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Form **990**Department of the Treasury
Internal Revenue Service**EXTENSION GRANTED UNTIL AUGUST 16, 2010**
Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No. 1545-0047

2008Open to Public
Inspection**A** For the 2008 calendar year, or tax year beginning **OCT 1, 2008** and ending **SEP 30, 2009**

B Check if applicable: ☐ Address change ☒ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	C Name of organization GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS Doing Business As Number and street (or P.O. box if mail is not delivered to street address) Room/suite PO BOX 10832 City or town, state or country, and ZIP + 4 BEDFORD, NH 03110-0832	D Employer identification number 02-0243160
	F Name and address of principal officer: PATRICIA MELLOR SAME AS C ABOVE	E Telephone number 603-627-4158
	I Tax-exempt status: ☒ 501(c) (3) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527	G Gross receipts \$ 7,926,322.
	J Website: WWW.GIRLSCOUTSGWM.ORG	H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☐ No If "No," attach a list. (see instructions) H(c) Group exemption number ▶
K Type of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶		L Year of formation: 1958 M State of legal domicile: NH

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS IS RECOGNIZED THROUGHOUT NEW HAMPSHIRE AND VERMONT	
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets	
	3	Number of voting members of the governing body (Part VI, line 1a)	32
	4	Number of independent voting members of the governing body (Part VI, line 1b)	32
	5	Total number of employees (Part V, line 2a)	294
	6	Total number of volunteers (estimate if necessary)	5400
	7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	0.
7b	Net unrelated business taxable income from Form 990-T, line 34	0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year: 409,082. Current Year: 318,448.
	9	Program service revenue (Part VIII, line 2g)	1,016,379. 1,128,260.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	94,333. 408,196.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	2,771,657. 3,486,085.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	4,291,451. 5,340,989.
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	95,833. 106,635.
	14	Benefits paid to or for members (Part IX, column (A), line 4)	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	2,284,242. 3,071,289.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 201,422.	
Expenses	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	1,616,071. 2,101,808.
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	3,996,146. 5,279,732.
	19	Revenue less expenses. Subtract line 18 from line 12	295,305. 61,257.
	20	Total assets (Part X, line 16)	Beginning of Year: 8,361,907. End of Year: 8,508,122.
Net Assets or Fund Balances	21	Total liabilities (Part X, line 26)	2,053,237. 2,538,950.
	22	Net assets or fund balances. Subtract line 21 from line 20	6,308,670. 5,969,172.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.			
Sign Here	Signature of officer: X Martha R. Manley	Date: 6/10/10	
	Type or print name and title: MARTHA MANLEY, TREASURER		
Paid Preparer's Use Only	Preparer's signature: Christie J. Moran CPA	Date: MAY 21 2010	Check if self-employed: ☐
	Firm's name (or yours if self-employed), address, and ZIP + 4: NATHAN WECHSLER & COMPANY, P.A. 70 COMMERCIAL STREET, SUITE 401 CONCORD, NH 03301		Preparer's identifying number (see instructions): P00366101
	EIN: ▶		Phone no.: 603-224-5357

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

G-15 16

SCANNED JUL 23 2010

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MOUNTAINS**

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Part III Statement of Program Service Accomplishments (see instructions)

- 1 Briefly describe the organization's mission: SEE SCHEDULE O FOR CONTINUATION
GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS IS RECOGNIZED THROUGHOUT
NEW HAMPSHIRE AND VERMONT AS A LEADING EXPERT ON GIRLS. THE COUNCIL'S
INNOVATIVE LEADERSHIP PROGRAMS HELP GIRLS DISCOVER, CONNECT, AND TAKE
ACTION AS THEY DEVELOP STRONG VALUES, A SOCIAL CONSCIENCE, AND A DEEP
- 2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
If "Yes", describe these new services on Schedule O.
- 3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
If "Yes", describe these changes on Schedule O.
- 4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

SEE SCHEDULE O FOR CONTINUATION(S)

4a (Code:) (Expenses \$ 1,683,663. including grants of \$ 48,478.) (Revenue \$ 789,782.)

OUTDOOR EDUCATION -

THE GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS OUTDOOR PROGRAMMING
STRIVES TO PROVIDE OPPORTUNITIES FOR GIRLS TO DISCOVER, CONNECT AND
TAKE ACTION OUT-OF-DOORS IN WAYS THAT BUILD COURAGE CONFIDENCE AND
CHARACTER BY DEVELOPING AND OFFERING HIGH QUALITY PROGRAM OPPORTUNITIES
INCLUDING TRADITIONAL SUMMER DAY AND RESIDENT CAMP PROGRAMS; SUMMER
CAMP PROGRAMS FOR ADULTS AND GIRLS, FAMILIES AND TROOPS; YEAR-ROUND
PROGRAM OPPORTUNITIES ON COUNCIL OWNED OUTDOOR SITES; COUNCIL
PROPERTIES AND OUTDOOR RESOURCES AVAILABLE FOR TROOP/GROUP RENTALS AND
OTHER PROGRAMS TO PROMOTE AND INSPIRE GIRLS TO CONNECT WITH THE
OUTDOORS.

4b (Code:) (Expenses \$ 2,166,813. including grants of \$ 30,195.) (Revenue \$ 5,193,851.)

