



Girl Scouts.

IMPACT REPORT 2023





**CHANGING
THE WORLD,
one Girl Scout
at a time.**



WE'RE ON A MISSION TO BUILD GIRLS OF. . .



COURAGE,

“Girl Scouts offered some consistency in my life, gave me people to turn to when I needed them, and made me stronger.”

**LIZ, RECENT
GIRL SCOUT ALUM**



CONFIDENCE,

“Girl Scouts helped to push me outside of my comfort zone and give me the confidence to start big projects, and work towards a bigger purpose.”

**ZHARA, 2023 CELEBRATE
CHANGEMAKERS HONOREE**



and CHARACTER

“I discovered that I love to help my community and the people around me, and I learned to speak up for my ideas and what’s important to me”.

**LOREN, SILVER AWARD
GIRL SCOUT**



. . . WHO MAKE THE WORLD A BETTER PLACE.

Executive Leadership Team



Marisa C. Williams
Chief Executive Officer



Susan Anderson
Chief Engagement Officer



Lynnea Atlas-Ingebretson
Chief Operating Officer



Coco Du
Interim Chief Experience Officer



Lindsay Selvig
Chief Financial Officer



Kevin Xiong
Chief People Officer

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Dear Friends,



Reflecting on the past year, we are thankful for the unwavering support and dedication of our incredible volunteers, donors, and funders. Your commitment has allowed Girl Scouts River Valleys (GSRV) to thrive and uplift more than 17,200 Girl Scouts in our council region.

This year's report theme, "Changing the world, one Girl Scout at a time," speaks to the heart of our mission. We recognize the profound impact each Girl Scout has on their community and the world, and we are grateful to have partners who share our vision. Yet, to truly empower Girl Scouts to change the world, we must embody the change we wish to see.

In 2023, Girl Scouts River Valleys actively worked to center Black, Indigenous, and People of Color (BIPOC) families in our programs and outreach, authentically building partnerships and investing in our communities. We remain committed to fostering an inclusive, nurturing environment that reflects the rich diversity of our region and creating safe spaces where all Girl Scouts feel a sense of belonging and have the chance to develop into the compassionate leaders our world so desperately needs.

We've made critical investments in our volunteers and troop leaders, closing in on the launch of a revolutionary new service support model that will provide flexible resources to ensure volunteers and their communities have the tools they need to grow and thrive.

And we've championed the rights of girls and gender-expansive youth, using our voice to advocate for the issues that impact their present and their future.

This important work will continue in 2024 and beyond. As we look to the future, we're excited about the possibilities of GSRV's next chapter and remain deeply committed to instilling the values of courage, confidence, and character in the next generation—creating ripples of positive change that will lead to a brighter future.

Thank you for being part of the Girl Scouts River Valleys community.

Together in Girl Scouting,

Marisa C. Williams
Chief Executive Officer

Jane W. Canney
Board Chair

Marisa's First Year



Marisa C. Williams' inaugural year as CEO has been filled with meaningful experiences and connection with Girl Scouts and volunteers across the council.



JUNE 2023

GSRV hosted three Little Mermaid watch parties for Girl Scouts across the council to share joy and celebrate the power of representation.



AUGUST 2023

Fall Launch brought more than 150 GSRV volunteers together for a day of inspiration, connection, and professional development with council staff.



SEPTEMBER 2023

The Celebrate Changemaker's annual gala honored the positive change Girl Scouts are making across the region and engaged more than 400 donors in support of our mission.

Our Purpose

Girl Scouts River Valleys' purpose is to boldly lead as an anti-racist organization that uplifts and empowers every girl to know their worth and lead in their world.

We are deeply committed to providing a welcoming and inclusive environment for all Girl Scouts and their families.



Advancing Diversity, Equity, Inclusion, Access, Racial Justice, and Anti-Racism in the Girl Scout Movement

In July 2023, Girl Scouts of the USA held its 56th triennial National Council Session in Lake Buena Vista, Florida, where hundreds of national delegates from Girl Scout councils across the nation converged—including six adult and two youth delegates from GSRV.

Delegates came together to debate and vote on proposals related to the governance of the Girl Scout Movement and to elect the National Board of Directors—including new Board President Noorain Fatima Khan, the first Muslim American and millennial to hold this post. A highly anticipated and important proposal was up for debate—adding anti-racism language to the preamble to the national Girl Scout Constitution. The proposal passed, solidifying Girl Scouts' commitment to anti-racism and the active identification and removal of systemic barriers to participation.

