



# 2023 Annual Report

girl scouts   
of north east ohio



## Our Mission

Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.

## Girl Scout Promise

On my honor, I will try:  
To serve God\* and my country,  
To help people at all times,  
And to live by the Girl Scout Law.

*\*Members may substitute for the word God in accordance with their own spiritual beliefs.*

## Girl Scout Law

I will do my best to be  
honest and fair,  
friendly and helpful,  
considerate and caring,  
courageous and strong,  
and responsible for what I say and do,  
and to respect myself and others,  
respect authority,  
use resources wisely,  
make the world a better place,  
and be a sister to every Girl Scout.



## Letter from Kathy & Jane

Dear Supporters of Girl Scouts,

What a remarkable year it has been for Girl Scouts of North East Ohio (GSNEO)! As we lace up our hiking boots and embark on the adventure of reflecting on this past year, we're overflowing with gratitude and excitement for what's to come.

This year, our **18,360 girl members** and **7,704 adult volunteers** embraced every opportunity to discover, learn, and grow.

Throughout Northeast Ohio, Girl Scout service helped improve communities as our Girl Scouts took on impactful projects. From planting seeds of change in local gardens to crafting warm blankets for those in need, our girls demonstrated that even the smallest acts of kindness can create ripples of joy.

We're thrilled to share that our Girl Scouts continue to be at the forefront of innovation. Whether diving into the fascinating world of STEM, conquering the great outdoors, or launching their own entrepreneurial ventures, these go-getters are proving that the future is bright, bold, and full of possibilities.

As we look ahead, the promise of tomorrow shines even brighter. With your support, we're confident that our Girl Scouts will continue to make a positive impact, leaving a trail of kindness, laughter, and change in their wake.

Thank you for being an integral part of the Girl Scout magic. Here's to another year of fun, friendship, and fearless adventures!

Yours in Girl Scouting,



*Kathy Moock*

**Kathy Moock**  
Chair, Board of Directors



*M. Jane Christyson*

**M. Jane Christyson**  
Chief Executive Officer





## Board of Directors

Kathy Moock – *Community Volunteer Chair*

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Angel Williams – *The Timken Company*

Chris Young, MSN, MBA, RN, NEA-BC – *Akron Children's Hospital*

## Girl Directors-at-Large

Imani Chamere Ivey

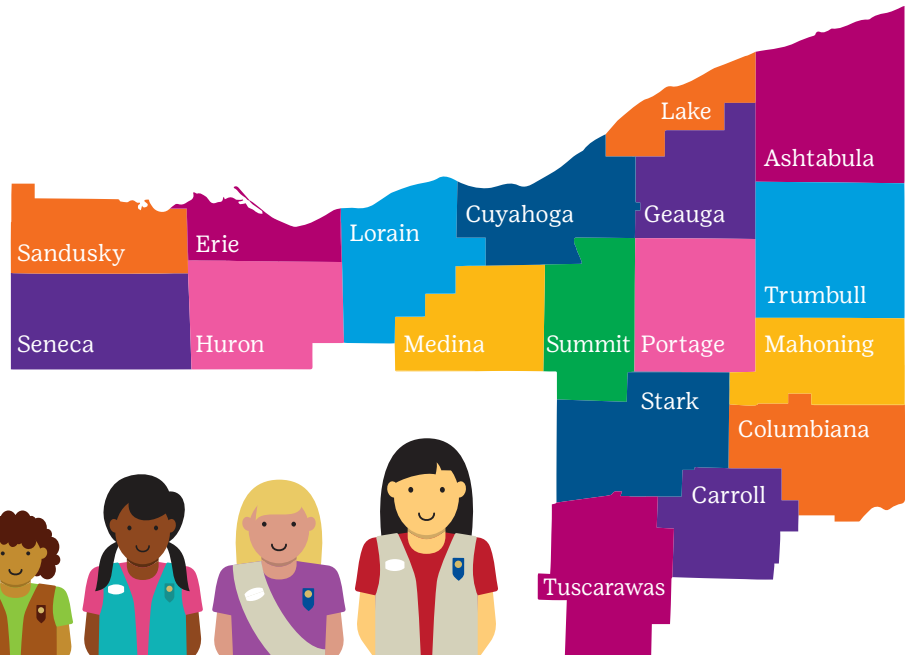
Sydney Harbour



# Year at a Glance

## Member Breakdown

Total Members	28,942
Girl Members	18,360
Adult Members	7,704
Lifetime Members	2,304
Troops or groups	1,810



