



2023

Annual Report

Strength in Sisterhood

October 2022 – September 2023

girlscouts 
of central texas



A Message From the CEO

Girl Scouts is a place where girls try things, build new skills, learn to believe in themselves, and grow their confidence. But the magic of Girl Scouts is in the connections made with each other.

In a world where our youth are learning from content creators and influencers —where girls increasingly hold themselves to standards of perfection—Girl Scouts’ circle of friendship, this place of sisterhood, this safe space to fail and get up again, matters more than ever.

Girl Scouts gives every girl a place to be important, to celebrate who they are, to voice their opinion, and to feel powerful. As each Girl Scout gains new skills like leadership and entrepreneurship, I am buoyed by the knowledge that this skill-building is enhanced by other important factors. Our members have a community that accepts and supports them, and leaders who make them feel important and who help them reach their goals. This community of care surrounding each Girl Scout is what builds their courage, confidence, and character, and encourages them to work towards making the world a better place for us all.

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

Sincerely,

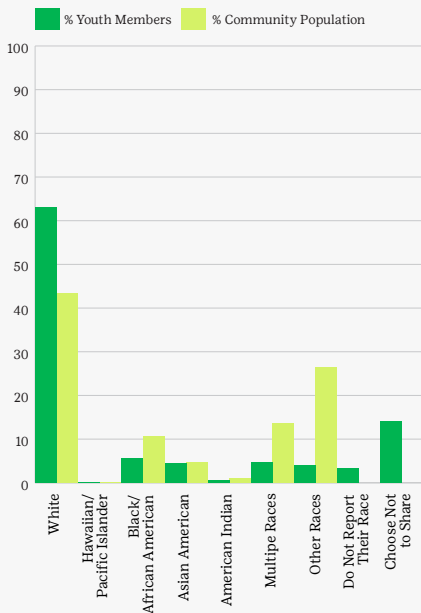
A handwritten signature in black ink that reads "Paula Bookidis". The signature is fluid and cursive, with a long horizontal line extending to the right.

Paula Bookidis
Chief Executive Officer

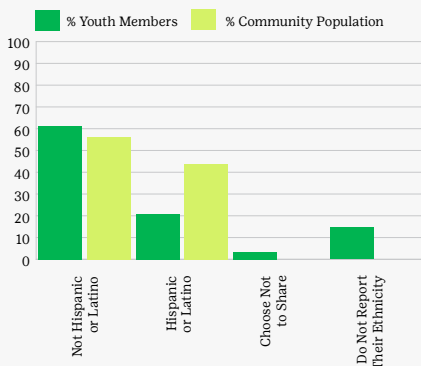
Members' Race and Ethnicity

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 make the world a better place while embracing their own leadership experience.

Racial Representation



Ethnic Representation



Our Mission

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



Our Members

12,696

Total Girl Scouts Served

2,272

Troop and Service Unit Leader Volunteers

84%

of Central Texas Girl Scouts say their troop leaders help them reach their goals.*

1,878

Girl Scouts Served Through School and Partner Programs

10,162

Total Adult Members

83%

of Central Texas youth members say participating in Girl Scouts makes them feel like they are part of something bigger than themselves.*

“Girls Scouts makes me feel important and responsible. I love my troop and leaders and want to be a Girl Scout again next year.”

—Siannah, Brownie Girl Scout*



* Girl Scouts Voices Count 2023, an annual survey of Girl Scout youth members, caregivers, and volunteers.

Our Programming

93%

of Central Texas youth members say they learn new things in Girl Scouts.*

“Being in Girl Scouts helps me get out of my comfort zone.”

– Ambassador Girl Scout*

“Girl Scouts gives me opportunities I wouldn’t get anywhere else.”

– Senior Girl Scout*

60%

of Central Texas youth members say they try new things, even if they are afraid of making mistakes.*

 <p>STEM</p>	 <p>Outdoors</p>	 <p>Life Skills</p>	 <p>Entrepreneurship</p>
<p>Benefit: Girl Scouts increase their confidence in STEM</p>	<p>Benefit: Girl Scouts develop connections with the natural world</p>	<p>Benefit: Girl Scouts form positive identities</p>	<p>Benefit: Girl Scouts learn goal-setting skills</p>
<p>5,910 council-led experiences</p>	<p>2,945 council-led experiences</p>	<p>3,068 council-led experiences</p>	<p>8,123 members gained business skills through the Girl Scout Cookie Program</p>
<p>8,682 badges, journeys, and patches earned</p>	<p>9,926 badges, journeys, and patches earned</p>	<p>18,520 badges, journeys, and patches earned</p>	<p>7,088 badges, journeys, and patches earned</p>

Girl Scouts across Central Texas earned 44,216 badges, journeys, and patches during our 2023 membership year, gaining experience and hands-on practice with building a budget, mechanical engineering, coding, camping, cultural awareness, fostering positive relationships, helping their community, and more.

