

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form 990

Return of Organization Exempt From Income Tax

2023

Department of the Treasury
Internal Revenue Service

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

Open to Public Inspection

A For the 2023 calendar year, or tax year beginning OCT 1, 2023 and ending SEP 30, 2024

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 EASTERN PENNSYLVANIA INC		D Employer identification number 23-1352309
	Doing business as		E Telephone number 215-564-2030
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	G Gross receipts \$ 31,525,514.
	330 MANOR ROAD		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 MIQUON, PA 19444		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No
F Name and address of principal officer: KIM FRAITES-DOW SAME AS C ABOVE		If "No," attach a list. See instructions	
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		H(c) Group exemption number	
J Website: WWW.GSEP.ORG		L Year of formation: 1917 M State of legal domicile: PA	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other			

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: GIRL SCOUTING BUILDS GIRLS OF COURAGE, CONFIDENCE, & CHARACTER, WHO MAKE THE WORLD A BETTER PLACE.		
	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	25
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	25
	5	Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	386
	6	Total number of volunteers (estimate if necessary)	6	13943
	7a	Total unrelated business revenue from Part VIII, column (C), line 12	7a	2,107.
	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)	1,602,049.	4,157,016.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,940,338.	2,135,718.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	494,763.	4,497,155.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	15,130,991.	14,420,932.
			19,168,141.	25,210,821.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	386,192.	457,751.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	8,339,452.	9,274,954.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	0.	0.
	b	Total fundraising expenses (Part IX, column (D), line 25)	1,325,763.	
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	11,070,669.	11,045,118.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	19,796,313.	20,777,823.
	19	Revenue less expenses. Subtract line 18 from line 12	-628,172.	4,432,998.
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21	Total liabilities (Part X, line 26)	35,016,435.	42,123,555.
	22	Net assets or fund balances. Subtract line 21 from line 20	1,496,274.	1,584,397.
		33,520,161.	40,539,158.	

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	Signed by: Kim E. Fraites-Dow	Date: 3/25/2025			
	Signature of officer	Date			
Paid	Print/Type preparer's name DANIELLE NIHILL	Preparer's signature DANIELLE NIHILL	Date 03/13/25	Check if self-employed <input type="checkbox"/>	PTIN P01350943
Preparer Use Only	Firm's name CLIFTONLARSONALLEN LLP	Firm's EIN 41-0746749	Phone no. (781) 982-1001		
	Firm's address 4 BATTERYMARCH PARK, SUITE 100 QUINCY, MA 02169				

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

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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 EASTERN PENNSYLVANIA, INC. (GSEP) 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 ☒ **No**

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ **No**

If "Yes," describe these changes on Schedule O.

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 \$ **6,870,499.** including grants of \$ **21,950.**) (Revenue \$ **0.**)

OTHER GIRL SCOUTING PROGRAMS: ALL COUNCIL ACTIVITIES ARE DEVELOPED AND DELIVERED AS PART OF A CONSISTENT CORE LEADERSHIP PROGRAM, WITH PARTICULAR FOCUS ON "STEM" (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH), OUTDOOR EXPERIENCES, LIFE SKILLS, ENTREPRENEURSHIP AND LEADERSHIP DEVELOPMENT. FOR FISCAL YEAR ACCOMPLISHMENTS PLEASE SEE FORM 990, PART III, LINE 4D NARRATIVE ON SCHEDULE O.

4b (Code:) (Expenses \$ **5,964,971.** including grants of \$ **280,049.**) (Revenue \$ **0.**)

MEMBERSHIP SERVICES: THE COUNCIL PROVIDES YEAR-ROUND LEADERSHIP DEVELOPMENT OPPORTUNITIES FOR GIRLS IN BERKS, BUCKS, CARBON, CHESTER, DELAWARE, LEHIGH, MONTGOMERY, NORTHAMPTON AND PHILADELPHIA COUNTIES. MORE THAN 25,800 GIRLS EXPERIENCE GIRL SCOUTING THROUGH SUMMER CAMP, TROOP-BASED, INDIVIDUAL, AND EVENT-BASED MEMBERSHIP, AND A RANGE OF OTHER PROGRAMS AND ACTIVITIES. MORE THAN 13,900 VOLUNTEERS PARTICIPATE IN NUMEROUS CAPACITIES AND FREQUENCY TO SUPPORT THE COUNCIL, AND PROVIDE ONGOING LEADERSHIP AND PROGRAM TRAINING. FOR FISCAL YEAR ACCOMPLISHMENTS, PLEASE SEE FORM 990, PART III, LINE 4D NARRATIVE ON SCHEDULE O.

4c (Code:) (Expenses \$ **4,783,866.** including grants of \$ **155,752.**) (Revenue \$ **0.**)

CAMP PROGRAMS: THE COUNCIL OPERATES SIX CAMP PROPERTIES (ALL ARE ACCREDITED BY THE AMERICAN CAMP ASSOCIATION) THAT ENCOMPASS NEARLY 2,000 ACRES. SUMMER RESIDENT AND DAY CAMP PROGRAMS PROVIDE OPPORTUNITIES FOR GIRLS TO DO WHAT THEY LOVE, ENCOURAGE SELF-DISCOVERY, INTERACTION WITH OTHERS, EXPLORATION, RESOURCEFUL DECISION MAKING, ENVIRONMENTAL STEWARDSHIP AND LEADERSHIP DEVELOPMENT, ALL IN A NURTURING AND SUPPORTIVE ENVIRONMENT. FOR FISCAL YEAR ACCOMPLISHMENTS PLEASE SEE FORM 990, PART III, LINE 4D NARRATIVE ON SCHEDULE O.

4d Other program services (Describe on Schedule O.)

(Expenses \$ **0.** including grants of \$ **0.**) (Revenue \$ **16,728,813.**)

4e Total program service expenses **17,619,336.**

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Part IV Checklist of Required Schedules

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

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Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22 X	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23 X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or 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? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i>	29 X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?	38 X	

Note: All Form 990 filers are required to complete Schedule O

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a 91	
b Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b 0	
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

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

		Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 386		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X	
b If "Yes," has it filed a Form 990-T for this year? <i>If "No" to line 3b, provide an explanation on Schedule O</i>	3b	X	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		X
b If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c		
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	X	
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	X	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9 Sponsoring organizations maintaining donor advised funds.			
a Did the sponsoring organization make any taxable distributions under section 4966?	9a		
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
10 Section 501(c)(7) organizations. Enter:			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter:			
a Gross income from members or shareholders	11a		
b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		
13 Section 501(c)(29) qualified nonprofit health insurance issuers.			
a Is the organization licensed to issue qualified health plans in more than one state? Note: See the instructions for additional information the organization must report on Schedule O.	13a		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b		
c Enter the amount of reserves on hand	13c		
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a		X
b If "Yes," has it filed a Form 720 to report these payments? <i>If "No," provide an explanation on Schedule O</i>	14b		
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N.	15		X
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	16		X
17 Section 501(c)(21) organizations. Did the trust, or any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.	17		

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

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

☒**Section A. Governing Body and Management**

	1a	1b	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.	25			
b Enter the number of voting members included on line 1a, above, who are independent		25		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?			2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?			3	X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			4	X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?			5	X
6 Did the organization have members or stockholders?			6	X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?			7a	X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?			7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?			8a	X
b Each committee with authority to act on behalf of the governing body?			8b	X
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O			9	X

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

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed PA, NJ, NY

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☒ Own website ☐ Another's website ☒ Upon request ☐ Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records
MICHAEL VANIC - (215) 564-2030
330 MANOR ROAD, MIQUON, PA 19444

Form 990 (2023)

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck 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) KIM FRAITES-DOW CHIEF EXECUTIVE OFFICER	40.00			X				385,630.	0.	42,412.
(2) MICHAEL VANIC CHIEF FINANCIAL OFFICER	40.00			X				192,778.	0.	17,316.
(3) MICHAEL POMPEY CHIEF INFO & TRANSFORM OFFICER	40.00					X		164,978.	0.	38,387.
(4) STACEY MOYERS CHIEF MARKETING OFFICER	40.00					X		163,883.	0.	5,629.
(5) CECILY MACY CHIEF DEVELOP OFFICER;LEFT AUG 2024	40.00					X		139,113.	0.	6,891.
(6) NORMAN MARKS CONTROLLER	40.00					X		117,044.	0.	22,230.
(7) LORI FRANZKE SR DIR OF PRIN GIFTS;LEFT JAN 2024	40.00					X		105,425.	0.	3,702.
(8) NICOLE LEVINE CHAIR	8.00	X		X				0.	0.	0.
(9) SUSAN MUCCIARONE 1ST VICE CHAIR;LEFT MAY 2024	3.00	X		X				0.	0.	0.
(10) DEBBIE O'BRIEN 1ST VICE CHAIR;AS OF MAY 2024	3.00	X		X				0.	0.	0.
(11) ANN DONLEY VICE CHAIR	3.00	X		X				0.	0.	0.
(12) LORAIN BALLARD MORRILL VICE CHAIR	3.00	X		X				0.	0.	0.
(13) MARLENE BEERS TREASURER	1.00	X		X				0.	0.	0.
(14) JOANN GONZALEZ-GENERALS SECRETARY	1.00	X						0.	0.	0.
(15) CRYSTAL ASHBY MEMBER AT LARGE;AS OF MAY 2024	1.00	X						0.	0.	0.
(16) CHRISTY BARNHART MEMBER AT LARGE;AS OF MAY 2024	1.00	X						0.	0.	0.
(17) ANNE BAUM MEMBER AT LARGE	1.00	X						0.	0.	0.

