

PUBLIC DISCLOSURE COPY

Form **990**

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

2022

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.

Open to Public Inspection

A For the **2022** calendar year, or tax year beginning **10/01**, 2022, and ending **09/30**, 20**23**

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**
 Doing business as
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
400 ROBERT STREET SOUTH
 City or town, state or province, country, and ZIP or foreign postal code
ST. PAUL, MN 55107

D Employer identification number
41-0693910

E Telephone number
(651) 227-8835

F Name and address of principal officer: **MARISA C. WILLIAMS**
SAME AS C ABOVE

G Gross receipts \$ **32,578,128**

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list. See instructions.
H(c) Group exemption number

I Tax-exempt status: 501(c)(3) 501(c) () (insert no.) 4947(a)(1) or 527

J Website: **WWW.GIRLSCOUTSRV.ORG**

K Form of organization: Corporation Trust Association Other

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: <u>SEE SCHEDULE O.</u>		
	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 2022 (Part V, line 2a)	5	253
	6	Total number of volunteers (estimate if necessary)	6	6,300
	7a	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 8,145,209	Current Year 2,632,389
	9	Program service revenue (Part VIII, line 2g)	1,050,612	1,132,630
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	975,473	1,151,433
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	11,443,714	11,650,807
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	21,615,008	16,567,259
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	272,210	201,031
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	9,817,564	11,126,161
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0	0
	b	Total fundraising expenses (Part IX, column (D), line 25)	1,546,821	
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	6,229,812	7,365,703
18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	16,319,586	18,692,895	
19	Revenue less expenses. Subtract line 18 from line 12	5,295,422	(2,125,636)	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year 56,716,789	End of Year 56,270,043
	21	Total liabilities (Part X, line 26)	6,888,993	7,061,407
	22	Net assets or fund balances. Subtract line 21 from line 20	49,827,796	49,208,636

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: **ALEXANDRA KOTZE, TREASURER** Date: _____

Type or print name and title: _____

Paid Preparer Use Only

Print/Type preparer's name: **KAREN A. GRIES** Preparer's signature: **KAREN A. GRIES** Date: **4.5.24** Check if self-employed PTIN: **P00078514**

Firm's name: **BAKER TILLY US, LLP** Firm's EIN: **41-0693910**

Firm's address: **225 SOUTH 6TH ST SUITE 2300, MINNEAPOLIS, MN 55402** Phone no.: **(612) 876-4500**

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

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form **990** (2022)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III Yes No

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 ANTI-RACIST 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 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 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 \$ 8,080,233 including grants of \$ 69,629) (Revenue \$ 12,413,376)

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 2023, GIRLS EARNED ALMOST 60,000 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 STARTUP); AND LIFE SKILLS (PUBLIC SPEAKING, DEMOCRACY, FIRST AID, PHOTOGRAPHY, WOODWORKING, MUSIC). 4,340 MEMBERS PARTICIPATED IN (CONTINUED ON SCHEDULE O)

4b (Code:) (Expenses \$ 3,166,001 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.

4c (Code:) (Expenses \$ 2,839,232 including grants of \$ 131,402) (Revenue \$)

MEMBERSHIP AND VOLUNTEER ENGAGEMENT:

GIRL SCOUTS OF MINNESOTA AND WISCONSIN RIVER VALLEYS' WORK IS SUPPORTED BY OVER 6,200 VOLUNTEERS WHO DELIVER THE GIRL SCOUT LEADERSHIP EXPERIENCE TO OVER 17,200 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 CONTINUES TO RELY 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.

(CONTINUED ON SCHEDULE O)

4d Other program services (Describe on Schedule O.)
(Expenses \$ 730,030 including grants of \$ 0) (Revenue \$ 294,723)

4e Total program service expenses 14,815,496

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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the United States?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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. See instructions</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	<input type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	<input type="checkbox"/>	<input type="checkbox"/>
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?	<input type="checkbox"/>	<input type="checkbox"/>
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	<input type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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):	<input type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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	<input type="checkbox"/>	<input type="checkbox"/>
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	<input type="checkbox"/>	<input type="checkbox"/>
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Part V Statements Regarding Other IRS Filings and Tax Compliance <i>(continued)</i>		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	253		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b		✓	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a			✓
b	If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b			
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)?	4a			✓
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?	5a			✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b			✓
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c			
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?	6a			✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b			
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?	7a		✓	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		✓	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c			✓
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?	7e			✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f			✓
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g			
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h			
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?	8			
9	Sponsoring organizations maintaining donor advised funds.				
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a			
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b			
10	Section 501(c)(7) organizations. Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	Section 501(c)(12) organizations. Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a			
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
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.	13a			
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	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a			✓
b	If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b			
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.	15			✓
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.	16			✓
17	Section 501(c)(21) organizations. Did the trust, or any disqualified or other person 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.	17			

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.		
	1a 25		
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b 25		
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?		<input checked="" type="checkbox"/>
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?		<input checked="" type="checkbox"/>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		<input checked="" type="checkbox"/>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		<input checked="" type="checkbox"/>
6	Did the organization have members or stockholders?	<input checked="" type="checkbox"/>	
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?	<input checked="" type="checkbox"/>	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<input checked="" type="checkbox"/>	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	<input checked="" type="checkbox"/>	
b	Each committee with authority to act on behalf of the governing body?		<input checked="" type="checkbox"/>
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		<input checked="" type="checkbox"/>

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?	<input checked="" type="checkbox"/>	
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?	<input checked="" type="checkbox"/>	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	<input checked="" type="checkbox"/>	
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	<input checked="" type="checkbox"/>	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	<input checked="" type="checkbox"/>	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	<input checked="" type="checkbox"/>	
13	Did the organization have a written whistleblower policy?	<input checked="" type="checkbox"/>	
14	Did the organization have a written document retention and destruction policy?	<input checked="" type="checkbox"/>	
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?		
a	The organization's CEO, Executive Director, or top management official	<input checked="" type="checkbox"/>	
b	Other officers or key employees of the organization	<input checked="" type="checkbox"/>	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
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?		<input checked="" type="checkbox"/>
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. <input checked="" type="checkbox"/> Own website <input type="checkbox"/> Another's website <input checked="" type="checkbox"/> Upon request <input type="checkbox"/> 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. LINDSAY SELVIG, 400 SOUTH ROBERT STREET, ST. PAUL, MN 55107, (763) 971-4032

