

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

2022

Open to Public Inspection

A For the 2022 calendar year, or tax year beginning **OCT 1, 2022** and ending **SEP 30, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GIRL SCOUTS OF COLORADO		D Employer identification number 84-0410630
	Doing business as		E Telephone number (303) 607-4888
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	1485 S COLORADO BLVD STE 210		G Gross receipts \$ 30,282,710.
	City or town, state or province, country, and ZIP or foreign postal code DENVER, CO 80222		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
F Name and address of principal officer: LEANNA CLARK SAME AS C ABOVE		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		If "No," attach a list. See instructions	
J Website: WWW.GIRLSOUTSOFCOLORADO.ORG		H(c) Group exemption number	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1937	M State of legal domicile: CO

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: GIRL SCOUTS OF COLORADO PREPARES GIRLS AND ADULTS TO CREATE UNIQUE LEADERSHIP PATHS, IGNITE CHANGE,		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	22
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	22
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	269
	6 Total number of volunteers (estimate if necessary)	6	6241
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	6,088,293.	1,526,849.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,024,696.	1,535,872.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	32,779.	694,227.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	11,789,910.	12,876,956.
		18,935,678.	16,633,904.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	392,826.	376,341.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	8,763,665.	10,023,097.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	621,029.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	4,475,050.	5,650,649.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	13,631,541.	16,050,087.	
19 Revenue less expenses. Subtract line 18 from line 12	5,304,137.	583,817.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	35,965,598.	40,381,221.
	22 Net assets or fund balances. Subtract line 21 from line 20	1,641,404.	3,980,571.
		34,324,194.	36,400,650.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer		Date		
	DONNELL HEISTAND, COO				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN
	KIMBERLY A RYAN				P00829977
Preparer Use Only	Firm's name	Firm's EIN		Phone no.	
	RUBINBROWN LLP	43-0765316		303-698-1883	
	Firm's address				
	1900 16TH STREET, SUITE 1700				
	DENVER, CO 80202				

May the IRS discuss this return with the preparer shown above? See instructions Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: GIRL SCOUTS OF COLORADO PREPARES GIRLS AND ADULTS TO CREATE UNIQUE LEADERSHIP PATHS, IGNITE CHANGE, AND SHARE A WORLDWIDE SISTERHOOD THROUGH TRADITIONS AND NEW EXPERIENCES.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [] Yes [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 9,940,957. including grants of \$ 376,341.) (Revenue \$ 0.) IT ALL STARTS WITH A DREAM AND IN 2023 GIRL SCOUTS OF COLORADO FOUND THAT DREAMS REALLY CAN COME TRUE BOTH FOR GIRL SCOUTS AND FOR THE ORGANIZATION.

GIRL SCOUTS OF COLORADO OPENED THE VERY FIRST GIRL SCOUT DREAMLAB IN MARCH 2023, BECOMING THE FIRST COUNCIL IN THE NATION TO REALIZE THE NATIONAL VISION OF CREATING A LIVING, BREATHING REPRESENTATION OF THE GIRL SCOUT BRAND. THE DREAMLAB IS A PLACE WHERE GIRL SCOUTS CAN TRY NEW THINGS IN STEM, PODCASTING, CLIMBING, AND CREATING; AND IT'S A PLACE WHERE THE COMMUNITY CAN JOIN IN AND SEE WHAT GIRL SCOUTING IS REALLY ALL ABOUT. (CONTINUED ON SCHEDULE O)

4b (Code:) (Expenses \$ 2,918,263. including grants of \$ 0.) (Revenue \$ 1,535,872.) OUTDOOR PROGRAMS:

THE OUTDOOR EXPERIENCE CAN BE PIVOTAL IN A GIRL'S LIFE, AND MORE THAN 2,800 GIRLS ATTENDED STAFF-LED AND VOLUNTEER-LED OUTDOOR PROGRAMS THIS YEAR. THAT REPRESENTS A 25% INCREASE OVER THE YEAR PRIOR. SOME BIG DREAMS REALIZED WERE LEASING A HERD OF 15 HORSES FOR HORSEBACK RIDES AT TOMAHAWK RANCH, OFFERING MULTICULTURAL FAMILY CAMP OPPORTUNITIES, AND EXPANDING OUTDOOR ADVENTURE CLUB PROGRAMMING TO INCLUDE A RAFTING TRIP AND A TRIP TO THE GREAT SAND DUNES NATIONAL PARK AND PRESERVE.

4c (Code:) (Expenses \$ 0. including grants of \$ 0.) (Revenue \$ 12,976,526.) ENTREPRENEURSHIP:

THROUGH PRODUCT PROGRAMS, MORE THAN 10,000 GIRL SCOUTS FLEXED THEIR ENTREPRENEURIAL MUSCLES AND RAN THEIR OWN BUSINESSES, BRINGING IN MORE THAN \$3.5 MILLION IN TROOP PROCEEDS TO FUND THEIR NEXT GIRL SCOUT ADVENTURES AND SERVICE PROJECTS. IN ADDITION, THESE GIRL SCOUTS SOLD NEARLY 150,000 PACKAGES OF COOKIES TO BE DONATED TO THEIR HOMETOWN HEROES, ORGANIZATIONS SUCH AS FIRE DEPARTMENTS, FOOD PANTRIES, AND ANIMAL SHELTERS. THE FALL PRODUCT PROGRAM ALSO SAW MORE THAN 3,000 GIRL SCOUTS PARTICIPATING AND BROUGHT IN MORE THAN \$1.2 MILLION IN TOTAL SALES.

