



2014 S.L. Gimbel Foundation Fund Grant Application

Internal Use Only:
Grant #: 20140867

Organization / Agency Information

<i>Organization/Agency Name:</i> Girl Scouts of Southern Arizona (GSSoAz)		
<i>Physical Address:</i>	4300 E. Broadway Blvd.	<i>City/State/Zip:</i> Tucson, AZ 85711
<i>Mailing Address:</i>	same	<i>City/State/Zip:</i> same
<i>CEO or Director:</i>	Debbie Rich	<i>Title:</i> Chief Executive Officer
<i>Phone:</i> (520)319-3168	<i>Fax:</i> (520)326-5279	<i>Email:</i> drich@girlscoutsoaz.org
<i>Contact Person:</i>	Debbie Rich	<i>Title:</i> Chief Executive Officer
<i>Phone:</i> (520)319-3168	<i>Fax:</i> (520)326-5279	<i>Email:</i> drich@girlscoutsoaz.org
<i>Web Site Address:</i> www.girlscoutsoaz.org	<i>Tax ID:</i> 86-0098917	

Program / Grant Information

Interest Area: Health Environment Animal Protection Education Human Dignity

<i>Program / Project Name:</i> Girl Scouts Social Justice Program		
<i>Amount of Grant Requested:</i>	<i>Total Organization Budget:</i>	<i>Percentage of Organization's Total Budget used for Administration:</i>
\$25,000	\$3,656,237	18.6%
<i>Purpose of Grant Request (one sentence):</i>		
GSSoAz seeks funding to empower girls served through our Social Justice Program by engaging them in the Girl Scout Leadership Experience (GSLE) so they can gain knowledge, skills, attitudes, and behaviors that will help them succeed in a difficult and complex world.		
<i>Gimbel Grants Received: List Year(s) and Award Amount(s)</i>		
N/A		

Signatures

<i>Board President / Chair: (Print name and Title)</i> Christine McNamara, President of the Board of Directors	<i>Signature:</i> 	<i>Date:</i> 7/24/14
<i>Executive Director/President: (Print name and Title)</i> Debbie Rich, Chief Executive Officer	<i>Signature:</i> 	<i>Date:</i> 7/22/14

2014 S.L. Gimbel Foundation Fund Application Narrative

I. Organization Background; Target Population: GSSoAz annually serves more than 14,000 girls ages 5-17 in 9 counties in Southern Arizona. GSSoAz was founded in 1935. Since then we have become the foremost expert on girls. We have structured our programs and assembled our staff with focus and determination so we can further our mission to develop girls of Courage, Confidence and Character who make the world a better place. As the premier expert on girls, Girl Scouts strives to create a world where every girls' voice is heard and honored with respect.

Engagement in the Girl Scout Leadership Experience (GSLE) provides girls the opportunity to participate in experiential learning that promotes literacy, including financial literacy, self-esteem, healthy relationships, health and wellness, advocacy, community service, STEM, and outdoor adventures.

Recent accomplishments:

Through our Social Justice Program, we serve over 9,000 of the most vulnerable and disenfranchised girls in the community, ensuring they have the same enrichment opportunities as their peers. Programs include Girl Scouts Beyond Bars (GSBB), which serves girls with incarcerated parents, Adelante Jovencitas (AJ), which serves girls whose lives have been impacted by the Juvenile Justice System, and Foster Care, which serves girls who live in group homes.

2014 makes the 6th year of Camp Fury which provides girls, including Social Justice girls, the opportunity to join the ranks of Tucson's elite women firefighters and police officers for an exclusive 5-day, 4-night training experience.

In 2013 we developed the Girl Volunteer Corps which provides girls an opportunity to take action in their communities through service projects that they develop. We also launched a capital campaign to build the Girl Scout Leadership Campus which will ensure that every girl has equal opportunity to participate in leadership development experiences.

II. Project Information: Our programs help girls succeed in spite of the staggering odds against them: Arizona ranks 47th in child welfare, with 27% of its children living in poverty; 14,600 children are in foster care; and 100,000 children in Arizona have a parent incarcerated in jail or prison. The growing need for enrichment programs in our community and the belief that every girl deserves access to opportunity regardless of her socio-economic or "at-risk" status was the catalyst for us to change our approach over the years to a social justice model. Our Social Justice program, which runs year-round, utilizes stipended college women in the absence of volunteers who work in 40 schools and social service settings a week.

School and Community Based Troops: College-aged women lead these troops, serving as role models and mentors for girls. These role models work with girls on a weekly basis and engage them in activities that research and experience have told us are vital to the healthy development of girls.

GSBB: We provide regular supervised visits and interaction at the Perryville Complex in Goodyear AZ between girls and their incarcerated mothers working to enhance the parent-child bond while instilling in both increased self-esteem and self-worth. In between these visits girls meet in a community troop so they can continue their work in Girl Scouting with other girls who are in the same situation.

AJ: AJ serves girls while they are in juvenile detention and then provides regular community meetings for girls when they are released. These meetings are also for girls who are on the brink of incarceration. AJ sets girls on a life course so the end result is that they will not be “warehoused” the rest of their lives. Our program provides girls with the tools they need to build healthy relationships, to learn to take care of and advocate for themselves and others, and to create a support system in the community. AJ is extremely successful as we treat girls with dignity and respect.

