



**Annual
Report**
2016

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The Power of G.I.R.L.!

At Girl Scouts, we're all about practicing everyday leadership, preparing girls to empower themselves, and promoting G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)™ experiences. Because we know girls who practice leadership like a Girl Scout are more likely to reach their full potential!

In 2016, we selected a contractor and began construction on our new Troop House at Camp Logan. We sold our South Bend Service Center and relocated into a new service center in Granger. It has great visibility and is in the center of convenient business travel for our members and volunteers.

We surpassed our Fund Development goal, seeing an increase in all areas of giving. We held three Friendraiser events, increasing our potential supporters within different areas of our council.

A successful renewal event led to an increase in 2017 girl retention. We are seeing great go-getter, innovative, risk-taking and leadership moments in our troop support system, which is also impacting our retention of leaders and their satisfaction.

In 2016, we finished the final phase to our latest strategic learning plan and had a successful refresh that has given us focus and priorities to lead our next three years. GSNI-M will kick off 2017 with an impressive strategic plan that aligns with GSUSA strategy. During the next three years GSNI-M will focus on **Reaching More Girls** by implementing strategies that will help us serve a more diverse and representative group. We are committing to delivering consistent, quality, outcome-driven girl programs resulting in having **Higher Impact** on the girls we serve. We want to **Increase our Investment** and society's investment in girls through not only increased public support, but a rise in usage of our valuable camp properties. And last, we are working toward more consistent messaging by **Acting Like One Movement**, speaking with one voice that is supported by our champions.

Girl Scouts doesn't empower girls - we prepare girls with the skills and experiences they need to empower themselves for life. As we roll out of 2016 into 2017, we are building a plan that will help to achieve this notable opportunity we have to build the leaders of tomorrow.

Yours in Girl Scouting,



Margaret Sturm
Board Chair



Sharon Pohly
CEO

Margaret A. Sturm

Sharon J. Pohly

Board of Directors



Margaret Sturm
Board Chair,
Fort Wayne, IN



M. Susana Worth
First Vice-Chair,
Decatur, IN



Sophia Metzger
Second Vice-Chair,
Goshen, IN



Mike Osborne
Treasurer,
Fort Wayne, IN



Lisa Cashel
Secretary,
Convoy, OH

Directors At Large



Tamarah Brownlee
Fort Wayne, IN



Alan Duff
Huntertown, IN



Thomas Edington
Syracuse, IN



Maureen Galligan
Fort Wayne, IN



Bridget Glaser
Fort Wayne, IN



Beth Mengel
Mishawaka, IN



André Northern
South Bend, IN



William Schmuhl
South Bend, IN



Robin Tribbett
Fort Wayne, IN



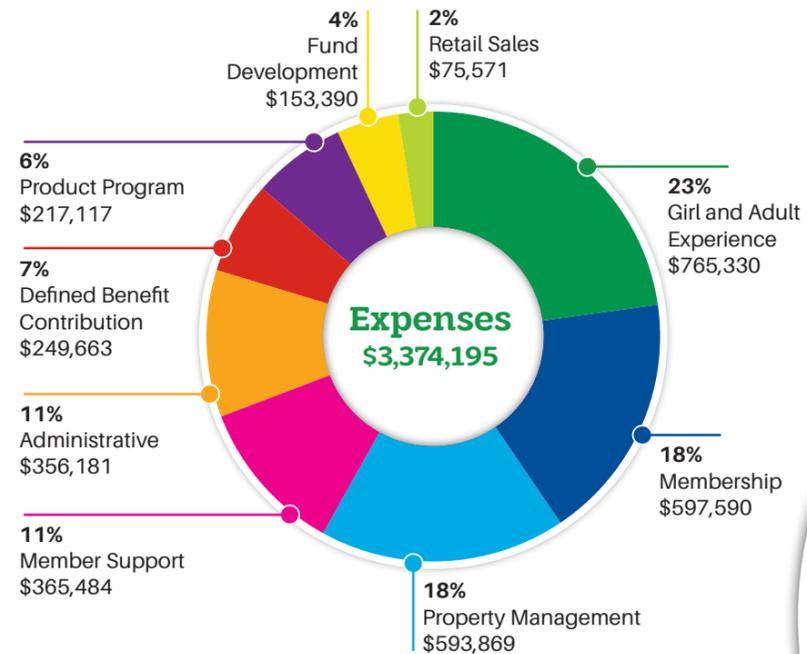
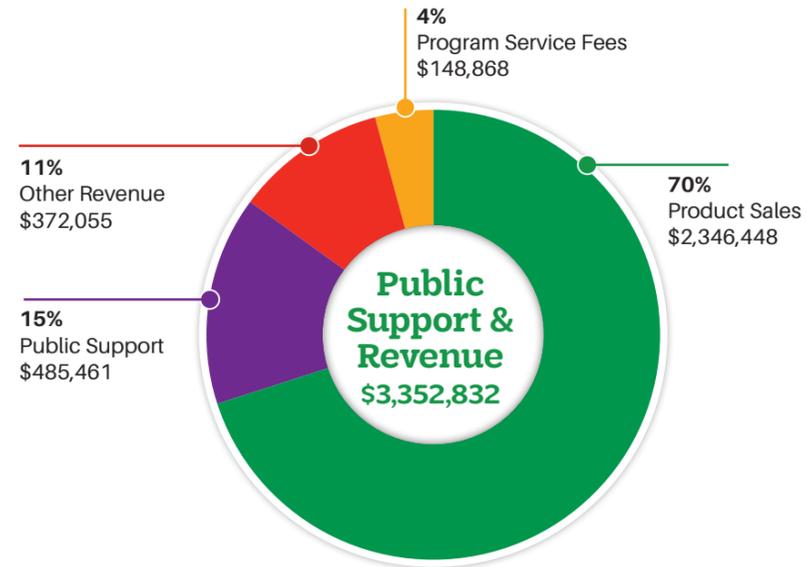
Rita Udvardy
North Liberty, IN