4d Other program services (Describe on Schedule O.) (Expenses \$ 0. including grants of \$ 0.) (Revenue \$ 0.)

4e Total program service expenses 12,859,220.

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<input checked="" type="checkbox"/>	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions	<input checked="" type="checkbox"/>	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		<input checked="" type="checkbox"/>
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		<input checked="" type="checkbox"/>
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? <i>If "Yes," complete Schedule C, Part III</i>		<input checked="" type="checkbox"/>
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		<input checked="" type="checkbox"/>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		<input checked="" type="checkbox"/>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		<input checked="" type="checkbox"/>
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		<input checked="" type="checkbox"/>
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	<input checked="" type="checkbox"/>	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	<input checked="" type="checkbox"/>	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		<input checked="" type="checkbox"/>
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		<input checked="" type="checkbox"/>
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	<input checked="" type="checkbox"/>	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<input checked="" type="checkbox"/>	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		<input checked="" type="checkbox"/>
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	<input checked="" type="checkbox"/>	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		<input checked="" type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the United States?		<input checked="" type="checkbox"/>
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		<input checked="" type="checkbox"/>
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		<input checked="" type="checkbox"/>
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		<input checked="" type="checkbox"/>
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I.</i> See instructions		<input checked="" type="checkbox"/>
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<input checked="" type="checkbox"/>	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		<input checked="" type="checkbox"/>
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		<input checked="" type="checkbox"/>
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		<input checked="" type="checkbox"/>

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Yes, No. Rows 22-38 detailing various organizational requirements and compliance checks.

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question ID, Yes, No. Rows 1a, 1b, 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Table with columns for question number, question text, and Yes/No columns. Includes rows for employee counts (2a), tax returns (2b), unrelated business income (3a), foreign accounts (4a), prohibited transactions (5a-5c), annual gross receipts (6a-6b), deductible contributions (7a-7h), sponsoring organizations (8-9), section 501(c)(7) organizations (10a-10b), section 501(c)(12) organizations (11a-11b), section 4947(a)(1) trusts (12a-12b), section 501(c)(29) health insurance issuers (13a-13c), indoor tanning services (14a-14b), section 4960 tax (15), section 4968 excise tax (16), and section 501(c)(21) organizations (17).

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	1a	22	
b	Enter the number of voting members included on line 1a, above, who are independent		
	1b	22	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	X	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
10b			
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
12c			
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		
16b			

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed NONE
- 18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)
- 19** Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, address, and telephone number of the person who possesses the organization's books and records
DONNELL HEISTAND - 303-607-4888
1485 S COLORADO BLVD STE 210, DENVER, CO 80222

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) LEANNA CLARK CHIEF EXECUTIVE OFFICER	40.00			X			230,413.	0.	23,581.	
(2) DONNELL HEISTAND CHIEF OPERATING OFFICER	40.00			X			172,800.	0.	10,049.	
(3) ROSEMARIE T. ADAMS-GROTE CONTROLLER	40.00					X	119,553.	0.	12,394.	
(4) LINDSAY C. STANDISH CHIEF RISK MANAGEMENT OFFICER	40.00					X	102,724.	0.	21,518.	
(5) KRISTIN HAMM CHIEF MARKETING OFFICER	40.00			X			101,967.	0.	21,267.	
(6) MICHELLE BLACKWELL BOOT CHIEF HR OFFICER	40.00			X			93,291.	0.	26,121.	
(7) RYCHELLE T. ARNOLD CHIEF PRODUCT PROGRAM OFFICER	40.00					X	104,850.	0.	12,130.	
(8) MARTHA S. JOHNSON CHIEF DEVEL. OFFICER	40.00			X			90,691.	0.	26,141.	
(9) HEIDI R. VIELHABER CHIEF OUTDOOR PROGRAM AND PROPERTY O	40.00					X	103,192.	0.	2,051.	
(10) KATHRYN SINGLETON CHIEF MEMBERSHIP AND PROGRAM OFFICER	40.00					X	101,077.	0.	2,081.	
(11) CHRISTY BELZ CO-CHAIRPERSON OF FUND DEVELOPMENT	5.00	X		X			0.	0.	0.	
(12) BROOKE BODART SECRETARY (THRU 7/23)	3.00	X		X			0.	0.	0.	
(13) CAROLINE CORNELL CHAIRPERSON	10.00	X		X			0.	0.	0.	
(14) CRYSTAL EUSTIS CHAIRPERSON OF AUDIT	5.00	X		X			0.	0.	0.	
(15) VICTORIA GIGOUX CHAIRPERSON OF MCC	5.00	X		X			0.	0.	0.	
(16) CHRISTINA GUNN CHAIRPERSON OF BOARD GOV.	5.00	X		X			0.	0.	0.	
(17) GENIA HERNDON CHAIRPERSON OF YPC	5.00	X		X			0.	0.	0.	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) MAUREEN MCDONALD CO-CHAIRPERSON OF FUND DEVELOPMENT	5.00	X		X				0.	0.	0.
(19) ANGELA ROBERTS TREASURER	5.00	X		X				0.	0.	0.
(20) DIANE SCOTT SECRETARY	5.00	X		X				0.	0.	0.
(21) SHANNON SISLER CHAIRPERSON OF BOARD GOV. (THRU 9/23)	5.00	X		X				0.	0.	0.
(22) CARRIE WALTERS VICE CHAIRPERSON	5.00	X		X				0.	0.	0.
(23) CHERIE AXELROD DIRECTOR	3.00	X						0.	0.	0.
(24) JEFF DETRA DIRECTOR	3.00	X						0.	0.	0.
(25) MEGAN FLORI KING DIRECTOR	3.00	X						0.	0.	0.
(26) ERICA FUKUHARA DIRECTOR	3.00	X						0.	0.	0.
1b Subtotal								1,220,558.	0.	157,333.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,220,558.	0.	157,333.

