

girl scouts  
of southwest  
indiana

2020

# Annual & Stewardship Report



# A MESSAGE FROM GSSI'S LEADERSHIP



Preparing this report reminded us how much our world has changed over the last year. The COVID-19 pandemic has upended our daily lives in ways we never imagined and presented enormous unforeseen challenges. But, we responded to the difficulties the way you expect a Girl Scout to—with courage, confidence and character—and with a commitment to making the world a better place. Our challenges brought opportunities to flex our G.I.R.L. (Go-getter, Innovator, Risk Taker, Leader) muscles, bringing new ways of doing just about everything.

So with our mission at the heart of every decision, we got to work on the tools we needed to ensure girls thrive in a new world. We focused on our Girl Scout values, worked to lay out a plan for recovery, created digital programming, and ensured financial stability. We knew we needed to be bolder than we have been in the past for the sake of the girls we serve—and those we have yet to serve.

In March 2020, we pivoted to a 100% virtual experience with Girl Scouts at Home, enabling us to keep our girls engaged and connected to each other. We created over 100 online Girl Scout badge programs, hosted a drive-thru awards event, and gave girls a week-long virtual summer camp adventure. Pivoting our full program to a virtual reality meant Girl Scouts never stopped, even when the world stood still.

We doubled down on our commitment to diversity, equity, and inclusion, ensuring that Girl Scouts is a place where all girls feel welcomed, encouraged, and empowered. We committed to raising our awareness, showing compassion and empathy, condemning racial inequality and violence, and advocating for change. We will continue to be part of the solution.

We focused on supporting our communities, whether by donating cookies to front line workers, creating masks, sending letters to nursing homes, collecting books for pop-up community libraries, or donating bike helmets, Girl Scouts kept our promise to make the world around us better.

If we learned anything over the past year, it is that Girl Scouts are strong. We know that when we work together, everything is possible. The year was a true testament to the power of Girl Scouts and of our community. We remain grateful for our volunteers, supporters and Girl Scout families; we appreciate your commitment to Girl Scouts and remain committed to you!

Thank you,

***Susan Longest, Board Chair***  
***Aimee Stachura CEO***



# EXECUTIVE SUMMARY

## Board of Directors

Susan Longest, Chair  
 Dr. Amy Chan Hilton, 1st Vice Chair  
 Kelly Birkhead, 2nd Vice Chair  
 Danyelle Granger, 3rd Vice Chair  
 Donna Herum, Secretary  
 Rachel Mayes, Treasurer

## Council Leadership

Aimee Stachura, Chief Executive Officer  
 Jessica Cottone, Chief Operations Officer

## Members at Large

Jack Barner  
 Sheri Brown  
 Suzanne Hunter  
 Patricia Jackson  
 Tim Jones  
 Darin Lander  
 James Loveless  
 Mark McAnulty  
 Dr. Ying Shang

## Girl Scouts of Southwest Indiana Strategy 2016-2020

- 1. Reach and serve more girls** from all backgrounds by offering multiple options for participation
- 2. Increase impact on our community** by delivering an enhanced Girl Scout experience that will ensure retention and overall satisfaction
- 3. Increase the local community's investment in girls** through philanthropy by strengthening GSSI's resources and reducing its reliance on the yearly cookie program
- 4. Operate more effectively internally** to better serve our members and other stakeholders

This strategy is grounded in our mission, core purpose, and shared commitment to serving every girl who wants to be a Girl Scout, regardless of means, neighborhood, or family background. The strategy builds on what has worked best for us both nationally and locally and positions us to meet our challenges while staying true to our history and mission, and ultimately, Juliette's vision.

To protect our collective future as a society, we must maintain a strong pipeline of female leaders, and Girl Scouts has a proven record of not only building girls of courage, confidence, and character who



make the world a better place, but also of instilling in girls the skills and smarts to be the leaders of tomorrow. It's no coincidence that the majority of female U.S. astronauts, female tech leaders, and female U.S. senators, as well as half of female U.S. small business owners were all Girl Scouts.

*After receiving a \$1,000 grant from NASA and GSUSA, Troop 213 spent their fall break at Space Camp.*

# GIRL SCOUTS WORKS

Being a Girl Scout helps girls thrive in five key ways.

As a Girl Scout, she:

- Develops a strong sense of self
- Displays positive values
- Seeks challenges and learns from setbacks
- Forms and maintains healthy relationships
- Learns to identify and solve problems in her community

## What's Our Secret to Success?

Girl Scouts takes the potential of girls, combines it with robust skill-building programming, and adds caring adult mentors and strong female role models. Along the way, she'll gain important skills in four areas that form the foundation of the Girl Scout Leadership Experience:

### STEM

Girl Scouts are 20% more likely to be digital leaders, compared to non-Girl Scout girls.

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



### Outdoors



97% of Girl Scouts who've attended camp say the experience helped them improve their outdoor skills. When girls spend quality time outdoors and increase their exposure to nature, they thrive physically, emotionally, and intellectually.

When Girl Scouts get outside, they:

- Discover that 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

### Life Skills

Girl Scouts are twice as likely to be community problem solvers and participate in civic engagement activities. Beginning with Civic Engagement and expanding to Healthy Living, Communication Skills, Practical Skills, and Global Citizenship, Girl Scouts' foundational skills help girls grow as leaders and learn how to be active and informed members of their communities.



