

# girl scouts of western washington

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### 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.



**Recited by:  
Troop 40850,  
Service Unit 550**

## Flag Ceremony

Presentation of the  
Colors by:

Troop 41387  
Service Unit 315



## Pledge of Allegiance

**Recited by:**  
Troop 41286  
Service Unit 210



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## 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.

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## Announcements

### Protocols for Today's Zoom Meeting

- For technical issues, use the chat or raise your hand icons
- Closed captioning is provided—use the button next to the Q&A icon
- Screen name etiquette: service unit #, first and last name, adult or youth member, pronouns
  - Example: SU100 Juliette Low, A, She/Her
  - Example: SU777 Nikki Jones, Y, She/Her



**Shelley Whelan**  
**President/Chair**  
 Board of Directors,  
 Girl Scouts of Western  
 Washington

  
**Board Chair/  
 President**  
**Welcome and Report**

# Agenda

- Meeting Called to Order
- Welcome and Vote on Agenda
- Board Chair and CEO Welcome and Reports
  - 2025 Year in Review
- Treasurer’s Report
- Board Nominating and Governance Committee Report
  - Board Member Election (vote)
  - Board Introductions
- Formal Meeting Adjourns

# Vote



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



## CEO Report

# 2025 Overview

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# Membership

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# Youth Membership



## 14,023

Girl Scout Youth Served

## 72%

Retention Rate

Ambassadors (Grades 11-12)

739

Seniors (Grades 9-10)

1,098

Cadettes (Grades 6-8)

2,898

Juniors (Grades 4-5)

3,281

Brownies (Grades 2-3)

3,523

Daisies (Grades K-1)

2,482

# Adult Membership

## 6,058

Total Volunteers

## 11,820

Adult Members

## 908

Episodic Volunteers  
Supporting Girl Scout  
Experiences Throughout  
Our Council



Browse our episodic volunteer catalog for upcoming volunteer opportunities.



**Volunteer Learning**



Hours Completing Online Courses  
**3,000**



Hours Completing Outdoor Overnights  
**4,030**



Hours Supporting Girl Scout Programs  
**1,000**



Volunteer Courses Completed in gsLearn  
**3,836**



Volunteers Who Attended a Learning Conference  
**536**



Volunteers Who Completed Outdoor Overnight Workshop  
**180**



Volunteers Who Took Courses on Leading Girl Scout Programming  
**429**

# Camp Property and Program

## Overnight Camp

**820** Campers attended overnight camp at Camp St. Albans and Camp Robbinswold



## Camp Reservations

**143** Groups with a total of 2,004 youth campers visited Camp River Ranch for classic camp activities



## Volunteer-led Camps

**1,081** Volunteers hosted:

- Seven overnight community camps serving 768 campers
- Thirty day and twilight camps that welcomed more than 3,800 campers



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# Product Program

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# Girl Scout Product Program

2024-2025

## Product Program Participants

**8,794** Girl Scout Cookie Sellers



On average, Girl Scout Cookie sellers earned \$320 to support their troop's experiences throughout the year

**151,168**

Cookie packages donated to United Services Organization Northwest to distribute to all branches of military



# Programs

## Program Overview

2,385  
Girl Scouts  
participated in  
staff-led programs

2,522  
Girl Scouts  
participated in  
partner-hosted  
programs

## Travel



46 Domestic trips

286 Girl Scouts served



25 International trips

124 Girl Scouts served

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## Program Pillars



Life Skills



Entrepreneurship



Outdoors



STEAM

AA2



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

## Highest Awards



23 Gold Awards



80 Silver Awards



83 Bronze Awards

\*Note: 83 Bronze Award Girl Scouts contributed to 18 Bronze Projects.