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, box 6 of 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 dotted 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 (RETIRED 02/2023)	40.0			✓				242,479	0	16,645
(2) CHRIS AMUNDSEN CFAO (RETIRED 3/2023)	40.0			✓				202,028	0	20,851
(3) JENNIFER L. THORSON CHIEF OPERATING OFFICER (THROUGH 2/2023)	40.0			✓				181,790	0	6,684
(4) JANET GRACIA SENIOR VP OF CULTURE	40.0			✓				149,069	0	25,374
(5) SARAH KUENLE CHIEF DEVELOPMENT OFFICER	40.0			✓				153,758	0	6,210
(6) LYNNEA INGEBRETSON CHIEF DEI OFFICER (HIRED 2/2023)	40.0			✓				128,280	0	9,899
(7) SUSAN ANDERSSON CHIEF ENGAGEMENT OFFICER	40.0			✓				111,529	0	22,606
(8) BREANNE HEGG CHIEF EXPERIENCE OFFICER	40.0			✓				126,449	0	6,364
(9) JUAN DU SR VP OF COMMUNITY ENGAGEMENT & PROGRAM	40.0					✓		121,285	0	4,917
(10) BRENDA DEGE SR DIR FINANCE & ACCOUNTING	40.0					✓		112,684	0	12,449
(11) KRISTEN NEURER VP OF MEMBER ENGAGEMENT	40.0					✓		112,518	0	11,220
(12) SARA MEYER DIRECTOR OF DEVELOPMENT	40.0					✓		108,649	0	4,797
(13) LINDA MUNDHENK SR DIR OF HUMAN RESOURCES	40.0					✓		104,026	0	6,899
(14) LINDSAY SELVIG CHIEF FINANCIAL OFFICER (AS OF 07/2023)	40.0			✓				83,177	0	16,712

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 dotted 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			
(15) ALEXANDRA KOTZE TREASURER	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(16) JANE CANNEY CHAIR	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(17) KELLY BLOCH SECRETARY (THROUGH 02/2023)	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(18) MAI NHIA XIONG-CHAN SECRETARY	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(19) MARNIE OVERMAN 1ST VICE CHAIR	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(20) MELISSA MEYERS 2ND VICE CHAIR	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(21) PAM STEGORA AXBERG TREASURER (THROUGH 06/2023)	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(22) BELINDA CORDINA DIRECTOR-AT-LARGE	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(23) BETH DUYVEJONCK DIRECTOR-AT-LARGE	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(24) CHRISTINE BATTIST DIRECTOR-AT-LARGE	1.0	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0
(25) (SEE STATEMENT)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
1b Subtotal								1,937,721	0	171,627
c Total from continuation sheets to Part VII, Section A								0	0	0
d Total (add lines 1b and 1c)								1,937,721	0	171,627

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 14

	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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

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

Part VIII Statement of Revenue

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

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514		
Contributions, Gifts, Grants, and Other Similar Amounts	1a	Federated campaigns	1a	21,283					
	b	Membership dues	1b						
	c	Fundraising events	1c	354,296					
	d	Related organizations	1d						
	e	Government grants (contributions)	1e	553,337					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,703,473					
	g	Noncash contributions included in lines 1a-1f	1g	\$ 70,435					
	h	Total. Add lines 1a-1f		2,632,389					
	Program Service Revenue				Business Code				
2a		CAMPING FEES		721210	998,294	998,294			
b		EVENT PROGRAM FEES		900099	132,926	132,926			
c		ADULT TRAINING FEES		900099	1,410	1,410			
d									
e									
f		All other program service revenue . .			0	0	0		
g		Total. Add lines 2a-2f			1,132,630				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)			940,321		940,321		
	4	Income from investment of tax-exempt bond proceeds							
	5	Royalties							
	6a	Gross rents	6a	(i) Real	87,686				
				(ii) Personal					
				6b	Less: rental expenses	0			
				6c	Rental income or (loss)	87,686	0		
	d	Net rental income or (loss)			87,686		87,686		
	7a	Gross amount from sales of assets other than inventory	7a	(i) Securities	6,801,070	447,295			
				(ii) Other					
				7b	Less: cost or other basis and sales expenses	7,018,496	18,757		
				7c	Gain or (loss)	(217,426)	428,538		
	d	Net gain or (loss)			211,112		211,112		
	8a	Gross income from fundraising events (not including \$ 354,296 of contributions reported on line 1c). See Part IV, line 18	8a		41,500				
				8b	Less: direct expenses	150,571			
c				Net income or (loss) from fundraising events	(109,071)		(109,071)		
9a	Gross income from gaming activities. See Part IV, line 19	9a							
			9b	Less: direct expenses					
			c	Net income or (loss) from gaming activities					
10a	Gross sales of inventory, less returns and allowances	10a		20,398,514					
			10b	Less: cost of goods sold	8,823,045				
			c	Net income or (loss) from sales of inventory	11,575,469	11,575,469			
Miscellaneous Revenue				Business Code					
	11a	MISCELLANEOUS INCOME		900099	96,723		96,723		
	b								
	c								
	d	All other revenue			0	0	0		
e	Total. Add lines 11a-11d			96,723					
12	Total revenue. See instructions			16,567,259	12,708,099	0	1,226,771		

