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Liza and Carol
“The work of today is the history of tomorrow, and we are its makers.”  
— Girl Scouts founder Juliette Gordon Low

Our many successes in 2019 prove that Girl Scouts San Diego is strong and active as we fulfill our mission of building girls of courage, confidence, and character, who make the world a better place. We are the #BestPlace4Girls, preparing them with the leadership skills to turn their ideas into action. Through relevant programs focused on STEM (science, technology, engineering, and math), the outdoors, life skills, and entrepreneurship, Girl Scouts become resourceful and creative.

Within our all-girl, girl-led environment, and supported by dedicated and trained volunteers, Girl Scouts took the lead during 2019—in their lives and in the world! Highlights included:

• 23,899 STEM experiences that built girls' confidence (13% more 2018)
• 16,403 girls exploring the outdoors during camping weekends (25% more than 2018)
• 3 years of sustainable membership growth, an achievement celebrated by Girl Scouts of the USA
• 11,301 volunteers whose member experience was simplified and enhanced through in-person outdoor skills training, online trainings, and more community collaborations
• 1 National Gold Award Girl Scout, among the 10 girls who earned this prestigious honor

On behalf of our 35,000 girl and adult members, board of directors, and staff, thank you for supporting the critical work of developing tomorrow’s leaders.

Liza Crisafi  
Board Chair

Carol M Dedrich  
Chief Executive Officer
1 office
3 program centers and retail shops
2 camps
9,008 square miles

113 full-time employees
34,554 members

MEMBERSHIP SERVICE AREA.
At Girl Scouts, girls *discover* who they are, where their talents lie, and what they care most about. They *connect* with people in their communities, and *take action* to change the world!

**Race**
- 55% White
- 5.2% Asian American
- 6.1% Other races
- 3.3% Black/African American
- 0.64% Hawaiian/Pacific Islander
- 0.41% American Indian/Alaskan Native
- 5.8% Two or more races
- 23.6% Not reported

**Ethnicity**
- 45% Non-Hispanic
- 29% Hispanic
- 25% Not reported
- 23.6% Not reported

**Girls by grade level**
- **Daisy** (grades K-1): 23%
- **Brownie** (grades 2-3): 26%
- **Junior** (grades 4-5): 21%
- **Cadette** (grades 6-8): 18%
- **Senior** (grades 9-10): 7%
- **Ambassador** (grades 11-12): 5%

**Outreach Program participants**
- 4,308

**Volunteer-led troops**
- 1,920

**Members**
- 23,377 girl members
- 11,301 adult members
Bronze. Silver. Gold. These awards represent the highest honors Girl Scouts can earn. All three give girls the chance to grow in confidence as they design service projects that make our world a better place.

The Girl Scout Gold Award, Girl Scouting’s highest achievement, is a top-tier credential for girls, enabling them to distinguish themselves in the college admissions process, earn college scholarships, and enlist in the military one rank higher.

Earned by just five percent of Girl Scouts annually, the Gold Award requires girls to demonstrate their leadership abilities by creating sustainable projects that address a local issue with a global link. Earning the award is often a multi-year process involving more than 80 hours of community service, education, and advocacy.
As cookie entrepreneurs, girls gain essential life skills and work as a team to accomplish common goals and solve problems. They build the confidence they will need to shine as girls, as young women, and as future leaders.

5 Skills
4. People skills   5. Business ethics
When girls participate in the Girl Scout Cookie Program, they get more than life-changing experiences and adventure. They also develop essential life skills, soar in confidence, and practice leadership, the Girl Scout way. Together, they lift one another up and change the world.

Girl Scouts use their cookie earnings to improve their communities. From helping animal shelters and feeding people who are homeless to raising awareness about bullying and making public areas more accessible, Girl Scouts can—and will—do anything they put their hearts and minds to.
According to a recent study, Girl Scouts who participate in girl-focused STEM programs:

- Become better problem solvers, critical thinkers, and inspirational leaders
- Get better grades, earn scholarships, and follow more lucrative career paths
- See STEM as the foundation for a meaningful and successful future

23,899 girls in STEM experiences

63 local STEM community partners

113 STEM badges and Journeys

Our thanks to Champion STEM Supporter SDG&E and STEM Partners Cox Communications, Nordson Corporation, Qualcomm, ResMed Foundation, and Southwest Airlines for providing Girl Scouts with nearly 24,000 hands-on experiences in STEM last year! Girl Scout badges—from Digital Arts, Robotics, and Mechanical Engineering to Computer Science and Cyber Security—form the basis of activities that help girls build a strong foundation for lifelong success.

