of Waltham and the Waltham Community Preservation Committee. Above, girls and families join GSEMA CEO Cáitríona Taylor (center) to celebrate National S'mores Day at the newly completed Council Bowl.

Rebecca Fleming
Hannah and Jack Grove
Ms. Kristen M. Gryglik
Ann E. Halteman
Allison Johnson
Marty Jones
Michelle Kramer and
Steve Cook
Katherine and Leroy Le Lacheur
The Leblang Charitable
Foundation
Caryn A. Libbey, M.D.
The Linda Hammett Ory and
Andrew Ory Charitable Trust
Kristin and Matthew Lynch
Bea Mah Holland, Ed.D.
Kristine McWilliams
Elaine B. Mills
Lisa M. Olcott
Cathy and Timothy O'Neil
Melissa A. Palmer
Carol Pons
Jill and Jane
Rothenberg-Simmons

Paula and Paul Ruozzi
Salem Five Charitable
Foundation
Felice Silverman
Gretchen Slemmons
Richard P. Tobin
Waltham Community
Foundation
Watertown Savings Bank
Barbara E. Wolfinger
Judith and Richard Zaunbrecher

EXPLORER (\$250-\$499)

Anonymous
Billerica Service Unit
Brian Bishop
Anne L. Boas
Jennifer Broutas
Linda Byron
Megan Callahan
Jean Mangas Carr
Pamela Chalupa

Amy Chapman
Mark Connolly
Kerrie Constant
Elizabeth Cook
Anne Marie Cronin
Delcevare King Trust
Francine Edwards
Joyce A. Ehrenzweig
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Maureen Hurley
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 Van Roggen Family
 Carrie Weatherbee
 Kathleen Wetherby and
 Henry Zenzie
 Jennifer Woodman

Every effort has been made to ensure the accuracy of our donor listing. Please accept our apologies if any errors or omissions have occurred. You may contact the Fund Development department at 857-453-5327 or donations@gsema.org to make corrections to our records.



JULIETTE GORDON LOW SOCIETY

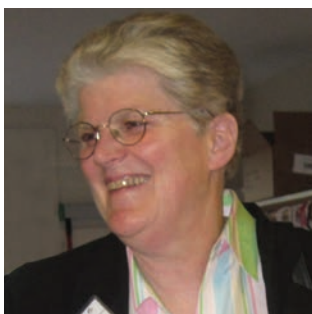
The Juliette Gordon Low Society recognizes a special group of donors who support Girl Scouts through planned gifts. We thank the following members of the Juliette Gordon Low Society for including GSEMA in their estate plans, and for helping to secure the future for our girls:

Erik and Eva Andersen Girl
 Scout Movement-wide
 Challenge Planned Gift
 Anonymous (4)
 Dianne Belk and Lawrence
 Calder Girl Scout
 Movement-wide
 Challenge Planned Gift
 Dorothy Lozowski Boisvert
 Ruth N. Bramson
 Mary M. Browne
 Kelly Corwin
 Lynn Saunders Cutter
 Barbara H. Fortier and
 Karen L. Edlund
 Rachael Fusco
 LeAnne Grillo
 Michelle Harris

Carole Herman
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 Nancy Kiehne
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 Sonia Kwon
 Laura P. Lane
 Diane L. Longtin
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 Crystal Sekerak
 Gail R. Shapiro
 Peggy H. Stevens
 Caitriona Taylor
 Tricia Tilford
 Amy vanNederpelt
 Diane M. White
 Zuania Wood

When you make a planned gift to GSEMA, you become a local and national member of the Juliette Gordon Low Society. A planned gift can be a specific dollar amount or a percentage, and there is no minimum. **If you would like more information about how you can support leadership development for our girls into the future, or if you have already named GSEMA as the beneficiary of a planned gift, please email legacy@gsema.org, so that we can welcome you as a Juliette Gordon Low Society member.**



IN MEMORIAM: Joanne Lowell Johnson

On September 12, 2019, after a valiant fight with cancer, GSEMA lost a loyal and true friend, Joanne Lowell Johnson of Newbury. Joanne was passionate about the Girl Scout Mission from her Brownies days through high school. She loved earning badges, singing, camping, and especially the friends she made along the way. As an adult, Joanne started as a troop leader

and within a decade was elected to board leadership of the Girl Scouts of Spar & Spindle Council, one of GSEMA's legacy councils.