Foster Care: Through Foster Care we help girls develop self-esteem and a critical sense of belonging so they do not feel excluded based upon their life circumstances. We teach girls how to develop and recognize healthy relationships and how to advocate for themselves and others which helps reduce incarceration, recidivism and child, domestic, and dating violence .We also teach girls life skills like cooking, budgeting, resume writing, career exploration, and how to research colleges.

Objective I: We will help girls develop leadership and practical life skills. Activities: Girls will complete 7 badges and a Leadership Journey. Earning badges allows girls to Discover, Connect and Take Action and master the skill set related to the badge being earned Objective II: We will help girls in foster care develop self-esteem and a critical sense of belonging so they do not feel excluded based upon their life circumstances. Activities: Girls in foster care will participate in leadership experiences and earn badges. Objective III: AJ will break the cycle of incarceration. Activities: We will work bi-monthly with girls in AJ and GSBB to mentor them through activities that help them develop practical life that they can use immediately to improve their life situation and help them set and achieve personal goals.

We identify neighborhoods and girls for inclusion based upon crime and poverty levels we obtain through police statistics and the number of children on the free and/or reduced lunch program, eligibility of which is based on USDA Child Nutrition Program Income Guidelines. All of the girls we serve through our Social Justice Program are low-income due to the fact they live in foster group homes or shelters, are incarcerated or on the brink of incarceration, or live in isolated and rural communities. The ethnic breakdown of all the girls we serve is as follows: Hispanic 42%; Anglo 52%; African American 1%; Native American less than 1%; Asian less than 1%; and Other 3%

GSSoAz serves 225 girls through our Foster Care and AJ programs; 25 girls through Girl Scouts Beyond Bars for girls with incarcerated parents; 140 girls through our partnership with the Boys and Girls Club of Tucson; 500 girls through our collaborative partnerships with social service agencies, and over 5,000 girls through our community and school-based troops.

GSSoAz is the only agency in the region who serves girls and only girls and our services are unduplicated by any other organization. Collaborations are critical to our work and our social service partnerships include the Boys and Girls Clubs, Casa de los Ninos, American Red Cross, Arizona Children’s Association, KARE Family Centers, Open Inn, Our Family, Primavera, the Department of Juvenile Justice, the Pima County Juvenile Court Center (PCJCC), and the Community Justice Board. We currently bring programming to girls in group homes and shelters through La Paloma Kids, Devereux, Casa de los Ninos, TMM, and EMERGE! Center Against Domestic Violence and refugees through Catholic Community Services, Lutheran Social Services and the International Rescue Committee.

Over 2,000 volunteers give freely of their time and talent to further the Girl Scout Movement and work in all levels of the organization and out in the community serving girls.

Results will be evident through shifts in individual behavior as observed by staff and program evaluations that allow girls the opportunity to self-assess on a minimum of 5 of the 15 outcomes we strive to achieve in all our programs: Girls will “Discover”: girls seek challenges in the world; develop critical thinking and practical life skills; a strong sense of self; and positive values. Girls will “Connect”: girls develop healthy relationships; learns to promote cooperation and team building and to resolve conflicts; advances diversity in a multicultural world; and feels connected to her communities. Girls will “Take Action”: girls learn to be a resourceful problem solvers; how to identify community needs; learn to advocate for themselves and others; learn to educate and inspire others to act; and feel empowered to make a difference in the world.

Grant funds will cover the cost of personnel, program materials and supplies, girl registration fees, and travel expenses, which makes serving 9,000 girls free-of-charge through Social Justice a reality.

III. Project Future: GSSoAz practices a strategic fundraising plan that reflects a balanced portfolio of funding sources that ensures sustainability far beyond the end of a funding cycle. Every Southern Arizona Girl Scout can participate in the cookie program which teaches girls five essential skills - goal setting, decision making, money management, people skills, and business ethics – and provides support for troop experiences and travel. Of each \$4 box sold, \$1 covers cost of goods, \$1 goes to girls for their troop experiences, and \$.80 goes to support the work of volunteers and our facilities. The remaining \$1.20 in proceeds provides critical support for Social Justice - girls supporting girls!

IV. Governance, Executive Leadership and Key Personnel/Staff Qualifications: The Board of Directors is accountable to the membership for governing the affairs of the council; to the Board of Directors of GSUSA for compliance with the charter requirements; to the state in which it is incorporated for adhering to state corporate law; and to the federal government in matters relating to legislation affecting non-profit and non-stock organizations. A Board Development Committee searches for candidates. Other committees are utilized on an as needed basis. Upon election to the Board, each member commits to learning about the mission of GSSoAz and that of GSUSA, and to understand GSSoAz’s bylaws and governance and will base policy decisions on this knowledge and understanding.