## Level Breakdown

Daisy	4,787
Brownie	5,076
Junior	3,781
Cadette	2,957
Senior	971
Ambassador	639



Our program would not be possible without our 7,704 volunteer members

49,801 Badges Earned

## Ethnicity Breakdown

Hispanic or Latino 714

## Race Breakdown

White	12,872
Black or African American	1,350
Two or More Races	693
Other Races	384
Asian	165
American Indian or Alaskan Native	22
Hawaiian or Pacific Islander	19
Chose Not to Share	1,907
Not Reported	946

501 Programs offered

10,149 Girls served with council-sponsored programs

3,795 Summer camp participants

1,140 Girls served in staff-led troops



32 Gold Award Girl Scouts

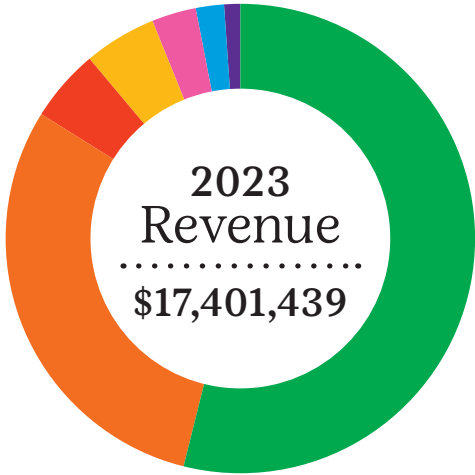


209 Silver Award Girl Scouts



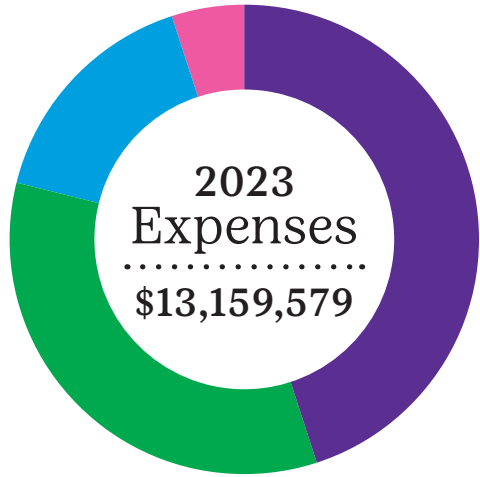
342 Bronze Award Girl Scouts





<span style="color: green;">■</span> <b>54%</b> Product Sales, net	<b>\$9,426,653</b>
<span style="color: orange;">■</span> <b>30%</b> Public Support	<b>\$5,167,250</b>
<span style="color: red;">■</span> <b>5%</b> Investment Gains	<b>\$941,483</b>
<span style="color: yellow;">■</span> <b>5%</b> Program Fees	<b>\$867,926</b>
<span style="color: pink;">■</span> <b>3%</b> Interest & Dividends	<b>\$463,238</b>
<span style="color: blue;">■</span> <b>2%</b> Retail Sales	<b>\$326,704</b>
<span style="color: purple;">■</span> <b>1%</b> Miscellaneous	<b>\$208,185</b>

<span style="color: purple;">■</span> <b>45%</b> Troop-led programs	<b>\$5,960,794</b>
<span style="color: green;">■</span> <b>34%</b> Council-led programs	<b>\$4,501,452</b>
<span style="color: blue;">■</span> <b>16%</b> Core Mission Support - HR, IT, Finance, Executive	<b>\$2,075,201</b>
<span style="color: pink;">■</span> <b>5%</b> Core Mission Support - Fund Development	<b>\$622,132</b>



*The audited financial statements and Federal Form 990 are located in the Our Council section of our website at [gsneo.org](http://gsneo.org)*

## Assets

Cash & Short-Term Investments	\$4,985,590
Other Current Assets	550,147
Land, Building & Equipment <i>(net of depreciation)</i>	21,205,824
Restricted Investments	10,755,889
Other	1,763,774
<hr/>	
<b>Total Assets</b>	<b><u><u>\$39,261,224</u></u></b>

