

This year could be summed up as Rebuilding Our Future: together! While the impacts of the COVID-19 pandemic have blended into the fabric of our lives, the impacts on girls, adults, volunteers, caregivers and staff can be seen throughout everyday experiences.

Long term effects of the virus itself, isolation of families and communities, the impacts of shut-downs and economic downturns are realities we all face. It has been well documented that girls are facing a mental health crisis of utmost proportions.

We have a bold vision, here at GSNENY. We aim to eliminate self-doubt in girls forever.



Through the Girl Scout Leadership Experience, delivered by trusted adult volunteers and top-notch Council programs and camp, we see that girls develop belief in themselves, learn to fail and learn in a safe environment, and develop key skills that serve them their whole lives through. Girl Scouts is the best place for this life changing experience: it is safe, girl-focused, girl-led and developed with the unique needs of girls in the forefront.

To make this happen, we worked hard this year to recruit and hire the best possible staff, and to make the volunteer experience simpler. We brought to life Rallyhood- the collaborative platform for volunteers that was a top voted choice by elected Council delegates at last year's strategic planning retreat. And this coming year, will launch a companion resource hub- at their top request. Our commitment to providing excellent customer service, support for our volunteers, and most importantly- the best experience a girl can have - is unwavering.

We invite you to join us in our mission of building girls of courage, confidence, and character, who make the world a better place.

Yours in Girl Scouting,

**Kristen Navarette, M.D., Board Chair and
Brenda Episcopo, Chief Executive Officer**



Girl Scout Experience

Girl Scouts of Northeastern New York (GSNENY) offered 149 programs in MY23, including:

Career Try It: Plumbing & Steamfitting

I Tried SCUBA

Performance of The Nutcracker

Sisterhood SHenanigans

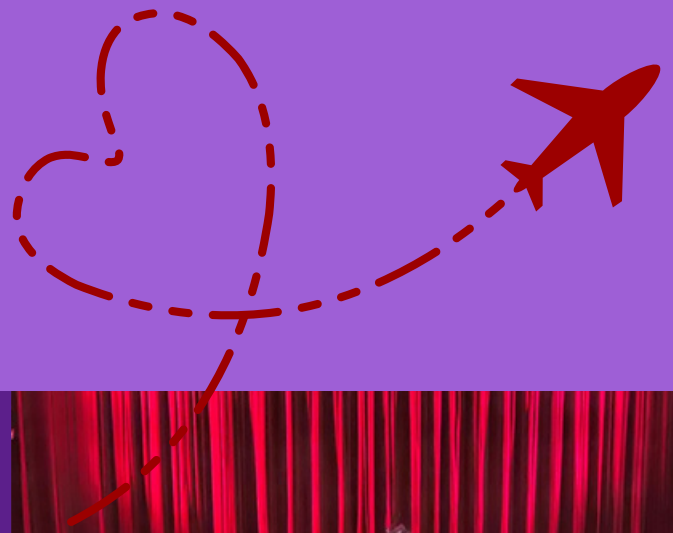
Ghoul Scout Archery

Pack 'n Paddle



Destination: Japan

In May, 16 girls and 8 adults, including two Council staff, traveled to Japan on a GSNENY-sponsored Destinations trip. They spent 10 days, learning more about the culture with their visits to the temples and shrines and other cultural sites. They also enjoyed the trip to Tokyo Disneyland, the zoo where they were able to feed the animals, and the high-speed train for travel.





Around the Campfire

2023 brought the return of international staff to camp. Counselors came from Turkey, Hungary, Ireland, Israel, England, and Scotland.

New changing stalls, generously built by Regeneron, made their debut at Camp Is-Sho-Da, affording all campers privacy and dignity when changing at camp.

A total of 902 Girl Scouts attended camp!

697
Camp
Is-Sho-Da

127
Hidden Lake
Camp

78
Lake Clear
Camp

Volunteer Services

In 2023, we provided training for nearly 250 volunteers! Three volunteers completed a Train the Trainer program, which enables them to deliver New Leader Training within their Service Unit.

During the Annual Volunteer Dinners we were pleased to recognize many of our loyal volunteers, including:

Pat Flath for 75 years of membership
Priscilla Altizer for 80 years of membership!



Philanthropy

The Annual Women of Distinction event honored four outstanding role models from the GSNENY North Country footprint for their professional success and community impact.

Ignite Her Flame, a virtual fundraiser, garnered more than \$20,000 to support GSNENY camps and outdoor programs.



Membership Achievements

GSNENY ended MY23 at 99% to goal and achieved 10.3% growth.

The total number of Girl Members increased by 9.9%, placing our Council 28th in the country for Girl market share.

