



USA GIRL SCOUTS OVERSEAS

2016 ANNUAL REPORT



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

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INTRODUCTION FROM THE CHIEF USA GIRL SCOUTS OVERSEAS EXECUTIVE

Dear friends,

In 1925, USA Girl Scouts Overseas (USAGSO) launched with a single troop of 18 girls in Shanghai, China. The organization's purpose was to ensure that Girl Scouts who lived outside the United States would be able to participate in the same Girl Scout Leadership Experience as their stateside sisters. Today, USAGSO supports close to 10,000 girl members and 5,000 volunteers in nearly 90 countries around the world. Even though we have grown in the last 91 years, our purpose today—to bring *every* G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)[™] the opportunities she needs to succeed while living abroad—aligns with what we've always stood for and what those first girls in Shanghai set out to achieve.

With a focus on leadership development, cultural competence, and global impact, USAGSO provides girls with:

- ◆ High-quality, top-tier programs dedicated to helping girls acquire new skills and become courageous leaders
- ◆ A connection to the United States, even when they are an ocean away
- ◆ A deep cultural understanding of the countries in which they live
- ◆ A supportive network of peers and women

To further this mission, USAGSO works alongside some of the world's most dedicated volunteers. We could not have the effect we have had on girl leadership without them. In the 91 years of USAGSO's existence, these individuals have been at the forefront of facilitating world-class programs that develop girls' self-confidence and character—we're so grateful for our volunteers' invaluable work. We also thank our partners, who make our work possible:

- ◆ Our military and corporate partners
- ◆ Our program partners
- ◆ Our community partners
- ◆ The many individuals and families that provide resources to support girls

In 2016, we remained committed to providing advancement opportunities for girls throughout the world so they can meet and exceed their potential as the female leaders of tomorrow. As this report details, we demonstrated this successful advancement through increasing membership, supporting girls' influential Take Action projects, adding new Destinations, and celebrating our first USAGSO girl member to receive the prestigious National Young Women of Distinction Award.

At USAGSO, girls and their families make friendships and form a support network during times of transition; are exposed to Girl Scout values and maintain a link to U.S. culture; and, in areas of extreme hardship, find hope and inspiration. The original G.I.R.L., Girl Scout founder Juliette Gordon Low, once stated, "Ours is a circle of friendship, united by ideals." Even though our members are spread across the globe, we move forward as a united Girl Scout Movement based on the tenets of sisterhood and leadership that build girls of courage, confidence, and character who make the world a better place.

Sincerely,

Stefanie Ortiz-Cidlik

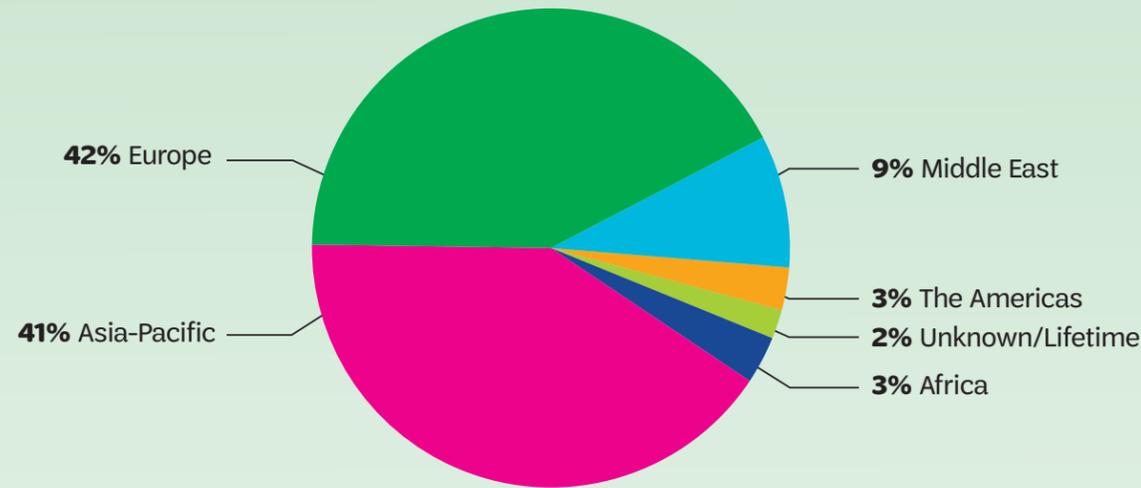
Chief USA Girl Scouts Overseas Executive