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

Financials

FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2016

Statement of Activities



Statement of Financial Position

Assets

Current Assets

| | |
|--------------------------------|---------------------|
| Cash on hand and in bank | \$1,564,431 |
| Investments, at fair value | \$4,116,663 |
| Other current assets | \$179,045 |
| Total current assets | \$5,860,139 |
| Other assets | \$69,100 |
| Land, buildings, and equipment | \$5,528,040 |
| Total assets | \$11,457,279 |

Liabilities and Net Assets

| | |
|---|---------------------|
| Current liabilities | \$272,595 |
| Non-current liability | \$30,102 |
| Net assets | \$11,154,582 |
| Total liabilities and net assets | \$11,457,279 |



Honor Roll of Giving

For more than 100 years, Girl Scouts has proudly encouraged girls to do anything they set their sights on. With support from our generous donors, we're able to provide the Girl Scouting experience to girls everywhere, regardless of their ability to pay.

Imagine what an entire generation of girls could do, if we equipped them with the knowledge they need to succeed. We can't wait to see what the next 100 years have in store.

Girl Scouts of Northern Indiana-Michiana is thankful for our community partners and donors who support our mission of growing girls of courage, confidence, and character who make the world a better place.

Because of our generous donors, girls are afforded great opportunities to discover, connect, and take action in their communities. Investing in girls is an investment in a brighter tomorrow! From Girl Scouts, to our investors, thank you for believing in the power of girls!



\$50,000 +

English, Bonter, Mitchell Foundation

\$25,000 - \$49,999

Bowker Foundation Trust
Foellinger Foundation
Zollner Foundation

\$10,000 - \$24,999

1st Source Foundation
John W. Anderson Foundation
Edward D. and Lone Auer Foundation
Community Foundation of Greater Fort Wayne
William J. & Bonnie L. Hefner Foundation
Interbake Foods
Flora Dale Krouse Foundation
Lincoln Financial Foundation
McMillen Foundation
Edward M. & Mary McCrea Wilson Foundation

\$5,000 - \$9,999

Jay and Rhonda Carter
E.H. Kilbourne Trust
M.E. Raker Foundation

\$1,000 - \$4,999

American Association of University Women (AAUW) Fort Wayne Branch
Howard P. Arnold Foundation
Lisa Cashel
Corson Family Foundation
DePuy Orthopaedics, Inc.
Duke Energy Foundation
Thomas Edington
Don R. Fruchey, Inc.
K & K Inc.
Harvey R. and Doris Klockow Foundation
Peter McCampbell
Meagan Milne
Christine Myers
NIPSCO
Mike Osborne
Elmer Ostrom Trust
Carl and Nancy Pohly
Sharon Pohly
Porter Family Foundation, Inc.