Lesley Rich, Social Justice Manager, has a BS in Family Studies and Human Development with a minor in Multi-Cultural Youth Development from the University of Arizona (UA). Lesley served as an AmeriCorps member and developed our GSBB and our Foster Care Programs. Jameela Norton, Social Justice Coordinator, has a BS in Family Studies/Human Development and a Masters of Public Health. Jameela coordinates all Social Justice programs including 28 school based programs, three teen delinquency prevention programs, and a program for refugees. Kat Salthouse, Social Justice Coordinator, has a BS in Finance from the UA and leads the Foster Care program. Kat has been working with girls and developing Girl Scout programs for 4 years. Kristen Hernandez, Chief Operating Officer, Kristen Hernandez, Chief Operating Officer (COO), has a BS in Business Administration from the UA. As COO Kristen manages a staff of 60 and oversees three campuses. Kristen works closely with Lesley Rich to ensure that all girls across Southern Arizona have equal access to Girl Scouts. Debbie Rich, Chief Executive Officer, earned a BA from the University of California, Los Angeles. Debbie has more than 25 years of non-profit management experience.

Celia Cudiamat

From: Lynda Weigel-Firor <lyndawf@centurylink.net>
Sent: Tuesday, December 09, 2014 10:46 AM
To: Celia Cudiamat
Cc: Debbie Rich
Subject: Girl Scouts of Southern Arizona budget explanation for grant request
Attachments: 2014 S L Gimbel Budget Explanation - \$25000.docx

Importance: High

Hi Ms. Cudiamat,

I wanted to resend this to you today to ensure that you received it as today is the deadline for submission. I sent the original response last week and then called yesterday to make sure that it had gotten to you as requested. Please let us know that you have it so we can be rest assured it made it to you.

If you have any questions or concerns, please do not hesitate to connect with us.

Thank you!

Lynda Firor
Grantwriter
Girl Scouts of Southern Arizona

2014 S.L. Gimbel Foundation APPLICATION

V. Project Budget

A) Please provide a detailed line-item budget for your project by completing the table below. Include all sources of funding for the proposed project.

Line Item Description	Line Item Explanation (Formula/equation used as applicable. Example: 40 books @ \$100 each = \$4000)	Requested Amount From TCF
Personnel	Social Justice Director: \$18.26 per hour for 125 hours: \$2,282 Social Justice Coordinator: \$16.34 per hour for 225 hours: \$3,676 Associates (@ \$9/hr x 15 hrs/wk): \$4,292	\$10,250
ERE	Social Security & Medicare Tax: 7.65% of total salaries \$784 Unemployment Insurance: 1.83% on first \$7,000 per FTE: \$188 Worker's Comp Ins.: 1.2% of total salaries: \$123 Health Insurance: \$194/mo @ FT staff: \$844 Dental Insurance: \$24/mo @ FT staff: \$49 STD/LTD/Life: \$28/mo @ FT staff: \$57 Retirement: 2% of total salaries: \$205	\$2,250
Transportation Expenses	Vehicle Leasing & Chartering: 1 van/mo @ \$135: \$1,620 + 5 tank fillups tank @ \$126 per: \$630	\$2,250
Materials, Supplies & Program Expense	General Office Supplies: Food & Beverage: 10 months at \$125/mo: \$1,250	\$10,250

	<p>Program Supplies: Uniforms, journey badges \$40/girl year-round @ 50 girls/school @2 schools: \$4,000</p> <p>General Supplies: 20 sites @ \$5/girl @ 50 girls/site: \$5,000</p>	
TOTALS:		\$25,000

Celia Cudiamat

From: Celia Cudiamat
Sent: Tuesday, December 02, 2014 2:47 PM
To: 'drich@girlscoutsoaz.org'
Subject: Gimbel Foundation Grant Application

Importance: High

Debbie,

Thank you for submitting an application to the Gimbel Foundation grant opportunity. The review process has taken longer than expected; we thank you for your patience.

At this time, the Trustees (reviewers) are requesting the following information: Part V: Project Budget

- 1) Line-item Personnel – specify the positions you are requesting funding for that add up to \$10,250
 - a. For each position, provide a breakdown for the hourly rate and # of hours
- 2) Line-Item ERE – specify the items you are requesting funding for with specific costs that add up to \$2,250
- 3) Line Item Transportation – specify the items you are requesting funding for that add up to \$2,250
- 4) Line Item Materials, Supplies, Etc. – specify the items you are requesting funding for that add up to \$10,205

Please provide this information via email by December 8, preferably sooner.

Celia

Celia Cudiamat | Executive Vice President of Programs The Community Foundation

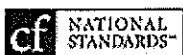
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Strengthening Inland Southern California through philanthropy.



Confirmed in Compliance with National Standards for U.S. Community Foundations

#3 Girl Scouts of Southern Arizona

Trustees' Comments:

Resubmit with exact budget and correct breakdowns.

