

Form **990**

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

A For the **2021** calendar year, or tax year beginning **OCT 1, 2021** and ending **SEP 30, 2022**

B Check if applicable: Address change Name change Initial return Final return/terminated Amended return Application pending	C Name of organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.		D Employer identification number 41-0693910
	Doing business as		E Telephone number 651-227-8835
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	400 ROBERT STREET SOUTH		G Gross receipts \$ 38,046,344.
City or town, state or province, country, and ZIP or foreign postal code ST. PAUL, MN 55107			
F Name and address of principal officer: MARISA WILLIAMS SAME AS C ABOVE		H(a) Is this a group return for subordinates? Yes <input checked="" type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527		H(b) Are all subordinates included? Yes No	
J Website: WWW.GIRLSCOUTSRV.ORG		If "No," attach a list. See instructions	
K Form of organization: <input checked="" type="checkbox"/> Corporation Trust Association Other ▶		H(c) Group exemption number ▶	
L Year of formation: 1914		M State of legal domicile: MN	

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	25
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	25
	5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	236
	6 Total number of volunteers (estimate if necessary)	6	6500
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	6,304,641.	8,145,209.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	754,570.	1,050,612.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	661,391.	975,473.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	10,975,278.	11,443,714.
		18,695,880.	21,615,008.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	149,177.	272,210.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	9,194,174.	9,817,564.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 1,481,696.		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,404,386.	6,229,812.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	14,747,737.	16,319,586.	
19 Revenue less expenses. Subtract line 18 from line 12	3,948,143.	5,295,422.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	57,310,791.	56,716,789.
	22 Net assets or fund balances. Subtract line 21 from line 20	9,086,701.	6,888,993.
	48,224,090.	49,827,796.	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date		
	PAMELA STEGORA AXBERG, TREASURER Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed	PTIN
	KAREN A. GRIES	KAREN A. GRIES	03/18/23	<input type="checkbox"/>	P00078514
Preparer Use Only	Firm's name ▶ BAKER TILLY US, LLP	Firm's EIN ▶ 39-0859910			
	Firm's address ▶ 225 S 6TH ST #2300 MINNEAPOLIS, MN 55402	Phone no. 612.876.4500			

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: GIRL SCOUTING BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE. GIRL SCOUTS RIVER VALLEYS' PURPOSE IS TO BOLDLY LEAD AS AN ANTIRACIST ORGANIZATION THAT UPLIFTS AND EMPOWERS EVERY GIRL TO KNOW THEIR WORTH AND LEAD IN THEIR WORLD.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 7,343,731. including grants of \$ 184,070.) (Revenue \$ 12,140,971.) GIRL LEADERSHIP DEVELOPMENT PROGRAM: GIRL SCOUTS IS THE BEST GIRL LEADERSHIP PROGRAM IN THE WORLD. OUR PROGRAM CENTERS ON THE GIRL SCOUT LEADERSHIP EXPERIENCE, OR GSLE, WHERE GIRLS GAIN IMPORTANT SKILLS IN FOUR AREAS THAT FORM THE FOUNDATION: SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM), OUTDOORS, LIFE SKILLS, AND ENTREPRENEURSHIP.

IN 2022, GIRLS EARNED 63,879 BADGES IN THE FOLLOWING AREAS: STEM (ROBOTICS, CODING, ENGINEERING, TRADES, SPACE SCIENCE, CITIZEN SCIENCE); OUTDOORS (ROCK CLIMBING, ANIMAL HABITATS, TRAILBLAZING, SNOWSHOEING, TREES, ARCHERY); ENTREPRENEURSHIP (FINANCIAL LITERACY, COOKIE ENTREPRENEURSHIP, PRODUCT DESIGNING, BUSINESS START UP); AND

4b (Code:) (Expenses \$ 2,262,649. including grants of \$ 88,140.) (Revenue \$) MEMBERSHIP AND VOLUNTEER ENGAGEMENT: GIRL SCOUTS OF MINNESOTA AND WISCONSIN RIVER VALLEYS' WORK IS SUPPORTED BY 6,500 VOLUNTEERS WHO DELIVER THE GIRL SCOUT LEADERSHIP EXPERIENCE TO NEARLY 18,000 GIRLS IN SOUTHERN MINNESOTA, WESTERN WISCONSIN, AND ONE COUNTY IN IOWA. AT THE HEART OF EVERY GIRL SCOUT EXPERIENCE ARE VOLUNTEERS OUR GIRLS' ROLE MODELS AND TEACHERS.

RIVER VALLEYS RELIES ON THE PASSION AND DEDICATION OF ADULT VOLUNTEERS TO SERVE AS TROOP LEADERS, TROOP COOKIE MANAGERS, TRAINERS, EPISODIC VOLUNTEERS AND COMMITTEE MEMBERS. VOLUNTEERS ALSO SERVE IN A RANGE OF ADMINISTRATIVE AND SUPPORTIVE ROLES THROUGHOUT THE SERVICE UNIT LEVEL. EACH MONTH, OUR SERVICE UNIT VOLUNTEERS MET VIRTUALLY WITH STAFF TO

4c (Code:) (Expenses \$ 2,786,395. including grants of \$) (Revenue \$) CAMP FACILITIES: RIVER VALLEYS OWNS AND OPERATES FIVE CAMP FACILITIES: ELK RIVER, LAKAMAGA, NORTHWOODS, SINGING HILLS AND EDITH MAYO. RIVER VALLEYS' FOUR RESIDENT CAMPS (ELK RIVER, LAKAMAGA, NORTHWOODS, AND SINGING HILLS) ARE CURRENTLY ACCREDITED BY THE AMERICAN CAMP ASSOCIATION. ACA ACCREDITATION ENSURES THAT INDIVIDUALS HAVE A PHYSICALLY, MENTALLY, AND EMOTIONALLY SAFE CAMP EXPERIENCE. ACTIVITIES AT THE CAMPS INCLUDE, BUT ARE NOT LIMITED TO DAY CAMPS, RESIDENT CAMPS, PROGRAM EVENTS, AND SERVICE UNIT ENCAMPMENTS. CAMP EDITH MAYO, LOCATED ON THE OUTSKIRTS OF ROCHESTER, MN, IS PERFECT FOR DAY CAMPS, TRAINING, AND PROGRAMMING WITH AN OUTDOOR FOCUS. RIVER VALLEYS CONTINUES TO MAKE IMPROVEMENTS AT ALL CAMP FACILITIES.

4d Other program services (Describe on Schedule O.) (Expenses \$ 514,692. including grants of \$) (Revenue \$ 306,386.)

