

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)

2024

Department of the Treasury
Internal Revenue Service

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.

Open to Public Inspection

A For the **2024** calendar year, or tax year beginning **OCT 1, 2024** and ending **SEP 30, 2025**

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	G Gross receipts \$ 31,574,022.
	1485 S COLORADO BLVD STE 210		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	City or town, state or province, country, and ZIP or foreign postal code DENVER, CO 80222		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: LEANNA CLARK SAME AS C ABOVE		H(c) Group exemption number	
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			
J Website: WWW.GIRLSOUTSOFCOLORADO.ORG			
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	21
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5 Total number of individuals employed in calendar year 2024 (Part V, line 2a)	5	322
	6 Total number of volunteers (estimate if necessary)	6	6350
	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)	1,582,538.	1,737,048.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,348,561.	1,434,916.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	718,525.	542,393.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	12,751,347.	13,788,036.
		16,400,971.	17,502,393.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	427,855.	347,652.
	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)	10,897,873.	10,527,647.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	1,028,782.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	5,539,975.	5,729,140.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	16,865,703.	16,604,439.	
19 Revenue less expenses. Subtract line 18 from line 12	-464,732.	897,954.	
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)	43,456,324.	47,082,417.
	22 Net assets or fund balances. Subtract line 21 from line 20	3,777,047.	4,379,965.
		39,679,277.	42,702,452.

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	Preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	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. GIRL SCOUTS BUILDS GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE.

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 \$ 10,246,849. including grants of \$ 347,652.) (Revenue \$ 0.) AT GIRL SCOUTS, THE POWER WITHIN HER ISN'T JUST WELCOMED, IT'S UNLOCKED. IT'S ALREADY THERE AND SHE HOLDS THE KEY. AT GIRL SCOUTS, SHE SEES THAT HER VOICE MATTERS, THAT HER ACTIONS MAKE AN IMPACT, AND THAT SHE IS SEEN AND CELEBRATED. WHEN A GIRL CAN STOP PERFORMING AND SHOW UP PROUD AND FULLY AS HERSELF, HER POTENTIAL TURNS INTO HER PURPOSE. GIRL SCOUTS IS THE ONLY SPACE DESIGNED TO GROW A GIRL'S POWER FROM THE INSIDE OUT; PREPARING HER NOT JUST TO SUCCEED IN SOMETHING BUT TO THRIVE IN LIFE. (CONTINUED ON SCHEDULE O)

4b (Code:) (Expenses \$ 2,724,192. including grants of \$ 0.) (Revenue \$ 1,434,916.) PROGRAMS:

IN ADDITION TO PARTICIPATING IN ACTIVITIES WITH THEIR TROOPS, NEARLY 7,000 GIRL SCOUTS ATTENDED STAFF-LED OR PARTNER-LED PROGRAMMING AT MORE THAN 110 EVENTS ACROSS THE STATE. IN ADDITION, GIRL SCOUTS OF COLORADO PARTNERED WITH FUNDERS ON 36 EVENTS, REACHING NEARLY 1,000 GIRL SCOUTS. MORE THAN 400 GIRLS PARTICIPATED IN STEM PROGRAMMING, 280 IN LIFE SKILLS PROGRAMS, AND 177 IN ENTREPRENEUR-FOCUSED PROGRAMS (OUTSIDE OF GIRL SCOUTS' ENTREPRENEURIAL PRODUCT PROGRAMS). (CONTINUED ON SCHEDULE O)

4c (Code:) (Expenses \$ 0. including grants of \$ 0.) (Revenue \$ 13,895,236.) ENTREPRENEURSHIP:

THROUGH PRODUCT PROGRAMS, MORE THAN 9,600 GIRL SCOUTS BUILT THEIR ENTREPRENEURIAL SKILLS 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 MORE THAN 125,000 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 ALMOST 3,000 GIRL SCOUTS PARTICIPATING AND BROUGHT IN MORE THAN \$1 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 12,971,041.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules.

Part IV Checklist of Required Schedules (continued)

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

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-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 questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and various organizational requirements.

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 [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include 1a (21), 1b (21), 2 (X), 3 (X), 4 (X), 5 (X), 6 (X), 7a (X), 7b (X), 8a (X), 8b (X), 9 (X).