Response:

Line Item Description	Line Item Explanation (Formula/equation used as applicable. Example: 40 books @ \$100 each = \$4000)	Requested Amount From TCF
Personnel	Social Justice Director: \$18.26 per hour for 125 hours: \$2,282 Social Justice Coordinator: \$16.34 per hour for 225 hours: \$3,676 Associates (@ \$9/hr x 15 hrs/wk): \$4,292	\$10,250
ERE	Social Security & Medicare Tax: 7.65% of total salaries \$784 Unemployment Insurance: 1.83% on first \$7,000 per FTE: \$188 Worker's Comp Ins.: 1.2% of total salaries: \$123 Health Insurance: \$194/mo @ FT staff: \$844 Dental Insurance: \$24/mo @ FT staff : \$49 STD/LTD/Life: \$28/mo @ FT staff: \$57 Retirement: 2% of total salaries: \$205	\$2,250
Transportation Expenses	Vehicle Leasing & Chartering: 1 van/mo @\$135: \$1,620 + 5 tank fillups tank @ \$126 per: \$630	\$2,250
Materials, Supplies & Program Expense	General Office Supplies: Food & Beverage: 10 months at \$125/mo: \$1,250 Program Supplies: Uniforms, journey badges \$40/girl year-round @ 50 girls/school @ 2 schools: \$4,000 General Supplies: 20 sites @ \$5/girl @ 50 girls/site: \$5,000	\$10,250
TOTALS:		\$25,000

Lynda Firor
Grantwriter
Girl Scouts of Southern Arizona

2014 S.L. Gimbel Foundation APPLICATION

V. Project Budget

A) Please provide a detailed line-item budget for your project by completing the table below.
Include all sources of funding for the proposed project.

Line Item Description	Line Item Explanation (Formula/equation used as applicable. Example: 40 books @ \$100 each = \$4000)	Support From Your Agency	Support From Other Funders	Requested Amount From TCF	Line Item Total of Project
Personnel	Chief Operating Officer (KH) \$8,279 Director of Operations (Colleen) \$12,500 Social Justice Manager (Lesley) \$37,152 Social Justice Coordinator: \$38,000 Social Justice Coordinator: \$34,000 Social Justice Specialist \$31,010 Girl Experience Associates (@ 15 hrs/wk): \$143,325	\$244,929	\$49,087	\$10,250	\$304,266
ERE	Social Security & Medicare Tax: 7.65% of total salaries \$23,276 Unemployment Insurance: 1.83% on first \$7,000 per FTE: \$1,569 Worker's Comp Ins.: 1.2% of total salaries \$3,651 Health Insurance: \$194/mo @ FT staff \$28,518 Dental Insurance: \$24/mo @ FT staff \$3,528 STD/LTD/Life: \$28/mo @ FT staff \$4,116 Retirement: 2% of total salaries \$6,085	\$57,719	\$10,775	\$2,250	\$70,744
Professional Outside Services	Independent Consultants: Graphic Design 10 hrs @ \$65	\$650	\$0	\$0	\$650
Transportation Expenses	Mileage Reimbursement, Parking: \$10,000	\$4,785	\$10,775	\$2,250	\$17,810

	<p>Gas: Car: 2 trips/mo to Nogales + 1/qtr @ \$45: Car: 2 fillups/wk @ \$45 Total: \$400 Van: 2 fillups/wk @ \$100</p> <p>Vehicle Leasing & Chartering: 1 van/mo @\$135 + fillup tank @ \$120 Total: \$ 3,060</p> <p>Comtrans: 6 pickups/mo @ \$50: \$3,600</p> <p>Hotels Meals & Incidentals: Lesley to Yuma 4x/yr @ \$150: \$600 Lesley to Goodyear 1/yr @ \$150: \$150</p>				
Materials, Supplies & Program Expense	<p>General Office Supplies: Food & Beverage: \$125/mo: \$1,500 Baby Camp: \$500</p> <p>Program Supplies: Uniforms, journey badges \$40/girl year-round @ 50 girls/school @30 schools: \$60,000</p> <p>Snacks 35 sites @ 40 girls/site @ \$0.20/girl @ 1/wk @ 10 mos: \$11,480 Pizza AJ: 2/wk @ \$30 \$3,000 Pizza GSBB: 1/mo @ \$30: \$360</p> <p>General Supplies: 35 sites @ \$5/girl @ 50 girls/site: \$8,750 Appreciation/Recognition: \$500 Assistance to Girls: 9000 girls @ \$15: \$135,000 Assistance to Adults: 20 adults @: \$15: \$300</p>	\$162,052	\$49,088	\$10,250	\$221,390
Telephone	3 cell reim/mo \$30	\$1,080	\$0	\$0	\$1,080

Equipment Purchase	1 computer contingency: \$1,500 Baby Camp Misc.: \$500	\$2,000	\$0	\$0	\$2,000
Dues, Licenses & Subscriptions:Fingerprinting \$69 @ 20: \$1,380 Printing & PublicationsBrochure & Program Materials:: \$2,500 Staff Development for GEA team: \$500		\$4,380	\$0	\$0	\$4,380
TOTALS:		\$477,595	\$119,725	\$25,000	\$622,320

VI. Sources of Funding: Please list your current sources of funding and amounts.

Secured/Awarded

Name of Funder: Foundation, Corporation, Government	Amount
Yuma United Way	\$3,000
Southwest Gas	\$3,975
Yuma Community Foundation	\$4,000
Sundt	\$1,000
Graham County United Way	\$1,000
Hazen Family Foundation	\$10,000
Country Fair White Elephant	\$4,000
Women's Foundation of Southern Arizona	\$4,000
Wings Like Eagles	\$15,000
PICOR	\$2,250
Pendleton Memorial Fund	\$3,000
Raytheon	\$5,000
RICO Funding	\$2,500
The West	\$5,000
Long Realty Cares	\$3,000
Oro Valley Community Foundation	\$500
Stone Canyon Community Foundation	\$15,000
Pima County	\$22,500
National Inclusion Project	\$10,000
Santa Cruz Community Foundation	\$5,000