THE GIRL SCOUT LEADERSHIP EXPERIENCE -

THE GIRL SCOUT LEADERSHIP EXPERIENCE ENGAGES GIRLS IN DISCOVERING SELF,
CONNECTING WITH OTHERS, AND TAKING ACTION TO MAKE THE WORLD A BETTER
PLACE. ALL GIRL SCOUT EXPERIENCES ARE INTENTIONALLY DESIGNED TO TIE TO
ONE OR MORE OF THE 15 NATIONAL LEADERSHIP OUTCOMES, OR BENEFITS,
CATEGORIZED UNDER THREE KEYS TO LEADERSHIP.

THE THREE KEYS TO LEADERSHIP

DISCOVER: GIRLS UNDERSTAND THEMSELVES AND THEIR VALUES AND USE THEIR
KNOWLEDGE AND SKILLS TO EXPLORE THE WORLD.

CONNECT: GIRLS CARE ABOUT, INSPIRE, AND TEAM WITH OTHERS LOCALLY AND
GLOBALLY.

4c (Code:) (Expenses \$ 240,523. including grants of \$ 27,962.) (Revenue \$ 112,826.)

GSGWM OLDER GIRLS' LEADERSHIP EXPERIENCES FOCUS ON PROVIDING
OPPORTUNITIES FOR GIRLS TO TRY ON LEADERSHIP IN A VARIETY OF SETTINGS.
WE KNOW ONE SIZE DOES NOT FIT ALL GIRLS! GIRLS GAIN SKILLS THROUGH
TRAINING, INTERACTING WITH APPROPRIATE ADULT ROLE MODELS, TEST THEIR
SKILLS THROUGH PRACTICE AND MODIFY AS NEEDED THROUGH ONGOING DYNAMIC
FEEDBACK. PARTICIPANTS IN GSGWM OLDER GIRLS' LEADERSHIP DEVELOPMENT
PROGRAMS DISCOVER THE IMPACT THEIR VOICE HAS IN THEIR COMMUNITIES AND
IN THE BROADER WORLD. GIRLS CONNECT WITH NEW FRIENDS AND ADULT
MENTORS. THEY ARE PREPARED TO TAKE ACTION THROUGH SERVICE, BECOMING
ADVOCATES FOR THOSE WHO HAVE YET TO DISCOVER THEIR OWN VOICE AND
THROUGH THEIR DETERMINATION TO MAKE THE WORLD A BETTER PLACE. GIRLS
LEAVE THE PROGRAMS BETTER PREPARED FOR LEADERSHIP ROLES IN THEIR

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

(Expenses \$ 368,620. including grants of \$) (Revenue \$ 533,710.)

4e Total program service expenses ► \$ 4,459,619. (Must equal Part IX, Line 25, column (B))

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Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	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 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>		X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>		
6 Did the organization maintain any donor advised funds or any accounts where 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; 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 hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	X	
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
13 Is the organization a school as 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 U.S.?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>		X
18 Did the organization report more than \$15,000 total 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 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	X	
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X

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Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>		X
b Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>		X
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	5		
1b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	0		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		X	
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	294		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)		X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?			X
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O			
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			X
b If "Yes," enter the name of the foreign country: _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			X
c If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			
6a Did the organization solicit any contributions that were not tax deductible?			X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?			X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			X
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			
h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			
8 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			X
9 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.			
a Did the organization make any taxable distributions under section 4966?			X
b Did the organization make a distribution to a donor, donor advisor, or related person?			
10 Section 501(c)(7) organizations. Enter: N/A			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter: N/A			
a Gross income from members or shareholders	11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A	12b		

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Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code)

Section A. Governing Body and Management

For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

	Yes	No
1a Enter the number of voting members of the governing body	32	
1b Enter the number of voting members that are independent	32	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	X
5 Did the organization become aware during the year of a material diversion of the organization's assets?	5	X
6 Does the organization have members or stockholders?	6	X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X
7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	8a	X
b Each committee with authority to act on behalf of the governing body?	8b	X
9a Does the organization have local chapters, branches, or affiliates?	9a	X
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b	
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	X
11 Is there any officer, director or 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 in Schedule O	11	X

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	12a	X
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	X
13 Does the organization have a written whistleblower policy?	13	X
14 Does the organization have a written document retention and destruction policy?	14	X
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a The organization's CEO, Executive Director, or top management official?	15a	X
b Other officers or key employees of the organization?	15b	X
Describe the process in Schedule O. (see instructions)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► **NH, VT**

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

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization. ►
ANDREA EWING, FINANCE DIRECTOR - 603-627-4158
ONE COMMERCE DRIVE, BEDFORD, NH 03110

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

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

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- 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 and/or Box 7 of Form 1099-MISC) 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.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

☐ Check this box if the organization did not compensate any officer, director, trustee, or key employee.

