

2025 Annual Meeting

Agenda

9:30 AM–10:00 AM: Gather

10:00 AM: Meeting Begins

- Welcome and Call to Order
- Land Acknowledgement, Girl Scout Promise, and Girl Scout Law
- Announcements
- Board Chair and CEO Welcome and Reports
 - 2024 Year in Review
 - Special Session of the National Girl Scout Convention
- Short Break
- Treasurer's Report
- Board Nominating and Governance Committee Report
 - Board Member Election (vote)
 - National Council Session Election (vote)
 - Board Introductions
- Short Break
- Questions and Answers

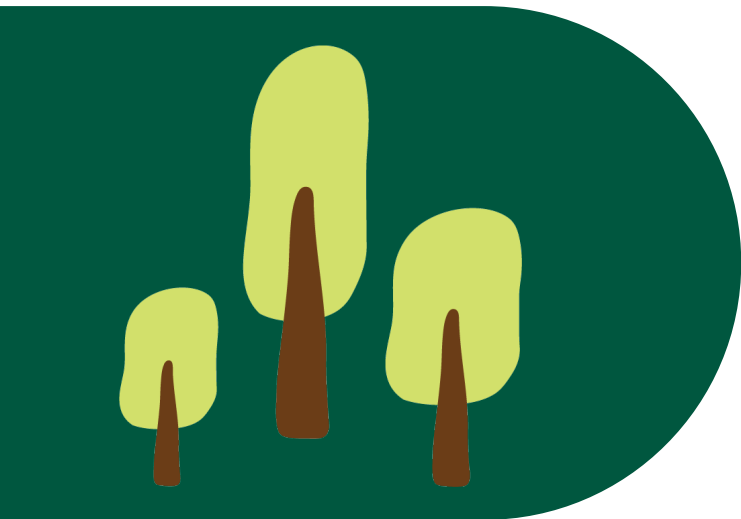
12:00 PM: Meeting Concludes

Land Acknowledgement

We begin by acknowledging the region we inhabit today as the traditional home of the Coast Salish people. We express gratitude to the original caretakers of this land who are still here and working to steward the land, plants, animals, and other resources that are not only vital to Coast Salish wellbeing, but to the wellbeing of our entire region.

We recognize the catastrophic impacts of colonialism, racism, of broken treaties, and genocide that continue today. In our commitment to equity, Girl Scouts of Western Washington is working to address and eliminate racism and racial inequality in all its forms including educating and supporting future leaders who will work to help make this region more equitable and sustainable.

We also want to recognize that land acknowledgments are not a new practice developed by colonial institutions but rather a traditional custom that has been celebrated by Native communities and nations for centuries. For non-Indigenous communities, land acknowledgement provides a way to resist the erasure of Indigenous histories and show respect toward the Indigenous peoples whose land we work and live on today.



National Anthem

Sung by:

Eleanor E.
Girl Scout Senior
Service Unit 530



Flag Ceremony

Presentation of the
Colors by:

Troop 41387
Service Unit 315



Pledge of Allegiance

Recited by:
Troop 40733
Service Unit 647



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.

*Members may substitute for the word God in accordance with their own spiritual beliefs.

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.

*Members may substitute for the
word sister with sibling in accordance
with their own gender identity.

Girl Scout Promise and Law



Recited by:
Troop 41728
Service Unit 651

Announcements

Protocols for Today's Zoom Meeting

- For technical issues use the chat or raise your hand icons
- For questions throughout the presentation, please use the Q&A icon—questions will be answered at the end of the meeting
- Closed captioning is provided - use the button next to the Q&A icon
- Screen name etiquette: (service unit #) first and last name, pronouns





Shelley Whelan

President/Chair
Board of Directors,
Girl Scouts of Western
Washington



**Board Chair/
President
Welcome and Report**



Andrea Anderson

**Chief Executive
Officer**
Girl Scouts of Western
Washington



CEO Report



2024 Overview





Strategic Planning and Our Future

2024 Strategic Focus



Strategic Priorities

Grow the Number
of Girl Scout Youth
Served

Enhance the
Volunteer
Experience

Leverage our
Property Assets

Increase and
Diversify Revenue

Foundational Pillars

Diversity, Equity, Inclusion,
Racial Justice, and
Belonging

Operational Effectiveness

Communicating our Value
Today

Diversity, Equity, Inclusion, Racial Justice, and Belonging





Membership

Our Membership



15,038

Girl Scout Youth Served

11,820

Adult Members

26,858

Total Members

Ambassadors (Grades 11-12)

871

Seniors (Grades 9-10)

1,135

Cadettes (Grades 6-8)

3,057

Juniors (Grades 4-5)

3,437

Brownies (Grades 2-3)

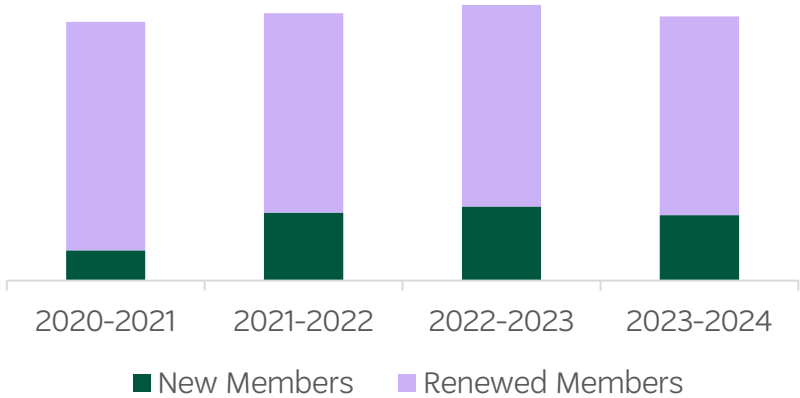
3,783

Daisies (Grades K-1)

2,754

Year	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024
Youth Members	15,378	15,131	15,301	15,038

Total Members*



*Total includes youth, adult, and lifetime members

Help Us Grow

To share connections with us, email:
bwyatt@girlscoutsww.org

Celebrating our Volunteers



7,209

**Girl Scout Volunteers
Supporting Troops
and Service Units**

163

**Episodic Volunteers
Supporting Girl Scout
Experiences Throughout
Our Council**

NEW in
2024!

