

2020

ANNUAL REPORT

Girl Scouts of Southern Arizona

OUR MISSION

Girl Scouts builds girls of courage, confidence, and character, who make the world a better place.

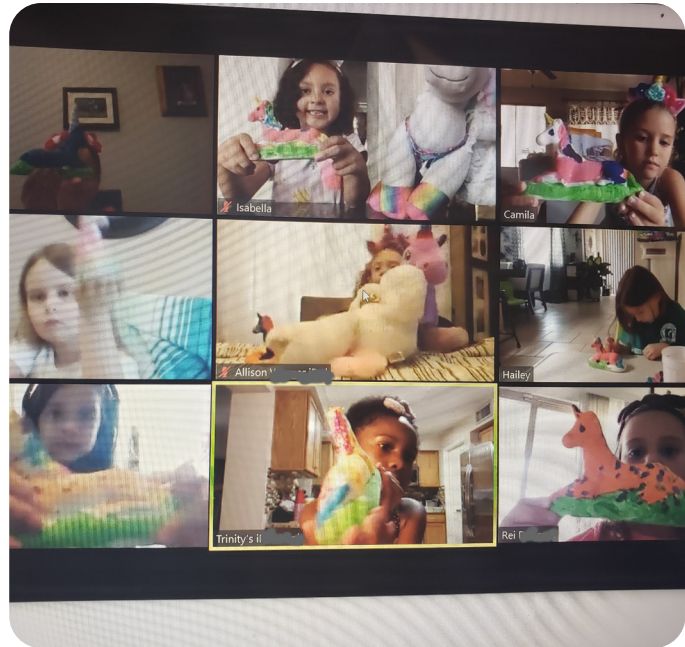
GIRL SCOUT PROMISE

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.



At Girl Scouts of Southern Arizona, this was a year of resilience. The many challenges COVID-19 brought made the year daunting at times, but through it all, girls grew to meet and overcome obstacles. Modeling real-world problem-solving, the creativity of our staff, volunteers, and girls abounded to ensure that our connection to each other persisted. In the midst of the pandemic, our sisterhood strengthened, rising from our challenges. Above all else, we remained Girl Scout Strong.

We send our gratitude to all who invested in our organization during this time. Your support made it possible for us to connect with girls through virtual and alternative programming. Through the generosity of community partners and donors, we were able to assist girls limited in their ability to participate in virtual activities due to the digital divide through our technology lending library and free Wi-Fi access points. Girls who were isolated had the opportunity to connect with others and be a part of online meetings or Virtual Girl Scouts, a resource to learn new skills, create art, grow in confidence, and more. Summer camp, which brings girls invaluable skills, transformed into Camp Log On, an at-home hybrid camp experience, providing girls with a much-needed camp adventure that combatted summer learning loss and cultivated connections while keeping everyone safe and healthy.

2020 was also a year of reflection and learning. As a country, we reached a pivotal point where conversations around racial justice needed to be refined and reframed. To that end, we have been learning about systems of oppression that led to this current movement in America. We leaned in as an organization, renewing our commitment to ensure that ours is a place of inclusivity and belonging for all. We engaged the services of two DEI consulting firms, Visceral Change and Ragland & Wilhite, to guide us in this journey. Our staff and Board now learn from our consultants through customized trainings and evaluations of internal policies and practices. As we continue this work and put our best efforts forward, we recognize that everyone is a learner and everyone is a leader in this. Girl Scouts of Southern Arizona affirms that we will meet the movement and strive to live our mission to make the world a better place.

In 2020 and now, we know that girls need us more than ever. Looking forward, we will continue to prioritize our communities' girls, our future leaders of tomorrow who are improving the world today. We are grateful to be able to count on your investment in girls.



Board Chair Susan Armstrong and GSSOAZ CEO Kristen Garcia-Hernandez

Kristen Garcia-Hernandez *Susan Armstrong*

Honoring Over a Decade of Leadership

In 2020, we said farewell to Debbie Rich, who served as CEO since 2010. In her tenure, Debbie celebrated many successes and achievements. She designed Social Impact (now known as staff-supported) programs in which all girls have the opportunity to participate in programming, regardless of the barriers that stand in their way. Tens of thousands of girls were served and have participated in Girl Scouts because of Debbie's heart.

