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ARMANINO ^{LLP}

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 for instructions and the latest information.

2022

Open to Public Inspection

A For the **2022** calendar year, or tax year beginning **OCT 1, 2022** and ending **SEP 30, 2023**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization GIRL SCOUTS OF EASTERN MISSOURI INC.		D Employer identification number 43-0662471
	Doing business as		E Telephone number 314-592-2300
	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	
	2300 BALL DRIVE		G Gross receipts \$ 22,055,327.
	City or town, state or province, country, and ZIP or foreign postal code ST. LOUIS, MO 63146		
F Name and address of principal officer: DAWN L. KOTVA SAME AS C ABOVE		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No	
J Website: WWW.GIRLSCOUTSEM.ORG		If "No," attach a list. See instructions	
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other		L Year of formation: 1927	M State of legal domicile: MO
H(c) Group exemption number			

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: BUILDING GIRLS OF COURAGE, CONFIDENCE AND CHARACTER, WHO MAKE THE WORLD A BETTER PLACE.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	24
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	24
	5 Total number of individuals employed in calendar year 2022 (Part V, line 2a)	5	195
	6 Total number of volunteers (estimate if necessary)	6	13327
	7 a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0.
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0.	
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	7,237,998.	2,371,249.
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	736,143.	712,179.
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	640,407.	1,371,563.
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	9,062,001.	9,986,281.
		17,676,549.	14,441,272.
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	409,607.	449,500.
	14 Benefits paid to or for members (Part IX, column (A), line 4)	0.	0.
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,255,332.	7,735,799.
	16a Professional fundraising fees (Part IX, column (A), line 11e)	25,901.	0.
	b Total fundraising expenses (Part IX, column (D), line 25)	906,697.	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	6,388,553.	7,362,960.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	14,079,393.	15,548,259.	
19 Revenue less expenses. Subtract line 18 from line 12	3,597,156.	-1,106,987.	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	41,876,901.	44,031,062.
	22 Net assets or fund balances. Subtract line 21 from line 20	1,281,377.	4,620,457.
	40,595,524.	39,410,605.	

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		Date		
	DAWN L. KOTVA, BOARD CHAIR				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check if self-employed <input type="checkbox"/>	PTIN
	JENNIFER M. VACHA	JENNIFER M. VACHA	08/07/24		P01251998
Preparer Use Only	Firm's name	Firm's EIN		Firm's address	
	ARMANINO LLP	94-6214841		6 CITYPLACE DRIVE, SUITE 900	
	Firm's address	Phone no.			
	ST. LOUIS, MO 63141	314-983-1200			

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 SCOUTING 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 \$ 13,279,714. including grants of \$ 449,500.) (Revenue \$ 10,735,541.) SEE SCHEDULE O FOR PROGRAM SERVICE ACCOMPLISHMENTS

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

SEE SCHEDULE O

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 13,279,714.

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and schedules A through H.

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 22 through 38 regarding organizational reporting, compensation, bond issues, and transactions.

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

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1a, 1b, and 1c regarding Form 1096, Forms W-2G, and backup withholding rules.

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 reporting, 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
1a	Enter the number of voting members of the governing body at the end of the tax year If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.		
	24		
b	Enter the number of voting members included on line 1a, above, who are independent		
	24		
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?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		X

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

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	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	X	
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.		
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?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed NONE
- 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
 BARBARA WILSON - 314-592-2333
 2300 BALL DRIVE, ST LOUIS, MO 63146

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) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) BONNIE BARCZYKOWSKI CEO (THRU 2/23)	40.00			X			476,904.	0.	27,789.	
(2) JULIE CUBBAGE CFO	40.00			X			170,088.	0.	8,573.	
(3) KELLY DALEEN CHIEF MEMBERSHIP & MKTING	40.00				X		160,667.	0.	14,657.	
(4) KATHLEEN MACK CHIEF HR OFFICER	40.00				X		156,666.	0.	12,125.	
(5) JANINE LAWLER CHIEF DEVELOPMENT OFFICER	40.00				X		134,731.	0.	12,551.	
(6) AMBER OVERTON CHIEF DEI OFFICER	40.00				X		125,985.	0.	9,385.	
(7) KATHLEEN DABROWSKI DIRECTOR CAPITAL PROJ & RI	40.00				X		114,202.	0.	9,422.	
(8) DR. NATISSIA SMALL CEO (EFF. 4/23)	40.00			X			0.	0.	0.	
(9) DAWN L. KOTVA BOARD CHAIR	1.00	X		X			0.	0.	0.	
(10) KIMBERLY HODGE-BELL 1ST VICE CHAIR	1.00	X		X			0.	0.	0.	
(11) JENNY BARTLOW 2ND VICE CHAIR	1.00	X		X			0.	0.	0.	
(12) DONNA DOERHOFF TREASURER	1.00	X		X			0.	0.	0.	
(13) CYNDY DONATO SECRETARY	1.00	X		X			0.	0.	0.	
(14) LISA BELL-REIM DIRECTOR	1.00	X					0.	0.	0.	
(15) CLARA BONSTEAD DIRECTOR (THRU 3/23)	1.00	X					0.	0.	0.	
(16) LAUREL "BUFF" BURKEL DIRECTOR	1.00	X					0.	0.	0.	
(17) VICKI DAWKINS DIRECTOR	1.00	X					0.	0.	0.	

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) MICHAEL DOZIER DIRECTOR	1.00	X						0.	0.	0.
(19) ERIC EOLOFF DIRECTOR	1.00	X						0.	0.	0.
(20) JEROMEY FARMER DIRECTOR	1.00	X						0.	0.	0.
(21) KALEN FUMAGALLI DIRECTOR	1.00	X						0.	0.	0.
(22) MEGHANA HEBBAR DIRECTOR	1.00	X						0.	0.	0.
(23) CHRISTINE IOVALDI DIRECTOR	1.00	X						0.	0.	0.
(24) MIRA IYER DIRECTOR (THRU 3/23)	1.00	X						0.	0.	0.
(25) MIKE KIEFER DIRECTOR	1.00	X						0.	0.	0.
(26) JULIE LEVERENZ DIRECTOR	1.00	X						0.	0.	0.
1b Subtotal								1,339,243.	0.	94,502.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								1,339,243.	0.	94,502.

