A letter from the CEO

As I look back on the 2022 Girl Scout membership year and look forward to the future, I am inspired by the tapestry that made it a year of growth, learning, celebration, and confidence-building for Girl Scouts here in central Texas.

Learning about and celebrating different cultures, building technology and engineering skills, and helping English language learners adjust to their new schools are just a few things Girl Scouts accomplished last year. I am continuously inspired by the Girl Scouts I meet and the stories they share regarding what they’ve done, what they’ve learned, and all they know they can accomplish. Girl Scouts of Central Texas is providing its members with opportunities that they might not otherwise have to try new things, practice leadership, and become the change they want to see in the world.

Today’s youth are highly motivated, dedicated, and engaged individuals with diverse backgrounds and skill sets. With encouragement and guidance from their caregivers, teachers, and troop volunteers, Girl Scouts in central Texas are discovering new strengths and seeing their futures in new ways. They are strong advocates in their communities and ready to lead us into a bright future where we can empathize and connect with each other to build a world where we all belong.

We are grateful for the way in which our passionate volunteers, caregivers, donors, community partners, and collaborators contributed their dollars and time to further our mission. Thanks everyone who makes Girl Scouts possible.

Sincerely,

Paula Bookidis
Chief Executive Officer
Girl Members’ Race & Ethnicity

Girl Scouts of Central Texas (GSCTX) is committed to building an environment where diversity, equity, inclusion, and belonging are shared values among all Girl Scouts. Girl Scouts is a community where everyone can contribute uniquely to our mission, while embracing their own leadership experience, and making the world a better place.

Racial Representation

Our Mission

Building girls of courage, confidence, and character, who make the world a better place.

“Our Scouts is a safe place to be yourself and learn new things.”
–Youth member, Voices Count Survey 2022

Our Members

12,538
Total Girl Scouts Served

1,249
Girl Scouts Served Through School & Partner Programs

9,876
Total Adult Members

2,026
Troop and Service Unit Leader Volunteers

90%
of youth members say they feel safe in Girl Scouts.*

88%
of caregivers say their Girl Scout is treated with respect in Girl Scouts.*

“Girl Scouts is a fun and inclusive experience that all girls can join.”
–Youth member, Voices Count Survey 2022

“Girl Scouts es una experiencia divertida e inclusiva a cuál toda niña puede unirse.”
–Niña miembro, Voices Count Survey 2022 (encuesta Voces Cuentan 2022)

* Girl Scouts Voices Count 2022, an annual survey of Girl Scout members, caregivers, and volunteers.
**Our Programming**

84% of Girl Scouts say they learn by doing activities, not just listening.*

81% of caregivers say the Girl Scout Cookie Program helped their Girl Scout develop people skills.*

83% of our members say they learn new things in Girl Scouts.*

79% of caregivers say through Girl Scouts, their child has become more willing to try new things, even if they are hard.*

---

**Science, Technology, Engineering, and Math (STEM)**

**Benefit:** Girl Scouts increase their confidence in STEM

5,228 council-led experiences

6,211 badges & journeys earned

---

**Outdoors**

**Benefit:** Girl Scouts develop connections with the natural world

3,350 council-led experiences

7,159 badges & journeys earned

---

**Life Skills**

**Benefit:** Girl Scouts form positive identities

3,402 council-led experiences

13,763 badges & journeys earned

---

**Entrepreneurship**

**Benefit:** Girl Scouts learn goal-setting skills

7,956 members gained business skills through the Girl Scout Cookie Program

5,266 badges & journeys earned

---

“Girl Scouts is a fantastic way to learn new things—things that school doesn't always teach you—as well as participate in many fun activities.”

–Youth member, Voices Count Survey 2022

Girl Scouts across central Texas earned 32,399 badges and journeys during our 2022 membership year, gaining experience and hands-on practice with automotive technology, entrepreneurship, camping, hiking, taking action in the community, and more.

---

* Girl Scouts Voices Count 2022, an annual survey of Girl Scout members, caregivers, and volunteers
Celebrating Other Cultures Through World Thinking Day

Girl Scouts and Girl Guides around the world are bonded by their support for each other. Each February 22, youth across 150 countries celebrate World Thinking Day. It’s a day of international friendship and a time to stand up for causes that could improve the lives of girls around the globe. For World Thinking Day, Troop 40404 in central Texas reached out to a local Bengali guest speaker, Sharifa, to share more about her home country of Bangladesh. Their guest shared that 90 percent of the people in her country are Muslim and that Girl Guides there are encouraged to be leaders and one day pursue professions to reduce inequalities between genders. The troop sampled Bengali cuisine and formed a greater appreciation for a culture other than their own.