Debbie also had a dream that all girls could have access to dynamic in-person programs, which became a reality with Angel's Place for Girls, the program center built on GSSOAZ's Broadway campus. Here, all girls are invited and welcomed to attend innovative programs, have a creative, exciting place for troop meetings, and have fun at weekend overnight adventures. Debbie led the charge in raising nearly \$3-million to complete construction, leaving us the beautiful legacy of a fully funded program center.

We are grateful for the passion, dedication, and financial strength that Debbie left for future generations of Girl Scouts.





896
19.5%

DAISY
[GRADES K-1]



1,265
27.5%

BROWNIE
[GRADES 2-3]



1,080
23.5%

JUNIOR
[GRADES 4-5]



989
21.5%

CADETTE
[GRADES 6-8]



224
4.9%

SENIOR
[GRADES 9-10]



140
3.1%

AMBASSADOR
[GRADES 11-12]

TOTAL MEMBERS
6,814

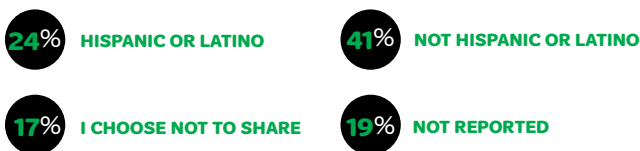
TOTAL GIRLS
4,646

TOTAL ADULTS
2,168

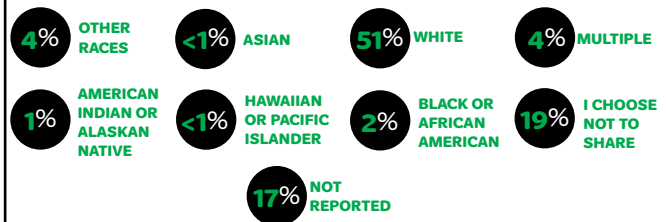
STAFF-SUPPORTED TROOPS
37

VOLUNTEER-SUPPORTED TROOPS
309

ETHNICITY



RACE



COUNTY OF RESIDENCE*

66.8% (4,554) Pima | 3.4% (229) Pinal
10.4% (709) Cochise | 1.5% (105) Graham
1.9% (128) Santa Cruz | 0.8% (54) Greenlee
10.6% (723) Yuma (including Imperials)

COOKIES

878,973 Packages Sold

2,544 Girls Participating	345 Average Pkgs Sold per Girl	22,840 CFOH Packages
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*A note on our county numbers: There are 312 members from counties not included in our service area or who do not have county information included in our system. For that reason, the sum total of percentages does not reach 100%.

5 INNOVATIVE PROGRAMMING



During Fall 2019, Girl Scouts of Southern Arizona invited girls to the inaugural Cyber Challenge Day, in partnership with Raytheon. Over eighty girls participated in the program at the University of Arizona, learning about cryptography, hacking, encryption, forensics, and other cyber topics. Girls listened to a panel of female Raytheon employees from various stages of leadership share their experiences within their career. The purpose of the event, supported by Raytheon employees who volunteered as facilitators, was to inspire interest in girls towards traditionally male-dominated careers within the STEM field. One volunteer shared that there were less than a handful of women in his whole class, and he felt he had missed all of the talents that more women could provide. He volunteered in the hopes of welcoming more women into STEM fields.



With the emergence of COVID-19, social distancing guidelines inspired us to reimagine the ways we engage with our Girl Scouts. As a result, our staff invented Virtual Girl Scouting, online programming to keep girls active amidst the long months at home. Girls practiced making healthy snacks, created art for others, learned how to plan a community change project, grew their conservation and nature skills, and more. Through pillar-themed activity boxes and badge-in-a-bags, GSSOAZ offered offline Girl Scouting experiences that taught girls all kinds of helpful skills while keeping them entertained as well. Virtual programming also allowed the whole family to participate in activities, including siblings who may have otherwise been unable to join.



STEM programming remained increasingly relevant during the pandemic, as girls were isolated from typical forms of communication and connection. GSSOAZ extended multiple opportunities for girls to learn more about important STEM subjects. On Cyber Security Day, girls learned how to be cyber sleuths. Girls engaged with each other through an online meeting to discuss how to use the internet safely, from the importance of secure passwords to recognizing fake emails and photographs. At the end, they earned their Cyber Security badges.

In the STEM activity box, girls become geologists, inspecting geodes and learning about dinosaurs, erosion, and tectonic plates. They even made their own fossils using plaster and playdough! One caregiver shared that her daughter “had fun for days,” and that she was able to do all of the activities again with the remaining supplies.