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

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				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	201,031	201,031		
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	1,594,368	866,201	359,945	368,222
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	7,331,920	6,081,164	650,443	600,313
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	536,935	411,881	66,409	58,645
9 Other employee benefits	927,437	701,360	114,764	111,313
10 Payroll taxes	735,501	573,341	82,680	79,480
11 Fees for services (nonemployees):				
a Management				
b Legal	15,243	1,000	14,243	
c Accounting	47,845		47,845	
d Lobbying	42,500			42,500
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	109,478		109,478	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Schedule O.)	781,118	363,912	380,055	37,151
12 Advertising and promotion				
13 Office expenses	18,175	15,009	2,038	1,128
14 Information technology				
15 Royalties				
16 Occupancy	1,061,718	1,009,800	25,731	26,187
17 Travel	221,064	188,650	21,554	10,860
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	209,246	138,818	43,302	27,126
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,262,553	1,193,694	32,428	36,431
23 Insurance	311,725	254,337	42,746	14,642
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 <u>SUPPLIES</u>	1,522,542	1,518,756	1,943	1,843
b <u>EQUIPMENT</u>	424,536	341,607	25,664	57,265
c <u>PRINTING & MEDIA</u>	422,774	376,461	15,078	31,235
d <u>TELECOMMUNICATIONS</u>	211,840	189,887	10,443	11,510
e All other expenses	703,346	388,587	283,789	30,970
25 Total functional expenses. Add lines 1 through 24e	18,692,895	14,815,496	2,330,578	1,546,821
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	839,059	1	846,425
	2 Savings and temporary cash investments	5,877,645	2	2,413,651
	3 Pledges and grants receivable, net	729,281	3	828,759
	4 Accounts receivable, net	1,705,222	4	384,303
	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	0	5	0
	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)	0	6	0
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	351,661	8	380,082
	9 Prepaid expenses and deferred charges	136,312	9	101,680
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 33,740,117		
	b Less: accumulated depreciation	10b 19,750,510	14,280,141	10c 13,989,607
	11 Investments—publicly traded securities	26,966,789	11	31,701,127
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	5,830,679	15	5,624,409
16 Total assets. Add lines 1 through 15 (must equal line 33)	56,716,789	16	56,270,043	
Liabilities	17 Accounts payable and accrued expenses	987,817	17	1,309,570
	18 Grants payable		18	
	19 Deferred revenue	361,176	19	441,837
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	5,540,000	21	5,310,000
	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	0	22	0
	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	0	25	0
	26 Total liabilities. Add lines 17 through 25	6,888,993	26	7,061,407
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	44,583,473	27	43,734,228
	28 Net assets with donor restrictions	5,244,323	28	5,474,408
	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	49,827,796	32	49,208,636
33 Total liabilities and net assets/fund balances	56,716,789	33	56,270,043	

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	16,567,259
2	Total expenses (must equal Part IX, column (A), line 25)	2	18,692,895
3	Revenue less expenses. Subtract line 2 from line 1	3	(2,125,636)
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	49,827,796
5	Net unrealized gains (losses) on investments	5	1,482,746
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	23,730
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	49,208,636

Part XII Financial Statements and Reporting

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

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> 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: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		<input checked="" type="checkbox"/>
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: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<input checked="" type="checkbox"/>	
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.	<input checked="" type="checkbox"/>	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		<input checked="" type="checkbox"/>
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.		

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 dotted line)	(C) Position (Check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(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			
(25) DANIEL BALLARD ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(26) DR. RACHEL WOBSCHELL ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓						0	0	0
(27) DR. SHANNON LAUGHLIN-TOMMASO ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓						0	0	0
(28) EMILY DAVIS ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓						0	0	0
(29) ERICA KOENIG ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(30) ERIK DRANGE ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(31) GAIL EDIE ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓						0	0	0
(32) GAYLE HAYHURST ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓						0	0	0
(33) GRACIE GEORGE ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(34) JEAN BENNINGTON SWEENEY ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓						0	0	0
(35) KAADE WALLACE ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(36) KATE BANTE ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(37) KEISHA HOUSTON ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(38) LILIA CIVETTINI ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(39) LISA LYNCH ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(40) MARGARET KAISER ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(41) MARIA SARABIA ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0
(42) MARIELA AMPUERO ----- DIRECTOR-AT-LARGE	1.0 -----	✓						0	0	0

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (Check all that apply)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(43) MELANIE LARSEN SINOUTHASY ----- DIRECTOR-AT-LARGE	1.0 -----	✓					0	0	0
(44) NANCY KLEMEK ----- DIRECTOR-AT-LARGE	1.0 -----	✓					0	0	0
(45) NNEKA CONSTANTINO ----- DIRECTOR-AT-LARGE	1.0 -----	✓					0	0	0
(46) NORMA PORTER ----- DIRECTOR-AT-LARGE (THROUGH 02/2023)	1.0 -----	✓					0	0	0
(47) PATTY TOENIES ----- DIRECTOR-AT-LARGE	1.0 -----	✓					0	0	0
(48) SUSANA ROSAS ----- DIRECTOR-AT-LARGE	1.0 -----	✓					0	0	0
(49) DR. KEVIN XIONG ----- CHIEF PEOPLE OFFICER (AS OF 09/2023)	40.0 -----			✓			0	0	0
(50) MARISA C. WILLIAMS ----- CEO (AS OF 01/2023)	40.0 -----			✓			0	0	0

**SCHEDULE A
(Form 990)**

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022

**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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Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
- 10 An organization that normally receives (1) more than 33¹/₃% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33¹/₃% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

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

Cat. No. 11285F

Schedule A (Form 990) 2022

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	2,107,959	2,432,130	6,304,641	3,945,209	2,632,389	17,422,328
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						0
3 The value of services or facilities furnished by a governmental unit to the organization without charge						0
4 Total. Add lines 1 through 3	2,107,959	2,432,130	6,304,641	3,945,209	2,632,389	17,422,328
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)						493,614
6 Public support. Subtract line 5 from line 4						16,928,714

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	2,107,959	2,432,130	6,304,641	3,945,209	2,632,389	17,422,328
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	677,021	461,714	412,784	599,984	1,028,007	3,179,510
9 Net income from unrelated business activities, whether or not the business is regularly carried on						0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	59,117	28,962	51,566	71,442	96,723	307,810
11 Total support. Add lines 7 through 10						20,909,648
12 Gross receipts from related activities, etc. (see instructions)					12	99,154,417
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 2022 (line 6, column (f), divided by line 11, column (f))	14	80.96 %
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	79.61 %
16a 33 1/3% support test—2022. 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—2021. 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—2022. 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—2021. 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"/>