“She gets to do things that she wouldn’t normally pick to do herself.”

– Girl Scout Caregiver*

* Girl Scouts Voices Count 2023, an annual survey of Girl Scout youth members, caregivers, and volunteers.

Top 5 Council Programs

Based on program enrollment

Badge Day at the Science Mill

Skate into STEM: The Science of Light

Bryan College Station STEMfest

Samsung STEM Rescue Challenge

Celebration of Latin Heritage



Celebrating Our SISTERS

With school dropout rates surging in the wake of COVID-19, Texas is failing to graduate one out of every five students, representing one of the worst state-wide graduation rates in the country. Stay In School To Enjoy Real Success, or SISTERS, is a Girl Scouts of Central Texas program that seeks to decrease the school dropout rate by offering girls experiences and tools that help them build their own bright futures. Launched in San Angelo in 2007, the program remains a core component of the district's dropout prevention program. Through SISTERS, Girl Scouts broaden their life experiences, gain encouragement to make positive life decisions, and find support as they progress toward high school graduation.

In the 2022-2023 school year, SISTERS served 248 girls in San Angelo and expanded to Waco, serving 80 girls in the first year. SISTERS enjoy a wide variety of activities, including two large service projects per year and an annual multi-day tour of secondary education opportunities with visits to a four-year public school, a four-year private school, a community college, a trade school, and a Historically Black College and University (HBCU). **With participants achieving a 99 percent grade promotion rate** at the end of the last school year, we look forward to continuing to support our SISTERS as they expand their opportunities by staying in school and graduating.



A Safe Space for Girls

Mental health and wellness are top concerns for today's youth. Girls' increasingly high standards for themselves compound those issues. Between the ages of eight and fourteen, girls' confidence levels drop by 30 percent. Girls are more likely than boys to describe themselves as stressed, anxious, shy, emotional, worried, depressed, and ugly. More than half of teen girls feel pressure to be perfect. In this sea of challenges, Girl Scouts offers a safe space.

89%

of Central Texas Girl Scouts say their troop leader makes them feel important.

64%

of Central Texas caregivers say being a Girl Scout contributed to their child's happiness.

78%

of Girl Scouts say because of Girl Scouts, they feel good about themselves.

52%

of Central Texas caregivers say being a Girl Scout contributed to their child's emotional well-being.

Community Problem Solvers

87%

of Central Texas Girl Scouts say they want to make the world a better place to live in.*

72%

of Central Texas Girl Scouts say it is important to them to make a difference in their communities.*



“Girl Scouts has increased my courage and ability to voice my opinion. I learned to speak up about matters that I care about and lead a team. The leadership experience I have gained throughout my years in Girl Scouts has advanced my skill set. Girl Scouts has also taught me to be a sister to everyone.”

– Bela J., Gold Award Girl Scout

* Girl Scouts Voices Count 2023, an annual survey of Girl Scout youth 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.

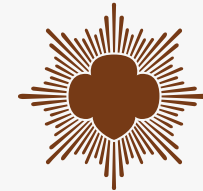
From Passion to Problem Solving

Nicola K.'s Gold Award project was inspired by her love of reading. Growing up, she had access to a home library of books, and she reread her favorites over and over. Beyond the enjoyment derived from reading, Nicola learned that the number of books in the home correlates significantly with higher reading scores for children. But not every child has the same access to books.

Nicola discovered that on average, children in economically disadvantaged households have zero to two books in their homes, in effect, creating a barrier to reading skills development. To address this issue and earn her Gold Award, Nicola created a process to facilitate the continuous flow of gently used books to students experiencing homelessness or in foster care.

Nicola built book benches that were placed in Round Rock Independent School District (RRISD) elementary school libraries as a permanent collection point for donated books. She engaged school librarians to host book donation drives during their annual book fair fundraisers and to encourage students to drop off donated books at any time in the book benches she had built.