4e Total program service expenses 12,907,467.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	X	
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	X	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>		X
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	X	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		X
28 Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	X	
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	X	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a		236
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions.		
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	X	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders		
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
c	Enter the amount of reserves on hand		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X
17	Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
1b	Enter the number of voting members included on line 1a, above, who are independent		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?	X	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	a The governing body?	X	
8b	b Each committee with authority to act on behalf of the governing body?		X
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	X	
10b	b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	X	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	b Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
12b	b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	a The organization's CEO, Executive Director, or top management official	X	
15b	b Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.	X	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed **MN, WI**
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records **CHRIS AMUNDSEN - 763-971-4115**
5601 BROOKLYN BOULEVARD, BROOKLYN CENTER, MN 55429

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PATRICIA BOLGER CHIEF EXECUTIVE OFFICER	40.00			X				226,316.	0.	9,650.
(2) CHRIS AMUNDSEN CFAO	40.00			X				198,779.	0.	14,816.
(3) JENNIFER L THORSON CHIEF OPERATING OFFICER	40.00			X				163,956.	0.	3,929.
(4) SARAH KUENLE CHIEF DEV OFFICER	40.00			X				141,074.	0.	3,767.
(5) JANET GRACIA CHIEF CULTURE OFFICER	40.00			X				110,510.	0.	18,247.
(6) BREANNE HEGG VP OF PROGRAMS & RECRUITMENT	40.00					X		120,404.	0.	6,165.
(7) KRISTIN NEUER VP OF MEMBER ENGAGEMENT	40.00					X		114,844.	0.	10,581.
(8) CAROL LUO FORMER CHIEF PEOPLE OFFICER	40.00						X	115,741.	0.	8,157.
(9) BRENDA DEGE SR. DIR. - FINANCE & ACCOUNTING	40.00					X		105,454.	0.	10,933.
(10) LYNNEA ATLAS-INGEBRETSON CHIEF DEI OFFICER (HIRED 2/2022)	40.00			X				0.	0.	0.
(11) JANE CANNEY CHAIR	1.00	X		X				0.	0.	0.
(12) WENDY UNGLAUB 1ST VICE CHAIR	1.00	X		X				0.	0.	0.
(13) MARNIE OVERMAN 1ST VICE CHAIR	1.00	X		X				0.	0.	0.
(14) CRISTINA LIEN 2ND VICE CHAIR	1.00	X		X				0.	0.	0.
(15) MELISSA MEYERS 2ND VICE CHAIR	1.00	X		X				0.	0.	0.
(16) PAMELA STEGORA AXBERG TREASURER	1.00	X		X				0.	0.	0.
(17) KELLY BLOCH SECRETARY	1.00	X		X				0.	0.	0.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) MARIELA AMPUERO DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(19) DANIEL BALLARD DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(20) KATE BANTE DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(21) CHRISTINE BATTIST DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(22) KELLI CADWELL DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(23) LILIA CIVETTINI DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(24) BELINDA CORDINA DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(25) EMILY DAVIS DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
(26) BETH DUYVEJONCK DIRECTOR-AT-LARGE	1.00	X						0.	0.	0.
1b Subtotal								1,297,078.	0.	86,245.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,297,078.	0.	86,245.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 9

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	X	
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	52,854.				
	b Membership dues	1b					
	c Fundraising events	1c	384,321.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	1,544,398.				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	6,163,636.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 34,914.				
	h Total. Add lines 1a-1f			8,145,209.			
Program Service Revenue	2 a CAMPING FEES	Business Code	721210	919,787.	919,787.		
	b EVENT PROGRAM FEES		900099	128,539.	128,539.		
	c ADULT TRAINING FEES		900099	2,286.	2,286.		
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			1,050,612.			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			514,889.		514,889.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real	85,095.			
			(ii) Personal				
	b Less: rental expenses	6b		0.			
	c Rental income or (loss)	6c		85,095.			
	d Net rental income or (loss)			85,095.		85,095.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	8,980,098.	29,333.		
			(ii) Other				
b Less: cost or other basis and sales expenses	7b		8,486,084.	62,763.			
c Gain or (loss)	7c		494,014.	-33,430.			
d Net gain or (loss)			460,584.		460,584.		
8 a Gross income from fundraising events (not including \$ 384,321. of contributions reported on line 1c). See Part IV, line 18	8a		43,872.				
b Less: direct expenses	8b		153,440.				
c Net income or (loss) from fundraising events			-109,568.		-109,568.		
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a		19,125,794.				
b Less: cost of goods sold	10b		7,729,049.				
c Net income or (loss) from sales of inventory			11,396,745.	11,396,745.			
Miscellaneous Revenue	11 a MISCELLANEOUS INCOME	Business Code	900099	71,442.		71,442.	
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			71,442.			
12 Total revenue. See instructions			21,615,008.	12,447,357.	0.	1,022,442.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX X

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	114,170.	114,170.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	158,040.	158,040.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	1,098,870.	436,236.	344,029.	318,605.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	6,709,278.	5,435,628.	648,728.	624,922.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	542,800.	415,766.	65,321.	61,713.
9 Other employee benefits	811,761.	612,853.	96,152.	102,756.
10 Payroll taxes	654,855.	494,715.	81,718.	78,422.
11 Fees for services (nonemployees):				
a Management				
b Legal	8,183.		8,183.	
c Accounting	52,422.		52,422.	
d Lobbying	42,000.			42,000.
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	113,357.		113,357.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	445,510.	247,190.	188,904.	9,416.
12 Advertising and promotion				
13 Office expenses	17,914.	15,380.	1,136.	1,398.
14 Information technology				
15 Royalties				
16 Occupancy	862,545.	809,043.	27,505.	25,997.
17 Travel	119,207.	108,923.	5,696.	4,588.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	116,591.	68,756.	38,550.	9,285.
20 Interest	8,179.		8,179.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,232,932.	1,159,005.	34,331.	39,596.
23 Insurance	296,340.	236,733.	43,086.	16,521.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a SUPPLIES	1,304,441.	1,285,977.	4,560.	13,904.
b EQUIPMENT	487,870.	354,356.	56,855.	76,659.
c PRINTING & MEDIA	406,820.	376,051.	8,958.	21,811.
d TELECOMMUNICATIONS	194,324.	171,184.	11,257.	11,883.
e All other expenses	521,177.	407,461.	91,496.	22,220.
25 Total functional expenses. Add lines 1 through 24e	16,319,586.	12,907,467.	1,930,423.	1,481,696.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.				
Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	667,543.	1	839,059.
	2 Savings and temporary cash investments	3,185,978.	2	5,877,645.
	3 Pledges and grants receivable, net	806,397.	3	729,281.
	4 Accounts receivable, net	3,078,095.	4	1,705,222.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	336,779.	8	351,661.
	9 Prepaid expenses and deferred charges	190,234.	9	136,312.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 32,814,155.		
	b Less: accumulated depreciation	10b 18,534,014.		
	11 Investments - publicly traded securities	14,974,694.	10c	14,280,141.
	12 Investments - other securities. See Part IV, line 11	27,793,227.	11	26,966,789.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	6,277,844.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	57,310,791.	15	5,830,679.	
		16	56,716,789.	
Liabilities	17 Accounts payable and accrued expenses	1,033,698.	17	987,817.
	18 Grants payable		18	
	19 Deferred revenue	333,383.	19	361,176.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	5,940,000.	21	5,540,000.
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	1,779,620.	25	0.
	26 Total liabilities. Add lines 17 through 25	9,086,701.	26	6,888,993.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	42,198,249.	27	44,583,473.
	28 Net assets with donor restrictions	6,025,841.	28	5,244,323.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	48,224,090.	32	49,827,796.
33 Total liabilities and net assets/fund balances	57,310,791.	33	56,716,789.	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	21,615,008.
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,319,586.
3	Revenue less expenses. Subtract line 2 from line 1	3	5,295,422.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	48,224,090.
5	Net unrealized gains (losses) on investments	5	-3,644,551.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-47,165.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	49,827,796.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