### Entrepreneurship

91% of Girl Scouts want to be entrepreneurs in the future! Research shows that girls are actively interested in becoming entrepreneurs, developing financially stable futures, and using their skills to make a big impact on the world. However, there are stumbling blocks on a girl's path to entrepreneurship, including fear of failure, concerns about bringing her big idea to life, and the perception that men are more likely to be entrepreneurs than women. By providing a foundation to learn important business skills, Girl Scouts is the perfect place to support young girls in exploring entrepreneurship as they develop into the leaders of tomorrow.

# DIVERSITY, EQUITY, INCLUSION, & ADVOCACY

**Racism  
& hate  
have no  
place here.**



For more than 100 years Girl Scouts has stood for making the world a better place, and pledged to “help people at all times.” Those words carry great weight and responsibility and inspire us with strength as we denounce institutional racism, violence, injustice, and inequity.

Like many of you, we want to influence positive change and be part of the solution. We will take this moment to speak out against racism and violence, while standing up for justice and equality. GSSI is committed to creating an anti-racist environment where all girls and all families feel welcomed, encouraged, and empowered. We recognize that we have work to do, and we will do that work. We will come together to raise our awareness, show compassion and empathy, condemn racial inequality and violence, and advocate for change.

At this pivotal moment, Girl Scouts will lead by example—for the girls and families we serve. The work starts with us, and with the full support of our Board of

Directors, GSSI’s staff is committed to the journey ahead. We are ready to listen, learn, and use our collective values and voices to make this world a better place.

## These are our promises to you.

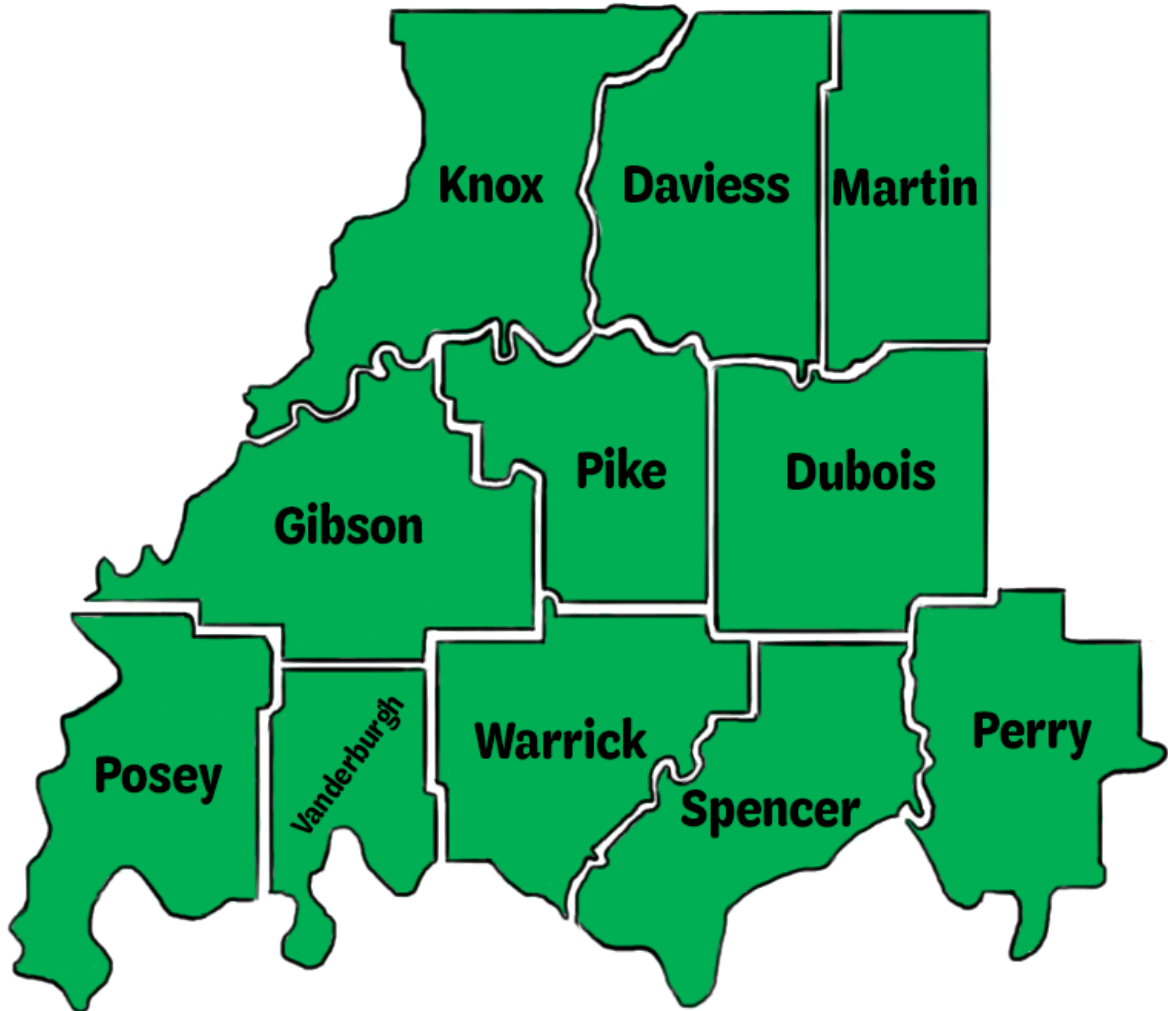
- We know we do not have all the answers, but we pledge our commitment to navigating this path with you as allies and advocates for Black, Indigenous, and people of color in our community.
- We will listen, learn, and leverage our resources to create an inclusive and anti-racist organization.
- We will inspire, encourage, and equip our girls to create a more equitable and just society.
- We will spend time educating ourselves and share helpful resources with our community. (e.g. Ways to talk with your children about race, training and education resources for volunteers, ways to contribute to causes supporting this work, etc.)
- We will not just talk; we will take action.