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
ANNE EDWARDS DIRECTOR	2.00	X						0.	0.	0.
BARBARA BARRETT PRESIDENT	4.00	X		X				0.	0.	0.
PATRICIA CASEY DIRECTOR	2.00	X						0.	0.	0.
MARIE HALL 3RD VICE PRESIDENT	0.10	X		X				0.	0.	0.
VALERIE IPAVEC SECRETARY	1.50	X		X				0.	0.	0.
JOHN CARUSO DIRECTOR	0.10	X						0.	0.	0.
CATHERINE CLARKE DIRECTOR	0.10	X						0.	0.	0.
DAVE GILBERT DIRECTOR	0.10	X						0.	0.	0.
JOAN JESUELE DIRECTOR	0.10	X						0.	0.	0.
MARTHA MANLEY TREASURER	2.00	X		X				0.	0.	0.
DEBORAH MULCRONE DIRECTOR	0.80	X						0.	0.	0.
SUZAN SCHAFFER-MEISZNER DIRECTOR	0.80	X						0.	0.	0.
CATHERINE RENTZ DIRECTOR	1.00	X						0.	0.	0.
SHERRY TOSCANO DIRECTOR	0.30	X						0.	0.	0.
KATRINE MACGREGOR DIRECTOR	1.00	X						0.	0.	0.
VICKI CARTER DIRECTOR	0.10	X						0.	0.	0.
CAROL MOORE FIRST VICE PRESIDENT	0.80	X		X				0.	0.	0.

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Form 990 (2008)

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

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
WILLIAM STEINHURST THIRD VICE PREISDENT	1.50	X		X				0.	0.	0.
SUSAN DONNELLY SECOND VICE PRESIDENT	1.50	X		X				0.	0.	0.
BETSY BUGDEN TREASURER	0.10	X		X				0.	0.	0.
PETER BERGIN DIRECTOR	0.80	X						0.	0.	0.
CAROL BUCHDAHL DIRECTOR	0.50	X						0.	0.	0.
PEG DALY DIRECTOR	1.50	X						0.	0.	0.
BONNIE FINNIGAN DIRECTOR	1.00	X						0.	0.	0.
BARBARA GOULETTE DIRECTOR	1.00	X						0.	0.	0.
LINDA INGOLD DIRECTOR	0.80	X						0.	0.	0.
SUSAN KELLEY DIRECTOR	0.10	X						0.	0.	0.
1b Total								178,512.	0.	0.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization

1

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

	Yes	No
3		X
4		X
5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. **NONE**

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization **0**

SEE SCHEDULE J-2 FOR PART VII, SECTION A CONTINUATION

Form **990** (2008)

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

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Part VIII Statement of Revenue				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a					
	b Membership dues	1b					
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	318,448.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f			318,448.			
Program Service Revenue	2 a <u>CAMPING & PROGRAM FEES</u>			Business Code 900099	1,128,260.	1,128,260.	
	b						
	c						
	d						
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			1,128,260.			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)				85,688.	
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
			(i) Real	(ii) Personal			
6 a Gross Rents							
b Less: rental expenses							
c Rental income or (loss)							
d Net rental income or (loss)							
			(i) Securities	(ii) Other			
7 a Gross amount from sales of assets other than inventory			709,590.	111,726.			
b Less cost or other basis and sales expenses			399,663.	99,145.			
c Gain or (loss)			309,927.	12,581.			
d Net gain or (loss)				322,508.		322,508.	
8 a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18			a 18,209.				
b Less: direct expenses			b 6,907.				
c Net income or (loss) from fundraising events				11,302.	11,302.		
9 a Gross income from gaming activities. See Part IV, line 19			a				
b Less: direct expenses			b				
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances			a 5507375.				
b Less cost of goods sold			b 2079618.				
c Net income or (loss) from sales of inventory				3,427,757.	3,427,757.		
Miscellaneous Revenue			Business Code				
11 a <u>MISCELLANEOUS</u>			900099	47,026.		47,026.	
b							
c							
d All other revenue							
e Total. Add lines 11a-11d				47,026.			
12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e				5,340,989.	4,567,319.	0.	455,222.

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Form 990 (2008)

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Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	106,635.	106,635.		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	200,596.	53,944.	107,887.	38,765.
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,427,021.	2,205,682.	124,084.	97,255.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	57,494.	52,251.	2,939.	2,304.
9 Other employee benefits	161,872.	139,408.	17,550.	4,914.
10 Payroll taxes	224,306.	182,181.	31,424.	10,701.
11 Fees for services (non-employees):				
a Management				
b Legal	7,682.	4,101.	3,499.	82.
c Accounting	25,437.	13,579.	11,587.	271.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other	44,943.	23,992.	20,473.	478.
12 Advertising and promotion				
13 Office expenses	438,713.	395,663.	37,103.	5,947.
14 Information technology	107,223.	76,429.	29,192.	1,602.
15 Royalties				
16 Occupancy	321,368.	286,512.	33,433.	1,423.
17 Travel				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	31,468.	16,689.	14,643.	136.
20 Interest	119,086.	104,282.	11,183.	3,621.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	303,752.	252,114.	33,413.	18,225.
23 Insurance	202,111.	134,798.	57,762.	9,551.
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a TRANSPORTATION	249,965.	219,641.	28,418.	1,906.
b MISCELLANEOUS	62,849.	37,522.	24,354.	973.
c PRINTING & PUBLCNT	53,456.	46,426.	6,101.	929.
d BAD DEBT EXP., NET	50,745.	38,845.	11,900.	
e EQUIP. RENTAL & MAINT.	49,745.	37,900.	9,666.	2,179.
f All other expenses	33,265.	31,025.	2,080.	160.
25 Total functional expenses. Add lines 1 through 24f	5,279,732.	4,459,619.	618,691.	201,422.
26 Joint Costs. Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Form 990 (2008)