- 1** Accounting method used to prepare the Form 990: Cash Accrual Other _____
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.
- 2a** Were the organization's financial statements compiled or reviewed by an independent accountant? _____
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- b** Were the organization's financial statements audited by an independent accountant? _____
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:
 Separate basis Consolidated basis Both consolidated and separate basis
- c** If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a** As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____
- b** If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

Form **990** (2021)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2,979,381.	2,107,959.	2,432,130.	6,304,641.	3,945,209.	17,769,320.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	2,979,381.	2,107,959.	2,432,130.	6,304,641.	3,945,209.	17,769,320.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						1,073,887.
6 Public support. Subtract line 5 from line 4.						16,695,433.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	2,979,381.	2,107,959.	2,432,130.	6,304,641.	3,945,209.	17,769,320.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	656,228.	677,021.	461,714.	412,784.	599,984.	2,807,731.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	183,600.	59,117.	28,962.	51,566.	71,442.	394,687.
11 Total support. Add lines 7 through 10						20,971,738.
12 Gross receipts from related activities, etc. (see instructions)					12	98,288,710.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f), divided by line 11, column (f))	14	79.61 %
15 Public support percentage from 2020 Schedule A, Part II, line 14	15	78.15 %
16a 33 1/3% support test - 2021. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2020. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2020. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Schedule A (Form 990) 2021

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ►

Section C. Computation of Public Support Percentage

15 Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2021 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2020 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2021. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ►

b 33 1/3% support tests - 2020. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ►

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ►

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990) 2021

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2021 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021	(iii) Distributable Amount for 2021
1	Distributable amount for 2021 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required - explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2021		
a	From 2016		
b	From 2017		
c	From 2018		
d	From 2019		
e	From 2020		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2021 distributable amount		
i	Carryover from 2016 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2021 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2021 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2021, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.		
6	Remaining underdistributions for 2021. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	Excess distributions carryover to 2022. Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2017		
b	Excess from 2018		
c	Excess from 2019		
d	Excess from 2020		
e	Excess from 2021		

Schedule A (Form 990) 2021

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information.
(See instructions.)

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS INCOME

2017 AMOUNT: \$ 183,600.

2018 AMOUNT: \$ 59,117.

2019 AMOUNT: \$ 28,962.

2020 AMOUNT: \$ 51,566.

2021 AMOUNT: \$ 71,442.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990 or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	<hr/> <hr/> <hr/>	\$ 4,200,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ 195,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ 1,422,589.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____

Name of organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this info. once.) ▶ \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE C
(Form 990)

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

For Organizations Exempt From Income Tax Under section 501(c) and section 527
▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

If the organization answered "Yes," on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," on Form 990, Part IV, line 5 (Proxy Tax) (See separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (See separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political campaign activity expenditures ▶ \$ _____ 0.
- 3 Volunteer hours for political campaign activities _____ 0.

Part I-B Complete if the organization is exempt under section 501(c)(3).

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ \$ _____ 0.
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ \$ _____ 0.
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? Yes No
- 4a Was a correction made? Yes No
- b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ \$ _____
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ \$ _____
- 3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ \$ _____
- 4 Did the filing organization file **Form 1120-POL** for this year? Yes No
- 5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. **Schedule C (Form 990) 2021**

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)			
b Total lobbying expenditures to influence a legislative body (direct lobbying)			
c Total lobbying expenditures (add lines 1a and 1b)			
d Other exempt purpose expenditures			
e Total exempt purpose expenditures (add lines 1c and 1d)			
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.			
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:		
Not over \$500,000	20% of the amount on line 1e.		
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.		
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.		
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.		
Over \$17,000,000	\$1,000,000.		
g Grassroots nontaxable amount (enter 25% of line 1f)			
h Subtract line 1g from line 1a. If zero or less, enter -0-			
i Subtract line 1f from line 1c. If zero or less, enter -0-			
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?		<input type="checkbox"/> Yes	<input type="checkbox"/> No

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period					
Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?		X	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)? ..	X		
c Media advertisements?		X	
d Mailings to members, legislators, or the public?		X	
e Publications, or published or broadcast statements?		X	
f Grants to other organizations for lobbying purposes?		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	X		128.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		X	
i Other activities?	X		42,095.
j Total. Add lines 1c through 1i			42,223.
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		X	
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures. See instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (See instructions); and Part II-B, line 1. Also, complete this part for any additional information.

PART II-B, LINE 1, LOBBYING ACTIVITIES:

RIVER VALLEYS ADVOCACY MANAGER, A REGISTERED LOBBYIST, WORKED WITH THE

SERVICES OF PROFESSIONAL LOBBYISTS TO ADVOCATE FOR TWO BILLS DURING

FISCAL YEAR 2022. RIVER VALLEYS SUBMITTED A LETTER OF SUPPORT FOR

HF3270/SF3088, THE TAKE PRIDE ACT WHICH, IF PASSED, WOULD CHANGE THE

LANGUAGE OF THE MINNESOTA HUMAN RIGHT ACT AND REMOVE A NONPROFIT

Part IV Supplemental Information *(continued)*

EXCEPTION TO THE NON-DISCRIMINATION LAWS. OUR ORGANIZATION IS ONE THAT
 IS DIRECTLY AFFECTED BY THIS EXEMPTION. RIVER VALLEYS' CHIEF OPERATING
 OFFICER ALSO PROVIDED VIRTUAL TESTIMONY FOR THIS BILL. RIVER VALLEYS
 SUBMITTED A LETTER DISCOURAGING SUPPORT OF SF3975/HR4293 WHICH WOULD
 HAVE CREATED DUPLICITOUS OVERSITE OF NONPROFITS WHO RECEIVED STATE
 FUNDING, WHICH IS DIRECTLY RELEVANT TO OUR ORGANIZATION. IN FEBRUARY
 2022, RIVER VALLEYS HELD A DAY AT THE CAPITOL EVENT AND HELD MEETINGS
 WITH LEGISLATORS, BUT WE WERE NOT LOBBYING FOR A SPECIFIC BILL DURING
 THOSE MEETINGS.

SCHEDULE D (Form 990)

Supplemental Financial Statements

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.

Employer identification number 41-0693910

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two Yes/No questions regarding donor property and grant fund usage.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, a table for lines 2a-2d (Total number, acreage, certified historic structures, and National Register listings), and questions about monitoring, expenses, and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting art and historical treasures, and a table for revenue and assets included.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2021

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):

- a Public exhibition, b Scholarly research, c Preservation for future generations, d Loan or exchange program, e Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

Table with 2 columns: Description, Amount. Rows: 1c Beginning balance, 1d Additions during the year, 1e Distributions during the year, 1f Ending balance.

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

Table with 6 columns: (a) Current year, (b) Prior year, (c) Two years back, (d) Three years back, (e) Four years back. Rows: 1a Beginning of year balance, b Contributions, c Net investment earnings, gains, and losses, d Grants or scholarships, e Other expenditures for facilities and programs, f Administrative expenses, g End of year balance.