Finally, we are grateful for our sisterhood. It is filled with love and dedication to making the world a better place. This commitment to create a society that is inclusive and equitable gives us hope for the future.

For more information and resources, visit the [DEIA page on our website](#).

# OUR MEMBERSHIP


Girl Scouts of Southwest Indiana is the leading organization for the leadership development of girls, grades K-12, in 11 counties of southwest Indiana.



## 2019-2020 Membership by County

- Daviess: 75 girls, 27 adults
- Dubois: 398 girls, 222 adults
- Gibson: 175 girls, 79 adults
- Knox: 181 girls, 54 adults
- Martin: 35 girls, 7 adults
- Perry: 127 girls, 45 adults
- Pike: 72 girls, 23 adults
- Posey: 175 girls, 71 adults
- Spencer: 103 girls, 41 adults
- Vanderburgh: 1523 girls, 460 adults
- Warrick: 604 girls, 233 adults

# OUR IMPACT BY THE NUMBERS



**Total Membership: 4,730**  
 Daisies (Grades K-1): 955  
 Brownies (Grades 2-3): 974  
 Juniors (Grades 4-5): 645  
 Cadettes, Seniors, Ambassadors (Grades 6-12): 894  
 Adults: 1,262

**370,380**  
packages of cookies sold

**\$168,902**  
earned by troops



**135**  
Cookie Bosses sold over 500 packages

 5 Gold Award Girl Scouts  
 31 Silver Award Girl Scouts  
 32 Bronze Award Girl Scouts

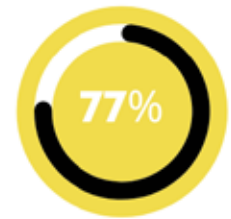
  
**547 Total Donors**  
**\$33,937**  
**Financial Assistance Awarded**






**MARKET SHARE**



**PARENT SATISFACTION**



**VOLUNTEER RETENTION**

 **Over 100 Virtual Programs Created**  
 **2,000 At-Home Badges Earned**  
 **One Week of Virtual Camp**

# GIRL SCOUTING DURING A PANDEMIC

The world can be confusing and stressful, especially during an emergency like the COVID-19 pandemic, but Girl Scouts have always been known for facing new and even sometimes overwhelming challenges with optimism and creativity. That's why, even when we could no longer meet in person, Girl Scouting did not stop. Together we shifted to a new reality, moving meetings to virtual spaces, completing badges from home, and helping our communities in brand new ways.

## Girl Scouts at Home

In early March 2020, GSSI went fully remote. To maintain programming while keeping our girls, volunteers, and staff safe, we, along with GSUSA introduced Girl Scouts at Home.

The GSSI Girl Scouts at Home experience is for both girls and adults. For girls, we developed badge programs for all grade levels that could easily be completed from home. This program was open to all girls in K-12, including non-members. Throughout the summer, a new badge series was added to our website each week. Thanks to a generous grant from Toyota, girls were able to request their earned badges at no cost through early August.

For adults, GSSI's Girl Scouts at Home program focuses on supporting parents, guardians, and volunteers as they navigate this new world. Resources include articles and tips specifically for parents and guardians, as well as tips for volunteers for supporting their troop in a virtual setting.

In addition to our local at-home programming, GSUSA also launched a movement-wide Girl Scouts at Home program that leveraged the resources of our nationwide network to present a variety of virtual events and programs. With Girl Scouts at Home, families everywhere can now access self-guided, free activities to keep them engaged and connected to their communities and the larger sisterhood of girls. This national platform reflects the exploration and interactive learning of Girl Scouts in a one-stop-shop format that lets both members and the public enjoy a variety of activities that cover STEM, Entrepreneurship, Life Skills, and the Outdoors.

The age-specific activities for girls of all grade levels are delivered through guided videos, text-based instructions, and downloadable information, making it seamless for families to incorporate into their daily lives. More program-based options continue to be added, allowing girls to earn badges, tune in to live virtual events, and connect online for troop meetings and projects.



*Adria, a Daisy, works on her Outdoor Art Maker Badge from home*





## Virtual Troop Meetings

As with businesses and schools, Girl Scout troop meetings also went virtual in 2020. To support our leaders, GSSI provided trainings and Tips and Tricks videos for leading virtual meetings using the Zoom platform.



*Troop 479 attending their first virtual troop meeting*



*Brenna and Emma learned dog training as a new skill during Girl Scout Spirit week*

## Girl Scout Spirit Week

During Girl Scout spirit week, we invited girls to participate in a new activity or challenge each day and share their photos with us. Activities included trying new forms of exercise, finding ways to help around the house, and learning a new skill.

## #GirlScoutStrong

This summer we invited girls to show their Girl Scout spirit to their community by creating and displaying artwork outside their homes. Girls submitted their photos on social media, and each week one girl received a prize of a gift card to her favorite restaurant for a family dinner.



*Loralynn & Hallee pose in front of Girl Scout Strong display*



*Addison learned how to set up a tent and camped in her garage with her brothers during Outdoor Skills Week*

## Outdoor Skills Week & Family Camp-In

In May, we hosted a Virtual Outdoor Skills Week and Family Camp-In to give girls the opportunity to learn new skills with their families. The event culminated in a Family Camp-In, where families were encouraged to camp in their backyard or indoors.

Girls learned more about outdoor experiences through daily video posts from experienced, local Girl Scout campers. The sessions covered a variety of skills from knot tying to packing for a camping trip, and how to set up a tent to the principles of Leave No Trace. Girls even learned how to make traditional campfire foods, like s'mores, inside their kitchens. From the event's Facebook page, girls were able view the daily posts and share pictures and videos of themselves completing activities at home. Over 85 adult and girl members joined in the event throughout the week!