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(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 <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%
19a 33 1/3% support tests—2022. 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 <input type="checkbox"/>		
b 33 1/3% support tests—2021. 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 <input type="checkbox"/>		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions <input type="checkbox"/>		

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of 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>		
3b	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>		
3c	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>		
4b	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>		
4c	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>		
5b	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?		
5c	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>		
9b	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>		
9c	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>		
10b	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?		
11a		
b A family member of a person described on line 11a above?		
11b		
c A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI .		
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? 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.		
1		
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? 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.		
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)? 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).		
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?		
1		
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? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
2		
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? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
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? 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.	Yes	No
2a		
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? 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.		
2b		
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? If "Yes" or "No," provide details in Part VI .		
3a		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		
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 (explain in detail in Part VI):		
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).		

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 2022 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-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required—explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, 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 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Part VI

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.)

Return Reference - Identifier	Explanation						
SCHEDULE A, PART II, LINE 10 - OTHER INCOME	Description	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
	(1) MISCELLANEOUS INCOME	59,117	28,962	51,566	71,442	96,723	307,810
	Total	59,117	28,962	51,566	71,442	96,723	307,810

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

2022

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

Employer identification number 41-0693910

Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ [x] 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

- [x] 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	----- ----- -----	\$ ----- 552,837	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	----- ----- -----	\$ ----- 195,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	----- ----- -----	\$ ----- 150,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	----- ----- -----	\$ ----- 76,113	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	----- ----- -----	\$ ----- 60,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	----- ----- -----	\$ ----- 60,000	Person <input checked="" 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 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
7		\$ 55,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----		\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----		\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----		\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----		\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----		\$ -----	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
-----		\$ -----	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

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 information once. See instructions.) \$ _____
 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
----- ----- -----	----- ----- -----

(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
----- ----- -----	----- ----- -----

(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
----- ----- -----	----- ----- -----

(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
----- ----- -----	----- ----- -----

**SCHEDULE C
(Form 990)**

Political Campaign and Lobbying Activities

OMB No. 1545-0047

2022

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. See instructions for definition of "political campaign activities."
- 2 Political campaign activity expenditures. See instructions \$ _____
- 3 Volunteer hours for political campaign activities. See instructions _____

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 \$ _____
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 \$ _____
- 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-.
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

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.														
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">If the amount on line 1e, column (a) or (b) is:</th> <th style="text-align: left;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e.</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000.</td> </tr> </tbody> </table>		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.		
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) 2019	(b) 2020	(c) 2021	(d) 2022	(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?		✓	
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?	✓		
c Media advertisements?		✓	
d Mailings to members, legislators, or the public?		✓	
e Publications, or published or broadcast statements?		✓	
f Grants to other organizations for lobbying purposes?		✓	
g Direct contact with legislators, their staffs, government officials, or a legislative body?	✓		1,208
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?		✓	
i Other activities?	✓		70,060
j Total. Add lines 1c through 1i			71,268
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		✓	
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 expenditures 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.

SEE NEXT PAGE

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.

Return Reference - Identifier	Explanation
<p>SCHEDULE C, PART II-B, LINE 1 -</p>	<p>RIVER VALLEYS ADVOCACY MANAGER, A REGISTERED LOBBYIST, WORKED WITH THE SERVICES OF PROFESSIONAL LOBBYISTS DURING FISCAL YEAR 2023. DURING THE YEAR, TWENTY BILLS WERE PASSED BY THE MINNESOTA LAWMAKERS THAT RIVER VALLEYS ADVOCATED FOR, MANY WERE INCLUDED IN A HISTORIC OMNIBUS EDUCATION BILL THAT MAKES CRITICAL INVESTMENTS IN KIDS' HEALTH AND WELL-BEING. THE OMNIBUS EDUCATION BILL WILL PROVIDE NEEDED FUNDS TO SUPPORT THE MENTAL AND PHYSICAL HEALTH AS WELL AS ACADEMIC OUTCOMES OF YOUNG PEOPLE INCLUDING PROVIDING FREE MEALS AND MENSTRUAL PRODUCTS, HIRING MORE INDIGENOUS TEACHERS AND TEACHERS OF COLOR, INCREASING ACCESS TO IN-SCHOOL MENTAL HEALTH RESOURCES, FUNDING OF STEM EDUCATION AND MORE. RIVER VALLEYS CHAMPIONED THIS BILL IN MANY WAYS, FROM LETTERS OF SUPPORT AND OUTREACH TO LEGISLATORS TO IN-PERSON TESTIMONY. IN MARCH 2023, RIVER VALLEYS HELD A DAY AT THE CAPITOL EVENT BUT WE WERE NOT LOBBYING FOR A SPECIFIC BILL DURING THIS EVENT.</p>

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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.

OMB No. 1545-0047

2022

Open to Public Inspection

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 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows 1-4 for values, 5-6 for Yes/No questions.

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

Form with multiple rows for questions 1-9 regarding conservation easements, including a table for 'Held at the End of the Tax Year'.

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.

Form with rows 1a-2 for questions regarding art and historical treasures collections, including dollar amounts.

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:

	Amount
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.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	9,573,246	10,954,888	9,343,713	8,879,227	8,702,601
b Contributions	249,102	546,925	589,382	124,537	150,241
c Net investment earnings, gains, and losses	893,417	(1,617,421)	1,315,309	663,581	389,457
d Grants or scholarships					
e Other expenditures for facilities and programs	337,168	311,146	293,516	323,632	363,072
f Administrative expenses					
g End of year balance	10,378,597	9,573,246	10,954,888	9,343,713	8,879,227

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

- a** Board designated or quasi-endowment 57.09 %
- b** Permanent endowment 39.27 %
- c** Term endowment 3.64 %

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

	Yes	No
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.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		961,793		961,793
b Buildings		27,870,395	16,222,468	11,647,927
c Leasehold improvements				
d Equipment		4,734,100	3,528,042	1,206,058
e Other		173,829		173,829
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				13,989,607

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. (Column (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. (Column (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	314,409
(2) CASH HELD FOR TROOPS AND SERVICE UNITS	5,310,000
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	5,624,409

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.)	0

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.