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization 10

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual	3	X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual	4	X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person	5	X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 0

SEE PART VII, SECTION A CONTINUATION SHEETS

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A)	(B)	(C)	(D)	
			Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	15,188.				
	1 b	Membership dues					
	1 c	Fundraising events	336,749.				
	1 d	Related organizations					
	1 e	Government grants (contributions)	100,000.				
	1 f	All other contributions, gifts, grants, and similar amounts not included above ...	1,074,912.				
	1 g	Noncash contributions included in lines 1a-1f	\$ 25,950.				
	1 h	Total. Add lines 1a-1f		1,526,849.			
Program Service Revenue	2 a	CAMP AND PROGRAM SERVICE FEE	900099	1,535,872.	1,535,872.		
	2 b						
	2 c						
	2 d						
	2 e						
	2 f	All other program service revenue					
	2 g	Total. Add lines 2a-2f		1,535,872.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		440,359.		440,359.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real	6,001.			
			(ii) Personal				
	6 b	Less: rental expenses ...	0.				
	6 c	Rental income or (loss)	6,001.				
	6 d	Net rental income or (loss)		6,001.		6,001.	
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	2,999,980.	291,756.		
			(ii) Other				
	7 b	Less: cost or other basis and sales expenses	2,999,980.	37,888.			
	7 c	Gain or (loss)	0.	253,868.			
7 d	Net gain or (loss)		253,868.		253,868.		
8 a	Gross income from fundraising events (not including \$ 336,749. of contributions reported on line 1c). See Part IV, line 18		93,976.				
8 b	Less: direct expenses	199,547.					
8 c	Net income or (loss) from fundraising events		-105,571.		-105,571.		
9 a	Gross income from gaming activities. See Part IV, line 19						
9 b	Less: direct expenses						
9 c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances		23,387,917.				
10 b	Less: cost of goods sold	10,411,391.					
10 c	Net income or (loss) from sales of inventory		12,976,526.	12,976,526.			
Miscellaneous Revenue	11 a						
	11 b						
	11 c						
	11 d	All other revenue					
	11 e	Total. Add lines 11a-11d					
12	Total revenue. See instructions		16,633,904.	14512398.	0.	594,657.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	376,341.	376,341.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	812,811.	123,186.	559,949.	129,676.
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	7,298,739.	6,361,354.	636,141.	301,244.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	67,580.	62,508.	2,205.	2,867.
9 Other employee benefits	1,222,704.	1,113,629.	66,681.	42,394.
10 Payroll taxes	621,263.	512,466.	80,951.	27,846.
11 Fees for services (nonemployees):				
a Management				
b Legal	12,800.		12,800.	
c Accounting	55,164.		55,164.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	50,465.		50,465.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	353,478.	188,601.	161,751.	3,126.
12 Advertising and promotion	104,993.	86,245.	15,943.	2,805.
13 Office expenses	1,365,628.	1,214,032.	123,668.	27,928.
14 Information technology	157,732.	137,119.	17,639.	2,974.
15 Royalties				
16 Occupancy	1,118,925.	1,081,976.	28,800.	8,149.
17 Travel	358,485.	301,132.	41,706.	15,647.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	8,838.	7.	8,831.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	460,518.	414,550.	31,025.	14,943.
23 Insurance	345,325.	310,855.	23,265.	11,205.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a GSUSA PENSION OBLIGATION	548,025.		548,025.	
b BANKING / CREDIT CARD	355,401.	307,273.	21,833.	26,295.
c EMPLOYEE EXPENSES	185,088.	127,369.	57,719.	
d DUES / FEES	106,251.	84,257.	18,637.	3,357.
e All other expenses	63,533.	56,320.	6,640.	573.
25 Total functional expenses. Add lines 1 through 24e	16,050,087.	12,859,220.	2,569,838.	621,029.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	7,672,709.	1	2,592,509.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	866,075.	3	110,500.
	4 Accounts receivable, net	0.	4	97,685.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	180,768.	8	251,836.
	9 Prepaid expenses and deferred charges	259,933.	9	256,040.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 12,109,344.		
	b Less: accumulated depreciation	10b 6,533,155.	10c	5,576,189.
	11 Investments - publicly traded securities	5,824,549.	11	10,392,909.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	17,675,935.	15	21,103,553.
16 Total assets. Add lines 1 through 15 (must equal line 33)	35,965,598.	16	40,381,221.	
Liabilities	17 Accounts payable and accrued expenses	1,449,268.	17	2,004,040.
	18 Grants payable		18	
	19 Deferred revenue	192,136.	19	380,019.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	0.	25	1,596,512.
	26 Total liabilities. Add lines 17 through 25	1,641,404.	26	3,980,571.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	32,325,020.	27	34,911,988.
	28 Net assets with donor restrictions	1,999,174.	28	1,488,662.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	34,324,194.	32	36,400,650.
	33 Total liabilities and net assets/fund balances	35,965,598.	33	40,381,221.