# MAKING THE WORLD A BETTER PLACE

During the unprecedented challenges of the past membership year, Girl Scouts continued to conduct service projects, earn badges, and be leaders in our community. Here are just a few of the ways our Girl Scouts continued to serve others over the year.

## Giving to Other Children

When schools closed and quarantine began, Hannah, a Girl Scout Daisy, wanted to find a way to help kids in her neighborhood. She and her mom purchased bike helmets and hung them on the fence at the local park for anyone that needed one. Hannah also set up a free library of books on her driveway to share with her neighborhood.



When she noticed that there were not enough children's books available in her community that featured protagonists of color, Girl Scout Cadette Jamyah decided to collect books featuring characters of diverse backgrounds. She then mailed the books to other children to enjoy while at home. Her act of kindness ensures more children can discover books that represent different abilities, cultures, beliefs, and skin colors and works to change attitudes toward those differences.



## Keeping Others Safe

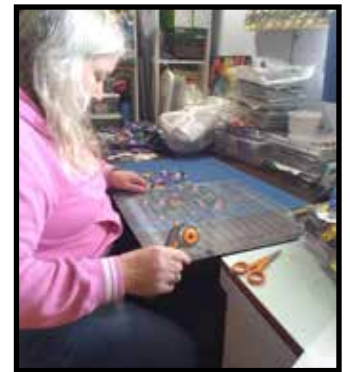
When mask mandates went into place, Girl Scouts took action and began sewing masks to give away in their communities.



Peyton worked with her grandma to make over 100 masks that they donated to local medical workers and GSSI staff.



Troops 267 and 268 worked together to collect donated supplies and fabric that they used to make masks. The girls donated 550 masks to three local schools.



GSSI Volunteer Renee Mason made and donated 150 masks to Deaconess.

GIVING BACK TO FRONT LINE WORKERS

# Sharing Girl Scout Cookie Goodness

In trying times, Girl Scout Cookies can be a source of comfort for many. With this in mind, GSSI launched “Share Some Girl Scout Cookie Goodness” as a way to allow community members to safely order cookies for donation to first responders and healthcare workers on the front lines of the COVID-19 pandemic. Through the program, GSSI staff members were able to deliver cookies to both Deaconess Midtown and The Women’s Hospital staff members. *(Note: photos taken prior to state mask mandates)*



## Donating Hand Sanitizer

Troop 398 delivered hand sanitizer gels and spritzers to McCutchanville and Scott Township Fire Departments, helping to make sure those who keep us safe stay safe themselves.

# SUMMER PROGRAMS - VIRTUALLY

## Summer Adventure 2020

As the year progressed and the pandemic continued, council leadership faced the difficult decision of canceling all in-person summer camp programming. In its place we introduced Summer Adventure 2020, which offered girls the camp-life experience, including skill-building, adventure, and fun, from the comfort of their own homes! The program was led by our Camp Koch Outdoor Team, GSUSA, and councils across the country. The four-week program included virtual sessions, live online events, and hands-on program activities, and culminated in a virtual week at Camp Koch.



## Virtual Week at Camp Koch

In order to allow girls to have a camp experience while at home, GSSI's Camp Koch staff spent a week recreating and recording a typical camp session. Videos included tours of camp landmarks, and an introduction to the different buildings and facilities like the platform tent areas, Dining Hall, and swimming area. They also demonstrated outdoor skills like setting up a platform tent, campsite fire safety, water safety, and knife safety. Girls learned traditional camp activities

like tie-dye, outdoor crafts, campfire songs, and met the camp staff members, including Camp Director Crista Owens and Camp Ranger Frank Spangler. To view the full Virtual Camp Playlist, visit the [GSSI's YouTube page](#).

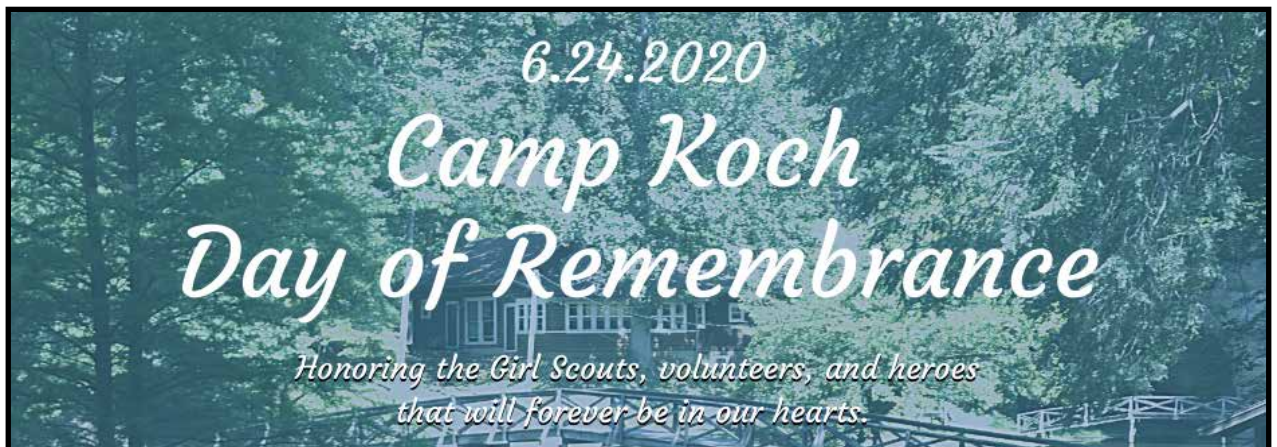
*Thank you to our outdoor programming sponsors Walmart and Network for Good.*