Pending

Name of Funder: Foundation, Corporation, Government	Amount	Decision Date
Ben Cohen Stand Up Foundation	\$10,000	7/31/14
Cardinals Charities	\$5,000	12/14
Cox Charities	\$15,000	9/14
Tucson Electric Power Company	\$7,500	9/14
Kinder Morgan	\$2,500	9/14

VII. Financial Analysis

Agency Name: Girl Scouts of Southern Arizona

Most Current Fiscal Year (Dates): From 10/1/12 To: 9/30/13

This section presents an overview of an applicant organization’s financial health and will be reviewed along with the grant proposal. Provide all the information requested on your entire organization. Include any notes that may explain any extraordinary circumstances. Information should be taken from your most recent 990 and audit. Double Check your figures!

Program to Total Expenses Ratio: Percentage of expenses used to support programming versus how much is spent for general management and fundraising. A general rule is that at least 75 percent of total expenses should be used to support programs – the higher the percentage the better.

Program Expenses	/Total Operating Expenses	= Program Expense Ratio
\$2,603,625	\$3,399,938	77% ✓
990: Part IX, Column B, Line 25	990: Part IX, Column A, Line 25	81% ✓

Administrative Expense (100%-Program Expense ratio) per 990 above	Percentage of Organization’s Current Total Budget used for Administration (from cover page)	Differential
23 %	19% 28%	4% 5%

If the differential is above (+) or below (-) 10%, provide an explanation:

19%

6%

Quick Ratio: Measures the level of liquidity and measures only current assets that can be quickly turned to cash. A generally standard Quick Ratio equals 1 or more.

Cash	+ Accounts Receivables	/Current Liabilities	= Quick Ratio
\$697,874	\$76,147	\$333,875	2.32

Excess or Deficit for the Year:

Excess or (Deficit) Most recent fiscal year end	Excess or (Deficit) Prior fiscal year end
\$(268,098)	\$(5,529)

Notes:

Diversity of Funding Sources: A financially healthy organization should have a diverse mix of funding sources. Complete those categories that apply to your organization using figures from your most recent fiscal year.

Funding Source	Amount	% of Total Revenue	Funding Source	Amount	% of Total Revenue
Contributions (includes in-kind)	\$301,617	8%	Program Fees	\$224,322	6%
Fundraising/Special Events	\$45,790	2%	Interest Income	\$365,480	10%
Corp/Foundation Grants	\$325,549	9%	Other: (Cookie Sales, net	\$2,039,587	58%

Government Grants	\$28,038	1%	Other: Retail Sales, net	\$114,815	3%
			Other: Rental Fees	\$89,817	3%

Notes:

VIII. Application submission check list:

	<u>Submit FOUR (4) Copies: 1 ORIGINAL (WITH ORIGINAL SIGNATURES) and 3 copies, collated and stapled together of the following:</u>		<u>Submit ONE (1) Copy:</u>
X	Completed Grant Application Form (cover sheet, narrative (3 pages maximum), budget and sources of funding, financial analysis page	X	A copy of your current 501(c)(3) letter from the IRS
X	A list of your Board members and their affiliations	X	A copy of your most recent year-end financial statements (audited if available; double-sided)
X	Your current operating budget and the previous year's actual expenses	X	A copy of your most recent 990 (double-sided)
X	Part IX only of the 990 form, Statement of Functional Expenses (one page)		
n/a	For past grantees, a copy of your most recent final report.		

Girl Scouts of Southern Arizona
Board of Directors 2014-2015

Chair of the Board of Directors

*Christine McNamara
Chief Financial Officer
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1st Vice Chair of the Board of Directors