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment 55.8600%
b Permanent endowment 42.4900%
c Term endowment 1.6500%

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) Unrelated organizations
(ii) Related organizations

Table with 2 columns: Yes, No. Rows: 3a(i), 3a(ii), 3b.

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Table with 4 columns: (a) Cost or other basis (investment), (b) Cost or other basis (other), (c) Accumulated depreciation, (d) Book value. Rows: 1a Land, b Buildings, c Leasehold improvements, d Equipment, e Other, Total.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) COMMUNITY FOUNDATION HOLDINGS	290,679.
(2) CASH HELD FOR TROOPS AND SERVICE UNITS	5,540,000.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	5,830,679.

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	18,002,526.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	-3,644,551.
b	Donated services and use of facilities	2b	39,150.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	153,441.
e	Add lines 2a through 2d	2e	-3,451,960.
3	Subtract line 2e from line 1	3	21,454,486.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	113,357.
b	Other (Describe in Part XIII.)	4b	47,165.
c	Add lines 4a and 4b	4c	160,522.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	21,615,008.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	16,398,819.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	39,150.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	153,440.
e	Add lines 2a through 2d	2e	192,590.
3	Subtract line 2e from line 1	3	16,206,229.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	113,357.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	113,357.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	16,319,586.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART IV, LINE 2B:

RIVER VALLEYS RECOGNIZES AN ASSET AND A LIABILITY FOR CASH ACCOUNTS MAINTAINED BY TROOPS, SERVICE UNITS AND DAY CAMPS. THE ACCOUNTS HAVE BEEN OPENED USING RIVER VALLEYS' TAX IDENTIFICATION NUMBER, BUT RIVER VALLEYS DOES NOT HAVE DIRECT CONTROL OVER THESE ACCOUNTS. THEREFORE, TROOP, SERVICE UNIT AND DAY CAMP ACTIVITY IS NOT INCLUDED IN THE CONSOLIDATED STATEMENTS OF ACTIVITIES.

PART V, LINE 4:

RIVER VALLEYS' ENDOWMENT CONSISTS OF 14 INDIVIDUAL FUNDS ESTABLISHED FOR A VARIETY OF PURPOSES INCLUDING GENERAL OPERATIONS, VARIOUS FORMS OF FINANCIAL ASSISTANCE, AND FUNDING FOR SPECIFIC GEOGRAPHIC REGIONS. ITS

Part XIII Supplemental Information (continued)

ENDOWMENT INCLUDES BOTH DONOR-RESTRICTED ENDOWMENT FUNDS AND FUNDS

DESIGNATED BY THE GOVERNING BOARD TO FUNCTION AS ENDOWMENTS. RIVER VALLEYS

HAS ADOPTED INVESTMENT AND SPENDING POLICIES THAT ATTEMPT TO PROVIDE A

PREDICTABLE STREAM OF FUNDING TO PROGRAMS SUPPORTED BY ITS ENDOWMENT WHILE

SEEKING TO MAINTAIN THE PURCHASING POWER OF THE ENDOWMENT ASSETS.

PART X, LINE 2:

RIVER VALLEYS AND CAMPS FOLLOW THE ACCOUNTING STANDARDS FOR CONTINGENCIES

IN EVALUATING UNCERTAIN TAX POSITIONS. THIS GUIDANCE PRESCRIBES

RECOGNITION THRESHOLD PRINCIPLES FOR THE FINANCIAL STATEMENT RECOGNITION

OF TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN ON A TAX RETURN THAT ARE

NOT CERTAIN TO BE REALIZED. NO LIABILITY HAS BEEN RECOGNIZED BY RIVER

VALLEYS' AND CAMPS FOR UNCERTAIN TAX POSITIONS AS OF SEPTEMBER 30, 2022

AND 2021. RIVER VALLEYS AND CAMPS' TAX RETURNS ARE SUBJECT TO REVIEW AND

EXAMINATION BY FEDERAL AND STATE AUTHORITIES.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

DIRECT FUNDRAISING EXPENSES 153,440.

RENT INCOME OF RELATED ORGANIZATION - SEE SCH O, NOTE B 1.

TOTAL TO SCHEDULE D, PART XI, LINE 2D 153,441.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

CHANGE IN VALUE OF COMMUNITY FOUNDATION HOLDINGS 47,165.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

DIRECT FUNDRAISING EXPENSES 153,440.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		CELEBRATE CHANGEMAKERS (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	428,193.		428,193.
	2	Less: Contributions	384,321.		384,321.
	3	Gross income (line 1 minus line 2)	43,872.		43,872.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs			
	7	Food and beverages	76,205.		76,205.
	8	Entertainment			
	9	Other direct expenses	77,235.		77,235.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			153,440.
11	Net income summary. Subtract line 10 from line 3, column (d)			-109,568.	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
Direct Expenses	2	Cash prizes			
	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
	6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No
	7	Direct expense summary. Add lines 2 through 5 in column (d)			
	8	Net gaming income summary. Subtract line 7 from line 1, column (d)			

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States**
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

▶ **Go to www.irs.gov/Form990 for the latest information.**

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **GIRL SCOUTS OF MN AND WI RIVER VALLEYS,
INC.**

Employer identification number
41-0693910

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
NORTH STAR MUSEUM OF BOY SCOUTING AND GIRL SCOUTING - 2640 7TH AVE E - NORTH ST. PAUL, MN 55109	41-1401619	501(C)(3)	111,900.	0.			SUPPORT THE MUSEUM'S OPERATIONS

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ 1.

3 Enter total number of other organizations listed in the line 1 table ▶ 0.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2021

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
GIRL MEMBERSHIP GRANTS	2820	78,575.	0.		
ADULT MEMBERSHIP GRANTS	831	22,160.	0.		
GIRL PROGRAM GRANTS	62	33,710.	0.		
TROOP AND SERVICE UNIT ASSISTANCE	218	23,595.	0.		

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2:

THE GIRL SCOUTS OF MINNESOTA AND RIVER VALLEYS MAINTAIN A "GRANT FOR GIRLS"

PROGRAM TO ENSURE THAT FINANCIAL NEED IS NOT A BARRIER FOR GIRLS WHO WISH

TO GO TO CAMP OR PARTICIPATE IN OTHER TROOP ACTIVITIES, TRIPS OR EVENTS.

GSMWRV ALSO OFFERS ADULT GRANTS TO ENSURE THAT FINANCIAL NEED IS NOT A

BARRIER FOR VOLUNTEERS WHO PARTICIPATE IN TRAINING SESSIONS OR CHAPERONE

TROOP ACTIVITIES OR TRIPS. GRANTS ARE AWARDED BASED ON RECIPIENT REQUESTS.

GRANTS AND FINANCIAL ASSISTANCE ARE APPLIED DIRECTLY TO THE RECIPIENT'S

ACCOUNTS AND NO FURTHER MONITORING IS PERFORMED.