Council welcomed 1,747 new Girl members (+35.8%) and retained 3,568 Girl Members (+2.2%), placing GSNENY 13th in the country for Girl Retention.

The total number of Adult Members increased by 11% (3,393), including 871 new Adult Members (+37.4%) and 2,522 Adult Member renewals (+0.8%).



From the Executive Office

The Executive Office leads the strategic and governance work of our Council.

In MY23, we accomplished a few major highlights:

An update was made to our bylaws, where we added an Advocacy Committee to our board, changed the timing of the Annual Meeting, and made it easier for a Service Unit to keep their delegate and alternate roles filled, to promote engagement in our governance.

We also attended and took our National Delegates and Alternates to engage in the governance of our movement at the 56th National Session and Girl Scout Convention.

Completed the first full year of our strategic plan, with great success in hitting our performance targets, as seen throughout this report. Council delegates participated in ranking priorities for this plan in the year prior. This year, we launched Rallyhood: an online collaboration platform for volunteers, caregivers and Council to collaborate in a more efficient way- a top voted project by your delegates!

Diversity, Equity, and Inclusion

The DEI Task Force of GSNENY released the mission and vision statements for their next iteration of work:

The Mission: Empowering Girl Scouts to be their authentic selves, the GSNENY Diversity, Equity and Inclusion Task Force provides leadership that cultivates belonging throughout the GSNENY community.

The Vision: We will be a Girl Scout-led Movement where all Girl Scouts feel confident and empowered to create a better world together- no matter where all Girl Scouts come from, or what they look like.

Our priority areas of focus will be to welcome more Girl Scouts who are Black, Indigenous, People of Color, and to welcome more Girl Scouts who are Hispanic and to ensure Girl Scouts is a safe place for LGBTQ+ folks to belong.



Highest Awards Highlights

In 2023, 28 Girl Scouts earned the Silver Award and 14 earned the Gold Awards. These Girl Scouts were celebrated during a joint ceremony on May 21, guest-hosted by 2022 Gold Award Girl Scout Rigel Gordon. An Honorary Gold Award was presented to Major General Denise Donnell, the first woman to command one of the New York Air National Guard's five flying wings and one of only five women to attain the rank of major general in the New York National Guard. Maj. Gen. Donnell has also served as a Troop Leader for Girl Scouts of Northeastern New York.

Thank you to the following sponsors of the 2023 Silver & Gold Ceremony Brunch:

John Thomas

Canajoharie NY Moose Lodge #853

Lions Club of Plattsburgh

American Legion Post 219

Carol Felsen

Queensbury Memorial VFW Post 6196

Nancy C. Sapio MD

Gold Award Scholarship

Each Girl Scout Council was provided with one \$10,000 scholarship that was to be awarded to a Gold Award Girl Scout. Isabelle Relyea was the awardee from GSNENY. Her project was a community garden in Brunswick NY, featuring raised beds, a compost system, and a greenhouse. The core purpose was to provide people of all ages with access to fresh, locally grown produce, while also fostering awareness about the origins of our food and promoting the significance of a circular agricultural system, where food is utilized efficiently throughout its life.

5,315
girl members
&
3,393
adult
members

28
Silver Award
Girl Scouts
&
14 Gold Award
Girl Scouts

1,800
girls attended
GSNENY
programs

\$19,520
Girl Grants
awarded

\$183,151.27
raised from
individuals,
organizations, &
foundations

836,250
packages of Girl
Scout cookies
sold

13 teams
& 100+ girls
participated in
Girls CAN Do

37
volunteers
completed
Blended Outdoor
Skills
Training

208
volunteers
attended
New Leader
Training

22,538
boxes of Girl
Scout cookies
donated

902
girls attended
summer camp

149
GSNENY
programs
were offered



girl scouts
of northeastern
new york

2023 GIRL SCOUT COOKIE WRAP-UP

836,250 Packages Sold!

1558 Cookie Booths



205
PER
GIRL
SCOUT
BOX
AVG

4070 Girl Scouts
participated in the
cookie program

Proceeds for Girl
Activities: \$765,204



22,538 packages of
cookies donated



23,974 Digital Cookie
emails sent

3344
Girl Scouts
participated
on Digital
Cookie



Emalyn
2023 Top Cookie Seller



**Congratulations to our Girl
Scouts on another amazing
Cookie Selling year!**

**And thank you to all who
bought, sold, and ate our
cookies!**



girl scouts
of northeastern
new york

Congratulations!

