

Form **8868**  
(Rev. January 2025)

**Application for Extension of Time To File an Exempt Organization  
Return or Excise Taxes Related to Employee Benefit Plans**

OMB No. 1545-0047

Department of the Treasury  
Internal Revenue Service

**File a separate application for each return.  
Go to [www.irs.gov/Form8868](http://www.irs.gov/Form8868) for the latest information.**

**Electronic filing (e-file).** You can electronically file Form 8868 to request up to a 6-month extension of time to file any of the forms listed below except for Form 8870, Information Return for Transfers Associated With Certain Personal Benefit Contracts. An extension request for Form 8870 must be sent to the IRS in a paper format (see instructions). For more details on the electronic filing of Form 8868, visit [www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits](http://www.irs.gov/e-file-providers/e-file-for-charities-and-non-profits).

**Caution:** If you are going to make an electronic funds withdrawal (direct debit) with this Form 8868, see Form 8453-TE and Form 8879-TE for payment instructions.

All corporations required to file an income tax return other than Form 990-T (including 1120-C filers), partnerships, REMICs, and trusts must use Form 7004 to request an extension of time to file income tax returns.

**Part I - Identification**

|                      |  |   |
|----------------------|--|---|
| <b>Type or Print</b> | Name of exempt organization, employer, or other filer, see instructions.<br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b>         | Taxpayer identification number (TIN)<br><b>23-1352309</b> |
|                      | Number, street, and room or suite no. If a P.O. box, see instructions.<br><b>C/O CLIFTONLARSONALLEN LLP - 150 S WARNER RD #310</b> |   |
|                      | City, town or post office, state, and ZIP code. For a foreign address, see instructions.<br><b>KING OF PRUSSIA, PA 19406</b>       |   |

Enter the Return Code for the return that this application is for (file a separate application for each return) **01**

| Application Is For                       | Return Code | Application Is For                 | Return Code |
|--|-------------|------------------------------------|-------------|
| Form 990 or Form 990-EZ                  | 01          | Form 4720 (other than individual)  | 09          |
| Form 4720 (individual)                   | 03          | Form 5227                          | 10          |
| Form 990-PF                              | 04          | Form 6069                          | 11          |
| Form 990-T (sec. 401(a) or 408(a) trust) | 05          | Form 8870                          | 12          |
| Form 990-T (trust other than above)      | 06          | Form 5330 (individual)             | 13          |
| Form 990-T (corporation)                 | 07          | Form 5330 (other than individual)  | 14          |
| Form 1041-A                              | 08          | Form 990-T (governmental entities) | 15          |

• After you enter your Return Code, complete either Part II or Part III. Part III, including signature, is applicable only for an extension of time to file Form 5330.

• If this application is for an extension of time to file Form 5330, you must enter the following information.

Plan Name \_\_\_\_\_  
 Plan Number \_\_\_\_\_  
 Plan Year Ending (MM/DD/YYYY) \_\_\_\_\_

**Part II - Automatic Extension of Time To File for Exempt Organizations (see instructions)**

The books are in the care of **MICHAEL VANIC**  
**330 MANOR ROAD - MIQUON, PA 19444**

Telephone No. **(215) 564-2030** Fax No. \_\_\_\_\_

- If the organization does not have an office or place of business in the United States, check this box
- If this is for a Group Return, enter the organization's four-digit Group Exemption Number (GEN) \_\_\_\_\_. If this is for the whole group, check this box . If it is for part of the group, check this box  and attach a list with the names and TINs of all members the extension is for.

**1** I request an automatic 6-month extension of time until **AUGUST 15**, 20 **26**, to file the exempt organization return for the organization named above. The extension is for the organization's return for:

calendar year 20 \_\_\_\_\_ or  
 tax year beginning **OCT 1**, 20 **24**, and ending **SEP 30**, 20 **25**

**2** If the tax year entered in line 1 is for less than 12 months, check reason:  Initial return  Final return  
 Change in accounting period

|   |           |    |           |
|---|-----------|----|-----------|
| <b>3a</b> If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.   | <b>3a</b> | \$ | <b>0.</b> |
| <b>b</b> If this application is for Forms 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit. | <b>3b</b> | \$ | <b>0.</b> |
| <b>c Balance due.</b> Subtract line 3b from line 3a. Include your payment with this form, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.              | <b>3c</b> | \$ | <b>0.</b> |

**For Privacy Act and Paperwork Reduction Act Notice, see instructions.**

Form **8868** (Rev. 1-2025)

\*\* PUBLIC DISCLOSURE COPY \*\*

# Return of Organization Exempt From Income Tax

OMB No. 1545-0047

# Form 990

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

# 2024

Open to Public Inspection

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

|  |   |   |  |
|--|---|---|--|
| <b>B</b> Check if applicable:<br><input type="checkbox"/> Address change<br><input type="checkbox"/> Name change<br><input type="checkbox"/> Initial return<br><input type="checkbox"/> Final return/terminated<br><input type="checkbox"/> Amended return<br><input type="checkbox"/> Application pending | <b>C</b> Name of organization<br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b>                     |   | <b>D</b> Employer identification number<br><b>23-1352309</b>   |
|  | Doing business as   |   | <b>E</b> Telephone number<br><b>215-564-2030</b>   |
|  | Number and street (or P.O. box if mail is not delivered to street address)                          | Room/suite  |  |
|  | <b>330 MANOR ROAD</b>   |   | <b>G</b> Gross receipts \$ <b>26,700,780.</b>  |
|  | City or town, state or province, country, and ZIP or foreign postal code<br><b>MIQUON, PA 19444</b> |   | <b>H(a)</b> Is this a group return for subordinates? ..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>F</b> Name and address of principal officer: <b>KIM FRAITES-DOW</b><br><b>SAME AS C ABOVE</b>   |   | <b>H(b)</b> Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No |  |
| <b>I</b> 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   |   | If "No," attach a list. See instructions  |  |
| <b>J</b> Website: <b>WWW.GSEP.ORG</b>  |   | <b>H(c)</b> Group exemption number  |  |
| <b>K</b> Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other  |   | <b>L</b> Year of formation: <b>1917</b>   | <b>M</b> State of legal domicile: <b>PA</b>  |

## Part I Summary

|   |  |                                  |                     |
|---|--|----------------------------------|---------------------|
| <b>Activities &amp; Governance</b>  | <b>1</b> Briefly describe the organization's mission or most significant activities: <b>GIRL SCOUTING BUILDS GIRLS OF COURAGE, CONFIDENCE, &amp; CHARACTER, WHO MAKE THE WORLD A BETTER PLACE.</b> |                                  |                     |
|   | <b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.   |                                  |                     |
|   | <b>3</b> Number of voting members of the governing body (Part VI, line 1a)   | <b>3</b>                         | <b>24</b>           |
|   | <b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)   | <b>4</b>                         | <b>24</b>           |
|   | <b>5</b> Total number of individuals employed in calendar year 2024 (Part V, line 2a)  | <b>5</b>                         | <b>389</b>          |
|   | <b>6</b> Total number of volunteers (estimate if necessary)  | <b>6</b>                         | <b>14023</b>        |
|   | <b>7 a</b> Total unrelated business revenue from Part VIII, column (C), line 12  | <b>7a</b>                        | <b>13,207.</b>      |
| <b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11     | <b>7b</b>  | <b>1,133.</b>                    |                     |
| <b>Revenue</b>  | <b>8</b> Contributions and grants (Part VIII, line 1h)   | <b>Prior Year</b>                | <b>Current Year</b> |
|   | <b>9</b> Program service revenue (Part VIII, line 2g)  | <b>4,157,016.</b>                | <b>1,508,268.</b>   |
|   | <b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)  | <b>2,135,718.</b>                | <b>2,328,717.</b>   |
|   | <b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)   | <b>4,497,155.</b>                | <b>1,606,883.</b>   |
|   | <b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)   | <b>14,420,932.</b>               | <b>13,892,502.</b>  |
|   |  | <b>25,210,821.</b>               | <b>19,336,370.</b>  |
| <b>Expenses</b>   | <b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)   | <b>457,751.</b>                  | <b>317,995.</b>     |
|   | <b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)  | <b>0.</b>                        | <b>0.</b>           |
|   | <b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)  | <b>9,274,954.</b>                | <b>9,515,596.</b>   |
|   | <b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)   | <b>0.</b>                        | <b>0.</b>           |
|   | <b>b</b> Total fundraising expenses (Part IX, column (D), line 25)   | <b>1,335,445.</b>                |                     |
|   | <b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)   | <b>11,045,118.</b>               | <b>10,900,466.</b>  |
| <b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) | <b>20,777,823.</b>   | <b>20,734,057.</b>               |                     |
| <b>19</b> Revenue less expenses. Subtract line 18 from line 12                      | <b>4,432,998.</b>  | <b>-1,397,687.</b>               |                     |
| <b>Net Assets or Fund Balances</b>  | <b>20</b> Total assets (Part X, line 16)   | <b>Beginning of Current Year</b> | <b>End of Year</b>  |
|   | <b>21</b> Total liabilities (Part X, line 26)  | <b>42,123,555.</b>               | <b>41,949,833.</b>  |
|   | <b>22</b> Net assets or fund balances. Subtract line 21 from line 20   | <b>1,584,397.</b>                | <b>1,763,731.</b>   |
|   | <b>40,539,158.</b>   | <b>40,186,102.</b>               |                     |

## 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.

|  |  |  |  |                               |  |                                  |
|--|--|--|--|-------------------------------|--|----------------------------------|
| <b>Sign Here</b>   | SIGNED BY: <i>Kim E. Fraites-Dow</i>       |  | DATE: <b>3/25/2026</b>                       |                               |  |                                  |
|  | Signature of officer                       |  | Date   |                               |  |                                  |
| <b>Paid Preparer Use Only</b>  | Preparer's name: <b>DANIELLE NIHILL</b>    |  | Preparer's signature: <b>DANIELLE NIHILL</b> | Date: <b>03/23/26</b>         | Check if self-employed: <input type="checkbox"/> | PTIN: <b>P01350943</b>           |
|  | Firm's name: <b>CLIFTONLARSONALLEN LLP</b> |  |  | Firm's EIN: <b>41-0746749</b> |  | Phone no.: <b>(781) 982-1001</b> |
| Firm's address: <b>4 BATTERYMARCH PARK, SUITE 100 QUINCY, MA 02169</b> |  |  |  |                               |  |                                  |

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

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III [X]

1 Briefly describe the organization's mission: GIRL SCOUTS OF 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 [X] No

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? [ ] Yes [X] No

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

4a (Code: ) (Expenses \$ 7,592,702. including grants of \$ 25,800. ) (Revenue \$ ) 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 \$ 5,828,361. including grants of \$ 216,535. ) (Revenue \$ ) 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 25,100 GIRLS EXPERIENCE GIRL SCOUTING THROUGH SUMMER CAMP, TROOP-BASED, INDIVIDUAL, AND EVENT-BASED MEMBERSHIP, AND A RANGE OF OTHER PROGRAMS AND ACTIVITIES. MORE THAN 14,000 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 \$ 4,388,669. including grants of \$ 75,660. ) (Revenue \$ ) 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 \$ including grants of \$ ) (Revenue \$ 16,300,437.)

4e Total program service expenses 17,809,732.

**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)?<br><i>If "Yes," complete Schedule A</i>  | X   |    |
| 2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ? See instructions  | 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>  |     | X  |
| 4 <b>Section 501(c)(3) organizations.</b> 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>   |     | 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>  |     | 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>  |     | 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>  |     | 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>   |     | 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>            |     | 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>   | 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>   | 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>  |     | 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>  |     | 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>   |     | 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>   | 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>  | 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>  | X   |    |
| b Was the organization included in consolidated, independent audited financial statements for the tax year?<br><i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>  |     | X  |
| 13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>  |     | X  |
| 14a Did the organization maintain an office, employees, or agents outside of the United States?  |     | 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> |     | 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>   |     | 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>   |     | 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.</i> See instructions   |     | 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>   | 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>   |     | X  |
| 20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>   |     | X  |
| b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?   |     |    |
| 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>  |     | X  |

**Part IV Checklist of Required Schedules** (continued)

|   | Yes | No |
|---|-----|----|
| <b>22</b> 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> .....  | X   |    |
| <b>23</b> 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> .....  | X   |    |
| <b>24a</b> 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> .....  |     | X  |
| <b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....  |     |    |
| <b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....   |     |    |
| <b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....  |     |    |
| <b>25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> 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> .....  |     | X  |
| <b>b</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> .....   |     | X  |
| <b>26</b> 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> .....   |     | X  |
| <b>27</b> 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> ..... |     | X  |
| <b>28</b> 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):   |     |    |
| <b>a</b> A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i> .....  |     | X  |
| <b>b</b> A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i> .....   |     | X  |
| <b>c</b> 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> .....  |     | X  |
| <b>29</b> Did the organization receive more than \$25,000 in noncash contributions? <i>If "Yes," complete Schedule M</i> .....  | X   |    |
| <b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....   |     | X  |
| <b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....   |     | X  |
| <b>32</b> 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> .....   |     | X  |
| <b>33</b> 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> .....   |     | X  |
| <b>34</b> 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> .....   |     | X  |
| <b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....  |     | X  |
| <b>b</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> .....   |     |    |
| <b>36 Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....   |     | X  |
| <b>37</b> 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> .....  |     | X  |
| <b>38</b> Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? .....  | X   |    |

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

**Part V Statements Regarding Other IRS Filings and Tax Compliance**

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

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

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

Table with columns for question number, question text, and Yes/No response boxes. Includes questions 2a through 17 regarding employee counts, tax returns, unrelated business income, foreign accounts, prohibited transactions, and charitable contributions.