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GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

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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) MARY BETH BIDDLE MEMBER AT LARGE	1.00	X						0.	0.	0.
(19) HARRIS BOCK MEMBER AT LARGE;AS OF MAY 2024	1.00	X						0.	0.	0.
(20) TERRI BOYER MEMBER AT LARGE	1.00	X						0.	0.	0.
(21) STACEY BROAD MEMBER AT LARGE;AS OF MAY 2024	1.00	X						0.	0.	0.
(22) FUSUN BUBERNACK MEMBER AT LARGE	1.00	X						0.	0.	0.
(23) DIANA CORTES MEMBER AT LARGE;AS OF MAY 2024	1.00	X						0.	0.	0.
(24) JENNIFER DEMPSEY FOX MEMBER AT LARGE	1.00	X						0.	0.	0.
(25) JUDY FREYER MEMBER AT LARGE	1.00	X						0.	0.	0.
(26) ALLISON GREEN JOHNSON MEMBER AT LARGE	1.00	X						0.	0.	0.
1b Subtotal								1,268,851.	0.	136,567.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,268,851.	0.	136,567.

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

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- 3** Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*
- 4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? *If "Yes," complete Schedule J for such individual*
- 5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*

	Yes	No
3		X
4	X	
5		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
TIERNEY, 200 S. BROAD STREET, #10, PHILADELPHIA, PA 19102	PR/CREATIVE/MEDIA SERVICES	479,593.
KREMMER'S CAFE & CATERING, 1901 S. 12TH STREET, BOX 9, ALLENTOWN, PA 18103	FOOD SERVICE PROVIDER	376,168.
MEGHAN MOLONEY 8922 DONNA LU DRIVE, ODESSA, FL 33556	OUTSOURCED CHIEF MISSION DELIVERY OFF	268,277.
ERB CONSTRUCTION, 208 SOUTH READING AVENUE, BOYERTOWN, PA 19512	CONSTRUCTION	231,460.
THRIVE OPERATIONS LLC, 25 FORBES BOULEVARD, SUITE 3, FOXBORO, MA 02035	IT PROVIDER	213,537.

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

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SEE PART VII, SECTION A CONTINUATION SHEETS

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GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

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Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514	
Contributions, Gifts, Grants and Other Similar Amounts	1 a Federated campaigns	1a	213,469.					
	b Membership dues	1b						
	c Fundraising events	1c	561,472.					
	d Related organizations	1d						
	e Government grants (contributions)	1e	2,439,926.					
	f All other contributions, gifts, grants, and similar amounts not included above ...	1f	942,149.					
	g Noncash contributions included in lines 1a-1f	1g	\$ 46,980.					
	h Total. Add lines 1a-1f							4,157,016.
Program Service Revenue	2 a CAMP PROGRAM	Business Code 900099		1,661,210.	1,661,210.			
	b FACILITY RENTAL REVENUE	531120		265,244.	265,244.			
	c GIRL SCOUTING PROGRAMS	900099		209,264.	209,264.			
	d							
	e							
	f All other program service revenue							
	g Total. Add lines 2a-2f			2,135,718.				
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			663,932.			663,932.
4 Income from investment of tax-exempt bond proceeds								
5 Royalties								
6 a Gross rents		6a	(i) Real 7,950.					
b Less: rental expenses ...		6b	0.					
c Rental income or (loss)		6c	7,950.					
d Net rental income or (loss)				7,950.			7,950.	
7 a Gross amount from sales of assets other than inventory		7a	(i) Securities 530,995.	(ii) Other 3617860.				
b Less: cost or other basis and sales expenses		7b	315,632.	0.				
c Gain or (loss)		7c	215,363.	3617860.				
d Net gain or (loss)				3,833,223.			3833223.	
8 a Gross income from fundraising events (not including \$ 561,472. of contributions reported on line 1c). See Part IV, line 18		8a	141,785.					
b Less: direct expenses		8b	398,409.					
c Net income or (loss) from fundraising events				-256,624.			-256,624.	
9 a Gross income from gaming activities. See Part IV, line 19		9a	3,219.					
b Less: direct expenses	9b	8,199.						
c Net income or (loss) from gaming activities			-4,980.			-4,980.		
10 a Gross sales of inventory, less returns and allowances	10a	20,185,548.						
b Less: cost of goods sold	10b	5,592,453.						
c Net income or (loss) from sales of inventory			14,593,095.	14593095.				
Miscellaneous Revenue	11 a MISCELLANEOUS	Business Code 900099		72,564.			72,564.	
	b ADVERTISING	541800		6,820.			6,820.	
	c PRINTING	323100		2,107.		2,107.		
	d All other revenue							
	e Total. Add lines 11a-11d			81,491.				
	12 Total revenue. See instructions			25,210,821.	16728813.	2,107.	4322885.	

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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	457,751.	457,751.		
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	635,958.	250,760.	280,714.	104,484.
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	6,736,991.	5,565,389.	533,728.	637,874.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	747,865.	597,265.	76,746.	73,854.
9 Other employee benefits	685,997.	559,184.	61,985.	64,828.
10 Payroll taxes	468,143.	366,174.	53,867.	48,102.
11 Fees for services (nonemployees):				
a Management				
b Legal	39,825.	22,534.	10,886.	6,405.
c Accounting	145,060.		145,060.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	38,008.		38,008.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	900,382.	629,965.	159,272.	111,145.
12 Advertising and promotion	342,699.	314,994.	2,128.	25,577.
13 Office expenses	1,271,833.	1,206,244.	22,956.	42,633.
14 Information technology	681,821.	454,030.	134,452.	93,339.
15 Royalties				
16 Occupancy	849,317.	740,470.	31,391.	77,456.
17 Travel	308,488.	292,840.	5,688.	9,960.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings				
20 Interest	52,617.		52,617.	
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,364,817.	1,307,638.	41,965.	15,214.
23 Insurance	415,222.	398,161.	12,501.	4,560.
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 TROOP & SERVICE UNIT	3,676,326.	3,676,326.		
b FOOD	608,641.	588,834.	14,640.	5,167.
c PROGRAM FEES	130,999.	130,861.	28.	110.
d				
e All other expenses	219,063.	59,916.	154,092.	5,055.
25 Total functional expenses. Add lines 1 through 24e	20,777,823.	17,619,336.	1,832,724.	1,325,763.
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)				

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GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

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Part X Balance SheetCheck 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	531,347.	1	497,960.
	2 Savings and temporary cash investments	3,784,284.	2	3,271,298.
	3 Pledges and grants receivable, net	210,112.	3	2,578,939.
	4 Accounts receivable, net	18,493.	4	46,674.
	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	2,259,276.
	8 Inventories for sale or use	332,100.	8	372,018.
	9 Prepaid expenses and deferred charges	161,880.	9	166,342.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 38,216,077.		
	b Less: accumulated depreciation	10b 23,441,333.		
	11 Investments - publicly traded securities	15,760,055.	10c	14,774,744.
	12 Investments - other securities. See Part IV, line 11	13,660,554.	11	17,584,867.
	13 Investments - program-related. See Part IV, line 11		12	
	14 Intangible assets		13	
	15 Other assets. See Part IV, line 11	557,610.	14	
16 Total assets. Add lines 1 through 15 (must equal line 33)	35,016,435.	15	571,437.	
17 Accounts payable and accrued expenses	636,410.	16	42,123,555.	
18 Grants payable		17	765,582.	
19 Deferred revenue	207,511.	18		
20 Tax-exempt bond liabilities	325,252.	19	368,572.	
21 Escrow or custodial account liability. Complete Part IV of Schedule D		20	171,368.	
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		21		
23 Secured mortgages and notes payable to unrelated third parties		22		
24 Unsecured notes and loans payable to unrelated third parties		23		
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	327,101.	24		
26 Total liabilities. Add lines 17 through 25	1,496,274.	25	278,875.	
27 Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.		26	1,584,397.	
28 Net assets without donor restrictions	31,928,091.	27	38,794,885.	
29 Net assets with donor restrictions	1,592,070.	28	1,744,273.	
30 Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.				
31 Capital stock or trust principal, or current funds		29		
32 Paid-in or capital surplus, or land, building, or equipment fund		30		
33 Retained earnings, endowment, accumulated income, or other funds		31		
34 Total net assets or fund balances	33,520,161.	32	40,539,158.	
35 Total liabilities and net assets/fund balances	35,016,435.	33	42,123,555.	

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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	25,210,821.
2	Total expenses (must equal Part IX, column (A), line 25)	2	20,777,823.
3	Revenue less expenses. Subtract line 2 from line 1	3	4,432,998.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	33,520,161.
5	Net unrealized gains (losses) on investments	5	2,585,999.
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	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	40,539,158.