Prophet Sisters Foundation
William Schmuhl, Jr.
Shoop Sports and Youth Foundation
Steuben County Community Foundation
Steuben County REMC
Operation Round Up
Kathie Swaim
Teachers Credit Union Foundation
Three Oaks Spokes, Inc.
Robin Tribbett

\$500 - \$999

Adams County Community Foundation
Arthur E. and Josephine C. Beyer Foundation
Dr. Catherine Chung, Parkview Health
Tom & Susan Fischbach
Indiana Farm Bureau Insurance
Kosciusko County Community Foundation
Lassus Brothers Oil Foundation
Andre Northern
PNC Financial Services Group
PNC Foundation
Victor Porter
Judy Ruoff
Nanette Yarde
Peggy Yoder
Zimmer Biomet

\$100 - \$499

Affine Food Truck
Allman Family Practice
Cheryl Ankrom
Anonymous
Patti Bagin
Madeleine Baker
Daniel Baker
Betty Barry
Deborah Beckman
Bollenbacher and Associates
Theresa Brady
Tamarah Brownlee
Donald Bussick
Rachael Caslow
Christina Castro
Toni Lynn Cook
Alan Duff

Dynamic Concepts Business Peer Group
Bill Eisenmann
Michele Epp
Donald Evans
Dana Flora
Jill and John Frey
Bridget Glaser
Glenn and Thelma Rieke Foundation
Scott Hermance
Thomas Honke
William Johnson
Sharon King Foundation
Nina Kirkpatrick
Jill La Fountain
Andrea Leonard
Thomas Marcuccilli
Gloria Mayberry
Moose Lodge 1423
NISOURCE Charitable Foundation
Northern Indiana Community Foundation
Jean Orcutt
Stacey Pointer
Sandy Price
Rochester Rotary Club
Pamela Savage
Abby Schoonaert
Margaret Sklenar
Sol Kitchen Food Truck
Spicer's Food Truck
Ruth Strawser
Lori Strock
Margaret Sturm
Paul Taglia
Susan Terry
The Andersons, Inc.
Rita Udvardy
Rosalyn Walters
Harriet Warren
Teena Weathersby-Hampton
Whip & Chill
Annette & John White
Susana Worth
Laura Yahya

Gifts In-Kind

Anonymous
Belmont Beverage
Marie Coomer
Costco
Country Kitchen Sweetart

Decatur Dental Services
Decatur Dondog
Eichhorn Jewelry, Inc.
High Tech Signs
Just Because Jewelry & Gifts
Kroger
Meijer
Salon Vera Joley
Sam's Club
St Joe Valley Metronet, Inc
Debra Stark Moser
The Decatur Daily Democrat
The Homeplace
The Hope Chest
Faith Van Gilder
Wal-Mart
Toni Widman

United Way

United Way of Adams County
United Way of Allen County
United Way of Cass County
United Way of DeKalb County
United Way of Elkhart County
United Way of Huntington County
United Way of LaPorte County
United Way of Marshall County
United Way of Southwest Michigan
United Way of St. Joseph County
United Way of Wells County

In Memory Of

Erv Denig
Dynamic Concepts Business Peer Group
Phyllis McClain
Daniel Baker
Roxann Mosley
Robin Tribbett
Clara Parrett Wineland
Kenneth Lizer
Michelle Rouse
Judith Perlman
Marilyn Strawser
Anonymous
Maurice (Cork) Kirkpatrick
North Point Ridge Association, Inc. Phase I
Sandra Snyder

In Honor Of

Emily Graves
Rhonda Graves
Mr. and Mrs. Bruce & Shirley Martin
Mr. and Mrs. Claud and Barbara Hayes
Julie Spears
Juliette Spears
Margaret Sturm
Madeleine Baker
Robin Tribbett
Kelly Zachrich

Trefoil Society

The Trefoil Society is our way of recognizing and honoring those caring individuals who have made a 5-year commitment to benefit from Girl Scouting.
Lisa Cashel
Tom and Michelle Edington
Connie and Bruce Frederick
The McMillen Foundation
Chris Myers
Sharon Pohly
Julie Spears
Kathie and Mark Swaim
Robin Tribbett
Rita Udvardy

Juliette Gordon Low Society

The following individuals have chosen to make Girl Scouts part of their legacy and a beneficiary of their estate.
Tamarah D. Brownlee MPH
Bruce and Connie Frederick
John and Jill Frey
Eleanor and Lockwood*
Marine
Gail Milne*
Sharon Lynn Pohly
Pamela and Kathleen Reybern-Michael
Lisa Spoon
Mark and Kathie (Oiler) Swaim
Jane Webster
Winnerman-Shaw
Peggy and Norm Yoder

*In memoriam

Our 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.