AS AMENDED, THE LANGUAGE IN THE PREAMBLE READS:

“Girl Scouts advance diversity, pluralism, and anti-racism and actively identify and oppose racism by removing systemic barriers to participation in our Movement and in the communities we live.”

Girl Scouts River Valleys has been boldly leading the charge on diversity, equity, inclusion, access, and racial justice and anti-racism work within the Girl Scout Movement. This revised language on a national level underscores our organization's ongoing dedication to this work and is a critical step that enables us to ensure that youth and families from historically excluded and marginalized communities belong in our Movement. Thank you for your continued support, your passion for Girl Scouting, and your commitment to this important work to ensure a strong future for Girl Scouts. We look forward to continuing to champion this work—together.



Our Impact

2023 marked Girl Scouts River Valley's first full year of post-pandemic programming, with restored access to council programs, travel, camp, and more.

We saw youth and families return and many new members begin their Girl Scout journey, eager for opportunities to connect, explore, learn, and grow.



IN 2023, GSRV SUPPORTED PROGRAMMING FOR 17,200+ GIRL SCOUTS ACROSS OUR COUNCIL

12,900
IN 7-COUNTY METRO AREA

4,300
OUTSIDE THE METRO



21% OF YOUTH MEMBERS RECEIVED FINANCIAL ASSISTANCE TO REDUCE ACCESS BARRIERS



17,200+ GIRL SCOUTS WERE SUPPORTED BY

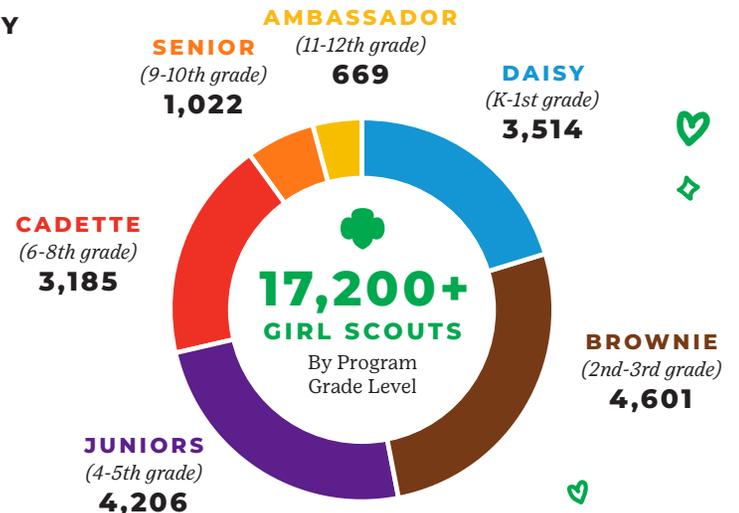
6,200+
VOLUNTEERS

2,052
TROOPS

128
COUNCIL STAFF

144
SERVICE UNITS

4,900+
NEW GIRL SCOUTS JOINED IN 2023



Learning to thrive

Beyond having fun and making friends, the Girl Scout Leadership Experience offers kids the chance to thrive—cultivating the whole person through character-building experiences that challenge them to find their voice and lead in their own way.

4,340

youth members participated in council-led programs in 2023



ALMOST **60,000** BADGES EARNED, INCLUDING:

STEM
10,463

ENTREPRENEURSHIP
10,058

OUTDOOR
12,324

LIFE SKILLS
26,327

SOWING THE SEEDS OF CHANGE

In 2023, GSRV was honored to offer a new Sow What Journey at Camp Lakamaga with Chef Lachelle Cunningham, founder of the Healthy Roots Institute. Participating Girl Scouts took the first step towards earning their harvest awards, went foraging to learn how to identify and cook with wild plants, and learned about the importance of healthy food, sustainable agriculture, and the intersections of food with racial equity and community.

DEMOCRACY IN ACTION

In a first-of-its-kind partnership with the US District Court of Minnesota, more than 50 River Valleys Girl Scouts earned their Democracy badge at the Federal Courthouse building in St. Paul. They met with federal and magistrate judges, conducted a mock trial, and visited the newly opened Justice & Democracy of Minnesota Center to learn about why justice and democracy are foundational principles in our society.