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 7

	Yes	No
3 Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
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	X	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

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

(A) Name and business address	(B) Description of services	(C) Compensation
ADVERTISERS PRINTING COMPANY, INC, 1229 S. VANDEVENTER AVE., ST. LOUIS, MO 63110	PRINTING SERVICES	148,980.
SOUTHRIDGE CONSTRUCTION CO, INC 8549 GIRL SCOUT ROAD, PEVELY, MO 63070	CONSTRUCTION SERVICES	143,517.
PREP NETWORKS, 502 EARTH CITY PLAZA, STE 200, EARTH CITY, MO 63045	OUTSOURCED IT SERVICES	131,937.
IDEAL LANDSCAPE GROUP 6252 OLSEN ROAD, ST. LOUIS, MO 63129	CONSTRUCTION SERVICES	129,495.
CHARTWELLS DINING SERVICE PO BOX 91337, CHICAGO, IL 60693	FOOD SERVICES	123,762.

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 6

SEE PART VII, SECTION A CONTINUATION SHEETS

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

Table with 6 main columns: (A) Name and title, (B) Average hours per week, (C) Position (Individual trustee or director, Institutional trustee, Officer, Key employee, Highest compensated employee, Former), (D) Reportable compensation from the organization, (E) Reportable compensation from related organizations, (F) Estimated amount of other compensation. Rows include names like KEITH MARTY, MARK MURRAY, SONNI NOLAN, DANA PLONKA, THUY VI QUACH-BRAIG, JEFF STEINER, ANASTASIA STEVENSON, SUSAN L. THOMAS, JESSICA WILLINGHAM, and MIKAYLA WOODS.

Total to Part VII, Section A, line 1c

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	1 a	Federated campaigns	401,706.				
	1 b	Membership dues					
	1 c	Fundraising events	171,474.				
	1 d	Related organizations	767,060.				
	1 e	Government grants (contributions)	70,000.				
	1 f	All other contributions, gifts, grants, and similar amounts not included above	961,009.				
	1 g	Noncash contributions included in lines 1a-1f	\$ 42,950.				
	1 h	Total. Add lines 1a-1f		2,371,249.			
Program Service Revenue	2 a	CAMP FEES	900099	530,762.	530,762.		
	2 b	PROGRAM EVENTS	900099	181,417.	181,417.		
	2 c						
	2 d						
	2 e						
	2 f	All other program service revenue					
	2 g	Total. Add lines 2a-2f		712,179.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		1,008,560.		1,008,560.	
	4	Income from investment of tax-exempt bond proceeds					
	5	Royalties					
	6 a	Gross rents	(i) Real				
			(ii) Personal				
	6 b	Less: rental expenses					
	6 c	Rental income or (loss)					
	6 d	Net rental income or (loss)					
	7 a	Gross amount from sales of assets other than inventory	(i) Securities	4,594,057.			
			(ii) Other				
	7 b	Less: cost or other basis and sales expenses	4,231,054.				
7 c	Gain or (loss)	363,003.					
7 d	Net gain or (loss)		363,003.		363,003.		
8 a	Gross income from fundraising events (not including \$ 171,474. of contributions reported on line 1c). See Part IV, line 18		90,049.				
8 b	Less: direct expenses	127,130.					
8 c	Net income or (loss) from fundraising events		-37,081.		-37,081.		
9 a	Gross income from gaming activities. See Part IV, line 19						
9 b	Less: direct expenses						
9 c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances		13,116,129.				
10 b	Less: cost of goods sold	3,255,871.					
10 c	Net income or (loss) from sales of inventory		9,860,258.	9,860,258.			
Miscellaneous Revenue	11 a	MISCELLANEOUS	900099	163,104.	163,104.		
	11 b						
	11 c						
	11 d	All other revenue					
	11 e	Total. Add lines 11a-11d		163,104.			
12	Total revenue. See instructions		14,441,272.	10,735,541.	0.	1,334,482.	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...				
2 Grants and other assistance to domestic individuals. See Part IV, line 22	449,500.	449,500.		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	541,832.	179,189.	179,189.	183,454.
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	5,852,501.	4,849,627.	580,975.	421,899.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	252,677.	208,921.	32,617.	11,139.
9 Other employee benefits	630,339.	496,724.	91,939.	41,676.
10 Payroll taxes	458,450.	365,259.	53,095.	40,096.
11 Fees for services (nonemployees):				
a Management				
b Legal	65,136.	47,396.	12,864.	4,876.
c Accounting	44,350.	32,271.	8,759.	3,320.
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	51,898.		51,898.	
g Other. (If line 11g amount exceeds 10% of line 25, column (A), amount, list line 11g expenses on Sch O.)	266,606.	201,227.	54,614.	10,765.
12 Advertising and promotion	238,685.	199,253.	3,781.	35,651.
13 Office expenses	506,701.	434,947.	37,889.	33,865.
14 Information technology				
15 Royalties				
16 Occupancy	891,411.	755,686.	105,774.	29,951.
17 Travel	168,906.	138,754.	28,810.	1,342.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	91,957.	59,946.	21,406.	10,605.
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	585,315.	513,443.	39,146.	32,726.
23 Insurance	309,120.	271,483.	34,169.	3,468.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A), amount, list line 24e expenses on Schedule O.)				
a TROOP ALLOCATIONS	2,726,369.	2,726,369.		
b SUPPLIES	1,111,138.	1,086,337.	11,100.	13,701.
c MISCELLANEOUS	271,264.	246,994.	13,106.	11,164.
d BAD DEBT	17,105.	16,388.	717.	
e All other expenses	16,999.			16,999.
25 Total functional expenses. Add lines 1 through 24e	15,548,259.	13,279,714.	1,361,848.	906,697.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	3,039,459.	1	
	2 Savings and temporary cash investments	13,978,102.	2	16,827,644.
	3 Pledges and grants receivable, net	3,160,510.	3	2,030,171.
	4 Accounts receivable, net	117,583.	4	376,538.
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use	215,944.	8	198,344.
	9 Prepaid expenses and deferred charges	172,977.	9	250,091.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 25,715,523.		
	b Less: accumulated depreciation	10b 16,665,639.	8,248,322.	10c 9,049,884.
	11 Investments - publicly traded securities	9,580,549.	11	10,357,705.
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	3,363,455.	15	4,940,682.
16 Total assets. Add lines 1 through 15 (must equal line 33)	41,876,901.	16	44,031,062.	
Liabilities	17 Accounts payable and accrued expenses	1,105,132.	17	1,164,832.
	18 Grants payable		18	
	19 Deferred revenue	126,194.	19	173,886.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	50,051.	25	3,281,739.
	26 Total liabilities. Add lines 17 through 25	1,281,377.	26	4,620,457.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	22,484,323.	27	22,942,263.
	28 Net assets with donor restrictions	18,111,201.	28	16,468,342.
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	40,595,524.	32	39,410,605.
33 Total liabilities and net assets/fund balances	41,876,901.	33	44,031,062.	