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Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	37,108.	1	1,980.
	2 Savings and temporary cash investments	1,329,430.	2	1,245,318.
	3 Pledges and grants receivable, net	25,114.	3	39,132.
	4 Accounts receivable, net	1,199.	4	30,616.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	148,114.	8	197,473.
	9 Prepaid expenses and deferred charges	81,367.	9	103,193.
	10a Land, buildings, and equipment: cost basis	8,836,474.		
	10b Less accumulated depreciation. Complete Part VI of Schedule D	4,291,535.		
		4,553,839.	10c	4,544,939.
	11 Investments - publicly traded securities	1,029,924.	11	1,286,235.
	12 Investments - other securities. See Part IV, line 11	115,344.	12	79,376.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets. See Part IV, line 11	1,040,468.	15	979,860.	
16 Total assets. Add lines 1 through 15 (must equal line 34)	8,361,907.	16	8,508,122.	
Liabilities	17 Accounts payable and accrued expenses	371,965.	17	371,523.
	18 Grants payable		18	
	19 Deferred revenue	72,144.	19	110,932.
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	1,596,593.	23	2,016,008.
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	12,535.	25	40,487.
	26 Total liabilities. Add lines 17 through 25	2,053,237.	26	2,538,950.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	4,999,993.	27	4,699,145.
	28 Temporarily restricted net assets	64,634.	28	35,632.
	29 Permanently restricted net assets	1,244,043.	29	1,234,395.
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	6,308,670.	33	5,969,172.
	34 Total liabilities and net assets/fund balances	8,361,907.	34	8,508,122.

Part XI Financial Statements and Reporting

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
b Were the organization's financial statements audited by an independent accountant?	X	
c If "Yes" to lines 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?	X	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b If "Yes," did the organization undergo the required audit or audits?		

GIRL SCOUTS OF THE GREEN AND WHITE

Schedule A (Form 990 or 990-EZ) 2008 **MOUNTAINS**

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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.)

Section A. Public Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	242,591.	298,213.	378,816.	409,082.	318,041.	1646743.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 - 3	242,591.	298,213.	378,816.	409,082.	318,041.	1646743.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						237,718.
6 Public Support. Subtract line 5 from line 4						1409025.

Section B. Total Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	242,591.	298,213.	378,816.	409,082.	318,041.	1646743.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	84,033.	116,424.	180,100.	132,098.	85,688.	598,343.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
11 Total support. Add lines 7 through 10						2245086.
12 Gross receipts from related activities, etc. (see instructions)					12	27,234,188.
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	62.76 %
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	58.34 %
16a 33 1/3% support test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☒		
b 33 1/3% support test - 2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☐		
17a 10% -facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ ☐		
b 10% -facts-and-circumstances test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ ☐		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐		

Schedule A (Form 990 or 990-EZ) 2008

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I.)**Section A. Public Support**

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 - 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support (Add lines 9, 10c, 11, and 12)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

19a 33 1/3% support tests - 2008. 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 - 2007. 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 ☐

Schedule D
(Form 990)Department of the Treasury
Internal Revenue Service**Supplemental Financial Statements**▶ Attach to Form 990. To be completed by organizations that
answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008Open to Public
InspectionName of the organization **GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**Employer identification number
02-0243160**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the

organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate 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?		☐ Yes ☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?		☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to 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 (e.g., recreation or pleasure)	☐ Preservation of an historically important land area
☐ Protection of natural habitat	☐ Preservation of certified historic structure
☐ Preservation of open space	

2 Complete lines 2a-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 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 in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable 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, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, 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" to Form 990, Part IV, line 8

1a If the organization elected, as permitted under SFAS 116, 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 XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, 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) Revenues included in 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 SFAS 116 relating to these items:

a Revenues included in Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

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

3 Using the organization's accession and other records, check any of the following that are a 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 programs
e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

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 Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to 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 XIV and complete the following table:

	Amount
1c	
1d	
1e	
1f	

- c Beginning balance
d Additions during the year
e Distributions during the year
f Ending balance

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	1,145,267.				
b Contributions	219,419.				
c Investment earnings or losses	4,225.				
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses	3,301.				
g End of year balance	1,365,610.				

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ► 82.02 %
b Permanent endowment ► 17.98 %
c Term endowment ► .00 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
(ii) related organizations

	Yes	No
3a(i)		X
3a(ii)		X
3b		

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land		832,300.		832,300.
b Buildings		6,835,375.	3,287,013.	3,548,362.
c Leasehold improvements				
d Equipment		1,048,833.	898,157.	150,676.
e Other		119,966.	106,365.	13,601.
Total. Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c))				4,544,939.

Schedule D (Form 990) 2008

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Schedule D (Form 990) 2008

02-0243160 Page 4

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	5,340,989.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	5,279,732.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	61,257.
4	Net unrealized gains (losses) on investments	4	-340,147.
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	-60,608.
9	Total adjustments (net) Add lines 4-8	9	-400,755.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	-339,498.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	4,973,193.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	-340,147.
b	Donated services and use of facilities	2b	32,959.
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	-60,608.
e	Add lines 2a through 2d	2e	-367,796.
3	Subtract line 2e from line 1	3	5,340,989.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	5,340,989.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	5,312,691.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	32,959.
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	32,959.
3	Subtract line 2e from line 1	3	5,279,732.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	5	5,279,732.