**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**

|           |  | Yes | No |
|-----------|--|-----|----|
| <b>1a</b> | Enter the number of voting members of the governing body at the end of the tax year<br>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. |     |    |
|           | <b>1a</b> 24   |     |    |
| <b>b</b>  | Enter the number of voting members included on line 1a, above, who are independent   |     |    |
|           | <b>1b</b> 24   |     |    |
| <b>2</b>  | 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?  |     | X  |
| <b>3</b>  | 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?  |     | X  |
| <b>4</b>  | Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?   |     | X  |
| <b>5</b>  | Did the organization become aware during the year of a significant diversion of the organization's assets?   |     | X  |
| <b>6</b>  | Did the organization have members or stockholders?   | X   |    |
| <b>7a</b> | 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?   | X   |    |
| <b>b</b>  | Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?  | X   |    |
| <b>8</b>  | Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:  |     |    |
| <b>a</b>  | The governing body?  | X   |    |
| <b>b</b>  | Each committee with authority to act on behalf of the governing body?  | X   |    |
| <b>9</b>  | 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   |     | X  |

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

|            |  | Yes | No |
|------------|--|-----|----|
| <b>10a</b> | Did the organization have local chapters, branches, or affiliates?   | X   |    |
| <b>b</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?   | X   |    |
| <b>11a</b> | Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?  | X   |    |
| <b>b</b>   | Describe on Schedule O the process, if any, used by the organization to review this Form 990.  |     |    |
| <b>12a</b> | Did the organization have a written conflict of interest policy? If "No," go to line 13  | X   |    |
| <b>b</b>   | Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?  | X   |    |
| <b>c</b>   | Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done   | X   |    |
| <b>13</b>  | Did the organization have a written whistleblower policy?  | X   |    |
| <b>14</b>  | Did the organization have a written document retention and destruction policy?   | X   |    |
| <b>15</b>  | 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?   |     |    |
| <b>a</b>   | The organization's CEO, Executive Director, or top management official   | X   |    |
| <b>b</b>   | Other officers or key employees of the organization  | X   |    |
|            | If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.   |     |    |
| <b>16a</b> | Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?  |     | X  |
| <b>b</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? |     |    |

**Section C. Disclosure**

- 17** List the states with which a copy of this Form 990 is required to be filed PA
- 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**

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

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

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
  - List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
  - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
  - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
  - List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

| (A)<br>Name and title                                    | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |          | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>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<br>CHIEF EXECUTIVE OFFICER           | 40.00   |   |                       | X       |              |                              | 330,104. | 0.  | 43,824.  |   |
| (2) SOPHIA LEE<br>CHIEF A&E OFFICER - LEFT NOV 2024      | 40.00   |   |                       |         | X            |                              | 300,828. | 0.  | 29,831.  |   |
| (3) MICHAEL VANIC<br>CHIEF FINANCIAL OFFICER             | 40.00   |   |                       | X       |              |                              | 201,501. | 0.  | 17,339.  |   |
| (4) MICHAEL POMPEY<br>CHIEF I&T OFFICER - LEFT AUG. 2025 | 40.00   |   |                       |         | X            |                              | 170,330. | 0.  | 39,245.  |   |
| (5) STACEY MOYERS<br>CHIEF MARKETING OFFICER             | 40.00   |   |                       |         | X            |                              | 167,641. | 0.  | 5,766.   |   |
| (6) NORMAN MARKS<br>CONTROLLER                           | 40.00   |   |                       |         | X            |                              | 123,822. | 0.  | 22,620.  |   |
| (7) CECILY MACY<br>CHIEF DEV. OFFICER - LEFT AUG 2024    | 40.00   |   |                       |         | X            |                              | 101,296. | 0.  | 3,813.   |   |
| (8) NICOLE LEVINE<br>CHAIR                               | 8.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (9) DEBBIE O'BRIEN<br>1ST VICE CHAIR                     | 3.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (10) ANN DONLEY<br>VICE CHAIR; LEFT MAY 2025             | 3.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (11) LORAIN BALLARD MORRILL<br>VICE CHAIR; LEFT MAY 2025 | 3.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (12) FUSUN BUBERNACK<br>VICE CHAIR; AS OF MAY 2025       | 3.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (13) STEPHANIE KOSTA<br>VICE CHAIR; AS OF MAY 2025       | 3.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (14) MARLENE BEERS<br>TREASURER; LEFT MAY 2025           | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (15) JENNIFER DEMPSEY FOX<br>TREASURER; AS OF MAY 2025   | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (16) JOANN GONZALEZ-GENERALS<br>SECRETARY                | 1.00  | X   |                       | X       |              |                              | 0.       | 0.  | 0.   |   |
| (17) CRYSTAL ASHBY<br>MEMBER AT LARGE                    | 1.00  | X   |                       |         |              |                              | 0.       | 0.  | 0.   |   |

**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

| (A)<br>Name and title  | (B)<br>Average hours per week (list any hours for related organizations below line) | (C)<br>Position (do not check more than one box, unless person is both an officer and a director/trustee) |                       |         |              |                              |        | (D)<br>Reportable compensation from the organization (W-2/1099-MISC/1099-NEC) | (E)<br>Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC) | (F)<br>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) FARI AZAD<br>MEMBER AT LARGE; AS OF MAY 2025              | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (19) CHRISTY BARNHART<br>MEMBER AT LARGE                       | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (20) ANNE BAUM<br>MEMBER AT LARGE; LEFT MAY 2025               | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (21) MARY BETH BIDDLE<br>MEMBER AT LARGE                       | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (22) HARRIS BOCK<br>MEMBER AT LARGE; LEFT MAY 2025             | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (23) TERRI BOYER<br>MEMBER AT LARGE; LEFT MAY 2025             | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (24) STACEY BROAD<br>MEMBER AT LARGE                           | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (25) DIANA CORTES<br>MEMBER AT LARGE                           | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| (26) LISA DETWILER<br>MEMBER AT LARGE; AS OF MAY 2025          | 1.00  | X   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| <b>1b Subtotal</b>   |   |   |                       |         |              |                              |        | 1,395,522.  | 0.   | 162,438.  |
| <b>c Total from continuation sheets to Part VII, Section A</b> |   |   |                       |         |              |                              |        | 0.  | 0.   | 0.  |
| <b>d Total (add lines 1b and 1c)</b>                           |   |   |                       |         |              |                              |        | 1,395,522.  | 0.   | 162,438.  |

**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 8

|  | Yes | No |
|--|-----|----|
| <b>3</b> Did the organization list any <b>former</b> officer, director, trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>  |     | X  |
| <b>4</b> For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i> | X   |    |
| <b>5</b> Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>                       |     | X  |

**Section B. Independent Contractors**

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

| (A)<br>Name and business address                                       | (B)<br>Description of services        | (C)<br>Compensation |
|--|---------------------------------------|---------------------|
| STARK AND STARK HOLDINGS INC<br>970 MUSCHILITZ RD, NAZARETH, PA 18064  | FOOD SERVICE PROVIDER                 | 449,253.            |
| THRIVE OPERATIONS LLC, 25 FORBES BOULEVARD, SUITE 3, FOXBORO, MA 02035 | IT PROVIDER                           | 439,564.            |
| TIERNEY, 200 S. BROAD STREET, #10, PHILADELPHIA, PA 19102              | PR/CREATIVE/MEDIA SERVICES            | 271,166.            |
| CARMICHAEL LYNCH, INC.<br>PO BOX 74008225, CHICAGO, IL 60674           | PR/CREATIVE/MEDIA SERVICES            | 270,448.            |
| MEGHAN MOLONEY<br>8922 DONNA LU DRIVE, ODESSA, FL 33556                | OUTSOURCED CHIEF MISSION DELIVERY OFF | 256,203.            |

**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 8

SEE PART VII, SECTION A CONTINUATION SHEETS



**Part VIII Statement of Revenue**

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

|  |   |  | (A)  | (B)                                | (C)                        | (D)  |          |
|--|---|--|--|------------------------------------|----------------------------|--|----------|
|  |   |  | Total revenue  | Related or exempt function revenue | Unrelated business revenue | Revenue excluded from tax under sections 512 - 514 |          |
| Contributions, Gifts, Grants and Other Similar Amounts | <b>1 a</b>  | Federated campaigns  | 133,975.   |                                    |                            |  |          |
|  | <b>1 b</b>  | Membership dues  |  |                                    |                            |  |          |
|  | <b>1 c</b>  | Fundraising events   | 478,723.   |                                    |                            |  |          |
|  | <b>1 d</b>  | Related organizations  |  |                                    |                            |  |          |
|  | <b>1 e</b>  | Government grants (contributions)  | 24,760.  |                                    |                            |  |          |
|  | <b>1 f</b>  | All other contributions, gifts, grants, and similar amounts not included above | 870,810.   |                                    |                            |  |          |
|  | <b>1 g</b>  | Noncash contributions included in lines 1a-1f                                  | \$ 74,154.   |                                    |                            |  |          |
|  | <b>1 h</b>  | <b>Total.</b> Add lines 1a-1f  |  | 1,508,268.                         |                            |  |          |
|  | Program Service Revenue   | <b>2 a</b>   | CAMP PROGRAM   | 900099                             | 1,872,770.                 | 1,872,770.   |          |
| <b>2 b</b>   |   | FACILITY RENTAL REVENUE  | 531120   | 230,830.                           | 230,830.                   |  |          |
| <b>2 c</b>   |   | GIRL SCOUTING PROGRAMS   | 900099   | 225,117.                           | 225,117.                   |  |          |
| <b>2 d</b>   |   |  |  |                                    |                            |  |          |
| <b>2 e</b>   |   |  |  |                                    |                            |  |          |
| <b>2 f</b>   |   | All other program service revenue  |  |                                    |                            |  |          |
| <b>2 g</b>   |   | <b>Total.</b> Add lines 2a-2f  |  | 2,328,717.                         |                            |  |          |
| Other Revenue  |   | <b>3</b>   | Investment income (including dividends, interest, and other similar amounts) |                                    | 1,028,349.                 |  | 1028349. |
|  | <b>4</b>  | Income from investment of tax-exempt bond proceeds                             |  |                                    |                            |  |          |
|  | <b>5</b>  | Royalties  |  |                                    |                            |  |          |
|  | <b>6 a</b>  | Gross rents  | (i) Real   | 8,600.                             |                            |  |          |
|  |   |  | (ii) Personal  |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
|  | <b>6 b</b>  | Less: rental expenses  |  | 0.                                 |                            |  |          |
|  | <b>6 c</b>  | Rental income or (loss)  |  | 8,600.                             |                            |  |          |
|  |   | <b>d</b>   | Net rental income or (loss)  |                                    | 8,600.                     |  | 8,600.   |
|  | <b>7 a</b>  | Gross amount from sales of assets other than inventory                         | (i) Securities   | 2,154,902.                         |                            |  |          |
|  |   |  | (ii) Other   | 6,000.                             |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
|  | <b>7 b</b>  | Less: cost or other basis and sales expenses                                   |  | 1,578,106.                         | 4,262.                     |  |          |
|  | <b>7 c</b>  | Gain or (loss)   |  | 576,796.                           | 1,738.                     |  |          |
|  | <b>d</b>  | Net gain or (loss)   |  | 578,534.                           |                            | 578,534.   |          |
| <b>8 a</b>   | Gross income from fundraising events (not including \$ 478,723. of contributions reported on line 1c). See Part IV, line 18 |  | 142,736.   |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
| <b>8 b</b>   | Less: direct expenses   |  | 369,854.   |                                    |                            |  |          |
|  | <b>c</b>  | Net income or (loss) from fundraising events                                   |  | -227,118.                          |                            | -227,118.  |          |
| <b>9 a</b>   | Gross income from gaming activities. See Part IV, line 19   |  | 3,306.   |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
| <b>9 b</b>   | Less: direct expenses   |  | 12,496.  |                                    |                            |  |          |
|  | <b>c</b>  | Net income or (loss) from gaming activities                                    |  | -9,190.                            |                            | -9,190.  |          |
| <b>10 a</b>  | Gross sales of inventory, less returns and allowances   |  | 19,371,412.  |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
|  |   |  |  |                                    |                            |  |          |
| <b>10 b</b>  | Less: cost of goods sold  |  | 5,399,692.   |                                    |                            |  |          |
|  | <b>c</b>  | Net income or (loss) from sales of inventory                                   |  | 13,971,720.                        | 13971720.                  |  |          |
| Miscellaneous Revenue                                  | <b>11 a</b>   | MISCELLANEOUS  | 900099   | 132,733.                           |                            | 132,733.   |          |
|  | <b>11 b</b>   | PRINTING   | 323100   | 13,207.                            | 13,207.                    |  |          |
|  | <b>11 c</b>   | ADVERTISING  | 541800   | 2,550.                             |                            | 2,550.   |          |
|  | <b>11 d</b>   | All other revenue  |  |                                    |                            |  |          |
|  | <b>11 e</b>   | <b>Total.</b> Add lines 11a-11d  |  | 148,490.                           |                            |  |          |
| <b>12</b>  | <b>Total revenue.</b> See instructions  |  | 19,336,370.  | 16300437.                          | 13,207.                    | 1514458.   |          |