**SCHEDULE J
(Form 990)**

Compensation Information

OMB No. 1545-0047

2021

Open to Public Inspection

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
 ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
 ▶ Attach to Form 990.
 ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.** Employer identification number **41-0693910**

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain **1b**

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a? **2**

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

<input checked="" type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract
<input checked="" type="checkbox"/> Independent compensation consultant	<input checked="" type="checkbox"/> Compensation survey or study
<input type="checkbox"/> Form 990 of other organizations	<input checked="" type="checkbox"/> Approval by the board or compensation committee

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

a Receive a severance payment or change-of-control payment? **4a**

b Participate in or receive payment from a supplemental nonqualified retirement plan? **4b**

c Participate in or receive payment from an equity-based compensation arrangement? **4c**

If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

a The organization? **5a**

b Any related organization? **5b**

If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

a The organization? **6a**

b Any related organization? **6b**

If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III **7**

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III **8**

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? **9**

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2021

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) PATRICIA BOLGER CHIEF EXECUTIVE OFFICER	(i)	218,375.	7,044.	897.	3,482.	6,168.	235,966.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) CHRIS AMUNDSEN CFAO	(i)	182,174.	15,708.	897.	5,682.	9,134.	213,595.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) JENNIFER L THORSON CHIEF OPERATING OFFICER	(i)	158,813.	4,257.	886.	3,851.	78.	167,885.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) CAROL LUO FORMER CHIEF PEOPLE OFFICER	(i)	102,781.	2,788.	10,172.	2,730.	5,427.	123,898.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2021

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization **GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.** Employer identification number **41-0693910**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	7	21,744.	FAIR MARKET VALUE
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (SUPPLIES)	X	6	13,170.	FAIR MARKET VALUE
26 Other ()				
27 Other ()				
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29** 0

- 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? **30a** X
- b If "Yes," describe the arrangement in Part II.
- 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? **31** X
- 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? **32a** X
- b If "Yes," describe in Part II.
- 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a	X	
31	X	
32a	X	

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2021

Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

THE AMOUNT IN PART I, COLUMN B REPRESENTS THE NUMBER OF CONTRIBUTIONS.

Multiple horizontal lines for supplemental information input.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Open to Public
Inspection

Name of the organization	GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number	41-0693910
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FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

GIRL SCOUTING BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO

MAKE THE WORLD A BETTER PLACE. THE GIRL SCOUT PROGRAM ENCOURAGES

HEALTHY CHOICES, INDEPENDENCE, POSITIVE DECISION-MAKING, AND

SELF-RELIANCE. GIRL SCOUTS ARE ABLE TO REACH THEIR HIGHEST POTENTIALS

AND LEARN THE STRONGEST LIFE SKILLS WHILE BEING TAUGHT HOW TO DEAL WITH

KEY ISSUES FACING YOUNG WOMEN TODAY.

FORM 990, PART I, LINE 5, TOTAL NUMBER OF EMPLOYEES:

ON 9/30/2022, RIVER VALLEYS EMPLOYED 115 EMPLOYEES: 114 FULL TIME AND 1

PART TIME EMPLOYEE. DURING CALENDAR YEAR 2021, RIVER VALLEYS EMPLOYED

236 EMPLOYEES, INCLUDING 80 HIRED AS SEASONAL AND TEMPORARY EMPLOYEES

TO ASSIST WITH PROGRAMS AND SUMMER CAMP.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

LIFE SKILLS (PUBLIC SPEAKING, DEMOCRACY, FIRST AID, PHOTOGRAPHY,

WOODWORKING, MUSIC). RIVER VALLEYS CONTINUED TO PREPARE GIRLS FOR A

LIFETIME OF LEADERSHIP, ADVENTURE, AND SUCCESS THROUGH IN-PERSON

(SERVING 2,800 GIRLS) AND VIRTUAL PROGRAMMING (SERVING OVER 900 GIRLS).

DURING FISCAL YEAR 2022, RIVER VALLEYS PROVIDED \$3,204 IN FINANCIAL

ASSISTANCE FOR PROGRAM EVENTS. THIS AMOUNT HAS BEEN RECORDED AS A

REDUCTION FROM EVENT PROGRAM FEES REPORTED ON FORM 990, PART VIII, LINE

2B.

GIRL SCOUTS COULDN'T WAIT TO GO TO SUMMER CAMP IN 2022! AFTER 2 YEARS

OF ON-AND-OFF SOCIAL DISTANCING AND VIRTUAL LEARNING, GIRLS WERE

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2021

132211 11-11-21

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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EXCITED TO SPEND TIME AT CAMP WITH ONE ANOTHER SWIMMING, RIDING HORSES,
 BUILDING CAMPFIRES, SLEEPING IN CABINS, TENTS AND YURTS, HIKING,
 MOUNTAIN BIKING, AND MORE. 2,176 INDIVIDUALS EXPERIENCED RESIDENT
 (OVERNIGHT) CAMP, TROOP CAMP, AND FAMILY CAMP. STAFFING CHALLENGES
 PREVENTED US FROM OFFERING CAMP PROGRAMMING AT CAMP EDITH MAYO AND CAMP
 NORTHWOODS. DURING FISCAL YEAR 2022, RIVER VALLEYS AWARDED \$113,820 IN
 FINANCIAL ASSISTANCE FOR OUR MEMBERS TO ATTEND SUMMER CAMP. THIS AMOUNT
 HAS BEEN RECORDED AS REDUCTION FROM CAMPING FEES REPORTED ON FORM 990,
 PART VIII, LINE 2A.

OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION INCLUDES A
 COMMITMENT TO PROVIDING ADAPTABLE, CULTURALLY RELEVANT PROGRAMMING THAT
 MEETS THE NEEDS OF GIRLS AND FAMILIES. THE COMMUNITY ENGAGEMENT TEAM
 WORKS TO INCREASE VISIBILITY, BUILD TRUST, AND CREATE LONG-TERM
 INVESTMENT IN THE GIRL SCOUT LEADERSHIP EXPERIENCE FOR FAMILIES AND
 GIRLS OF COLOR BY CULTIVATING AUTHENTIC AND HOLISTIC RELATIONSHIPS WITH
 COMMUNITIES OF COLOR AND COMMUNITY ORGANIZATIONS THAT SERVE PEOPLE OF
 COLOR IN MINNESOTA. THESE PARTNERSHIPS FORM MENTORED TROOPS AND
 CONNECTZ TROOPS, WHERE GIRLS CAN DEVELOP A SENSE OF BELONGING AND
 SISTERHOOD WITH ONE ANOTHER AS THEY EXPERIENCE GIRL SCOUT PROGRAMMING
 WITH GIRLS AND TROOP LEADERS WHO LOOK LIKE THEM AND REFLECT THEIR LIVED
 EXPERIENCES. IN 2022, THE COMMUNITY ENGAGEMENT TEAM SERVED 1,473 GIRLS
 THROUGH THE CONNECTZ AND MENTORED TROOP PATHWAYS.

THE GOLD, SILVER, AND BRONZE AWARDS ARE THE HIGHEST AWARDS GIRL SCOUTS
 CAN EARN. THE GOLD AWARD IS ONLY OPEN TO GIRLS IN HIGH SCHOOL. GROUNDED
 IN REAL-LIFE PROBLEMS, GIRLS DEVELOP A DEEPER UNDERSTANDING OF THEIR
 COMMUNITY, MASTER TIME MANAGEMENT, AND PRACTICE FINANCIAL PLANNING.