## Liabilities and Net Assets

Current Liabilities	\$1,117,854
Long-Term Debt	2,504,286
<hr/>	
<b>Total Liabilities</b>	<b>\$3,622,140</b>
<b>Net Assets</b>	<b>35,639,084</b>
<hr/>	
<b>Total Liabilities &amp; Net Assets</b>	<b><u><u>\$39,261,224</u></u></b>

# GSNEO Donors

If you notice an error, please contact GSNEO's Fund Development department at 330-983-0430 or [funddevelopment@gsneo.org](mailto:funddevelopment@gsneo.org)

◆ 5-9 Years Giving

★ 10+ Years Giving

## \$250,000 & Up

The Daley Family Foundation  
Andy and Kathy Mook◆  
Nordson Corporation Foundation★

## \$100,000 - \$249,999

The Bagnoli Family Endowment Fund  
at Stark Community Foundation  
FirstEnergy Foundation★

## \$50,000 - \$99,999

Cuyahoga Metropolitan Housing  
Authority★  
GAR Foundation★  
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The Estate of Curtis R. Tate

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The Cleveland-Cliffs Foundation  
The Mary S. and David C. Corbin  
Foundation★  
The Sisler McFawn Foundation★  
Synthomer Foundation★

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FW. Albrecht Family Foundation/  
ACME Fresh Market★  
The AT&T Inc. Fund at the  
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Ms. Alexandra Bonds◆  
Cargill Incorporated★  
Ruth Coleman RN, MA  
The Community Foundation of  
Lorain County★  
The Davey Tree Expert Company

## To all our supporters - thank you for investing in our girls!

We extend our deepest appreciation and gratitude to each and every donor to Girl Scouts of North East Ohio. Your generous contributions have enabled us to provide life-changing programs to our girls. The gifts recognized below were received between October 1, 2022 and September 30, 2023.

The Estate of Gunta Douglas  
Energy Harbor  
The Goodyear Tire & Rubber  
Company★  
The George Gund Foundation◆  
William Haynes Trust★  
The Hoover Foundation★  
Martha Holden Jennings Foundation  
Kentucky Fried Chicken Foundation,  
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Nordson Corporation◆  
The Signet Love Inspires Foundation  
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## \$5,000 - \$9,999

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Kevin Becker and Cynthia Skelton-  
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The Randolph J. and Estelle M. Dorn  
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Uhrich★  
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United Way of Sandusky County,  
Inc.★  
United Way of Youngstown and the  
Mahoning Valley★  
Nancy Van Fossan Family  
Foundation



## Donor Spotlight

### Supporters Shining Bright: Andy and Carole Krupa

Every GSNEO donor and volunteer helps our Girl Scouts reach for the stars, but Andy and Carole Krupa take the saying to a whole new level.

The Krupas have a combined 75 years of volunteer experience with GSNEO. It wasn't until 2010, however, that they really got involved with our astronomy programming. Andy and Carole lead unique, engaging activities that immerse Girl Scouts in the world of the stars. Whether it's teaching girls about the ideal conditions required for stargazing, recreating the phases of the moon out of Oreo cookies, or showing them how to log constellation data into a national Citizen Science database, the Krupas are always finding creative ways to make the STEM field accessible to the Girl Scouts in our region.

This year at Dessert First we raised funds for a new ADA-accessible STARLAB. A STARLAB functions as an indoor observatory that can be used when weather conditions aren't suitable for traditional stargazing.

Andy and Carole attended Dessert First in 2023 to support the initiative, helping us raise over \$100,000 by giving their first ever major gift at a GSNEO fundraising event.

“Carole and I enjoy observing the night sky and sharing our interest with the girls,” Andy says. “Special are the times when a girl sees Saturn or the moon through a telescope for the first time – seeing that sense of wonder makes a teacher's day, or night in our case.”

Giving is a magical thing, and the Krupas are wonderful examples of what it really means to have the spirit of giving – and what it really means to be a Girl Scout.



Walter E. and Caroline H. Watson Foundation ♦

Women's Endowment Fund of Akron Community Foundation ♦

### \$1,000 - \$4,999

Anonymous

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M. Elizabeth (Beth) and Michael J. Frank ★

Sidney Frohman Foundation ★

# GSNEO Donors

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## ★ 10+ Years Giving

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Ms. Wendy Hart  
Mr. Jason Haupt  
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NEORQC



## Donor Spotlight

### Girl Scouts Give Back

Girl Scouts are all about taking action, especially when it comes to serving their communities - and Brownie Troop 91529 is no different! Based out of Tallmadge, these Girl Scouts have been collecting pull tabs for the Ronald McDonald House Charities of Northeast Ohio (RMHC NEO) since they were Daisies.