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

Table with 3 columns: Question, Yes, No. Rows include 10a (X), 10b, 11a (X), 11b, 12a (X), 12b (X), 12c (X), 13 (X), 14 (X), 15a (X), 15b (X), 16a (X), 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. [X] Own website [] Another's website [X] 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			232,540.	0.	29,959.	
(2) DONNELL HEISTAND CHIEF OPERATING OFFICER	40.00			X			180,218.	0.	10,552.	
(3) MELISSA SISNEROS CHF. PEOPLE-CULTURE OFF. (THRU 8/25)	40.00			X			134,299.	0.	10,080.	
(4) ROSEMARIE T. ADAMS-GROTE CONTROLLER	40.00					X	123,511.	0.	12,316.	
(5) KRISTIN HAMM CHIEF MARKETING OFFICER	40.00			X			106,825.	0.	22,764.	
(6) LINDSAY C. STANDISH CHIEF RISK MANAGEMENT OFFICER	40.00					X	102,561.	0.	23,281.	
(7) RYCHELLE T. ARNOLD CHIEF PRODUCT PROGRAM OFFICER	40.00					X	109,900.	0.	12,253.	
(8) HEIDI R. VIELHABER CHIEF OUTDOOR PROG. & PROP	40.00					X	109,707.	0.	12,254.	
(9) KATHRYN SINGLETON CHIEF MEMBERSHIP AND PROGRAM OFFICER	40.00					X	105,981.	0.	2,174.	
(10) JANET MCFARLAND BURLILE CHIEF DEVEL. OFFICER	40.00			X			48,828.	0.	5,834.	
(11) CHERIE AXELROD CHAIR OF BOARD GOV. (BEG. 10/24)	3.00	X		X			0.	0.	0.	
(12) CHRISTY BELZ CO-CHAIR OF PHILANTHROPY (THRU 9/25)	3.00	X		X			0.	0.	0.	
(13) CAROLINE CORNELL CHAIRPERSON OF THE BOARD (THRU 9/25)	5.00	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) GENIA HERNDON CHAIRPERSON OF YPC	5.00	X		X			0.	0.	0.	
(17) KELLI OGUNSANYA CHAIRPERSON OF THE BOARD	3.00	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) DEBBIE WELLE POWELL CHAIR FUND DEVELOPMENT	3.00	X		X				0.	0.	0.
(19) ANGELA ROBERTS, CPA TREASURER	5.00	X		X				0.	0.	0.
(20) DIANE SCOTT SECRETARY	5.00	X		X				0.	0.	0.
(21) CARRIE WALTERS VICE CHAIRPERSON/SECRETARY	5.00	X		X				0.	0.	0.
(22) MARISA DASPIT DIRECTOR	3.00	X						0.	0.	0.
(23) ELIZABETH DONOHUE DIRECTOR	3.00	X						0.	0.	0.
(24) ERICA FUKUHARA DIRECTOR (THRU 9/25)	3.00	X						0.	0.	0.
(25) JAIME GARDNER DIRECTOR	3.00	X						0.	0.	0.
(26) KRIS GAW DIRECTOR	3.00	X						0.	0.	0.
1b Subtotal								1,254,370.	0.	141,467.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,254,370.	0.	141,467.

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 9

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		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? <i>If "Yes," complete Schedule J for such individual</i>	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? <i>If "Yes," complete Schedule J for such person</i>		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
Z POE HOME IMPROVEMENTS 19484 SILVER RANCH ROAD, CONIFER, CO 80433	CONSTRUCTION	184,000.