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	16,633,904.
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,050,087.
3	Revenue less expenses. Subtract line 2 from line 1	3	583,817.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	34,324,194.
5	Net unrealized gains (losses) on investments	5	28,760.
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	1,463,879.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	36,400,650.

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other		
If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?		X
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both:			
<input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2b	Were the organization's financial statements audited by an independent accountant?	X	
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both:			
<input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis			
2c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	X	
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?		X
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits		

Form 990 (2022)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	911,664.	852,980.	3320282.	6088293.	1526849.	12700068.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	911,664.	852,980.	3320282.	6088293.	1526849.	12700068.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						12700068.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	911,664.	852,980.	3320282.	6088293.	1526849.	12700068.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	25,139.	44,124.	14,227.	38,780.	446,360.	568,630.
9 Net income from unrelated business activities, whether or not the business is regularly carried on	0.	0.	0.	10,154.	0.	10,154.
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						13278852.
12 Gross receipts from related activities, etc. (see instructions)					12	58,846,448.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	95.64 %
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	98.79 %
16a 33 1/3% support test - 2022. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2021. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		<input type="checkbox"/>

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

15 Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2021 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2021 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2022. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

b 33 1/3% support tests - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? <i>If "Yes," complete Part I of Schedule L (Form 990).</i>		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
b Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described on line 11a above?		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>		
11a		
11b		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.</i>		
1		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3 By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
1		
2		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No" provide details in Part VI.</i>			
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>			
2a			
2b			
3a			
3b			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). **See instructions.**
 All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule A (Form 990) 2022

Part VI

Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Multiple horizontal lines for supplemental information.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990 or Form 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Name of the organization

GIRL SCOUTS OF COLORADO

Employer identification number

84-0410630

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
--	---

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	 <hr/> <hr/> <hr/>	\$ <u>100,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	 <hr/> <hr/> <hr/>	\$ <u>75,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	 <hr/> <hr/> <hr/>	\$ <u>60,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	 <hr/> <hr/> <hr/>	\$ <u>45,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	 <hr/> <hr/> <hr/>	\$ <u>44,483.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	 <hr/> <hr/> <hr/>	\$ <u>45,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
--	---

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	<hr/> <hr/> <hr/>	\$ 50,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8	<hr/> <hr/> <hr/>	\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
--	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____
		\$ _____	_____

Name of organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
--	---

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) \$ _____
Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
(e) Transfer of gift			
Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee	

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization: GIRL SCOUTS OF COLORADO; Employer identification number: 84-0410630

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate values, and yes/no questions about donor property and grant fund usage.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, table for lines 2a-2d, and various monitoring and policy questions.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting art and historical treasures.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2022

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	848,244.	1,007,664.	873,990.	820,746.	825,263.
b Contributions	1,774.	29,529.	14,170.	26,488.	2,905.
c Net investment earnings, gains, and losses	68,469.	-139,800.	138,954.	54,297.	12,358.
d Grants or scholarships					
e Other expenditures for facilities and programs	30,834.	49,149.	19,450.	27,541.	19,780.
f Administrative expenses					
g End of year balance	887,653.	848,244.	1,007,664.	873,990.	820,746.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 0.0000 %
 - b Permanent endowment 89.9800 %
 - c Term endowment 10.0200 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|---|-----|----|
| (i) Unrelated organizations | X | |
| (ii) Related organizations | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		335,972.		335,972.
b Buildings		6,165,673.	3,783,608.	2,382,065.
c Leasehold improvements		2,671,026.	1,258,663.	1,412,363.
d Equipment		1,509,905.	933,190.	576,715.
e Other		1,426,768.	557,694.	869,074.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				5,576,189.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) BENEFICIAL INTERESTS IN ASSETS	19,561,916.
(2) BENEFICIAL INTEREST IN PERPETUAL TRUSTS	227,312.
(3) RIGHT OF USE ASSETS - OPERATING LEASES	1,314,325.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	21,103,553.