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? _____ 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	2a	X
b	Were the organization's financial statements audited by an independent accountant? _____ 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	2b	X
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? _____ If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	X
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? _____	3a	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 _____	3b	

Form 990 (2023)

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support
Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
Attach to Form 990 or Form 990-EZ.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- ☐ 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- ☐ 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- ☐ 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- ☐ 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- ☐ 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- ☐ 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- ☐ 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- ☐ 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- ☐ 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- ☒ 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- ☐ 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- ☐ 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

☐ a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

☐ b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

☐ c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

☐ d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

☐ e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations
- | g Provide the following information about the supported organization(s). | | | | | | |
|--|----------|---|---|----|---|---|
| (i) Name of supported organization | (ii) EIN | (iii) Type of organization (described on lines 1-10 above (see instructions)) | (iv) Is the organization listed in your governing document? | | (v) Amount of monetary support (see instructions) | (vi) Amount of other support (see instructions) |
| | | | Yes | No | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Total | | | | | | |
- LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

332021 12-21-23

Schedule A (Form 990) 2023

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) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
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						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
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						

12 Gross receipts from related activities, etc. (see instructions) 12

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** ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f)) 14 %

15 Public support percentage from 2022 Schedule A, Part II, line 14 15 %

16a 33 1/3% support test - 2023. 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 ☐

b 33 1/3% support test - 2022. 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 ☐

17a 10% -facts-and-circumstances test - 2023. 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 ☐

b 10% -facts-and-circumstances test - 2022. 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 ☐

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 ☐

Schedule A (Form 990) 2023

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC 23-1352309 Page 3

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	1450174.	1662640.	2000076.	1602049.	4157016.	10871955.
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	18144854.	13303227.	19893124.	22704497.	22321266.	96366968.
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	19595028.	14965867.	21893200.	24306546.	26478282.	107238923
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	131,832.	161,684.	215,724.	133,349.	157,336.	799,925.
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						0.
c Add lines 7a and 7b	131,832.	161,684.	215,724.	133,349.	157,336.	799,925.
8 Public support. (Subtract line 7c from line 6.)						106438998

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6	19595028.	14965867.	21893200.	24306546.	26478282.	107238923
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	416,009.	308,358.	378,484.	499,797.	671,882.	2274530.
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	416,009.	308,358.	378,484.	499,797.	671,882.	2274530.
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.)	95,226.	1660607.	1324948.	64,828.	79,384.	3224993.
13 Total support. (Add lines 9, 10c, 11, and 12.)	20106263.	16934832.	23596632.	24871171.	27229548.	112738446

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

Section C. Computation of Public Support Percentage

15 Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	94.41 %
16 Public support percentage from 2022 Schedule A, Part III, line 15	16	94.32 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	2.02 %
18 Investment income percentage from 2022 Schedule A, Part III, line 17	18	1.95 %

19a 33 1/3% support tests - 2023. 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 - 2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization ☐

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
1		
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? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
2		
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? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
3		

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

Schedule A (Form 990) 2023

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC 23-1352309 Page 7

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions.	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8	
9 Distributable amount for 2023 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-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2023			
a From 2018			
b From 2019			
c From 2020			
d From 2021			
e From 2022			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, 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 2023. 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 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019			
b Excess from 2020			
c Excess from 2021			
d Excess from 2022			
e Excess from 2023			

Schedule A (Form 990) 2023

Part VI

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

SCHEDULE A, PART III, LINE 12, EXPLANATION FOR OTHER INCOME:

MISCELLANEOUS INCOME

2019 AMOUNT: \$ 89,001.

2020 AMOUNT: \$ 69,305.

2021 AMOUNT: \$ 113,352.

2022 AMOUNT: \$ 57,128.

2023 AMOUNT: \$ 72,564.

PROGRAM ADVERTISING

2019 AMOUNT: \$ 6,225.

2020 AMOUNT: \$ 2,650.

2021 AMOUNT: \$ 10,800.

2022 AMOUNT: \$ 7,700.

2023 AMOUNT: \$ 6,820.

GAIN ON EXTINGUISHMENT OF DEBT

2020 AMOUNT: \$ 1,588,652.

2021 AMOUNT: \$ 1,200,796.

Schedule B
(Form 990)

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

2023

Name of the organization

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

Employer identification number

23-1352309

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

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

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

☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation

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

☐ 501(c)(3) taxable private foundation

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

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

General Rule

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

Special Rules

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

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

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

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

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

Schedule B (Form 990) (2023)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
<u>1</u>		\$ <u>137,469.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>2</u>		\$ <u>130,000.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>3</u>		\$ <u>105,503.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>4</u>		\$ <u>49,591.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>5</u>		\$ <u>47,130.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>6</u>		\$ <u>46,130.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7		\$ 36,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
8		\$ 32,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
9		\$ 30,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
10		\$ 28,235.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
11		\$ 21,350.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
12		\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
13		\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
14		\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
15		\$ 20,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
16		\$ 18,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
17		\$ 15,025.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
18		\$ 15,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
19		\$ 13,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
20		\$ 13,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
21		\$ 11,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
22		\$ 10,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
23		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
24		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
25		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
26		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
27		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
28		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
29		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
30		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
31		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
32		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
33		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
34		\$ 10,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
35		\$ 8,625.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
36		\$ 8,263.	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
37		\$ 8,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
38		\$ 8,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
39		\$ 8,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
40		\$ 7,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
41		\$ 7,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
42		\$ 7,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
<u>43</u>		\$ <u>7,500.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>44</u>		\$ <u>7,500.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>45</u>		\$ <u>7,500.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>46</u>		\$ <u>6,870.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>47</u>		\$ <u>6,500.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
<u>48</u>		\$ <u>6,500.</u>	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
49		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
50		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
51		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
52		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
53		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
54		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
55		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
56		\$ 6,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
57		\$ 5,714.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
58		\$ 5,500.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
59		\$ 5,315.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
60		\$ 5,200.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
61		\$ 5,200.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
62		\$ 5,175.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
63		\$ 5,150.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
64		\$ 5,036.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
65		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
66		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
67		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
68		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
69		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
70		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
71		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
72		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
73		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
74		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
75		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
76		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
77		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
78		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

23-1352309

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
79		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
80		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
81		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
82		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
83		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
84		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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
85		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
86		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
87		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
88		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
89		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
90		\$ 5,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

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

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

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

Employer identification number

23-1352309

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 \$

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

Schedule D (Form 990) 2023

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a** ☐ Public exhibition

b ☐ Scholarly research

c ☐ Preservation for future generations

d ☐ Loan or exchange program

e ☐ Other _____
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

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

- 1a** Is the organization an agent, trustee, custodian, or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No
- b** If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided 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	7,918,870.	7,423,504.	9,459,493.	8,510,958.	8,119,167.
b Contributions	850.	750.	775.	250.	450.
c Net investment earnings, gains, and losses	1,690,610.	899,680.	-1,655,916.	1,336,548.	767,880.
d Grants or scholarships	2,450.	4,000.	3,450.	3,450.	3,450.
e Other expenditures for facilities and programs	404,350.	401,064.	377,398.	384,813.	373,089.
f Administrative expenses					
g End of year balance	9,203,530.	7,918,870.	7,423,504.	9,459,493.	8,510,958.

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment 90.4290 %
- b** Permanent endowment 6.9340 %
- c** Term endowment 2.6370 %
- 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:
- (i)** Unrelated organizations? _____

(ii) Related organizations? _____

	Yes	No
3a(i)	X	
3a(ii)		X
3b		
- 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		1,085,193.		1,085,193.
b Buildings		31,122,662.	18,945,548.	12,177,114.
c Leasehold improvements				
d Equipment		3,385,963.	2,899,334.	486,629.
e Other		2,622,259.	1,596,451.	1,025,808.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B))				14,774,744.

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)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 15, col. (B))	

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) OTHER LIABILITIES	195,809.
(3) RIGHT-OF-USE LIABILITIES	83,066.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, line 25, col. (B))	278,875.

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 ... ☒

Schedule D (Form 990) 2023

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

23-1352309 Page 4

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	29,217,844.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	2,585,999.
b	Donated services and use of facilities	2b	1,052,424.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	3,638,423.
3	Subtract line 2e from line 1	3	25,579,421.
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	38,008.
b	Other (Describe in Part XIII.)	4b	-406,608.
c	Add lines 4a and 4b	4c	-368,600.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	25,210,821.

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	22,198,847.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	1,052,424.
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	406,608.
e	Add lines 2a through 2d	2e	1,459,032.
3	Subtract line 2e from line 1	3	20,739,815.
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	38,008.
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	38,008.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	20,777,823.

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 EARNINGS ON ENDOWMENT FUNDS ARE PERMITTED TO BE USED FOR CURRENT OPERATIONS, PROGRAMS OR SCHOLARSHIP AWARDS. TEMPORARY ENDOWMENT CORPUS FUNDS ARE USED ACCORDING TO DONOR SPECIFICATIONS. PERMANENT ENDOWMENT CORPUS FUNDS ARE PRESERVED.

PART X, LINE 2:

THE INTERNAL REVENUE SERVICE (IRS) HAS CLASSIFIED GSEP AS EXEMPT FROM FEDERAL INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (IRC); AS AN ORGANIZATION, CONTRIBUTIONS TO WHICH ARE DEDUCTIBLE UNDER SECTION 170(C) OF THE IRC; AND AS AN ORGANIZATION THAT IS NOT A PRIVATE FOUNDATION AS DEFINED IN SECTION 509(A) OF THE IRC. GSEP'S TAX RETURNS ARE

Part XIII

Supplemental Information

(continued)

SUBJECT TO REVIEW AND EXAMINATION BY FEDERAL AND STATE AUTHORITIES. GSEP IS NOT AWARE OF ANY ACTIVITY THAT WOULD JEOPARDIZE ITS TAX-EXEMPT STATUS. THE TAX RETURNS ARE OPEN TO EXAMINATION BY FEDERAL AND STATE AUTHORITIES. GSEP FOLLOWS THE INCOME TAX STANDARD FOR UNCERTAIN TAX POSITIONS. THIS STANDARD HAD NO IMPACT ON GSEP'S FINANCIAL STATEMENTS.