2015-16 MEMBERSHIP STATISTICS

- ◆ Countries Served: 87
- ◆ Adult Members: 4,982
- ◆ Girl Members: 9,821
- ◆ Membership Total: 14,803*

*This number includes non-American girl members in international schools.

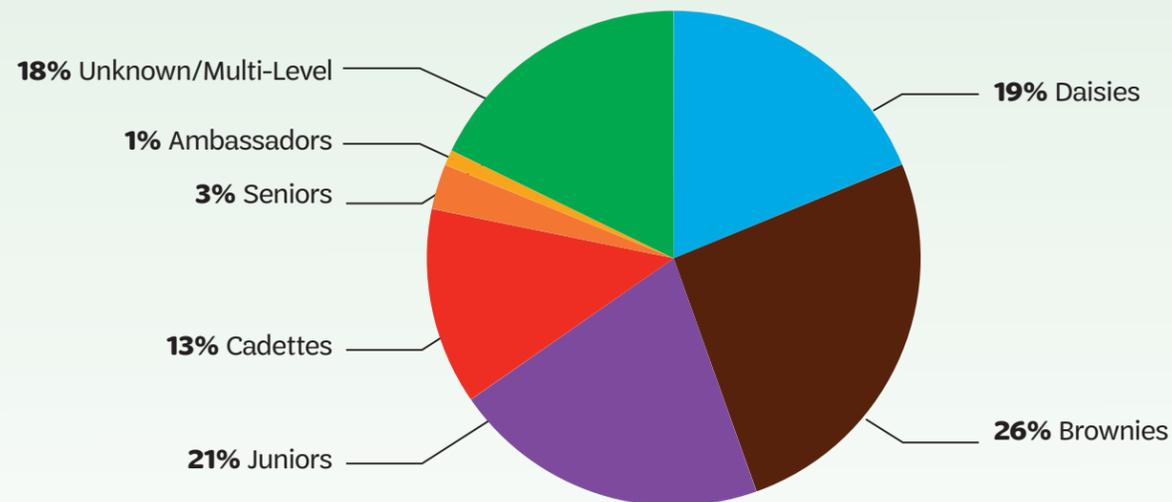
Membership by Region



Number of Countries with Girl Scouts by Region

- 13 countries in Africa
- 20 countries in the Asia-Pacific
- 30 countries in Europe
- 7 countries in the Middle East
- 17 countries in the Americas

USAGSO Troop Numbers



Our Girl Scout Leadership Experience is a one-of-a-kind leadership development program for girls with proven results. It is based on time-tested methods and research-backed programming that help girls take the lead—in their own lives and in the world.

- Women who were Girl Scouts as girls display more positive life outcomes with regard to sense of self, community service, civic engagement, education, and income than women who were not Girl Scouts.
- Girl Scouts are more likely to consider themselves leaders compared to other girls and boys: 64 percent of Girl Scouts consider themselves leaders compared to 44 percent of a national sample of girls and 52 percent of boys.
- Girl Scouts contributes to girls' academic success by helping them develop important leadership skills, such as resourceful problem solving and challenge seeking.
- More than half (52 percent) of women in business are Girl Scout alumnae.
- Fifty-seven percent of women in the 115th Congress are Girl Scout alumnae.



GIRL SCOUTS CHANGE THE WORLD

National Young Women of Distinction Award

In 2016, Hanna Chuang was the first USAGSO Girl Scout to earn the National Young Women of Distinction (NYWOD) Award. Through her Girl Scout Gold Award project, Hanna started a club at her high school in Singapore to help build a community center in rural Bhutan where children and adults could learn to read and write, take English classes, use computers, and learn business skills. Not only did she and her fellow students successfully raise enough funds to build the community center, but they also donated more than 3,000 books to the center. To keep the project sustainable, students from Hanna's high school continue to volunteer each spring. Hanna demonstrated what it truly means to be a G.I.R.L. by stepping up and turning her empathy for others into a long-term solution.