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 1

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	1a	10,691.				
	b Membership dues	1b					
	c Fundraising events	1c	751,738.				
	d Related organizations	1d					
	e Government grants (contributions)	1e	33,440.				
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	941,179.				
	g Noncash contributions included in lines 1a-1f	1g	\$ 8,884.				
	h Total. Add lines 1a-1f			1,737,048.			
Program Service Revenue	2 a CAMP AND PROGRAM SERVICE FEE	Business Code					
		900099		1,434,916.	1,434,916.		
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
g Total. Add lines 2a-2f			1,434,916.				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			524,144.		524,144.	
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6 a Gross rents	6a	(i) Real	9,100.			
			(ii) Personal				
	b Less: rental expenses ...	6b		0.			
	c Rental income or (loss)	6c		9,100.			
	d Net rental income or (loss)			9,100.		9,100.	
	7 a Gross amount from sales of assets other than inventory	7a	(i) Securities	3,736,075.	17,960.		
			(ii) Other				
	b Less: cost or other basis and sales expenses	7b		3,735,786.	0.		
	c Gain or (loss)	7c		289.	17,960.		
	d Net gain or (loss)			18,249.		18,249.	
8 a Gross income from fundraising events (not including \$ 751,738. of contributions reported on line 1c). See Part IV, line 18	8a		66,810.				
b Less: direct expenses	8b		183,110.				
c Net income or (loss) from fundraising events			-116,300.		-116,300.		
9 a Gross income from gaming activities. See Part IV, line 19	9a						
b Less: direct expenses	9b						
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances	10a		24,047,969.				
b Less: cost of goods sold	10b		10,152,733.				
c Net income or (loss) from sales of inventory			13,895,236.	13895236.			
Miscellaneous Revenue	11 a _____	Business Code					
	b _____						
	c _____						
	d All other revenue						
	e Total. Add lines 11a-11d						
12 Total revenue. See instructions			17,502,393.	15330152.	0.	435,193.	

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	347,652.	347,652.		
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	867,171.	117,458.	588,179.	161,534.
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	7,899,093.	6,936,659.	413,422.	549,012.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	63,800.	23,220.	36,934.	3,646.
9 Other employee benefits	970,379.	786,098.	127,145.	57,136.
10 Payroll taxes	727,204.	580,246.	93,096.	53,862.
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	84,354.		84,354.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	143,558.		143,558.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	329,381.	228,730.	39,917.	60,734.
12 Advertising and promotion	137,827.	69,941.	38,187.	29,699.
13 Office expenses	1,140,501.	1,000,908.	123,385.	16,208.
14 Information technology	179,577.	87,452.	85,250.	6,875.
15 Royalties				
16 Occupancy	961,953.	924,895.	27,987.	9,071.
17 Travel	284,351.	242,032.	20,050.	22,269.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	3,237.	48.	2,689.	500.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	683,855.	588,485.	67,406.	27,964.
23 Insurance	476,132.	409,732.	46,930.	19,470.
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 <u>GSUSA PENSION OBLIGATION</u>	520,509.		520,509.	
b <u>BANKING / CREDIT CARD</u>	407,799.	317,810.	89,989.	
c <u>DUES / FEES</u>	226,623.	181,867.	36,263.	8,493.
d <u>EMPLOYEE EXPENSES</u>	45,410.	36,063.	9,197.	150.
e All other expenses _____	104,073.	91,745.	10,169.	2,159.
25 Total functional expenses. Add lines 1 through 24e	16,604,439.	12,971,041.	2,604,616.	1,028,782.
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	4,646,439.	1	3,487,470.
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	152,568.	3	88,726.
	4 Accounts receivable, net		4	
	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	290,808.	8	305,017.
	9 Prepaid expenses and deferred charges	338,631.	9	233,355.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 13,223,939.		
	b Less: accumulated depreciation	10b 7,765,825.	10c	5,458,114.
	11 Investments - publicly traded securities	7,704,120.	11	11,031,196.
	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	24,500,047.	15	26,478,539.
16 Total assets. Add lines 1 through 15 (must equal line 33)	43,456,324.	16	47,082,417.	
Liabilities	17 Accounts payable and accrued expenses	1,804,034.	17	2,605,252.
	18 Grants payable		18	
	19 Deferred revenue	637,763.	19	383,241.
	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	1,335,250.	25	1,391,472.
	26 Total liabilities. Add lines 17 through 25	3,777,047.	26	4,379,965.
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	37,830,848.	27	40,773,082.
	28 Net assets with donor restrictions	1,848,429.	28	1,929,370.
	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	39,679,277.	32	42,702,452.
	33 Total liabilities and net assets/fund balances	43,456,324.	33	47,082,417.

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	17,502,393.
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,604,439.
3	Revenue less expenses. Subtract line 2 from line 1	3	897,954.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	39,679,277.
5	Net unrealized gains (losses) on investments	5	13,717.
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	2,111,504.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	42,702,452.