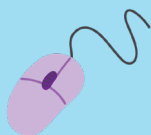


Browse our episodic volunteer
catalog for upcoming
volunteer opportunities.





**Volunteer
Learning**



3,000

**Hours Completing
Online Courses**



4,680

**Hours Completing
Outdoor Overnight**



1,000

**Hours Supporting
Girl Scout Programs**



**Volunteer Courses
Completed in
gsLearn**

4,432



**Volunteers Who
Attended a
Learning
Conference:**

536



**Volunteers Who
Completed
Outdoor Overnight
Workshop:**

180



**Volunteers Who
Took Courses on
Leading Girl Scout
Programming:**

429

“Through my involvement as a leader and mentor, I have witnessed firsthand the transformative power of guiding young Girl Scouts as they develop their skills and confidence. I have learned invaluable lessons in leadership, teamwork, and community service, which I strive to pass on to others. The friendships I've formed along the way have created a strong sense of community that I cherish.”
—Girl Scout Volunteer Hanan



Volunteer Recognition & Awards





Celebrate our 2024 honorees and nominate an amazing volunteer to be recognized at our 2025 event.







Camp Property and Program

5,323 campers
attended Girl
Scout summer
camp programs
in 2024!



Camper Reflections

What was your favorite camp memory?

“Seeing and doing everything surrounded by nature.”

“I have a penny necklace and a friend for life.”

“Talking in cabins as if we had bunked with each other for a year. We were so comfortable with each other; we were like a little community.”