Table with 5 main rows and sub-rows (a-e) for adjustments. Total revenue reported as 18,567,259.

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.

Table with 5 main rows and sub-rows (a-e) for adjustments. Total expenses reported as 18,692,895.

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.

SEE STATEMENT

Dashed lines for supplemental information input.

Part XIII

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.

Return Reference - Identifier	Explanation	
SCHEDULE D, PART XI, LINE 2(D) - OTHER REVENUES IN AUDITED FINANCIAL STATEMENTS NOT IN FORM 990	(a) Description	
	(b) Amount	
	DIRECT FUNDRAISING EXPENSES	150,571
	CHANGE IN VALUE OF COMMUNITY FOUNDATION HOLDINGS	23,730
SCHEDULE D, PART XII, LINE 2(D) - OTHER EXPENSES IN AUDITED FINANCIAL STATEMENTS NOT IN FORM 990	(a) Description	
	(b) Amount	
	DIRECT FUNDRAISING EXPENSES	150,571
RENT INCOME OF RELATED ORGANIZATION - SEE SCH O, NOTE B	1	

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.

Return Reference - Identifier	Explanation
SCHEDULE D, PART IV, LINE 2B - EXPLANATION OF ESCROW AGREEMENT	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.
SCHEDULE D, PART V, LINE 4 - INTENDED USES OF ENDOWMENT FUNDS	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 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.
SCHEDULE D, PART X, LINE 2 - FIN 48 (ASC 740) FOOTNOTE	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, 2023 AND 2022. RIVER VALLEYS AND CAMPS' TAX RETURNS ARE SUBJECT TO REVIEW AND EXAMINATION BY FEDERAL AND STATE AUTHORITIES.

**SCHEDULE G
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization

GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC

Employer identification number

41-0693910

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- a** Mail solicitations
 - b** Internet and email solicitations
 - c** Phone solicitations
 - d** In-person solicitations
 - e** Solicitation of non-government grants
 - f** Solicitation of government grants
 - g** Special fundraising events
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? **Yes** **No**
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total						

- 3** List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

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
		CELEBRATE CHANGEMAKERS (event type)	(event type)	(total number)	(add col. (a) through col. (c))
Revenue	1 Gross receipts	395,796			395,796
	2 Less: Contributions	354,296			354,296
	3 Gross income (line 1 minus line 2)	41,500	0	0	41,500
Direct Expenses	4 Cash prizes				0
	5 Noncash prizes				0
	6 Rent/facility costs				0
	7 Food and beverages	67,382			67,382
	8 Entertainment				0
	9 Other direct expenses	83,189			83,189
	10 Direct expense summary. Add lines 4 through 9 in column (d)				150,571
11 Net income summary. Subtract line 10 from line 3, column (d)				(109,071)	

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: _____

- 11** Does the organization conduct gaming activities with nonmembers? **Yes** **No**
- 12** Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? **Yes** **No**
- 13** Indicate the percentage of gaming activity conducted in:
- | | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name

Address

- 15a** Does the organization have a contract with a third party from whom the organization receives gaming revenue? **Yes** **No**
- b** If "Yes," enter the amount of gaming revenue received by the organization \$ and the amount of gaming revenue retained by the third party \$
- c** If "Yes," enter name and address of the third party:

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation \$

Description of services provided

- Director/officer Employee Independent contractor

17 Mandatory distributions:

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? **Yes** **No**
- b** Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

**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

2022

**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
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

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

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

Cat. No. 50055P

Schedule I (Form 990) 2022

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 noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
1 GIRL MEMBERSHIP GRANTS	3,538	95,751			
2 ADULT MEMBERSHIP GRANTS	932	25,330			
3 GIRL PROGRAM GRANTS	53	34,324			
4 TROOP AND SERVICE UNIT ASSISTANCE	430	45,626			
5					
6					
7					

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

(SEE STATEMENT)

Part IV

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

Return Reference - Identifier	Explanation
SCHEDULE I, PART I, LINE 2 - PROCEDURES FOR MONITORING USE OF GRANT FUNDS.	THE GIRL SCOUTS OF MINNESOTA AND WISCONSIN RIVER VALLEYS MAINTAIN A "GRANT FOR GIRLS" PROGRAM TO ENSURE THAT FINANCIAL NEED IS NOT A BARRIER FOR GIRLS WHO WISH TO TO GO 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)**

Department of the Treasury
Internal Revenue Service

Name of the organization

GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC

Compensation Information

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.

OMB No. 1545-0047

2022

Open to Public Inspection

Employer identification number

41-0693910

Part I Questions Regarding Compensation

	Yes	No
<p>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.</p> <p> <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) </p>		
<p>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</p>	1b	
<p>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?</p>	2	
<p>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.</p> <p> <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 </p>		
<p>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:</p>		
<p>a Receive a severance payment or change-of-control payment?</p>	4a	✓
<p>b Participate in or receive payment from a supplemental nonqualified retirement plan?</p>	4b	✓
<p>c Participate in or receive payment from an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a–c, list the persons and provide the applicable amounts for each item in Part III.</p>	4c	✓
<p>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5–9.</p>		
<p>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:</p>		
<p>a The organization?</p>	5a	✓
<p>b Any related organization?</p> <p>If "Yes" on line 5a or 5b, describe in Part III.</p>	5b	✓
<p>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:</p>		
<p>a The organization?</p>	6a	✓
<p>b Any related organization?</p> <p>If "Yes" on line 6a or 6b, describe in Part III.</p>	6b	✓
<p>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</p>	7	✓
<p>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</p>	8	✓
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9	