PART XI, LINE 4B - OTHER ADJUSTMENTS:

DIRECT SPECIAL EVENT EXPENSE	-398,409.
DIRECT GAMING EXPENSE	-8,199.
TOTAL TO SCHEDULE D, PART XI, LINE 4B	-406,608.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

DIRECT SPECIAL EVENT EXPENSE	398,409.
DIRECT GAMING EXPENSE	8,199.
TOTAL TO SCHEDULE D, PART XII, LINE 2D	406,608.

Schedule G (Form 990) 2023

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC 23-1352309 Page 2

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 TAKE THE LEAD	(b) Event #2 GOLFING	(c) Other events 1	(d) Total events (add col. (a) through col. (c))
		(event type)	(event type)	(total number)	
Revenue	1 Gross receipts	591,907.	88,064.	23,286.	703,257.
	2 Less: Contributions	483,360.	57,914.	20,198.	561,472.
	3 Gross income (line 1 minus line 2)	108,547.	30,150.	3,088.	141,785.
Direct Expenses	4 Cash prizes				
	5 Noncash prizes		1,600.		1,600.
	6 Rent/facility costs	4,750.	61,529.		66,279.
	7 Food and beverages	146,113.	26,973.	3,088.	176,174.
	8 Entertainment				
	9 Other direct expenses	140,868.	13,148.	340.	154,356.
	10 Direct expense summary. Add lines 4 through 9 in column (d)				398,409.
	11 Net income summary. Subtract line 10 from line 3, column (d)				-256,624.

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

Schedule G (Form 990)

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.
Attach to Form 990.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public
Inspection

Name of the organization
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC
Employer identification number
23-1352309

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

3 Enter total number of other organizations listed in the line 1 table

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
MEMBERSHIP AND TROOP DUES	11202	280,049.	0.		
CAMPERSHIPS	233	155,752.	0.		
SCHOLARSHIPS	23	21,950.	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:

NO SUBSEQUENT MONITORING OF GRANTS THAT ARE AWARDED TO INDIVIDUALS IS
REQUIRED BECAUSE GSEP AWARDS FINANCIAL AID IN THE FORM OF MEMBERSHIPS,
SCHOLARSHIPS OR CAMPERSHIPS. THEREFORE, THE FINANCIAL AID IS PAID DIRECTLY
TO EITHER AN INTERNAL DEPARTMENT OF GSEP OR A THIRD PARTY OTHER THAN THE
AWARDEE WHO IS OPERATING THE ACTIVITY IN WHICH AWARDEE GIRL PARTICIPATES.

SCHEDULE J

(Form 990)

Department of the Treasury

Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

Employer identification number

23-1352309

Part I

Questions Regarding Compensation

	Yes	No
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. <div> <div><input type="checkbox"/> First-class or charter travel</div> <div><input type="checkbox"/> Housing allowance or residence for personal use</div> <div><input type="checkbox"/> Travel for companions</div> <div><input type="checkbox"/> Payments for business use of personal residence</div> <div><input type="checkbox"/> Tax indemnification and gross-up payments</div> <div><input type="checkbox"/> Health or social club dues or initiation fees</div> <div><input type="checkbox"/> Discretionary spending account</div> <div><input type="checkbox"/> Personal services (such as maid, chauffeur, chef)</div> </div>		
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	1b	
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?	2	
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. <div> <div><input type="checkbox"/> Compensation committee</div> <div><input type="checkbox"/> Written employment contract</div> <div><input checked="" type="checkbox"/> Independent compensation consultant</div> <div><input checked="" type="checkbox"/> Compensation survey or study</div> <div><input checked="" type="checkbox"/> Form 990 of other organizations</div> <div><input checked="" type="checkbox"/> Approval by the board or compensation committee</div> </div>		
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?	4a	<input checked="" type="checkbox"/>
b Participate in or receive payment from a supplemental nonqualified retirement plan?	4b	<input checked="" type="checkbox"/>
c Participate in or receive payment from an equity-based compensation arrangement?	4c	<input checked="" type="checkbox"/>
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?	5a	<input checked="" type="checkbox"/>
b Any related organization?	5b	<input checked="" type="checkbox"/>
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?	6a	<input checked="" type="checkbox"/>
b Any related organization?	6b	<input checked="" type="checkbox"/>
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	7	<input checked="" type="checkbox"/>
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	8	<input checked="" type="checkbox"/>
9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

Schedule J (Form 990) 2023

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC 23-1352309

Page **2**

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) KIM FRAITES-DOW	(i)	315,630.	70,000.	0.	8,526.	33,886.	428,042.	0.
CHIEF EXECUTIVE OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MICHAEL VANIC	(i)	187,778.	5,000.	0.	1,961.	15,355.	210,094.	0.
CHIEF FINANCIAL OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) MICHAEL POMPEY	(i)	164,978.	0.	0.	4,299.	34,088.	203,365.	0.
CHIEF INFO & TRANSFORM OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) STACEY MOYERS	(i)	161,383.	2,500.	0.	4,911.	718.	169,512.	0.
CHIEF MARKETING OFFICER	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
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	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

Schedule J (Form 990) 2023

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 7:

NON-FIXED PAYMENTS

BONUSES, IF ANY, ARE BASED ON A NUMBER OF VARIABLES INCLUDING BUT NOT LIMITED TO AN INDIVIDUAL'S GOAL ACHIEVEMENTS AS WELL AS ORGANIZATION OPERATIONAL ACHIEVEMENTS. BONUSES FOR THE CEO ARE AT THE DISCRETION OF THE BOARD OF DIRECTORS AS PART OF THE OVERALL COMPENSATION REVIEW.

SCHEDULE M
(Form 990)

Noncash Contributions

OMB No. 1545-0047

2023

Open to Public
Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

Part I	Types of Property	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1	Art - Works of art				
2	Art - Historical treasures				
3	Art - Fractional interests				
4	Books and publications				
5	Clothing and household goods				
6	Cars and other vehicles				
7	Boats and planes				
8	Intellectual property				
9	Securities - Publicly traded	X	3	24,681.	FAIR MARKET VALUE
10	Securities - Closely held stock				
11	Securities - Partnership, LLC, or trust interests				
12	Securities - Miscellaneous				
13	Qualified conservation contribution - Historic structures				
14	Qualified conservation contribution - Other ...				
15	Real estate - Residential				
16	Real estate - Commercial				
17	Real estate - Other				
18	Collectibles				
19	Food inventory				
20	Drugs and medical supplies				
21	Taxidermy				
22	Historical artifacts				
23	Scientific specimens				
24	Archeological artifacts				
25	Other (<u>DONATED GOODS</u>)	X	56	20,699.	VALUE OF GIFT
26	Other (<u>DONATED AUCTION</u>)	X	2	1,600.	VALUE OF GIFT
27	Other (_____)				
28	Other (_____)				

29	Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part V, Donee Acknowledgement	29	0
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30a	During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		Yes	No
30a				X
b	If "Yes," describe the arrangement in Part II.			
31	Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	31	X	
32a	Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	32a		X
b	If "Yes," describe in Part II.			
33	If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.			

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

SCHEDULE M, PART I, COLUMN (B):

THE ORGANIZATION IS REPORTING THE NUMBER OF CONTRIBUTORS IN THIS COLUMN.

<div>SCHEDULE O (Form 990) Department of the Treasury Internal Revenue Service</div>	<div>Supplemental Information to Form 990 or 990-EZ Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information. Attach to Form 990 or Form 990-EZ. Go to www.irs.gov/Form990 for the latest information.</div>	<div>OMB No. 1545-0047 2023 Open to Public Inspection</div>
Name of the organization GIRL SCOUTS OF EASTERN PENNSYLVANIA INC		Employer identification number 23-1352309

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

PROGRAM REVENUE FOR ALL GSEP PROGRAMS (SPECIFIC PROGRAM ACCOMPLISHMENTS
DETAILED BELOW):

EXPENSES \$ 0. INCLUDING GRANTS OF \$ 0. REVENUE \$ 16,728,813.

FORM 990, PART III, LINE 4D

PROGRAM ACCOMPLISHMENTS FISCAL YEAR OCTOBER 1, 2023-SEPTEMBER 30, 2024
(FY2024):

GIRL SCOUTS OF EASTERN PENNSYLVANIA, INC. (GSEP), OPERATES AS AN
INDEPENDENT, NONPROFIT ORGANIZATION CHARTERED BY GIRL SCOUTS OF THE USA
(GSUSA). GIRL SCOUTS MISSION IS TO BUILD GIRLS OF COURAGE, CONFIDENCE,
AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE IN NINE PENNSYLVANIA
COUNTIES: BERKS, BUCKS, CARBON, CHESTER, DELAWARE, LEHIGH, MONTGOMERY,
NORTHAMPTON, AND PHILADELPHIA. IN FISCAL YEAR 2024 (OCTOBER 1,
2023-SEPTEMBER 30, 2024), GSEP PROVIDED THE GIRL SCOUT LEADERSHIP
EXPERIENCE (GSLE) TO NEARLY 26,000 GIRLS, WITH THE HELP OF MORE THAN
14,000 ADULT MEMBERS.