More than **180 YOUTH PROGRAMS** were offered by River Valleys and partners

Unboxing their future

More than 75% of River Valleys Girl Scouts participated in the Girl Scout Cookie Program in 2023, the largest girl-led entrepreneurial program in the world. From decision making to money management, selling cookies sparks ambition and teaches real-world skills that young people need to succeed throughout their lives.



11,465
GIRL SCOUTS
PARTICIPATED

3.7M
PACKAGES
SOLD

\$3.4M EARNED by local troops to support troop activities, travel, camp, and more

93,500 PACKAGES DONATED to local nonprofit organizations throughout our council through the Cookie Care Program





Finding their trail

In 2023, Girl Scouts River Valleys offered more than 40 different camp options designed to help kids discover their strengths, develop leadership skills, and build confidence while making lifelong friends and memories.

1,900+ TOTAL CAMPERS

44

DIFFERENT CAMP SESSION TYPES OFFERED, INCLUDING STEM, LEADERSHIP, HORSES, AND MORE

678
FAMILY CAMP PARTICIPANTS

829
TROOP CAMP PARTICIPANTS

609 CAMP SCHOLARSHIPS AWARDED TO YOUTH AND ADULT MEMBERS

CELEBRATING SHARED HERITAGE

Created to recognize and celebrate the rich culture of the local Hmong community, we were pleased to host the second year of 'It's Mai Time' cultural day camp in 2023. This weeklong day camp brought together rising middle and high schoolers to discover more about their shared culture and make meaningful connections with each other by exploring Hmong fashion through the decades, meeting with special guest artists in the community, and visiting the Hmong Cultural Center and Hmong Village.

LOOKING AHEAD:

In 2024, GSRV is expanding council-led day camp options to help make our program more approachable for first-time and BIPOC campers, offering a range of STEM, adventure, and classic camp sessions that will allow more than 150 kids to participate.

Bringing the world closer

Travel programs offer Girl Scouts the chance for new adventures and experiences, broadening their worldview and helping them become global citizens as they develop life skills like time management, communication, and a sense of personal responsibility.

PANAMA

In July 2023, 34 River Valleys Girl Scouts traveled to Panama and spent eight extraordinary days learning about Panamanian culture and history, studying native plant species, and expanding their world views.



409 River Valleys Girl Scouts participated in travel experiences with their troops or the council in 2023



Canoeing down the Rio Chagres

Building Trust and Community

Core to our commitment to providing a welcoming and inclusive environment for all Girl Scouts and their families are our efforts to increase visibility, build trust, and cultivate authentic, mutually beneficial relationships within communities of color.

We advanced this important work in the past year through expansion of our BIPOC troop programs, local partnerships, culturally relevant programming, grassroots outreach, and more.

50
new Mentored Troop leaders were onboarded in 2023

587
youth participated in the Mentored Troop program in 2023 (+68% since 2022)

874
youth participated in the staff led ConnectZ program in 2023

18.6%
of Girl Scouts identify as BIPOC (Black, Indigenous, or People of Color)

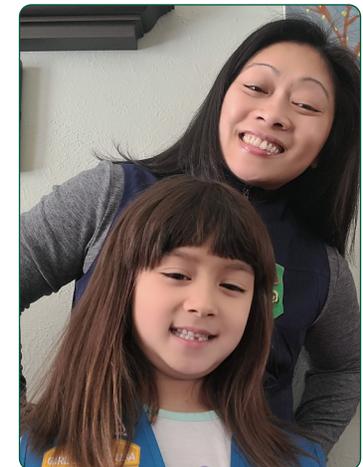
LOOKING AHEAD:
In 2024, River Valleys will continue to center BIPOC families and volunteers in our program development and recruitment, with a goal of increasing BIPOC youth membership to reflect the growing diversity of our council region.



Inspiring Others Through Service

Mentored Troop leader Hoa Nguyen recently shared her experience as a Girl Scout volunteer with the Sahan Journal in an effort to raise awareness of Girl Scouting among more communities of color.

“The need for affirming spaces is especially important for kids of color, which is one of the many reasons being a BIPOC troop leader brings me so much pride,” Hoa wrote in her September 2023 piece. “From the racially mixed girl who isn’t sure where she fits in at school to the nonbinary child who doesn’t know how they’ll be received by new peers, each and every single one of our kids deserves that safe and welcoming space.” River Valleys is fortunate for the contributions of Hoa and so many others who proudly represent our council and help us reach and inspire the next generation of Girl Scouts.