4,060 girls connected with adult role models in STEM fields
Operation Wing Scout, sponsored by Southwest Airlines, is held aboard the USS Midway Museum.
From the backyard to the backcountry, Girl Scouts has a long, storied, and successful history of getting girls outdoors. And that’s great news—because when Girl Scouts get outside, they:

- Discover they can better solve problems and overcome challenges
- Develop leadership skills, build social bonds, and are happier overall
- Become team players and care more about protecting our environment
8,678 girls challenged themselves on the ropes courses and archery ranges.

464 girls began their backpacking adventures through the wilderness hiking program.

3,453 girls went to summer day and resident camps.

16,403 girls got outdoors for a Girl Scout camping weekend.

8,678 girls challenged themselves on the ropes courses and archery ranges.

Mt. Whitney backpacking adventure
CIVIC ACTION TODAY.
CONGRESS TOMORROW.

- 126 community partner organizations
- 25 girls
- 6 women executives
Whether by exercising and staying healthy, developing strong relationships with family and peers, advocating on behalf of others, protecting the environment, or exploring careers that can change the world for the better, Girl Scouts gain the skills and inspiration to accept challenges, overcome obstacles, and take the lead.

Earning Girl Scout badges—ranging from Civic Engagement, Healthy Living, and Communication Skills to Practical Skills and Global Citizenship—is a great way for girls to explore new interests and expand their horizons.

Emerging Leader Girl Scouts, mentors, and Cool Women of 2019

41
Emerging Leader Girl Scouts

62,386
badges purchased in council shops

Emerging Leader Girl Scouts, mentors, and Cool Women of 2019
Girl Scouts contribute to the world in purposeful and meaningful ways. They learn how to identify problems in the community, and create action plans to solve them.

Adult leaders provide emotional support by making girls feel valued in an all-girl, girl-led environment. More than 11,000 exceptional women and men dedicate their time and talents to introduce girls to new adventures and help them unleash their inner G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader™) to take the lead and change the world.

38,600 hours of community service from our Gold, Silver, and Bronze Award Girl Scouts

3.16M cookie packages donated since 2002

3,554 volunteers completed online training

4,460 troop leaders guided girls through the Girl Scout Leadership Experience

1,089,121 volunteer hours contributed to advance the Girl Scout mission
Financial Position

| Current Assets                  | $8,631,240 |
| Investments                    | 13,445,172 |
| Property and Equipment, net    | 10,531,031 |
| **Total Assets**               | **$32,607,443** |

Liabilities and Net Assets

| Current Liabilities            | $1,143,586 |
| Long-Term Liabilities          | 12,943     |
| Net Assets                     |            |
| Without Donor Restrictions     | 30,567,961 |
| With Donor Restrictions        | 882,953    |
| **Total Liabilities and Net Assets** | **$32,607,443** |

Income Statement Summary

| Revenue, Public Support, and Investment Income | $12,783,799 |
| Functional Expenses                         | 12,185,462  |
| Non Operating Expenses                      | 328,767     |
| **Total Expenses**                           | **12,514,229** |
| **Net Income**                               | **$269,570** |

Audited financial statements are available upon request.
Thank you.

Lifetime Giving (as of Sept. 2019)

We extend our deepest gratitude to these individuals for their cumulative gifts to support Girl Scouts San Diego.