“Girl Scouts is fun, and I learned a lot of things about different places and people’s different cultures.”

– Youth member, Voices Count Survey 2022

STEMtastic Exploration

Women are nearly half of the U.S. workforce but only 34 percent of STEM workers, and Girl Scouts of Central Texas is focused on increasing the number of women in STEM careers by encouraging its members to explore their STEM interests. Every year, we host STEMfests across our council area, serving Girl Scouts as young as five years old through high school.

This year in San Angelo, we partnered with AstraFemina, a nonprofit educational service organization made up of prominent female leaders, and Melanie Stricklan, co-founder of Slingshot Aerospace, to inspire today’s Girl Scouts to become tomorrow’s STEM stars. Through hands-on workshops and lectures, Girl Scouts explored topics ranging from nursing and cybersecurity to robotics and forensics at the 12th annual STEMfest at Angelo State University.

Kayla Robinson, STEM Program Specialist for Girl Scouts of Central Texas, was thrilled about the collaboration. “Thanks to AstraFemina, we were able to introduce Girl Scouts to world-class STEM professionals,” she said. “Through engagement with prominent women STEM leaders and thought-provoking STEM activities, event participants are one step closer to believing they can pursue a career in STEM.”

Through partnered programs like STEMfest, Girl Scouts gain confidence in their technology and engineering skills, and are encouraged to pursue their interests in these subjects, where females are traditionally underrepresented.
Leadership: A Universal Language

According to Stanford Medicine, one in 13 students in the U.S. has a food allergy and every three minutes a food allergy reaction sends someone to the emergency room. Gretchen E. from Girl Scout Troop 42101 worked to keep her community from being part of this statistic through her Silver Award project. After learning about the lack of food allergy education resources available in some schools, Gretchen created a program to help students and families prevent food allergy accidents. Gretchen’s English- and Spanish-language flyers help describe common food allergies, what an allergic reaction looks like, and how to care for someone experiencing a reaction. With the help of community partners DJ Bling Foundation and MadeGood, she created and distributed 2,000 educational flyers accompanied by attention-grabbing allergy-friendly granola bars throughout seven Austin schools and Bastrop’s annual ‘Back-to-School Bash.’ Learn more about the Girl Scouts Silver Award and all our higher awards at [www.gsctx.org/awards](http://www.gsctx.org/awards)

“Girl Scouts es donde puedes aprender a ser líder y hacer actividades divertidas que involucran el liderazgo, también puedes explorar carreras y aprender cómo hacer cosas muy divertidas que no solo son ‘cool’ de aprender, pero también que serán útiles en la vida.”

–Niña miembro, Voices Count Survey 2022 (encuesta Voces Cuentan 2022)

Community Problem Solvers

87% of Girl Scouts want to make the world a better place to live in.*

76% of Girl Scouts believe because of Girl Scouts they can make a difference in the world.*

“My daughter has been able to participate in Girl Scouts since kindergarten and she is now a graduating senior. The fun changes as they age, and she has great awareness of community service.”

– Caregiver, Voices Count Survey 2022

* Girl Scouts Voices Count 2022, an annual survey of Girl Scout members, caregivers, and volunteers
Higher Awards

Girl Scouts are encouraged to go above and beyond to make a difference in their community and the greater world. The skills and experiences girls gain along the way set them up for special recognition through the Gold, Silver, and Bronze Awards.

**Bronze Award**

530 Girl Scouts Awarded  
10,600 Hours of community problem solving

**Silver Award**

140 Girl Scouts Awarded  
7,000 Hours of community problem solving

**Gold Award**

29 Girl Scouts Awarded  
2320 Hours of community problem solving

Breaking Barriers

Moving to a new school is not easy for most students. It is even more challenging for English Language Learning (ELL) students who face language barriers and are from non-English-speaking families. When Oluwafunto O. first moved to the United States, she experienced firsthand the confusion of not truly understanding her new school life and the events happening around her, like school dances, sports events, and pep rallies, making school hard to transition into, less fulfilling, and sometimes boring.

Seeing the need for robust materials for ELL students, for her Gold Award project, Oluwafunto created a series of videos to explain the role of a school counselor, shared how to access the Austin Independent School District (AISD) online portal for resources, and explained the importance of school safety drills. All the videos were translated into Spanish, Pashto, and Dari, and she also included captions in additional languages. Her Gold Award project helped approximately 22,218 ELL students in AISD who face language barriers. She collaborated with AISD Refugee Department and reached out to Texas Education Agency, Breakthrough Organization, Casa Marianella, and surrounding school districts to offer her videos and resources.