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		
b 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		
c 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
b 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		

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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	3320282.	6088293.	1526849.	1582538.	1737048.	14255010.
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	3320282.	6088293.	1526849.	1582538.	1737048.	14255010.
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)						29,931.
6 Public support. Subtract line 5 from line 4.						14225079.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
7 Amounts from line 4	3320282.	6088293.	1526849.	1582538.	1737048.	14255010.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	14,227.	38,780.	446,360.	705,679.	533,244.	1738290.
9 Net income from unrelated business activities, whether or not the business is regularly carried on		10,154.				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						16003454.
12 Gross receipts from related activities, etc. (see instructions)					12	65,748,203.
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 2024 (line 6, column (f), divided by line 11, column (f))	14	88.89 %
15 Public support percentage from 2023 Schedule A, Part II, line 14	15	91.39 %
16a 33 1/3% support test - 2024. 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 - 2023. 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 - 2024. 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 - 2023. 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

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support. (Subtract line 7c from line 6.)

Section B. Total Support

Table with 7 columns: (a) 2020, (b) 2021, (c) 2022, (d) 2023, (e) 2024, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c 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

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2023 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2023 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2024. 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 - 2023. 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)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 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? Row 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? Row 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?

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). Sub-rows a, b, c. Row 2: Activities Test. Answer lines 2a and 2b below. Sub-rows a, b. Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. Sub-rows a, b.

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 (explain in detail in Part VI):		
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 (describe in Part VI). 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 2024 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-2024	(iii) Distributable Amount for 2024
1 Distributable amount for 2024 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2024 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2024			
a From 2019			
b From 2020			
c From 2021			
d From 2022			
e From 2023			
f Total of lines 3a through 3e			
g Applied to under distributions of prior years			
h Applied to 2024 distributable amount			
i Carryover from 2019 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2024 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2024 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2024, 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 2024. 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 2025. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2020			
b Excess from 2021			
c Excess from 2022			
d Excess from 2023			
e Excess from 2024			

Schedule A (Form 990) 2024

Schedule B (Form 990)

(Rev. December 2024) Department of the Treasury Internal Revenue Service

Schedule of Contributors

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

OMB No. 1545-0047

Table with 2 columns: Name of the organization (GIRL SCOUTS OF COLORADO) and Employer identification number (84-0410630)

Organization type (check one):

Filers of:

Section:

- Form 990 or 990-EZ: [X] 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

- [X] 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
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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/>	\$ 100,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	<hr/> <hr/> <hr/>	\$ 35,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	<hr/> <hr/> <hr/>	\$ 52,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	<hr/> <hr/> <hr/>	\$ 44,392.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	\$ _____	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<hr/> <hr/> <hr/>	<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
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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
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
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	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____

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

(Rev. December 2024)

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

**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.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

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

1 Purpose(s) of conservation easements held by the organization (check all that apply).

Preservation of land for public use (for example, recreation or education) Preservation of a historically important land area

Protection of natural habitat Preservation of a certified historic structure

Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included on line 2a	2c
d Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year _____

4 Number of states where property subject to conservation easement is located _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year _____

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

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.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1

(ii) Assets included in Form 990, Part X

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1

b Assets included in Form 990, Part X

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

Schedule D (Form 990) (Rev. 12-2024)

LHA 432051 01-02-25

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 **d** Loan or exchange program
- b** Scholarly research **e** Other _____
- c** Preservation for future generations
- 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 in 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	1,045,269.	887,653.	848,244.	1,007,664.	873,990.
b Contributions	2,154.	7,616.	1,774.	29,529.	14,170.
c Net investment earnings, gains, and losses	86,120.	164,400.	68,469.	-139,800.	138,954.
d Grants or scholarships					
e Other expenditures for facilities and programs	30,173.	14,400.	30,834.	49,149.	19,450.
f Administrative expenses					
g End of year balance	1,103,370.	1,045,269.	887,653.	848,244.	1,007,664.

- 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 73.2700 %
- c** Term endowment 26.7300 %
- 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? | | |
- 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		7,059,523.	4,407,414.	2,652,109.
c Leasehold improvements		2,812,387.	1,576,018.	1,236,369.
d Equipment		2,109,315.	1,204,441.	904,874.
e Other		906,742.	577,952.	328,790.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				5,458,114.