**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)<br>Total expenses | (B)<br>Program service expenses | (C)<br>Management and general expenses | (D)<br>Fundraising expenses |
|---|-----------------------|---------------------------------|--|-----------------------------|
| <b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21   |                       |                                 |  |                             |
| <b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22  | 317,995.              | 317,995.                        |  |                             |
| <b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16   |                       |                                 |  |                             |
| <b>4</b> Benefits paid to or for members  |                       |                                 |  |                             |
| <b>5</b> Compensation of current officers, directors, trustees, and key employees   | 671,365.              | 266,567.                        | 293,728.                               | 111,070.                    |
| <b>6</b> Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)   |                       |                                 |  |                             |
| <b>7</b> Other salaries and wages   | 6,735,219.            | 5,611,360.                      | 464,519.                               | 659,340.                    |
| <b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)   | 756,341.              | 609,550.                        | 69,371.                                | 77,420.                     |
| <b>9</b> Other employee benefits  | 880,150.              | 717,852.                        | 74,993.                                | 87,305.                     |
| <b>10</b> Payroll taxes   | 472,521.              | 374,279.                        | 49,245.                                | 48,997.                     |
| <b>11</b> Fees for services (nonemployees):   |                       |                                 |  |                             |
| <b>a</b> Management   |                       |                                 |  |                             |
| <b>b</b> Legal  | 12,790.               | 7,734.                          | 3,432.                                 | 1,624.                      |
| <b>c</b> Accounting   | 255,448.              |                                 | 255,448.                               |                             |
| <b>d</b> Lobbying   |                       |                                 |  |                             |
| <b>e</b> Professional fundraising services. See Part IV, line 17  |                       |                                 |  |                             |
| <b>f</b> Investment management fees   | 44,430.               |                                 | 44,430.                                |                             |
| <b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)   | 1,039,880.            | 812,501.                        | 105,085.                               | 122,294.                    |
| <b>12</b> Advertising and promotion   | 295,049.              | 270,414.                        | 3.                                     | 24,632.                     |
| <b>13</b> Office expenses   | 1,002,791.            | 977,873.                        | 6,225.                                 | 18,693.                     |
| <b>14</b> Information technology  | 668,786.              | 499,066.                        | 69,690.                                | 100,030.                    |
| <b>15</b> Royalties   |                       |                                 |  |                             |
| <b>16</b> Occupancy   | 973,974.              | 883,998.                        | 34,104.                                | 55,872.                     |
| <b>17</b> Travel  | 286,416.              | 274,721.                        | 6,302.                                 | 5,393.                      |
| <b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials  |                       |                                 |  |                             |
| <b>19</b> Conferences, conventions, and meetings  |                       |                                 |  |                             |
| <b>20</b> Interest  | 21,341.               |                                 | 21,341.                                |                             |
| <b>21</b> Payments to affiliates  |                       |                                 |  |                             |
| <b>22</b> Depreciation, depletion, and amortization   | 1,329,787.            | 1,273,428.                      | 40,805.                                | 15,554.                     |
| <b>23</b> Insurance   | 433,452.              | 415,727.                        | 12,832.                                | 4,893.                      |
| <b>24</b> 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.)   |                       |                                 |  |                             |
| <b>a</b> <b>TROOP &amp; SERVICE UNIT</b>  | 3,533,472.            | 3,533,472.                      |  |                             |
| <b>b</b> <b>FOOD</b>  | 574,536.              | 563,103.                        | 9,105.                                 | 2,328.                      |
| <b>c</b> <b>PROGRAM FEES</b>  | 137,521.              | 137,521.                        |  |                             |
| <b>d</b> _____  |                       |                                 |  |                             |
| <b>e</b> All other expenses _____   | 290,793.              | 262,571.                        | 28,222.                                |                             |
| <b>25</b> <b>Total functional expenses.</b> Add lines 1 through 24e   | 20,734,057.           | 17,809,732.                     | 1,588,880.                             | 1,335,445.                  |
| <b>26</b> <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720) |                       |                                 |  |                             |

**Part X Balance Sheet**

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

|   |  | (A)                    |             | (B)         |             |
|---|--|------------------------|-------------|-------------|-------------|
|   |  | Beginning of year      |             | End of year |             |
| <b>Assets</b>   | <b>1</b> Cash - non-interest-bearing .....   | 497,960.               | <b>1</b>    | 547,626.    |             |
|   | <b>2</b> Savings and temporary cash investments .....  | 3,271,298.             | <b>2</b>    | 3,851,088.  |             |
|   | <b>3</b> Pledges and grants receivable, net .....  | 2,578,939.             | <b>3</b>    | 1,082,905.  |             |
|   | <b>4</b> Accounts receivable, net .....  | 46,674.                | <b>4</b>    | 31,224.     |             |
|   | <b>5</b> 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 ..... |                        | <b>5</b>    |             |             |
|   | <b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B) .....   |                        | <b>6</b>    |             |             |
|   | <b>7</b> Notes and loans receivable, net .....   | 2,259,276.             | <b>7</b>    | 1,311,203.  |             |
|   | <b>8</b> Inventories for sale or use .....   | 372,018.               | <b>8</b>    | 341,620.    |             |
|   | <b>9</b> Prepaid expenses and deferred charges .....   | 166,342.               | <b>9</b>    | 232,055.    |             |
|   | <b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....   | <b>10a</b> 38,564,989. |             |             |             |
|   | <b>b</b> Less: accumulated depreciation .....  | <b>10b</b> 24,750,523. | 14,774,744. | <b>10c</b>  | 13,814,466. |
|   | <b>11</b> Investments - publicly traded securities .....   | 17,584,867.            | <b>11</b>   | 20,158,847. |             |
|   | <b>12</b> Investments - other securities. See Part IV, line 11 .....   |                        | <b>12</b>   |             |             |
|   | <b>13</b> Investments - program-related. See Part IV, line 11 .....  |                        | <b>13</b>   |             |             |
|   | <b>14</b> Intangible assets .....  |                        | <b>14</b>   |             |             |
|   | <b>15</b> Other assets. See Part IV, line 11 .....   | 571,437.               | <b>15</b>   | 578,799.    |             |
| <b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33) ..... | 42,123,555.  | <b>16</b>              | 41,949,833. |             |             |
| <b>Liabilities</b>  | <b>17</b> Accounts payable and accrued expenses .....  | 765,582.               | <b>17</b>   | 801,633.    |             |
|   | <b>18</b> Grants payable .....   |                        | <b>18</b>   |             |             |
|   | <b>19</b> Deferred revenue .....   | 368,572.               | <b>19</b>   | 686,828.    |             |
|   | <b>20</b> Tax-exempt bond liabilities .....  | 171,368.               | <b>20</b>   | 0.          |             |
|   | <b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....  |                        | <b>21</b>   |             |             |
|   | <b>22</b> 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 .....     |                        | <b>22</b>   |             |             |
|   | <b>23</b> Secured mortgages and notes payable to unrelated third parties .....   |                        | <b>23</b>   |             |             |
|   | <b>24</b> Unsecured notes and loans payable to unrelated third parties .....   |                        | <b>24</b>   |             |             |
|   | <b>25</b> 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 .....  | 278,875.               | <b>25</b>   | 275,270.    |             |
|   | <b>26 Total liabilities.</b> Add lines 17 through 25 .....   | 1,584,397.             | <b>26</b>   | 1,763,731.  |             |
| <b>Net Assets or Fund Balances</b>  | <b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>  |                        |             |             |             |
|   | <b>27</b> Net assets without donor restrictions .....  | 38,794,885.            | <b>27</b>   | 38,346,771. |             |
|   | <b>28</b> Net assets with donor restrictions .....   | 1,744,273.             | <b>28</b>   | 1,839,331.  |             |
|   | <b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>   |                        |             |             |             |
|   | <b>29</b> Capital stock or trust principal, or current funds .....   |                        | <b>29</b>   |             |             |
|   | <b>30</b> Paid-in or capital surplus, or land, building, or equipment fund .....   |                        | <b>30</b>   |             |             |
|   | <b>31</b> Retained earnings, endowment, accumulated income, or other funds .....   |                        | <b>31</b>   |             |             |
|   | <b>32</b> Total net assets or fund balances .....  | 40,539,158.            | <b>32</b>   | 40,186,102. |             |
| <b>33</b> Total liabilities and net assets/fund balances .....            | 42,123,555.  | <b>33</b>              | 41,949,833. |             |             |

**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  | 19,336,370. |
| 2  | Total expenses (must equal Part IX, column (A), line 25)   | 2  | 20,734,057. |
| 3  | Revenue less expenses. Subtract line 2 from line 1   | 3  | -1,397,687. |
| 4  | Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))                      | 4  | 40,539,158. |
| 5  | Net unrealized gains (losses) on investments   | 5  | 1,044,631.  |
| 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 | 40,186,102. |

**Part XII Financial Statements and Reporting**

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

- 1 Accounting method used to prepare the Form 990:  Cash  Accrual  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:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- 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:  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? .....  
If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? .....
- 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 .....

|    | Yes | No |
|----|-----|----|
|    |     |    |
| 2a |     | X  |
|    |     |    |
| 2b | X   |    |
|    |     |    |
| 2c | X   |    |
|    |     |    |
| 3a |     | X  |
|    |     |    |
| 3b |     |    |

Form 990 (2024)

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

2024

Open to Public Inspection

Table with 2 columns: Name of the organization (GIRL SCOUTS OF EASTERN PENNSYLVANIA INC) and Employer identification number (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.)

- 1-12. List of reasons for public charity status with checkboxes. Option 10 is checked (X).

Table with 6 columns: (i) Name of supported organization, (ii) EIN, (iii) Type of organization, (iv) Is the organization listed in your governing document?, (v) Amount of monetary support, (vi) Amount of other support. Includes a Total row.