Part XIV Supplemental Information

Complete this part to 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; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

PART V, LINE 4: PERMANENTLY RESTRICTED NET ASSETS CONSIST OF ENDOWMENT

**FUNDS AND BENEFICIAL INTEREST IN PERPETUAL TRUSTS TO BE HELD INDEFINITELY,
THE INCOME FROM WHICH IS EXPENDABLE TO SUPPORT OPERATIONS. PERMANENTLY
RESTRICTED LAND IS RESTRICTED FOR GIRL SCOUT PROGRAMS ONLY AND CANNOT BE
SOLD.**

PART XI, LINE 8 - OTHER ADJUSTMENTS:

DECREASE IN VALUE OF BENEFICIAL INTEREST IN TRUST: -60608.

Schedule D (Form 990) 2008

Part XIV Supplemental Information (continued)

PART XII, LINE 2D - OTHER ADJUSTMENTS:

DECREASE IN VALUE OF BENEFICIAL INTEREST IN TRUST: -60608.

Department of the Treasury
Internal Revenue Service

► **Attach to Form 990 or Form 990-EZ.** Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ, line 6a.

OMB No 1545-0047

2008

Open To Public Inspection

Employer identification number
02-0243160

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- a** ☐ Mail solicitations
b ☐ Email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations

- e ☐ Solicitation of non-government grants
- f ☐ Solicitation of government grants
- g ☐ Special fundraising events

- 2 a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No

- b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization. Form 990-EZ filers are not required to complete this table.

(i) Name of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
Total						

Total

- 3** List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or licensing.

GIRL SCOUTS OF THE GREEN AND WHITE

Schedule G (Form 990 or 990-EZ) 2008

MOUNTAINS

02-0243160 Page **2**

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events (Add col. (a) through col. (c))
		GOLF TOURNAMENT (event type)	(event type)	NONE (total number)	
Revenue	1 Gross receipts	18,209.			18,209.
	2 Less: Charitable contributions				
	3 Gross revenue (line 1 minus line 2)	18,209.			18,209.
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs	6,813.			6,813.
	7 Other direct expenses	94.			94.
	8 Direct expense summary. Add lines 4 through 7 in column (d)				(6,907.)
	9 Net income summary. Combine lines 3 and 8 in column (d)				11,302.

Part III Gaming. Complete if the organization answered "Yes" to 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 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d)				()
	8 Net gaming income summary. Combine lines 1 and 7 in column (d)				

	Yes	No
9 Enter the state(s) in which the organization operates gaming activities _____		
a Is the organization licensed to operate gaming activities in each of these states? _____	9a	
b If "No," Explain: _____		
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? _____	10a	
b If "Yes," Explain: _____		
11 Does the organization operate gaming activities with nonmembers? _____	11	
12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? _____	12	

Schedule G (Form 990 or 990-EZ) 2008

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Schedule G (Form 990 or 990-EZ) 2008

02-0243160 Page 3

13 Indicate the percentage of gaming activity operated in:

- a** The organization's facility
b An outside facility

13a	%
13b	%

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records:

Name ► _____

Address ► _____

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?

15a

- b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____
c If "Yes," enter name and address:

Name ► _____

Address ► _____

16 Gaming manager information:

Name ► _____

Gaming manager compensation ► \$ _____

Description of services provided ► _____

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?
b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

17a

Schedule G (Form 990 or 990-EZ) 2008

**Grants and Other Assistance to Organizations,
Governments, and Individuals in the U.S.**

► Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.

► Attach to Form 990.

2008

**Open to Public
Inspection**

Name of the organization	GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS
Employer identification number	02-0243160

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

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

Part II	Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed

[illegible]

2 Enter total number of section 501(c)(3) and government organizations

3 Enter total number of other organizations

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

GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) 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 non-cash assistance
450 GIRLS WERE AWARDED FINANCIAL ASSISTANCE FOR THEM TO GO ON EDUCATIONAL CAMPING TRIPS DURING THE YEAR.	450	0.	106,635.FMV		FINANCIAL ASSISTANCE AWARDED TO GIRLS AS A DISCOUNT ON THEIR CAMP FEES

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

SCHEDULE I, PART I, LINE 2: FINANCIAL AID (ALSO KNOWN AS CAMPSHIP) PROVIDES ASSISTANCE TO GIRLS WHO LIVE IN GREEN AND WHITE MOUNTAINS' JURISDICTION WHO COULD NOT OTHERWISE AFFORD TO ATTEND A GREEN AND WHITE MOUNTAINS CAMP. GRANTS ARE BASED ON FINANCIAL NEED, EXTENUATING CIRCUMSTANCES, THE TOTAL NUMBER OF REQUESTS AND TOTAL MONEY AVAILABLE, AND ARE NOT DEPENDENT ON PRIOR GIRL SCOUT PARTICIPATION OR REGISTRATION. A COMMITTEE OF VOLUNTEERS MEETS MONTHLY FROM FEBRUARY TO JUNE TO REVIEW EACH CONFIDENTIAL APPLICATION. NO CASH IS GIVEN DIRECTLY TO INDIVIDUALS.