# CAMP KOCH DAY OF REMEMBRANCE

## June 24, 2020

On June 24, GSSI hosted a virtual day of remembrance to mark the one-year anniversary of the tragic incident at Camp Koch in 2019. The event, which was live-streamed on Facebook and YouTube, included a look at the new memorial space dedicated to those impacted by the incident at camp and ended in a moment of silence. The memorial, set in a clearing near the Fairy Garden, includes a painted rock garden, a bench donated by Troop 670, and a rain stick that can be turned to create a moment of peace for anyone visiting the space. Prior to the day, council staff also visited the first responders in Tell City and Perry County to thank them for their service. Visit the [GSSI Facebook page](#) to view the full Day of Remembrance video.



## Women of Distinction

Girl Scouts of Southwest Indiana’s signature event, Women of Distinction, was originally scheduled for March 13, 2020. On March 12, local leaders announced new restrictions on gatherings due to COVID-19. Facing a last-minute change to an event that had been planned for months, council leadership decided the event would be postponed until May. As the pandemic continued, once again the event was rescheduled – but this time as a virtual event. Despite the challenges in scheduling, the 2020 event

took place on September 30, and combined both live and pre-recorded segments. The shift allowed us to safely honor our award winners for their accomplishments, community stewardship, and commitment to making a positive difference for the next generation of girls. The proceeds from Women of Distinction supported the Girl Scout Leadership Program, ensuring that all girls in our local communities have the support, experiences, and opportunities they need to realize their potential.



### 2020 Women of Distinction Awardees:

- Woman of Distinction: Shannon Frank, Partner, Kahn, Dees, Donovan, and Kahn, LLP
- Rising Star: Maureen Barton, Executive Director, EVSC Foundation
- Advancing Women Company: German American Bank
- Mistress of Ceremonies: Natalie Hedde, CenterPoint Energy



## Tough Cookie Mud Run



One thing COVID-19 didn’t stop this year was the 65 enthusiastic participants in the annual Tough Cookie Mud Run held at Camp Koch in August. The 5k run featured hills, a mud pit, a tire wall, jumping over fire, an ice bath, and so much more. If individuals couldn’t make the race date, weren’t interested in getting muddy, or simply preferred to support us from home they could still join the fun by signing up for the Virtual Tough Cookie Mud Run. By registering and donating, all virtual participants received an exclusive virtual race patch, and kept themselves



# UNLEASH STRONG: CAMP KOCH EDITION



Unleash Strong, GSSI's signature fall event for girls and families, was held at our beloved Camp Koch in September.

The event allowed girls and their families to explore the outdoors and try traditional camp activities by visiting different stations located around the property. Stations included canoeing, ax throwing, BB guns, archery, tours of camp landmarks and facilities, hiking trails, and a selfie station. The Tell City Police Department K-9 team gave demonstrations with their dogs, the Perry County EMS gave ambulance tours, and students from Kay's Studio of Dance taught different styles of dance.

In addition to being a chance for girls and families to spend time together outside of the house, the event also benefited girls as it gave them a preview of life at Camp Koch. One parent said her daughter, a Brownie, wanted to go to camp but was nervous because she didn't know what to expect. By the time they left that day, she was inquiring about when she could sign up for summer camp!

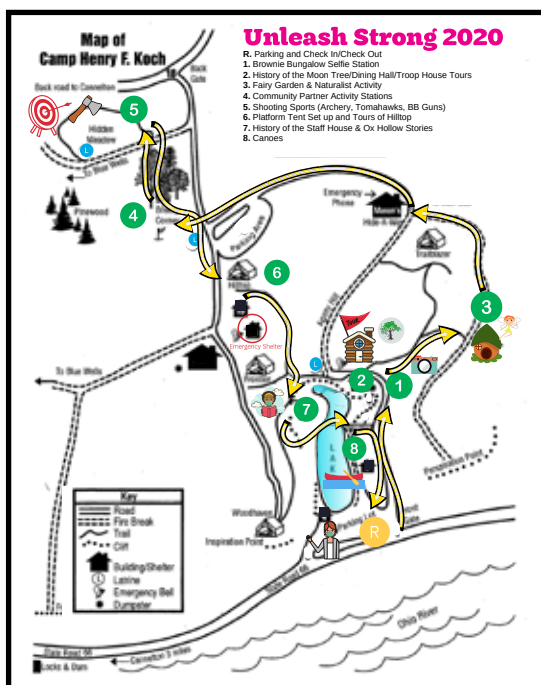


**Top Right:** Camp Koch volunteer Beth Heil shows girls different nature artifacts including animal bones and birds' nests

**Middle Right:** Girl Scout Brownie Adi and her stepdad paddle a canoe on the lake

**Bottom Left:** The map of all of the Unleash Strong stations at Camp Koch.

**Bottom Right:** Girls learn how to shoot BB guns with Camp Ranger Frank Spangler



## The Girl Scout Cookie Program: Teaching Essential Skills for a Lifetime

As the largest girl-led entrepreneurial program in the world, the Girl Scout Cookie Program helps the next generation of girl entrepreneurs get an important taste of what it takes to be successful and develops five key leadership skills: Goal Setting, Decision Making, Money Management, People Skills, and Business Ethics. Plus, it powers amazing experiences throughout the year (since 100% of our cookie earnings stay local) funding troop activities, outdoor adventure camps, STEM events, and even worldwide travel.