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

| Calendar year (or fiscal year beginning in)  | (a) 2020 | (b) 2021 | (c) 2022 | (d) 2023 | (e) 2024 | (f) Total |
|--|----------|----------|----------|----------|----------|-----------|
| <b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....  |          |          |          |          |          |           |
| <b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....   |          |          |          |          |          |           |
| <b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....   |          |          |          |          |          |           |
| <b>4 Total.</b> Add lines 1 through 3 .....  |          |          |          |          |          |           |
| <b>5</b> 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) ..... |          |          |          |          |          |           |
| <b>6 Public support.</b> Subtract line 5 from line 4.  |          |          |          |          |          |           |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)   | (a) 2020 | (b) 2021 | (c) 2022 | (d) 2023 | (e) 2024 | (f) Total                |
|---|----------|----------|----------|----------|----------|--------------------------|
| <b>7</b> Amounts from line 4 .....  |          |          |          |          |          |                          |
| <b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....  |          |          |          |          |          |                          |
| <b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....   |          |          |          |          |          |                          |
| <b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....   |          |          |          |          |          |                          |
| <b>11 Total support.</b> Add lines 7 through 10   |          |          |          |          |          |                          |
| <b>12</b> Gross receipts from related activities, etc. (see instructions) .....   |          |          |          |          | 12       |                          |
| <b>13 First 5 years.</b> 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 <b>stop here</b> ..... |          |          |          |          |          | <input type="checkbox"/> |

**Section C. Computation of Public Support Percentage**

|   |    |                          |
|---|----|--------------------------|
| <b>14</b> Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f)) .....   | 14 | %                        |
| <b>15</b> Public support percentage from 2023 Schedule A, Part II, line 14 .....  | 15 | %                        |
| <b>16a 33 1/3% support test - 2024.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....  |    | <input type="checkbox"/> |
| <b>b 33 1/3% support test - 2023.</b> 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 <b>stop here.</b> The organization qualifies as a publicly supported organization .....   |    | <input type="checkbox"/> |
| <b>17a 10% -facts-and-circumstances test - 2024.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization .....    |    | <input type="checkbox"/> |
| <b>b 10% -facts-and-circumstances test - 2023.</b> 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 <b>stop here.</b> Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ..... |    | <input type="checkbox"/> |
| <b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....  |    | <input type="checkbox"/> |

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

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

**Section A. Public Support**

| Calendar year (or fiscal year beginning in)   | (a) 2020  | (b) 2021  | (c) 2022  | (d) 2023  | (e) 2024  | (f) Total |
|---|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....   | 1662640.  | 2000076.  | 1602049.  | 4157016.  | 1508268.  | 10930049. |
| <b>2</b> 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 ..... | 13303227. | 19893124. | 22704497. | 22321266. | 21700129. | 99922243. |
| <b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....   |           |           |           |           |           |           |
| <b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....  |           |           |           |           |           |           |
| <b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....  |           |           |           |           |           |           |
| <b>6 Total.</b> Add lines 1 through 5 .....   | 14965867. | 21893200. | 24306546. | 26478282. | 23208397. | 110852292 |
| <b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....  | 161,684.  | 215,724.  | 133,349.  | 157,336.  | 132,895.  | 800,988.  |
| <b>b</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 .....           | 8,509.    |           |           |           |           | 8,509.    |
| <b>c</b> Add lines 7a and 7b .....  | 170,193.  | 215,724.  | 133,349.  | 157,336.  | 132,895.  | 809,497.  |
| <b>8 Public support.</b> (Subtract line 7c from line 6.)  |           |           |           |           |           | 110042795 |

**Section B. Total Support**

| Calendar year (or fiscal year beginning in)  | (a) 2020  | (b) 2021  | (c) 2022  | (d) 2023  | (e) 2024  | (f) Total |
|--|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>9</b> Amounts from line 6 .....   | 14965867. | 21893200. | 24306546. | 26478282. | 23208397. | 110852292 |
| <b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources ..... | 308,358.  | 378,484.  | 499,797.  | 671,882.  | 1036949.  | 2895470.  |
| <b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....                           |           |           |           |           |           |           |
| <b>c</b> Add lines 10a and 10b .....   | 308,358.  | 378,484.  | 499,797.  | 671,882.  | 1036949.  | 2895470.  |
| <b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on .....      |           |           |           |           |           |           |
| <b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....                                  | 1660607.  | 1324948.  | 64,828.   | 79,384.   | 135,283.  | 3265050.  |
| <b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)   | 16934832. | 23596632. | 24871171. | 27229548. | 24380629. | 117012812 |

**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**

|   |    |         |
|---|----|---------|
| <b>15</b> Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f)) ..... | 15 | 94.04 % |
| <b>16</b> Public support percentage from 2023 Schedule A, Part III, line 15 .....                       | 16 | 94.41 % |

**Section D. Computation of Investment Income Percentage**

|  |    |        |
|--|----|--------|
| <b>17</b> Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f)) ..... | 17 | 2.47 % |
| <b>18</b> Investment income percentage from 2023 Schedule A, Part III, line 17 .....                         | 18 | 2.02 % |

**19a 33 1/3% support tests - 2024.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization

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

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

**Part IV Supporting Organizations**

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

**Section A. All Supporting Organizations**

|  | Yes | No |
|--|-----|----|
| <b>1</b> 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>  |     |    |
| <b>2</b> 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>   |     |    |
| <b>3a</b> 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>b</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>   |     |    |
| <b>c</b> 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>  |     |    |
| <b>4a</b> 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>b</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>  |     |    |
| <b>c</b> 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>   |     |    |
| <b>5a</b> 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>b Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?   |     |    |
| <b>c Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?  |     |    |
| <b>6</b> 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>  |     |    |
| <b>7</b> 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>  |     |    |
| <b>8</b> 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>  |     |    |
| <b>9a</b> 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>b</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>  |     |    |
| <b>c</b> 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>   |     |    |
| <b>10a</b> 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>b</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 |
|--|-----|----|
| <b>11</b> Has the organization accepted a gift or contribution from any of the following persons?  |     |    |
| <b>a</b> 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? |     |    |
| <b>b</b> A family member of a person described on line 11a above?  |     |    |
| <b>c</b> A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI.</i>                              |     |    |

**Section B. Type I Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> 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? <i>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.</i> |     |    |
| <b>2</b> 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? <i>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.</i>   |     |    |

**Section C. Type II Supporting Organizations**

|  | Yes | No |
|--|-----|----|
| <b>1</b> 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)? <i>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).</i> |     |    |

**Section D. All Type III Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> 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? |     |    |
| <b>2</b> 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? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>   |     |    |
| <b>3</b> 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? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>  |     |    |

**Section E. Type III Functionally Integrated Supporting Organizations**

|   | Yes | No |
|---|-----|----|
| <b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).  |     |    |
| <b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.  |     |    |
| <b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.   |     |    |
| <b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).   |     |    |
| <b>2</b> Activities Test. Answer lines 2a and 2b below.   |     |    |
| <b>a</b> 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? <i>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.</i> |     |    |
| <b>b</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? <i>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.</i>  |     |    |
| <b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.   |     |    |
| <b>a</b> 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? <i>If "Yes" or "No," provide details in Part VI.</i>  |     |    |
| <b>b</b> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>   |     |    |

**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                               | <b>Adjusted Net Income</b> (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                                | <b>Total</b> (add lines 1a, 1b, and 1c)   | 1d             |                             |
| e                                | <b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI):   |                |                             |
| 2                                | Acquisition indebtedness applicable to non-exempt-use assets  | 2              |                             |
| 3                                | Subtract line 2 from line 1d.   | 3              |                             |
| 4                                | Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).                                  | 4              |                             |
| 5                                | Net value of non-exempt-use assets (subtract line 4 from line 3)  | 5              |                             |
| 6                                | Multiply line 5 by 0.035.   | 6              |                             |
| 7                                | Recoveries of prior-year distributions  | 7              |                             |
| 8                                | <b>Minimum Asset Amount</b> (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                                | <b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).   | 6 |              |
| 7                                | <input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions). |   |              |

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

| <b>Section D - Distributions</b> |   | <b>Current Year</b> |
|----------------------------------|---|---------------------|
| <b>1</b>                         | Amounts paid to supported organizations to accomplish exempt purposes   | <b>1</b>            |
| <b>2</b>                         | Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity               | <b>2</b>            |
| <b>3</b>                         | Administrative expenses paid to accomplish exempt purposes of supported organizations   | <b>3</b>            |
| <b>4</b>                         | Amounts paid to acquire exempt-use assets   | <b>4</b>            |
| <b>5</b>                         | Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i> )  | <b>5</b>            |
| <b>6</b>                         | Other distributions (describe in <b>Part VI</b> ). See instructions.  | <b>6</b>            |
| <b>7</b>                         | <b>Total annual distributions.</b> Add lines 1 through 6.   | <b>7</b>            |
| <b>8</b>                         | Distributions to attentive supported organizations to which the organization is responsive ( <i>provide details in Part VI</i> ). See instructions. | <b>8</b>            |
| <b>9</b>                         | Distributable amount for 2024 from Section C, line 6  | <b>9</b>            |
| <b>10</b>                        | Line 8 amount divided by line 9 amount  | <b>10</b>           |

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

Schedule A (Form 990) 2024



**Schedule B  
(Form 990)**

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

**Schedule of Contributors**

Attach to Form 990, 990-EZ, or 990-PF.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

|  |   |
|--|---|
| Name of the organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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).

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 1          | <br><hr/><br><hr/><br><hr/>       | \$ <u>320,000.</u>         | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 2          | <br><hr/><br><hr/><br><hr/>       | \$ <u>168,365.</u>         | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 3          | <br><hr/><br><hr/><br><hr/>       | \$ <u>133,032.</u>         | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 4          | <br><hr/><br><hr/><br><hr/>       | \$ <u>77,500.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 5          | <br><hr/><br><hr/><br><hr/>       | \$ <u>66,000.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 6          | <br><hr/><br><hr/><br><hr/>       | \$ <u>35,000.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 7          | <br><hr/><br><hr/><br><hr/>       | \$ <u>31,500.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 8          | <br><hr/><br><hr/><br><hr/>       | \$ <u>28,000.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 9          | <br><hr/><br><hr/><br><hr/>       | \$ <u>26,000.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 10         | <br><hr/><br><hr/><br><hr/>       | \$ <u>21,450.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 11         | <br><hr/><br><hr/><br><hr/>       | \$ <u>20,000.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 12         | <br><hr/><br><hr/><br><hr/>       | \$ <u>20,000.</u>          | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 13         | <hr/><br><hr/><br><hr/>           | \$ 20,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 14         | <hr/><br><hr/><br><hr/>           | \$ 18,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 15         | <hr/><br><hr/><br><hr/>           | \$ 16,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 16         | <hr/><br><hr/><br><hr/>           | \$ 14,600.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 17         | <hr/><br><hr/><br><hr/>           | \$ 13,500.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 18         | <hr/><br><hr/><br><hr/>           | \$ 13,500.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 19         | <hr/><br><hr/><br><hr/>           | \$ 12,685.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 20         | <hr/><br><hr/><br><hr/>           | \$ 11,400.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 21         | <hr/><br><hr/><br><hr/>           | \$ 11,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 22         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 23         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 24         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 25         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 26         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 27         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 28         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 29         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 30         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 31         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 32         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 33         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 34         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 35         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 36         | <hr/><br><hr/><br><hr/>           | \$ 10,000.                 | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 37         | <hr/><br><hr/><br><hr/>           | \$ <u>9,967.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 38         | <hr/><br><hr/><br><hr/>           | \$ <u>9,536.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 39         | <hr/><br><hr/><br><hr/>           | \$ <u>9,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 40         | <hr/><br><hr/><br><hr/>           | \$ <u>8,500.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 41         | <hr/><br><hr/><br><hr/>           | \$ <u>8,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 42         | <hr/><br><hr/><br><hr/>           | \$ <u>8,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution  |
|------------|-----------------------------------|----------------------------|--|
| 43         | <hr/><br><hr/><br><hr/>           | \$ <u>7,850.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| 44         | <hr/><br><hr/><br><hr/>           | \$ <u>7,500.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| 45         | <hr/><br><hr/><br><hr/>           | \$ <u>7,500.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| 46         | <hr/><br><hr/><br><hr/>           | \$ <u>7,200.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| 47         | <hr/><br><hr/><br><hr/>           | \$ <u>7,063.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input checked="" type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 48         | <hr/><br><hr/><br><hr/>           | \$ <u>7,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 49         | <hr/><br><hr/><br><hr/>           | \$ <u>6,500.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 50         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 51         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 52         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 53         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 54         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 55         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 56         | <hr/><br><hr/><br><hr/>           | \$ <u>6,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 57         | <hr/><br><hr/><br><hr/>           | \$ <u>5,800.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 58         | <hr/><br><hr/><br><hr/>           | \$ <u>5,714.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 59         | <hr/><br><hr/><br><hr/>           | \$ <u>5,707.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 60         | <hr/><br><hr/><br><hr/>           | \$ <u>5,480.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 61         | <hr/><br><hr/><br><hr/>           | \$ 5,100.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 62         | <hr/><br><hr/><br><hr/>           | \$ 5,025.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 63         | <hr/><br><hr/><br><hr/>           | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 64         | <hr/><br><hr/><br><hr/>           | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 65         | <hr/><br><hr/><br><hr/>           | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 66         | <hr/><br><hr/><br><hr/>           | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 67         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 68         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 69         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 70         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 71         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 72         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution   |
|------------|-----------------------------------|----------------------------|---|
| 73         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 74         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 75         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 76         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 77         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| 78         | <hr/><br><hr/><br><hr/>           | \$ <u>5,000.</u>           | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.) |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