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 (RETIRED 02/2023)	(i) 241,495	0	984	9,746	6,899	259,124	0
	(ii)	0	0	0	0	0	0	0
2	CHRIS AMUNDSEN CFAO (RETIRED 3/2023)	(i) 188,709	12,335	984	8,433	12,418	222,879	0
	(ii)	0	0	0	0	0	0	0
3	JENNIFER L. THORSON CHIEF OPERATING OFFICER (THROUGH 2/2023)	(i) 170,096	10,710	984	6,588	96	188,474	0
	(ii)	0	0	0	0	0	0	0
4	JANET GRACIA SENIOR VP OF CULTURE	(i) 138,365	9,720	984	6,516	18,858	174,443	0
	(ii)	0	0	0	0	0	0	0
5	SARAH KUENLE CHIEF DEVELOPMENT OFFICER	(i) 142,732	10,042	984	6,114	96	159,968	0
	(ii)	0	0	0	0	0	0	0
6		(i)						
	(ii)							
7		(i)						
	(ii)							
8		(i)						
	(ii)							
9		(i)						
	(ii)							
10		(i)						
	(ii)							
11		(i)						
	(ii)							
12		(i)						
	(ii)							
13		(i)						
	(ii)							
14		(i)						
	(ii)							
15		(i)						
	(ii)							
16		(i)						
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2022

**Open to Public
Inspection**

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.

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 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				
2				
3				
4				
5				
6				
7				
8				
9	✓	10	31,833	MARKET VALUE
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				
22				
23				
24				
25	✓	9	38,602	MARKET VALUE
26				
27				
28				

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
----	---	----	---

	Yes	No
30a		✓
31	✓	
32a		✓
33		

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.

Return Reference - Identifier	Explanation
SCHEDULE M, PART I - COLUMN (B):	THE AMOUNT IN PART I, COLUMN B REPRESENTS THE NUMBER OF CONTRIBUTIONS.

**SCHEDULE O
(Form 990)**

Department of 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 990-EZ.
- ▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

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

Employer Identification Number
41-0693910

Return Reference - Identifier	Explanation
FORM 990, PART I, LINE 1 -	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:	AS OF 9/30/2023, RIVER VALLEYS EMPLOYED 128 EMPLOYEES: 125 FULL TIME AND 3 PART TIME EMPLOYEES. DURING CALENDAR YEAR 2022, RIVER VALLEYS EMPLOYED 253 EMPLOYEES, INCLUDING 102 HIRED AS SEASONAL AND TEMPORARY EMPLOYEES TO ASSIST WITH PROGRAMS AND SUMMER CAMP.
FORM 990, PART III, LINE 4A - PROGRAM SERVICE DESCRIPTION	<p>COUNCIL-LED PROGRAMS. DURING FISCAL YEAR 2023, RIVER VALLEYS PROVIDED \$1,962 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.</p> <p>IN 2023, GIRL SCOUTS RIVER VALLEYS OFFERED MORE THAN 40 DIFFERENT CAMP OPTIONS DESIGNED TO HELP KIDS DISCOVER THEIR STRENGTHS, DEVELOP LEADERSHIP SKILLS, AND BUILD CONFIDENCE WHILE MAKING LIFELONG FRIENDS AND MEMORIES. OVER 1,900 CAMPERS ENJOYED THE DIFFERENT CAMP SESSION TYPES INCLUDING STEM, LEADERSHIP, HORSES, ADVENTURE, AND CREATIVE. IN ADDITION, 678 INDIVIDUALS PARTICIPATED IN FAMILY CAMP AND 829 INDIVIDUALS PARTICIPATED IN TROOP CAMP. DURING FISCAL YEAR 2023, RIVER VALLEYS AWARDED \$171,369 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.</p> <p>TRAVEL PROGRAMS OFFER GIRL SCOUTS THE CHANCE FOR NEW ADVENTURES AND EXPERIENCES, BROADENING THEIR WORLDVIEW AND HELPING THEM BECOME GLOBAL CITIZENS AS THEY DEVELOP LIFE SKILLS LIKE TIME MANAGEMENT, COMMUNICATION, AND A SENSE OF PERSONAL RESPONSIBILITY. 409 RIVER VALLEYS GIRL SCOUTS PARTICIPATED IN TRAVEL EXPERIENCES WITH THEIR TROOPS OR THE COUNCIL IN 2023.</p> <p>CORE TO OUR COMMITMENT TO PROVIDING A WELCOMING AND INCLUSIVE ENVIRONMENT FOR ALL GIRL SCOUTS AND THEIR FAMILIES ARE OUR EFFORTS TO INCREASE VISIBILITY, BUILD TRUST, AND CULTIVATE AUTHENTIC, MUTUALLY BENEFICIAL RELATIONSHIPS WITHIN COMMUNITIES OF COLOR. THIS IMPORTANT WORK WAS ADVANCED IN 2023 THROUGH EXPANSION OF OUR BIPOC TROOP PROGRAMS, LOCAL PARTNERSHIPS, CULTURALLY RELEVANT PROGRAMMING, OUTREACH AND MORE. IN 2023, 587 YOUTH PARTICIPATED IN THE MENTORED TROOP PROGRAM AND 874 YOUTH PARTICIPATED IN THE STAFF LED CONNECT PROGRAM.</p> <p>THE GOLD AWARD IS THE HIGHEST ACHIEVEMENT IN GIRL SCOUTS AND IS THE MOST PRESTIGIOUS AWARD IN THE WORLD FOR GIRLS - AND THE MOST DIFFICULT TO 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. 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. YOUNG INSPIRING LEADERS ARE IMPACTING THE WORLDS OF SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM), EDUCATION, AGRICULTURE, MEDICINE, AND MANY MORE THROUGH THEIR SUSTAINABLE GOLD AWARD PROJECTS. GOLD AWARD RECIPIENT MORIAH COLLECTED MORE THAN 600 PAIRS OF GLASSES AND CREATED EDUCATIONAL MATERIALS TO ADDRESS BARRIERS TO VISION TREATMENT IN WEST AFRICA. DURING THE YEAR, 149 GIRLS EARNED THEIR SILVER AND GOLD AWARD.</p> <p>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 23,400 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 93,500 PACKAGES OF COOKIES TO LOCAL NONPROFIT ORGANIZATIONS THROUGHOUT OUR COUNCIL THROUGH THE COOKIE CARE PROGRAM. RIVER VALLEYS' GIRLS SOLD 3.7 MILLION PACKAGES OF COOKIES IN 2023.</p>
FORM 990, PART III, LINE 4C - PROGRAM SERVICE DESCRIPTION	<p>PHASE 2 OF THE GREENPRINT PROJECT (FORMERLY KNOWN AS THE VOLUNTEER CAPACITY PROJECT) WAS COMPLETED IN 2023. GREENPRINT IS A COMMUNITY-FIRST MISSION SUPPORT MODEL FOR OUR VOLUNTEERS. DURING THE YEAR, VOLUNTEER ROLES AND BOUNDARIES WERE FINALIZED AND COMPLETED A LISTENING AND LEARNING TOUR AND ENGAGED WITH APPROXIMATELY 290 VOLUNTEERS ACROSS OUR COUNCIL.</p> <p>IN 2023, 251 NEW LEADERS RECEIVED RIVER VALLEYS STAFF PROVIDED TRAINING, TROOP MEETING PLANS, RESOURCES, AND A NETWORK OF SUPPORT TO HELP THEM BE CONFIDENT AND SUCCESSFUL LEADERS.</p> <p>ANNUAL MEMBERSHIP DUES ARE REMITTED TO GIRL SCOUTS OF THE USA AND RIVER VALLEYS DOES NOT RETAIN ANY PORTION OF THE MEMBERSHIP DUES.</p>