*Cheryl Horvath
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Treasurer

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Tenure: Since 2011

Secretary

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Tenure: Since 2010

Members-at-Large

Frank Camp

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Tenure: Since 2010

Pat Sturmon

Retired, Former Motorola Public Relations Director

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Tenure: Since 2008

Patricia Green

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Tenure: Since 2010

***Suzanne Diaz**

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Tenure: Since 2010

Sheila Kressler-Crowley

Marketing Director

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Tenure: Since 2010

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Tenure: Since 2013

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Tenure: Since 2013

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Tenure: Since 2014

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Tenure: Since 2013

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Tenure: Since 2014

GIRL SCOUTS OF SOUTHERN ARIZONA

Budget Comparison

Fiscal Year 2012-13 Actual vs. Fiscal Year 2013-14 Projected

	Actual Most Recently Completed Year 10/12-9/13	Board Approved Budget Current Year 10/13-9/14	Change
Operating Revenue			
Cookie Sales	\$ 3,633,677	\$ 3,652,000	\$ 18,323
Retail Sales, net	114,815	94,400	(20,415)
Less: Cost of Goods Sold	(897,668)	(902,370)	(4,702)
Troop Proceeds/Awards	(696,422)	(748,660)	(52,238)
<i>Net Product & Retail Available for Operation:</i>	<u>\$ 2,154,402</u>	<u>\$ 2,095,370</u>	<u>\$ (59,032)</u>
Contributions (non-Capital Campaign)	\$ 474,868	717,160	242,292
Program Revenue	224,322	349,720	125,398
Rental Income	89,817	108,000	18,183
Total Operating Revenue	<u>\$ 2,943,409</u>	<u>\$ 3,270,250</u>	<u>\$ 326,841</u>
Operating Expenditures			
Salaries and Wages	\$ 1,737,868	\$ 1,905,436	\$ 167,568
Employee-Related Expense (ERE)--Less NGSRF	235,636	363,292	127,656
Professional Fees	331,943	286,585	(45,358)
Materials & Supplies/Program Expense	499,125	508,270	9,145
Equipment & Technology	117,458	99,010	(18,448)
Occupancy	167,165	174,284	7,119
Staff Development/Meetings/Travel	125,170	82,955	(42,215)
Other Operating Expenses	130,547	236,405	105,858
Total Expenditures	<u>\$ 3,344,912</u>	<u>\$ 3,656,237</u>	<u>\$ 311,325</u>
Operating Net Surplus/(Loss)	<u>\$ (401,503)</u>	<u>\$ (385,987)</u>	<u>\$ 15,516</u>
Other Income & Expense			
Investment Income, Net (+)	\$ 365,480	\$ 360,000	\$ (5,480)
Contributions to Capital Campaign (+)	-	-	-
In-Kind Revenue (+)	226,126	200,000	(26,126)
NGSRP Payments (Foundation BOD UR Fund) (-)	(114,996)	(138,000)	(23,004)
In-Kind Expense (-)	(151,126)	(200,000)	(48,874)
Depreciation (-)	(192,079)	(200,000)	(7,921)
Total Other	<u>133,405</u>	<u>22,000</u>	<u>(111,405)</u>
Net Surplus/(Loss)	<u>\$ (268,098)</u>	<u>\$ (363,987)</u>	<u>\$ (95,889)</u>

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 to any question 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 governments and organizations in the United States. See Part IV, line 21				
2 Grants and other assistance to individuals in the United States. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
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	1,737,868.	1,452,889.	231,947.	53,032.
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	104,765.	73,930.	25,097.	5,738.
10 Payroll taxes	162,595.	135,932.	21,701.	4,962.
11 Fees for services (non-employees):				
a Management				
b Legal	5,488.		5,488.	
c Accounting	21,604.		21,604.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	269,189.	135,515.	79,727.	53,947.
12 Advertising and promotion				
13 Office expenses	160,927.	84,533.	64,226.	12,168.
14 Information technology				
15 Royalties				
16 Occupancy	165,838.	127,360.	38,478.	
17 Travel	94,124.	73,993.	18,569.	1,562.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	30,726.	9,739.	19,429.	1,558.
20 Interest	33,465.	22,528.	10,739.	198.
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	68,746.	20,726.	39,016.	9,004.
23 Insurance	85,323.	71,331.	11,388.	2,604.
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Supplies	217,229.	187,956.	28,825.	448.
b Girl and Adult Opportun	147,734.	147,734.		
c Equipment Rental and Ma	68,134.	57,950.	7,085.	3,099.
d Dues, Licenses and Fees	9,666.	1,018.	8,012.	636.
e All other expenses	16,517.	491.	6,389.	9,637.
25 Total functional expenses. Add lines 1 through 24e	3,399,938.	2,603,625.	637,720.	158,593.
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation.			186%	

Check here if following SOP 98-2 (ASC 958-720)



Department of the Treasury
Internal Revenue Service

P.O. Box 219236 P4 Stop 5000
Kansas City MO 64121-9236

In reply refer to: 0752427380
Feb. 13, 2014 LTR 4168C 0
86-0098917 000000 00

00023642
BODC: TE

GIRL SCOUTS OF SOUTHERN ARIZONA
4300 E BROADWAY BLVD
TUCSON AZ 85711-3506

RECEIVED
FEB 14
ACCOUNTING



025339

Employer Identification Number: 86-0098917
Person to Contact: N. Rose
Toll Free Telephone Number: 1-877-829-5500

Dear GIRL SCOUTS OF SOUTHERN ARIZON:

This is in response to your Feb. 04, 2014, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in November 1951.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

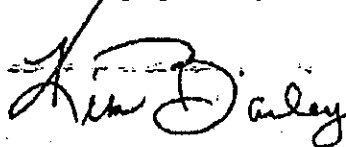
Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

0752427380
Feb. 13, 2014 LTR 4168C 0
86-0098917 000000 00
00023643

GIRL SCOUTS OF SOUTHERN ARIZONA
4300 E BROADWAY BLVD
TUCSON, AZ 85711-3506

If you have any questions, please call us at the telephone number shown in the heading of this letter.