Girls rose to the challenges brought on by the pandemic this year, continuing to engage with each other and learn new skills that will set them up for future success.

As summer approached, we took the lessons we learned from Virtual Girl Scouting and applied them to an at-home hybrid camp experience called Camp Log On, which included virtual meetings with campers, personal check-ins with counselors, and a robust activity box for every camp session. Camp Log On allowed girls to stay active last summer, going on their own adventures while still safe at home. We were blown away by the responses to our Camp Log On sessions, which had over 900 registrations!

One caregiver said,

“ Once my daughter started the camp, she had such a blast...She instantly begged me to sign up for more camps...This has given her something to look forward to every day, and I am so very thankful for that. Like all of us, our lives have been turned upside down from COVID-19, but this has given her familiarity and belonging within Girl Scouts, and that itself is priceless. ”

With creative and unique camp sessions every week, there was a theme for any kind of girl. Girls who wanted to learn about mental health and taking care of their bodies could join the Self-Care Week. Girls who enjoyed nature could hear the call of the wild with the Great Outdoors Week. There was even a Best Of Week in which campers experienced the most-loved pieces from every session!

Another caregiver shared,

“ I'm hoping that [my daughter] sees that a little distance doesn't have to get in the way of friendships when we've got technology! It's great for her to see that the Girl Scout traditions she loves with her local GS sisters are shared across the country. ”

Because of Camp Log On, girls had valuable camp memories that will last a lifetime: building volcanoes, solving mysteries, embracing nature, even participating in virtual campfire sing-a-longs with friends. **It truly reminded us that the magic of camp is not tied to a place, but in the songs you sing, the fun you have, and the people you meet.**



While we have many girls who earn these awards, we wanted to highlight one project in each level.



The Bronze Award is the highest honor a Girl Scout Junior can achieve. As she and her troop plan and complete their project, they meet new people and create sustainable change in their community.

Girls in Troop 460 gave back to their community by teaching students and their families how to make dog toys – which were later donated to the Humane Society – and by raising awareness about the negative environmental impacts of plastic straws. They inspired 76 individuals to pledge to go straw-less for two weeks!



While we have many girls who earn these awards, we wanted to highlight one project in each level.



The Silver Award is the highest award a Girl Scout Cadette can earn—giving her the chance to do big things and making her community better in the process. Silver Award Girl Scouts look at the world around them and create community growth in many ways.

Driven by a desire to share the wonders of the night sky with others, sisters Rebecca and Charlotte Turner, developed presentations and simulations and launched a kid-friendly version of Dark Skies (darks skies4kids.org) to educate youth about the disadvantages of light pollution. In addition to earning their Silver Awards, Charlotte and Rebecca received “Rising Star” awards from the International Dark Sky Association for their work.



HIGHEST AWARDS



While we have many girls who earn these awards, we wanted to highlight one project in each level.



The Gold Award is open to Girl Scout Seniors (grades 9–10) and Ambassadors (grades 11–12). Being the highest award in Girl Scouts and the most prestigious award in the world for girls, Gold Award Girl Scouts are passionate about an issue and want to make a difference in a *big* way.

Sydney Loudermilk developed and implemented a 4-H project curriculum to address hunger and food insecurity. She combatted this issue through several projects that would allow students to explore various community services and resources. She installed food pantries in different areas; built sustainable, affordable vegetable gardens; and hosted a food drive. Because of her efforts, people in need have access to essential food resources, and youth in the 4-H organization will be able to gain the knowledge and skills required to effectively fight hunger and food deserts in their community for decades to come.



HIGHEST AWARDS



GOLD
\$2,500+

David Andrews
Arizona Complete
Health
AZ Daily Star
Sportsmen's
Fund Inc.
Judith Bliss
Cardinals Charities
Casino Del Sol
Comcast
Communications
Community
Foundation for
Southern Arizona
Connie Hillman
Family Foundation
Country Fair White
Elephant, Inc.
Cox
Communications
Crest Insurance
Group LLC
Geraldine Crow
Desert Diamond
Casinos &
Entertainment
Eva Longoria
Foundation
Freeport-McMoRan
Copper & Gold
Foundation
GEICO Philanthropic
Foundation
Girl Scouts of
the USA
Gail Gurney
Hazen Family
Foundation
Hughes Federal
Credit Union