When Girl Scouting in Massachusetts was faced with the complex consolidation of three independent councils, Joanne stepped up to lead as part of the Council Realignment Committee. In 2008, she was chosen to serve as the first President of the Board of Directors of Girl Scouts of Eastern Massachusetts, our newly formed council. The leadership task was enormous, but Joanne's focus was guided by a singular goal: always do what is best for the girls today, with consideration for a sustainable future.

Joanne remained on the Board until 2013, later serving as a Member-at-Large. She continued in leadership roles, serving on several high-impact committees where she offered her critical insight, knowledge, and experience. Joanne's final leadership role was as a valued member of the GSEMA Finance Committee. Joanne's husband Ralph is an honorary Girl Scout and remains a dear friend to the council.

The Joanne Lowell Johnson Endowed Campership Fund was established to honor her legacy. Joanne believed that the camp experience provides a chance for girls to not only develop and grow a love for the outdoors, but to build courage and confidence all while making new friends that will last a lifetime.

For more information or to make a gift, please reach out to Roberta Noland, Director of Leadership Giving, at 857-453-5301 or rnoland@gsema.org.

CORPORATE PARTNER SPOTLIGHT

For over 15 years, Rockland Trust has been a strong supporter of Girl Scouts in eastern Massachusetts.

They financially support Girl Scout programming in under-resourced communities and sponsor the Leading Women Awards annually. Additionally, Jane Lundquist, a recently retired and longtime Rockland Trust executive, is a committed member of our Board of Directors.



In 2019, GSEMA was awarded a grant from the Rockland Trust-Blue Hills Charitable Foundation that allows us to provide leadership skill-building opportunities to girls and families facing economic challenges. These programs are facilitated at local schools, community centers, and housing facilities by caring adults. They offer girls valuable leadership learning experiences that have been true to Girl Scouts for more than 100 years. We thank Rockland Trust for helping us ensure that Girl Scouts is accessible to every girl.

Representatives from Blue Hills Charitable Foundation present a check to GSEMA CEO Caitríona Taylor.

GIFTS IN KIND

Captivate Network
Clear Channel
Edward M. Kennedy Institute
for the U.S. Senate
Framingham State University

Gill Fishman Associates
IBEW
Improper Bostonian
JCDecaux
Lamar

Logan Communications
Massachusetts Maritime Academy
Perri VanderClock Photography
Randy H. Goodman Photography

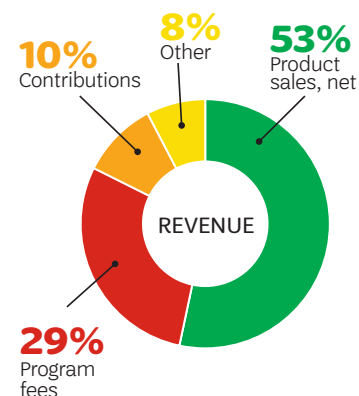


FINANCIAL OVERVIEW

Girl Scouts of Eastern Massachusetts, Inc. Statement of Activities and Changes in Net Assets for the Year Ended September 30, 2019.

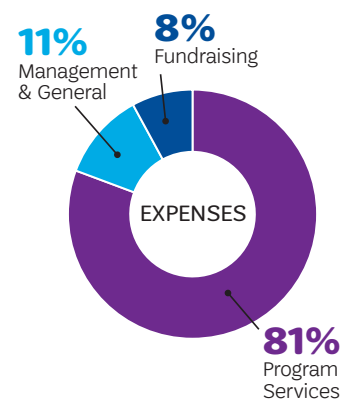
OPERATING REVENUES AND OTHER SUPPORT:

Product sales, net	\$7,487,247
Program service fees	4,075,701
Contributions	1,398,911
Investment return appropriated for operations	505,114
Net merchandise sales	455,424
Interest, dividends and miscellaneous revenue	115,827
Total operating revenues and other support	14,038,224



OPERATING EXPENSES:

Program services	11,941,461
Management and general	1,684,764
Fundraising	1,173,242
Total operating expenses	14,799,467



Changes in net assets from operations	(761,243)
Non-operating activities including property sales	1,038,675
Changes in net assets	277,432
Net Assets, beginning of year	21,099,924
Net Assets, end of year	\$21,377,356



© MELISSA OSTROW

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.



GSEMA is able to provide the Girl Scout Leadership Experience to thousands of girls across eastern Massachusetts thanks to the generosity of our donors, members, and volunteers.



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