Troop 434 at a cookie booth in February

### QUICK BITES FROM 2020:



**GIRLS SOLD 370,380 PACKAGES OF COOKIES**



**THE TOP INDIVIDUAL SELLER SOLD 2,415 PACKAGES**



**81% OF ELIGIBLE GIRL SCOUTS PARTICIPATED IN THE PROGRAM**



**THE AVERAGE TROOP EARNED \$744 IN PROCEEDS**

### TOP COOKIE BOSSES

These five Girl Scouts have mastered the art of running their own cookie businesses. For a full list of top cookie sellers and complete facts and figures for the 2020 Cookie Program, view the [2020 Cookie Celebrity Guide](#).



Peyton Coyle  
2,415 Packages



Addison Burge  
2,344 Packages



Nykole Barnett  
1,754 Packages



Abigaile Burns  
1,752 Packages



Tiana Lawrence  
1,750 Packages



# GIRL SCOUTS FOR ALL

Our Girl Scout Leadership Experience is a one-of-a-kind leadership development program for girls, with proven results. It is based on time-tested methods and research-backed programming that help girls take the lead—in their own lives and in the world. If we truly want to make the world a better place, we need to make sure that every girl has a chance. That means ALL girls, from every zip code—regardless of their economic status. After all, it's part of the Girl Scout mission! To empower every girl, we need to serve families of diverse socioeconomic backgrounds in southwest Indiana. That's why we offer various in-school, after-school, and community staff-led programs. By working to eliminate barriers to participation, we're striving to ensure that Girl Scouts is for every girl.

## Outreach Program

Last year, GSSI's outreach program served 715 girls in under-served communities, providing direct access to the Girl Scout Leadership Experience. Program sites included Title I Schools in the Evansville Vanderburgh School Corporation. The program focuses on STEM, health and wellness, and financial literacy. Girls also learn interpersonal and life skills, such as communication, online safety, and anti-bullying.



*Girls at Lodge Community School learn STEM skills by working together to create Lego buildings*

## Scoutership Program

The Scoutership Program provides financial Assistance for membership, uniforms, program curriculum, and more. Thanks to generous individual, corporate, and grant-funding, we were able to provide \$33,937 in financial assistance to 1,628 girls and 47 adults in need throughout the eleven counties we serve.

Special thanks to the following partners for their support:

- The McKinney Fund
- The Duncan Trust
- United Way of Daviess County
- United Way of Gibson County
- United Way of Knox County
- United Way of Pike County



*Reciting the Girl Scout Promise before an after-school program*



*Girls at Dexter Elementary learned about foxes and created their own masks. The fox was the 2020 Cookie Program mascot.*



*Outreach Coordinator Kelsey Hillenbrand starts a program with the friendship circle*



*Girls at Lodge Community School learn yoga poses as part of a program about self-care*

# HIGHEST AWARDS

## From Awards Dinner to Awards Drive-Thru

Like so many other events this year, the Highest Awards ceremonies scheduled for May had to be postponed. Originally the event was moved to December, but as the pandemic progressed, we knew that it was once again time to move in a new direction. We knew we could not let the year go by without recognizing all of our resilient and hard-working Girl Scout awardees. After some discussion, we decided it was time to hit the pavement and changed the awards to a drive-thru event. Girl and volunteer awardees were invited to attend the event at the council office, where they could receive their certificates and pins, have a photo taken with our selfie frame, and pose in front of the Girl Scout backdrop. GSSI council staff was present to congratulate and celebrate all of the awardees.

GSSI honored 32 Bronze Award recipients, 31 Silver Award recipients, 5 Gold Award recipients, 8 Golden Honor Troops, 5 Honor Troops, 8 community service bars, and 5 Service to Girl Scouting bars. The full list of awardees is available on our [website](#).

*Thank you to Sign Gypsies for donating the congratulations yard sign.*





## Tess Ferguson, *Langerhans Awareness*

At the age of 4, my god-brother Ty was diagnosed with Langerhans Cell Histiocytosis. He gradually became physically disabled, and it kept him apart from his peers. I created blankets and stuffed animal clothes for him while he was in the hospital and it would brighten his day. Most kids don't have this experience growing up, and are uninformed of the hardships and struggles of this disease. My project worked to educate people about Langerhans, brought awareness around the struggles people with this disease endure, and encouraged the community to come together to help ease the hardships for children in the hospital; just as I used to do for Ty.



## Abbigail Keller, *Bed Bug Crisis*



Many shelters experience bed bugs due to the high volume of individuals coming in and out of these shelters. I started a process at the House of Bread and Peace to eliminate the bed bug crisis by creating personalized cubbies for the residents to use for their items when they arrive. I also created a video to inform the community about The House of Bread and Peace and sent this process to shelters in all 50 states to hopefully help them eliminate the bed bug crisis in their facilities.

## Kellie Lambert, *Children's Hospital Treasure Boxes*

I partnered with St. Vincent Center for Children to create treasure boxes filled with prizes for the kids that attend weekly appointments. This will allow kids to be excited to attend their appointments and give them something positive to look forward to. I plan to create more treasure boxes at the Indianapolis Peyton Manning Children's Hospital and will share this idea with hospitals around the U.S. so they can implement the boxes as well! This will impact the hundreds of children that attend the hospital on a weekly basis throughout the year.



## Ashley Sander, HOPE Garden Arbor



"In today's society, there are many families that cannot afford food. The HOPE Garden produces food to feed over 700 families per year and was built as organically as possible to make the fruits and vegetables healthier. I built 5 arbors at their facility to help HOPE Garden grow vine plants up the beams. This will allow them to grow more food items for the community and reach more people. I also created a step-by-step process to share how to construct the arbors with other shelters around the United States so that they can use the same system at their facilities.