Form 990 (2022)

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	14,441,272.
2	Total expenses (must equal Part IX, column (A), line 25)	2	15,548,259.
3	Revenue less expenses. Subtract line 2 from line 1	3	-1,106,987.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	40,595,524.
5	Net unrealized gains (losses) on investments	5	23,035.
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	-100,967.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	39,410,605.

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** (2022)

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

2022

Open to Public Inspection

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

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

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

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) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	6,521,368.	8,685,140.	7,981,147.	7,237,998.	2,371,249.	32,796,902.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	6,521,368.	8,685,140.	7,981,147.	7,237,998.	2,371,249.	32,796,902.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						6,429,619.
6 Public support. Subtract line 5 from line 4.						26,367,283.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4	6,521,368.	8,685,140.	7,981,147.	7,237,998.	2,371,249.	32,796,902.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	207,693.	205,251.	292,113.	577,342.	1,008,560.	2,290,959.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	51,142.	41,486.	27,978.	145,543.	163,104.	429,253.
11 Total support. Add lines 7 through 10						35,517,114.
12 Gross receipts from related activities, etc. (see instructions)					12	65,922,198.
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2022 (line 6, column (f), divided by line 11, column (f))	14	74.24 %
15 Public support percentage from 2021 Schedule A, Part II, line 14	15	75.10 %
16a 33 1/3% support test - 2022. 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		<input checked="" type="checkbox"/>
b 33 1/3% support test - 2021. 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		<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2022. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
b 10% -facts-and-circumstances test - 2021. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization		<input type="checkbox"/>
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		<input type="checkbox"/>

Schedule A (Form 990) 2022

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

Table with 7 columns: (a) 2018, (b) 2019, (c) 2020, (d) 2021, (e) 2022, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2018, (b) 2019, (c) 2020, (d) 2021, (e) 2022, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on; 12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.); 13 Total support.

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

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2022 (line 8, column (f), divided by line 13, column (f)) 15 %; Row 16: Public support percentage from 2021 Schedule A, Part III, line 15 16 %

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2022 (line 10c, column (f), divided by line 13, column (f)) 17 %; Row 18: Investment income percentage from 2021 Schedule A, Part III, line 17 18 %

19a 33 1/3% support tests - 2022. 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 - 2021. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization

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

Part IV Supporting Organizations

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

Section A. All Supporting Organizations

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

Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? a A person who directly or indirectly controls... b A family member... c A 35% controlled entity...

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the governing body, members of the governing body, officers acting in their official capacity... Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s)...

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year... Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected... Row 3: By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice...

Section E. Type III Functionally Integrated Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions). a The organization satisfied the Activities Test... b The organization is the parent of each of its supported organizations... c The organization supported a governmental entity... Row 2: Activities Test. Answer lines 2a and 2b below. a Did substantially all of the organization's activities during the tax year directly further the exempt purposes... b Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement... Row 3: Parent of Supported Organizations. Answer lines 3a and 3b below. a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees... b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations?

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

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

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

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (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	Minimum Asset Amount (add line 7 to line 6)	8	

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

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

Section D - Distributions		Current Year
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5
6	Other distributions (<i>describe in Part VI</i>). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8
9	Distributable amount for 2022 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2022	(iii) Distributable Amount for 2022
1 Distributable amount for 2022 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2022 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2022			
a From 2017			
b From 2018			
c From 2019			
d From 2020			
e From 2021			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2022 distributable amount			
i Carryover from 2017 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2022 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2022 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2022, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2022. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2023. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2018			
b Excess from 2019			
c Excess from 2020			
d Excess from 2021			
e Excess from 2022			

Schedule A (Form 990) 2022

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

SCHEDULE A, PART II, LINE 10, EXPLANATION FOR OTHER INCOME:

OTHER

2018 AMOUNT: \$ 51,142.

2019 AMOUNT: \$ 41,486.

2020 AMOUNT: \$ 27,978.

2021 AMOUNT: \$ 145,543.

2022 AMOUNT: \$ 163,104.

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

Attach to Form 990 or Form 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2022

Name of the organization

GIRL SCOUTS OF EASTERN MISSOURI INC.

Employer identification number

43-0662471

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 GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	 <hr/> <hr/> <hr/>	\$ 767,060.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	 <hr/> <hr/> <hr/>	\$ 381,706.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	 <hr/> <hr/> <hr/>	\$ 75,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
4	 <hr/> <hr/> <hr/>	\$ 70,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
5	 <hr/> <hr/> <hr/>	\$ 68,554.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
6	 <hr/> <hr/> <hr/>	\$ 50,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____
	<div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div> <div style="border-bottom: 1px solid black; margin-bottom: 2px;"> </div>	\$ _____	_____

Name of organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
--	--

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

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

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

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

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization: GIRL SCOUTS OF EASTERN MISSOURI INC. Employer identification number: 43-0662471

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor property and grant fund usage.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include purpose of easements, lines 2a-2d for total number, acreage, and modified easements, and questions about monitoring and reporting.

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.

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include questions about reporting art and historical treasures and amounts for revenue and assets.

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990. Schedule D (Form 990) 2022

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

- 3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange program
 - e Other _____
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	9,580,549.	11,741,899.	10,076,797.	8,893,201.	8,750,930.
b Contributions					
c Net investment earnings, gains, and losses	777,156.	-2,161,350.	1,665,102.	1,183,596.	142,271.
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	10,357,705.	9,580,549.	11,741,899.	10,076,797.	8,893,201.

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment 100 %
 - b Permanent endowment .0000 %
 - c Term endowment .0000 %
- 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 |
|---|-----|----|
| (i) Unrelated organizations | | X |
| (ii) Related organizations | | X |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? <input type="checkbox"/> | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		1,391,057.		1,391,057.
b Buildings		15,405,071.	9,900,434.	5,504,637.
c Leasehold improvements		3,027,096.	3,003,654.	23,442.
d Equipment		2,463,477.	1,828,408.	635,069.
e Other		3,428,822.	1,933,143.	1,495,679.
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				9,049,884.