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OPERATING LEASE LIABILITIES	1,596,512.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	1,596,512.

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	18,294,574.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	28,760.
b	Donated services and use of facilities	2b	218,496.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	1,463,879.
e	Add lines 2a through 2d	2e	1,711,135.
3	Subtract line 2e from line 1	3	16,583,439.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	50,465.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	50,465.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	16,633,904.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	16,218,118.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	218,496.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	218,496.
3	Subtract line 2e from line 1	3	15,999,622.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	50,465.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	50,465.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	16,050,087.

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART V, LINE 4:

THE GIRL SCOUTS OF COLORADO ENDOWMENT FUNDS PROVIDE RESOURCES FOR SCHOLARSHIPS, OUTDOOR PROGRAMS, CAPITAL REPLACEMENT AND OPERATIONS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

CHANGE IN VALUE OF BENEFICIAL INTEREST IN ASSETS HELD BY

OTHERS 1,463,879.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		WOMEN OF DISTINCTION (event type)	(event type)	NONE (total number)	
Revenue	1	Gross receipts	430,725.		430,725.
	2	Less: Contributions	336,749.		336,749.
	3	Gross income (line 1 minus line 2)	93,976.		93,976.
Direct Expenses	4	Cash prizes			
	5	Noncash prizes			
	6	Rent/facility costs	45,548.		45,548.
	7	Food and beverages	90,870.		90,870.
	8	Entertainment			
	9	Other direct expenses	63,129.		63,129.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			199,547.
11	Net income summary. Subtract line 10 from line 3, column (d)			-105,571.	

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1	Gross revenue			
	2	Cash prizes			
Direct Expenses	3	Noncash prizes			
	4	Rent/facility costs			
	5	Other direct expenses			
6	Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
7	Direct expense summary. Add lines 2 through 5 in column (d)				
8	Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? Yes No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? Yes No

b If "Yes," explain: _____

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
NATIONAL DUES ASSISTANCE	12008	194,342.	0.		
MEMBERS ASSISTANCE	210	22,148.	0.		
CAMP ASSISTANCE	1004	153,616.	0.		
EVENT ASSISTANCE	125	6,235.	0.		

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

PART I, LINE 2

ORGANIZATION'S PROCEDURES FOR MONITORING THE USE OF GRANT FUNDS:

ALL GRANTS ARE MANAGED IN A FUNDRAISING DATABASE.

THE ASSIGNED FUNDRAISER IS RESPONSIBLE FOR ALL COMMUNICATION,
REPORTING, AND FOLLOW UP.

INFORMATION REGARDING THE SPECIFIC GRANT INCLUDES:

- DATE RECEIVED, AMOUNT AND PURPOSE RECORDED AND ACKNOWLEDGED
- AWARD LETTER AND ANCILLARY DOCUMENTATION
- ACTIONS ADDED FOR INTERIM REPORTS, FINAL REPORTS, SITE VISITS

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

GIRL SCOUTS OF COLORADO

Employer identification number

84-0410630

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input type="checkbox"/> Compensation committee | <input checked="" type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input checked="" type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2022

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) LEANNA CLARK CHIEF EXECUTIVE OFFICER	(i)	229,013.	1,400.	0.	4,423.	19,158.	253,994.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DONNELL HEISTAND CHIEF OPERATING OFFICER	(i)	171,350.	1,450.	0.	0.	10,049.	182,849.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
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	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization **GIRL SCOUTS OF COLORADO** Employer identification number **84-0410630**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (<u>BEVERAGES</u>)	X	2	23,000 . FMV	
26 Other (<u>TRAINING AIDS</u>)	X	1	1,500 . FMV	
27 Other (<u>KAYAK</u>)	X	1	1,450 . FMV	
28 Other ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

Part II **Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

SCHEDULE M, PART I, COLUMN (B):

NUMBER OF CONTRIBUTIONS RECEIVED.

Multiple horizontal lines for data entry.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

GIRL SCOUTS OF COLORADO

Employer identification number

84-0410630

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

AND SHARE A WORLDWIDE SISTERHOOD THROUGH TRADITIONS AND NEW
EXPERIENCES. GIRL SCOUTS BUILDS GIRLS OF COURAGE, CONFIDENCE, AND
CHARACTER, WHO MAKE THE WORLD A BETTER PLACE.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS:

NEARLY 1,000 PEOPLE CAME THROUGH ON OPENING DAY AND SINCE THEN
THOUSANDS OF OTHERS HAVE ATTENDED FAMILY FUN DAYS, DROP-IN ROBOTICS,
UKULELE CLASSES, PARTNER PROGRAMS, AND MUCH MORE. THE VISION IS TO HAVE
SIMILAR SPACES AROUND THE STATE AND BRING THE LIFE-CHANGING GIRL SCOUT
EXPERIENCES TO MORE GIRLS.