Let's Go to Camp!

At Girl Scouts, we move at "the speed of girls." This means we are constantly searching for new and exciting ways to meet our members' demands for modern, fun, and unique experiences. Our research shows that outdoor exposure is extremely beneficial to girls and that girls greatly enjoy the outdoor experiences they have in Girl Scouts. For nearly a century, the outdoor experience has been a cornerstone of the Girl Scout Movement primarily through camp.



Camp Girls love camp! It is exciting and chock-full of amazing activities and opportunities for new adventures. And we at GSNI-M want to make sure every girl has the opportunity to enjoy the traditional camp outings we all grew up with, while also taking advantage of the AMAZING variety of contemporary outdoor pursuits that camp allows them. In short, GSNI-M wants girls to have the camp experience they've always dreamed of.

In 2016, our successful camp season showed an increase in camp attendance to over 1,000 girls, something we haven't seen since 2011. Girls participated in many offerings, such as the zip line and new low ropes course at McMillen, and had exciting chances to explore all of our camp properties. GSNI-M introduced the new Art in the Outdoors badge as part of our membership renewal. Girls were not only inspired to re-register early for 2017 membership year, but they were introduced to opportunities that made camp more than bugs and campfires.

Properties Five years ago GSNI-M set a goal of creating parity at our camps. By the end of 2016, we can proudly say that all of our camps are ACA (American Camp Association) accredited. We have overnight, winterized units at all four of our camps. With the addition of the new Troop House at Camp Ella J. Logan, all four camps will have winterized buildings with bunk beds. We have day use large meeting places at all four locations and renovation work has started at the Tea House at Camp Soni Springs.

During 2016, we sold and moved out of our South Bend Service Center. Our new home in Granger is in a rapidly expanding area, a great location for drop-ins, and even space for troop meetings after hours.



Rendering of new Troop House at Camp Ella J. Logan

Gold Award

The Girl Scout Gold Award represents the highest achievement in Girl Scouting

The Girl Scout Gold Award acknowledges the power behind each recipient's dedication to not only empowering and bettering herself, but also to making the world a better place for others. These young women are courageous leaders and visionary change makers. They are our future, and it looks bright!

2016 Girl Scout Gold Award Recipients



Olivia Bowman
Markle, IN



Emily Eifert
Fort Wayne, IN



Anastasia Kelsey
LaPorte, IN



Dana Kilbourne
Granger, IN



Guendolyn Mark
Michigan City, IN



Morgan Ousley
Warsaw, IN



Sydney Robinson
Angola, IN



Mackie Schroeter
Fort Wayne, IN



Elizabeth Slough
Warsaw, IN



Isabel Widdis
Baroda, MI

No photo available:
Rene Lewis: LaGrange, IN
Maria Till: Fort Wayne, IN

In 2016, 6,045 girls practiced everyday leadership along with the guidance and coaching of 2,746 adults.

Opportunities for Girls

You don't have to be a Girl Scout to share our DNA - those who share our values also share many characteristics of go-getters, innovators, risk-takers and leaders. Girl Scouts show grit like a go-getter, problem solve like an innovator, embrace the new like a risk-taker, and display empathy like a leader.

Programs

GSNI-M excels at creating collaborations in our communities. From the scientific Forensic Night at Science Central in Fort Wayne to the musical fun of Cinderella in South Bend, our girls are able to participate in a wide experience of exciting opportunities to do outside of their troop! We were excited to partner with 50 community organizations in 2016.

Membership & Volunteerism

In 2016, we implemented a new troop support process. Staff are now working directly with our volunteers as coaches and mentors. We plan to measure our success through increased retention and volunteer satisfaction scores.

Outreach Series

Through STEM events, Girl Power: Get the 411 series and staff-led troop meetings, 720 girls had a chance to be a Girl Scout in areas of our council where Girl Scouting is not present. Through these outreach series and special partnerships, these girls got a taste of what it's like to be a G.I.R.L. (go-getter, innovator, risk-taker, leader).

Our 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.

The word "God" can be interpreted in a number of ways, depending on one's spiritual beliefs. When reciting the Girl Scout Promise, it is okay to replace the word "God" with whatever word your spiritual beliefs dictate.