As Hannah explains, "Giving girls and women the tools to lead is what Girl Scouting is all about, and I wanted to share that passion with the people of Bhutan by helping to fight illiteracy in that country—especially among its female citizens. So many people think that you have to sacrifice and give up your whole life if you want to make a change in the world, but that's not true."



The Girl Scout Gold Award

Since 1916, Girl Scouts' highest award, the Gold Award, has stood for the utmost demonstration of girl excellence and leadership. Recipients of the award join generations of young women who have made a difference in their communities and beyond, and they go on to use the experience to distinguish themselves in college admissions and to earn scholarships that make their future careers and community service goals possible.

In 2016, 27 USAGSO Girl Scouts earned their Gold Award, twice as many as in 2015. Whether focused on bullying prevention projects, animal rights, education, or STEM, all of the projects brought to life girls' visions and strengthened their leadership skills, continuing a legacy of community involvement that inspires all of us.



These projects made a difference in 15 countries.

GIRL SCOUTS TAKE THE LEAD

Take Action projects focus on solving the root cause of a problem, planning for sustainability, educating others, and advocating for change to make the world a better place for more people. The projects are designed to motivate and excite girls, and it's working—in 2016, USAGSO Girl Scouts volunteered for more than 30,000 hours of Take Action projects and community service opportunities!



30,000
community service
hours donated by
USAGSO members

- ◆ In **Bahrain**, Daisies cleaned the beaches on Amwaj Island and collected and delivered food to Feed the Need, a charity that serves low-income Bahrainis. Brownies cleaned up their host nation by picking up trash at the Tree of Life national monument. Meanwhile, Cadettes ran a food drive and took care of animals at an animal shelter while still finding the time to collect toiletries for Syrian refugees in Jordanian camps.
- ◆ Bronze Award recipient Jacqueline in **Aviano Air Base in Italy** partnered with the local community center to design a rock garden in an area overgrown with weeds. The new garden is now the main focal point of the community center, boasting a mixture of different colored and textured rocks. Jacqueline also worked with the Airman and Family Readiness Center to help lay out a structure for and plant flowers at the main entrance, creating a beautiful first impression for visitors.
- ◆ Girl Scouts in **Naples, Italy**, are taking action to make the world a better place through a number of activities. Juniors donated \$530 worth of toys to Toys 4 Tots, while Daisies collected towels, blankets, and toys for local animal shelters. Brownies took action by running a book drive for a school in Moldavia.
- ◆ **Lisbon, Portugal**, Girl Scouts volunteered at a local orphanage. The girls collected necessities for the children and learned to knit and sew baby caps, socks, and blankets.
- ◆ Go-getter Mackenzie built and stocked the very first library on Madura Island off the northeastern coast of **Java, Indonesia**, providing her community with easy access to books and school supplies. With the help of her council, Mackenzie collected more than 5,000 books, earning her Gold Award.
- ◆ Troop #21201 in **Narok, Kenya**, chose to foster an elephant in response to the Daisy Journey *Between Earth and Sky*. Poaching has become a serious problem in Kenya, to the point that the elephant population has decreased by 30 percent in the last few years. Through hard work, the girls fostered Sana Sana, one of the newest baby elephants at an animal sanctuary. The girls performed a puppet show for kids at a local school to bring to life Sana Sana's struggles and the need to take care of animals and the environment.

- ◆ The girls from Kadena Air Base in **Okinawa, Japan**, wanted to create a Take Action project that would benefit families in need of essentials. Troop #435 held a successful clothing drive that benefitted families in need throughout the community. The troop also participated in the Sole Hope program, which assists children in Uganda through donations of basic first aid supplies, shoes, and school supplies.
- ◆ Daisies in Camp Kinser Marine Corps Base in **Okinawa, Japan**, wanted to show their appreciation for the active-duty men and women who live on base. To realize this goal, the girls teamed with their local United Service Organization to bake muffins for the base's biweekly Coffee on the Patio program.