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Col. (b) must equal Form 990, Part X, col. (B) line 13.)		

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) BENEFICIAL INTEREST IN THIRD PARTY TRUST	1,802,988.
(2) RIGHT OF USE ASSET	3,137,694.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	4,940,682.

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) OPERATING LEASE LIABILITY	3,202,747.
(3) SWEEP ACCOUNT	78,992.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	3,281,739.

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.

1	Total revenue, gains, and other support per audited financial statements		1	17,380,682.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a 23,035.		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d 2,968,273.		
e	Add lines 2a through 2d		2e	2,991,308.
3	Subtract line 2e from line 1		3	14,389,374.
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 51,898.		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	51,898.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	14,441,272.

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

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

1	Total expenses and losses per audited financial statements		1	15,879,050.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d 382,689.		
e	Add lines 2a through 2d		2e	382,689.
3	Subtract line 2e from line 1		3	15,496,361.
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 51,898.		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	51,898.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	15,548,259.

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 QUASI-ENDOWMENT CONSISTS OF A BOARD DESIGNATED FUND FOR OPERATING

RESERVES AS WELL AS LAND RESERVES. SPECIFICALLY, THE FUND WAS ESTABLISHED

WITH THE INTENTION TO ACQUIRE ADDITIONAL LAND NEAR GSEM'S CAMPS AS WELL AS

TO PROVIDE PERPETUAL, PLANNED, STABLE FUNDING TO AUGMENT ANNUAL OPERATIONS

IN ORDER TO MAXIMIZE SERVICES TO MEMBERS AND PROVIDE RESOURCES TO THE

OPERATING BUDGET.

IN ADDITION, GSEM'S RELATED ENTITY, GIRL SCOUTS OF EASTERN MISSOURI INC.

TRUST FUND MAINTAINS A PERMANENTLY RESTRICTED ENDOWMENT. THE TRUST FUND IS

A SEPARATE LEGAL ENTITY, WHICH IS MANAGED BY A CORPORATE TRUSTEE AND WAS

VALUED AT \$33,138,836 AT SEPTEMBER 30, 2023.

Part XIII Supplemental Information (continued)

PART X, LINE 2:

THE ORGANIZATION QUALIFIES AS A NONPROFIT ORGANIZATION AND IS EXEMPT FROM
 FEDERAL AND STATE INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL
 REVENUE CODE. THE ORGANIZATION DOES NOT HAVE UNRELATED BUSINESS INCOME,
 EXCISE TAXES OR ACTIVITIES THAT WOULD THREATEN THE ORGANIZATION'S TAX
 EXEMPT STATUS FOR THE YEARS ENDED SEPTEMBER 30, 2023 AND 2022. IN THAT
 REGARD, THE ORGANIZATION HAS EVALUATED ITS TAX POSITIONS, EXPIRING
 STATUTES OF LIMITATIONS, AUDITS, PROPOSED SETTLEMENTS, CHANGES IN TAX LAW
 AND NEW AUTHORITATIVE RULINGS AND BELIEVES THAT NO PROVISION FOR INCOME
 TAXES IS NECESSARY, AT THIS TIME, TO COVER ANY UNCERTAIN TAX POSITIONS.

PART XI, LINE 2D - OTHER ADJUSTMENTS:

SPECIAL EVENT DIRECT EXPENSES NETTED AGAINST REVENUE ON 990	127,130.
CHANGE IN VALUE OF BENEFICIAL INTEREST IN TRUST	137,995.
ACTIVITY OF COMBINED ENTITY	2,703,148.
TOTAL TO SCHEDULE D, PART XI, LINE 2D	2,968,273.

PART XII, LINE 2D - OTHER ADJUSTMENTS:

BAD DEBT EXPENSE RELATED TO UNCOLLECTIBLE	
PLEDGES/CONTRIBUTIONS	255,559.
SPECIAL EVENT DIRECT EXPENSES NETTED AGAINST REVENUE ON 990	127,130.
TOTAL TO SCHEDULE D, PART XII, LINE 2D	382,689.

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 (add col. (a) through col. (c))	
		DESSERT FIRST (event type)	WOMEN'S LEADERSHIP NETWORK (event type)	2 (total number)		
Revenue	1	Gross receipts	223,616.	32,002.	5,905.	261,523.
	2	Less: Contributions	144,547.	23,162.	3,765.	171,474.
	3	Gross income (line 1 minus line 2)	79,069.	8,840.	2,140.	90,049.
Direct Expenses	4	Cash prizes				
	5	Noncash prizes				
	6	Rent/facility costs				
	7	Food and beverages	48,988.	13,490.		62,478.
	8	Entertainment	36,697.	3,056.		39,753.
	9	Other direct expenses	18,163.	5,747.	989.	24,899.
	10	Direct expense summary. Add lines 4 through 9 in column (d)				127,130.
11	Net income summary. Subtract line 10 from line 3, column (d)				-37,081.	

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

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

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

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

b If "No," explain: _____

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

b If "Yes," explain: _____

- 11 Does the organization conduct gaming activities with nonmembers? Yes No
- 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? Yes No
- 13 Indicate the percentage of gaming activity conducted in:

13a	_____ %
13b	_____ %
- 14 Enter 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? Yes No
- 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 of the third party:

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? Yes No
- b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

Part IV Supplemental Information (continued)

Lined area for supplemental information.

**SCHEDULE I
(Form 990)**

Department of the Treasury
Internal Revenue Service

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

OMB No. 1545-0047

2022

**Open to Public
Inspection**

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC. Employer identification number 43-0662471

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? **Yes** **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

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

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

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

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

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
MEMBERSHIP ASSISTANCE	16267	406,678.	0.		
UNIFORM ASSISTANCE	889	42,822.	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:

GIRL SCOUTS OF EASTERN MISSOURI (GSEM) PROVIDES ASSISTANCE TO INDIVIDUALS THROUGH MEMBERSHIP AND PROGRAM SCHOLARSHIPS. THESE AWARDS ARE FOR PROGRAMS ADMINISTERED BY GSEM, THEREFORE, THE ORGANIZATION IS ABLE TO MONITOR AWARD ISSUANCE AND USE THOROUGH FINANCIAL RECORDKEEPING EFFORTS.

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

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

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

GIRL SCOUTS OF EASTERN MISSOURI INC.

Employer identification number

43-0662471

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|--|
| <input type="checkbox"/> First-class or charter travel | <input type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (such as maid, chauffeur, chef) |

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

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?