“With service opportunities and field trip options quite limited at that time [of the COVID-19 pandemic], we were so glad to be able to launch a pull-tab collection drive,” says Erin O., one of the troop leaders. “The community response was tremendous, and even though we first envisioned it as a one-time project, the girls wanted to keep collecting.”

This fall, Troop 91529 got the chance to take a tour of the Akron house with Ronald McDonald House staff and got to see for themselves how the pull tabs are sorted and get an inside look at the facility. They learned more about the Ronald McDonald House mission, who they serve, and how they support families.

Sarah Shaffer, Major Gifts Officer at RMHC NEO, was one of the staff who worked with the Girl Scouts on their tour. “They were so bright, inquisitive, and excited to learn more,” she said. “It was clear that this troop, as well as their leaders, were extremely empathetic and proactive, wanting to do their part to support their community and our organization. We hope that they’ll all come back and visit us very soon!”



New York Life Foundation  
 Evan Nord Charitable Remainder Trust at the Community Foundation of Lorain County  
 Order of the Silver Trefoil #7  
 Sarah Ostrowski-Delahanty, PhD, MBA  
 Thomas and Barbara Perry  
 Mr. Jeffrey Prem  
 Ms. Megan Rybarcyk  
 Michele Shaffer  
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 Stark State College  
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 Mr. Kevin Tobin

Troop #60789  
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 Jay P. Gardner  
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 Janet Hart  
 Mr. and Mrs. Philip and Rosalyn Headington  
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# GSNEO Donors

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## ★ 10+ Years Giving

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Akron Zoological Park

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Barbara and Keith Bennett

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Cleveland International Film Festival

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Cleveland Museum of Natural History

The Cleveland Orchestra

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Color ME Mine Akron

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Swenson's Drive-In Restaurant

Tuesday Musical Association

The Twisted Olive

Dr. Vivian von Gruenigen◆

WKYC



## Donor Spotlight

### *Richard King Mellon Grant to Develop Girl Scouts' Invasive Species Program*

Through a two-year, \$75,000 grant from the Richard King Mellon Foundation, GSNEO will create five Invasive Invaders programs for Girl Scouts in kindergarten through 12th grade to learn about invasive species that are affecting ecosystems, how to remove them properly, and what native plant to replace them with.

Girls will participate in hands-on activities to earn badges and complete Journeys that connect information on invasive plants species, their spread in the ecosystem, and the proliferation of these plants being sold locally.

As part of the initiative, GSNEO staff will develop education materials and train adult leaders on how to present the program to girls as well as prepare a guidebook for Girl Scout councils to deliver the program nationwide.



## Gifts In Honor

In Honor of Jane Christyson  
Debbi Snook

In Honor of Ava Del Negro, Troop 71745  
Kelly Del Negro  
The Sherwin-Williams Company

In Honor of Michelle and Taylor Fedor  
Mr. Mark Fedor

In Honor of Beverly Hohman  
Cathy and Dale Owens

In Honor of Carole Keehn  
Mrs. Gunta Douglas

In Honor of Andrea Kilroy  
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In Honor of Jane Grant Koch  
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In Honor of Pat Krakowski  
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In Honor of Judy Kuklica  
Mrs. Gunta Douglas

In Honor of Heather L Maze, DDS  
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In Honor of Hazel Eaton and  
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In Honor of Sage Schiavone and  
Cicely Joseph  
Ms. Deanne Dulabahn  
Ms. Eliana Maltempa

In Honor of Mac Sauer  
Ms. Denise Day

In Honor of Leslie, Sarah, and  
Sydney Schmidt  
Mr. and Mrs. Steven and  
Kathleen Schmidt

In Honor of "The hard working  
Directors of Girl Scout Day Camps  
throughout Ohio who strive to  
keep the outdoor education  
tradition alive!"  
Ms. Wendy Hart