Working with the PTAs across RRISD elementary schools and the Families in Transition (FIT) office, which serves students experiencing homelessness or in foster care, Nicola designed a system to collect donated books at each campus and deliver them to FIT for distribution. By the spring of 2023, Nicola's system had collected 620 books and distributed them to two hundred families. Additionally, she secured a commitment from the school libraries, PTAs, and the district FIT office to sustain the system year after year.



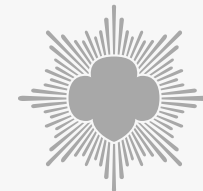
Bronze Award

368

Girl Scouts Awarded

7,360

Hours of Community Problem Solving



Silver Award

116

Girl Scouts Awarded

5,800

Hours of Community Problem Solving



Gold Award

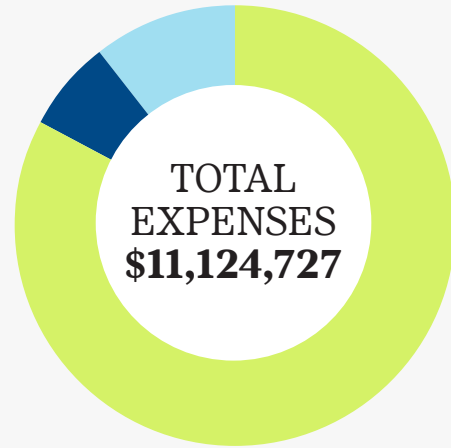
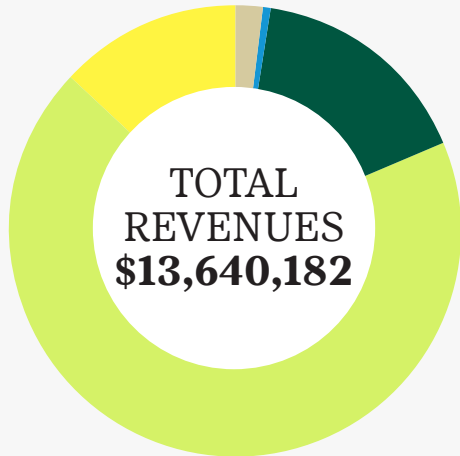
26

Girl Scouts Awarded

2,080

Hours of Community Problem Solving

Statement of Activities



■ Investment Income	\$284,788	2.09%
■ Special Events	\$61,397	0.45%
■ Contributions	\$2,193,669	16.08%
■ Programs	\$9,343,843	68.50%
■ Other Income	\$1,756,485	12.88%

■ Programs	\$9,216,474	82.85%
■ Fundraising	\$757,400	6.81%
■ Management	\$1,150,853	10.34%

Statement of Financial Position (September 30, 2023 - Audited)

Assets

Current Assets	\$12,214,652
Fixed Assets	\$5,976,845
Restricted Investments	\$1,278,947
Total Assets	\$19,470,444

Liabilities

Current	\$1,254,138
Long Term	\$429,192
Total Liabilities	\$1,683,330

Net Assets

Without Donor Restrictions	\$16,211,825
With Donor Restrictions	\$1,575,289
Total Net Assets	\$17,787,114
Total Liabilities and Net Assets	\$19,470,444



Increasing Opportunity for All Girls

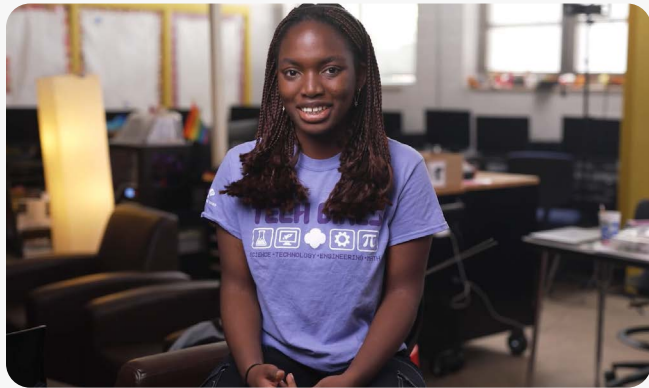


At Navarro Early College High School in Austin, girls from all parts of the world come together to experiment with hands-on STEM projects and discover STEM opportunities. Tech Girls, one of five special community programs offered by Girl Scouts of Central Texas, delivers unique science, technology, and engineering opportunities at Title I campuses across Central Texas, where girls would not otherwise have access to this kind of enhanced programming. **“Tech Girls allows us to pull and support and promote students that may not have those opportunities elsewhere,”** says Felipe Trimiño, teacher and Tech Girls group leader.

“Here, you learn both being a leader and a team player, which is very important in the [STEM] job field.”