3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|--|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
- b** Participate in or receive payment from a supplemental nonqualified retirement plan?
- c** Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
- b** Any related organization?
- If "Yes" on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b		
2		
4a		X
4b		X
4c		X
5a		X
5b		X
6a		X
6b		X
7		X
8		X
9		

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

Schedule J (Form 990) 2022

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) BONNIE BARCZYKOWSKI CEO (THRU 2/23)	(i)	368,445.	108,000.	459.	18,281.	9,508.	504,693.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) JULIE CUBBAGE CFO	(i)	165,849.	4,000.	239.	8,573.	0.	178,661.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) KELLY DALEEN CHIEF MEMBERSHIP & MKTING	(i)	156,428.	4,000.	239.	8,284.	6,373.	175,324.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) KATHLEEN MACK CHIEF HR OFFICER	(i)	152,186.	4,000.	480.	7,975.	4,150.	168,791.	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 3 - METHODS USED TO ESTABLISH CEO/EXEC COMPENSATION:

THE EXECUTIVE COMPENSATION COMMITTEE REVIEWED MARKET DATA, INTERNAL EQUITY, AS WELL AS THE INCUMBENT'S PERFORMANCE, AND THE ORGANIZATION'S PROGRESS IN MEETING ITS ANNUAL OPERATING PLAN COMMITMENTS. MARKET DATA INCLUDES THE GUIDESTAR NON-PROFIT COMPENSATION REPORT WHICH COMPILES PAY TRENDS FOR SENIOR LEADERSHIP POSITIONS. THE COMPARATIVE PEER GROUP WAS HUMAN SERVICES ORGANIZATIONS OF COMPARABLE ORGANIZATIONAL BUDGET AND SIZE TO GIRL SCOUTS OF EASTERN MISSOURI. AFTER CONSIDERING MARKET DATA, INTERNAL EQUITY, AS WELL AS PERFORMANCE, THE COMMITTEE DISCUSSED ITS RECOMMENDATION AND RECEIVED CONCURRENCE FOR SUCH BY THE GIRL SCOUTS OF EASTERN MISSOURI'S BOARD OF DIRECTORS.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2022

Open to Public Inspection

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

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

Department of the Treasury
Internal Revenue Service

Name of the organization: **GIRL SCOUTS OF EASTERN MISSOURI INC.**
Employer identification number: **43-0662471**

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded	X	4	42,950.	PUBLICLY TRADED EXCHANGE
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 ()				
26 Other ()				
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

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period? **30a** X

b If "Yes," describe the arrangement in Part II.

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions? **31** X

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions? **32a** X

b If "Yes," describe in Part II.

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31	X	
32a		X

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

Schedule M (Form 990) 2022

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.

Multiple horizontal lines for supplemental information.

**SCHEDULE O
(Form 990)**

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 for the latest information.

OMB No. 1545-0047

2022

Open to Public
Inspection

Name of the organization

GIRL SCOUTS OF EASTERN MISSOURI INC.

Employer identification number

43-0662471

FORM 990, PART III, LINE 4

ORGANIZATION DESCRIPTION AND SIGNIFICANT ACCOMPLISHMENTS

GIRL SCOUTS IS THE LARGEST GIRL LEADERSHIP DEVELOPMENT PROGRAM IN THE UNITED STATES DEVELOPING GIRLS TO BE DRIVERS, DESIGNERS, AND MAKERS OF THE FUTURE. GIRL SCOUTS OF EASTERN MISSOURI (GSEM) IS 106 YEARS OLD AND SERVES MORE THAN 36,000 GIRLS AND ADULT MEMBERS IN THE CITY OF ST. LOUIS AND 28 EASTERN MISSOURI COUNTIES, MAKING IT THE SIXTH LARGEST GIRL SCOUT COUNCIL OUT OF 111 ACROSS THE US.

IN 2023, GIRL SCOUTS OF EASTERN MISSOURI BEGAN EMBARKING ON A JOURNEY TOWARDS SIGNIFICANTLY INCREASING THE INTENTIONAL AND RELEVANT SUPPORT THAT THE ORGANIZATION IS PROVIDING TO OUR GIRL SCOUT MEMBERS THROUGHOUT THE SPAN OF THEIR LIVES. GIRL SCOUTS OF EASTERN MISSOURI HAS BECOME LASER-FOCUSED ON PROVIDING A WELL-ROUNDED CURRICULUM THAT NOT ONLY FOCUSES ON TRADITIONAL GIRL SCOUTING ACTIVITIES, BUT ALSO ADDRESSES THE EVOLVING AND RELEVANT NEEDS OF TODAY'S GIRL. THROUGH WORKING COLLABORATIVELY WITH OUR MEMBERS, EDUCATION AND COMMUNITY PARTNERS, WE ARE BUILDING A STRONGER FOUNDATION TO HOLISTICALLY SUPPORT ALL GIRL SCOUTS AND THEIR FAMILIES IN THE AREAS OF EDUCATION, MENTORSHIP, PROFESSIONAL SKILL BUILDING AND SOCIO-EMOTIONAL SUPPORT.

REACHING MORE GIRLS
GIRL SCOUTS OF EASTERN MISSOURI IS COMMITTED TO ENSURING THAT EVERY GIRL WHO WANTS TO BE A GIRL SCOUT HAS THAT OPPORTUNITY--REGARDLESS OF RACE, ABILITY, OR SOCIO-ECONOMIC STATUS. IN 2023, ACCESSIBILITY WAS A CONTINUED FOCUS AS GSEM STRIVED TO MAKE PARTICIPATION IN THE GIRL SCOUT

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

Schedule O (Form 990) 2022

232211 10-28-22

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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LEADERSHIP EXPERIENCE MORE AVAILABLE TO GIRL MEMBERS, AS WELL AS THEIR
VOLUNTEER LEADERS.

COMMUNITY TROOP PROGRAM: WHILE GIRL SCOUTING IS VIBRANT IN THE EASTERN
MISSOURI REGION, IT WAS NOT ALWAYS UNILATERALLY ACCESSIBLE. TO BETTER
MEET THE NEEDS OF ALL GIRLS, WE LAUNCHED THE COMMUNITY TROOP PROGRAM
(CTP) IN 2014 BY LEVERAGING GIRL SCOUT STAFF MEMBERS AS TROOP LEADERS
IN AREAS WHERE 75% TO 100% OF STUDENTS RECEIVE FREE OR REDUCED-PRICE
LUNCHES. IN 2023, MORE THAN 2,800 GIRLS PARTICIPATED IN CTP, HELPING
THEM DEVELOP THE QUALITIES AND PROFICIENCIES NEEDED TO PREPARE THEM FOR
SUCCESS IN LIFE.