HEALING THROUGH MUSIC AND MOVEMENT

To commemorate Black History Month, community engagement staff organized an experiential music event called “African Dance: A Diasporic Experience.”

Hosted at the Wellstone Center, the event was intended to be a cultural exploration of storytelling and the art of dance throughout the African Diaspora—featuring Afro-Caribbean, Afro-American, Afro-Latina, and continental African dance. Participating youth, including Girl Scouts and other local high schoolers, learned about the rich cultural history of the dance performances and even got to learn and perform some moves on their own. An already planned event, Girl Scouts worked with the site partner and Harding High School to extend the invite to their students in order to provide a space of community and support in the wake of the tragic incident they experienced earlier that month.



ENGAGING THE BLOCK

A first-time event in 2023, Engage the Block invited community members from St. Paul's west side to the St. Paul Service Center for an afternoon of fun, games, live entertainment, and more.

Despite cloudy skies and a short bout of rain, the inaugural event brought neighbors and new friends together to enjoy cotton candy, face painting, food trucks, and a bouncy house as well as live performances from Cypher Side Dance School, Minnesota SunShine, and Alyze Di Singer. Staff organizers were pleased with the results of the pilot event and are already making plans for next summer.



POPPING UP & SHOWING OUT!

Community engagement staff have been on the move this past year, working hard to meet folks where they're at and spread the good Girl Scout word.

One of many events our staff popped up at, the Richfield Police Department's Unity in the Community event, provided a timely opportunity to interact with hundreds of families of Latine descent while supplying 200 kids with backpacks and needed school supplies for the year ahead. In all, our staff engaged in outreach to local communities at dozens of events between May and September, raising the council's profile and connecting with future Girl Scouts and their families.



Changing the World

In 2023, River Valleys Girl Scouts created immeasurable positive change in their communities.

Whether their actions were large or small, they're proof of the life-changing results of our program and its ability to empower youth to use their voices and own their power. Every day, our council works tirelessly to uplift this next generation of leaders, doing the work to make tomorrow's history and pave the way for a brighter future.



Girl Scouts testify before the MN Sentate Finance Committee

CHAMPIONING GIRLS' FUTURE

During the 2023 legislative session, Minnesota lawmakers passed a historic omnibus education bill that makes critical investments in kids' health and well-being.

Increasing public spending for schools by over \$2 billion, the bill will provide needed funds to support the mental and physical health as well as academic outcomes of young people, including providing free meals and menstrual products, hiring more Indigenous teachers and teachers of color, increasing access to in-school mental health resources, and more. Girl Scouts River Valleys championed this bill in many ways, from letters of support and outreach to legislators to in-person testimony. Through this work, we are living our continued commitment to show up for our communities and take action on the issues that impact girls and gender-expansive youth.

AMPLIFYING GIRL SCOUT VOICES

One in five teenagers in the United States experiences "period poverty," which refers to difficulty or inability to afford period products.

To combat this, the Girl Scouts of Troops 34630 and 27238 created hygiene closets for their schools, ensuring that their fellow students would always have free access to menstrual products and other hygiene items. Girl Scouts River Valleys empowered these troops to take their mission even further by helping them testify in support of S.F. 50, the menstrual equity bill, which requires and funds free menstrual products in every Minnesota school. Thanks in part to Girl Scouts' advocacy, this legislation was passed as part of the historic education omnibus bill and is now state law.



Standing Up and Speaking Out

Girl Scouts River Valleys is deeply committed to using our voice to show up for our communities and advocating for the issues and policies that impact Girl Scouts.

In 2023,
20 BILLS
were passed that
GSRV advocated for

\$2.3 BILLION
was invested in Minnesota's
youth via the Education
Omnibus Bill

Leading in their world

The Gold, Silver, and Bronze Awards are the highest honors a Girl Scout can earn. Completing these large-scale projects teaches Girl Scouts to recognize a need in their communities, make decisions, develop their leadership skills, and most importantly, take action to make lasting change in the world around them.

IN THE MOST RECENT HIGHEST AWARDS YEAR RIVER VALLEYS GIRL SCOUTS EARNED. . .