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the Organization **GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS**

Employer Identification number
02-0243160

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
JACQUELINE LOWE DIRECTOR	0.50	X						0.	0.	0.
BARBARA MARTIN DIRECTOR	1.00	X						0.	0.	0.
MARY MORRISEY DIRECTOR	0.50	X						0.	0.	0.
BARBARA MURPHY DIRECTOR	0.80	X						0.	0.	0.
WILHELMINA PICARD DIRECTOR	0.10	X						0.	0.	0.
BARBARA SIRVIS DIRECTOR	2.00	X						0.	0.	0.
CAROL STORY DIRECTOR	1.00	X						0.	0.	0.
DENISE VAILLANCOURT DIRECTOR	0.80	X						0.	0.	0.
THOMAS WARE DIRECTOR	0.80	X						0.	0.	0.
CARLY WEILAND DIRECTOR	0.50	X						0.	0.	0.
HARRI WILLIAMS DIRECTOR	0.80	X						0.	0.	0.
PATRICIA MELLOR CHIEF EXECUTIVE OFFICER	42.50			X				116,336.	0.	0.
TRACY GILICK CHIEF OPERATIONS OFFICER	35.00			X				62,176.	0.	0.

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the organization

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Employer identification number
02-0243160

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

**AS A LEADING EXPERT ON GIRLS. THE COUNCIL'S INNOVATIVE LEADERSHIP
PROGRAMS HELP GIRLS DISCOVER, CONNECT, AND TAKE ACTION AS THEY DEVELOP
STRONG VALUES, A SOCIAL CONSCIENCE, AND A DEEP SENSE OF SELF AND THEIR
POTENTIAL.**

FORM 990, PART III, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

SENSE OF SELF AND THEIR POTENTIAL.

FORM 990, PART III, LINE 4A, PROGRAM SERVICE ACCOMPLISHMENTS

ALL PROGRAMS OFFERED AIM TO:

- TO DEVELOP GIRL LEADERS WITH GREATER ENVIRONMENT UNDERSTANDING,
CONNECTION TO OUR NATURAL SURROUNDINGS AND ABILITY TO TRULY MAKE A
DIFFERENCE FOR FUTURE GENERATIONS**
- TO BUILD GIRLS SELF-ESTEEM AND STRENGTHEN THEIR SENSE OF COMMUNITY AT
CAMPS BY ENABLING THEM TO MAKE NEW FRIENDS AND BUILD A SENSE OF
BELONGING**
- TO SUPPORT ENVIRONMENTAL AND ECOLOGICAL EDUCATION IN ORDER TO FOSTER
ENVIRONMENTAL ACTIVISM**
- TO INCREASE GIRLS' ABILITY TO TAKE APPROPRIATE RISKS AND INCREASE
SELF-CONFIDENCE THROUGH LEARNING BY DOING**
- TO PROVIDE AN ACCESSIBLE OUTDOOR CAMPING ENVIRONMENT FOR ALL GIRL
MEMBERS WITHIN THE COUNCIL JURISDICTION**

FORM 990, PART III, LINE 4B, PROGRAM SERVICE ACCOMPLISHMENTS

TAKE ACTION: GIRLS ACT TO MAKE THE WORLD A BETTER PLACE.

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

Schedule O (Form 990) 2008

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Employer identification number
02-0243160

**THE GIRL SCOUT LEADERSHIP EXPERIENCE PROVIDES THREE PROCESSES FOR
ADULTS PARTNERING WITH GIRLS TO INCORPORATE: GIRL LED, COOPERATIVE
LEARNING, AND LEARNING BY DOING.**

**FORM 990, PART III, LINE 4C, PROGRAM SERVICE ACCOMPLISHMENTS
SCHOOLS AND COMMUNITIES.**

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

**OTHER PROGRAM SERVICES INCLUDING THE RETAIL STORE. THE RETAIL STORE IS
A ONE-STOP SHOP FOR ALL THINGS GIRL SCOUT! GIRL SCOUTS EARN COOKIE
DOUGH AND ARE ABLE TO REDEEM THIS AT THE RETAIL STORE.**

EXPENSES \$ 368620. INCLUDING GRANTS OF \$ 0. REVENUE \$ 533710.

**FORM 990, PART VI, SECTION A, LINE 4: ON JANUARY 1, 2009, GIRL SCOUTS OF
SWIFT WATER COUNCIL ACQUIRED THE ASSETS AND ASSUMED THE LIABILITIES OF GIRL
SCOUTS COUNCIL OF VERMONT AND CHANGED ITS NAME TO GIRL SCOUTS OF THE GREEN
AND WHITE MOUNTAINS. THE COUNCIL FILED AMENDED AND RESTATED ARTICLES OF
AGREEMENT WITH THE NH SECRETARY OF STATE AND ALSO ADOPTED NEW BYLAWS. THE
BYLAWS FURTHER MODIFIED THE SIZE OF THE COUNCILS GOVERNING BODY (MORE
MEMBERS WERE ADDED TO THE BOARD OF DIRECTORS AS A RESULT).**

**FORM 990, PART VI, SECTION A, LINE 6: THE COUNCIL'S DELEGATES VOTE ON
ELECTION OF THE BOARD.**

**FORM 990, PART VI, SECTION A, LINE 7A: THE COUNCIL'S DELEGATES, OR
MEMBERS, ELECT THE BOARD OF DIRECTORS AND OFFICERS.**

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No. 1545-0047

2008

Open to Public
Inspection

Name of the organization

GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS

Employer identification number
02-0243160

FORM 990, PART VI, SECTION A, LINE 10: FORM 990 WAS REVIEWED BY THE AUDIT COMMITTEE IN DETAIL PRIOR TO FILING. QUESTIONS WERE ADDRESSED TO THE PREPARER AND RESOLVED TIMELY. A FINAL DRAFT VERSION OF THE RETURN WAS PROVIDED TO THE FULL BOARD PRIOR TO FILING.