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, line 12, col. (B))		

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, line 13, col. (B))		

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	25,084,478.
(2) BENEFICIAL INTEREST IN PERPETUAL TRUSTS	250,020.
(3) RIGHT OF USE ASSETS - OPERATING LEASES	1,144,041.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	26,478,539.

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	1,391,472.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	1,391,472.

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	19,647,075.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	13,717.
b	Donated services and use of facilities	2b	163,019.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	2,111,504.
e	Add lines 2a through 2d	2e	2,288,240.
3	Subtract line 2e from line 1	3	17,358,835.
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	143,558.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	143,558.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	17,502,393.

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	16,623,900.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	163,019.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	163,019.
3	Subtract line 2e from line 1	3	16,460,881.
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	143,558.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	143,558.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	16,604,439.

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 2,111,504.

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)	GIVE A CHEF A COOKIE (event type)	NONE (total number)	
Revenue	1	798,381.	20,167.		818,548.
	2	735,321.	16,417.		751,738.
	3	63,060.	3,750.		66,810.
Direct Expenses	4				
	5				
	6	45,965.	2,300.		48,265.
	7	33,648.	500.		34,148.
	8				
	9	94,114.	6,583.		100,697.
	10	Direct expense summary. Add lines 4 through 9 in column (d)			
11	Net income summary. Subtract line 10 from line 3, column (d)				-116,300.

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				
	2				
Direct Expenses	3				
	4				
	5				
	6	<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	4217	156,031.	0.		
MEMBERS ASSISTANCE	618	37,835.	0.		
CAMP ASSISTANCE	190	137,186.	0.		
EVENT ASSISTANCE	498	8,246.	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

GRANTS WHICH ARE RESTRICTED FOR A SPECIFIC PURPOSE AND WILL BE EXPENDED

ON AN ONGOING BASIS FOR THAT PURPOSE ARE APPROPRIATELY RESTRICTED.

REPORTING TO FUNDERS ENSURES FUNDS WERE STEWARDED AND EXPENDED PROPERLY.

**SCHEDULE J
(Form 990)**

(Rev. December 2024)
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

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		

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

Schedule J (Form 990) (Rev. 12-2024)

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)	231,108.	1,432.	0.	0.	29,959.	262,499.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) DONNELL HEISTAND CHIEF OPERATING OFFICER	(i)	178,786.	1,432.	0.	0.	10,552.	190,770.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

**SCHEDULE O
(Form 990)**

(Rev. December 2024)

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 instructions and the latest information.

OMB No. 1545-0047

**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:

EVERY BADGE OR PATCH SHE EARNS; EACH STEP SHE TAKES OUTSIDE HER COMFORT
ZONE TRYING NEW THINGS AND EXPERIENCING OUTDOOR ADVENTURES; EVERY
SUCCESS AND SETBACK SHE FACES WHILE BUILDING HER ENTREPRENEURIAL
EXPERIENCE OR LEADING A TAKE ACTION PROJECT BUILD HER CONFIDENCE, BOOST
HER COURAGE, AND DEVELOP HER CHARACTER.

BUT, SHE DOESN'T DO IT ON HER OWN. THE ADULT MENTORS, INSPIRING ROLE
MODELS, AND SENSE OF BELONGING THAT GIRL SCOUTS PROVIDES AS WELL AS
POWERFUL PROGRAMMING MAKE A DIFFERENCE IN THE LIVES OF GIRLS.

SOME HIGHLIGHTS FROM 2025:

OPENED A NEW ROPES COURSE AT SKY HIGH RANCH, ADDING TO THE HIGH
ADVENTURE PROGRAMMING AT THIS OVERNIGHT CAMP PROPERTY NEAR WOODLAND
PARK. ALSO BROUGHT HORSE PROGRAMMING BACK TO SKY HIGH RANCH.

NAVIGATED A GROCERY WORKERS STRIKE DURING THE GIRL SCOUT COOKIE
PROGRAM WHILE SUPPORTING GIRLS AND VOLUNTEERS ON THEIR WAY TO SELLING
3.6 MILLION PACKAGES OF COOKIES AND RAISING MORE THAN \$3.5 MILLION IN
TROOP PROCEEDS TO FUND TROOP ACTIVITIES AND SERVICE PROJECTS.