PROGRAM ACCOMPLISHMENTS FY24

GIRL SCOUTS OF EASTERN PENNSYLVANIA CONTINUED TO EXPERIENCE GROWTH
YEAR-OVER-YEAR AND ENDED THE 2024 MEMBERSHIP YEAR AS THE SIXTH LARGEST
GIRL SCOUT COUNCIL IN THE COUNTRY. THIS IS A TESTAMENT TO THE
COMMITMENT TO A REGIONAL COMMUNITY STRUCTURE, AND THE DEDICATION OF
STAFF AND VOLUNTEERS WORKING WITH SCHOOLS TO GROW COMMUNITIES OF GIRL
SCOUTING.

Name of the organization	GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	Employer identification number	23-1352309
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FORM 990, PART III, LINE 4D (CONTINUED):

AFTER MORE THAN 10 YEARS, GIRL SCOUTS OF EASTERN PENNSYLVANIA, IN PARTNERSHIP WITH THE NATURAL LANDS TRUST, SUCCESSFULLY CLOSED ON A CONSERVATION EASEMENT FOR CAMP LAUGHING WATERS, PRESERVING THE 458-ACRE PROPERTY FOREVER.

AT YEAR END, GSEP'S MARKET SHARE ROSE TO 6.3% OF THE AVAILABLE GIRL MARKET, UP FROM 5.5% COUNCIL-WIDE IN 2023. GIRL MEMBERSHIP WAS UP 2%, ADULT MEMBERSHIP WAS UP 7.6% AND LIFETIME MEMBERSHIP WAS UP 9.6%.

WHILE MEMBERSHIP WAS UP YEAR-OVER-YEAR, THE INITIAL GROWTH GOAL WAS NOT MET. ADJUSTMENTS WERE MADE TO THE REVENUE EXPECTATIONS IN MANY GIRL MEMBERSHIP-RELATED REVENUE CENTERS, SPECIFICALLY THE COOKIE PROGRAM, SUMMER CAMP AND PROGRAMS. FACILITY RENTALS EXCEEDED ITS REVENUE GOALS BY MORE THAN \$120,000.

LOOKING TO THE FUTURE, WORK CONTINUES TOWARD THE CORE GOAL OF AWARENESS AND ACCESS MAKING SURE ALL GIRLS IN GSEP'S NINE-COUNTY FOOTPRINT ARE AWARE OF AND HAVE ACCESS TO THE GIRL SCOUT LEADERSHIP EXPERIENCE.

BELOW IS A RECAP OF MEMBERSHIP YEAR 2024.

STRATEGY AND NEW MARKETS

THE GSEP TEAM HAD TWO PRIORITY FOCUS AREAS FOR FY24 RECRUITMENT: (1) LAUNCH A HYPER-LOCAL REGIONAL STRATEGY ACROSS THE NINE-COUNTY FOOTPRINT, AND (2) BUILD NEW TROOPS, ESPECIALLY IN THE K-3 AGE RANGE.

Name of the organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

FORM 990, PART III, LINE 4D (CONTINUED):

IN APRIL, RENEWALS FOR MEMBERSHIP YEAR 2025 KICKED OFF, WITH NATIONAL MARKETING FROM GIRL SCOUTS OF THE USA ENCOURAGING MEMBERS TO RENEW FOR THE NEW YEAR. GSEP ALSO LAUNCHED ITS OWN EARLY RENEWAL CAMPAIGN, FROM APRIL 1 JUNE 30, WITH TIERED INCENTIVES OFFERED TO GIRL SCOUTS TO RENEW THROUGH JUNE. 7,744 GIRLS EARNED A PAIR OF GSEP-EXCLUSIVE FRIENDSHIP BRACELETS FOR RENEWING BY MAY 15. THOSE GIRLS, AND AN ADDITIONAL 2,456 GIRLS RECEIVED THE PATCH INCENTIVE FOR RENEWAL BY THE END OF JUNE. AS A RESULT OF THESE AND OTHER SUMMER RECRUITMENT EFFORTS, AT THE START OF MY25, 70% OF THE GIRL MEMBERSHIP GOAL WAS REACHED.

THE INCENTIVE OFFERED TO TROOP LEADERS WAS A FREE RENEWAL FOR THEMSELVES OR ANOTHER VOLUNTEER IN THEIR TROOP. MORE THAN 1,700 LEADERS TOOK ADVANTAGE OF THIS OPPORTUNITY. LASTLY, SERVICE UNITS WERE OFFERED AN OPPORTUNITY TO EARN A CASH INCENTIVE THIS YEAR. ANY SERVICE UNIT WHO RENEWED 60% OR MORE OF THEIR GIRLS BY JUNE 30 RECEIVED THE EQUIVALENT IN AN ACH CASH TRANSFER. 59 SERVICE UNITS RECEIVED THIS INCENTIVE.

THROUGH THE YEAR, TO CUSTOMIZE RECRUITMENT EFFORTS TO LOCAL NEEDS, THE TEAM ANALYZED COMMUNITIES WITH A LOWER MARKET SHARE AND INCREASED EFFORTS IN THOSE AREAS. IN JANUARY, RESOURCES WERE FOCUSED ON COMMUNITY-BASED RECRUITMENT, ENSURING MANY AREAS OF THE COUNCIL SAW GROWTH, INCLUDING THOSE WITH A MORE LIMITED PRESENCE. PHILADELPHIA CONTINUED TO BE A FOCUS AREA FOR RECRUITMENT AND INCREASING IMPACT, INCLUDING PHILLY CAMP. THIS FREE, FOUR-WEEK SUMMER DAY CAMP SERVED MORE THAN 500 GIRLS FROM THE CITY AT TWO COMMUNITY LOCATIONS, NORTHEAST PHILADELPHIA AND WEST PHILADELPHIA.

Name of the organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

FORM 990, PART III, LINE 4D (CONTINUED):

GSEP'S VISIBILITY IN THE COMMUNITY WAS SUPPORTED BY EARNED AND PAID MEDIA EFFORTS. THROUGH PRESS OUTREACH BY GSEP AND COVERAGE GARNERED BY TROOPS IN THEIR COMMUNITY NEWS OUTLETS, THERE WERE MORE THAN 150 PLACEMENTS ACROSS PRINT, ONLINE AND BROADCAST MEDIA, EARNING NEARLY 200,000 IMPRESSIONS. THIS INCLUDED EXECUTIVE POSITIONING OF THE CEO AND CHIEF MISSION DELIVERY OFFICER, AS WELL AS ROBUST NEWS COVERAGE OF THE 2024 COOKIE KICKOFF ON JANUARY 15. TAKE THE LEAD AND HIGHEST AWARDS ALSO RECEIVED NEWS COVERAGE. ON SOCIAL MEDIA, GSEP GAINED MORE THAN 620 NEW FACEBOOK FOLLOWERS, MORE THAN 480 INSTAGRAM FOLLOWERS AND NEARLY 350 FOLLOWERS ON LINKEDIN. PAID ADVERTISING FEATURED "JOIN" GIRL SCOUTS RECRUITMENT CAMPAIGNS, AS WELL AS CAMPAIGNS TO PROMOTE COOKIES AND SUMMER CAMP.

MEMBER AND COMMUNITY EXCELLENCE

IN FY24, GSEP GIRL MEMBERSHIP WAS UP 2%, FINISHING THE YEAR AT 25,843 GIRLS. ADULT MEMBERSHIP WAS UP 7% TO 10,268, AND LIFETIME MEMBERSHIP WAS UP 9%, AT 3,815. THESE GAINS MOVED GSEP INTO THE SLOT AS SIXTH LARGEST GIRL SCOUT COUNCIL IN THE NATION, SERVING 6.3% OF THE AVAILABLE GIRL MARKET.

FY24 WAS THE THIRD YEAR OF GSEP'S REGIONAL STRUCTURE.

REGION 1: PHILADELPHIA COUNTY

REGION 2: BERKS COUNTY, CHESTER COUNTY, DELAWARE COUNTY

REGION 3: BUCKS COUNTY, CARBON COUNTY, LEHIGH COUNTY, NORTHAMPTON COUNTY, MONTGOMERY COUNTY

Name of the organization	Employer identification number
GIRL SCOUTS OF EASTERN PENNSYLVANIA INC	23-1352309

FORM 990, PART III, LINE 4D (CONTINUED):

COMMUNITY ENGAGEMENT SPECIALISTS FOCUSED ON MEMBERSHIP GOALS FOR THEIR SERVICE UNITS AND ORGANIZED AND ATTENDED RECRUITMENT EVENTS ACROSS THE COUNCIL WHILE MANAGING RELATIONSHIPS WITH SERVICE UNIT LEADERSHIP TEAMS. VOLUNTEER ENGAGEMENT SPECIALISTS PROVIDED SUPPORT FOR ADULT VOLUNTEERS AND OFFERED TRAINING FOR THEM TO BETTER SERVE THEIR GIRLS. IN MY24, GIRL EXPERIENCE SPECIALISTS CONTINUED TO FOCUS ON OFFERING REGIONAL PROGRAMMING, ENSURING ALL MEMBERS IN ALL PARTS OF THE COUNCIL HAVE ACCESS TO PROGRAMS AND BADGE OPPORTUNITIES.

THE FY24 FALL PRODUCT PROGRAM EXCEEDED THE GOAL BY 18%, WITH GIRL SCOUTS SELLING \$786,204 WORTH OF NUTS, CANDY, AND MAGAZINES, A NEARLY 22% INCREASE OVER LAST YEAR'S GROSS SALES. MORE THAN 3,056 GIRL SCOUTS TOOK PART, AN INCREASE OF 29% OVER THE PRIOR YEAR.