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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GIRLS TACKLE AN ISSUE LOCALLY OR GLOBALLY AND MAKE THE WORLD A BETTER PLACE. THEY ESTABLISH A LIFETIME NETWORK AND CREATE THEIR COMMUNITY LEGACY WITH A SUSTAINABLE SOLUTION TO A PROBLEM. GIRL SCOUT JEANETTE P. BUILT A PARTNERSHIP BETWEEN THE MINNESOTA STATE ACADEMY FOR THE BLIND AND A SCHOOL FOR THE BLIND IN TBILISI, GEORGIA TO FOSTER AN INTERNATIONAL COMMUNITY AND RAISE DISABILITY AWARENESS. SHE CREATED EDUCATIONAL RESOURCES AND A PODCAST, AND VISITED THE REPUBLIC OF GEORGIA TO DELIVER LEARNING MATERIALS TO THE SCHOOL FOR THE BLIND TO HELP STUDENTS FOR YEARS TO COME. DURING THE YEAR, 556 GIRLS EARNED THEIR BRONZE, SILVER AND GOLD AWARD. GIRL SCOUTS VOLUNTEERED MORE THAN 20,000 HOURS IN THEIR COMMUNITIES WHILE EARNING THEIR HIGHEST AWARD.

THE GIRL SCOUT COOKIE PROGRAM PROVIDES AN IMPORTANT INGREDIENT FOR LEADERSHIP BY HELPING GIRLS DEVELOP FIVE KEY SKILLS: GOAL SETTING, DECISION MAKING, MONEY MANAGEMENT, PEOPLE SKILLS, AND BUSINESS ETHICS. THE PROGRAM ALSO RAISES PUBLIC AWARENESS ABOUT THE VALUE OF GIRL SCOUTING AND SUPPORTS LOCAL PROGRAMS AND MEMBERSHIP SERVICES FOR ALMOST 24,500 GIRLS AND ADULTS. THROUGH A VARIETY OF PARTICIPATION OPTIONS (ONLINE ORDERING, COOKIE BOOTHS, CONTACTLESS PAYMENTS, ETC.), GIRL SCOUTS BROUGHT THEIR GRIT, ENTREPRENEURIAL SPIRITS, RESOURCEFULNESS, AND FUN TO THIS YEAR'S COOKIE PROGRAM. THROUGH THE COOKIE DONATION PROGRAMS, RIVER VALLEYS' DONATED 91,000 PACKAGES OF COOKIES TO HEALTHCARE HEROES, FOOD SHELVES, AND SCHOOL LUNCH PROGRAMS. RIVER VALLEYS' GIRLS SOLD ALMOST 3.53 MILLION PACKAGES OF COOKIES IN 2022.

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS:
 HEAR COUNCIL UPDATES, SHARE RESOURCES, AND PROVIDE SUPPORT TO ONE ANOTHER. THIS PAST YEAR, OUR SERVICE UNITS PROVIDED VIRTUAL

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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PROGRAMMING, ADAPTED RECRUITMENT IN NEW AND EXCITING WAYS, AND UTILIZED
 ONLINE TECHNOLOGY, LIKE ZOOM AND RALLYHOOD, TO STAY CONNECTED.

RIVER VALLEYS COMPLETED PHASE 1 OF THE VOLUNTEER CAPACITY PROJECT, A
 PROJECT TO BUILD GREATER CAPACITY AND TRAINING FOR OUR SERVICE UNIT
 VOLUNTEERS. THE FOLLOWING WERE ACCOMPLISHED DURING THE YEAR: STAFF AND
 VOLUNTEER WORKGROUP COMPLETED RECOMMENDATIONS FOR BOUNDARIES AND
 VOLUNTEER ROLES, MAPPED PRELIMINARY BOUNDARIES AND LAYERS, AND
 RALLYHOOD SITE LAUNCHED TO FACILITATE COMMUNICATIONS WITH VOLUNTEERS.

IN 2022, NEW TROOP LEADERS WERE INVITED TO JUMPSTART THEIR GIRL SCOUT
 YEAR ALONGSIDE OTHER NEW LEADERS. RIVER VALLEYS STAFF PROVIDED
 TRAINING, TROOP MEETING PLANS, RESOURCES, AND A NETWORK OF SUPPORT TO
 HELP THEM BE CONFIDENT AND SUCCESSFUL LEADERS.

ANNUAL MEMBERSHIP DUES ARE REMITTED TO GIRL SCOUTS OF THE USA AND RIVER
 VALLEYS DOES NOT RETAIN ANY PORTION OF THE MEMBERSHIP DUES.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

RENTAL SERVICES:

RIVER VALLEYS OPERATES RETAIL SHOPS AT THEIR TWO SERVICE CENTERS, CAMP
 EDITH MAYO, AND ONE SATELLITE LOCATION. DURING THE SUMMER, RIVER
 VALLEYS OFFERS RETAIL STORES AT OUR CAMP. RETAIL SERVICES PROVIDE
 PROGRAM RELATED MATERIALS TO MEMBERS PARTICIPATING IN RIVER VALLEYS'
 PROGRAMMING AND PROMOTE THE GIRL SCOUT BRAND AND MISSION THROUGH A
 VARIETY OF MERCHANDISE OFFERINGS. FINANCIAL ASSISTANCE PROVIDED TO GIRL
 SCOUTS FOR UNIFORMS AND PROGRAM MATERIALS TOTALED \$13,711 DURING THE
 FISCAL YEAR. THIS AMOUNT IS RECORDED AS A REDUCTION FROM GROSS SALES OF

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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INVENTORY REPORTED ON FORM 990, PART VIII LINE 10A.

EXPENSES \$ 514,692. INCLUDING GRANTS OF \$ 0. REVENUE \$ 306,386.

FORM 990, PART VI, SECTION A, LINE 6:

THERE IS ONE CLASS OF MEMBERS OF THE COUNCIL AND SHALL CONSIST OF THE FOLLOWING CATEGORIES: (A) DELEGATES ELECTED BY SERVICE UNITS IN ACCORDANCE WITH SECTION 3.2 OF THE BYLAWS; (B) UP TO 50 DELEGATES-AT-LARGE APPOINTED BY THE COUNCIL'S BOARD OF DIRECTORS, FOR THE PURPOSE OF ENSURING THAT THE COMMUNITY AT LARGE IS REPRESENTED. AT NO TIME SHALL THE DELEGATES-AT-LARGE CONSTITUTE MORE THAN 5% OF THE ELECTED VOTING MEMBERS; (C) DIRECTORS-AT-LARGE AND OFFICERS OF THE COUNCIL (D) MEMBERS OF THE BOARD DEVELOPMENT COMMITTEE OF THE COUNCIL (E) DELEGATES TO THE NATIONAL COUNCIL OF THE GIRL SCOUTS OF THE UNITED STATES OF AMERICA. VOTING MEMBERS MUST BE AGE 14 OR OLDER ON THE DATE THE TERM BEGINS, A MEMBER OF GSUSA AND BE CURRENTLY REGISTERED THROUGH AND IN GOOD STANDING OF THE COUNCIL.