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

| (a)<br>No. | (b)<br>Name, address, and ZIP + 4 | (c)<br>Total contributions | (d)<br>Type of contribution  |
|------------|-----------------------------------|----------------------------|--|
| 79         | <hr/> <hr/> <hr/>                 | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| 80         | <hr/> <hr/> <hr/>                 | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)            |
| 81         | <hr/> <hr/> <hr/>                 | \$ 5,000.                  | Person <input checked="" type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input checked="" type="checkbox"/><br>(Complete Part II for noncash contributions.) |
| _____      | <hr/> <hr/> <hr/>                 | \$ _____                   | Person <input type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)                       |
| _____      | <hr/> <hr/> <hr/>                 | \$ _____                   | Person <input type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)                       |
| _____      | <hr/> <hr/> <hr/>                 | \$ _____                   | Person <input type="checkbox"/><br>Payroll <input type="checkbox"/><br>Noncash <input type="checkbox"/><br>(Complete Part II for noncash contributions.)                       |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

**Part II Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

| (a)<br>No.<br>from<br>Part I | (b)<br>Description of noncash property given | (c)<br>FMV (or estimate)<br>(See instructions.) | (d)<br>Date received |
|------------------------------|--|---|----------------------|
| 47                           | FMV OF STOCK<br>_____<br>_____<br>_____      | \$ 313.   | 02/21/25             |
| 81                           | FMV OF STOCK<br>_____<br>_____<br>_____      | \$ 4,728.                                       | 12/23/24             |
|                              | _____<br>_____<br>_____                      | \$ _____  | _____                |
|                              | _____<br>_____<br>_____                      | \$ _____  | _____                |
|                              | _____<br>_____<br>_____                      | \$ _____  | _____                |
|                              | _____<br>_____<br>_____                      | \$ _____  | _____                |

|  |   |
|--|---|
| Name of organization<br><br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><br><b>23-1352309</b> |
|--|---|

**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 |
|---|-------------------------|--|-------------------------------------|
|   | _____<br>_____<br>_____ | _____<br>_____<br>_____                  | _____<br>_____<br>_____             |
| <b>(e) Transfer of gift</b>             |                         |  |                                     |
| Transferee's name, address, and ZIP + 4 |                         | Relationship of transferor to transferee |                                     |
| _____<br>_____<br>_____                 |                         | _____<br>_____<br>_____                  |                                     |
|   | _____<br>_____<br>_____ | _____<br>_____<br>_____                  | _____<br>_____<br>_____             |
| <b>(e) Transfer of gift</b>             |                         |  |                                     |
| Transferee's name, address, and ZIP + 4 |                         | Relationship of transferor to transferee |                                     |
| _____<br>_____<br>_____                 |                         | _____<br>_____<br>_____                  |                                     |
|   | _____<br>_____<br>_____ | _____<br>_____<br>_____                  | _____<br>_____<br>_____             |
| <b>(e) Transfer of gift</b>             |                         |  |                                     |
| Transferee's name, address, and ZIP + 4 |                         | Relationship of transferor to transferee |                                     |
| _____<br>_____<br>_____                 |                         | _____<br>_____<br>_____                  |                                     |
|   | _____<br>_____<br>_____ | _____<br>_____<br>_____                  | _____<br>_____<br>_____             |
| <b>(e) Transfer of gift</b>             |                         |  |                                     |
| Transferee's name, address, and ZIP + 4 |                         | Relationship of transferor to transferee |                                     |
| _____<br>_____<br>_____                 |                         | _____<br>_____<br>_____                  |                                     |

**SCHEDULE D**  
**(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service

**Supplemental Financial Statements**

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

Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

**GIRL SCOUTS OF 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 .....

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

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

LHA 432051 01-02-25

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

- 3** Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).
- a**  Public exhibition
  - 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    |
|--|-----------|
| <b>c</b> Beginning balance             | <b>1c</b> |
| <b>d</b> Additions during the year     | <b>1d</b> |
| <b>e</b> Distributions during the year | <b>1e</b> |
| <b>f</b> Ending balance                | <b>1f</b> |
- 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 |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| <b>1a</b> Beginning of year balance                     | 9,203,530.       | 7,918,870.     | 7,423,504.         | 9,459,493.           | 8,510,958.          |
| <b>b</b> Contributions                                  | 650.             | 850.           | 750.               | 775.                 | 250.                |
| <b>c</b> Net investment earnings, gains, and losses     | 1,022,601.       | 1,690,610.     | 899,680.           | -1,655,916.          | 1,336,548.          |
| <b>d</b> Grants or scholarships                         | 3,000.           | 2,450.         | 4,000.             | 3,450.               | 3,450.              |
| <b>e</b> Other expenditures for facilities and programs | 406,794.         | 404,350.       | 401,064.           | 377,398.             | 384,813.            |
| <b>f</b> Administrative expenses                        |                  |                |                    |                      |                     |
| <b>g</b> End of year balance                            | 9,816,987.       | 9,203,530.     | 7,918,870.         | 7,423,504.           | 9,459,493.          |

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment 90.3560 %
  - b** Permanent endowment 6.5140 %
  - c** Term endowment 3.1300 %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- |   | Yes | No |
|---|-----|----|
| <b>(i)</b> Unrelated organizations?   | X   |    |
| <b>(ii)</b> Related organizations?  |     | X  |
| <b>b</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 |
|---|--------------------------------------|---------------------------------|------------------------------|----------------|
| <b>1a</b> Land  |                                      | 1,085,193.                      |                              | 1,085,193.     |
| <b>b</b> Buildings  |                                      | 31,175,374.                     | 20,026,371.                  | 11,149,003.    |
| <b>c</b> Leasehold improvements   |                                      |                                 |                              |                |
| <b>d</b> Equipment  |                                      | 3,591,432.                      | 3,056,999.                   | 534,433.       |
| <b>e</b> Other  |                                      | 2,712,990.                      | 1,667,153.                   | 1,045,837.     |
| <b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, line 10c, column (B)) |                                      |                                 |                              | 13,814,466.    |

**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)   |                |   |
| <b>Total.</b> (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)   |                |   |
| <b>Total.</b> (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)   |                |
| <b>Total.</b> (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) <b>OTHER LIABILITIES</b>  | 207,042.       |
| (3) <b>RIGHT-OF-USE LIABILITIES</b>                                       | 68,228.        |
| (4)   |                |
| (5)   |                |
| (6)   |                |
| (7)   |                |
| (8)   |                |
| (9)   |                |
| <b>Total.</b> (Column (b) must equal Form 990, Part X, line 25, col. (B)) | 275,270.       |

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ...

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

|          |  |           |             |
|----------|--|-----------|-------------|
| <b>1</b> | Total revenue, gains, and other support per audited financial statements                       | <b>1</b>  | 21,192,495. |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part VIII, line 12:                            |           |             |
| <b>a</b> | Net unrealized gains (losses) on investments   | <b>2a</b> | 1,044,631.  |
| <b>b</b> | Donated services and use of facilities   | <b>2b</b> | 473,574.    |
| <b>c</b> | Recoveries of prior year grants  | <b>2c</b> |             |
| <b>d</b> | Other (Describe in Part XIII.)   | <b>2d</b> |             |
| <b>e</b> | Add lines 2a through 2d  | <b>2e</b> | 1,518,205.  |
| <b>3</b> | Subtract line 2e from line 1   | <b>3</b>  | 19,674,290. |
| <b>4</b> | Amounts included on Form 990, Part VIII, line 12, but not on line 1:                           |           |             |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b                               | <b>4a</b> | 44,430.     |
| <b>b</b> | Other (Describe in Part XIII.)   | <b>4b</b> | -382,350.   |
| <b>c</b> | Add lines 4a and 4b  | <b>4c</b> | -337,920.   |
| <b>5</b> | Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) | <b>5</b>  | 19,336,370. |

**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.

|          |   |           |             |
|----------|---|-----------|-------------|
| <b>1</b> | Total expenses and losses per audited financial statements                                      | <b>1</b>  | 21,545,551. |
| <b>2</b> | Amounts included on line 1 but not on Form 990, Part IX, line 25:                               |           |             |
| <b>a</b> | Donated services and use of facilities  | <b>2a</b> | 473,574.    |
| <b>b</b> | Prior year adjustments  | <b>2b</b> |             |
| <b>c</b> | Other losses  | <b>2c</b> |             |
| <b>d</b> | Other (Describe in Part XIII.)  | <b>2d</b> | 382,350.    |
| <b>e</b> | Add lines 2a through 2d   | <b>2e</b> | 855,924.    |
| <b>3</b> | Subtract line 2e from line 1  | <b>3</b>  | 20,689,627. |
| <b>4</b> | Amounts included on Form 990, Part IX, line 25, but not on line 1:                              |           |             |
| <b>a</b> | Investment expenses not included on Form 990, Part VIII, line 7b                                | <b>4a</b> | 44,430.     |
| <b>b</b> | Other (Describe in Part XIII.)  | <b>4b</b> |             |
| <b>c</b> | Add lines 4a and 4b   | <b>4c</b> | 44,430.     |
| <b>5</b> | Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) | <b>5</b>  | 20,734,057. |

**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 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          | -369,854. |
| DIRECT GAMING EXPENSE                 | -12,496.  |
| TOTAL TO SCHEDULE D, PART XI, LINE 4B | -382,350. |

**PART XII, LINE 2D - OTHER ADJUSTMENTS:**

|                              |          |
|------------------------------|----------|
| DIRECT SPECIAL EVENT EXPENSE | 369,854. |
|------------------------------|----------|





**Part II Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

|                 |  | (a) Event #1  | (b) Event #2            | (c) Other events    | (d) Total events<br>(add col. (a) through col. (c)) |          |
|-----------------|--|---|-------------------------|---------------------|---|----------|
|                 |  | TAKE THE LEAD<br>(event type)                               | GOLFING<br>(event type) | 1<br>(total number) |   |          |
| Revenue         | 1  | Gross receipts  | 491,500.                | 101,295.            | 28,664.   | 621,459. |
|                 | 2  | Less: Contributions   | 373,675.                | 80,638.             | 24,410.   | 478,723. |
|                 | 3  | Gross income (line 1 minus line 2)                          | 117,825.                | 20,657.             | 4,254.  | 142,736. |
| Direct Expenses | 4  | Cash prizes   |                         |                     |   |          |
|                 | 5  | Noncash prizes  |                         | 2,351.              |   | 2,351.   |
|                 | 6  | Rent/facility costs   | 9,868.                  | 36,175.             |   | 46,043.  |
|                 | 7  | Food and beverages  | 160,517.                | 18,850.             | 4,254.  | 183,621. |
|                 | 8  | Entertainment   |                         |                     |   |          |
|                 | 9  | Other direct expenses                                       | 132,408.                | 4,868.              | 563.  | 137,839. |
|                 | 10   | Direct expense summary. Add lines 4 through 9 in column (d) |                         |                     |   | 369,854. |
| 11              | Net income summary. Subtract line 10 from line 3, column (d) |   |                         |                     | -227,118.   |          |

**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 _____ %<br><input type="checkbox"/> No | <input type="checkbox"/> Yes _____ %<br><input type="checkbox"/> No | <input type="checkbox"/> Yes _____ %<br><input type="checkbox"/> No |  |
| 7               | Direct expense summary. Add lines 2 through 5 in column (d)        |   |   |   |  |
| 8               | Net gaming income summary. Subtract line 7 from line 1, column (d) |   |   |   |  |

9 Enter the state(s) in which the organization conducts gaming activities: \_\_\_\_\_  
 a Is the organization licensed to conduct gaming activities in each of these states?  Yes  No  
 b If "No," explain: \_\_\_\_\_

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year?  Yes  No  
 b If "Yes," explain: \_\_\_\_\_







**Part III Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.  
Part III can be duplicated if additional space is needed.