In Honor of Susan Wagner  
Ms. Rebecca Watts

In Honor of Suzanna Carol  
Waldenmaier  
Gramma Hawk

In Honor of Rebecca Watts  
Ms. Susan Wagner

## Gifts In Memory

In Memory of Claude M. Brown  
C.M. Brown Nurseries, Inc.  
Jane Brown

In Memory of Dawn Rudolph Chipartu  
Anne Efremoff  
Karen Laubacher and  
Troop 60789

In Memory of Barbara M. Coles  
Ms. Shannon Auber  
Michelle Bellows

Edith Chapman  
Jane Christyson and  
Bob Mahoney  
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Ms. Joan Nesselroad  
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Holly Weaver

In Memory of Beatrice Crosson  
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Mr. and Mrs. Fred and  
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Jean O'Malley

In Memory of Heather "Sunny" Day  
Mr. and Mrs. Andrew and  
Janice Raynor  
Ann Manby

In Memory of Betty "Sparky" DeStefano  
Ms. Diane DeStefano

In Memory of Gunta Douglas  
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Dr. Lewis Patterson and  
Mrs. Janice Patterson  
John and Nancy Pierce  
Ms. Doris S. Schwab  
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Jess and Joan Villarreal  
Julie Weagraff

In Memory of Melissa, Renee, Amber, and Evan Dunham  
 Robert M. Burak, Jr. and Barbara K. Burak  
 Mr. Dennis Check  
 Ms. Heidi Ewing  
 Mr. and Mrs. Tom and Karen Fuhrman  
 Terry Lawrence  
 Alison Lockhart  
 Michelle Miller  
 Alexis Moore  
 Ruth E. Salmon and Ronald D. Salmon  
 Andrea Schafer  
 Bonnie and Jim Stoops  
 Penny Zelis

In Memory of Jackie A. Ebersole  
 Martha Beckwith  
 Mr. and Mrs. Fred and Phyllis Bement  
 Mrs. Gunta Douglas  
 Mr. and Mrs. Richard and Kathleen Garrison  
 Julie Locke

In Memory of Marcella Emich  
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In Memory of Irene Hammontree  
 Barbara and Keith Bennett

In Memory of Emily L. Howell  
 Mrs. Linda Howell

In Memory of Mrs. Frances Hunsicker (Arthur)  
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In Memory of Judge Oscar Hunsicker  
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In Memory of Ann Kurtz  
 Order of the Silver Trefoil #7

In Memory of Celeste Lewis  
 Mrs. Gunta Douglas

In Memory of Eleanore "Ellie" Margolis  
 Martha Beckwith  
 Mr. and Mrs. Fred and Phyllis Bement  
 Mrs. Gunta Douglas  
 Ms. Patricia Kalbac  
 Sally Taft and the members of Troop 1204  
 Ms. Sarah Wasserman  
 Ms. Renee Winter

In Memory of Jane Norton  
 Benjamin Norton  
 Jess and Joan Villarreal

In Memory of Max Reisman  
 Pami Bogen  
 Beverly Reisman Bogen

In Memory of Geraldine F. Ryan  
 Mary Kay Schneider

In Memory of Joan M. Scheutzow  
 Healthy Lakewood Foundation  
 Ms. Donna Kronander

In Memory of Susan Sheffer  
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 Mr. and Mrs. Bill and Ann McNamara  
 Dr. Lewis Patterson and Mrs. Janice Patterson

In Memory of Carol Slater  
 Anonymous  
 Martha Beckwith  
 Mr. and Mrs. Fred and Phyllis Bement  
 Carol Forkins Cartte

In Memory of Carol Smith  
 Mr. Richard C. Moore II

In Memory of Martha Stocker  
 Mr. Dennis P. Stocker

In Memory of Ruthlyn Sulin  
 Ms. Laura R. Cizmar

In Memory of Dr. Michele Susey  
 Mr. and Mrs. Ralph and Iris Susey

In Memory of Mary Lou Weibel  
 Mr. Kurt Weibel

In Memory of Virginia May Wepfer  
 Lorain County Community College Foundation

In Memory of Yvonne Wolfe  
 Ms. Connee Choi

## Brick Pavers for Camp Ledgewood

Mrs. Lisa Coon (2)

Ms. Lisa Hale

Ms. Lois J. Rudish

## Brick Pavers for Camp Sugarbush

Ms. Kimberley Dolan

## Dedication Benches for Camp Ledgewood

Mrs. Karen Laubacher and Troop #60789

## Endowed Funds

*Thank you to all of the generous donors who have created endowments for Girl Scouts of North East Ohio. Your gift continues to serve the mission of Girl Scouts every year.*

Anonymous

Susan Allen Memorial Travel Scholarship Fund

The Adda M. Bartlow Endowment Fund at Stark Community Foundation

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Take a look at a few memories we've cherished this past year!