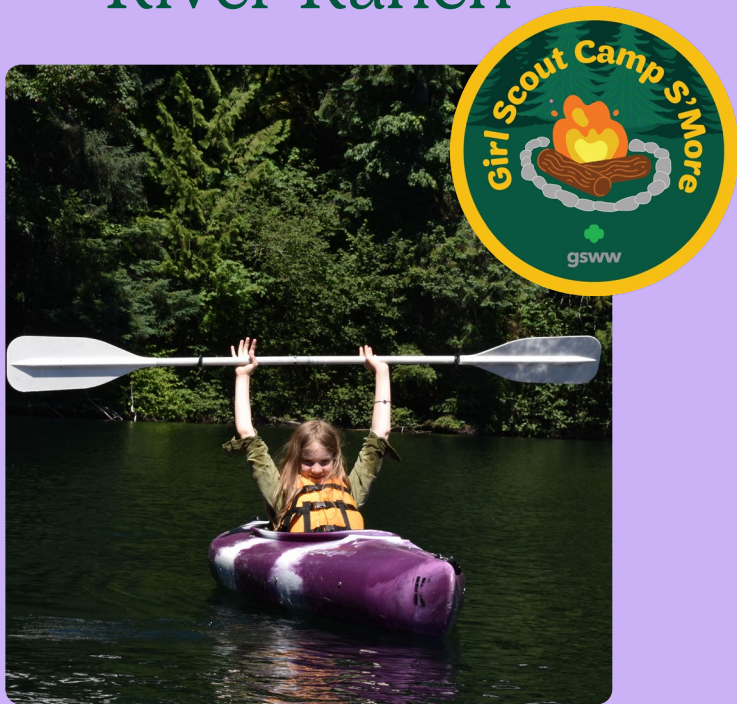


Staff-Led Overnight Camps

Camp St. Albans and Camp Robbinswold



Camp S'More at Camp River Ranch



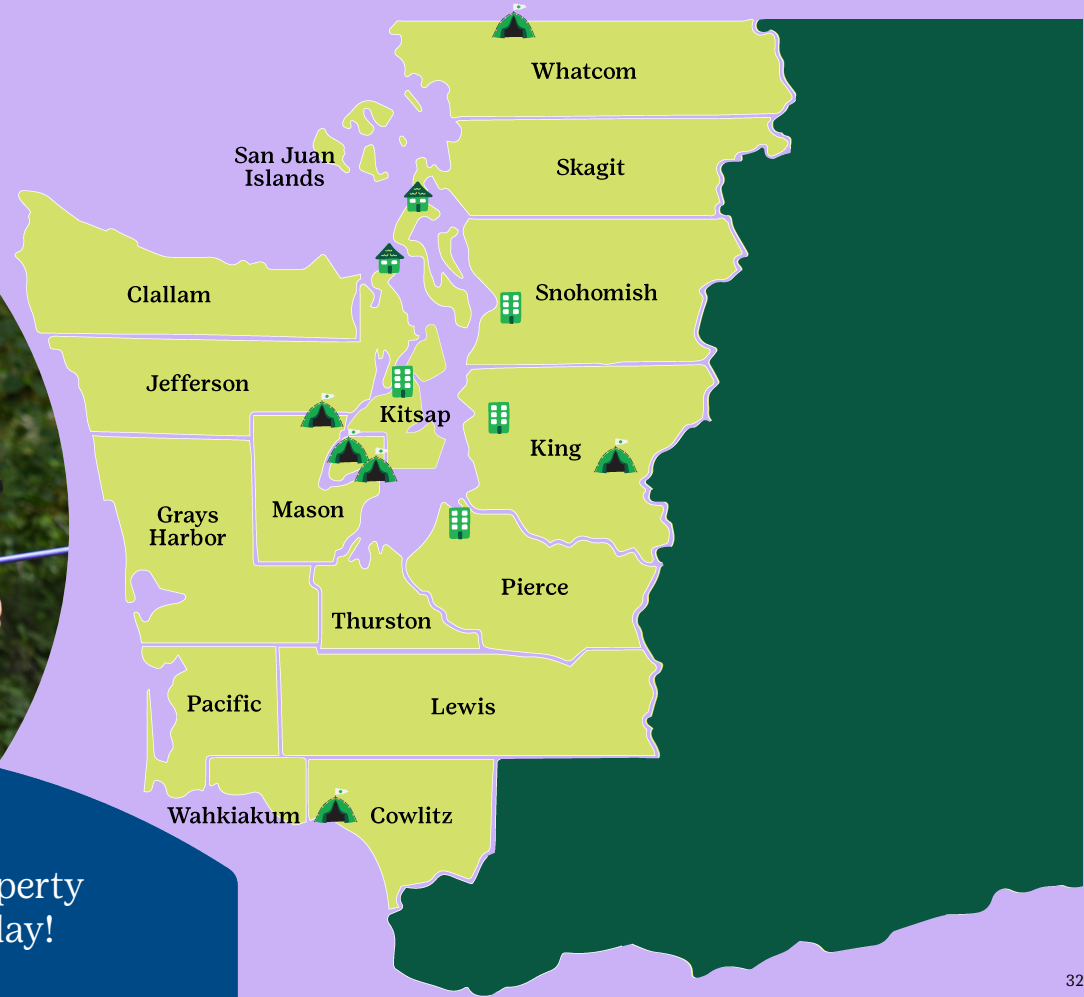
Camper Reflections:

“This was a fantastic experience and we’re already planning our troop’s return next year. One of our girls* was a little sad on our second night, and when we asked what was wrong, she said, ‘I just don’t want this to end!’”

Volunteer-Led Camps



Property Reservations



Make your property
reservation today!



Product Program and Retail



With these
cookie skills,
Girl Scouts
can do anything!

Unbox the Future



Retail Highlights







Programs

Program Overview

3,549

Girl Scouts participated in **staff-led programs**

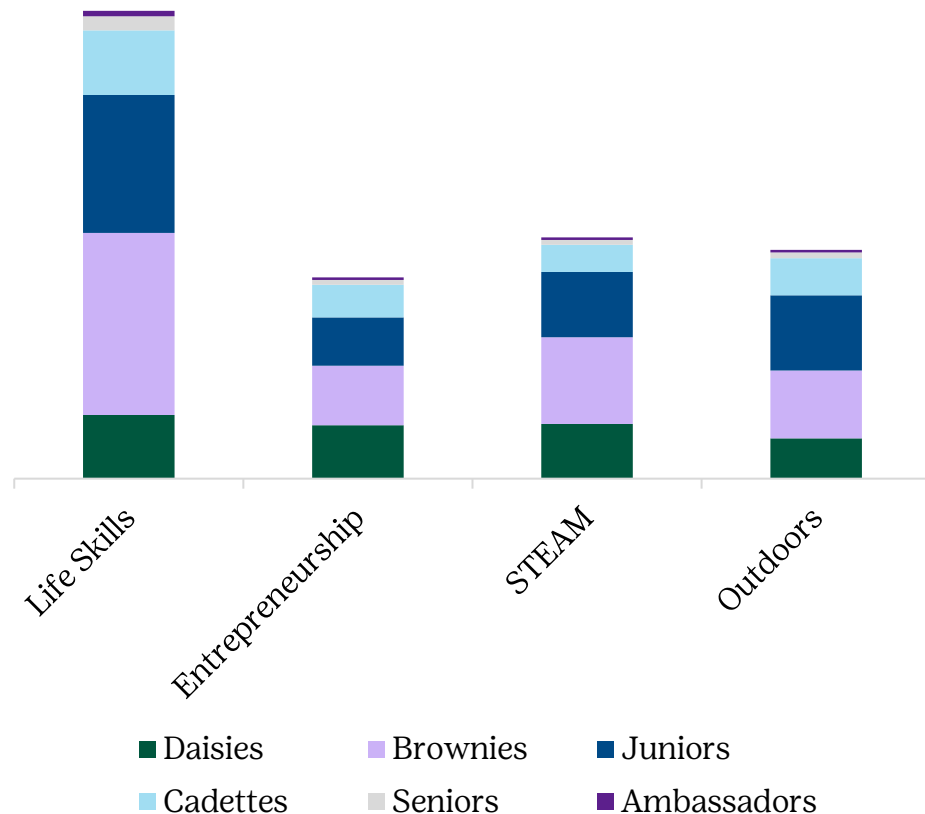
7,000

Girl Scouts participated in **partner hosted-programs**

50,708

Badges earned as Girl Scouts explored our four program pillars

Badges Earned by Grade Level



“Girl Scout experiences have shaped me into who I am today! The opportunities I participated in from kindergarten through 12th grade helped me explore STEM, learn vital life skills like project management, leadership, and organization, and make lifelong bonds. I’m using all these skills as a current freshman at Caltech, where the Girl Scout principles of creativity, collaboration, and kindness are of utmost importance. In the future, I hope to volunteer at Girl Scout events to continue the cycle of inspiring young girls* to change the world.” —Girl Scout Nikhita





“As a parent, watching Nikhita grow from a curious young girl* to a confident, resilient leader through her K-12 Girl Scouting journey has been incredible. The countless programs she participated in cultivated her collaboration and problem-solving abilities, preparing her to take on real-world challenges.”—Radhika, Nikhita’s Mom

“To me, Girl Scouts means getting involved with your community and exploring yourself. Girl Scouts has given me many opportunities to do both of these things that I normally wouldn’t have had.