The Centennial Circle
$1,000,000 and above
Dorothy and John E. Helm*
Jo* and Ron Moss
Frances Hamilton White

The Platinum Circle
$500,000-$999,999
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Name
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Richard Sandstrom
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Peggy Price
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Carolyn and Kent Walker
Lori and Bill Walton
Evelyn Woerpel Trust*
Arelene and Thad Wolinski
Cathy Young and Mike Buhai
Carole and Michael Ziegler

* Deceased     ** Estate of
Juliette Gordon Low Society (as of Sept. 2019)
The Juliette Gordon Low Society honors friends who have named Girl Scouts San Diego in their wills, living trusts, IRAs, or other life-income gifts. These planned gifts provide critical long-term support for our council, allowing future generations of girls to experience the unique leadership opportunities available only through Girl Scouting.

Melyn Acasio
Meredith and Robert Alcock
Barbara L. Alderson
Erik and Eva Andersen
Sandra Banfield
Jeni and Elias Barajas
Virginia “Ginny” Barton
Dianne Belk and Lawrence Calder
Marla B. Black
Helen Bloomfield
Marie and Lee Boozel
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Kathy Drucquer Duff and George Duff
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Tange Tipton Gavin
Barbara Ann and David E. Groce
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Elinore Y. and Ralph V. Mazza
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Mimi and Mike Murray
Christopher Carstens
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Barbara J. Norman, CHFC
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Justine Panian
Kassie and James Panian
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Kristen K. Pieper and Family
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Danell Scarborough Gavares
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Nancy L. Scott
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Claudette and Ralph Steinhauser
Jean B. Stewart
Pamela Stubbs
Katie and Dan Sullivan
Sandy Sultz
Pamela L. Summers
Pearl and Andrew* Szymanski
Mary Talle
Judy Thompson
Coralie C. Thomson
Evelyn Mack Truitt
Elizabeth and Andy Van Pelt
Catherine Veatch*
Tammy and Louie Vener
Kelly Waggonner
Maggie Watkins
Laura and Ervin Wheeler
Arelene E. Wolinski
Anonymous (9)

* Deceased

Charitable Gift Annuities
Charitable gift annuities provide tax savings and income to the donor and ultimately benefit Girl Scouts San Diego. Thank you to Barbara for investing in Girl Scouts.

Barbara Dickey

Members of our Promise Circle (who make annual gifts of $1,000 or more) and the Juliette Gordon Low Society were guests of honor at an appreciation reception at Sue and John Major’s home. Sue, a member of the GSUSA Board of Directors, Connie Matsui—who serves on the World Association of Girl Guides and Girl Scouts Board—and Girl Scouts San Diego Board Chair Liza Crisafi shared their insights.

Girl Scouts of the USA CEO Sylvia Acevedo met with members, volunteers, and donors to discuss preparing the workforce of tomorrow, including increasing diversity among future STEM leaders.
Generous support from our foundation and organizational donors help girls learn to use their voices, develop a strong sense of self, step outside their comfort zones, and build resilience.

Academy of Our Lady of Peace
Albert W. and Mildred Hubbard Non-Endowment Fund
The Baker-Baum Charitable Fund of the Ayco Charitable Foundation
The Barbara and David Groce Fund
The Beckman-Matsui Family Fund
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Donors of Valley Endeavors (DOVES)
The Edith Hazel Ondrasik Girl Scouts Campership Endowment
The Edward Bert Cramer Memorial Fund of the JCF
Ellen Browning Scripps Foundation
The Elwyn Heller Foundation of San Diego
The Etta Schwieder Fund-Girls Club of San Diego
GEICO Philanthropic Foundation
The Hervey Family Non-Endowment Fund
The Hodge Family Fund of the DuPage Foundation
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Julia Richardson Brown Foundation
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Mudd Charitable Foundation
Nordson Corporation Foundation
The Pepper Family Foundation
The Phyllis Epstein Non-Endowment Fund
Pratt Memorial Fund
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ResMed Foundation
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Samuel I. and John Henry Fox Foundation
Samuel and Katherine Weaver French Foundation
Susan and John Major Donor Advised Fund at RSFF
The San Diego Foundation
Valley Center Lions Club
Wells Fargo Foundation

These organizations provided valuable support for girl programs.