- ◆ Brownie Troop #504 and Daisy Troop #125 from Camp Courtney Marine Base in **Okinawa, Japan**, took time to clean up different sections of Camp McTureous, and Daisy Troop #409 collected trash and recyclables from a local beach. Girl Scouts living in **Iwakuni, Japan**, heeded the call for their local toy drive, collecting toys and books for children in their area for Christmas.
- ◆ In **Spangdahlem, Germany**, Girl Scouts clean the graves at the U.S. cemetery every Memorial Day. In 2016, they also made toys and beds for a children's shelter and compiled bags with toys, movies, books, and activities for English-speaking kids who are patients in German hospitals.
- ◆ To assist children and families affected by the refugee crisis in Europe, Girl Scouts from all over **Germany** found ways to support those most in need. Cadettes at the Ramstein Air Base made dolls for refugee children in camps, a Brownie troop from Grafenwoehr gathered clothing donations for a refugee camp in Weiden, and a Cadette troop also from Grafenwoehr collected and delivered donations to a refugee center in Eschenbach.
- ◆ A Cadette from **Guam** Girl Scouts organized a project during Bullying Awareness Month that encouraged kids from different schools to wear orange shirts on one day and attend a "wave" event in which they held signs on the sidewalk, raising awareness about bullying to passing drivers.
- ◆ Four girls from Cadette Troop #105 earned their Silver Awards by researching problems that the coral reefs surrounding **Guam** were experiencing. The girls discovered that divers were tying their equipment directly to the coral, so these enterprising Cadettes filled buckets with cement and added a hook on top that divers could tie their equipment to. A local dive company sponsored the girls' trip to install the equipment stations, which taught them much about the environment.

GIRL SCOUTS DISCOVER NEW OPPORTUNITIES

Get Outdoors 2016

For USAGSO, summer 2016 was the best yet—we forged new partnerships with three of the five World Centres to produce joint program offerings, celebrated Camp Lachenwald's 60th anniversary through our continued partnership with the U.S. Army Garrison Ansbach base, and reached the summit of Mount Fuji!



"Most fun in the world!"
—Girl Scout Junior, Germany (when asked by her mother how she liked camp)



World Centres

With the support of the World Association of Girl Guides and Girl Scouts (WAGGGS), 24 USAGSO girls participated in outdoor programs in 2016 at Our Chalet, Sangam, or Pax Lodge. This was the first year USAGSO offered programs with World Centers, and we are excited to continue the partnership. At Our Chalet, girls hiked and experienced the Swiss Alps, zip-lined over rivers, toured a chocolate factory, and learned to make carvings out of wood. At Sangam, girls were immersed in Indian culture: they practiced yoga, designed their own saris, and took a Bollywood dance class. And at Pax Lodge, our USAGSO girls were escorted around London by local Girl Guides, who were more than happy to show their Girl Scout sisters where WAGGGS was born.

**213 USAGSO
Girl Scouts
participated in
a USAGSO-
sponsored camp
or Destination.**

Camp Lachenwald

Although Camp Lachenwald has changed locations over the years, its 60th anniversary would not have been possible without our longstanding partnership with the U.S. Army, which grants USAGSO use of the venue and commissary every summer. Camp Lachenwald exposes girls to new experiences; 97 percent of girls who attended the camp in 2016 reported that they became confident building a fire, learned a new outdoor skill, and made a new friend in the process. In 2016, with help from the Army Garrison Ansbach, girls had the ultimate adventure as they mastered the high ropes and went on canoeing and horseback-riding trips. Campers also had the opportunity to earn the new Outdoor Art badge facilitated by a certified art instructor.

Climb Mount Fuji Camp

In Japan, 2016 was the first year that all girls who set out to climb Mount Fuji made it to the top! Nine girls participated, ranging from 10 to 17 years old and from many different troops throughout the globe—Okinawa, Japan; mainland Japan; Seoul, South Korea; and Washington, DC.