Many people doubt themselves in being able to do any sort of artwork. It can be pretty intimidating, but no great artist was born a master at it. If you don’t take that first leap into trying it, you’ll never know how to do it.”—Girl Scout Jay



Girl Scout Travel



Pacific Northwest Destinations Trip

Hosted by Girl Scouts of Western Washington



"I have been on three Girl Scout Destinations now, and I can confidently say that this trip has been the best destination I have been on and the overall best experience I have had in Girl Scouts. Thank you to all of the adult volunteers and the staff at GSWW for putting on an outdoor experience that I will never forget. Even though I love my sweet home Alabama, Washington will have a special place in my heart because of the fantastic views and amazing people."



Travel Partner Spotlight



Awards Celebration



Gold Award Girl Scouts can apply for a Gold Award scholarship!
Learn more on our website.

Highest Awards



15 Gold Awards



94 Silver Awards



109* Bronze Awards

8,553

hours of community
service completed

Gold Award Partner Spotlight



“I was absolutely honored to have been able to work with Lucy over the last couple of years! The impact that she has left on PAWS will be immeasurable and I can’t wait for generations and generations of PAWS education students to get to read her book!”—Bailey Serica, Education Manager, PAWS



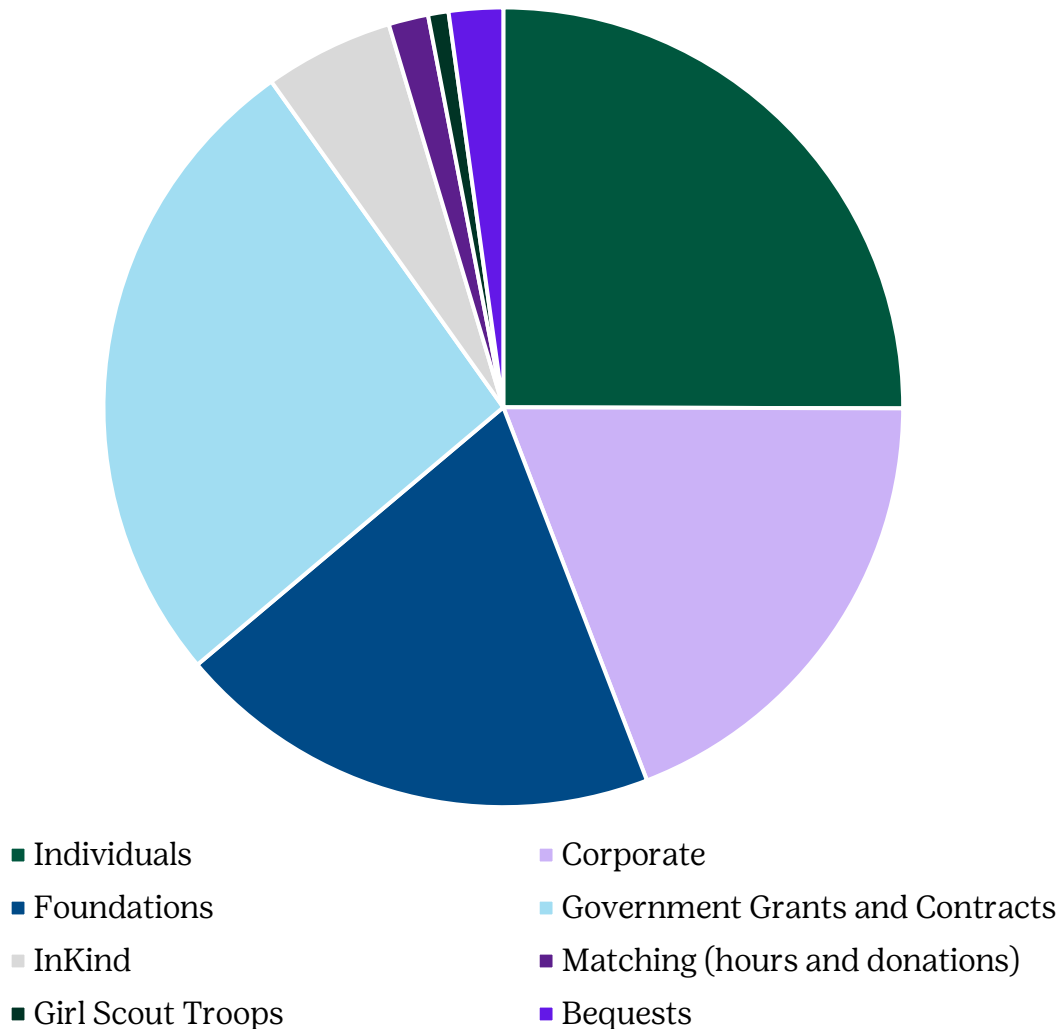


Philanthropy and Community Engagement

Dollars Raised to
Serve Girl Scouts:
\$3,438,867

1,376
donors

3,582
gifts



What Philanthropy Supports:



■ Camp Programs and Property Subsidy



■ Program Subsidy



■ AmeriCorps Program and Match



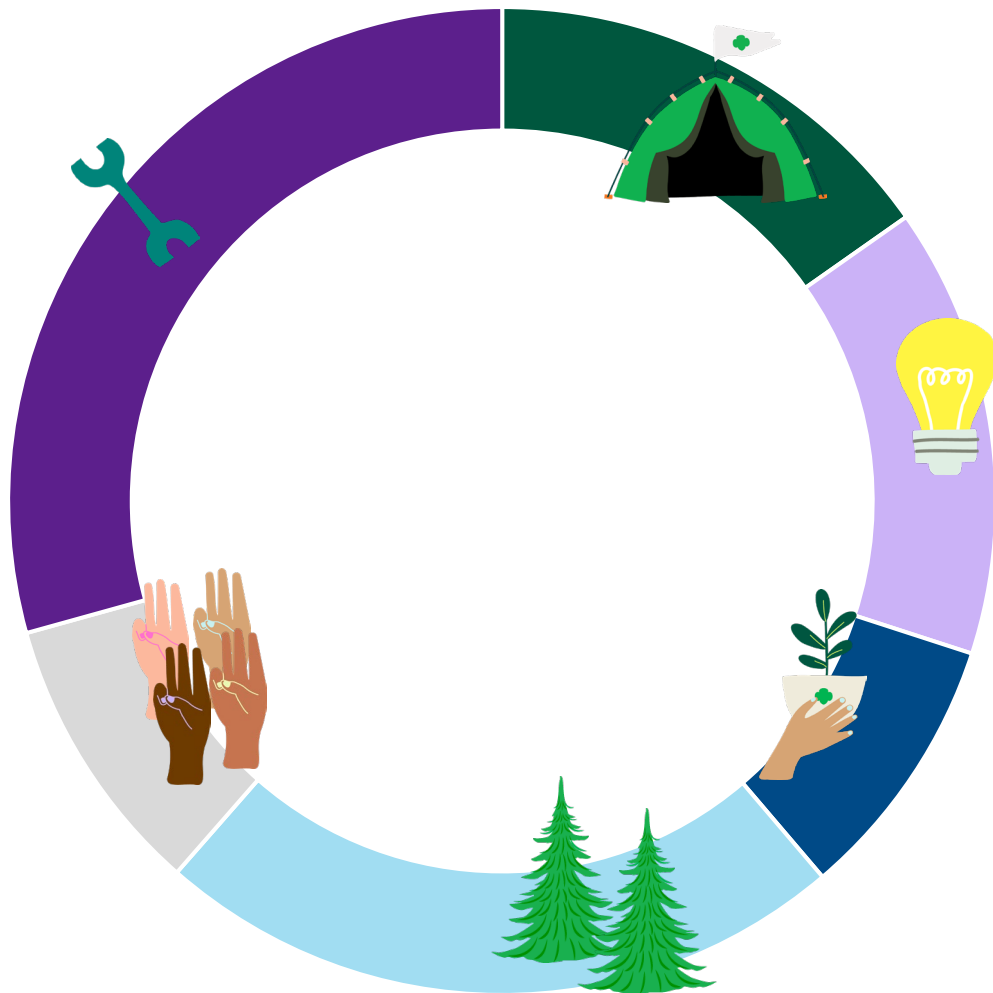
■ Annual Capital Investment



■ Financial Assistance

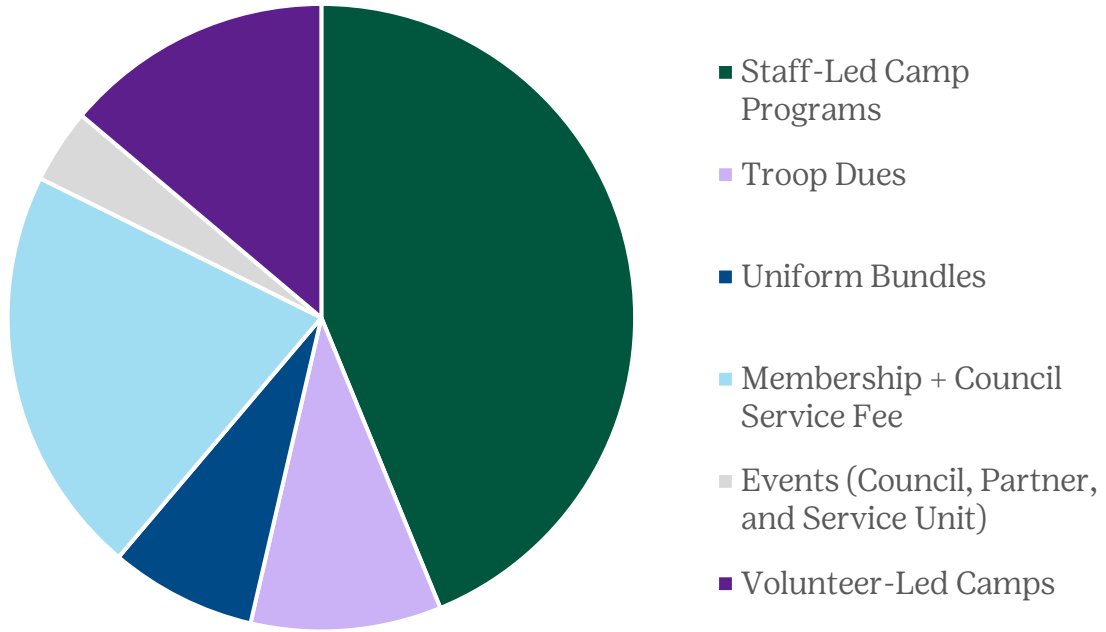


■ General Operating



1,687 Girl Scouts
received financial
assistance that helped
keep Girl Scout
experiences accessible
for their family.