# VOLUNTEERS

Volunteers are at the very heart of Girl Scouts. They do incredible work every day—as administrative volunteers, episodic volunteers, and troop leaders—to bring the Girl Scout experience to life. Whether girls are collaborating on badge activities, going on outdoor adventures, earning their Highest Awards, or working together on community projects, it's volunteers who are ensuring that they are prepared to meet any challenge with confidence, compassion, and success.

To be a Girl Scout volunteer is to be a change-maker. That's why Girl Scout volunteers are our heroes. Their belief in the power of girls makes all the difference. They are cheerleaders, guides, and mentors—and as any Girl Scout volunteer will tell you, volunteers get as much out of Girl Scouts as the girls.



*Leader Corsica Fox with two Girl Scouts at an event at Different Shades of Pretty in January*

## Volunteer Leadership Summit

In November, we held the annual GSSI Volunteer Leadership Summit, a networking and learning opportunity for volunteers. Discussion topics included best practices for risk management and implementing our four pillars: STEM, Outdoors, Entrepreneurship, and Life Skills.

## Supporting Our Volunteers During the Pandemic

When COVID-19 hit, we pivoted our volunteer support strategy to help navigate the uncharted waters of leading Girl Scouts during a pandemic. Below are just some of the new tactics.

- **Tips and Tricks for Troop Leaders Video Series:** Beginning in the spring, we posted weekly videos for troop leaders that covered topics to help them continue to lead their troops. Videos covered a range of subjects and virtual platforms, including Girl Scout basics like the Four Pillars, programming resources like the Badge Explorer, and administrative lessons like managing troop funds. Visit the [GSSI YouTube channel](#) for the full list of videos.
- **Volunteer Check-in Calls:** During the spring and summer, the GSSI membership team made calls to all troop leaders to check in, thank them for their service, and share new resources available to them during the pandemic.
- **Girl Scouts at Home:** In addition to at-home badge programming for girls, GSSI and GSUSA created online resources for parents, guardians, and volunteers.
- **Virtual Networking Events for Troop Leaders:** In May and June, the Troop Support team held four grade level-specific (Daisy, Brownie, Junior, and Cadettes/Seniors/Ambassadors) virtual networking sessions via Zoom. These sessions allowed volunteers to ask questions, share different best practices, and reconnect with their peers.
- **Virtual STEM Workshop for Daisy and Brownie Leaders:** This workshop led volunteers through different age-specific STEM activities they could do with their troops.
- **Virtual CEO Chat:** In September, GSSI CEO Aimee Stachura hosted two live chat sessions for volunteers. These sessions allowed volunteers to ask questions or voice concerns that they had about COVID-19 directly to council leadership.



*Knox County Volunteers dressed in their finest 1920s outfits for the service unit's Roaring Twenties event in February*

## 2020 GSUSA Adult Awards



### Honor Pin

Renee Mason

*The Honor Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience; this support has had measurable impact on two or more geographic areas of service in reaching and surpassing the mission-delivery goals of the council.*

### Thanks Badge II

Steve Bridges

*The Thanks Badge II honors a previous Thanks Badge award recipient who has continued to provide exemplary service in a leadership role which resulted in a measurable impact benefiting the entire Girl Scout Movement.*

### Volunteer of Excellence

Donna Cobb

Debbie Kiegel

Erin Marchand

Rachel Beier

Angela Schneider

Rachel Lewis

Jennifer Verkamp

Tamara Messerman

Karen Schulte

Stannye Hasenour

*This award recognizes volunteers who have contributed outstanding service while partnering directly with girls in any pathway to implement the Girl Scout Leadership Experience or who have contributed outstanding service in support of the council's mission delivery to girl and adult members.*

### Appreciation Pin

Stephanie Weinbach

William Mason

Beth Barlow

Robyn Weyer

*The Appreciation Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience with impact within one geographic area of service.*

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## 2020 GSSI Adult Awardees

### Behind the Scenes

Bree Birk

Alice Hoyt

Lisa Kieffner

Arteena Rockroth

Myranda Harper

Brenna Kelly

Gabriella Mejia

*This certificate recognizes adult and teen volunteer members who have been instrumental in the success of Girl Scouting in their service area by using their organizational skills in indirect service to girls.*

### Rising Star

Cheryl Harmon

Jessica Miller

Sara Schutz

Chris Magruder

Kirby Risch

Casey Kotter

*This certificate recognizes new adult volunteer members, in their first or second year of service, who have fully embraced the Girl Scouting movement with energy and passion.*

### Shining Star

Laura Brownell

Angie Phillips

Evie Underwood

Chasity Mason

Angela Speed

*This certificate recognizes adult members who inspire, motivate, and support other volunteers.*

### Community Award

First Christian Church

Jasper Deanery

*This certificate recognizes an individual or group in the community that has been consistently supportive of Girl Scouting.*

## Donors Make it Possible

GSSI is dedicated to providing girls with the resources they need to discover the power they hold as a girl. We have explored and tapped into other revenue streams to ensure that girls' access to amazing Girl Scout experiences aren't solely reliant on a self-funding model of program delivery. We are grateful to all of our donors and partners who help us deliver the Girl Scout Leadership experience to all of our members. For a full list of donors, please view our [2020 Donor Thanks Publication](#).