FORM 990, PART VI, SECTION B, LINE 12C: THE BOARD OF DIRECTORS REVIEW AND EXECUTE A CONFLICT OF INTEREST POLICY ANNUALLY. THE BOARD CHAIR IS CHARGED WITH ENSURING COMPLIANCE.

FORM 990, PART VI, SECTION B, LINE 15: SALARY RANGES FOR ALL POSITIONS WERE ESTABLISHED BY AN INDEPENDENT HR COMMITTEE IN CONSULTATION WITH PROFESSIONAL ADVISORS FROM THE COUNCIL'S NATIONAL ORGANIZATION. SALARY RANGES ARE BASED UPON SIMILAR RESPONSIBILITIES FOR SIMILAR POSITIONS WITHIN THE GEOGRAPHIC AREA TAKING INTO CONSIDERATION THE EXPERIENCE, EDUCATION AND SKILLS NEEDED FOR EACH POSITION. THE CEO'S SALARY IS ESTABLISHED BY A SUB-COMMITTEE OF THE BOARD OF DIRECTORS APPOINTED BY THE BOARD CHAIR AS PART OF THE REVIEW PROCESS. THE COMMITTEE ESTABLISHED THE ANNUAL SALARY WITHIN THE ESTABLISHED SALARY RANGE, TAKING INTO ACCOUNT UPDATED INFORMATION PROVIDED BY THE CENTER FOR NON-PROFITS AND THE COUNCIL'S NATIONAL ORGANIZATION. ALL STAFF MEMBERS ARE PAID WITHIN THE ESTABLISHED RANGES.

FORM 990, PART VI, SECTION C, LINE 19: THE COUNCIL'S FORM 990 IS AVAILABLE ON-LINE AT WWW.GUIDESTAR.ORG. GOVERNING DOCUMENTS AND CONFLICT OF INTEREST POLICIES ARE AVAILABLE UPON REQUEST. FINANCIAL STATEMENTS ARE AVAILABLE FOR

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

Schedule O (Form 990) 2008

832211
12-18-08

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008
Open to Public
Inspection

Name of the organization

**GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS**

Employer identification number
02-0243160

INSPECTION AT THE COUNCIL'S PRIMARY BUSINESS LOCATION.

FORM 990, PART XI, LINE 2C

THE COUNCIL'S AUDIT COMMITTEE ASSUMES RESPONSIBILITY FOR THE OVERSIGHT
OF THE AUDIT AND RECOMMENDS THE INDEPENDENT AUDITOR. THE FULL BOARD OF
DIRECTORS VOTES TO ACCEPT THE AUDIT AND THE INDEPENDENT AUDITOR. THERE
HAVE BEEN NO CHANGES IN THIS PROCESS FROM THE PRIOR YEAR.

COPY

ARTICLES OF MERGER
of
GIRL SCOUT COUNCIL OF VERMONT, INC.
with
GIRL SCOUTS OF SWIFT WATER COUNCIL
and changing the name of the surviving
corporation to
GIRL SCOUTS OF THE GREEN AND WHITE
MOUNTAINS, Inc.

2008 DEC 26 PM 12:12

COPY

ARTICLES OF MERGER
of
GIRL SCOUT COUNCIL OF VERMONT, INC.
with
GIRL SCOUTS OF SWIFT WATER COUNCIL
and changing the name of the surviving corporation to
GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS, Inc.

In accordance with the requirements of the Title XXVII, Chapter 292 of the Revised Statutes Annotated ("RSA") of the State of New Hampshire and Chapter 11 of the Vermont Nonprofit Corporation Act (the "Vermont Act"), Girl Scouts of Swift Water Council, a New Hampshire non-profit corporation formed under RSA 292 ("Swift Water") and Girl Scout Council of Vermont, Inc., a Vermont nonprofit corporation formed under the Vermont Nonprofit Corporation Act ("GS Vermont" and, together with Swift Water, the "Merging Corporations"), desiring to effect a merger (the "Merger"), set forth the following facts:

ARTICLE I

Surviving Corporation

Section 1.01. At the Effective Time (as defined below), GS Vermont shall merge with Swift Water, and Swift Water shall be the corporation surviving the Merger. At the Effective Time, Swift Water's name will be changed as a result of the Merger to "Girl Scouts of the Green and White Mountains" ("GSGWM").

ARTICLE II

Agreement and Plan of Merger

Section 2.01. The Agreement and Plan of Merger of the Merging Corporations into GSGWM (the "Merger Agreement"), containing such information as required by New Hampshire law and § 11.01 of the Vermont Act, is set forth as Exhibit A attached hereto and made a part hereof.

2009 DEC 26 PM 12:12

COPY

ARTICLE III

Manner of Adoption and Vote

Section 3.01.

(a) Action by Directors of Swift Water. The Merger Agreement was approved and adopted by the members of the Board of Directors of Swift Water on September 25, 2008.

(b) Action by Members of Swift Water. The voting members of Swift Water, being all of the "members" (within the meaning of Chapter 292 of the RSA) of Swift Water entitled to vote with respect to the Merger Agreement, approved and adopted the Merger Agreement at a meeting duly called and held on November 15, 2008, at which a quorum of such members was present.