Financial Assistance



\$334,772
awarded

4,215
grants



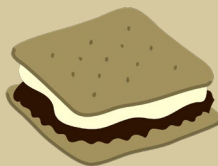
449

Camp Donors



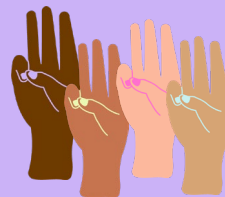
1,481

Camp Gifts



43

S'More Society
Members Who
Donate to Camp



50

Girl Scout Troops
Fundraised for
Camp



glamp

135

Glampers Attended
Our Grand Finale of
Glamp



\$134,226

Invested in Property
Operations



\$966,184

Invested in Capital
Projects



\$209,626

In Camp Financial
Assistance Grants

We need your support
to ensure our NEW
signature fundraiser is
a success!

September 13, 2025

events@girlscoutsww.org





Special Session of the National Girl Scout Convention

Girl Scouts of Western Washington's Planned Youth Membership Dues*

Membership Year	2024-2025	2025-2026	2026-2027
GSUSA Membership Dues	\$25	\$45	\$65
GSWW Council Service Fee	\$25	\$20	\$0*
Total Membership Dues	\$50	\$65	\$65

*Note: This plan is subject to change.

Girl Scouting
unlocks the
confidence to
believe in their
limitless potential.



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Short Break







Ann Ardizzone

Board Treasurer
Girl Scouts of Western
Washington



Treasurer's Report

Agenda

1. How Did We Do?
2. Where Do Our Funds Come From?
3. What Do We Spend Money On?
4. Update on 2024 Capital Projects
5. What Does Our Council Own?
6. Strategic Priorities Going Forward
7. Introduction of New Finance Committee Chair

Total Revenue and Expenses

How Did We
Do?



	2024	2023	% Variance
Total Revenue	\$22,751,748	\$22,025,331	3.3%
Total Expenses	\$21,806,699	\$21,241,076	2.7%
Net Income / (Loss)	\$945,049	\$784,255	20.5%

Operating vs. Non-Operating Results



Operating Revenue/Expenses

Revenue	\$19,925,798
---------	--------------

Expenses	(\$20,748,144)
----------	----------------

Net Operating Income/ (Loss)	(822,346)
-------------------------------------	------------------

Non-Operating Revenue/Expenses

Revenue	\$2,825,950*
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Expenses	(\$1,058,555)
----------	---------------

Non-Operating Income/(Loss)	\$1,767,395
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Total Net Income/(Loss)	\$945,049
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*Includes investment return of \$2M

Where Do Our Funds Come From?



	2024	2023	% Change
Product Sales (net COGS)	\$15,530,955	\$15,706,258	-1%
Programming Fees	\$1,186,145	\$1,001,514	18%
Public Support	\$3,010,966	\$2,367,915	27%
Retail (Net COGS)	\$223,945	\$199,658	12%
Investment Income	\$2,015,805	\$841,167	140%
Other Income	\$783,930	\$1,908,819	-59%
Total Revenue	\$22,751,748	\$22,025,331	3%

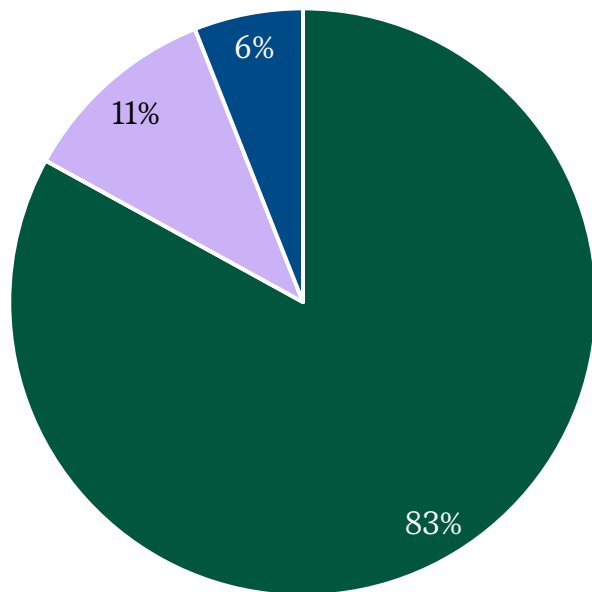
What Do We Spend Our Money On?



	2024	2023
Girl Scout Programming	\$18,140,042	\$17,685,503
Management & General	\$2,451,775	\$2,443,144
Fundraising	\$1,214,882	\$1,112,429
Total Expenses	\$21,806,699	\$21,241,076