Becky and Sid
Johnson
Bonnie Kay
Lester and Roberta
Smith Foundation
Pima County
Outside Agency
Pima County
Sheriff's
Department
Pima Federal
Credit Union
R.V. City
Raytheon Missile
Systems
Rural Activation
and Innovation
Network (RAIN) –
Cochise County
Southwest Gas
Corporation
Trico Electric
Cooperative, Inc.
Tucson
Conquistadores
Foundation
Tucson Electric
Power Company
Tucson Medical
Center
Valley of the Sun
United Way
Marion Weber
William L. and
Ruth T. Pendleton
Memorial Fund
Women's
Foundation of
Southern Arizona

SILVER
\$2,500-\$501

Altrusa International
Inc. of Tucson
Arizona Community
Foundation
Bank of America
Charitable
Foundation
BeachFleischman PC
Sidney Bond
Jessica Brandt
Deborah Bryson
City of Tucson ECAP
Kathryn Cox
Gloria Debease
Mary Ann Dobras
Martha Durkin
Laura Eberly
Elizabeth Read
Taylor Foundation
Nancy Farina
Kristen Garcia-
Hernandez
Tejinder Grewal
Linda Griesser
Pamela Grissom
Karen Hess
Holualoa Companies
Ellen Howlett
Bryan and
Kathleen Jones
Marjorie Jordan
Joseph F. Stein
Family Foundation
Mark Kelly
Nancy Kilgore
Long Realty Cares
Foundation
Anna Maiden
Margaret Conkey
Goodwin

Campership Fund
Ann Markewitz
Carolyn Masters
Margaret Maxwell
Jane McCollum
Metro Tucson
Convention &
Visitors Bureau
Pat Penn
PICOR Charitable
Foundation
Quarles & Brady, LLP
Rio Nuevo MPFD
Kayleigh Ruberto
Rural Activation
and Innovation
Network (RAIN)
Helen Schaefer
Emily Scobie
Margaret Shafer
Sarah Smallhouse
Cynthia Stevens
Stocker Foundation
MacGyver Tank
Mary Tank
Pamela Traficanti
Truly Nolen of
America, Inc.
United Way of
Graham County Inc.
United Way
of Tucson &
Southern Arizona
United Way of Yuma
Country, Inc.
Kristin Wakefield-
Heim
Jack Walters
Nanette Warner
Gail Williams

BRONZE
\$500-\$1

Martha Adair
Elana Addis
Niyi Adekoya
Olivia Ainza-Kramer
Jennifer Akins
Booz Allen Hamilton
Linda Alley-Sarnack
Laura Almquist
AmazonSmile
Foundation
Caroline Anderson
Christopher
Anderson
Ann and Sam
Goldgein
Endowment Fund
Susan Armstrong
Beverly Arriaga
Jan Atwood
Pearl Aviles
Gaby Ayon
Allyson Baehr
Melinda Baier
Kathryn Bayer
David Beckner
Cindy Beggy
Carolyne Berry
Michael Block
Robert and
Janet Bobar
Kimberly Bowie
John Brennan
Barbara Brown
Brittainie Brumfield
Leah Brunton
Dena Burnside
Andrea Byk
Essence Calhoun
Susan Campbell
Tami Carrisosa

Valerie Chandler
 Stephanie Chavez
 Nikki Chayot
 Katherine Chiriboga
 Carol Cloutier
 Laura Clymer
 Richard Coletta
 Paula Collins
 Charles Cook
 Lizette Cota
 Diane Culin
 Dinah Dabdoub
 George Daranyi
 Jean Davies
 Teresa DeAngelo
 Laurie Delmastro
 Julio Dimas
 Christopher Divjak
 Lindsay Downs
 Veronica Espinoza
 V Joy Fehrenz
 Bruce Ferrell
 Casey Foor
 Bernadette
 Frankiewicz
 Karen Friar
 Fry's Food/Kroger
 Chinna Garza
 Mary Gaspers
 Kathryn Gately
 Laura Goodman
 Jessica Gourley
 Judith Gray
 Mary Guss
 Suzanne Gust
 Tracey Gutheim
 Alberto Gutierrez
 Anna Hacker
 Barbara Hall
 Ashley Heidenreich
 Marion Henry
 Maryann Hockstad