The girls encouraged one another to keep going when there was seemingly no end in sight. The hike all came together when these can-doers realized their massive accomplishment as they stood atop Mount Fuji breathing in the fresh mountain air. The achievement showcased the girls' drive, perseverance, and teamwork.

The Get Outdoors 2016 program was a success, and we are excited about the new partnership and opportunities that next year will bring.

“Climbing Mount Fuji was one of the most freeing experiences I’ve had, not only as a Girl Scout but also as a girl. To be quite honest, the task sounded impossible. It’s not something I ever thought I would do. Ever. Even at the bottom of the mountain, it seemed crazy. Reaching the summit was even more mind-blowing. It was freeing because it felt like I had abandoned all limitations of fear and physical ability, and it was the coolest feeling in the world. I also met some of the coolest Girl Scouts. Honestly, reaching the summit together creates a bond that one would never imagine could happen on a two-day hike.

It’s crazy strong.” —Girl Scout Senior, Japan



Panama Community Mobilization Pilot Project

Through a \$43,000 Panama Trust grant, USAGSO developed a 15-week Panama Community Mobilization Project. Two temporary USAGSO staff members traveled to Panama to plan and implement an innovative project that would ensure the future sustainability of Girl Scouting in Panama. At the end of the 15 weeks, Panamanian Girl Scout membership grew from 11 to 37 members. We also established an Overseas Committee to ensure that the new program continues.

Design Squad Global and Girl Scouts Launch a Pilot Program in Asia, Europe, and the Middle East

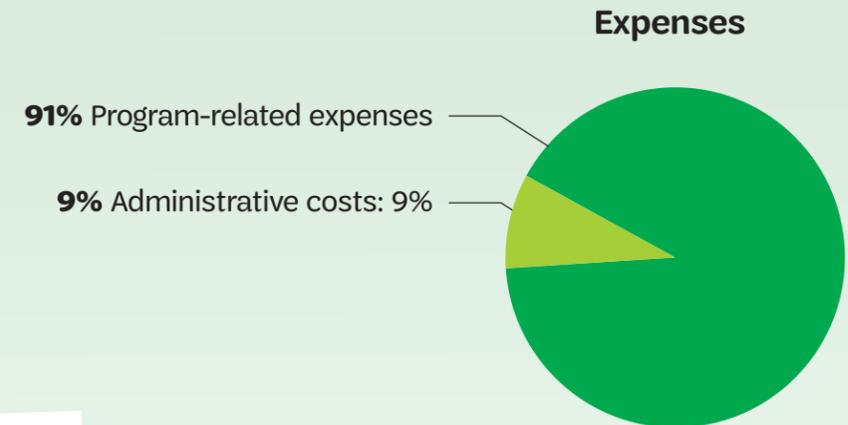
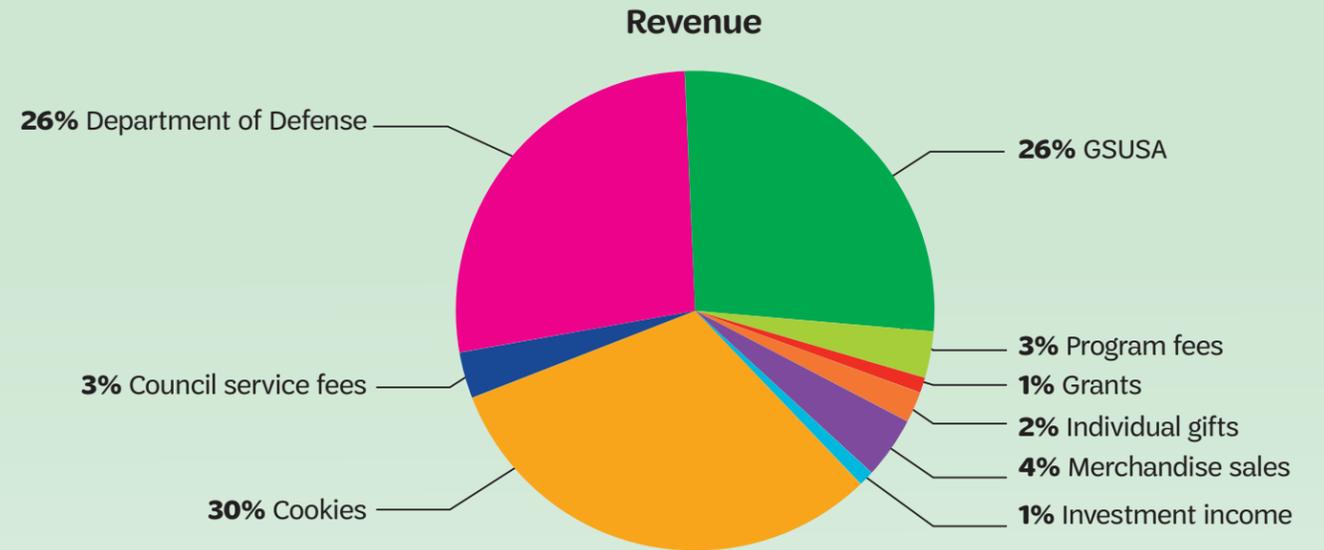
Design Squad Global (DGS) offers girls a program through which they work on real-world, meaningful, and socially relevant engineering projects for communities around the world. When girls are introduced to science, technology, engineering, and math (STEM) fields at a young age, they can develop the confidence to become the next generation of STEM leaders. Through DSG, girls are taught to see engineering as a dynamic career path and an achievable goal. Whether they ultimately pursue a STEM profession or another career, the program helps them build confidence and develop resourcefulness.