29
GOLD
AWARDS

120
SILVER
AWARDS

368
BRONZE
AWARDS

— THAT'S MORE THAN
15,000 HOURS
SPENT IN SERVICE OF
LOCAL COMMUNITIES!



GOLD AWARD: **Vision Health Access**

Moriah from Troop 58034 collected more than 600 pairs of glasses and created educational materials to address barriers to vision treatment in West Africa.



SILVER AWARD: **LGBTQ+ Advocacy and Education**

Olivia, Allison, and Keira of Troop 56860 noticed a lack of awareness of and consideration for those who identify as LGBTQ+ among their fellow 7th graders, such as the use of derogatory language. They worked to create educational resources on the vocabulary, history, and laws of the movement for their classmates to study in health class with support and partnership from their teachers and local LGBTQ+ community members.



BRONZE AWARD: **Supporting the Pollinators**

Upon learning just how important pollinators are to our planet's ecosystems, the Girl Scouts of Troop 57949 encouraged community members to support pollinators by distributing handmade seed pods and informational pamphlets during a local parade—while dressed up as pollinators!



PUTTING OTHERS FIRST

Inspired by her concern for vulnerable family members, Makena of Troop 18378 came up with the idea of including caregiver information in driver's license records and decided to make it her Silver Award project. This way, if a person who has dependents with special needs is involved in a car accident, first responders will know to check in on those family members and help them get the support they need. Makena's project ended up having a huge impact—in spring 2023, her proposal was signed into law! This Girl Scout-inspired legislation is the first of its kind in the US, and means that Minnesota families have one less thing to worry about in times of emergency.



2023 Financials



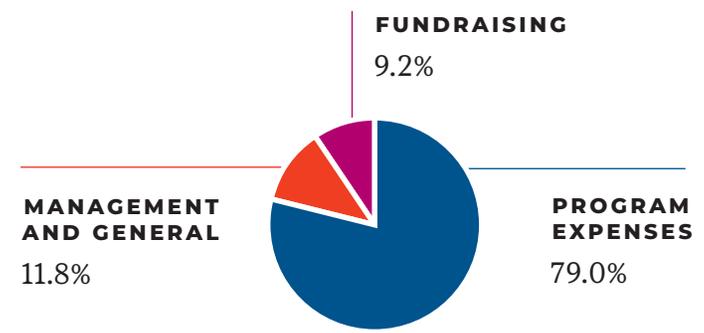
FY2023 Total Revenue	\$18,161,000
Product Sales	\$11,281,000
Contributions	\$2,720,000
Girl Program Delivery Fees	\$1,220,000
Retail Shop	\$295,000
Investment Gains / Other	\$2,645,000

FY2023 Operating Expenses	\$18,780,000
Program Expenses:	\$14,838,000
<i>Girl Leadership Development Program</i>	\$8,033,000
<i>Member and Volunteer Engagement</i>	\$2,708,000
<i>Camp Properties</i>	\$3,166,000
<i>Retail Services</i>	\$730,000
<i>Financial Assistance*</i>	\$201,000
Administrative Expenses	\$2,221,000
Fundraising Expenses	\$1,721,000

*Total financial assistance awarded is \$465,000; financial assistance of \$264,000 is directly deducted from the appropriate revenue line items

Girl Scouts River Valleys' financial statements are audited annually by certified public accountants, Baker Tilly. Audited financial statements are available upon request and on Girl Scouts River Valleys' website.

FY23 OPERATING EXPENSE SUMMARY



Endowment Funds	\$10,378,000
Financial Assistance (includes travel scholarship)	\$730,000
Gold Award Scholarship	\$145,000
Juliette Gordon Low	\$3,578,000
Camp - Board Designated	\$4,148,000
General Purposes - Board Designated	\$1,777,000





Tackling Critical Issues for Volunteers and Youth with the Mackenzie Scott Gift

Girl Scouts of Minnesota and Wisconsin River Valleys received a historic \$4.2 million unrestricted gift from MacKenzie Scott in 2022, the largest in the organization's history.

In 2023, teams began strategizing how the donation will enable us to address critical issues such as racial and gender inequities, mental health, and 21st-century skills. These investments will allow Girl Scouts River Valleys to expand our capacity and provide innovative programs that prepare youth to become leaders in a changing world full of challenges and opportunities.