FORM 990, PART VI, SECTION A, LINE 7A:

VOTING MEMBERS: (A) ARE ENTITLED TO ONE VOTE EACH; (B) ELECT THE OFFICERS, DIRECTORS-AT-LARGE AND MEMBERS OF THE BOARD DEVELOPMENT COMMITTEE; (C) ELECT THE NATIONAL DELEGATES AND ALTERNATE DELEGATES TO THE NATIONAL COUNCIL OF GSUSA; (D) WORK WITH THE BOARD TO DETERMINE THE STRATEGIC DIRECTION FOR GIRL SCOUTING LOCALLY; (E) AMEND THE BYLAWS IN ACCORDANCE WITH SECTION 15; AND (F) CONDUCT OTHER BUSINESS THAT MAY COME BEFORE THE VOTING MEMBERS. DELEGATE TERMS ARE ONE YEAR, BEGINNING OCTOBER 1 AND ENDING SEPTEMBER 30. NATIONAL DELEGATES AND ALTERNATE NATIONAL DELEGATES SERVE A TERM OF 3 YEARS OR UNTIL THEIR SUCCESSORS ARE ELECTED AND ASSUME THEIR POSITIONS.

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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FORM 990, PART VI, SECTION A, LINE 7B:

THE ORGANIZATION HAS APPROXIMATELY 500 "MEMBERS". RIGHTS AND RESPONSIBILITIES OF VOTING MEMBERS INCLUDE: WORK WITH THE BOARD TO DETERMINE THE STRATEGIC DIRECTION FOR GIRL SCOUTING LOCALLY; AMEND THE BYLAWS IN ACCORDANCE WITH SECTION 15; AND CONDUCT OTHER BUSINESS THAT MAY COME BEFORE VOTING MEMBERS. SECTION 15.2 STATES VOTING MEMBERS MAY AMEND THE BYLAWS AT ANY MEETING OF THE VOTING MEMBERS SO LONG AS 2/3 OF THOSE PRESENT APPROVE THE AMENDMENTS. VOTING MEMBERS MAY PROPOSE BYLAW AMENDMENTS WHEN AT LEAST FIFTY (50) VOTING MEMBERS REPRESENTING AT LEAST THIRTY (30) SERVICE UNITS SIGN, DATE AND DELIVER TO THE CHAIR OF THE BOARD OR TREASURER OF THE COUNCIL, A REQUEST FOR SUCH AMENDMENT TO BE CONSIDERED BY THE VOTING MEMBERS. PROPOSED AMENDMENTS MUST BE INCLUDED IN THE NOTICE OF THE MEETING AT WHICH THE VOTE WILL BE TAKEN.

FORM 990, PART VI, SECTION A, LINE 8B:

THERE WERE NO COMMITTEES WITH AUTHORITY TO ACT ON BEHALF OF THE GOVERNING BODY DURING THE TAX YEAR.

FORM 990, PART VI, SECTION B, LINE 11B:

THE FORM 990 IS REVIEWED IN DETAIL BY THE CHIEF EXECUTIVE OFFICER, CHIEF FINANCIAL & ADMINISTRATIVE OFFICER AND AUDIT COMMITTEE. ONCE REVIEWED, AND REQUESTED CHANGES, IF ANY, HAVE BEEN MADE, THE AUDIT COMMITTEE MAKES A RECOMMENDATION TO THE FULL BOARD OF DIRECTORS TO APPROVE THE TAX RETURN. THE COMPLETE FORM 990 IS FORWARDED TO THE BOARD OF DIRECTORS FOR THEIR REVIEW AND APPROVAL. AFTER THEIR REVIEW, THE BOARD OF DIRECTORS VOTE TO APPROVE THE FORM 990 AND REQUIRED STATE FILINGS. ONCE APPROVED, THE COMPLETE FORM 990 IS FILED WITH THE IRS.

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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FORM 990, PART VI, SECTION B, LINE 12C:

THE CONFLICT OF INTEREST POLICY IS APPLICABLE TO ALL OFFICERS, DIRECTORS, TRUSTEES AND EMPLOYEES OF RIVER VALLEYS. THE EXECUTIVE OFFICE IS RESPONSIBLE FOR THE DISTRIBUTION AND COLLECTION OF THE ANNUAL CONFLICT OF INTEREST STATEMENTS FROM OFFICERS, DIRECTORS, TRUSTEES, BOARD COMMITTEE MEMBERS AND KEY EMPLOYEES. THE CONFLICT OF INTEREST STATEMENTS ARE REVIEWED BY THE CFAO FOR POTENTIAL CONFLICTS. A SUMMARY OF THE RESULTS, INCLUDING ANY DISCLOSED CONFLICTS, ARE FORWARDED TO THE AUDIT COMMITTEE WHICH IS CHARGED WITH OVERSIGHT OF THE CONFLICT OF INTEREST POLICY AND ASSURING THAT SYSTEMS ARE IN PLACE FOR COMPLIANCE. PERSONS WHO HAVE A CONFLICT OF INTEREST SHALL DISCLOSE ALL FACTS MATERIAL TO THE CONFLICT OF INTEREST TO THE BOARD OR APPLICABLE COMMITTEE AND THE MINUTES OF THE MEETING SHALL INCLUDE THESE DISCLOSURES. THIS PERSON SHALL NOT PARTICIPATE IN OR HEAR THE BOARD OR COMMITTEE DISCUSSION OF THE MATTER EXCEPT TO DISCLOSE MATERIAL FACTS AND RESPOND TO QUESTIONS. THE PERSON WHO HAS A CONFLICT OF INTEREST MAY NOT VOTE ON THE CONTRACT OR TRANSACTION AND SHALL NOT BE PRESENT IN THE MEETING ROOM WHEN THE VOTE IS TAKEN. THE MINUTES OF THE MEETING WILL REFLECT THE PERSON'S ABSENCE AND INELIGIBILITY TO VOTE. ALL EMPLOYEES ANNUALLY SIGN A CONFLICT OF INTEREST ACKNOWLEDGMENT FORM STATING THAT THEY HAVE RECEIVED AND READ THE CONFLICT OF INTEREST STATEMENT THAT IS INCLUDED IN THE GIRL SCOUTS OF MINNESOTA AND WISCONSIN RIVER VALLEYS' EMPLOYEE HANDBOOK.

FORM 990, PART VI, SECTION B, LINE 15:

SALARY RANGES ARE ESTABLISHED FOR ALL RIVER VALLEYS' EMPLOYEES INCLUDING THE CEO, OFFICERS (CFAO, COO, CDO, CCO, CDIEO), AND KEY EMPLOYEES. IN FISCAL YEARS 2021 AND 2022, RIVER VALLEYS ENGAGED AN INDEPENDENT CONSULTANT TO COMPLETE A COMPREHENSIVE COMPENSATION ANALYSIS FOCUSED ON CORPORATE

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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OFFICER POSITIONS (CEO, CFAO, COO, CDO, CCO, CDIEO), THAT DEVELOPED

RECOMMENDATIONS FOR THE OFFICERS' COMPENSATION TO BE CURRENT WITH MARKET.