6,683

hours of community service completed

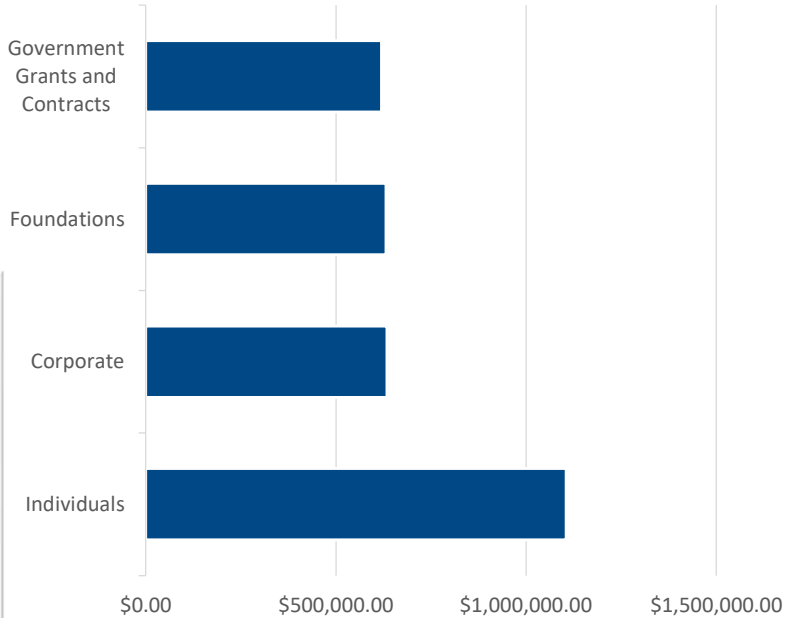
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# Philanthropy and Community Engagement

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## Dollars Raised to Serve Girl Scouts: \$2,254,636

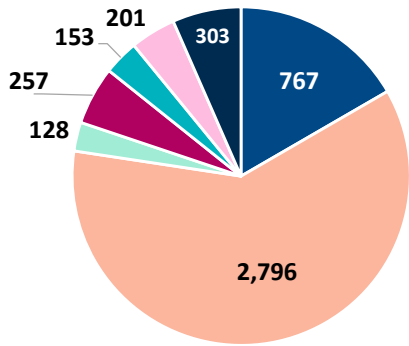


■ Individuals ■ Corporate ■ Foundations ■ Government Grants and Contracts

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## Financial Assistance

Number of Grants Distributed: 4,605



- Adult Membership Grants
- Youth Membership
- Adult Events
- Youth Events
- Camp Grants
- Uniform Grants
- Volunteer led Camp Grants

**\$320,130**  
awarded

**2,560**  
number of  
grantees



**Geeta McCormack**  
**Board Treasurer**  
Board of Directors,  
Girl Scouts of Western  
Washington



**Board Treasurer**  
**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 2025 Capital Projects
5. What Does Our Council Own?

## Total Operating Revenue and Expenses

	2025	2024	% Variance
<b>Total Revenue</b>	\$20,275,261	\$19,925,796	1.74%
<b>Total Expenses</b>	\$19,693,119	\$20,748,141	-4.50%
<b>Net Income / (Loss)</b>	\$460,104	(\$822,345)	155.95%

## How Did We Do?



## Where Do Our Funds Come From?



	2025	2024	% Change
Product Sales	\$13,994,931	\$15,530,955	-10%
Programming Fees	\$1,316,791	\$1,186,145	11%
Public Support	\$3,581,012	\$2,551,973	40%
Retail	\$363,232	\$223,945	62%
Interest Income	\$58,235	\$38,428	52%
Other Income	\$961,060	\$394,530	144%
<b>Total Revenue</b>	<b>\$20,275,261</b>	<b>\$19,925,796</b>	<b>2%</b>

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## What Do We Spend Our Money On?