2023 Top Cookie Entrepreneurs

Girl Scout	Troop and Service Unit	Level	Packages Sold
Emalyn D	Troop 5508, SU 151-Averill Park	CAD	3,104
Danielle S	Troop 1085, SU 136-East Greenbush	CAD	2,500
Madison M	Troop 3229, SU 309-Granville	JR	2,364
Caroline C	Troop 5024, SU 183-Albany	JR	2,187
Lily S	Troop 1104, SU 146-Latham	CAD	2,144
Marybeth H	Troop 2244, SU 207-Scotia/Glenville	JR	2,024
Aria M	Troop 5512, SU 126-Chatham/Kinderhook	BR	2,023
Morgan L	Troop 1104, SU 146-Latham	CAD	2,023
Megan G	Troop 1104, SU 146-Latham	CAD	2,023
Emily C	Troop 1104, SU 146-Latham	CAD	2,023

5 Skills
Girl Scouts Learn
in the
Cookie Program



- Goal Setting
- Decision Making
- Money Management
- People Skills
- Business Ethics



Properties

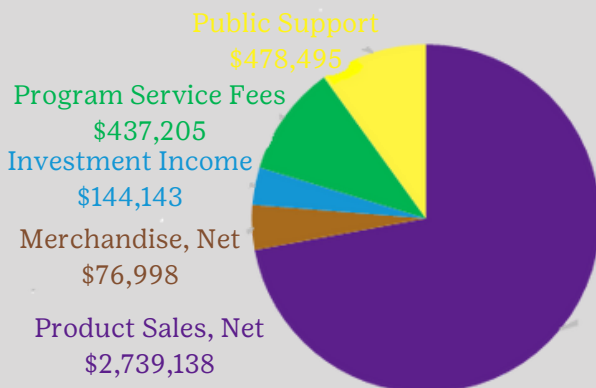
2023 saw the completion of the Forest Management Plan and the beginning of forestry work at Hidden Lake Camp. Additionally, the Long Range Property Plan was approved by the board of directors. Camp Is-Sho-Da received a new waterfront deck and changing stalls, as well as renovations to Hilltop Lodge. The outdoor theater area at Hidden Lake Camp underwent a complete stage renovation, and landscaping at the main property entrance was updated. At Lake Clear Camp, new docks were installed, repairs were completed at Weld House and new water heaters were installed in the bath house. Camp Woodhaven received a new barn roof. Furthermore, parking lot repairs were completed at the Albany Service Center and Queensbury Service Center.

Our small but mighty Properties Staff is focused on reconfiguring spaces as needed to provide a better experience for girls and volunteers. Additionally, they facilitated special projects with groups of corporate volunteers from Regeneron, Milton Nuclear Naval facility, AYCO, and the Bonodio group.

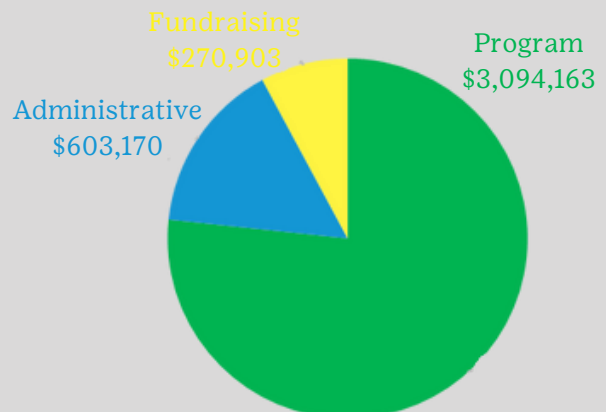


Fiscal Year 2023 Financials

Expenses



Revenue



Juliette Gordon Low Society

The Juliette Gordon Low Society recognizes those who have made provisions for GSNENY in their estate plans or through life income gifts.

Ms. Roberta Alexander
Anonymous (5)
Mary and Jim Buszuwski
Ms. Alexandra De Grandpre
Jennifer M.W. Demarco
The Dianne Belk and
Lawrence Calder Girl Scout
Movement-wide Planned
Giving Challenge
Brenda and Matt Episcopo
The Erik and Eva Anderson
Girl Scout Movement-wide
Planned Giving Challenge
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Joann Tiemann
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and 12 donors who have
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Donors of \$10,000 & Above

Anonymous
Gloria & Lori Noto
Debra Weiser

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Donors of \$5,000 to \$9,999

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Donors of \$2,500 to \$4,999

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UBS Financial Services
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Adirondack Region

Bronze

Donors of \$1,000 to \$2,499

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Thank you for supporting the Girl Scout mission:
building girls of courage, confidence, and character,
who make the world a better place!

If you prefer to be listed differently, contact us at 518-489-8110 or
Give2GirlScouts@girlscoutsneny.org

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518.792.0947

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518.489.8110

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