Niki Hoffman
 Jennifer Horn
 Merwin Horner
 Christine Huey
 Henrietta Huisking
 Paulette Hunt
 Ryan Jackson
 Terese Jezioro
 Kelli Jo Yee
 Kellie Johnson
 Norma Jean Johnson
 Ronald Jordan
 Jill Jordan-Spitz
 Laura Kelly
 Laura Key
 Evelyn Kleinhans
 William Klittich
 Sheila Kressler-
 Crowley
 Leslie Lawson
 Andrea Lawyer
 Kaylie Leslie-Lawson
 Kathryn Lindahl
 Marilyn Lindell
 Lisa Frank Foundation
 Jennifer Lohse
 Debra Low
 Jenneen Lowry
 Karen Lunda
 Veanne Lupia
 John M. Harlow, Jr.
 Dianne Maki-Sethi
 Kerina Mariana
 Pamela Martin
 Jennifer McCauley
 Nancy McClure
 Cara McCune Kent
 Colleen McDonald
 Ann McGrath
 Karin Merritt
 David Michael
 Julianne Michael

Frances Miller
 Christine Molina
 Stacey Moreau
 Emily Morrison
 Alaina Mothershead
 Joseph Motil
 Janeth Murillo
 Shannon Murphy
 Regina Murphy-
 Darling
 Timalee Nevels
 Sharon O'Neal-Tracey
 John O'Rourke
 Shari Olsen
 Dominic and
 Myriam Ortega
 Rachel Ostmeyer
 Becky Pallack
 Margo Panke
 Doris Payne
 Kristy Pearson
 Patricia Penn
 Margarita Pescina
 Julie Phillips
 Lesli Pintor
 Susan Post
 Sylvia Quigley
 Ann Ratcliff
 Sandra Reynolds
 Bobby and
 Debbie Rich
 Salina Riggs-Molina
 Rincon Research
 Corporation
 Gail Roberts
 Lee Ann Roberts
 Isela Robles
 Andrea Roemer
 Stephen Rubin
 Jen Ryder
 Maria Eugenia
 Salcedo

Karen Salois
 Mary Saraceni
 Diane Sayre
 Susan Scerbo
 Calista Schafer
 Nancy Schneider
 Cheri Schwartz
 Kendra Scott
 Eleanor Sergi
 Judith Showers
 Leslie Sibley
 Marsha Siegel
 John Singer
 Smart & Final
 Charitable
 Foundation
 Jason Smith
 Sequoia Smith
 Harold Snyder
 Rosi Southee
 Marilyn Speert
 Deborah Sprenger
 Joel Steinfeld
 Alana Stubbs
 Patricia Sturmon
 Lavina Tomer
 Melissa Tomlinson
 Traficanti Family Trust
 Lisa Tsosie
 Dorothy Turner
 Briana Valerdi
 Doraliz Vega
 Attila Vertes
 Marianne Vivirito
 Karyn Walden-Forrest
 James Waln
 Sara Warzecka
 Phyllis Webster
 Janet Wenstrand
 Robert White
 Patricia Wiedhopf
 Nancy Woodling

Marie Yonkers

**We are grateful
 for all those
 who support
 us through
 workplace giving
 and our events,
 Cookies &
 Cocktails and Thin
 Mint Sprit.**

**Capital Campaign
 Investors:**

Mica Bane (Angel's
 Place for Girls)
 Optimist Club of
 Yuma (Yuma)
 Jean Tkachyk (Angel's
 Place for Girls)

**Endowment
 Investors:**

Margaret E. Mooney
 Foundation
 Helen Schaefer

**Girl Scout
 Movement
 Wide Challenge**

Planned Gift:
 Erik and Eva
 Andersen
 Dianne Belk &
 Lawrence Calder

JULIETTE GORDON LOW SOCIETY

Susan Archibald	Suzanne Diaz	Suzanne, Fred & Jennifer Gust	Cynthia Petti	Marsha "MacGyver" Tank
Marissa Arendt	Nancy Farina	Ellen Howlett	Debbie Rich	Gloria Tileston-Tharp
Denise Birger	Lynda Weigel Firor	Jill Long	Dorothy Rothwell	Pamela Traficanti
Casey Caylor	Terry Flores	Emily Morrison	Nancy Schneider	Nanette Warner
Karyn Damschen	Kristen Garcia-Hernandez	Timalee Nevels	Rosi Southee	

We appreciate these treasured gifts in memory of loved ones, who meant so much to the Girl Scout movement. Together, we honor and remember them.