Through her project, Oluwafunto aims to increase ELL students’ school performance and confidence when participating in school activities. She also translated videos that helped with math lessons for new ELL students in summer school for AISD to Spanish, Japanese, and Mandarin. Her videos made an impression outside of her school district and were requested by Georgetown ISD who has included them to their English Second Language (ESL) resources. Oluwafunto’s determination to create a space for students from different backgrounds to feel included earned her the Girl Scout Gold Award.
Statement of Activities

TOTAL REVENUES
$11,467,693

- Investment Income: $(155,432) -1.36%
- Special Events: $53,820 0.47%
- Contributions: $1,773,591 15.47%
- Programs: $9,458,262 82.48%
- Other Income: $337,452 2.94%

TOTAL EXPENSES
$10,357,378

- Programs: $8,712,263 84.12%
- Fundraising: $663,800 6.41%
- Management: $981,315 9.47%

Statement of Financial Position
(September 30, 2021 - Audited)

Assets
- Current Assets......................... $9,805,734
- Fixed Assets........................... $6,263,995
- Notes Receivable, LT ................. $—
- Restricted Investments............. $1,135,785
Total Assets ......................... $17,205,514

Liabilities
- Current ...................................... $1,467,285
- Long Term ............................... $466,570
Total Liabilities ....................... $1,933,855

Net Assets
- Without Donor Restrictions .......... $13,963,083
- With Donor Restrictions .............. $1,308,576
Total Net Assets ....................... $15,271,659
Total Liabilities and Net Assets ....... $17,205,514
Achieving Dreams through Girl Scouts

When students experience housing and food insecurities at home, these disadvantages affect their academic performance. Schools, school districts, and community programs often partner together to give students a greater depth of resources. At Blake Manor Elementary, two of the many partnering programs available to help students overcome barriers beyond their control are Communities in Schools (CIS) and Girl Scouts.

Griselda “Gracy” Lopez is a program manager with CIS. She manages a caseload of students at Blake Manor Elementary, a Title 1 School, who have been identified as needing extra support to achieve in school. When Gracy started working at Blake Manor Elementary three years ago, the students she was assigned to work with immediately told her that their previous program manager had suggested forming a Girl Scout troop. They fervently hoped Gracy would follow through with this suggestion.

“I want to make sure every kid can follow their dream regardless of their finances or their family makeup. For the girls in my troop, their dream is to be a Girl Scout.”

–Gracy Lopez, Girl Scout Troop Leader

The troop was born when Gracy discovered that through the CIS and Girl Scouts Community Programs partnership, students could participate in Girl Scouts for free and have meetings during the school day, meaning Girl Scout members at Blake Manor Elementary wouldn’t have to worry about transportation. Said Gracy, “To hear families say, ‘I don’t know how I would ever be able to give this to my daughter if it weren’t for you offering it at school’ has been very rewarding.”

Participating in Girl Scouts has made a notable difference at the school. Gracy says, “Girl Scouts at Blake Manor have increased attendance, better grades, and stronger social skills. Parents are eager for their girls to begin and enjoy seeing their child excited about being a part of something so big on our campus.”

It matters to Gracy that she can make Girl Scouts happen for her students. “I don’t want anyone to think they can’t do something because of the color of their skin, or they don’t have enough money, or they don’t have a ride. I want to make sure every kid can follow their dream regardless of their finances or their family makeup. For the girls in my troop, their dream is to be a Girl Scout.”

Financial Aid

Financial Partnerships-Camperships ....... $16,356.28
Financial Partnerships-Registration .......... $57,165.00
Financial Partnerships-Books/Uniforms... $1,060.23
Financial Partnerships-Events ............... $2,790.37
Scholarships ........................................ $17,060.00
Troop Sponsorships .............................. $26,192.11
Total ................................................. $120,623.99

Access to Girl Scouting should not be limited by factors beyond girls’ control. Community Programs aim to serve all girls regardless of their circumstances, bringing programming directly to the places they already are.