THE FY24 COOKIE PROGRAM RAN FROM JANUARY 18 MARCH 10, AND CLOSED WITH \$18,633,451 IN GROSS REVENUE. THE PER GIRL AVERAGE (PGA) WAS 262, SLIGHTLY BELOW FY23'S NUMBER OF 269 BOXES. 79.1% OF REGISTERED GIRL SCOUTS PARTICIPATED, OR 14,186 GIRLS. BY COMPARISON, IN THE PREVIOUS YEAR AN AVERAGE OF 77% OF REGISTERED GIRL SCOUTS PARTICIPATED. A FEW CHALLENGES EXPERIENCED THIS YEAR INCLUDED: A NEW ONLINE PLATFORM, DIGITAL COOKIE, PRESENTED MANY TECHNICAL CHALLENGES FOR TROOPS AND FAMILIES, AND A COUPLE OF WEEKENDS OF POOR WEATHER LED TO SOME GIRL SCOUTS STOPPING THEIR BOOTH SALES EARLIER THAN USUAL. TROOPS UTILIZED EACH OTHER TO ACCESS ADDITIONAL COOKIES (SWAPPING CASES BY VARIETY) RATHER THAN PLACING ORDERS WITH COUNCIL. THIS LED TO SIGNIFICANT EXCESS INVENTORY IN THE COUNCIL'S WAREHOUSES.

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FORM 990, PART III, LINE 4D (CONTINUED):

THE RETAIL DEPARTMENT MET ITS REFORECAST GROSS SALES GOAL FOR THE YEAR. TRADITIONAL BRICK AND MORTAR STORES SURPASSED THEIR REFORECAST GOAL BY \$10,000; ONLINE BUSINESS WITH GSUSA WAS AHEAD BY \$6,000. THIS WAS THE FIRST FULL YEAR WITH A FULL-TIME ASSOCIATE FOCUSED ON THE MOBILE SHOP, ALLOWING THE DEPARTMENT TO INCREASE THE NUMBER OF "POP-UP SHOPS," WHICH DIRECTLY LED TO MOBILE BEING REFORECAST HIGHER THAN THE ORIGINAL GOAL AND SURPASSING IT. TRADING POSTS WERE THE ONE PART OF THE BUSINESS THAT DID NOT MEET EXPECTATIONS, FALLING SHORT BY \$12,000. RETAIL'S PROFIT MARGIN WAS 41% AGAINST A GOAL OF 44%.

CALLING ALL GIRL BOSSES

IN JUNE, GSEP LAUNCHED A NEW PROGRAM FOR GIRLS IN PHILADELPHIA CALLED "CALLING ALL GIRL BOSSES" (CAGB) FOR GIRLS GRADES 6-12. THE PROGRAM ASKS GIRLS IF THERE IS SOMETHING IN THEIR NEIGHBORHOOD THEY WOULD LIKE TO CHANGE. IT CALLS THEM TO THIS PROGRAM WHERE THEY CAN ARTICULATE IT, PLAN FOR IT, AND MAKE IT HAPPEN THROUGH THEIR TAKE ACTION PROJECTS. CAGB'S GOALS ARE TO INCREASE THE NUMBER OF GIRL SCOUT MEMBERSHIPS IN THE CITY AND SUPPORT MORE PHILADELPHIA GIRL SCOUTS ON THEIR JOURNEY TO EARN SILVER AND GOLD AWARDS. GSEP'S BOARD OF DIRECTORS APPROVED A SPECIAL PROJECT BUDGET OF \$1.5 MILLION DOLLARS, TO INCLUDE THE CREATION AND DESIGN OF A BRAND-NEW CURRICULUM UTILIZING PERSONA DATA FOR PHILADELPHIA NEIGHBORHOODS, AS WELL AS THE PRODUCTION OF AND SUPPORT FOR 12 WORKSHOPS ACROSS 9 MONTHS AND A CULMINATING EXPO, GIRLZDAY: OUR WORLD, OUR WAY TO BE HELD IN MAY 2025. IN 2024, GIRL SCOUTS MET TO START WORK ON THEIR TAKE-ACTION PROJECTS, WHICH ARE MEANT TO LAUNCH CHANGES THEY WISH TO SEE IN THEIR COMMUNITIES.

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FORM 990, PART III, LINE 4D (CONTINUED):

FUND DEVELOPMENT

FUNDRAISING EXCEEDED ITS OVERALL FY24 GOAL, BY 4%, RAISING \$1,905,425 DUE IN LARGE PART TO BEQUESTS AND A LARGER THAN ANTICIPATED REIMBURSEMENT FROM A DEPARTMENT OF LABOR GRANT. INDIVIDUAL GIVING REACHED 88% OF ITS GOAL, FALLING SHORT BY \$57,000 OR 12%. THERE WERE OVER 1,500 DONORS, 302 OF WHICH GAVE \$1,000 OR MORE. THERE WERE ALSO 555 NEW DONORS.

THE ANNUAL TAKE THE LEAD EVENTS WERE HELD IN MARCH AND APRIL IN PHILADELPHIA, BERKS COUNTY AND THE LEHIGH VALLEY. THESE EVENTS ARE LED BY GIRL SCOUTS, AND HONOR FOUR INSPIRATIONAL WOMEN. FUNDRAISING FOR THE 2024 TAKE THE LEAD EVENTS FELL SHORT OF THE GOAL BY 9% OR \$57,000.

GSEP HOSTED TWO GOLF FOR GIRL SCOUTS EVENTS IN FY24, ONE IN OCTOBER 2023 AND ANOTHER IN SEPTEMBER 2024. THE OCTOBER OUTING RAISED \$96,393, SURPASSING ITS GOAL OF \$92,500 BY 4%. THE SEPTEMBER 2024 EVENT RAISED \$75,995.

UNITED WAY EFFORTS SURPASSED THEIR FUNDRAISING GOALS. GSEP ALSO BENEFITED FROM THE SUPPORT OF VARIOUS INSTITUTIONAL FUNDERS, INCLUDING LOCAL AND NATIONAL FOUNDATIONS, CORPORATIONS, AND GOVERNMENT ENTITIES, RAISING MORE THAN \$358,000.

DURING FY24, GSEP SECURED \$321,000 IN SUPPORT OF VARIOUS CAMP CAPITAL PROJECTS, THANKS TO GOVERNMENT GRANTS FROM PENNSYLVANIA'S DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT. WORK WILL COMMENCE IN FY25.

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FORM 990, PART III, LINE 4D (CONTINUED):

\$251,000 FOR CAMP MOUNTAIN HOUSE RENOVATIONS

\$70,000 FOR CAMP VALLEY FORGE ROOF REPLACEMENT

THE BELOW WILL BE FUNDED, PENDING APPROVAL:

\$125,000 FOR CAMP SHELLY RIDGE ACCESS PROJECT

\$70,000 FOR CAMP VALLEY FORGE HVAC REPLACEMENT

\$250,000 FOR CAMP WOOD HAVEN POOL REPLACEMENT

OPERATIONAL EXCELLENCE

FROM OCTOBER 20-22, 2023, THE FALL LEADERSHIP WEEKEND EVENT SERVED 177 PARTICIPANTS FROM ALL OVER GSEP FOR A DAY OF LEARNING, NETWORKING, AND FUN. THERE WERE MORE THAN 40 WORKSHOPS FOR ATTENDEES. BUT IT WASN'T ALL WORK, AS ATTENDEES ALSO HAD A CAMP-FILLED FUN TIME GETTING PREPARED TO SERVE GIRLS.

THE ANNUAL VOLUNTEER AWARDS CEREMONY WAS AT CAMP SHELLY RIDGE ON NOVEMBER 8, 2023. IT WAS A WONDERFUL OPPORTUNITY TO THANK VOLUNTEERS FOR SUPPORTING THE GIRL SCOUTS MISSION TO BUILD GIRLS OF COURAGE, CONFIDENCE AND CHARACTER WHO MAKE THE WORLD A BETTER PLACE. IN 2023, 90 VOLUNTEERS AND 36 SERVICE UNITS WERE RECOGNIZED FOR THEIR EXEMPLARY SERVICE TO GSEP. THERE WERE 12 NUMERAL GUARD PINS AWARDED, TOTALING 550 YEARS OF COLLECTIVE SERVICE TO GIRL SCOUTS. NINE SERVICE UNITS RECEIVED THE CEO AWARD, WHICH RECOGNIZES THEIR EFFORTS TO ACHIEVE THE COUNCIL'S GOALS AND OBJECTIVES OF SERVICE, LEARNING, AND GROWTH IN MEMBERSHIP YEAR 2023.

FORM 990, PART III, LINE 4D (CONTINUED):

ON APRIL 14, 2024, GSEP HELD THE WOMEN'S LEADERSHIP SUMMIT FOR 100 VOLUNTEERS AND LOCAL LEADERS. HELD DURING NATIONAL VOLUNTEER WEEK, THIS EVENT FEATURED TWO KEYNOTE SPEAKERS: GRACE KILLELEA, FOUNDER AND CEO OF THE GKC GROUP AND CHELDIN BARLATT RUMER, CEO OF THE THIS IS IT NETWORK. THE EVENT INCLUDED A SERVICE PROJECT FOR THE LIGHTHOUSE WOMEN'S AND CHILDREN'S SHELTER, A LOCAL EMERGENCY SHELTER FOR WOMEN AND CHILDREN IN BERKS COUNTY. SEVERAL PERSONAL AND PROFESSIONAL DEVELOPMENT SESSIONS WERE ALSO HELD THROUGHOUT THE AFTERNOON, FEATURING TOPICS LIKE "MENTORSHIPS AND INSPIRING JOURNEYS," "POWER OF WOMEN AND WEALTH," AND "EMBRACING YOUR SUPERPOWER: MIND, BODY AND SOUL."