| (a) Type of grant or assistance | (b) Number of recipients | (c) Amount of cash grant | (d) Amount of non-cash assistance | (e) Method of valuation (book, FMV, appraisal, other) | (f) Description of noncash assistance |
|---------------------------------|--------------------------|--------------------------|-----------------------------------|---|---------------------------------------|
| MEMBERSHIP AND TROOP DUES       | 8661                     | 216,535.                 | 0.                                |   |                                       |
| CAMPERSHIPS                     | 176                      | 75,660.                  | 0.                                |   |                                       |
| SCHOLARSHIPS                    | 18                       | 25,800.                  | 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)**

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

**Compensation Information**

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
Attach to Form 990.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

Open to Public Inspection

|  |   |
|--|---|
| Name of the organization<br><b>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC</b> | Employer identification number<br><b>23-1352309</b> |
|--|---|

**Part I Questions Regarding Compensation**

|  | Yes       | No |
|--|-----------|----|
| <b>1a</b> 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.<br><input type="checkbox"/> First-class or charter travel<br><input type="checkbox"/> Travel for companions<br><input type="checkbox"/> Tax indemnification and gross-up payments<br><input type="checkbox"/> Discretionary spending account<br><input type="checkbox"/> Housing allowance or residence for personal use<br><input type="checkbox"/> Payments for business use of personal residence<br><input type="checkbox"/> Health or social club dues or initiation fees<br><input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |           |    |
| <b>b</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 .....  | <b>1b</b> |    |
| <b>2</b> 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? .....  | <b>2</b>  |    |
| <b>3</b> 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.<br><input type="checkbox"/> Compensation committee<br><input checked="" type="checkbox"/> Independent compensation consultant<br><input checked="" type="checkbox"/> Form 990 of other organizations<br><input type="checkbox"/> Written employment contract<br><input checked="" type="checkbox"/> Compensation survey or study<br><input checked="" type="checkbox"/> Approval by the board or compensation committee  |           |    |
| <b>4</b> 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:<br><b>a</b> Receive a severance payment or change-of-control payment? .....  | <b>4a</b> | X  |
| <b>b</b> Participate in or receive payment from a supplemental nonqualified retirement plan? .....   | <b>4b</b> | X  |
| <b>c</b> Participate in or receive payment from an equity-based compensation arrangement? .....  | <b>4c</b> | X  |
| If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.  |           |    |
| <b>Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</b>  |           |    |
| <b>5</b> 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:<br><b>a</b> The organization? .....  | <b>5a</b> | X  |
| <b>b</b> Any related organization? .....   | <b>5b</b> | X  |
| If "Yes" on line 5a or 5b, describe in Part III.   |           |    |
| <b>6</b> 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:<br><b>a</b> The organization? .....  | <b>6a</b> | X  |
| <b>b</b> Any related organization? .....   | <b>6b</b> | X  |
| If "Yes" on line 6a or 6b, describe in Part III.   |           |    |
| <b>7</b> 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 .....   | <b>7</b>  | X  |
| <b>8</b> 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 .....   | <b>8</b>  | X  |
| <b>9</b> If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? .....  | <b>9</b>  |    |

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

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

**Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees.** Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

**Note:** The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

| (A) Name and Title                                       |      | (B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation |                                     |                                     | (C) Retirement and other deferred compensation | (D) Nontaxable benefits | (E) Total of columns (B)(i)-(D) | (F) Compensation in column (B) reported as deferred on prior Form 990 |
|--|------|--|-------------------------------------|-------------------------------------|--|-------------------------|---------------------------------|---|
|  |      | (i) Base compensation  | (ii) Bonus & incentive compensation | (iii) Other reportable compensation |  |                         |                                 |   |
| (1) KIM FRAITES-DOW<br>CHIEF EXECUTIVE OFFICER           | (i)  | 330,104.   | 0.                                  | 0.                                  | 10,206.  | 33,618.                 | 373,928.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (2) SOPHIA LEE<br>CHIEF A&E OFFICER - LEFT NOV 2024      | (i)  | 283,174.   | 0.                                  | 17,654.                             | 8,250.   | 21,581.                 | 330,659.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (3) MICHAEL VANIC<br>CHIEF FINANCIAL OFFICER             | (i)  | 196,501.   | 5,000.                              | 0.                                  | 5,074.   | 12,265.                 | 218,840.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (4) MICHAEL POMPEY<br>CHIEF I&T OFFICER - LEFT AUG. 2025 | (i)  | 170,330.   | 0.                                  | 0.                                  | 5,108.   | 34,137.                 | 209,575.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
| (5) STACEY MOYERS<br>CHIEF MARKETING OFFICER             | (i)  | 167,641.   | 0.                                  | 0.                                  | 5,002.   | 764.                    | 173,407.                        | 0.  |
|  | (ii) | 0.   | 0.                                  | 0.                                  | 0.   | 0.                      | 0.                              | 0.  |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |
|  | (i)  |  |                                     |                                     |  |                         |                                 |   |
|  | (ii) |  |                                     |                                     |  |                         |                                 |   |

**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 4A:**

SOPHIA LEE, CHIEF ADMINSTRATIVE & ENGAGEMENT OFFICER - SEVERANCE PAYOUT FOLLOWING HER DEPARTURE WAS \$17,654.

**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

**2024**

Open to Public Inspection

Complete if the organizations answered "Yes" on Form 990, Part IV, line 29 or 30.  
Attach to Form 990.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

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

**Part I Types of Property**

|  | (a)<br>Check if applicable | (b)<br>Number of contributions or items contributed | (c)<br>Noncash contribution amounts reported on Form 990, Part VIII, line 1g | (d)<br>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   | 6,619.   | 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 (DONATED GOODS)                                     | X                          | 3   | 52,688.  | VALUE OF GIFT   |
| 26 Other (DONATED AUCTION)                                   | X                          | 86  | 14,847.  | 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

|   | Yes | No |
|---|-----|----|
| 30a During the year, did the organization receive by contribution any property reported on 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? ..... |     | 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? .....   | X   |    |
| 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? .....  |     | 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.   |     |    |

For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule M (Form 990) 2024

**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.**

Multiple horizontal lines for supplemental information.

**SCHEDULE O  
(Form 990)**

(Rev. December 2024)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**Open to Public  
Inspection**

Name of the organization

GIRL SCOUTS OF EASTERN PENNSYLVANIA INC

Employer identification number

23-1352309

**PART 1, LINE 8**

THE PRIOR YEAR CONTRIBUTIONS ON THE 990 RETURN INCLUDED ERC TAX REFUNDS OF \$2,249,190 WITH NO ERC FUNDS IN THE CURRENT YEAR. A DEPARTMENT OF LABOR GRANT OF \$190,736 WAS ALSO INCLUDED IN THE PRIOR YEAR. IN FY2025 THERE WAS \$24,760 RECORDED IN GOVERNMENT GRANTS. THE NET CHANGE YEAR OVER YEAR IS \$165,976.

**PART 1, LINE 10**

IN THE PRIOR YEAR THERE WAS A SALE OF A CONSERVATION EASEMENT \$3,617,860 INCLUDED IN THE PRIOR YEAR INVESTMENT INCOME WITH NO SALES IN THE CURRENT YEAR.

**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 \$ 16,300,437.

**FORM 990, PART III, LINE 4D**

PROGRAM ACCOMPLISHMENTS FISCAL YEAR OCTOBER 1, 2024-SEPTEMBER 30, 2025 (FY2025):

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 2025 (OCTOBER 1, 2024-SEPTEMBER 30, 2025), GSEP PROVIDED THE GIRL SCOUT LEADERSHIP EXPERIENCE (GSLE) TO JUST OVER 25,000 GIRLS, WITH THE HELP OF MORE THAN 14,000 ADULT MEMBERS.

**PROGRAM ACCOMPLISHMENTS FY25**

GIRL SCOUTS OF EASTERN PENNSYLVANIA STABILIZED MEMBERSHIP AND ENDED THE 2025 MEMBERSHIP YEAR AS THE FIFTH LARGEST GIRL SCOUT COUNCIL IN THE COUNTRY. THIS IS A TESTAMENT TO FOCUSED RECRUITMENT EFFORTS AND NEW STRATEGIES.

AT YEAR END, GSEP'S MARKET SHARE WAS 5.9% OF THE AVAILABLE GIRL POPULATION, APPROXIMATELY THE SAME AS THE YEAR PRIOR. SOME AREAS OF THE COUNCIL EXPERIENCED TANGIBLE GROWTH, NOTABLY PHILADELPHIA, BERKS AND DELAWARE COUNTIES AS WE INCREASED OPPORTUNITIES FOR GIRLS TO JOIN SCHOOL-BASED TROOPS AND ATTEND PROGRAMMING THROUGH CALLING ALL GIRL BOSSES, CAMP FOR A DAY AND SUMMER PROGRAM PARTNERS.

WHILE MEMBERSHIP WAS STAGNANT, THE GOAL WAS MET. LOOKING TO THE FUTURE, GROWTH IN ALL AREAS OF THE COUNCIL IS A CORE FOCUS BY ENSURING 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.

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

BELOW IS A RECAP OF MEMBERSHIP YEAR 2025.

STRATEGY AND NEW MARKETS

THE GSEP TEAM HAD THREE PRIORITY FOCUS AREAS FOR FY25 RECRUITMENT: (1) BUILD NEW TROOPS, ESPECIALLY IN THE K-3 AGE RANGE, (2) DETERMINE KEY POTENTIAL GROWTH AREAS AND IMPLEMENT HYPER LOCAL RECRUITMENT STRATEGY, AND (3) SIGNIFICANTLY INCREASE VISIBILITY TO ENSURE BROAD AWARENESS AND ACCESSIBILITY.

IN APRIL 2025, RENEWALS FOR MEMBERSHIP YEAR 2026 KICKED OFF, WITH NATIONAL MARKETING FROM GIRL SCOUTS OF THE USA ENCOURAGING MEMBERS TO RENEW FOR THE NEW YEAR.

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

GSEP ALSO LAUNCHED ITS OWN EARLY RENEWAL CAMPAIGN, FROM APRIL 1 JUNE 30, WITH TIERED INCENTIVES OFFERED TO GIRL SCOUTS TO RENEW THROUGH JUNE. 4,347 GIRLS EARNED A GSEP-BRANDED BEACH TOWEL FOR RENEWING IN THE FIRST WEEK OF RENEWALS. THOSE GIRLS, AND AN ADDITIONAL 3,152 GIRLS RECEIVED THE PATCH INCENTIVE FOR RENEWAL BY THE END OF JUNE. THERE WERE ALSO RAFFLES TO BOOST RENEWALS. AS A RESULT OF THESE AND OTHER SUMMER RECRUITMENT EFFORTS, AT THE END OF OCTOBER, THE FIRST MONTH OF THE 2026 MEMBERSHIP YEAR, MORE THAN 75% OF THE GIRL MEMBERSHIP IN TROOP GOAL WAS REACHED.

THROUGH 2025, 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.

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 200 PLACEMENTS ACROSS PRINT, ONLINE AND BROADCAST MEDIA, EARNING OVER 1 BILLION IMPRESSIONS. THIS IS A 33% INCREASE IN PLACEMENTS YEAR-OVER-YEAR. HIGHLIGHTS INCLUDED THE CALLING ALL GIRL BOSSES PROGRAM, AS WELL AS ROBUST NEWS COVERAGE OF THE 2025 COOKIE KICKOFF ON JANUARY 16. TAKE THE LEAD AND HIGHEST AWARDS ALSO RECEIVED NEWS COVERAGE. ON SOCIAL MEDIA, GSEP GAINED MORE THAN 1,000 NEW FACEBOOK FOLLOWERS, MORE THAN 800 INSTAGRAM FOLLOWERS, AND NEARLY 300 FOLLOWERS ON LINKEDIN. PAID ADVERTISING FEATURED A "LIFE READY FOR TODAY, AND TOMORROW" AWARENESS CAMPAIGN AS WELL AS FALL AND WINTER "JOIN" CAMPAIGNS IN ADDITION TO THE PROMOTION OF COOKIES AND SUMMER CAMP.

MEMBER AND COMMUNITY EXCELLENCE

IN FY25, GSEP MEMBERSHIP FINISHED THE YEAR AT 25,147 GIRLS NARROWLY MEETING ITS GOAL OF 25,123. ADULT AND LIFETIME MEMBERSHIP WAS UP 0.57% TO 14,023. LIFETIME MEMBERSHIP WAS UP 4%, AT 3,822. THESE OUTCOMES MOVED GSEP INTO THE SLOT AS FIFTH LARGEST GIRL SCOUT COUNCIL IN THE NATION, SERVING 5.9% OF THE AVAILABLE GIRL MARKET.