Sincerely yours,



Kim D. Bailey
Operations Manager, AM Operations 3



The
Community
Foundation

Serving the Counties of Riverside and San Bernardino

S. L. Gimbel Foundation Fund

BOARD OF DIRECTORS

January 13, 2015

Philip Savage IV
Chair of the Board

Sean Varner
Vice Chair of the Board

Pat Spafford, CPA
Chief Financial Officer

Sergio Bohon
Secretary of the Board

Glenda Bayless

Dr. Paulette Brown-Hinds

Rabbi Hillel Cohn

James Cuevas
Immediate Past Board Chair

Paul Granillo

Stanley Grube

Kirk Harns

Dr. Fred Jandt

Andrew Jaramillo

Dr. Albert Karnig

D. Matthew Pim

Dr. Henry Shannon

Beverly Stephenson

Dr. Jonathan Lorenzo Yorba
President and CEO

Ms. Debbie Rich
Chief Executive Officer
Girl Scouts of Southern Arizona
4300 E. Broadway Blvd.
Tucson, AZ 85711

Dear Ms. Rich:

Congratulations! A grant has been approved for **Girl Scouts of Southern Arizona** in the amount of **\$25,000** from the S.L. Gimbel Foundation. The **performance period for this grant is January 1, 2015 to December 30, 2015**. Additional funding beyond the performance period is not guaranteed. It is highly recommended that alternative funding sources be sought accordingly. The grant is to support the following as specified in your proposal:

Social Justice Program: A program for girls to participate in the Girl Scout Leadership Experience to gain knowledge, skills, attitudes, and behaviors that will help them succeed.

This grant is subject to the terms outlined in the enclosed Grant Agreement. After you have reviewed the terms and conditions of the Grant Agreement, please sign and date the enclosed copy and return the original copy to The Community Foundation within the next two weeks. Please retain a copy of the signed agreement for your records. Funds will be released upon receipt of the signed Grant Agreement.

A condition of this grant is that you agree to submit the Grant Evaluation Form which includes a narrative report and fiscal report. The **Grant Evaluation is due by January 15, 2016** and a copy will be available online.

We wish you great success and look forward to working with you during the grant performance period.

If you have any questions, please call me at 951-684-4192 ext. 114 or email me at ccudiamat@thecommunityfoundation.net.

Sincerely,

Celia Cudiamat
Executive Vice President of Programs

21354 Girl Scouts of Southern Arizona 20140867

GIMB43



Confirmed in Compliance
with National Standards for
U.S. Community Foundations

3700 Sixth Street, Suite 200 ~ Riverside, California 92501
P: 951.241.7777 ~ F: 951.684.1911 ~ www.thecommunityfoundation.net

2014 S.L. Gimbel Foundation Fund

Grant Agreement

Organization: Girl Scouts of Southern Arizona

Grant Amount: \$ 25,000 **Grant Number:** 20140867

Grant Period: January 1, 2015 to December 30, 2015 (Evaluations due January 15, 2016)

Purpose: Social Justice Program: A program for girls to participate in the Girl Scout Leadership Experience to gain knowledge, skills, attitudes, and behaviors that will help them succeed.

1. Use of Grant Funds

Grant funds must be expended within the grant period, for the purpose and objectives described in your grant proposal. Grant funds may not be expended for any other purpose without prior written approval by The Community Foundation. If there are significant difficulties in making use of the funds as specified in your proposal, or if the grant funds cannot be spent within the grant period, notify us in writing promptly.

Formal requests for extensions or variances must be submitted to the Foundation's Board of Directors for approval a minimum of 60 days before the end of the grant period.

Requests for variances or extensions are reviewed on a case-by-case basis and approved by the Board of Directors. If a request is denied, unused funds must be immediately refunded to the Foundation.

2. Payment of Grant Funds

The grant funds will be paid in full by the Foundation upon receipt of the signed Grant Agreement. Challenge grant funds will be paid in full upon receipt of the signed Grant Agreement and upon receipt of documentation providing evidence that condition(s) of the challenge grant has/have been met.

3. Certification and Maintenance of Exempt Organization Status

This grant is specifically conditioned upon Grantee's status as an eligible grantee of The Community Foundation. The Foundation has obtained a copy of the Grantee's IRS determination letter. Grantee confirms that it has not had any change in its tax-exempt status, and shall notify the Foundation immediately of any such change.

4. Final Report and Records

The Grantee will submit the Grant Evaluation report per the deadline set forth in the award letter. This report includes a narrative on outcomes based on goals and objectives set forth in the grant proposal and an expenditure report documenting use of grant funds. If equipment was purchased, copies of receipts need to be included.

5. Grantee's Financial Responsibilities

Grantee will keep records of receipts and expenditures of grant funds and other supporting documentation related to the grant at least four (4) years after completion of the grant and will make such records of receipts, expenditures and supporting documentation available to the Foundation upon request.

6. Publicity

The Community Foundation recommends publicity for the grant and acknowledging The Community Foundation in internal correspondence, brochures as appropriate; newsletters, annual reports and email blasts or e-newsletters.

The credit line of "Made possible in part by a grant from the "S.L. Gimbel Foundation Advised Fund at The Community Foundation – Inland Southern California" is suggested. When your donors are listed in printed materials, include the S.L. Gimbel Foundation Advised Fund at The Community Foundation in the appropriate contribution size category. When publishing our name, please note the "The" at the beginning of our name is a legal part of our name. It should always be used and capitalized. Attaching our logo is also appreciated. Our logo can be downloaded from our website at www.thecommunityfoundation.net.

