



October 1, 2004–September 30, 2005

Annual Report

Girl Scouts - Sybaquay Council

*Facing Tomorrow—
Giving girls a
foundation of
Courage,
Confidence,
Character &
Connections
Today*

Message from the Board Chair and CEO . . .

As we take this time to pause and reflect upon this past year, we would like to begin by giving thanks to all who chose to make a difference in girls' lives through donations of their time, their talents and their monetary support. Without all of you, Sybaquay Council would not have had the opportunity to touch the lives of the over 11,000 girls and 3,000 adults in our jurisdiction.

Girl Scouts of the USA (GSUSA) has spent this year examining how to transform the Girl Scout Movement to better serve girls. First, a strategy team was formed from GSUSA staff, council volunteers and staff all from across the nation. These individuals, working with a well-known strategist delved into the task of taking our organization to the next level—from good to great. In the process, they identified brutal truths about our organization, as well as key strengths. One thing was clear—evolution of our organization is inevitable and necessary in order to remain relevant to our girls and to address their changing needs. Part of the challenge is to capture and communicate what is unique about the Girl Scout experience. GSUSA is striving to create an equal Girl Scout experience for Girl Scouts across the nation. Their “winning proposition” is to the point, meaningful and addresses our vision of being a place where a girl finds: **Courage** by exploring new adventures; **Confidence** by discovering her abilities; **Character** by shaping her values; **Connections** by friendships with other girls; and, where she returns these gifts by making the world a better place.

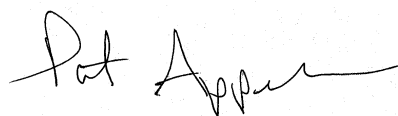
We at Sybaquay Council have been working hard to prepare our council for change. Our membership staff has been developing strategies to increase our membership. Our program staff has searched for programs and partnerships to give our leaders and girls more to choose from. Fund development has been striving to increase adult-generated revenue, so that our council is not reliant on our girls for the funding of program by their participation in product sales. Our public relations and communications department continues to try and place Girl Scouts in the public eye and to send the message of what Girl Scouts has to offer girls. And, our administrative and business staff is an ever-strong presence tying it all together.

Sybaquay Council is poised to take the next step . . . ready for evolution . . . and as always . . . ready to help girls grow strong!

Sincerely,



Pat McCullough
Board Chair



Pat Appelhans
Chief Executive Officer



Pat McCullough
Board Chair



Pat Appelhans
Chief Executive Officer

The Experience

The Girl Scout Experience:

Achievement areas: girls discover, girls lead and girls take action.

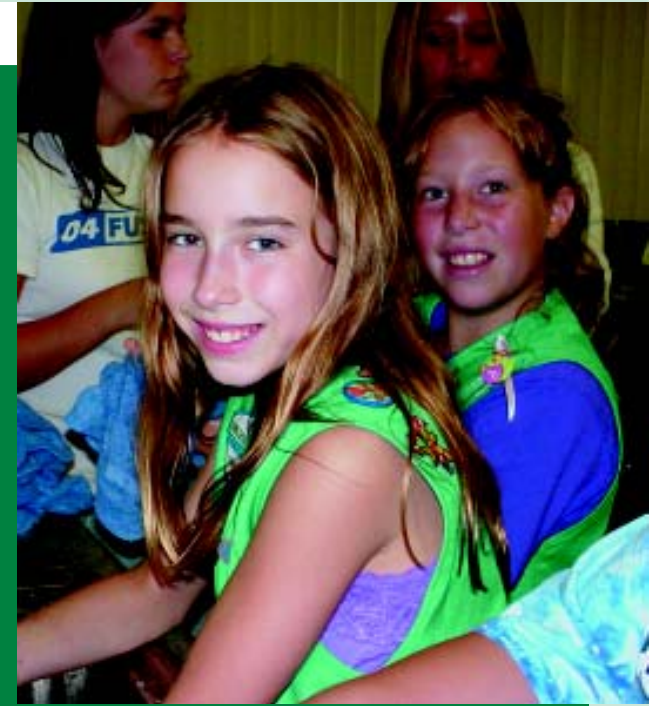
The outcomes are: girls gain courage, confidence, character and the ability to improve the world.



Our Mission:

Girl Scouting builds girls of Confidence, Courage, and Character, who make the world a better place.

Opportunities and exploration



Courage



Girls Discover . . .

In Girl Scouts, girls discover the *Courage* to try new things and learn new skills.