THE OFFICER COMPENSATION ANALYSIS WAS REVIEWED WITH RIVER VALLEYS'

COMPENSATION AND TALENT COMMITTEE AND BOARD CHAIR IN FALL 2021. THE CEO'S

PERFORMANCE IS REVIEWED BY THE BOARD OF DIRECTORS. THE BOARD CHAIR, USING

THE 2022 COMPLETED OFFICER COMPENSATION ANALYSIS, DETERMINED THE CEO'S

MERIT INCREASE AND COMMUNICATED THE INCREASE TO THE CFAO AND HUMAN

RESOURCES VIA MEMO FROM THE BOARD CHAIR.

SUPERVISORS COMPLETED THE ANNUAL REVIEWS OF THEIR DIRECT REPORTS'

PERFORMANCE AND MERIT INCREASES WERE AWARDED TO RIVER VALLEYS' STAFF. IN

FISCAL YEAR 2020, RIVER VALLEYS ENGAGED AN INDEPENDENT CONSULTING FIRM TO

COMPLETE A COMPREHENSIVE COMPENSATION ANALYSIS OF ALL RIVER VALLEYS

POSITIONS. DURING FISCAL YEAR 2022, USING THE 2020 COMPREHENSIVE

COMPENSATION ANALYSIS AS A BASE, THE ENTIRE SALARY RANGE STRUCTURE WAS

INCREASED BY 3 PERCENT BASED ON RESEARCH PERFORMED BY HUMAN RESOURCES. IN

ADDITION, HUMAN RESOURCES PERFORMED MARKET RESEARCH FOR SELECTED JOBS IN

EACH PAY GRADE USING RELEVANT SOURCES OF PUBLISHED MARKET DATA (INCLUDING

NON-PROFITS, MEMBERSHIP ORGANIZATIONS, LOCAL LABOR MARKET, ORGANIZATIONS OF

COMPARABLE SIZE, AND A BROADER GENERAL INDUSTRY (FOR CROSS-INDUSTRY

POSITIONS). BASED ON MARKET DATA, PAY INCREASES WERE PROVIDED FOR PAY GRADE

3-5 POSITIONS, INCLUDING EQUITY ADJUSTMENTS PROVIDED TO BRING POSITIONS TO

THE DETERMINED PERCENTAGE OF MIDPOINT IN THE PAY GRADES. THE CEO REVIEWED

THE OFFICERS' (CDO, CFAO, COO, CCO, CDEIO) PERFORMANCE. PAY INCREASES FOR

THE OFFICERS (CDO, CFAO, COO, COC, CDEIO) WERE AWARDED BASED ON THE

RECOMMENDATIONS FROM THE OFFICER COMPENSATION ANALYSIS. A REPORT DETAILING

THE RECOMMENDED MERIT INCREASES FOR ALL EMPLOYEES, EXCEPT THE CEO, IS

FORWARDED TO THE CEO FOR REVIEW AND FINAL APPROVAL. THE CEO'S PERFORMANCE

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.

Employer identification number 41-0693910

IS REVIEWED BY THE BOARD OF DIRECTORS. THE BOARD CHAIR, USING THE 2022

COMPLETED OFFICER COMPENSATION ANALYSIS, DETERMINED THE CEO'S MERIT

INCREASE AND COMMUNICATED THE INCREASE TO THE CFAO AND HUMAN RESOURCES VIA

MEMO FROM THE BOARD CHAIR.

FORM 990, PART VI, SECTION C, LINE 19:

RIVER VALLEYS' ARTICLES OF MERGER, BYLAWS, ANNUAL AUDIT, FORM 990, ANNUAL

REPORT AND BOARD MINUTES ARE AVAILABLE FOR REVIEW UPON REQUEST FROM THE

EXECUTIVE OFFICE. THE BYLAWS, ANNUAL AUDIT, FORM 990 AND ANNUAL REPORT ARE

ALSO DISCLOSED ON THE ORGANIZATION'S WEBSITE (GIRLSCOUTSRV.ORG) UNDER

ABOUT, WHO WE ARE, FINANCE & ACCOUNTABILITY.

FORM 990, PART VIII, LINE 1E, GOVERNMENT GRANTS:

GOVERNMENT GRANTS INCLUDE PAYCHECK PROTECTION LOAN ROUND 2 FORGIVENESS

OF \$1,422,589.

IN FEBRUARY 2021, RIVER VALLEYS RECEIVED LOAN PROCEEDS IN THE AMOUNT OF

\$1,779,620 UNDER THE PAYCHECK PROTECTION PROGRAM SECOND DRAW LOANS

(PPP2) ESTABLISHED AS PART OF THE CONSOLIDATED APPROPRIATIONS ACT,

2021, ECONOMIC AID TO HARD-HIT SMALL BUSINESS, NONPROFITS AND VENUES

ACT (ECONOMIC AID ACT). THE LOAN AND ACCRUED INTEREST ARE FORGIVABLE

AFTER A "COVERED PERIOD" IF THE BORROWER MAINTAINS ITS PAYROLL LEVELS

AND USED THE LOAN PROCEEDS FOR ELIGIBLE PURPOSES. IN MAY 2022,

\$1,422,589 OF THE PPP2 LOAN WAS FORGIVEN BY THE SMALL BUSINESS

ADMINISTRATION (SBA).

FORM 990, PART IX, LINE 11G, FEES FOR SERVICES - OTHER:

OTHER FEES FOR SERVICES (NON-EMPLOYEES) INCLUDE: TEMPORARY STAFF FOR

Name of the organization GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	Employer identification number 41-0693910
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COOKIE CUPBOARDS AND FILLING OPEN POSITIONS UNTIL PERMANENT STAFF ARE
 HIRED. OTHER FEES FOR SERVICES RECEIVED DURING THE YEAR INCLUDED
 PAYROLL SERVICING, EVALUATION, IT, BACKGROUND CHECKS, PUBLIC RELATIONS
 AND OTHER MISCELLANEOUS SERVICES.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:
 CHANGE IN VALUE OF COMMUNITY FOUNDATION HOLDINGS -47,165.

NOTE B, RENT INCOME OF RELATED ORGANIZATION
 GIRL SCOUTS OF MINNESOTA AND WISCONSIN RIVER VALLEYS' RENT OF LAND FROM
 ST. CROIX VALLEY GIRL SCOUT CAMPS, INC. (EIN 23-7436373) REPORTED AS
 RENT INCOME ON THE CAMPS' FORM 990.

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2021

**Open to Public
Inspection**

Name of the organization **GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.** Employer identification number **41-0693910**

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
ST. CROIX VALLEY GIRL SCOUT CAMPS, INC. - 23-7436373, 400 ROBERT STREET SOUTH, ST. PAUL, MN 55107	HOLD PROPERTY TO BE USED FOR YOUTH CAMPS	WISCONSIN	501(C)(3)	LINE 12B, II	GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	X	

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule R (Form 990) 2021

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)		X
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)	X	
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)	X	
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) ST. CROIX VALLEY GIRL SCOUT CAMPS, INC.	K	1.	AGREED UPON RATE
(2)			
(3)			
(4)			
(5)			
(6)			

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

Multiple horizontal lines for providing supplemental information.