- FY25 WAS A YEAR OF RESTRUCTURING, FOCUSING ON BUILDING STRONG POSITION EXPERTISE

- PHILADELPHIA TEAM: A HEAD OF PHILADELPHIA PARTNERSHIP AND STRATEGY ROLE WAS ADDED TO DRIVE AN INCREASED PRESENCE IN PHILADELPHIA THROUGH

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

DEEP SCHOOL PARTNERSHIPS AND INCREASED RECRUITMENT EFFORTS.

- REGIONAL COMMUNITY ENGAGEMENT TEAM: A HEAD OF REGIONAL PARTNERSHIP AND STRATEGY POSITION WAS ADDED TO BUILD A STRONG RECRUITMENT MACHINE ACROSS OUR EIGHT NON-PHILADELPHIA COUNTIES.
- VOLUNTEER EXPERIENCE TEAM: MANY OF OUR VETERAN MISSION DELIVERY STAFF TRANSITIONED TO THE VOLUNTEER EXPERIENCE TEAM TO FOCUS HEAVILY ON REVAMPING AND IMPROVING THE ONBOARDING AND SUPPORT OF OUR VOLUNTEERS.
- GIRL EXPERIENCE TEAM: THIS TEAM FOCUSED ON DESIGNING AND RUNNING OUR 6 SUMMER CAMPS AND WEEKEND PROGRAMS YEAR-ROUND TO INCREASE ACCESS TO THE GIRL SCOUT LEADERSHIP EXPERIENCE.

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

- HIGHEST AWARDS TEAM: THE GIRL LEADERSHIP TEAM WAS EXPANDED AS CALLING ALL GIRL BOSSES AND TRADITIONAL HIGHEST AWARDS SUPPORT WAS COMBINED TO ENSURE SYNERGY AND INCREASED PROGRAM QUALITY ACROSS ALL OUR OLDER GIRL LEADERSHIP OPPORTUNITIES.

THE FY25 FALL PRODUCT PROGRAM EXCEEDED THE GOAL BY 14%, WITH GIRL SCOUTS SELLING \$908,249 WORTH OF NUTS, CANDY, AND MAGAZINES, TUMBLERS, BARK BOXES, AND NEWLY ADDED PERSONALIZED STATIONERY, A NEARLY 16% INCREASE OVER LAST YEAR'S GROSS SALES. MORE THAN 3,500 GIRL SCOUTS TOOK PART, AN INCREASE OF 15% OVER THE PRIOR YEAR.

THE FY25 COOKIE PROGRAM RAN FROM JANUARY 16 MARCH 9 AND CLOSED WITH \$17,658,547 IN GROSS REVENUE. THE PER GIRL AVERAGE (PGA) WAS 244.39, SLIGHTLY BELOW FY24'S NUMBER OF 261.68 BOXES. 73.3% OF REGISTERED GIRL SCOUTS PARTICIPATED, OR 14,393 GIRLS. BY COMPARISON, IN THE PREVIOUS YEAR AN AVERAGE OF 79.1% OF REGISTERED GIRL SCOUTS PARTICIPATED. A FEW CHALLENGES EXPERIENCED THIS YEAR INCLUDED: ECONOMIC UNCERTAINTIES THAT ADJUSTED CONSUMER SPENDING HABITS AND YEAR TWO OF THE ONLINE PLATFORM, DIGITAL COOKIE, WHICH TROOPS AND FAMILIES ARE STILL LEARNING TO USE. GSEP ADJUSTED THE WAY WE ORDER COOKIES FROM THE BAKER, AND MONITORED INVENTORY TRENDS, LEAVING LESS THAN 1% OF PURCHASED INVENTORY LEFT AT THE END OF THE SEASON.

THE RETAIL DEPARTMENT SUCCESSFULLY MET ITS REFORECAST GROSS SALES GOAL FOR THE YEAR. TRADITIONAL BRICK AND MORTAR STORES WERE AT 100% OF REFORECAST; ONLINE BUSINESS WITH GSUSA WAS AHEAD BY \$16,900. MOBILE BUSINESS FELL SHORT OF GOAL DUE TO LIMITED STAFFING. TRADING POSTS MET THE REFORECAST GOAL AS A WHOLE; IT SHOULD BE NOTED THAT THE REFORECAST REDUCED THIS GOAL SIGNIFICANTLY DUE TO PROJECTED CAMP REGISTRATION NUMBERS. RETAIL'S PROFIT MARGIN STAYED CONSISTENT AT 42%. THIS YEAR'S DISCOUNT RATE AS A PERCENTAGE OF SALES WAS SLIGHTLY HIGHER THAN LAST YEAR (6.4% VS 6.1%.) THE DOLLAR-PER-GIRL RATE FOR THE TOTAL BUSINESS (COUNCIL AND ONLINE) SURPASSED THE GOAL AND REACHED \$31/GIRL MEMBER.

CALLING ALL GIRL BOSSES

IN FALL 2024, GSEP LAUNCHED CALLING ALL GIRL BOSSES (CAGB), A NINE-MONTH LEADERSHIP PROGRAM FOR MIDDLE AND HIGH SCHOOL GIRLS IN PHILADELPHIA, DESIGNED TO IGNITE PASSION, BUILD CONFIDENCE, AND EMPOWER PARTICIPANTS TO CREATE LASTING CHANGE IN THEIR COMMUNITIES. THROUGH "TAKE ACTION" PROJECTS, PARTICIPANTS HAD THE OPPORTUNITY TO WORK TOWARD EARNING THE PRESTIGIOUS GIRL SCOUT SILVER OR GOLD AWARDS WHILE GAINING

|   |  |
|---|--|
| Name of the organization<br>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC | Employer identification number<br>23-1352309 |
| VALUABLE EXPERIENCE IN LEADERSHIP, TEAMWORK, AND PROBLEM-SOLVING.   |  |

FROM SEPTEMBER 2024 THROUGH MAY 2025, GIRLS TOOK PART IN 12 DYNAMIC WORKSHOPS THAT GUIDED THEM THROUGH EXPLORING THEIR INTERESTS, IDENTIFYING COMMUNITY NEEDS, AND DESIGNING MEANINGFUL, SUSTAINABLE PROJECTS. THROUGHOUT THE PROCESS, PARTICIPANTS RECEIVED MENTORSHIP, COACHING, AND PEER SUPPORT TO HELP ENSURE THEIR SUCCESS. DURING ITS FIRST YEAR, THE PROGRAM SAW REMARKABLE ENGAGEMENT AND A MEASURABLE IMPACT. MORE THAN 100 GIRLS REPRESENTING 93 SCHOOLS ACROSS 48 ZIP CODES PARTICIPATED, SUPPORTED BY MORE THAN 50 VOLUNTEERS. 18 CALLING ALL GIRL BOSSES PARTICIPANTS COMPLETED THEIR SILVER OR GOLD AWARD AND WERE HONORED AT THE MAY 2025 HIGHEST AWARDS CEREMONY.

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

IMPACT SURVEYS REFLECTED STRONG SATISFACTION AND ENTHUSIASM AMONG ALL STAKEHOLDERS. EIGHTY-SIX PERCENT OF PARENTS STRONGLY AGREED THAT CAGB WAS THE RIGHT PROGRAM FOR THEIR CHILD, WHILE 93 PERCENT OF VOLUNTEERS INDICATED THEY WOULD VOLUNTEER AGAIN OR RECOMMEND THE OPPORTUNITY TO OTHERS. AMONG THE GIRLS THEMSELVES, 79 PERCENT SAID THEY WOULD RECOMMEND CAGB TO THEIR FRIENDS. PARTICIPANTS DEMONSTRATED GROWTH ACROSS ALL TARGETED OUTCOMES OF THE GIRL SCOUT LEADERSHIP EXPERIENCE, UNDERSCORING THE PROGRAM'S EFFECTIVENESS IN FOSTERING LEADERSHIP DEVELOPMENT.

BUILDING ON THE PILOT YEAR'S SUCCESS, GSEP EXPANDED CALLING ALL GIRL BOSSES FOR THE 2025-2026 PROGRAM YEAR TO INCLUDE ADDITIONAL PROGRAM HUBS IN ALLENTOWN AND READING, ALONG WITH A NEW TROOP-LED PILOT IN PHILADELPHIA. THE PROGRAM CONTINUES TO BE OFFERED FREE OF CHARGE TO PARTICIPANTS, WITH GSEP COVERING ALL COSTS RELATED TO MEMBERSHIP, TRANSPORTATION, MEALS, AND PROGRAM SUPPLIES.

FUND DEVELOPMENT

IN FY25, GSEP RAISED \$1,586,775 IN CONTRIBUTED REVENUE (NOT INCLUDING PASS THROUGH DONATIONS OR GIFT-IN-KIND SUPPORT). INCLUDING GIFT-IN-KIND SUPPORT, \$2,127,884 WAS RAISED. INDIVIDUAL GIVING SURPASSED THE ORIGINAL BUDGETED GOAL BY \$11,188 OR 3%, RAISING \$432,446, BUT FELL SHORT OF THE INCREASED REFORECAST GOAL BY 10%.

OVERALL, 2,089 DONORS CONTRIBUTED TO THE MISSION, 331 OF WHOM GAVE \$1,000 OR MORE. THERE WERE ALSO 489 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 EACH HONORED FOUR INSPIRATIONAL WOMEN. FUNDRAISING FOR THE 2025 TAKE THE LEAD EVENTS FELL SHORT OF THE GOAL BY 22% OR \$133,065.

GSEP HELD ITS 4TH ANNUAL GOLF FOR GIRL SCOUTS EVENTS ON SEPTEMBER 8, 2025, SURPASSING ITS GOAL BY \$7,977 OR 10%, RAISING \$97,477 IN TOTAL.

UNITED WAY EFFORTS SURPASSED THEIR FUNDRAISING GOALS, BRINGING IN \$159,072. GSEP ALSO BENEFITED FROM THE SUPPORT OF VARIOUS INSTITUTIONAL FUNDERS, INCLUDING LOCAL AND NATIONAL FOUNDATIONS, CORPORATIONS, AND GOVERNMENT ENTITIES, RAISING MORE THAN \$328,760.

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

AN ADDITIONAL \$40,492 IN RESTRICTED FUNDS WAS RAISED FOR THE SPECIAL PROJECT INITIATIVE, CALLING ALL GIRL BOSSES.

DURING FY25, GSEP SECURED \$320,000 IN SUPPORT OF VARIOUS CAMP CAPITAL PROJECTS, THANKS TO GOVERNMENT GRANTS FROM PENNSYLVANIA'S DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT.

- \$125,000 FOR CAMP MOUNTAIN HOUSE RENOVATIONS
- \$125,000 FOR CAMP SHELLY RIDGE ACCESS PROJECT
- \$70,000 FOR VALLEY FORGE REPLACING HVAC UNITS

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

AN ADDITIONAL CONTRIBUTION FROM THE TIMKEN FOUNDATION (\$75,000) WILL GO TOWARD THE INSTALLATION OF A HIGH ADVENTURE COURSE AT CAMP SHELLY RIDGE IN 2026.

PROJECTS APPROVED FOR PLANNING IN 2026 AND FUNDING THAT WILL BE APPLIED FOR:

- \$209,000 FOR RENOVATIONS AT CAMP MOSEY WOOD (INCLUDING UPDATE OF WATER AND HEATING SYSTEMS AND REPAVING OF BLACKTOP DRIVEWAY)

PROJECT AWARDED FUNDING BUT WAITING FOR FURTHER INFORMATION FOR DISTRIBUTION OF FUNDS:

- \$70,000 FOR POOL RENOVATIONS AT CAMP WOOD HAVEN (SUMMER 2026)

OPERATIONAL EXCELLENCE

THIS YEAR, THE VOLUNTEER EXPERIENCE TEAM REVAMPED THE SUPPORT AND ONBOARDING APPROACH FOR NEW LEADERS AND NEW TROOPS. SPECIFICALLY, A TROOP LEADER RESOURCE GUIDE WAS CREATED, A COMPREHENSIVE REFERENCE FOR TROOP LEADERS TO ENSURE EASY ACCESS TO POLICIES, PROCEDURES, AND BEST PRACTICES. OTHER RESOURCES CREATED, BASED ON VOLUNTEER FEEDBACK, INCLUDE A CLEAR KICKOFF CHECK LIST, AND A GOOGLE DRIVE RESOURCE DEPOSITORY. ADDITIONALLY, NEW LEADER TRAINING WAS REVAMPED AND INCLUDED A RETURN TO LIVE WEBINAR AND IN PERSON TRAINING AS OPTIONS. FINALLY, ALONGSIDE SERVICE UNIT VOLUNTEERS, THE COMMUNICATION PROCESS FOR WELCOMING NEW LEADERS WAS STREAMLINED AND SIMPLIFIED, PROVIDING A SINGLE CONTACT FOR VOLUNTEERS TO HAVE GUIDANCE AS THEY KICK OFF THEIR TROOP.