## GSSI Juliette Gordon Low Society Members

Erik & Eva Anderson, *Girl Scout Movement-Wide Challenge Planned Gift*  
Bruce A. & Carol H. Baker  
Dianne Belk & Lawrence Calder, *Girl Scout Movement-Wide Challenge Planned Gift*  
Kelly Birkhead  
Dr. Marie Bussing

W.C. Bussing, III  
Nancy Byrd  
Janice K. Davies  
Donna Decker  
Sharon Gilen  
Nancy Habig  
Susan C. Huck  
Suzanne Hunter

Susan M. Longest  
Cassie Major  
Valerie McKinney  
Barb Jones Moore  
Karen Selby  
Aimee Stachura

## Strategic Partners

Girl Scouts of the USA- GIRL 2020  
Network for Good- Archery  
Old National Bank Foundation- Financial Literacy Programming  
Substance Abuse Council- "It's Your World, Change It" Programming  
Toyota- Girl Scouts at Home  
United Way of Daviess County- Girl Scout Leadership Program  
United Way of Gibson County- Girl Scout Leadership Program  
United Way of Knox County- Girl Scout Leadership Program  
United Way of Pike County- Girl Scout Leadership Program  
United Way of Southwestern Indiana- Title I Outreach Programming  
Walmart #1783- Outdoor Experiences  
Walmart #870- Outdoor Experiences  
YMCA of Southwestern Indiana- Title I Outreach Programming

## Women of Distinction Sponsors

Alcoa Warrick Operations  
Atlas World Group, Inc.  
Banterra Bank  
Barton Automotive Services  
Berry Global, Inc.  
CenterPoint Energy Company  
Deaconess Health System  
The Women's Hospital

Dunn Hospitality Group, Inc.  
EVSC Foundation  
German American Bank  
Hafer Design  
Harding, Shymanski, & Company  
Insulpro Insulation  
Janice Davies  
Kahn, Dees, Donovan, and Kahn, LLP

Kemper CPA Group, LLC  
Mike & Shannon Frank  
Old National Bancorp  
Schultheis Insurance  
Shoe Carnival  
University of Evansville  
Vectren Foundation

## Tough Cookie Mud Run Sponsors

Circle S Marts  
Community State Bank  
Construction Engineering Solutions, LLC

Doug & Kathy Gilpatrick Church  
Fischer's Furniture and Appliance  
German American Bank

Waupaca Foundry, Inc.

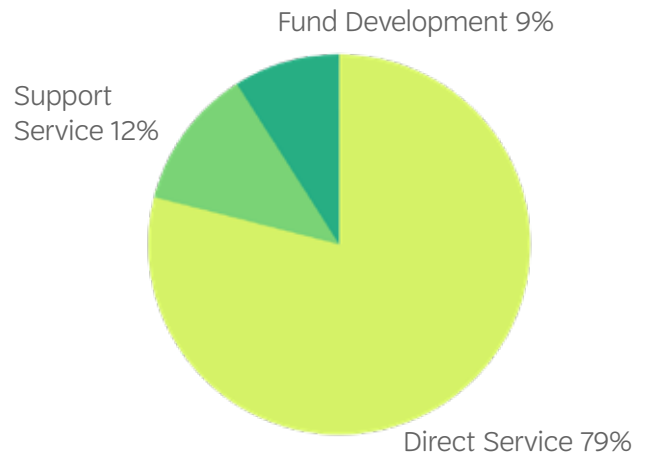
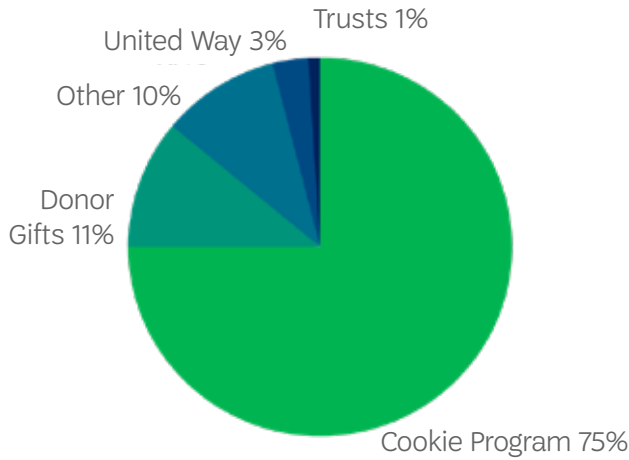
## Unleash Strong Sponsors

Acclaim Graphics, Inc.  
Alpha Laser & Imaging, LLC  
John & Sara Stachura  
Ken & Suzanne Hunter

Teri Rawlings & Beth Heil  
Toyota  
Tri-State Gutter Topper, Inc.  
TWISTEM, Tri-State Women in STEM

Dr. Ying Shang  
10X Investments

# STEWARDSHIP REPORT



## 2020 Income

Cookie Program.....	\$875,152
Gifts from donors.....	\$131,741
Other.....	\$120,509
(interest, fees, grants, sale of supplies)	
United Way.....	\$30,863
(allocations and designations)	
Increase in trusts.....	\$15,792
<b>Total.....</b>	<b>\$1,174,057</b>

## 2020 Expenditures

Direct Service.....	\$868,784
(to girls and adults)	
Support Service.....	\$129,051
Fund Development.....	\$99,331
<b>Total.....</b>	<b>\$1,097,166</b>
Financial assistance to girls.....	\$33,937
(Scouterships, etc.)	
Cookie Dough.....	\$4,140
<b>Total.....</b>	<b>\$38,077</b>



Troops 481 & 35 held a Birthday Party for Juliette Gordon Low in October. As part of their celebration, they collected food donations for Tri-State Food Bank.



Troop 511 in Perry County completed several community service projects this winter, including serving a community meal at Table of Blessings in Perry County.



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**[girlscouts-gssi.org](http://girlscouts-gssi.org)**