EVERYTHING A GIRL SCOUT DOES STARTS WITH A DREAM. SHE DREAMS OF A
BETTER WORLD, AND SHE TAKES ACTION TO MAKE IT HAPPEN. SHE DREAMS OF
TRAVELING TO SEE THE WORLD AND SHE SETS GOALS, MAKES PLANS, AND
LAUNCHES ON HER JOURNEY WITH HER GIRL SCOUT SISTERS. SHE DREAMS OF
RUNNING HER OWN BUSINESS SOMEDAY, AND SHE GETS HER FIRST TRY AT
ENTREPRENEURSHIP DURING THE GIRL SCOUT COOKIE PROGRAM.

GIRLS NEED A SAFE SPACE WHERE THEY CAN BE THEMSELVES, WITHOUT JUDGEMENT
AND WITH THE SUPPORT OF CARING MENTORS AND FRIENDS FOR LIFE. THAT'S
GIRL SCOUTS. GIRL SCOUTS KNOW MENTAL WELLNESS MUST BE A PRIORITY, SO
THIS YEAR, WE EXPANDED OUR SISTER OF SUPPORT RETREATS FROM ONE TO THREE
AND BROUGHT NEW MENTAL WELLNESS PATCH PROGRAMS TO OUR TROOP VOLUNTEERS.

IT ALL STARTS WITH A DREAM AND GIRL SCOUTS OF COLORADO REALIZED SOME

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Schedule O (Form 990) 2022

232211 10-28-22

Name of the organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
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BIG IDEAS IN 2023:

- OPENING THE FIRST-IN-NATION DREAMLAB
- LAUNCHING A MONTHLY GIRL-DRIVEN PODCAST SERIES
- 15% INCREASE IN COOKIE PROGRAM DESPITE LIMITED SUPPLY ISSUES
- NEW PARTNERSHIPS WITH ORGANIZATIONS FOCUSED ON ENSURING ALL GIRLS HAVE OPPORTUNITIES TO FULFILL THEIR POTENTIAL
- MOST SUCCESSFUL WOMEN OF DISTINCTION SERIES OF FUNDRAISING EVENTS IN TERMS OF ATTENDANCE AND DOLLARS RAISED
- EXPANSION OF THE HORSE PROGRAM AT TOMAHAWK RANCH AND A NEW BEACH WITH A DOCK AT SKY HIGH RANCH

THESE ARE JUST A FEW OF THE SUCCESSES BECAUSE THE REAL ACHIEVEMENTS LIE IN THE LEADERSHIP GROWTH AND ACCOMPLISHMENTS OF THE 16,257 YOUTH MEMBERS AND THE 6,241 ADULT VOLUNTEERS WHO GUIDE THEM ON THEIR LEADERSHIP JOURNEY.

TRANSFORMATIONAL LEADERSHIP BEGINS IN GIRLHOOD. GIRL SCOUTS GIVES GIRLS A SPACE TO LEAD, THRIVE, AND MAKE THE WORLD A BETTER PLACE.

THE GIRL SCOUT PROGRAM IS A GIRL-LED LEADERSHIP EXPERIENCE WHERE GIRLS DISCOVER, CONNECT, AND TAKE ACTION THROUGH BADGE-EARNING, CIVIC ENGAGEMENT, OUTDOOR EXPERIENCES, AND TRAVEL. IT'S A LIFE-LONG LEADERSHIP JOURNEY THAT PROGRESSES AS GIRLS GROW. THROUGH THE GIRL SCOUT LEADERSHIP EXPERIENCE, WE KNOW THAT GIRLS ARE DEVELOPING LEADERSHIP SKILLS THROUGH EVERYDAY ACTIONS BIG AND SMALL, AND INCORPORATING OUR FOUR PROGRAM PILLARS (STEM, OUTDOORS, LIFE SKILLS, AND ENTREPRENEURSHIP) INTO EVERYTHING THEY DO AS GIRL SCOUTS.

Name of the organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
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PARTICIPATING IN GIRL SCOUTS IS PROVEN TO HELP GIRLS THRIVE IN FIVE WAYS AS THEY:

- DEVELOP A STRONG SENSE OF SELF.
- DISPLAY POSITIVE VALUES.
- SEEK CHALLENGES AND LEARN FROM SETBACKS.
- FORM AND MAINTAIN HEALTHY RELATIONSHIPS.
- AND IDENTIFY AND SOLVE PROBLEMS IN THE COMMUNITY.

IN ADDITION TO PARTICIPATING IN ACTIVITIES WITH THEIR TROOP, MORE THAN 6,000 GIRL SCOUTS ATTENDED STAFF-LED OR PARTNER-LED PROGRAMMING EVENTS, WITH MORE THAN 90% OF THOSE BEING IN-PERSON EVENTS.