IN MAY, GSEP CELEBRATED 700 BRONZE AWARD GIRL SCOUTS AND HELD IN-PERSON AWARD CEREMONIES FOR 117 SILVER AWARD GIRL SCOUTS AND 43 GOLD AWARD GIRL SCOUTS.

2024 WAS THE SECOND YEAR FOR GSEP'S PHILLY CAMP, HELD IN TWO LOCATIONS IN THE CITY OF PHILADELPHIA: COMMUNITY COLLEGE OF PHILADELPHIA'S NORTHEAST CAMPUS AND IN WEST PHILLY, AT MT. CARMEL BAPTIST CHURCH. MORE THAN 500 GIRLS REGISTERED FOR PHILLY CAMP, EACH RECEIVING A FREE WEEK-LONG SESSION, WHICH INCLUDED GIRL SCOUT LEADERSHIP EXPERIENCE ACTIVITIES AND A FIELD TRIP. THE CAMP WAS FEATURED ON PHL-17.

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FORM 990, PART III, LINE 4D (CONTINUED):

GSEP'S FOUR RESIDENT CAMPS AND THREE-DAY CAMPS SERVED CLOSE TO 3,500 GIRL SCOUTS DURING SUMMER 2024. THERE WERE 1,470 REGISTRATIONS FOR DAY CAMP, AND 2,066 REGISTRATIONS FOR RESIDENT CAMP. CAMPERS IN GRADES K-3 MADE UP 27% OF ALL GSEP CAMP REGISTRATIONS, WHILE CAMPERS IN GRADES 4-5 MADE UP 28%. CADETTES AND OLDER CAMPERS MADE UP AROUND 45% OF CAMP REGISTRATIONS. THE AVERAGE AGE OF ALL CAMPERS WAS 10.6 YEARS; 9 YEARS FOR DAY CAMP AND 11 YEARS FOR RESIDENT CAMP.

GIRL SCOUTS BEYOND BARS (GSBB) SERVED 17 GIRLS IN 2024. AN IMPORTANT LIFE-CHANGING PROGRAM AT GSEP FOR GIRLS WHOSE MOTHERS ARE OR WERE INCARCERATED, THIS PROGRAM HAS BEEN RUNNING SINCE THE 1990S. THIS YEAR'S EVENTS AND ACTIVITIES INCLUDED A WATER PARK EXCURSION AND OVERNIGHT CAMPING AT CAMP SHELLY RIDGE.

ADULT CAMPING WEEKEND, ORGANIZED BY GSEP'S ALUMNI ASSOCIATION WAS A BIG SUCCESS IN AUGUST 2024, WITH 153 PARTICIPANTS ATTENDING FROM THE GSEP FOOTPRINT AND WELL BEYOND. IN TOTAL, THE EVENT RAISED \$21,000 FOR OLDER GIRL SCHOLARSHIPS.

FUNCTIONAL EXCELLENCE

FOR THE THIRD CONSECUTIVE YEAR, GSEP'S OPERATING REVENUE HAS EXCEEDED OPERATING EXPENSES BY MORE THAN SIX-FIGURES. THE BUDGET WAS BOLSTERED BY AN INCREASE IN BEQUESTS AND SAVINGS IN EXPENSES THROUGHOUT THE ORGANIZATION.

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FORM 990, PART III, LINE 4D (CONTINUED):

IN FY24, HUMAN RESOURCES WAS INCREDIBLY ACTIVE RECRUITING AND ONBOARDING, MANAGING PROCESSES FOR SUMMER CAMP INCLUDING THE DEPARTMENT OF LABOR GRANT, AND PREPARING THE OFFICES AND STAFF FOR THE RETURN TO OFFICE IN MARCH 2024.

TO LEVERAGE COLLABORATION, SOCIALIZATION, COORDINATION, PRODUCTIVITY, AND THE HEALTH AND WELL-BEING OF TEAMS, ALL STAFF WERE REQUIRED TO RETURN TO THEIR DESIGNATED SERVICE CENTER TWO DAYS PER WEEK, ON TUESDAYS AND WEDNESDAYS. WITH MORE THAN 50% OF PERSONNEL HIRED AFTER MARCH 2020, IT WAS IMPORTANT FOR EVERYONE TO GAIN EXPOSURE TO GSEP'S CULTURE IN ACTION, OBSERVING THE DYNAMIC OPERATIONS OF THE ORGANIZATION, AND RECEIVING GUIDANCE AND MENTORSHIP IN CARRYING OUT JOB RESPONSIBILITIES. PRIOR TO THE FIRST DAY OF RETURN TO OFFICE, HR WORKED WITH EACH TEAM TO ENSURE AREAS WERE ORGANIZED, TECHNOLOGY WAS ASSEMBLED, AND OFFICES AND CUBICLES HAD THE APPROPRIATE SUPPLIES.

FOR FY25 GSEP PLANNED FOR 80 FULL-TIME AND 6 PART-TIME POSITIONS. GSEP ALSO HIRED A NEW CHIEF ADVANCEMENT OFFICER TO LEAD THE FUND DEVELOPMENT TEAM.

IN FY24, GSEP'S IT, DATA AND STRATEGY, AND CUSTOMER SUPPORT TEAMS MADE SIGNIFICANT STRIDES IN MODERNIZING TECHNOLOGY AND IMPROVING SECURITY.

FORM 990, PART III, LINE 4D (CONTINUED):

A SENIOR TECH SUPPORT ENGINEER WAS HIRED TO IMPLEMENT TWO-STEP LOGIN (MULTI-FACTOR AUTHENTICATION) FOR ADDED SECURITY AND INTRODUCED ADVANCED TOOLS TO MONITOR AND PROTECT AGAINST CYBER THREATS. THE NETWORK SETUP WAS SIMPLIFIED, SAVING COSTS AND IMPROVING INTERNET SPEED. EQUIPMENT WAS UPGRADED AND BANDWIDTH INCREASED AT CAMP MOSEY WOOD. TECHNOLOGY WAS UPDATED FOR THE RETURN TO OFFICE INITIATIVE AND A PROCESS WAS LAUNCHED TO EVALUATE THE MANAGED SERVICE PROVIDER FOR THE FIRST TIME IN SEVEN YEARS.

A BUSINESS INTELLIGENCE ANALYST WAS HIRED, INTRODUCING TOOLS LIKE POWERBI AND ARCGIS TO CREATE INTERACTIVE DASHBOARDS AND MAPS, MAKING IT EASIER TO ANALYZE DATA AND GAIN INSIGHTS.

RALLYHOOD WAS ROLLED OUT TO IMPROVE COMMUNICATION WITH STAFF AND VOLUNTEERS, STREAMLINE PROCESSES FOR GIRL AND VOLUNTEER SIGNUPS, AND ADD AUTOMATION TO HANDLE GSUSA LEADS MORE EFFICIENTLY. INFOBIP, A TEXT MESSAGING PLATFORM, WAS LAUNCHED TO ENHANCE COMMUNICATION AND ENGAGEMENT.

THESE UPDATES HAVE INCREASED EFFICIENCY AND SECURITY AND HAVE BETTER EQUIPPED THE TEAM TO SUPPORT THE COMMUNITY AND FULFILL GSEP'S MISSION.

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FORM 990, PART III, LINE 4D (CONTINUED):

CAMP LAUGHING WATERS, WHICH HAS BEEN RUN AS A CAMP BY GIRL SCOUTS OF EASTERN PENNSYLVANIA SINCE THE 1950S, IS NOW PROTECTED WITH A CONSERVATION EASEMENT. SIGNIFICANT FINANCIAL SUPPORT CAME FROM MONTGOMERY COUNTY, THE PA DEPARTMENT OF CONSERVATION AND NATURAL RESOURCES' (DCNR) BUREAU OF RECREATION AND CONSERVATION, KEYSTONE RECREATION, PARK AND CONSERVATION FUND, NEW HANOVER TOWNSHIP, UPPER FREDERICK TOWNSHIP, THE VIRGINIA CRETELLA MARS FOUNDATION, AND THE REDEKOP FAMILY FOUNDATION AT EVERENCE. THE GIRLS SCOUTS WILL CONTINUE AS OWNERS OF THE LAND, AND THE EASEMENT A VOLUNTARY AND PERMANENT LAND PROTECTION AGREEMENT WILL ENSURE THE CAMP REMAINS OPEN SPACE SO FUTURE GENERATIONS CAN MAKE MEMORIES THERE, TOO. THE BREATHTAKINGLY BEAUTIFUL LAND INCLUDES TWO MILES OF SWAMP CREEK AND ITS TRIBUTARY, MINISTER CREEK, WITH ABOUT 30 ACRES OF PONDS AND WETLANDS.