ADDED A PADDLE RAISE TO OUR DENVER WOMEN OF DISTINCTION EVENT,
DRAMATICALLY INCREASING THE AMOUNT OF FUNDS RAISED IN THE ROOM.

EXPANDED OUR EFFORTS IN SCHOOL-BASED PROGRAMMING, INCLUDING GROWING
THE ADOPT-A-TROOP PAID FACILITATOR MODEL TO 8 SITES. MORE THAN 20
SCHOOLS ARE ON A WAITING LIST FOR STAFF-LED PROGRAMMING. OUR GOAL IS TO
MAINTAIN A STRONG PRESENCE IN SCHOOLS AND CONTINUE OFFERING
HIGH-QUALITY PROGRAMMING TO COMMUNITIES THAT NEED US MOST.

IMPLEMENTED A PAY-WHAT-YOU-CAN APPROACH FOR EARLY MEMBERSHIP RENEWALS
TO SUPPORT FAMILIES FACING FINANCIAL HARDSHIP DUE TO THE NATIONAL DUES
INCREASE.

CREATED VOLUNTEER ACADEMIES AND EXPOS, A NEW APPROACH TO IN-PERSON
GIRL SCOUT VOLUNTEER TRAININGS.

OPENED A BUILD-A-BEAR WORKSHOP INSIDE THE GIRL SCOUT DREAMLAB
BOUTIQUE.

CONTINUED EFFORTS TO DIVERSIFY FUNDING AND RAISED \$1.7 MILLION FROM
DONORS, FOUNDATIONS, AND PARTNERSHIPS.

THESE ARE JUST A FEW OF THE SUCCESSES BECAUSE THE REAL ACHIEVEMENTS LIE
IN THE LEADERSHIP GROWTH AND ACCOMPLISHMENTS OF THE 14,830 YOUTH
MEMBERS AND THE 6,740 ADULT VOLUNTEERS WHO GUIDE THEM ON THEIR JOURNEY.

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

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

Schedule O (Form 990) (Rev. 12-2024)

LHA 432211 01-15-25

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INCORPORATING OUR FOUR PROGRAM PILLARS (STEM, OUTDOORS, LIFE SKILLS, AND ENTREPRENEURSHIP) INTO EVERYTHING THEY DO AS GIRL SCOUTS.

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.

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

OUTDOOR ADVENTURES ARE HIGH ON THE LIST FOR FAVORITE GIRL SCOUT EXPERIENCES IN COLORADO AND THEY CAN BE PIVOTAL IN A GIRL'S LIFE. MORE THAN 2,500 GIRLS ATTENDED STAFF-LED AND VOLUNTEER-LED OUTDOOR PROGRAMS THIS YEAR. MORE THAN 1,100 GIRLS PARTICIPATED IN OVERNIGHT SUMMER CAMP AT GIRL SCOUTS OF COLORADO'S RANCH PROPERTIES. MORE THAN 400 GIRL SCOUTS EXPERIENCED TROOP AND FAMILY CAMP OPPORTUNITIES. STAFF-LED DAY CAMPS SERVED 148 GIRL SCOUTS, AND ALL VOLUNTEER-LED CAMP SESSIONS SERVED 637 GIRL SCOUTS. MORE THAN 150 GIRL SCOUTS PARTICIPATED IN OUTDOOR ADVENTURE CLUB, AN INDIVIDUAL YOUTH MEMBER EXPERIENCE FOR OLDER GIRL SCOUTS.

IN AN EFFORT TO ENGAGE MORE YOUTH AND THEIR FAMILIES FROM UNDERSERVED GROUPS AND MARGINALIZED COMMUNITIES, GIRL SCOUTS OF COLORADO OFFERED AFFINITY CAMP SESSIONS, INCLUDING PRIDE OUTSIDE FOR LGBTQ+ IDENTIFYING GIRL SCOUTS AND THEIR ALLIES AND PROTECTED PEAKS FOR IMMUNOCOMPROMISED GIRL SCOUTS AND THEIR FAMILIES, AS WELL AS A FAMILY CAMP IN PARTNERSHIP WITH BOYS AND GIRLS CLUB OF PUEBLO.