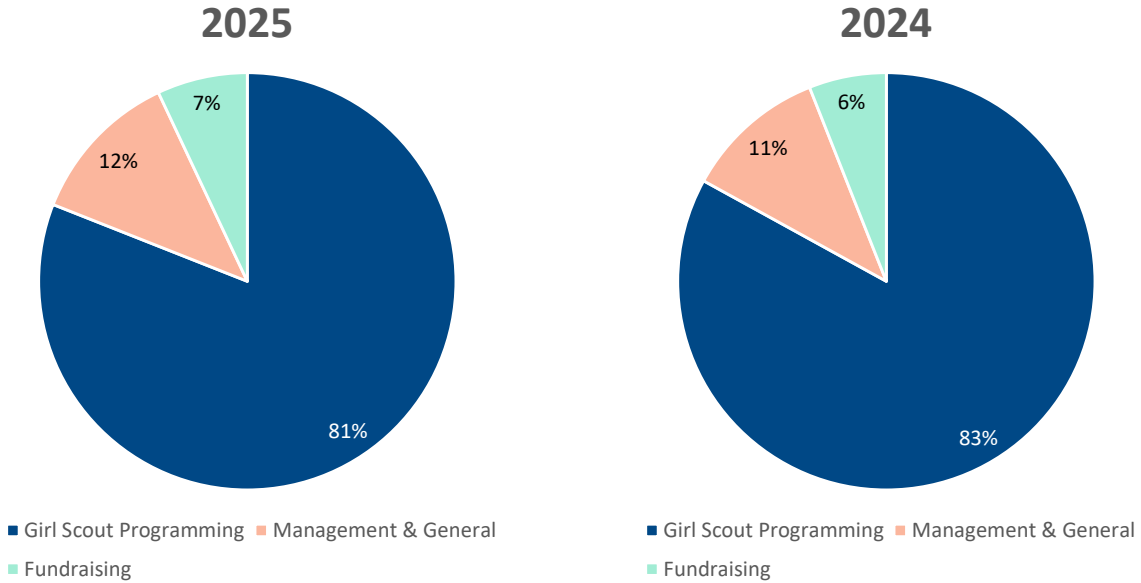
	2025	2024
Girl Scout Programming	\$16,049,410	\$17,267,552
Management & General	\$2,325,334	\$2,299,598
Fundraising	\$1,318,375	\$1,180,993
<b>Total Expenses</b>	<b>\$19,693,119</b>	<b>\$20,748,143</b>

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## Consistent Expense Ratios



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## Non-Operating Items



### Operating Revenue/Expenses

Revenue	\$20,275,261
Expenses	(\$19,815,157)
Net Operating Income/Loss	460,103

### Non-Operating items managed by GSWW

- Investment Accounts
- Money Market Account
- Unrealized Gains & Losses
- Payroll Related to Non-operating Items

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NM2

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### FY2025 Capital Projects

Capital Expenditures: \$1,180,864



### Camp Evergreen

Asbestos remediation



### Camp Lyle McLeod

Range replacement and fire suppression system replacement



### Camp River Ranch

Multi-year water tower replacement project



### Camp Robbinswold

Multi-year lodge and grounds improvement project



### Camp St. Albans

Swim dock surface, double electric oven, Huckleberry Hut roof replacement, and Nature Program Shelter

## What Does Our Council Own?



At 09/30/2025

<b>Cash and Equivalents</b>	<b>\$978,623</b>
<b>Investments</b>	<b>\$11,302,523</b>
<b>Council Retail Inventory</b>	<b>\$300,768</b>
<b>Other Assets</b>	<b>\$334,590</b>
<b>Camps, Land, Buildings, and Equipment</b>	<b>\$9,464,795</b>
<b>Total</b>	<b>\$22,381,299</b>

# Board Nominating and Governance

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## Quorum Report



quo·rum ['kwôrəm]

### 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.

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Dana Henderson

1<sup>st</sup> Vice President  
Board of Directors

Chair  
Nominating and Governance Committee



## Girl Scouts of Western Washington Board of Directors VOTE

New Board Members Up for Election to Members-at-Large Positions (3-Year Terms)



Jenny Hickcox  
Tacoma



Lina Miller  
Seattle



Colleen Murphy  
Maple Valley

## Girl Scouts of Western Washington Board of Directors VOTE

Current Board Members Up for Reelection to Member-at-Large Positions  
(3-Year Terms)



**MJ Krieps**  
Redmond



**Dan Rutter**  
Seattle



**Tara Smith**  
Bainbridge Island



**Robert te Winkel**  
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

### Board Officers



**Shelley Whelan**  
Mercer Island  
*Board President*



**Dana Henderson**  
Seattle  
*First Vice President*



**Amy Betts**  
Tacoma  
*Second Vice President*



**Geeta McCormack**  
Seattle  
*Treasurer*



**Elke Suber**  
Kirkland  
*Secretary*

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## Girl Scouts of Western Washington Board of Directors