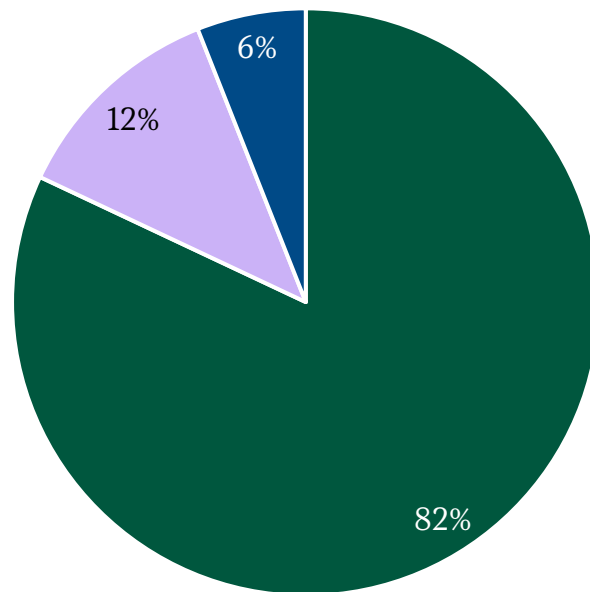
Consistent Expense Ratios

2024



■ Girl Scout Programming ■ Management & General
■ Fundraising

2023



■ Girl Scout Programming ■ Management & General
■ Fundraising



2024 Capital Projects

Capital Expenditures: \$960,515



Camp Evergreen

Asbestos removal



Camp Lyle McLeod

Tilakum septic (year 1 design),
Upper and Lower Tilakum
septic replacements



Camp River Ranch

Multi-year water tower
replacement project, swim
dock replacement, septic tank
repair



Camp Robbinswold

Multi-year lodge and grounds
improvement project, Kubota
Tractor



Camp St. Albans

Roof project, Pixie Blue and
Green remodel

What Does Our Council Own?



At 09/30/2024

Cash and Equivalents	\$919,849
Investments	\$11,192,185
Council Retail Inventory	\$331,651
Other Assets	\$2,259,808
Camps, Land, Buildings, and Equipment	\$7,659,808
Total	\$22,382,134



Strategic Priority:

Grow the Number of Girl Scout Youth Served

**Meet Your New Finance
Committee Chair**

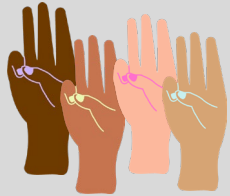
Geeta McCormack





Board Nominating and Governance

Quorum Report



quo·rum ['kwôrə̃m]

NOUN

1. The minimum number of members of an assembly or society that must be present at any of its meetings to make the proceedings of that meeting valid.



Dana Henderson

1st Vice President
Board of Directors,
Girl Scouts of Western
Washington



Board and Delegate Elections



Dana Henderson

1st Vice President
Board of Directors,
Girl Scouts of Western
Washington



Board and Delegate Elections

Girl Scouts of Western Washington Board of Directors

VOTE

Current Board Members up for Reelection

Board Officers



Dana Henderson
1st Vice President
Seattle



Geeta McCormack
Treasurer
Seattle

Member-at-Large



Steve Ricco
Member-at-Large
Bainbridge Island

Girl Scouts of Western Washington Board of Directors VOTE

New Board Members up for Election to Members-at-Large Positions



Lori Bradshaw
Maple Valley



Tannis Golebiewski
Everett



Janeé Lester
Seattle



Roger Starkweather
Seattle

Girl Scouts of Western Washington Board of Directors VOTE

Nominating and Governance Committee Proposed Board and Officers Slate

Please open the voting portal using
the QR Code provided. You are
voting for the full slate of
candidates: Board Officers and
new and returning Members-at-
Large.



Girl Scouts of Western Washington Board of Directors VOTE

New Board Member up for Election to Member-at-Large Position
Nomination from the Floor



Dana Black
Seattle



Girl Scouts of Western Washington Board of Directors VOTE

Existing Board Member up for Election to Board Officer Position
Nomination from the Board Chair/President



Amy Betts
Tacoma



Girl Scouts of Western Washington Board of Directors VOTE

Nominee to Member-at-Large Position
Nomination from the Floor



Christie Britton
Arlington

Girl Scouts of Western Washington Board of Directors VOTE

Nominee to Member-at-Large Position
Nomination from the Floor

2025 Nomination of Devyn Britton



Devyn Britton
Arlington

Girl Scouts of Western Washington Board of Directors VOTE

Nominee to Member-at-Large Position
Nomination from the Floor

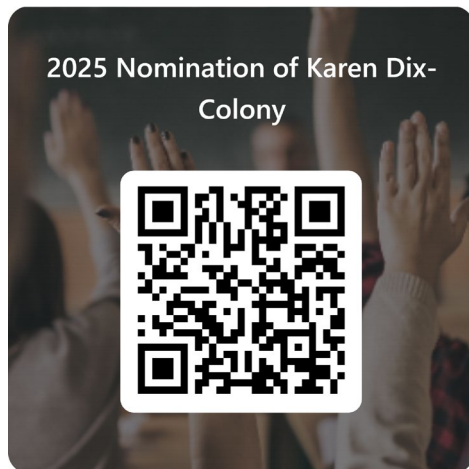
2025 Nomination of Zachary
Conner



Zachary Conner
Bellingham

Girl Scouts of Western Washington Board of Directors VOTE

Nominee to Member-at-Large Position
Nomination from the Floor



Karen Dix-Colony
Stanwood

Girl Scouts of Western Washington Board of Directors VOTE

Nominee to Member-at-Large Position
Nomination from the Floor *



Val Manuel
Mount Vernon

Girl Scouts of Western Washington Board of Directors VOTE

Nominee to Member-at-Large Position
Nomination from the Floor



Sarah Reyes
Blaine

Girl Scouts of Western Washington Delegates to the 2026 National Council Session VOTE

Adult Delegates



**Andrea
Anderson**
Seattle
CEO



Lynda Baxter
Marysville



**Amanda
Miniken**
Hoquiam



Heather Park
Woodinville



Lory Ruiz
Lacey



**Shelley
Whelan**
Mercer Island
Board Chair

Girl Scouts of Western Washington Delegates to the National Council Session VOTE

Youth Delegates



Jade Dotson
University
Place



**Emily
Francisco**
Mountlake
Terrace



Josie Good
Seattle



**Miranda
Reskusich-
White**
Seattle



**Samantha
Sutherland**
Port Orchard



Kate West
Woodinville

Girl Scouts of Western Washington Delegates to the National Council Session VOTE

Alternate Delegates



Hailey Schwarz
Winlock



Brittney Harris
Chehalis



Marie Withers
Puyallup

Girl Scouts of Western Washington Delegates to the National Council Session VOTE

Delegate Slate

Please open the voting portal using
the QR Code provided. You are
voting for the full slate of candidates
representing our council at the 2026
NCS: adult delegates, youth
delegates, and alternates.