WGBH public broadcasting, the creator of DSG, developed a pilot that delivers DGS programming via Girl Scouts. In fall 2016, one USAGSO troop in China and one in Singapore partnered with Girl Scout troops in Texas to provide input about the pilot program and plan its extension into more communities in 2017.

"I can totally see myself growing up to be an engineer!"
 —Girl Scout Cadette, Germany



REVENUE AND EXPENSES



DONORS

Bronze Circle (Up to \$100):

Wells Fargo Community Support Campaign
Citizens Bank Charitable Foundation
Jeana Bentley
Ramachandra K. Bhat
Jennifer Blackman
Sharrick Dale
Margaret E. Flynn-Sams
Harvey R. Gerry
Catherine Gritz
Leslie Hammond
Roberta Martinez Hernandez
Nyuyen T. Huong
Vv Quoc Khanh
Abby King
Nicole Kirschmann
Thomas McConnell
Jill A. Parker
Victoria Robinson
Carlos A. Santos
Tommy Tajalle

Silver Circle (Up to \$250):

Alexander L. Acord
Morgan E. Bergman
Zachary Capogna
Kathryn S. Cox
Daryl Devera-Waden
Barbara Franklin
Christina M. Harland
John M. Killila
Angela M. Montellano
Terry Wease

Gold Circle (Up to \$500):

Marsh & McLennan Companies, Inc.
John J. Ahern
Dr. Susan Hargis

Founder's Circle (\$1,000 and Up):

Anonymous
Stefanie Ortiz-Cidlik
Carol Weiss Pouchol

COUNCIL OF ADVISORS

In 2016, nine individuals were selected to form USAGSO's first Council of Advisors (CoA). The CoA advises on the strategic direction of and policy matters pertaining to USAGSO operations and supports the growth and sustainability of USAGSO.

CoA Members

- ◆ Pamela Bartelle, Wiesbaden, Germany
- ◆ Liza Boffen-Yordanov, Mumbai, India
- ◆ Kristine D'Alesandro, São Paulo, Brazil
- ◆ Kathleen Fitzsimmons, Rome, Italy
- ◆ Harvey Gerry, Frankfurt, Germany
- ◆ Deb Geradi Kemper, Boston, USA
- ◆ Kathy Limbaugh, Basel, Switzerland
- ◆ Carol Weiss Pouchol, Paris, France
- ◆ Eric Warner, Tokyo, Japan



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