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

LIFE SKILLS:

GIRL SCOUTS LOVE TO HELP THEIR COMMUNITIES AND THROUGH THE HIGHEST AWARDS PROGRAM THEY DEVELOP LIFELONG PROBLEM-SOLVING AND LEADERSHIP SKILLS, AND THEY MAKE A SUSTAINABLE IMPACT ON OUR WORLD. THIS YEAR, 624 JUNIOR GIRL SCOUTS EARNED THE BRONZE AWARD, 283 CADETTE GIRL SCOUTS EARNED SILVER, AND 40 SENIOR AND AMBASSADOR GIRL SCOUTS EARNED THE GOLD AWARD.

THESE GIRL SCOUTS ARE PRIME EXAMPLES OF THE GIRL SCOUT LEADERSHIP EXPERIENCE IN ACTION. THEY EARNED THE HIGHEST AWARD A HIGH SCHOOL AGE GIRL SCOUT CAN EARN BY LEADING PROJECTS THAT MAKE A LASTING IMPACT ON OUR WORLD. IT'S A HUGE ACCOMPLISHMENT THAT ALSO IMPACTS THE GOLD AWARD GIRL SCOUT AS A PERSON. A FEW BIG IDEAS ADDRESSED BY THIS YEAR'S GOLD AWARD CLASS INCLUDE CREATING THE ONLY COLLEGE REVIEW RESOURCE SPECIFIC

Name of the organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
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TO THE BLACK EXPERIENCE; CREATING A SEATBELT AWARENESS PROGRAM FOR TEEN DRIVERS; AND CREATING A PROGRAM TO GET KIDS AND FAMILIES OUTDOORS BY HIKING.

THE LONGER A GIRL STAYS IN GIRL SCOUTS, THE MORE SHE GETS OUT OF IT AND THE MORE SHE GIVES BACK TO THE COMMUNITY. WHEN A TROOP LEADER SAYS 'TELL ME MORE' WHEN THEY PITCH A BIG IDEA, NURTURES THEIR DREAMS, AND MAKES IT EASIER TO BELIEVE IN THEM, A GIRL SCOUT'S CONFIDENCE GROWS. WHEN THEY SEE HOW TO MAKE DREAMS A REALITY, AND THEY SEE THAT THEY CAN MAKE A DIFFERENCE IN THE WORLD, THEY BEGIN TO KNOW THEIR OWN POWER. THAT'S WHEN THE MAGIC HAPPENS WHEN THE GIRL AND THE WORLD ARE FOREVER CHANGED!

EXPENSES \$ 0. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

FORM 990, PART VI, SECTION A, LINE 4:

DURING FISCAL 2023, THE GSCO BOARD OF DIRECTORS APPROVED THE FOLLOWING CHANGES TO THE BY-LAWS:

THE TERMS OF OFFICE CHANGED FROM THREE YEAR TERMS TO TWO YEAR TERMS WITH UPDATES FOR DIRECTOR VACANCIES. A DIRECTOR MAY BE REMOVED WITH A TWO-THIRDS VOTE. ANY ACTION MAY BE TAKEN WITHOUT A MEETING WITH THREE-QUARTERS OF THE DIRECTORS VOTING.

BOARD OFFICERS ARE NOW BOARD CHAIR, VICE CHAIR, SECRETARY AND TREASURER. TERMS FOR OFFICERS AND CHAIRS OF STANDING COMMITTEES ARE NOW A MINIMUM OF ONE YEAR OR MAXIMUM OF TWO YEARS WITH AN INDIVIDUAL NOT SERVING MORE THAN SIX YEARS TOTAL IN ANY SINGLE OFFICE. IF THE BOARD CHAIR BECOMES VACANT THE VICE CHAIR AND THEN SECRETARY WILL ASSUME THE ROLE FOR THE REMAINING

Name of the organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
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TERM. THE BOARD GOVERNANCE COMMITTEE SHALL NOMINATE REPLACEMENTS FOR OFFICER/STANDING COMMITTEE VACANCIES. RESIGNATION FROM AN OFFICER/STANDING COMMITTEE POSITION DOES NOT CONSTITUTE A RESIGNATION AS A DIRECTOR. RESIGNATION AS A DIRECTOR REQUIRES NOTICE TO THE BOARD CHAIR OR SECRETARY.

THE EXECUTIVE COMMITTEE IS COMPRISED OF BOARD OFFICERS AND THE CEO AS AN EX OFFICIO MEMBER. STANDING COMMITTEE CHAIRS MAY BE INCLUDED IN THE EXECUTIVE COMMITTEE MEETING AS EX OFFICIO AND WITHOUT A VOTE. OTHER DIRECTORS/VOLUNTEERS MAY BE INVITED TO THE EXECUTIVE COMMITTEE MEETING AT THE INVITATION OF THE BOARD CHAIR, TO DISCUSS IMPORTANT ISSUES, BUT ARE EX OFFICIO AND WITHOUT VOTE. DUTIES OF THE EXECUTIVE COMMITTEE ARE TO REVIEW THE BOARD MEETING AGENDA, EXERCISE POWERS BETWEEN BOARD MEETINGS WHEN TIME IS OF THE ESSENCE AND NO SPECIAL BOARD MEETING OR ELECTRONIC/WRITING VOTE CAN BE COMPLETED WITHIN THE TIME CONSTRAINT. THE EXECUTIVE COMMITTEE MAY NOT APPROVE THE BUDGET, AMEND BY-LAWS, OR TAKE ACTION WHICH WOULD BE A SUBSTANTIAL DEPARTURE FROM BOARD POLICIES AND PROCEDURES. ALL DISCUSSIONS AND ACTIONS OF THE EXECUTIVE COMMITTEE WILL BE REPORTED AT THE NEXT SCHEDULED BOARD MEETING.