Thank You to Ann Ardizzone!

**Retiring from Girl Scouts of Western
Washington's Board of Directors**



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Short Break



Kind Star

Video by: Mika C.
Brownie

2025 Winner:
Animation Film
Category



Rescue at Sea

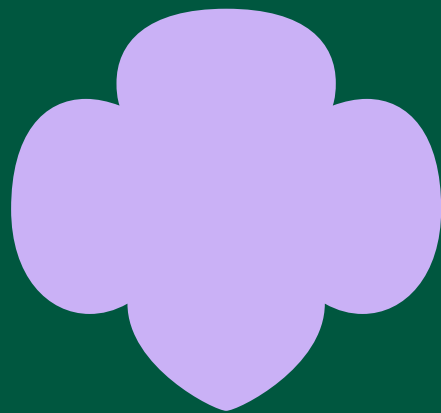
Video by: Sierra M,
Aurora M., and Cora M.
Juniors

2025 Winner:
Documentary Film
Category



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Questions & Answers



Thank You!



Resources Appendix

Upcoming Youth Programs



Check out our event calendar on our website for upcoming opportunities! These QR codes will direct you to programs by age level or event location.



Daisy/Brownie/
Junior Programs:



Cadette/Senior/
Ambassador
Programs:



All Ages
Programs:



Peninsula Region
Programs:



King County Region
Programs:



North Region
Programs:



South Region
Programs:



Diversity, Equity, Inclusion, Racial Justice, and Belonging Programs



Umoja Family Campout

June 21-22 | Camp River Ranch | All Ages

Note: During Black History Month, registration is discounted to \$15/camper!



Seattle PRIDE Parade

June 29 | Seattle | All Ages



PRIDE Overnight Camp Sessions

August (Multiple Weeks) | Camp St. Albans and Camp Robbinswold | Juniors-Ambassadors

Start Planning Your Next Camp Adventure



Overnight Camps

Register for overnight camp sessions at Camp Robbinswold and Camp St. Albans, reserve your spot at Camp S'More, or sign up to attend a community camp at Camp Lyle McLeod!



Day and Twilight Camps

Register for a camp near you, hosted by our incredible Girl Scout volunteers!



Property Reservations

Book a stay at one of our camp properties or Girl Scout Houses. Select units are available year-round!



Work (and Play) At Camp

We have many opportunities for seasonal staff to support our overnight camp experiences. Promote these positions to your network (or apply to one today)!



Retail Store Hours



Everett

Tuesday, Wednesday: 11:00 AM-6:00 PM
Friday, Saturday: 11:00 AM-3:00 PM

Tacoma

Tuesday: 11:00 AM-6:00 PM
Friday, Saturday: 11:00 AM-3:00 PM

Bremerton

Thursday: 11:00 AM-6:00 PM

Seattle

Tuesday and Thursday: pick up by appt.



Retail store locations and hours are kept up-to-date on our website.



2025 Camp Open Houses



Camp Evergreen

Longview, WA

Sunday, March 29
2:00 PM-5:00 PM



Camp River Ranch

Carnation, WA

Sunday, May 18
2:00 PM-5:00 PM



Camp Robbinswold

Lilliwaup, WA

Sunday, April 27
2:00 PM-5:00 PM



Camp St. Albans

Allyn, WA

Sunday, May 4
2:00 PM-5:00 PM



Learn more and visit us at a
camp open house.



2025 Camp Stewardship Parties



Camp Evergreen

Mar. 28-30
Oct. 24-26

Ages 7+



Camp Lyle McLeod

Mar. 28-30
Nov. 7-9



Camp River Ranch

Mar. 15-16
Nov. 15-16

10:00 AM-5:00 PM, camp out option
available. Ages 7+



Camp Robbinswold

Mar. 1-2

Camp out option available. Adults only.



Camp St. Albans

3rd Thurs. of each month
May 14-18
Sep. 3-7



Camp Towhee

Dates coming soon!

Camp out option available.



Sign up for a work
party today.

Champion Local Girl Scouts



Share the life-changing impact of Girl Scouting in your networks, affinity groups, and social circles!



Champion Local Girl Scouts

Invest in our future with a recurring monthly, quarterly, or annual gift to Girl Scouts.



Double Your Impact

Submit your time and donations for employer matching.



Join the Juliette Gordon Low Society

Consider adding Girl Scouts to your estate plans.



Help Us Make New Connections

Connect us to companies and partners who align with our mission and programs.

Upcoming Community Engagement Events



Save the date
and bring your
friends!

Highest Awards Celebration

June 8 | Federal Way
Performing Arts Center,
Federal Way

Rekindle: A Women's Wellness Weekend

July 18-20 | Camp River
Ranch, Carnation

Trailblazers Ball

September 13 | BLOCK 41,
Seattle

Volunteer Recognition & Awards

November 2 | Green River
College Event Center, Auburn