FORTY NEW LEADERS ARE PARTICIPATING IN THE FIRST EVER NEW LEADER LAUNCHPAD PILOT. THROUGH THIS INITIATIVE, LEADERS RECEIVE IN-DEPTH, IN PERSON TRAINING, FOCUSED MENTORSHIP FROM STAFF, AND STREAMLINED ADMINISTRATIVE TASKS. SURVEY DATA WILL BE CAPTURED THROUGHOUT THE PILOT TO DETERMINE THE IMPACT ON LEADER SATISFACTION AND RETENTION AND TROOP HEALTH AND QUALITY, SPECIFICALLY COMPARED TO LEADERS WHO DID NOT PARTICIPATE IN THE PILOT.

MORE THAN 1,000 GIRLS FROM PHILADELPHIA, READING AND ALLENTOWN PARTICIPATED IN GSEP'S CAMP FOR A DAY PROGRAM, SPENDING THE DAY ON A GSEP PROPERTY, ENGAGING IN A VARIETY OF TEAM BUILDING AND TRADITIONAL CAMP ACTIVITIES. THE EXPERIENCE ALLOWS GIRLS TO TRY SOMETHING NEW, CHALLENGE THEMSELVES, STRENGTHEN THEIR COMMUNITY, AND LEARN ABOUT THE JOYS OF GIRL SCOUTING. PARTICIPATING SCHOOLS ARE STARTING TROOPS AFTER

|   |  |
|---|--|
| Name of the organization<br>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC<br>THE POSITIVE EXPERIENCE. | Employer identification number<br>23-1352309 |
|---|--|

FROM OCTOBER 20-22, 2024, THE FALL LEADERSHIP WEEKEND EVENT SERVED 170 PARTICIPANTS FROM ALL OVER GSEP FOR A DAY OF LEARNING, NETWORKING, AND FUN. NEW ADDITIONS TO THE PROGRAM INCLUDED A NEW LEADER LEARNING PATH AND PROVIDING CHILDCARE FOR PARTICIPANTS.

THE ANNUAL VOLUNTEER AWARDS CEREMONY WAS AT CAMP LAUGHING WATERS IN EARLY NOVEMBER. GSEP HONORED 108 VOLUNTEERS AND 34 SERVICE UNITS WERE RECOGNIZED FOR THEIR EXEMPLARY SERVICE TO GSEP. THERE WERE 28 NUMERAL GUARD PINS AWARDED, TOTALING 1330 YEARS OF COLLECTIVE SERVICE TO GIRL SCOUTS.

FORM 990, PART III, LINE 4D (CONTINUED):  
TWELVE 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 2024.

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.

2025 WAS THE THIRD YEAR FOR GSEP'S PHILLY CAMP, HELD IN TWO SCHOOL PARTNERS IN NORTH PHILADELPHIA. MORE THAN 150 GIRLS PARTICIPATED IN PHILLY CAMP MORE THAN 100 WERE NEW TO GIRL SCOUTING. ENROLLMENT WAS LOWER THAN IN YEARS PAST, LIKELY ALIGNED TO THE SIGNIFICANT NUMBER OF NEW SUMMER PROGRAMMING IMPLEMENTED BY BOTH THE CITY OF PHILADELPHIA PARKS AND RECREATION AND THE SCHOOL DISTRICT OF PHILADELPHIA. DUE TO THE DECREASE IN DEMAND, PHILLY CAMP PROGRAMMING WILL NOT OCCUR IN THE SUMMER OF 2026.

GSEP'S FOUR RESIDENT CAMPS AND THREE DAY CAMPS SERVED CLOSE TO 3,300 GIRL SCOUTS DURING SUMMER 2025. THERE WERE 1,596 REGISTRATIONS FOR DAY CAMP, AND 2,091 REGISTRATIONS FOR RESIDENT CAMP. CAMPERS IN GRADES K-3 MADE UP 38% OF ALL GSEP CAMP REGISTRATIONS, WHILE CAMPERS IN GRADES 4-5 MADE UP 28%. CADETTES AND OLDER CAMPERS MADE UP AROUND 33% 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 2025. 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 2025, WITH 187 PARTICIPANTS ATTENDING FROM THE GSEP FOOTPRINT AND WELL BEYOND. IN TOTAL, THE EVENT RAISED MORE THAN \$31,000, THE MAJORITY FOR OLDER GIRL SCHOLARSHIPS.

IN MAY 2025, GSEP HOSTED "GIRLZDAY: OUR WORLD, OUR WAY," A VIBRANT, DAY-LONG CELEBRATION AT THE PENNSYLVANIA CONVENTION CENTER THAT BROUGHT TOGETHER MORE THAN 1500 PARTICIPANTS. THE EVENT FEATURED A HANDS-ON HALL OF EXPERIENCES WITH ACTIVITIES SUCH AS ROLLER SKATING, CRAFTING, AND CAMP GAMES; A WALK-THROUGH EXHIBIT SHOWCASING GIRLS' HIGHEST AWARDS PROJECTS; INSPIRING BREAKOUT SESSIONS AND GUEST SPEAKERS; AND A

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

HIGH-ENERGY FINALE GLOW PARTY FEATURING A LIVE PERFORMANCE BY MADISON REYES, STAR OF THE NETFLIX SHOW "JULIE AND THE PHANTOMS."

GUEST SPEAKERS INCLUDED BONNIE BARCZYKOWSKI, CHIEF EXECUTIVE OFFICE, GSUSA; CYDNEY HOPE BROWN, 2023 NORTHEAST REGIONAL YOUTH POET LAUREATE AND LIFETIME GIRL SCOUT; YASMINE MUSTAFA, CEO AND CO-FOUNDER OF ROAR; DEPUTY COMMISSIONER MYESHA MASSEY, COMMUNITY PARTNERSHIPS AT THE PHILADELPHIA POLICE DEPARTMENT, AND OTHERS.

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

IN FY25, THE HUMAN RESOURCES TEAM MADE SIGNIFICANT PROGRESS IN STRENGTHENING GSEP'S PEOPLE INFRASTRUCTURE AND ALIGNING STAFF PERFORMANCE WITH ORGANIZATIONAL PRIORITIES. HR SUCCESSFULLY COMPLETED THE COUNCIL-WIDE FY24 PERFORMANCE APPRAISAL CYCLE, IDENTIFYING OPPORTUNITIES FOR INTERNAL PROMOTIONS, POSITION EVALUATIONS, AND FUTURE RECLASSIFICATIONS.

THE COUNCIL'S COMPREHENSIVE COMPENSATION STUDY WAS FINALIZED IN FY25, PROVIDING THE FRAMEWORK FOR COST-OF-LIVING UPDATES AND RECLASSIFICATIONS TO BE IMPLEMENTED IN FY26. HR LED THE DEVELOPMENT AND ROLLOUT OF A FULLY UPDATED EMPLOYEE HANDBOOK APPROVED BY THE HR COMMITTEE AND BOARD MODERNIZING POLICIES IN HYBRID WORK, EMPLOYEE VOLUNTEERISM, TECHNOLOGY USE, AND TRAVEL REIMBURSEMENT. THE TEAM MANAGED SEVERAL KEY REORGANIZATIONS AND THE CAREFUL HANDLING OF EMPLOYEE TRANSITIONS RESULTING FROM THE ELIMINATION OF CHILDCARE ACCOMMODATIONS AND RETURN-TO-OFFICE CHANGES.

RECRUITMENT AND ONBOARDING WERE STRENGTHENED THROUGH STREAMLINED PROCESSES AND CLOSER CROSS-DEPARTMENTAL COLLABORATION FOR SEASONAL AND CORE STAFF HIRING. FY25 CLOSED WITH A STRONGER OPERATIONAL FOUNDATION FOR CONSISTENT PERFORMANCE MANAGEMENT, WORKFORCE PLANNING, COMPLIANCE, AND EQUITABLE COMPENSATION PRACTICES IN FY26. FOR FY26 GSEP PLANNED FOR 92 TOTAL CORE STAFF MEMBERS, 85 FULL-TIME AND 7 PART-TIME.

IN FY25, GSEP'S INFORMATION TECHNOLOGY (IT) TEAM COMPLETED SEVERAL ENHANCEMENTS TO IMPROVE SYSTEMS AND PRODUCTIVITY, INCLUDING THE TRANSITION OF THE MANAGED SERVICE PROVIDER (MSP) FROM THRIVE TO DYOPATH. GSEP ALSO AUTOMATED THE WORKFLOW FOR THE TROOP FINANCIAL REPORTING PROCESS, A STEP TOWARD ENHANCING OUR DOCUMENT MANAGEMENT AND APPROVAL PROCESS. AND NETWORK TRAFFIC ANALYZERS (NTAS) WERE INSTALLED AT PROPERTIES, ALLOWING IT TO IDENTIFY AND ADDRESS ISSUES WITH NETWORK PERFORMANCE. THE DATA TEAM ALSO COMPLETED A REFRESH AND REORGANIZATION OF SHAREPOINT, ALLOWING STAFF EASIER ACCESS TO FILES.

RELATED TO CYBERSECURITY, GSEP MIGRATED ITS EMAIL SECURITY PLATFORM FROM MIMICAST TO HARMONY. THIS TRANSITION IMPROVES INTEGRATION WITHIN OUR OFFICE365 ENVIRONMENT, PROVIDING NOT ONLY ENHANCED EMAIL SECURITY BUT ALSO EXTENDING PROTECTION TO DOCUMENTS STORED IN ONEDRIVE, SHAREPOINT, AND TEAMS. ADDITIONALLY, HARMONY ENABLES SEAMLESS USE OF

|   |  |
|---|--|
| Name of the organization<br>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC | Employer identification number<br>23-1352309 |
| BUILT-IN MICROSOFT SECURITY FUNCTIONALITIES WITHIN OUR TENANT.      |  |

THE IT TEAM HAD TO DEAL WITH AN UNFORTUNATE FACILITY ISSUE. A LEAK IN THE SPRINKLER SYSTEM DAMAGED LAPTOPS, TABLETS, DOCKING STATIONS, AND CAMERAS. AFTER THE AREAS AFFECTED DRIED OUT, INSURANCE WAS CONTACTED AND DISCUSSIONS TOOK PLACE TO AVOID ANYTHING LIKE THIS IN THE FUTURE.

IN FY25, AFTER MANY YEARS OF PLANNING, GSEP RECEIVED APPROVAL TO MOVE AHEAD WITH THE RENOVATION OF THE PERSING HOUSE AT CAMP MOUNTAIN HOUSE. WORK IS EXPECTED TO BEGIN IN LATE 2025, SO THAT SPACES WILL BE READY FOR SUMMER CAMP IN 2026.

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

15 CAPITAL PROJECTS FOR THE YEAR HAVE BEEN COMPLETED. THEY RANGED FROM NEW EQUIPMENT PURCHASES INCLUDING LAWN MOWERS, MAINTENANCE TRUCK, TENTS, MATTRESSES, AND NEW COTS FOR TENTS. CONSTRUCTION PROJECTS INCLUDE AN ADDED BATHROOM STALL IN THE MEN'S ROOM AT SHELLY RIDGE AND 12 NEW TENT PLATFORMS AT MOSEY WOOD. SAFETY IMPROVEMENTS INCLUDED INSTALLING PANIC BUTTONS AT OUR SERVICE CENTERS AND REPLACING GAS RANGES WITH ELECTRIC RANGES IN THE LODGES AT SHELLY RIDGE AND MOSEY WOOD. THE THREE REMAINING PROJECTS ARE SCHEDULED TO BE COMPLETED BY THE END OF THE YEAR. THEY INCLUDE ROOF REPLACEMENT AT VALLEY FORGE AND HVAC REPAIRS AT SHELLY RIDGE AND VALLEY FORGE.

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 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

|   |  |
|---|--|
| Name of the organization<br>GIRL SCOUTS OF EASTERN PENNSYLVANIA INC   | Employer identification number<br>23-1352309 |
| (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 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.

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 2025.

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.