As an already trusted leader in youth programming with offerings like Power Girls, gsLead, and ConnectZ that have proven effectiveness, the gift from Ms. Scott will help us reimagine the program experience for middle and high school Girl Scouts to better meet the needs of post-pandemic youth while centering Black, Indigenous, and youth of color who have been historically underserved. Youth will have the opportunity to join a leadership development cohort program that develops their self-awareness and identity, supports positive mental health and life skills, and offers career exploration opportunities.

Volunteers are the lifeblood of our organization and investing in the needs of troop leaders and volunteers is critical to our future. Demographic shifts here and across the nation demand that we include older youth and youth from Black, Indigenous, Latine, Asian, and other communities of color; ensuring that they are supported, celebrated, and affirmed. Our volunteers need to be ready to support and reflect this population, which means deepening our support of volunteers. Volunteering with Girl Scouts needs to be enriching, easy, and fun for both the Girl Scouts and our volunteers. We want Girl Scouts to be the volunteer experience of choice.

A 'Greenprint' for the Future

In 2023, staff conducted listening sessions with nearly 300 volunteers from across our council to understand the current state of volunteering with GSRV and how it could be improved.

Out of these important conversations, a new community-first mission support model called GREENPRINT was developed to reduce inequities between service areas and provide better access to adaptive and customized council support resources. Rolling out throughout 2024, this new model will allow for critical investments in volunteer training, resources, and professional development.



2023 Financials



CONSOLIDATED STATEMENT OF FINANCIAL POSITION

ASSETS

Current Assets

Cash and cash equivalents	\$846,980
Cash held for troops and Service Units	\$5,310,000
Investments, current portion	\$1,644,409
Grants and pledges receivable, current portion, net	\$199,484
Other receivables, net	\$115,030
Inventories	\$380,082
Prepaid expenses and other	\$101,680
Total current assets	\$8,597,665

Long-Term Assets

Investments, long-term portion	\$32,470,369
Community foundation holdings	\$314,409
Grants and pledges receivable, long-term portion, net	\$629,275
Unemployment trust receivable	\$269,273
Land, buildings and equipment, net	\$14,017,364
Total long-term assets	\$47,700,690
Total assets	\$56,298,355

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable	\$675,900
Deferred revenue	\$441,837
Accrued expenses	\$633,670
Cash held for troops and Service Units	\$5,310,000
Total liabilities	\$7,061,407

Net Assets

Without donor restrictions:

Undesignated	\$11,479,075
Board designated, operating reserve	\$10,373,500
Board designated, land, buildings and equipment reserve	\$1,967,431
Board designated, expended on land, buildings and equipment	\$14,017,364
Board designated, property fund endowment	\$4,148,356
Board designated, endowment	\$1,776,814
Total without donor restrictions	\$43,762,540
With donor restrictions:	\$5,474,408
Total net assets	\$49,236,948
Total liabilities and net assets	\$56,298,355



Thank You!

Thank you to our event sponsors and program partners for your continued support of Girl Scouts River Valleys. Because of your generosity, we are able to continue empowering youth in our region to know their worth and lead in their world.

\$100,000+

FRED C. AND
KATHERINE B.
ANDERSEN
FOUNDATION



\$50,000 - \$99,999



K.A.H.R.
Foundation



\$25,000 - \$49,999



\$10,000 - \$24,999



The Margaret Rivers Fund



\$5,000 - \$9,999



BEST & FLANAGAN



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TOGETHER, WE MAKE THE WORLD A BETTER PLACE!

Scan the QR code to see the full list of our donors and supporters in Fiscal Year 2023.



Girls Helping Girls



A special thank you to the following troops and service units for strengthening our council's mission with their financial support:

Crow River Service Unit
Girl Scout Troop 10398

Girl Scout Troop 16706
Girl Scout Troop 17345
Girl Scout Troop 18236

Girl Scout Troop 55301
Girl Scout Troop 57775



GirlScoutsRV

POWER GIRLS
powered by girl scouts

POWER GIRLS
Eliana

Makayla
Lizma
JEB
Gabby



Fiscal Year 2023 Donors

Thank you to our dedicated donors
for their continued support of the
Girl Scout Movement.



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Beverly J. Chlebeck
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Marian Hopkins

**“The work of today
is the history of
tomorrow, and we
are its makers”**

**JULIETTE GORDON LOW,
GIRL SCOUTS
FOUNDER**





THE 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.*

THE 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.



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