### Members-at-Large



**Lori Bradshaw**  
Maple Valley



**Christie Britton**  
Arlington



**Devyn Britton**  
Arlington



**Zachary Connor**  
Bellingham



**Karen Dix-Colony**  
Stanwood



**Michelle Flowers-Taylor**  
Mercer Island



**Jenny Hickcox**  
Tacoma



**Tannis Golebiewski**  
Seattle



**MJ Krieps**  
Redmond



**Janeé Lester**  
Tacoma



**Val Manuel**  
Mount Vernon

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# Girl Scouts of Western Washington Board of Directors

## Members-at-Large



**Lina Miller**  
Seattle



**Colleen Murphy**  
Maple Valley



**Sarah Reyes**  
Blaine



**Steve Ricco**  
Bainbridge Is



**Dana Riley-Black**  
Seattle



**Dan Rutter**  
Lake Forest  
Park



**Tara Smith**  
Bainbridge Island



**Roger  
Starkweather**  
Seattle



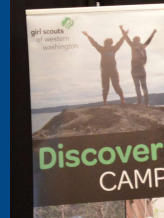
**Robert te Winkel**  
Seattle

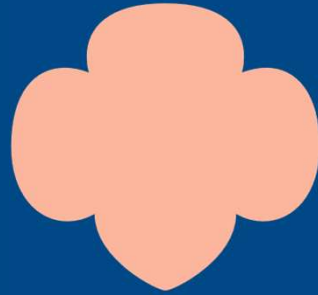


**Derek Williamson**  
Seattle

# Thank You to Erin Jones!

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





Thank You!



Girl Scouting  
in Western  
Washington



100th Year  
Anniversary

JR1

# Breakout Room Instructions

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# Breakout Room Instructions

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A large white semi-circular outline is centered on a solid magenta background. Inside the semi-circle, the words "Resources Appendix" are written in a white, sans-serif font.

# Resources Appendix



## Rallyhood

- All-in-one platform for Girl Scout communication and collaboration
- Combines tools used by members, service units, and troop leaders
- Supports:
  - Event promotion, registration, and payment
  - Photo sharing and community posts
  - Collaboration with volunteers and families

**Our goal:** Build a more connected Girl Scout community



## Upcoming Youth Programs



Check out the event calendar on our website for upcoming opportunities!



**Daisy, Brownie, Cadette, Senior, Ambassador** All Ages Programs:  
**Junior Programs:** **Programs:** **Programs:**



# Start Planning Your Next Camp Adventure



## Staff-Led Day and Overnight Camps

Register for staff-led overnight camp sessions at Camp Robbinswold and Camp St. Albans or staff-led day camp at Camp River Ranch!



## Volunteer-Led Camps

Register for a day or twilight camp near you, hosted by our incredible Girl Scout volunteers, or sign up to attend a community camp at Camp Lyle McLeod!



## 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  
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.

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**2026 Camp Open Houses**



**Camp Evergreen**

*Longview, WA*

Sunday, May 3  
2:00 PM-4:00 PM



**Camp River Ranch**

*Carnation, WA*

Sunday, April 12  
2:00 PM-4:00 PM



**Camp Robbinswold**

*Lilliwaup, WA*

Sunday, April 19  
2:00 PM-4:00 PM



**Camp St. Albans**

*Allyn, WA*

Saturday, April 18  
10:00 AM-12:00 PM



**Camp Lyle McLeod**

*Tahuya, WA*

Saturday, April 18  
2:00 PM-4:00 PM

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**2026 Camp Work Parties**



**Camp Evergreen**

Available upon request

Ages 7+



**Camp Lyle McLeod**

Feb. 16

Nov. 11



**Camp River Ranch**

Mar. 21

Nov. 14

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



**Camp Robbinswold**

Mar. 14-15

April 11-12

Camp out option available.

Adults only.



**Camp St. Albans**

3<sup>rd</sup> Thurs. of each month

May 15-17

Sep. 11-13



**Camp Towhee**

March 26

Oct. 3

Camp out option available.



Sign up for a work party today.

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# 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



June 7 | Federal Way Performing Arts Center, Federal Way



August | Camp Robbinswold, Lilliwaup



September 19 | BLOCK 41, Seattle



November 8 | Green River College Grand Hall, Auburn