A Place Where Girls Can Learn

STUDIO 2B_{SM}

By Girl, For Girl Events

The By Girl, For Girl (BGFG) events were introduced last year by the STUDIO 2B Planning Committee. Five troops/groups planned BGFG events for Girl Scouts ages 11–17 during the 2004–2005 membership year. Events included Spa Night, W.O.W. (Wonders of Winter), Spring All-Nighter, Magic Waters, and a theatre event where the girls saw the musical *Wicked*.

STUDIO 2B Events

Joy Trek was held at Pokonokah Hills for girls in grades 7–12.

The Rewing Up to STUDIO 2B event included a variety of “Action Stations” where girls learned about *destinations*, FOCUS books, room design, manicures, make-up, yoga, and cheer/dance.

Girls ages 11–17 attended various STUDIO 2B program events, including Snowtubing, Sew Sensational, and *destinations* 411.

STUDIO 2B destinations

Four girls from Sybaquay participated in the following *destinations*: Amber Schnecke — Zoadventures at Busch Garden in Tampa Bay; Amanda Bagsby—Sangam, Girl Guide World Center in India; Mackenzie Jacobs—Animal Adventure Camp at Seaworld; and, Melissa Sanchez—Canyon Odyssey Camp in Arizona.

Council-Sponsored Events

Jumpin’ Jammin’

This year’s Jumpin’ Jammin’ event was planned by a committee of girls. The theme was “On the Dark Side.”

Troop Trek

Two sessions of Troop Trek were held.

Day/Twilight Camp

A total of 20 camps were held this summer, by 21 service units.

Resident Camp

Camp Pokonokah Hills, Sybaquay’s resident camp, is located about 45 minutes north of Eau Claire, Wisconsin. The resident camp experience ranges from a four-night to seven-night stay and helps girls create a positive sense of their abilities, take pride in being responsible for their environment, discover plants and animals, and more. Some activities include hiking, swimming, canoeing, arts and crafts, fire-building and outdoor cooking.

Program Events

Daisy Girl Scouts through Junior Girl Scouts participated in a variety of council-sponsored activities, from our Science Discovery workshop and Finding Your Way Junior Badge workshop, to our Sports Overnight at Harper College. Council-sponsored events give girls an opportunity to interact with other Girl Scouts outside their own troop/group.

Confidence



Girls Lead . . .

In the Girl Scouts, girls develop *Confidence* by discovering unique abilities.

Today's Girls, Tomorrow's Leaders

Leadership Trainings

Counselor In Training (CIT)

This program gives Girl Scouts who have completed tenth grade the opportunity to work with girls in an outdoor setting. In this course, girls complete an outdoor group leadership course while interning as a counselor in a Girl Scout camp. The training includes regular hours devoted to classes, plus actual experience working directly with the girls under the supervision of a camp counselor.

Step Into Action

Sybaquay Council offers this leadership workshop to give Junior Girl Scouts the skills they need to help a Daisy or Brownie Girl Scout leader teach activities to their troop/group. The girls then complete ten hours of service assisting a troop/group.

Girls Learn Leadership in Other Ways

Troop/Group Government

Involvement in troop/group government gives girls opportunities to practice and strengthen their leadership skills and involves girls in the planning of troop/group activities. Girls also decide how funds earned from Girl Scout product sales will be used.

Program Aide

Program aide trainings are leadership workshops which foster the development of leadership skills for girls in grades 7 and up. A girl begins with a core program-aide training which covers general teaching methods to use with younger troops/groups, in-depth characteristics of girls in younger age groups and Girl Scout safety standards and policies. Girls then take a specialized training in areas such as arts and crafts or out-of-doors, which allows them to share their skills in a variety of settings. Program aides do not just help, they actually plan and implement projects in their area of specialized training. For example, a girl trained as an outdoor program aide may choose to work at a service unit day camp.

Citizens of Distinction . . .

In September 2005, Sybaquay Council held its Citizens of Distinction dinner. At the dinner, five individuals, a family and a business were awarded for service to their communities:

***Kelsey Slotter, Jr. Girl Scout
Charie Zanck
Kosta Apolopoulos
Jean & Joseph Murawski
JPMorgan Chase Bank***

Character



Girl Scout Gold Award recipients from left to right: Top Row—Amber Kiefer, Amy Paskalides, Emily Kuntz, Hannah DeBoer, Jessica Schwartz, Vanessa Busse. Bottom Row—Kailey Husby, Trisha Salkas, Kendall Sater.