SCHOLARSHIP FUND: GIRL SCOUTS BELIEVE IN REMOVING BARRIERS TO
OPPORTUNITY AND MAKING THE WORLD A BETTER, FAIRER, MORE EQUITABLE
PLACE. THAT'S WHY GIRL SCOUTS OF EASTERN MISSOURI IS PROUD TO OFFER
FINANCIAL AID TO OUR MEMBERS, SO THAT ALL GIRLS MAY PARTICIPATE FULLY
IN GIRL SCOUT PROGRAM ACTIVITIES AND CAMP. IN 2023, 52 PERCENT OF GIRL
SCOUTS REQUIRED FINANCIAL AID. THROUGHOUT THE LAST TWO YEARS, FINANCIAL
AID REQUESTS WERE AT AN ALL-TIME HIGH FOR GIRL SCOUT MEMBERSHIPS AND
PROGRAM/CAMP PARTICIPATION.

IMPACTFUL PROGRAMS

GIRL SCOUTS OF EASTERN MISSOURI CONTINUES TO BE AN ESSENTIAL FORCE IN
GIRLS' LIVES, HELPING THEM NAVIGATE NEW CHALLENGES BROUGHT ON BY SOCIAL
DISTANCING AND LEARNING LOSS DURING THE PANDEMIC ERA, AND EMERGING FROM
THOSE EXPERIENCES WITH RENEWED HOPE AND CONFIDENCE. THROUGH THEIR
PARTICIPATION IN GIRL SCOUTS, GIRLS ENGAGE IN RELEVANT PROGRAMS, BUILT
ON THE FOUR CORE PROGRAM PILLARS OF THE GIRL SCOUT LEADERSHIP

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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EXPERIENCE: STEM (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS),
 ENTREPRENEURSHIP, LIFE SKILLS AND THE OUTDOORS. THESE IMPACT PROGRAMS
 HELP THEM BUILD ESSENTIAL SKILLS AND SPARK NEW INTERESTS THEY WILL USE
 TO LEAD IN THEIR HOMES, OUR WORKPLACES, AND OUR COMMUNITIES. IN 2023,
 MORE THAN 58,000 SKILL-BUILDING BADGES WERE EARNED BY GIRL SCOUTS IN
 EASTERN MISSOURI ACROSS THE FOUR PROGRAM PILLARS.

SCIENCE, TECHNOLOGY, ENGINEERING AND MATH (STEM): AT GIRL SCOUTS OF
 EASTERN MISSOURI, STEM (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH)
 ENCOMPASSES EVERYTHING FROM PROTECTING BELOVED NATURAL RESOURCES TO
 BUILDING ROBOTS AND EXPLORING THE NIGHT SKY. WOMEN HAVE HISTORICALLY
 BEEN UNDERREPRESENTED IN STEM FIELDS AND GIRL SCOUTS OF EASTERN
 MISSOURI PROVIDES OPPORTUNITIES FOR GIRLS TO JUMP INTO STEM AND EXPLORE
 THEIR INTERESTS AND PASSIONS WITH FUN AND CHALLENGING ACTIVITIES LIKE
 BUILDING RACE CARS, DESIGNING APPS AND VIDEO GAMES, AND LEARNING HOW TO
 STAY SAFE WHILE EXPLORING ONLINE.

IN 2023, GIRL SCOUTS OF EASTERN MISSOURI LAUNCHED A BRAND-NEW STEM
 PROGRAM TITLED NASA INSPIRES FUTURES FOR TOMORROW'S YOUTH, OR NIFTY.
 THIS EIGHT-PROGRAM SERIES INCLUDED WORKSHOPS AND FIELD TRIPS WHERE GIRL
 SCOUTS EXPLORED NASA MISSIONS AND CAREERS BY PARTICIPATING IN
 INTERACTIVE ACTIVITIES AND HAD THE UNIQUE OPPORTUNITY TO MEET WITH NASA
 ROLE MODELS.

ENTREPRENEURSHIP: THE SOCIAL AND EMOTIONAL QUALITIES THAT LEAD TO
 SUCCESSFUL ENTREPRENEURSHIP, LIKE CURIOSITY, CONFIDENCE, AND
 INNOVATION, ARE CRUCIAL FOR ALL TYPES OF ACADEMIC AND CAREER SUCCESS.

GIRL SCOUTS OF EASTERN MISSOURI BUILDS GIRLS' "ENTREPRENEURIAL MINDSET"

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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TO PREPARE THEM FOR WORKFORCE READINESS NO MATTER WHERE THEY GO OR WHAT
THEY DECIDE TO DO.

FOR MORE THAN 100 YEARS, GIRL SCOUTS HAS LED ONE OF THE LARGEST,
PROGRESSIVE ENTREPRENEURIAL PROGRAMS FOR YOUNG GIRLS, HELPING THEM
DREAM BIG AND REACH FINANCIAL CONFIDENCE AND INDEPENDENCE ALONG THE
WAY. AS THE LARGEST GIRL-RUN BUSINESS IN THE WORLD, THE GIRL SCOUT
COOKIE PROGRAM TEACHES GIRL SCOUTS SKILLS TO GROW INTO LEADERS IN THEIR
OWN LIFE, IN BUSINESS AND IN THE WORLD BY HELPING THEM DEVELOP FIVE KEY
SKILLS: GOAL SETTING, DECISION MAKING, MONEY MANAGEMENT, BUSINESS
ETHICS AND PEOPLE SKILLS. IN 2023, EASTERN MISSOURI GIRL SCOUTS SOLD
MORE THAN 2.2 MILLION PACKAGES OF COOKIES AND EARNED MORE THAN \$2.1
MILLION IN PROCEEDS, WHICH ARE USED TO FUND TROOP ACTIVITIES, BUY
SUPPLIES, AND SUPPORT COMMUNITY SERVICE PROJECTS IN THEIR
NEIGHBORHOODS. THROUGH A PARTNERSHIP WITH THE USO OF MISSOURI, EASTERN
MISSOURI GIRL SCOUTS ENCOURAGED THEIR CUSTOMERS TO PURCHASE GIRL SCOUT
COOKIES FOR MILITARY SERVICE PERSONNEL. THEIR EFFORTS RESULTED IN MORE
THAN 83,000 PACKAGES DONATED FOR DISTRIBUTION TO MILITARY MEMBERS.