$25,000+
Girl Scouts of the USA
Mission Federal Credit Union
Nordson Corporation
Northrop Grumman
Qualcomm
San Diego Gas & Electric
Southwest Airlines
Wells Fargo

$10,000-$24,999
Cox Communications
Dyna
Major Executive Search

$5,000-$9,999
Airsmart Aviation
Island Architects
Marsh & McLennan Insurance Agency
Sharp Health Plan

$1,000-$4,999
Ahern Agribusiness
Allianz Global Investors
Anderson Plumbing Heating and Air
Ashdon Farms
Beyond Ordinary Software Solutions
Blankinship & Foster
Chevron Corporation
Continental Catering Cubic

SPECIAL THANKS to the counties of San Diego and Imperial for their ongoing, generous support of our programming.
Individual Gifts
We gratefully acknowledge individuals whose generous contributions keep Girl Scouting available and affordable for local girls. The Promise Circle recognizes generous supporters who donate $1,000 or more in the year.

$25,000 and above
Barbara J. Dickey
Cathy and Matthew Hervey
Susan and John Major
Katie and Daniel Sullivan
Catherine Veach*

$10,000-$24,999
Julia Brown
Regina and Shea Buckley
Nadine and Carlo Daleo
Barbara and David Groce
Arlene Harris and Marty Cooper
Vicki and Lisa Mealer-Burke
Patti Roscoe and Jim Tiffany
Kathleen Slayton and Robert Kilian
Evelyn Truitt and Paul Black
Katherine D. White

$5,000-$9,999
Liza and Tony Crisafi
Dorothy and Andrew Gallagher
Tange and Thomas Gavin
Janice and Matthias Kurth
Carole and Woody Ledford
Kimberly and Mike Manhard
Mimi and Mike Murray
David Pepper
Monica and Joseph Piepenkotter
Claudia and Simon Silva
Rahil and Joshua Swigart
Judy Thompson and Mike Conner
Frances Hamilton White

$2,500-$4,999
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Joyce Glazer
Dea and Osborn Hurston
Kathy and Darrell Issa
Diedra Johnson
Kathie Kim
Bunny and Dan Krall
Connie Matsui and Bill Beckman
Ron Moss
Coreen and Kevin Petti
Vicky Pion
Mary Kay Stolting
Ellen and Bill Whelan
Cathy Young and Mike Buhai

$1,000-$2,499
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Dede and Michael Alpert
Cielo and Jacob Anderson
Kathryn and Thomas Ashworth
Kim Barrett and Peter Pierce
BBA Family Trust
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Jenny Bussett
Sandra and Harry Carter
Jaya Cummaragunta

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Billie and Richard Deihl
Solveig and Dan Deuprey
Kathy Drucquer Duff and George Duff
Laura and Bob Duggan
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Phyllis and Daniel Epstein
Mary Erlenborn and Tom Templeton
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Donna Sexton
Linda Spuck
Claudette and Ralph Steinhauer
Jessica Voytek
Carolyn and Gordon Walker
Laura and Ervin Wheeler
Deanne Witt
Arelene and Thad Wolinski

* Deceased

THANK YOU.

Girl Scout Outreach's Mountain Adventure, sponsored by San Diego Rotary Club 33, hosted 100 girls for a weekend at Whispering Oaks.

RJS Law a Tax Firm sponsored 20 billboards throughout San Diego in support of the Girl Scout Cookie Program.

Nina de Burg (center) was honorary chair of Urban Campout: All That Glitters is Gold.
Daisy’s Circle was created in honor of our founder, Juliette “Daisy” Gordon Low, to support the enduring power of Girl Scouts. These special donors contribute every month, ensuring a strong stream of support for programming for girls.

Gifts in Honor of...

Ariana Burciaga-Ortiz
Anonymous
Emily Frazier
Mike A. Frazier
Tange T. Gavin
Laura Duggan
Keanan Gottlieb
Marianne C. Gottlieb
Barbara A. Groce
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Karlin Winner
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Gifts in Memory of...

Bobbie Catlin
Merle Brodie
Joy Davis
Carol Dedrich
Michael Diddock
Mary Doyle
Debbie Fitzhugh
Miriam MacPherson
Remy N Ordona
Del & Joanne S. Ritchhart
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Cándida L. Granados
Anonymous
Bob Moore
Judith A. Shaw

My Mother and Grandmother
Darcy Bingham
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Linda Contreras
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Lisa Pierce
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