Community Programs

Girls Lead/Girls Discovery ................. $118,981.24
GSBB .................................................. $123,690.95
Gamma Sigma ................................. $ -
HACA/Girl Scout Rise ...................... $10,237.29
SISTERS ........................................... $125,726.70
Tech Girls .......................................... $798.16
Total ................................................. $379,434.34
Girl Scouts of Central Texas
Board of Directors

Officers

Nicole Schwartz Nett  Suzanne Copeland
President/Board Chair  Secretary
Lauren Peters  Ryan Greuter
President-elect/Vice Chair  Treasurer

Members-At-Large


Donors

$50,000+
Girl Scouts of the U.S.A.
Google Ads
H-E-B
Samsung Austin Semiconductor
Wells Fargo Foundation

$25,000-$49,999
Cooper Foundation
San Angelo Health Foundation

$10,000-$24,999
3M Brownwood
A + Federal Credit Union

Apple Computer
BBVA
Blue Bell Creameries
Blue Cross Blue Shield of Texas
Cathy and Dwight Thompson Foundation
City of Austin - GTOPS
City of San Angelo
Department of the Army
FIRST in Texas
Georgia B. Lucas Fund
James Donald Orr Charitable Trust
Maxwell Locke & Ritter P.C.
Nina Astin Winkler Charitable Trust
Tina Pulley
San Angelo Area Foundation

Suddenlink - Bryan/College Station
Suddenlink - San Angelo
United Way of Concho Valley

$5,000-$9,999
3M Foundation
Paula and Chad Bookidis
CAPTRUST Financial
City of Austin
City of Fredericksburg
City of Marble Falls
Suzanne and Jay A. Copeland
Catherine T. and John P. Craddock
Dell
Sue Littlefield and Joe DiQuinzio
Harriett Gully Beadle Foundation
IBM Employee Giving
Intel
Leroy and Helge Lamb Family Foundation
Nicole Schwartz Nett
Kathy Rapp
RBC Wealth Management
Silicon Laboratories
Jare Smith
Stylecraft Builders, Inc
Texas A&M - Office of the Provost
United Way of Waco-McLennan County

$1,000-$4,999
Anonymous
Armstrongcaperton & Co, LLC
Atmos Energy Corporation
Austin Public Health
Ashley Beebee
Better Business Bureau
Heart of Texas
Birdie Hartsough Frey Memorial Fund
Magdalena Blanco
Bluebonnet Circle Service Unit
Annette Booker
Shelley Clifford Brophy
Jeffrey Burton
Karen Butler-Purry
Sarah and Earnest Butler Family Fund
Byram Properties
Carol Dochen Realtors Inc
Central TX Black Networking Alliance ERG - Dell Technologies
Sue Chandler
Charities Aid Foundation of America
Cisco Systems
Meredith Clarke
Community Foundation of Brazos Valley
County Of Falls
Lisa and Roger DeWeese Distillery 291, Inc.
Electronic Arts - Workplace Giving
Jessica Ewing
Trish Ferguson
FIRST in Texas Foundation
Gene Haas Foundation
Mary-Helen Giles
Goodnight Loving Vodka
Google
Linda Goss
Group 1 Automotive
GS Central Bell SU
GS Troop 2357
Gunter Charitable Trust Fund
HCA Foundation
Higginbotham
Home and Ranch Real Estate
Home by red door
I-Pex USA, LLC
J & J Transportation
Earind Jackson
JE Dunn Construction
Johnson & Johnson
Mary and Bill Keienburg
Kendra Scott Design, Inc.
Jeanne Kendrick
Killeen Evening Lions Club
Melissa Kittner
Knight Office Solutions
Jennifer Lester
Andra Liemandt
LPL Financial
Katharine McCormick
J. Mark McLaughlin
Michelle and Victor Mendez
Leslie Midgley
Mobile Communications America
Hema Mullur
Nancy and Michael Ohlendorf
Diane and Arthur Olbert
Paycom
Bookman and Florence Peters Family
Lauren Peters
Luardo G. Pineda
Lt. Col. Ronald Lee Piri and Mrs. Alice E. Piri
Ann Clark and Timothy Price
Barbara and Joseph Rallo
Felicia Wright Roark
San Angelo Kiwanis Club
Saxon MD Facial Plastic Surgery
Suzi Scaramuzza
Alice Scarbrough
Jillian Summar
Texas A&M-College of Science
Texas Instruments Inc
Texas Land Title Association
Sarah Thompson
Beth and Derral Thorson
Dawn Tiemann
United Way for Greater Austin
United Way of Brown County
United Way of the Greater Fort Hood Area
Violet Crown Service Unit
Rina vonFrisch
Walmart #1249
Walmart #2991
Walmart #322
Walmart #4130
Walmart #77
Walmart Sam's #4948
Walmart
Kimberly Watson-Hemphill
Kimberly Wells
Jennifer Alaniz Zoghby and Jeriad Zoghby