ALSO IN 2023, THE FALL TREATS & READS PROGRAM SURPASSED ALL
EXPECTATIONS WITH MORE THAN \$940,000 RAISED IN SUPPORT OF GIRL SCOUTS
OF EASTERN MISSOURI PROGRAMS, WITH THE NUMBER OF GIRLS AND TROOPS
PARTICIPATING ALSO SEEING A SIGNIFICANT INCREASE.

LIFE SKILLS: GIRL SCOUT BADGES, LIKE CIVIC ENGAGEMENT, HEALTHY LIVING,
COMMUNICATION SKILLS AND GLOBAL CITIZENSHIP, FORM THE FOUNDATION OF
ACTIVITIES THAT HELP GIRLS GROW INTO LEADERS IN THEIR HOMES AND
COMMUNITIES. WHETHER IT'S BY EXERCISING AND STAYING HEALTHY, DEVELOPING

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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STRONG RELATIONSHIPS WITH FAMILY AND PEERS OR ADVOCATING ON BEHALF OF OTHERS, GIRLS GAIN THE SKILLS AND INSPIRATION TO ACCEPT CHALLENGES, OVERCOME OBSTACLES AND TAKE THE LEAD.

IN 2023, GIRL SCOUTS OF EASTERN MISSOURI OFFERED EXPANDED LIFE SKILLS PROGRAMMING, FOCUSING ON PROVIDING HOLISTIC SUPPORT THROUGH PROFESSIONAL DEVELOPMENT AND SOCIO-EMOTIONAL WELL-BEING OF GIRL SCOUT SENIORS AND AMBASSADORS IN 9TH-12TH GRADES. THE NEW PROGRAMS INCLUDED COLLEGE KNOWLEDGE, PROFESSIONAL PREP DAY AND ACT PREP. BY PARTNERING WITH EDUCATIONAL INSTITUTIONS AND EXPERT ORGANIZATIONS IN OUR COMMUNITY, OUR EXPANDED PROGRAM OFFERINGS WILL ALLOW OUR MIDDLE AND HIGH SCHOOL GIRL SCOUTS TO DREAM BIG AND THEN PUT THOSE PLANS INTO ACTION TO ACHIEVE THEIR GOALS.

FORM 990, PART III, LINE 4 OUTDOORS: AT GIRL SCOUT CAMP, GIRLS FOLLOW THEIR OWN CONVICTIONS AND EXPLORE ALL THE EXTRAORDINARY THINGS THEY ARE CAPABLE OF. IN 2023, GIRL SCOUT CAMP WAS MORE POPULAR THAN EVER WITH A 29 PERCENT INCREASE IN GIRLS PARTICIPATING IN CAMP OVER LAST YEAR, AND A 7 PERCENT INCREASE IN GIRLS PARTICIPATING IN OVERNIGHT CAMP.

WITH THREE CAMP PROPERTIES (CAMP CEDARLEDGE, CAMP FIDDLECREEK AND CAMP TUCKAHO) SPANNING MORE THAN 1,400 ACRES, GIRLS CHALLENGE THEMSELVES TO TRY NEW THINGS, SHARPEN PROBLEM-SOLVING SKILLS AND CREATE A LIFETIME OF MEMORIES. GIRL SCOUTS OF EASTERN MISSOURI DELIVERED MORE THAN 15,100 GIRL SCOUT CAMP EXPERIENCES IN 2023.

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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DURING SUMMER 2023, GIRL SCOUTS OF EASTERN MISSOURI WAS PROUD TO OFFER THE INAUGURAL CLAIRE BEAR CAMP, A WEEK-LONG DAY CAMP FOR GIRL SCOUTS AGES 5-18 ON THE AUTISM SPECTRUM. CLAIRE BEAR CAMP GAVE CAMPERS THE OPPORTUNITY TO EXPERIENCE A WEEK OF NEW FRIENDS, OUTDOOR ADVENTURE AND A SENSE OF BELONGING IN AN INCLUSIVE AND NURTURING ENVIRONMENT. CLAIRE BEAR CAMP ALSO FOCUSED ON DEVELOPING NEW COMMUNITY PARTNERSHIPS TO CREATE AND SUSTAIN FUTURE GIRL SCOUT CAMP OPPORTUNITIES FOR GIRLS WITH OTHER DIAGNOSES AND MEDICAL CONDITIONS. IN PREPARATION FOR THIS CAMPING EXPERIENCE, GSEM STAFF WORKED CLOSELY WITH A DIVERSE GROUP OF SUPPORTERS TO DEVELOP THIS MODIFIED CAMP, ENSURING CAMPER'S INDIVIDUAL NEEDS WOULD BE MET.

COMMUNITY SERVICE CONDUCTING COMMUNITY SERVICE PROJECTS DIRECTLY RELATES TO THE LEADERSHIP OUTCOME OF COMMUNITY PROBLEM SOLVING, WHICH MEASURES GIRLS' DESIRE TO HELP OTHERS, MAKE A POSITIVE DIFFERENCE IN THE WORLD (CIVIC ORIENTATION), AS WELL AS HAVING THE SKILLS NECESSARY TO DO SO (CIVIC ENGAGEMENT). IN 2023, THROUGH APRIL SHOWERS, GIRL SCOUTS AND ADULT VOLUNTEERS COLLECTED MORE THAN 1.3 MILLION PERSONAL CARE ITEMS, MANY OF WHICH ARE NOT AVAILABLE THROUGH WIC AND SNAP PROGRAMS.

HIGHEST AWARDS: IN 2023, 605 EASTERN MISSOURI GIRLS EARNED GIRL SCOUTS' HIGHEST COMMUNITY SERVICE AWARDS--THE GIRL SCOUT BRONZE, SILVER AND GOLD AWARDS. THESE BOLD AND CONFIDENT YOUNG WOMEN HAVE DEMONSTRATED EXTRAORDINARY LEADERSHIP THROUGH A SUSTAINABLE COMMUNITY SERVICE PROJECT THAT ADDRESSES REAL-WORLD CHALLENGES AT LOCAL, NATIONAL, AND GLOBAL LEVELS.