# Program Highlights





# GSNEO STEM Center of Excellence

GSNEO is building a STEM Center of Excellence at Camp Ledgewood in Peninsula. The STEM Center will be a unique facility in our region, offering STEM equipment and learning opportunities to classes from area schools during the week and to Girl Scout members in the summer and on weekends.

We gratefully acknowledge our donors to the STEM Center of Excellence capital campaign (as of 3/15/24) who have contributed to this transformational project. To mark the start of construction, we held a groundbreaking celebration on August 17, 2023. The celebration was attended by over 100 supporters and one robot dog!





## INDIVIDUALS

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Mr. and Mrs. Richard and Barbara Altman

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Barbara J Schweitzer

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April Holly Smith

Bob and Jenny Spencer

Ellen, Bill, Emily, and Elyse Stephens

Stocks Draperies

Rob and Mollie Stradley

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The Timken Company Charitable and Educational Fund, Inc.  
WITAN  
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## GOVERNMENT

State of Ohio

## In Memory of Kathy Hawkins Tobin

*Kathy Tobin, originally from North Canton, was a teacher at Lake Local Schools in Hartville for 23 years. She was also a dedicated wife, mother, and lifelong Gold Award Girl Scout. When she passed away in 2023, her family requested that any gifts in her memory were to be designated for the STEM Center of Excellence. Below is a listing of the generous donors who supported this groundbreaking initiative to honor a woman whose life truly reflected the spirit of Girl Scouting.*

Bill and Sandy Adams  
Tom and Julia Besenyodi  
Holli Brumbaugh  
Buckeye Plumbing  
Dave and Tracy Cline  
Mrs. Lisa Coon  
Mrs. Samantha Dannug and Jackson Memorial Middle School  
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Thomas and Phyllis Hale  
Mr. and Mrs. Mark E. Hanlon  
Larry and Lori Hart  
Bill and Nancy Hemlick  
David and Denise Herbert  
Cari Hetler, Allison Stormer, and Lake Local Education Association  
The Hoover "Marble" Classmates; Diane and Tom Adams, Melissa Rife, Shari Duckett, Robyn Thompson, Stephanie Teodosio, Kelly Gonyias, Karen Immel  
Lucy and Bill Keenan



Lake Athletic Booster Club

Lake Band Boosters Club

David and Nellie Lawson

Daniel D. LeBeau and Christine K. LeBeau

Jeanne M. Lippe, Steven J. Lippe and Family, and Michelle R. Lippe Wadley and Family

Debra Marshall

Gary and Teresa Miller

Timothy and Sue Mizer

Catherine P. Moffat and Robert A. Moffat III

Gloria J. Molenaur

North Canton City School District

North Canton Middle School  
Sunshine Fund

The Petersons

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Sol Harris/Day Architecture

Diane Sorensen

Charles and Linda Talmadge

Mr. Kevin Tobin

Joyce Tolerton

Jackie, Clayton, and Hayden Trainor

Sue and Will Van Nostran

Susan M. Venuto

David Vogelgesang

The Wendorf Family

Joyce B. Whittaker



# GSNEO Juliette Gordon Low Society

The Juliette Gordon Low Society was established to thank and honor friends of Girl Scouting who have chosen to make Girl Scouts of North East Ohio part of their legacies and a beneficiary of their estate plans. With their foresight and planning, these donors are crucial to ensuring that our council will be able to provide future generations of Girl Scouts with opportunities to reach their fullest potential.