SWAMP CREEK IS THE LARGEST TRIBUTARY TO PERKIOMEN CREEK, WHICH FLOWS TO THE SCHUYLKILL RIVER. MOST OF THE PROPERTY IS WOODED, OFFERING ESSENTIAL HABITAT FOR MYRIAD SONGBIRDS THAT RELY ON DENSE FOREST HABITAT. CAMP LAUGHING WATERS WAS THE LARGEST UNPROTECTED LAND REMAINING IN MONTGOMERY COUNTY.

THE PROPERTY TEAM COMPLETED CAPITAL IMPROVEMENTS AT SEVERAL PROPERTIES IN FY24. AT CAMP MOSEY WOOD, A NEW LAUNDRY FACILITY WAS ADDED TO THE SHOWER HOUSE. THE FRONT PORCH AT MURPHY HOUSE AT CAMP LAUGHING WATERS UNDERWENT A COMPLETE RECONSTRUCTION, INCLUDING ITS STRUCTURE, DECKING, AND LIGHTING.

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FORM 990, PART III, LINE 4D (CONTINUED):

NEW GUTTERS WERE ALSO INSTALLED. AT CAMP VALLEY FORGE, A NEW LOW ROPES COURSE WAS BUILT. EXISTING ELEMENTS WERE REPLACED, AND A NEW BOULDERING WALL WAS ADDED. THE PARKING LOT AT VALLEY FORGE WAS RESURFACED. THE ORIGINAL CLIVUS AT CAMP SHELLY RIDGE WAS RENOVATED, INCLUDING A NEW ROOF, WINDOWS, DOORS, AND NEW SIDING. AT CAMP WOOD HAVEN, A NEW WALK-IN FREEZER UNIT WAS INSTALLED, AND EXTERIOR REPAIRS WERE MADE TO THE MAINTENANCE SHOP. A NEW 14,500 LB. DUMP TRAILER WAS PURCHASED TO FACILITATE MAINTENANCE WORK AT ALL COUNCIL PROPERTIES.

SEE FUND DEVELOPMENT SECTION FOR NOTES ON UPCOMING FUNDED CAMP CAPITAL PROJECTS.

FORM 990, PART VI, SECTION A, LINE 1A:

THE EXECUTIVE COMMITTEE IS COMPRISED OF THE OFFICERS OF GSEP (CHAIR, FIRST VICE CHAIR, ONE OR MORE VICE CHAIRS, SECRETARY, AND TREASURER) AND TWO BOARD MEMBERS-AT-LARGE APPOINTED BY THE BOARD CHAIR AND APPROVED BY THE ENTIRE BOARD. THE CEO WILL BE A NON-VOTING MEMBER OF THE EXECUTIVE COMMITTEE. THE EXECUTIVE COMMITTEE WILL HAVE AND MAY EXERCISE THE POWERS OF THE BOARD OF DIRECTORS BETWEEN MEETINGS OF THE BOARD OF DIRECTORS, EXCEPT THAT THE EXECUTIVE COMMITTEE WILL NOT HAVE THE POWER TO TAKE ANY ACTION WHICH IS CONTRARY TO OR A SUBSTANTIAL DEPARTURE FROM THE DIRECTION ESTABLISHED BY THE BOARD OF DIRECTORS. THE EXECUTIVE COMMITTEE WILL REPORT ACTIONS TAKEN TO THE BOARD OF DIRECTORS AT ITS NEXT BOARD MEETING.

FORM 990, PART VI, SECTION A, LINE 6:

MEMBERS OF GSEP WILL BE MEMBERS OF GSUSA, AGE 14 OR OLDER, AND CURRENTLY

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REGISTERED THROUGH GSEP. MEMBERS SHALL HAVE THE RIGHT TO RUN FOR AND BE ELECTED TO THE GSEP DELEGATE COUNCIL. THE DELEGATE COUNCIL SHALL BE COMPRISED OF: SERVICE UNIT DELEGATES, ADDITIONAL DELEGATES, BOARD AND BOARD DEVELOPMENT COMMITTEE, GIRL ADVISORS, AND GIRL DELEGATES.

FORM 990, PART VI, SECTION A, LINE 7A:

DELEGATE COUNCIL MEMBERS ARE RESPONSIBLE FOR ELECTING THE OFFICERS AND MEMBERS-AT-LARGE TO THE BOARD OF DIRECTORS.

FORM 990, PART VI, SECTION A, LINE 7B:

THE MEMBER OF THE DELEGATE COUNCIL MUST ALSO:

(A) APPROVE ANY AMENDMENTS, ALTERATIONS OR REPEALS TO THE BYLAWS OR ARTICLES OF INCORPORATION

(B) DETERMINE THE GENERAL DIRECTION OF GIRL SCOUTING WITHIN THE JURISDICTION OF THE GSEP BY RESPONDING TO REPORTS AND INFORMATION FROM THE BOARD OF DIRECTORS

(C) ELECT THE BOARD DEVELOPMENT COMMITTEE: CHAIR AND MEMBERS-AT-LARGE

(D) ELECT THE DELEGATES TO THE NATIONAL COUNCIL OF GSUSA

(E) TAKING ALL OTHER ACTIONS REQUIRING A VOTE BY GSEP

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

THE IRS FORM 990 HAS BEEN PREPARED BY AN INDEPENDENT PUBLIC ACCOUNTING FIRM WITH THE ASSISTANCE OF MANAGEMENT. AN INITIAL AND DETAILED REVIEW OF THE COMPLETED FORM 990 IS PERFORMED BY THE ORGANIZATION'S CHIEF FINANCIAL OFFICER AND CHIEF EXECUTIVE OFFICER. FOLLOWING THIS REVIEW, THE FORM 990 IS PRESENTED TO THE FINANCE/AUDIT COMMITTEE FOR THEIR REVIEW. ADDITIONALLY, A LEAD MEMBER FROM THE PUBLIC ACCOUNTING FIRM THAT PREPARED THE FORM 990 ATTENDS SUCH MEETING. THE FINANCE/AUDIT COMMITTEE WILL THEN RECOMMEND THE

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APPROVAL OF THE IRS FORM 990 TO THE BOARD OF DIRECTORS. SUBSEQUENT TO THE COMMITTEE'S REVIEW BUT PRIOR TO FILING, A COMPLETE COPY OF THE FORM 990 IS PROVIDED ELECTRONICALLY TO EACH MEMBER OF THE BOARD OF DIRECTORS. EACH BOARD MEMBER HAS AMPLE TIME AND OPPORTUNITY TO RAISE QUESTIONS PRIOR TO FILING. THE CEO IS AUTHORIZED TO SIGN THE IRS FORM 990 AFTER IT HAS BEEN APPROVED. THE PUBLIC DISCLOSURE COPY OF THE FORM 990 IS MADE AVAILABLE TO THE PUBLIC ON THE COUNCIL'S WEBSITE.

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

EACH BOARD MEMBER OF THE ORGANIZATION IS REQUIRED TO ANNUALLY DISCLOSE ANY CONFLICTS OF INTEREST THAT ARISE BY VIRTUE OF BOARD SERVICE. THE ORGANIZATION MONITORS COMPLIANCE WITH ITS CONFLICT OF INTEREST POLICY THROUGH AN ANNUAL DISCLOSURE STATEMENT THAT IS DISTRIBUTED TO THESE INDIVIDUALS. ANNUALLY, EACH BOARD MEMBER SIGNS A CONFLICT OF INTEREST AND CONFIDENTIALITY STATEMENT. THIS PROCESS IS OVERSEEN BY THE CFO. ANY CONFLICTS OF INTEREST NOTED ON THE FORMS ARE COMMUNICATED TO THE FINANCE/AUDIT COMMITTEE, THE CEO, AND THE BOARD CHAIR FOR REVIEW AND APPROVAL. POTENTIAL CONFLICTS ARE INVESTIGATED IMMEDIATELY.

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

COMPENSATION IS DETERMINED FOR THE CEO ANNUALLY BY THE BOARD OF DIRECTORS, AS RECOMMENDED BY THE HUMAN RESOURCES COMMITTEE. IN MAKING THIS DETERMINATION, COMPARABILITY AND SURVEY DATA ARE CONSIDERED BY THE BOARD OF DIRECTORS, INPUT FROM THE CEO'S DIRECT REPORTS, A CEO SELF-ASSESSMENT, AND A REVIEW OF PERFORMANCE AGAINST GOALS AND METRICS. CHANGES IN COMPENSATION ARE DETERMINED ON THE BASIS OF PERFORMANCE INCLUDING THE MEASURABLE RESULTS OF GOALS SET FOR THIS POSITION BY THE BOARD.

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

COMPENSATION FOR OTHER OFFICERS IS RECOMMENDED BY THE CEO AND REVIEWED BY THE HUMAN RESOURCES COMMITTEE. IN MAKING THIS DETERMINATION, COMPARABILITY DATA, SELF-ASSESSMENTS, AND A REVIEW OF PERFORMANCE AGAINST GOALS AND METRICS ARE CONSIDERED. CHANGES IN COMPENSATION ARE DETERMINED ON THE BASIS OF PERFORMANCE INCLUDING THE MEASURABLE RESULTS OF GOALS SET BY THE CEO. THE PROCESS DESCRIBED HERE WAS LAST COMPLETED IN 2024.

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

THE GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE UPON REQUEST BY EMAILING THE DIRECTOR OF GOVERNANCE VIA THE ORGANIZATION'S WEBSITE. THE AUDITED FINANCIAL STATEMENTS ARE AVAILABLE FOR THE PUBLIC ON THE WEBSITE.