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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DIVERSITY, EQUITY AND INCLUSION

AT GIRL SCOUTS OF EASTERN MISSOURI, WE ARE COMMITTED TO OUR FUTURE AND

WHAT THAT LOOKS LIKE FOR ALL GIRLS, EVERYWHERE. WE RECOGNIZE THAT EACH

EMPLOYEE, GIRL SCOUT, AND VOLUNTEER HAS UNIQUE EXPERIENCES,

PERSPECTIVES, IDENTITIES, AND VIEWPOINTS THAT ADD VALUE TO OUR ABILITY

TO CREATE AND DELIVER THE BEST POSSIBLE SERVICE TO EACH OTHER, OUR

MEMBERS, AND OUR COMMUNITY.

GIVEN THAT OUR INDIVIDUAL SOCIAL, ECONOMIC, AND CULTURAL IDENTITIES

SHAPE AND INFLUENCE OUR EXPERIENCES AND PERSPECTIVES, GIRL SCOUTS OF

EASTERN MISSOURI WILL DO ITS BEST WORK BY ENSURING DIVERSITY IN OUR

WORKFORCE AND MEMBERSHIP. WE ARE COMMITTED TO FOSTERING INCLUSIVITY IN

OUR ORGANIZATION AND CREATING AN ENVIRONMENT IN WHICH ALL EMPLOYEES

FEEL VALUED, INCLUDED, AND EMPOWERED AND ALL GIRLS AND VOLUNTEERS KNOW

THEY BELONG.

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

THE ORGANIZATION HAS AN EXECUTIVE COMMITTEE THAT HAS THE AUTHORITY TO ACT

ON BEHALF OF THE ENTIRE BOARD OF DIRECTORS. THIS POWER MAY BE EXERCISED

WHEN TIME SENSITIVE MATTERS ARISE.

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

THE FORM 990 IS REVIEWED THEN APPROVED BY THE AUDIT COMMITTEE AND THEN

REVIEWED AND APPROVED BY THE FULL BOARD OF DIRECTORS PRIOR TO FILING WITH

THE IRS.

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

EACH MEMBER OF THE BOARD OF DIRECTORS COMPLETES AN ANNUAL QUESTIONNAIRE

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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STATING WHETHER THEY HAVE CONFLICTS OF INTEREST.

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

THE EXECUTIVE COMPENSATION COMMITTEE REVIEWED MARKET DATA, INTERNAL EQUITY, AS WELL AS THE INCUMBENT'S PERFORMANCE, AND THE ORGANIZATION'S PROGRESS IN MEETING ITS ANNUAL OPERATING PLAN COMMITMENTS. MARKET DATA INCLUDES THE GUIDESTAR NON-PROFIT COMPENSATION REPORT WHICH COMPILES PAY TRENDS FOR SENIOR LEADERSHIP POSITIONS. THE COMPARATIVE PEER GROUP WAS HUMAN SERVICES ORGANIZATIONS OF COMPARABLE ORGANIZATIONAL BUDGET AND SIZE TO GIRL SCOUTS OF EASTERN MISSOURI. AFTER CONSIDERING MARKET DATA, INTERNAL EQUITY, AS WELL AS PERFORMANCE, THE COMMITTEE DISCUSSED ITS RECOMMENDATION AND RECEIVED CONCURRENCE FOR SUCH BY THE GIRL SCOUTS OF EASTERN MISSOURI BOARD OF DIRECTORS.

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

INTERESTED PARTIES MAY CONTACT THE GIRL SCOUTS MAIN OFFICE TO OBTAIN DOCUMENTS RELATING TO THE GOVERNING DOCUMENTS, POLICIES, AND FINANCIAL STATEMENTS.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

BAD DEBT EXPENSE RELATED TO UNCOLLECTIBLE	
PLEDGES/CONTRIBUTIONS	-255,559.
CHANGE IN BENEFICIAL INTEREST IN TRUST	137,995.
ADJUSTMENT TO PRIOR YEAR UNCONDITIONAL PROMISES TO GIVE	16,597.
TOTAL TO FORM 990, PART XI, LINE 9	-100,967.

FORM 990, PART XII, LINE 2:

THE ORGANIZATION HAS INDICATED IN PART XII, LINE 2B THAT THE FINANCIAL

Name of the organization GIRL SCOUTS OF EASTERN MISSOURI INC.	Employer identification number 43-0662471
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STATEMENTS ARE AUDITED BY AN INDEPENDENT ACCOUNTANT AND ISSUED ON A
 CONSOLIDATED BASIS RATHER THAN ON A SEPARATE BASIS. PLEASE NOTE, THE
 ORGANIZATION'S FINANCIAL STATEMENTS ARE ACTUALLY ISSUED AND AUDITED ON
 A COMBINED BASIS RATHER THAN A CONSOLIDATED BASIS. SINCE FORM 990 DOES
 NOT GIVE "COMBINED" AS AN OPTION THE ORGANIZATION CONCLUDED IT WAS MOST
 APPROPRIATE TO NOTATE AS "CONSOLIDATED" RATHER THAN "SEPARATE".

**SCHEDULE R
(Form 990)**

Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships
Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

2022

Open to Public Inspection

Name of the organization <p align="center">GIRL SCOUTS OF EASTERN MISSOURI INC.</p>	Employer identification number <p align="center">43-0662471</p>
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Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
GIRL SCOUTS OF EASTERN MISSOURI TRUST FUND - 43-6024585, 2300 BALL DRIVE, ST. LOUIS, MO 63146	OPERATED SOLELY FOR THE BENEFIT OF THE GIRL SCOUTS MISSOURI	MISSOURI	501(C)(3)	LINE 12A, I	GIRL SCOUTS OF EASTERN MISSOURI INC.	X	

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)
- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)
- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)
- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses
- r** Other transfer of cash or property to related organization(s)
- s** Other transfer of cash or property from related organization(s)

	Yes	No
1a		X
1b		X
1c	X	
1d		X
1e		X
1f		X
1g		X
1h		X
1i		X
1j		X
1k		X
1l		X
1m		X
1n		X
1o		X
1p		X
1q		X
1r		X
1s		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)	GIRL SCOUTS OF EASTERN MISSOURI TRUST FUND	c	767,060.	CASH
(2)				
(3)				
(4)				
(5)				
(6)				

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners sec. 501(c)(3) orgs.?		(f) Share of total income	(g) Share of end-of-year assets	(h) Dispropor- tionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

(This area contains horizontal lines for supplemental information.)