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 PROBLEM-SOLVING AND LEADERSHIP SKILLS, AND THEY MAKE A SUSTAINABLE IMPACT ON OUR WORLD. THIS YEAR, 297 JUNIOR GIRL SCOUTS EARNED THE BRONZE AWARD, 169 CADETTE GIRL SCOUTS EARNED SILVER, AND 35 SENIOR AND AMBASSADOR GIRL SCOUTS EARNED THE GOLD AWARD.

GOLD AWARD 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 KANSHITA'S IDEA TO ESTABLISH A SUSTAINABLE SYSTEM FOR DONATING ETHNIC CLOTHING FROM THE UNITED STATES TO COMMUNITIES IN NEED IN INDIA; ABIGAIL'S GEARING 4 ENGINEERING, THAT SET OUT TO BREAK DOWN GENDER STEREOTYPES THAT DISCOURAGE GIRLS FROM PURSUING CAREERS IN ENGINEERING; AND DARJA'S PROJECT TO CREATE A SAFE AND WELCOMING SPACE FOR TEENS, ESPECIALLY IMMIGRANTS FEELING OUT OF PLACE.
EXPENSES \$ 0. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

VOLUNTEER TRAINING AND SUPPORT:

THE SUPPORT AND CONNECTIONS GIRL SCOUTS BUILD WITH EACH OTHER AND THEIR

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TROOP VOLUNTEERS ARE KEYS TO THEIR SUCCESS. GIRL SCOUTING IS A PROGRESSION. THE LONGER A GIRL PARTICIPATES IN GIRL SCOUTS, THE MORE SHE GETS OUT OF IT AND THE MORE SHE GIVES BACK TO THE COMMUNITY. THE TROOP LEADER IS OFTEN THE REASON A GIRL WILL STICK WITH GIRL SCOUTS THROUGHOUT THEIR SCHOOL YEARS. TRAINING AND SUPPORTING THESE AMAZING VOLUNTEERS WHO GIVE THEIR TIME AND TALENTS TO BUILD GIRLS OF COURAGE, CONFIDENCE, AND CHARACTER ARE TOP PRIORITIES AT GIRL SCOUTS OF COLORADO.

NEARLY 200 TRAINING SESSIONS WERE HELD THIS YEAR, INCLUDING VOLUNTEER ACADEMIES, VOLUNTEER EXPOS, CERT-A-THONS, AND ONLINE TRAINING SESSIONS. MORE THAN 1,200 VOLUNTEERS ATTENDED THOSE SESSIONS.

THIS YEAR, THE TRAINING TEAM REIMAGINED WHAT TRAINING WOULD LOOK LIKE WITH GOALS OF REACHING VOLUNTEERS WHERE THEY ARE, PROVIDING RELEVANT TIMELY TRAINING THAT MEETS THEIR NEEDS, AND HELPING CONNECT THEM WITH RESOURCES WITHIN GIRL SCOUTS AND THE COMMUNITY AT LARGE.

WHEN A TROOP LEADER HELPS A GIRL TO FEEL SEEN, HEARD, AND SAFE, SHE BEGINS TO SHAPE HERSELF FOR TOMORROW. WHEN THAT GIRL SCOUT SEES SHE CAN MAKE A DIFFERENCE IN THE WORLD, SHE BEGINS TO KNOW HER 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 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 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 VP PEOPLE AND CULTURE REVIEWING NATIONAL AND LOCAL SURVEYS AND EVALUATING THE LOCAL MARKET WITH COMPARABLE POSITIONS. THE FORMAL PERFORMANCE MANAGEMENT PROCESS, WHICH WAS

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IMPLEMENTED IN 2024, WAS COMPLETED IN OCTOBER 2025 FOR FISCAL 2025. COMPENSATION DECISIONS ARE UPDATED AND DOCUMENTED IN THE RESPECTIVE EMPLOYEE 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 OCTOBER 2025.

FORM 990, PART VI, SECTION C, LINE 19:
GOVERNING DOCUMENTS, PUBLIC COPY OF THE 990, AUDITED FINANCIALS STATEMENTS 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 2,111,504.

PART XII, LINE 2C
THIS PROCESS HAS NOT CHANGED FROM PRIOR YEAR.