DUTIES, RESPONSIBILITIES, MEMBERS, AND TERMS OF THE VARIOUS STANDING COMMITTEES WERE UPDATED. FORM AND TIME OF NOTICES, AS WELL AS REMOTE MEETINGS, WERE UPDATED TO INCLUDE DIGITAL/ONLINE TECHNOLOGIES OR SERVICES AND MAILING OF PAPER DOCUMENTS WAS REMOVED.

FORM 990, PART VI, SECTION B, LINE 11B:

THE FORM 990 IS PRESENTED TO THE AUDIT COMMITTEE BY GSCO'S AUDITORS; AFTER THIS REVIEW, THE AUDIT COMMITTEE RECOMMENDS THE 990 TO THE BOARD. THE AUDITORS THEN ALSO REVIEW THE 990 WITH THE BOARD OF DIRECTORS AND THE BOARD

Name of the organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
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OF DIRECTORS APPROVES THE 990. ALL APPROVALS OCCUR PRIOR TO THE FORM 990 BEING FILED WITH THE IRS.

FORM 990, PART VI, SECTION B, LINE 12C:

GIRL SCOUTS OF COLORADO HAS A CONFLICTS OF INTEREST AND CONFIDENTIALITY POLICY, MOST RECENTLY UPDATED NOVEMBER 2021. THE PURPOSE OF THE POLICY ENSURES THAT ALL BOARD/COMMITTEE AND OFFICER DECISIONS OF GIRL SCOUTS OF COLORADO ARE IMPARTIAL AND DO NOT COMPETE OR GIVE THE APPEARANCE OF COMPETING WITH THE INTERESTS OR CONCERNS OF THE COUNCIL. WITH RESPECT TO A CONFLICT OF INTEREST, THE POLICY ADDRESSES WHETHER A BOARD/COMMITTEE OR OFFICER HAS AN EXISTING OR POTENTIAL FINANCIAL INTEREST OR ANY OTHER INTEREST THAT IMPAIRS, OR MIGHT APPEAR TO IMPAIR, THEIR INDEPENDENCE OR OBJECTIVITY IN THE DISCHARGE OF RESPONSIBILITIES AND DUTIES OF THE COUNCIL.

ANNUALLY, ALL OFFICERS, BOARD/COMMITTEE MEMBERS, AND KEY EMPLOYEES ARE REQUIRED TO DISCLOSE ANY CONFLICT OF INTEREST THAT MAY OCCUR WITH THEIR RELATIONSHIP WITH COUNCIL. THE BOARD CHAIR REVIEWS ALL ANNUAL DISCLOSURE STATEMENTS AND MAY REFER TO THE FULL BOARD OR LEGAL COUNSEL FOR FURTHER ADVICE. ANY MEMBER WITH A POTENTIAL CONFLICT OF INTEREST RECUSES THEMSELVES FROM VOTING ON SUCH MATTERS. PRIOR TO EACH BOARD MEETING, THE BOARD CHAIR REQUESTS DISCLOSURE OF ANY CONFLICTS OF INTEREST.

FORM 990, PART VI, SECTION B, LINE 15:

THE PROCESS FOR DETERMINING COMPENSATION FOR CHIEF OFFICERS AND KEY EMPLOYEES OF THE COUNCIL INVOLVES THE CEO, COO AND HUMAN RESOURCES REVIEWING NATIONAL AND LOCAL SURVEYS AND EVALUATING THE LOCAL MARKET WITH COMPARABLE POSITIONS. DURING 2022, A FORMAL PERFORMANCE MANAGEMENT PROCESS IS BEING IMPLEMENTED. COMPENSATION DECISIONS ARE UPDATED AND DOCUMENTED IN

Name of the organization GIRL SCOUTS OF COLORADO	Employer identification number 84-0410630
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THEIR RESPECTIVE FILES. THE GSCO BOARD OF DIRECTORS WILL CONDUCT AN ANNUAL PERFORMANCE REVIEW OF THE CEO INCLUDING A REVIEW OF COMPENSATION. THE MOST RECENT EVALUATION OF THE CEO WAS MAY 2023.

FORM 990, PART VI, SECTION C, LINE 19:

GOVERNING DOCUMENTS AND THE ANNUAL REPORT ARE POSTED TO THE GIRL SCOUTS OF COLORADO WEBSITE.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN VALUE OF BENEFICIAL INTEREST IN ASSETS HELD BY	
OTHERS	1,463,879.

PART XII, LINE 2C

THIS PROCESS HAS NOT CHANGED FROM PRIOR YEAR.