7. Indemnification

In the event that a claim of any kind is asserted against the Grantee or the Foundation related to or arising from the project funded by the Grant and a proceeding is brought against the Foundation by reason of such claim, the Grantee, upon written notice from the Foundation, shall, at the Grantee's expense, resist or defend such action or proceeding, at no cost to the Foundation, by counsel approved by the Foundation in writing.

Grantee hereby agrees, to the fullest extent permitted by law, to defend, indemnify, and hold harmless the Foundation , its offices, directors, employees, and agents, from and against any and all claims, liabilities, losses, and expenses (including reasonable attorneys' fees) directly, indirectly, wholly, or partially arising from or in connection with any act or omission by Grantee, its employees, or agents in applying for or accepting the Grant, in expending or applying the Grant funds or in carrying out any project or program supported by the Grant, except to the extent that such claims, liabilities, losses, and expenses arise from or in connection with any bad faith act or omission by the Foundation, its officers, directors, employees, or agent.

8. Termination

The Community Foundation may terminate this agreement, withhold payments, or both at any time, if, in the Community Foundation's judgment: a) The Community Foundation is not satisfied with the quality of the Grantee's progress toward achieving the project goals and objectives; b) the Grantee dissolves or fails to operate; c) the Grantee fails to comply with the terms and conditions of this agreement.

9. Limitation of Support

This Agreement contains the entire agreement between the parties with respect to the Grant and supersedes any previous oral or written understandings or agreements.

I have read and agree to the terms and conditions of the Grant Agreement.

Debbie S. Rich
Signature

Debbie S. Rich
Printed Name

1-20-15
Date

CEO
Title

Organization: 21354 Girl Scouts of Southern Arizona
Grant Number: 20140867

dc
1/20/15



The
Community
Foundation

Serving the Counties of Riverside and San Bernardino

S. L. Gimbel Foundation Fund

BOARD OF DIRECTORS

January 26, 2015

Philip Savage IV
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Sean Varner
Vice Chair of the Board

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Secretary of the Board

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Dr. Paulette Brown-Hinds

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Dr. Henry Shannon

Beverly Stephenson

Dr. Jonathan Lorenzo Yorba
President and CEO

Ms. Debbie Rich
Chief Executive Officer
Girl Scouts of Southern Arizona
4300 E. Broadway Blvd.
Tucson, AZ 85711

Dear Ms. Rich:

The Community Foundation is pleased to enclose a grant check for \$25000 from the S. L. Gimbel Foundation, a component fund at The Community Foundation. By cashing the grant check, you are agreeing to the conditions stated under the *Terms of Grant* which you have signed and returned. The completed Grant Evaluation form is due by January 15, 2016 and will be available online on The Community Foundations website under Grants/Forms. Please note that any grant variances or extensions must be requested in writing and in advance. Any remaining grant funds must be returned to The Community Foundation at the end of the grant period.

We greatly appreciate any help you can give us in publicizing the grant. Please use the following credit in any grant announcements or materials funded by the grant: "The (name of project/program) is supported by a grant from The S. L. Gimbel Foundation." You may send copies of articles printed in local papers, stories in your agency newsletter, annual report, press releases, and other publications for our files.

If you have any questions, please contact me at 951-684-4194.

Sincerely,

Celia Cudiamat
Executive Vice President of Programs

20140867

38665

GIMB4.2



Confirmed in Compliance
with National Standards for
U.S. Community Foundations

3700 Sixth Street, Suite 200 ~ Riverside, California 92501
P: 951.241.7777 ~ F: 951.684.1911 ~ www.thecommunityfoundation.net

The Community Foundation
 Strengthening Inland Southern California through Philanthropy
 3700 SIXTH STREET, SUITE 200
 RIVERSIDE, CA 92501
 951-241-7777 / FAX 951-684-1911

CITIZENS BUSINESS BANK
 A Financial Services Company
 3695 Main Street, Riverside, CA 92501
 90-3414-1222

FD-1000
 EFDN-1000
 Check Fraud
 Protection for Business

00000

PAY * Twenty-Five Thousand and no/100 *

TO THE ORDER OF

DATE

AMOUNT

12/31/2014

\$ ****25,000.00

Girl Scouts of Southern Arizona
 4300 E. Broadway Blvd.
 Tucson, AZ 85711



Celia Andramiat

Jonathan Lorenzo Yorlan
 AUTHORIZED SIGNATURE

Security features. Details on back

⑈038665⑈ ⑆122234149⑆ 244124437⑈

The Community Foundation

38665

21354	Girl Scouts of Southern Arizona	12/31/2014	038665	
20140867	01/08/2015 Social Justice Program			25,000.00
GIMB	S.L. Gimbel Foundation Advised Fund		25,000.00	

CHECK TOTAL: \$ ****25,000.00

The Community Foundation

38665

21354	Girl Scouts of Southern Arizona	12/31/2014	038665	
20140867	01/08/2015 Social Justice Program			25,000.00
GIMB	S.L. Gimbel Foundation Advised Fund		25,000.00	

CHECK TOTAL: \$ ****25,000.00