Character . . .

In the Girl Scouts, girls develop *Character* by shaping their values.

Taking Action to Make the World a Better Place

Girl Scout Gold Award

The Girl Scout Gold Award is the highest achievement in Girl Scouting. It symbolizes outstanding accomplishments in the areas of leadership, career planning, community service and personal development. The Girl Scout Gold Award can be earned by Girl Scouts ages 14–17. A young woman who earns the Girl Scout Gold Award must complete five requirements in these areas, working either individually or with other Girl Scouts. This award expresses a special commitment to herself, her community, her world, and her future and is an extension of all she has learned during her Girl Scout experience.

Nine girls were awarded the Girl Scout Gold Award at our banquet in April 2005 (listed on facing page). Girl Scout Gold Award achievements are acknowledged by many governmental, national and local organizations.

Girl Scout Silver Award

The Girl Scout Silver Award can be earned by Girl Scouts ages 11–14. This year, 66 girls received their Girl Scout Silver Award at a council-sponsored ceremony in May 2005:

Nicole Fike, Kristen Jahn, Amanda Bagsby, Amanda Hortsman, Alyssa Jannusch, Amanda Dunal, Hailie Fowler, Jennifer Lang, Stephanie Laidlaw, Marissa Shemoney, Lauren Coco, Nicola Trumbull, Alysha Balog, Crystal Bell, Kori McKay, Alicia Acosta, Marissa Montero, Amanda Keen, Stefanie Schneider, Rebecca Hastings, Arianna Infante, Brittany Sven, MaryAnn Siecinski, Kelsey Flood, Callie Johnson, Valentina Canonaco, Julia Zinkus, Melissa Blunk, Aimee Neilan, Michelle Hensley, Jenessa Long, Stephany Hensley, Brenda Willemsen, Regina Achille, Amelia Auchstetter, Melissa Day, Cassie Halter, Ashleigh Johnson, Lindsay Murphy, Katlan Sego, Lynnsey Shelton, Chelsea Smith, Courtney Bragg, Kat Lodge, Kirstie Forst, Caitlin Cannon, Eryn Cisneros, Elizabeth Shadle, Katharine Shadle, Ellen Borhart, Suzanne Reynolds, Michelle Fleetwood, Abby Melin, Vicki Yopst, Trisha Tate, Samantha Schroeder, Rachel Salis, Becca Isola, Katie Sherman, Liz Esche, Kimina Jamison, Keri Bultman, Breanna Wascher, Christine Cook, Stephanie Wood, Jessica Friberg

Girl Scout Bronze Award

The Girl Scout Bronze Award can be earned by Girl Scouts ages 9–11. Over 90 Girl Scouts in Sybaquay Council received their Girl Scout Bronze Award this year.

Girl Scout Gold Award Scholarship

To be eligible to receive this prestigious award given to a high school senior, a Girl Scout must have earned her Girl Scout Gold Award by completing the necessary requirements which promote community service, personal and spiritual growth, positive values and leadership skills. This year's worthy recipient of the Girl Scout Gold Award Scholarship was Sneha Goud.

"Girl Scouts teaches girls that it's okay to be creative, smart, and to love yourself. In today's world, girls are subjected to so much pressure from society, but I feel Girl Scouts helps girls develop into strong women!"



Connections



Connections . . .

In the Girl Scouts, girls make connections through their friendships with other girls.

Our Connections Help Girls Make Connections!

Youth Services Bureau (YSB)

Sybaquay Council collaborated with the YSB in McHenry County to provide workshops to STUDIO 2B_{SM}-age girls.

- STUDIO 2B Take Charge*
- From Stress to Success*

Bartlett Nature Center

Sybaquay Council worked with Bartlett Nature Center to present five workshops to Brownie and Junior Girl Scouts and Girls ages 11–17.

- Trails of Mystery*
- Oil Up Badge*
- Illinois Try-It*
- Car Sense*
- Digging Through the Past*

Mercy Health System (MHS)

MHS assisted Sybaquay with a workshop focusing on body image, body changes and growing up a girl. Girls ages 9–11 attended with their mothers, guardians or other female adult.

- Girl Talk*

Barrington Area AAUW

Sybaquay was able to once again work with the Barrington Area AAUW to present a badge workshop for Junior Girl Scouts.