– Horeen N.,
Tech Girls Member, Navarro High School

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



Tech Girls is more than just science and technology. Tech Girls member Blessing O. thinks it’s also about the supportive relationships. “The sisterhood has made me more comfortable working with coding assignments and taking leadership roles in other club activities,” she shared. Today, women represent 47 percent of the U.S. workforce but only 34 percent of workers in STEM fields. But Tech Girls see the future differently. “I want to prove that I’m a minority and a woman and I can do anything,” said Horeen.

Community Programs	Investment
Discovery Girls.....	\$480,199.70
Gamma Sigma	\$73,796.65
Girl Scouts Beyond Bars.....	\$94,827.72
SISTERS.....	\$133,552.67
Tech Girls	\$103,343.08
Total	\$885,719.82

Financial Aid	
Camperships.....	\$15,198.75
Registration.....	\$59,360.00
Books/Uniforms	\$837.70
Events.....	\$4,308.58
Scholarships	\$17,500.00
Troop Sponsorships	\$34,589.92
Total	\$131,794.95

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Suzanne Copeland
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Jennifer Alaniz Zoghby
Board Vice Chair

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Socar Chatmon-Thomas
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\$50,000+

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City of Fredericksburg
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Samsung Austin Semiconductor

\$25,000-\$49,999

Wells Fargo Foundation

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A + Federal Credit Union
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Foundation

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Georgia B. Lucas Fund

Girl Scout Troop 3993

Girl Scouts of the U.S.A.

Harry E. and Eda L. Montandon
Charitable Trust

Loewy Law Firm

Lola Wright Foundation

Maxwell Locke & Ritter

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Shamrock Foundation

United Way of Waco-McLennan
County

Waldon H. and Adele Orr
Charitable Trust

\$5,000-\$9,999

3M Foundation

Apple Computer

Atmos Energy Corporation

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City of Marble Falls

Suzanne Copeland

Forest Trails Service Unit,
Girl Scouts of Central Texas

Google - Workplace Giving

Harriett Gully Beadle Foundation

H-E-B San Angelo

JE Dunn Construction

Sue Littlefield and Joe DiQuinzio

Nicole Schwartz Nett

\$1,000-\$4,999

America's Best Local Charities
Anonymous
Austin Community Foundation
Leslee D. Beauchamp
Mick Beaver
Emily K. Beierle-McKaskle
Kirsten Billhardt
Blue Cross Blue Shield of Texas
Bluebonnet Circle Service Unit,
Girl Scouts of Central Texas
Annette Booker
Paula and Chad Bookidis
Bookman Peters Family
Nancy Bratcher
Bright Funds Foundation
Shelley Clifford Brophy
Stacie Butler
Byram Properties LLC
Central Bell Service Unit, Girl Scouts
of Central Texas
Sue A. Chandler
Cisco Systems
Meredith Clarke
Jennifer Crutchfield
CWS Apartment Homes, LLC
Jason De Vos
John Deere
Dell
Dell - Workplace Giving
Lisa K. DeWeese
The E. P. Woodruff Trust
Education Outfitters
Ken J. Ely
Enterprise Holdings Foundation

James Robert Eskew
Jessica Ewing
Trish Ferguson
Firefly Consulting
First Apple
FIRST in Texas Foundation
Frank K. Webb Charitable Trust
Luisa Gaviño-Martinez
Gene Haas Foundation
Girl Scout Troop 475
Girl Scouts Heart of Central
California
Vianey Gonzales
Uma Govindaraju
Ryan Greuter
Gunter Charitable Trust Fund
HCA Foundation - Workplace Giving
High Five Events, LLC
home by red door
IBM Employee Giving
I-Pex USA, LLC
Earind C. Jackson
Jim Bass Ford, Inc.
Johnson & Johnson
Kendra Scott Design, Inc.
Jeanne Kendrick
Melissa Kittner
Knight Office Solutions of Austin
Andra Liemandt
Rebecca Longino
Katharine McCormick
Angie McFarland
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Moontower Design & Build
National Instruments
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Kathy Rapp
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Cherisse Robison
Alice Scarbrough
Chantel Seymore
Vesta Shubert
Jare Smith
Starlight Service Unit, Girl Scouts of
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Toyota of North Austin
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United Way of Brown County
United Way of the Greater Fort
Hood Area
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Kimberly Watson-Hemphill
Wells Fargo Bank Employee Giving
Jennifer Alaniz and Jeriad Zoghby