Return Reference - Identifier	Explanation
FORM 990, PART III, LINE 4D - DESCRIPTION OF OTHER PROGRAM SERVICES	(EXPENSES \$730,030 INCLUDING GRANTS OF)(REVENUE \$294,723) RETAIL 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 CAMP STORES AT OUR CAMPS. 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 MATERIAL TOTALED \$35,247. THIS AMOUNT IS RECORDED AS A REDUCTION FROM GROSS SALES OF INVENTORY REPORTED ON FORM 990, PART VIII LINE 10A.
FORM 990, PART VI, LINE 6 - CLASSES OF MEMBERS OR STOCKHOLDERS	THERE IS ONE CLASS OF MEMBERS OF GIRL SCOUTS RIVER VALLEYS CONSISTING 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 RIVER VALLEYS' BOARD OF DIRECTORS, FOR THE PURPOSE OF ENSURING 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, LINE 7A - MEMBERS OR STOCKHOLDERS ELECTING MEMBERS OF GOVERNING BODY	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.
FORM 990, PART VI, LINE 7B - DECISIONS REQUIRING APPROVAL BY MEMBERS OR STOCKHOLDERS	RIGHTS AND RESPONSIBILITIES OF VOTING MEMBERS INCLUDE: WORK WITH THE BOARD TO DETERMINE THE STRATEGIC DIRECTION FOR GIRL SCOUTING LOCAL, AMEND THE BYLAWS IN ACCORDANCE WITH SECTION 15; AND CONDUCT OTHER BUSINESS THAT MAY COME BEFORE THE 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 REPRESENTS 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, LINE 8B - DOCUMENTATION OF MEETINGS HELD BY COMMITTEES OF GOVERNING BODY	THERE WERE NO COMMITTEES WITH AUTHORITY TO ACT ON BEHALF OF THE GOVERNING BODY DURING THE TAX YEAR.
FORM 990, PART VI, LINE 11B - REVIEW OF FORM 990 BY GOVERNING BODY	THE COMPLETE FORM 990 IS REVIEWED IN DETAIL BY THE CHIEF EXECUTIVE OFFICER, CHIEF FINANCIAL 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.
FORM 990, PART VI, LINE 12C - CONFLICT OF INTEREST POLICY	THE CONFLICT OF INTEREST POLICY IS APPLICABLE TO ALL OFFICERS, DIRECTORS, BOARD COMMITTEE MEMBERS 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, BOARD COMMITTEE MEMBERS AND KEY EMPLOYEES. THE CONFLICT OF INTEREST STATEMENTS ARE REVIEWED BY THE CFO 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.