**In Memory of:
Denise Birger**



Susan Armstrong
Cristina Baena
Lorine and George Birger
Betsy Bolding
Mary Clements
Judy Clinco
Katina Coller
Mary Ann Dobras
Marylin Eisenfeld
Nancy Farina
Susan Kalota
Barbara Levy
Ludwig Klewer & Rudner
Anna Maiden
Ann Markewitz
Christina McNally
Christine Molina
Marilyn H. Murray
Debra Walter
Patricia Wiedhopf

**In Memory of:
Jacki Jean Deharo**



Deborah Bryson
Susan Buxbaum
Robert P. Erbe
Nancy Farina
Josh Farr
Kathi Guay
Maureen Herrick
Bonnie & Michael Irwin
Dorothy Kret
Christine Molina
Marie Nemerguth
Joseph Noriega
Robert Rodriguez
Women at the Top (WATT)

**In Memory of:
John Harlow, Jr.**



Betty Eppler
Marsha Hirsh

STATEMENT OF FINANCIAL POSITION

ASSETS	
Cash	\$ 2,106,157
Investments (short & long term)	\$ 3,635,354
Accounts Receivable	\$ 86,011
Prepaid Expenses and Deposits	\$ 66,905
Inventories	\$ 156,399
Land, Buildings, and Equipment	\$ 4,775,324
TOTAL ASSETS	\$ 10,826,150

Girl Scouts of Southern Arizona
Annual Report Financial Information
Fiscal Year Ended September 30, 2020

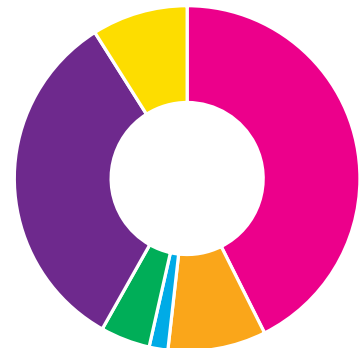
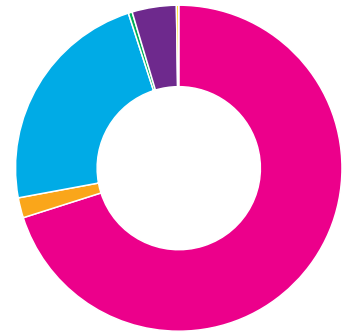
LIABILITIES	
Accounts and Other Payables	\$ 367,871
Deferred Income	\$ 11,475
Loans Payable	\$ 735,155
TOTAL LIABILITIES	\$ 1,114,501

NET ASSETS (FUND BALANCE)	
Without donor restrictions	\$ 7,946,650
Without donor restrictions - Board designated	\$ 801,200
With donor restrictions	\$ 963,799
TOTAL NET ASSETS	\$ 9,711,649
TOTAL LIABILITIES AND NET ASSETS	\$ 10,826,150

statement of ACTIVITIES

REVENUE	
Product Sales (NET)	\$ 2,637,657
Camp and Program Fees	\$ 75,182
Individual, Corp & Foundation Contributions	\$ 862,532
United Way Allocations	\$ 14,458
Investment Income (NET)	\$ 164,889
Other	\$ (8,646)
TOTAL REVENUE	\$ 3,746,072

OPERATING EXPENSES	
Girl Program and Camp	\$ 1,443,431
Membership Support	\$ 310,917
Volunteer Support	\$ 59,429
Community Activity	\$ 157,123
Management and General	\$ 1,113,088
Fundraising	\$ 303,897
TOTAL EXPENSES	\$3,387,885
CHANGE IN NET ASSETS	\$ 358,187





OFFICERS

Susan Armstrong
Board Chair

Gloria Tileston-Tharp
Vice Chair

Ellen Howlett
Treasurer

Sheila Kressler-Crowley
Secretary

MEMBERS-AT-LARGE

Melissa Arroyo
Kimberly A. Bowie
Stephanie Chavez
Diane Culin
Allison Duffy
Terry Flores
Kellie Johnson
Melissa López
Joe Peterson
Maggie Shafer
Pamela Traficanti
Nanette Warner
Pat Wiedhopf



GIRL MEMBERS

Garvey Blackwell
Sydney Loudermilk
Sophia Smith-Gatto
Bailey Williams

CEO

Kristen Garcia-Hernandez



girl scouts 
of southern arizona

4300 E. Broadway Blvd. | Tucson, AZ 85711 | 520.327.2288

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