The designation of members, number of memberships outstanding, the number of votes entitled to be cast, the number of votes indisputably voting with respect to the Merger Agreement, the number of votes in favor of the approval and adoption of the Merger Agreement, and the number of votes against such approval and adoption are as follows:

Designation of members:	Voting Members
Number of memberships outstanding:	<u>242</u>
Number of votes entitled to be cast:	<u>242</u>
Number of votes indisputably voting:	<u>166</u>
Number of votes cast in favor:	<u>166</u>
Number of votes cast against:	<u>0</u>

The number of votes cast in favor of the approval and adoption of the Merger Agreement by the members of Swift Water is sufficient for approval by the members of Swift Water.

Section 3.02.

(a) GS Vermont.

(i) Action by GS Vermont Directors. The Merger Agreement was approved and adopted by the members of the Board of Directors of GS Vermont on September 23, 2008.

(b) Action by Members of GS Vermont. The voting members of GS Vermont, being all of the "members" (within the meaning of the Vermont Act) of GS Vermont entitled to vote with respect to the Merger Agreement, approved and adopted

COPY

the Merger Agreement at a meeting duly called and held on October 25, 2008, at which a quorum of such members was present.

The designation of members, number of memberships outstanding, the number of votes entitled to be cast, the number of votes indisputably voting with respect to the Merger Agreement, the number of votes in favor of the approval and adoption of the Merger Agreement, and the number of votes against such approval and adoption are as follows:

Designation of members:	Members
Number of memberships outstanding:	<u>103</u>
Number of votes entitled to be cast:	<u>103</u>
Number of votes indisputably voting:	<u>57</u>
Number of votes cast in favor:	<u>51</u>
Number of votes cast against:	<u>4</u>

The number of votes cast in favor of the approval and adoption of the Merger Agreement by the members of Conestoga is sufficient for approval by the members of Conestoga.

Section 3.03. Compliance with Legal Requirements. The manner of approval and adoption of the Merger Agreement and the votes by which it was approved and adopted, constitute full legal compliance with the provisions of the Act, the Articles of Incorporation, and the Bylaws of the Merging Corporations.

ARTICLE IV

Section 4.01. Effectiveness. The Merger shall be effective at 12:01am (EST) on January 1, 2008 (the "Effective Time").

per Patricia Mellor 12-30-08

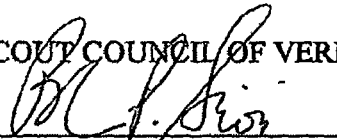
COPY

This Agreement has been executed on behalf of each of the Constituent Corporations, on this 6th day of December, 2008.

GIRL SCOUTS OF SWIFT WATER COUNCIL

By 
Name: Anne M. Edwards
Title: Board Chair and President

GIRL SCOUT COUNCIL OF VERMONT, INC.

By 
Name: Barbara P. Sirvis
Title: Board Chair and President

STATE OF VERMONT
OFFICE OF SECRETARY OF STATE

Certificate of Merger

I, Deborah L. Markowitz, Vermont Secretary of State, do hereby certify that

GIRL SCOUT COUNCIL OF VERMONT, INC.

a VERMONT domestic corporation

merged into

GIRL SCOUTS OF SWIFT WATER COUNCIL

a NEW HAMPSHIRE domestic corporation

effective in this office on January 01, 2009.

The name of the surviving corporation is

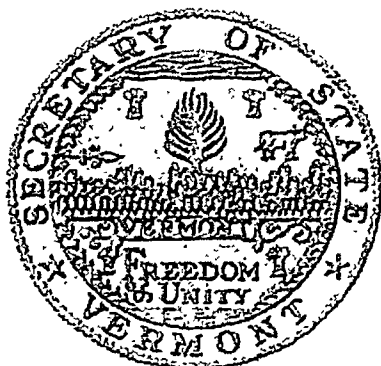
GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS, INC.

January 02, 2009

Given under my hand and the seal
of the State of Vermont, at
Montpelier, the State Capital



Deborah Markowitz
Secretary of State



• If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only **Part II** and check this box ☒ **X**

Note. Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.

• If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** (on page 1)

Part II Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).			
Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization GIRL SCOUTS OF THE GREEN AND WHITE MOUNTAINS		Employer identification number 02-0243160
	Number, street, and room or suite no. If a P O box, see instructions PO BOX 10832		For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions BEDFORD, NH 03110-0832		

Check type of return to be filed (File a separate application for each return):

☒ Form 990
 ☐ Form 990-EZ
 ☐ Form 990-T (sec 401(a) or 408(a) trust)
 ☐ Form 1041-A
 ☐ Form 5227
 ☐ Form 8870
☐ Form 990-BL
☐ Form 990-PF
☐ Form 990-T (trust other than above)
☐ Form 4720
☐ Form 6069

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

ANDREA EWING, FINANCE DIRECTOR

• The books are in the care of **▶ ONE COMMERCE DRIVE - BEDFORD, NH 03110**

Telephone No. **▶ 603-627-4158**

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 EINs of all members the extension is for.

4 I request an additional 3-month extension of time until **AUGUST 16, 2010**

5 For calendar year **_____**, or other tax year beginning **OCT 1, 2008**, and ending **SEP 30, 2009**

6 If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period

7 State in detail why you need the extension **_____**

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	8a	\$
b If this application is for Form 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 and any amount paid previously with Form 8868.	8b	\$
c Balance Due. Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$ N/A

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature **▶**

Title **▶ TREASURER**

Date **▶**