Return Reference - Identifier	Explanation				
FORM 990, PART VI, LINE 15A - PROCESS TO ESTABLISH COMPENSATION OF TOP MANAGEMENT OFFICIAL	DURING FISCAL YEAR 2023, RIVER VALLEYS' CEO RETIRED AND A SEARCH COMMITTEE, CONSISTING OF THE PAST AND PRESENT BOARD CHAIR AND SELECT BOARD MEMBERS, ALONG WITH INPUT FROM RIVER VALLEYS' MAJOR STAKEHOLDERS ACROSS THE NATION WAS RESPONSIBLE FOR IDENTIFYING THEIR REPLACEMENT. THE SEARCH COMMITTEE ENLISTED A NATIONAL CONSULTING FIRM TO ASSIST WITH THE SEARCH. THE COMPREHENSIVE COMPENSATION ANALYSIS OF CORPORATE OFFICER POSITIONS, INCLUDING CEO, PERFORMED IN FISCAL YEARS 2021 AND 2022 WAS USED TO DETERMINE THE NEW CEO'S COMPENSATION. THIS ANALYSIS INCLUDED NATIONAL, REGIONAL, AND LOCAL COMPENSATION MARKET DATA. THE NATIONAL SEARCH FIRM PROVIDED MARKET DATA AS WELL AS RECOMMENDATIONS FOR THE COMPENSATION PACKAGE. FOLLOWING A SPECIAL BOARD MEETING WHEREBY A COMPENSATION PACKAGE WAS DISCUSSED AND APPROVED, THE BOARD CHAIR INFORMED THE CFAO AND HUMAN RESOURCES OF THE NEW CEO COMPENSATION AMOUNT VIA EMAIL.				
FORM 990, PART VI, LINE 15B - PROCESS TO ESTABLISH COMPENSATION OF OTHER OFFICERS OR KEY EMPLOYEES	<p>THE CEO REVIEWED THE OFFICERS' (CFO, CDO, CDIEO, CHIEF ENGAGEMENT OFFICER, CHIEF GIRL EXPERIENCE OFFICER) PERFORMANCES AND MERIT INCREASES WERE AWARDED USING THE SAME PERFORMANCE MATRIX AS NON-OFFICER STAFF. DURING THE FISCAL YEAR, THE CHIEF OPERATING OFFICER AND CHIEF FINANCIAL AND ADMINISTRATIVE OFFICERS RESIGNED FROM THE ORGANIZATION. A CONSULTING FIRM WAS HIRED TO ASSIST WITH THE SEARCH FOR A NEW CHIEF FINANCIAL OFFICER AND CHIEF PEOPLE OFFICER. THE COMPREHENSIVE COMPENSATION ANALYSIS OF CORPORATE OFFICER POSITIONS PERFORMED IN FISCAL YEARS 2021 AND 2022 WAS ONE TOOL USED TO DETERMINE COMPENSATION. THIS ANALYSIS INCLUDED NATIONAL, REGIONAL, AND LOCAL COMPENSATION MARKET DATA. THE SEARCH FIRM HIRED PROVIDED MARKET DATA AS WELL AS RECOMMENDATIONS FOR THE OFFICERS' COMPENSATION PACKAGE. IN APRIL, TWO ROLES WERE ADDED TO THE EXECUTIVE LEADERSHIP TEAM TO FOCUS DIRECTLY ON MEMBERSHIP GROWTH AND VOLUNTEER ENGAGEMENT: THE CHIEF ENGAGEMENT OFFICER AND CHIEF EXPERIENCE OFFICER POSITIONS. TO ESTABLISH A BASELINE COMPENSATION, THE CEO WORKED WITH THE CFAO (PRIOR TO THEIR DEPARTURE) AND THE DIRECTOR OF HR. THE CFAO PROVIDED HISTORICAL DATA USED TO SET CURRENT SALARIES, MARKET DATA AND THE GSRV POLICY GUIDELINES FOR SALARY MANAGEMENT. ONCE THE CHIEF PEOPLE OFFICER WAS HIRED, THEY REVIEWED THE EXECUTIVE COMPENSATION.</p> <p>FOR 2023, SUPERVISORS COMPLETED ANNUAL REVIEWS OF THEIR DIRECT REPORTS' PERFORMANCE AND MERIT INCREASES WERE AWARDED TO RIVER VALLEYS' STAFF (INCLUDING CFAO, COO, CDO, CCO, CDIEO) BASED UPON THEIR PERFORMANCE RATING. PERFORMANCE RATINGS WERE ASSIGNED A SPECIFIC MERIT INCREASE. IN FISCAL YEAR 2020, RIVER VALLEYS ENGAGED AN INDEPENDENT CONSULTING FIRM TO COMPLETE A COMPREHENSIVE COMPENSATION ANALYSIS OF ALL RIVER VALLEYS POSITIONS. SINCE THE COMPREHENSIVE STUDY WAS COMPLETED, RIVER VALLEYS HAS INCREASED THE ENTIRE SALARY RANGE STRUCTURE BY A FIXED PERCENTAGE EACH YEAR. FOR FISCAL YEAR 2023, THE INCREASE WAS 3% BASED ON RESEARCH PERFORMED BY HUMAN RESOURCES. IN ADDITION, HUMAN RESOURCES PERFORMED MARKET RESEARCH FOR SELECTED JOBS 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 THE RESEARCH, PAY INCREASES WERE PROVIDED FOR PAY GRADE 3-5 POSITIONS, INCLUDING EQUITY ADJUSTMENTS TO BRING POSITIONS TO THE DETERMINED PERCENTAGE OF A PAY GRADE MIDPOINT. A REPORT DETAILING THE RECOMMENDED PAY INCREASES FOR ALL EMPLOYEES, EXCEPT THE CEO, IS FORWARDED TO THE CEO FOR FINAL REVIEW AND APPROVAL.</p>				
FORM 990, PART VI, LINE 19 - REQUIRED DOCUMENTS AVAILABLE TO THE PUBLIC	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 DISCOVER - OUR COUNCIL - OUR FINANCES.				
FORM 990, PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS OR FUND BALANCES	<table border="1" data-bbox="467 1325 1513 1386"> <thead> <tr> <th data-bbox="467 1325 1304 1352">(a) Description</th> <th data-bbox="1312 1325 1513 1352">(b) Amount</th> </tr> </thead> <tbody> <tr> <td data-bbox="467 1362 1304 1386">CHANGE IN VALUE OF COMMUNITY FOUNDATION HOLDINGS</td> <td data-bbox="1312 1362 1513 1386">23,730</td> </tr> </tbody> </table>	(a) Description	(b) Amount	CHANGE IN VALUE OF COMMUNITY FOUNDATION HOLDINGS	23,730
(a) Description	(b) Amount				
CHANGE IN VALUE OF COMMUNITY FOUNDATION HOLDINGS	23,730				
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

Name of the organization

GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC

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

2022

Open to Public Inspection

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
(1) -----					
(2) -----					
(3) -----					
(4) -----					
(5) -----					
(6) -----					

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
(1) 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	WI	501(C)(3)	12 TYPE II	GIRL SCOUTS OF MN AND WI RIVER VALLEYS, INC.	✓	
(2) -----							
(3) -----							
(4) -----							
(5) -----							
(6) -----							
(7) -----							

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

Cat. No. 50135Y

Schedule R (Form 990) 2022

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	
(1) -----												
(2) -----												
(3) -----												
(4) -----												
(5) -----												
(6) -----												
(7) -----												

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
(1) -----									
(2) -----									
(3) -----									
(4) -----									
(5) -----									
(6) -----									
(7) -----									

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.

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

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 VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512–514)	(e) Are all partners section 501(c)(3) organizations?		(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		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
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(16)													