Joe Allen

Erik and Eva Andersen-Girl Scout Movement-wide Challenge Planned Gift

Dianne Belk and Lawrence Calder-Girl Scout Movement-wide Challenge Planned Gift

Kevin and Cynthia Becker

Alexandra Bonds

Anna Belle Bonds

Julie Brandle

Mary Lou A. Britton

Patricia A. Broughton

Amie & Phil Cajka

Marian R. Calvin

Jane Christyson and Bob Mahoney

Tina Marie Collins

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M. Elizabeth (Beth) Frank

John Graves

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Kathleen Scheutzow

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April Holly Smith

Bre Tischler

Pamela Valentine

Joan P. Villarreal

Vivian von Gruenigen, MD

Marc and Julie Weagraff

Michele L. Weilnau

Nicole M. Welsh

Carol R. Williams

Mary Susie Williams

*A legacy gift from these Juliette Gordon Low Society members is a lasting tribute to their belief and love of Girl Scouts:*

Samuel E. Adams Sr.\*

Nancy D. Barker\*

Bruce H. Bucholzer\*

Virginia F. Carter\*

Gunta Douglas\*

Valerie Gerstenberger\*

John Hay\*

Bette Mae Jirran\*

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M. Elizabeth "Liz" Smith\*

Kathryn W. Sterner\*

Beth K. Stocker\*

Curtis R. Tate\*

G. June Van Dette\*

Ara Lou Waldock\*

*\*deceased*





## Women of Distinction

### 2023 Women of Distinction

**Elizabeth Z. Bartz** – State and Federal Communications, Inc.  
**Mayor Annette Blackwell** – City of Maple Heights  
**Jessica Cohen** – Verizon  
**Grace Galluci** – NOACA  
**Susan V. Juris** – Hospital and Healthcare Executive/Consultant  
**Marcia Moreno** – AmMore Consulting LLC  
**Elaine Russell Reolfi** – CommQuest Services, Inc.  
**Shannon Scott-Miller** – Colors+  
**Diana L. Selzer** – S&T Bank  
**Autumn Ziemba McKenzie** – Milestones Autism Resources

### 2023 Leaders of Tomorrow

**Grace Guy**, Nordonia Hills High School  
**Lengitu Hovanic**, Strongsville High School  
**Rachel Whary**, Midview High School

### 2023 Advancing Women Honorees

**The Davey Tree Expert Company**  
**Goodyear**



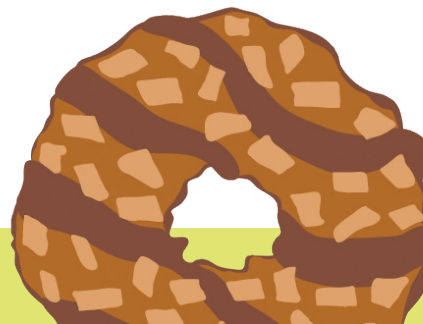
GSNEO honored 10 Women of Distinction; three Leaders of Tomorrow Scholarship recipients; and two Advancing Women Award honorees at the 2023 Women of Distinction Awards event at the InterContinental Hotel Cleveland. The event raised **more than \$78,000** to support the Girl Scout Leadership Experience.

## Dessert First Gala



The 2023 Dessert First Gala was a “sweet” success, raising **over \$100,000** for Girl Scouts in Northeast Ohio!

In October 2023, the Dessert First Fund-a-Need focused on women and girls in STEM by raising money for a new, ADA-accessible STARLAB. With our new STARLAB, we’ll be able to reach more Girl Scouts and provide curriculum that enables them to learn more about stars and astronomy. With the generous support of 250 attendees and two lead gifts, we were able to **raise over \$31,000 in the ballroom!** It is because of our generous supporters that Northeast Ohio Girl Scouts will be able to explore the cosmos even when the weather makes stargazing difficult.



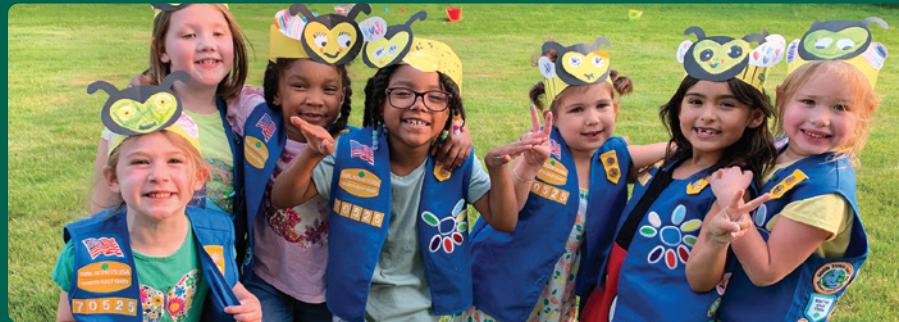


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of north east ohio

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