- Women Now & Then*

Toastmaster's Youth Leadership

This nine-week workshop kicked off in January. The program was conducted by Toastmaster presenters and held at the Girl Scout Center.

Adult Volunteers in Sybaquay Council

Of course, it would not be possible to bring the Girl Scout experience to our girls without our dedicated adult volunteers! Girl Scouts is a volunteer-based organization. From leaders working directly with girls to trainers or board and committee members, our adult volunteers give their time and talents to the girls in Sybaquay Council.

Their commitment ensures a positive experience for each girl and allows us to fulfill our goal of helping girls in Sybaquay Council grow strong.

Thank you!

financial review

INCOME

Product Sales	67%	\$1,595,922
Program Service Fees	5%	\$117,656
Investment Income	5%	\$119,782
Sales to Membership	6%	\$140,008
United Way Allocations	1%	\$26,546
Contributions	6%	\$146,383
Other Income	10%	\$233,864
TOTAL INCOME		\$2,380,161

EXPENSES

Program Services	82%	\$1,883,024
Management	11%	\$261,007
Fundraising	7%	\$155,742
TOTAL EXPENSES		\$2,299,773

The council's books are audited annually. The 2004-2005 audit was conducted by Dugan & Lopatka. A complete audit record is available during normal business hours.

Product Sales

Girl-generated revenue from the 2004 fall product sale and the 2005 Girl Scout cookie sale declined by 21% and 11% respectively, due to a decrease in girl membership from the previous membership year.

In an effort to combat the initial decrease in Girl Scout cookie sales, Sybaquay held a council-wide "Girl Scout Cookie Walkabout" in April, after cookie shop sales. In the Walkabout, troops/groups were asked to conduct door-to-door sales in their areas. 39 troops participated and sold an additional 4,568 boxes of cookies. A primary goal continues to be to build a strong foundation of adult-generated revenue.

Fund Development

Two special events were held this past year in an effort to increase adult-generated revenue in Sybaquay Council.

New this year was the *2005 Sybaquay Golf Classic* held on July 11, 2005, at the Bull Valley Country Club in Woodstock. After golfing, participants attended a dinner and silent auction.

Additionally, this year, Sybaquay expanded its Women of Distinction event to the *2005 Citizens of Distinction Dinner* held this year at Del Webb's Prairie Lodge in Huntley. On September 23, 2005, five individuals, a family and a business were awarded for service to their communities: Junior Girl Scout Kelsey Slotter, Charie Zanck, Kosta Apolopoulos, Jean & Joseph Murawski and J.P. Morgan Chase Bank.

Membership

We know from experience that in Girl Scouting, girls make life-long friends and have fun learning to work with peers and learning to set and achieve goals. As Girl Scouts, they acquire life skills: the ability to communicate, make decisions, solve problems, make plans and set personal goals.

This year's focus on membership included efforts in the recruitment and retention of Daisy Girl Scouts and Brownie Girl Scouts. To assist in the recruitment of Daisy Girl Scouts, staff held "Daisy Teas," which resulted in an overall increase of 12%.

Additionally, 11 "Sizzlin' Sumer of Fun" events were planned for the summer and 6 "Waiting Just For You" events for girls on the waiting list were held. Both recruitment efforts increased membership by 89 girls.

Our L.A.V.A. (Latino Adult Volunteer Advancement) program has recruited 37 mentors who have been focusing on family-centered recruitment events for girls and adults from the Latina communities. Our total Latina Girl Scout membership has increased 54% for girls and 194% for adults.

MEMBERSHIP

Daisy Girl Scouts	1,207
Brownie Girl Scouts	5,041
Junior Girl Scouts	3,014
Cadette Girl Scouts	653
Senior Girl Scouts	159
Group	800
Non-troop Affiliated	395
TOTAL GIRL MEMBERSHIP	11,639
Adult Membership	2,961
TOTAL MEMBERSHIP	14,600

membership review

financial support

The following individuals, families, foundations, corporations, businesses, and organizations have generously given their support to Girl Scouts - Sybaquay Council. Together, we are helping today's girls develop into tomorrow's leaders.

The donors listed on these pages donated \$50 or more between October 1, 2004, and September 30, 2005. We are grateful to all donors who contributed to Sybaquay Council and regret that space constraints prohibit us from listing the names of donors contributing amounts less than \$50. A complete list of families donating to the family partnership appeal between October 1, 2004, and September 30, 2005, appeared in the 2005 Spring/Summer edition of the *Sybaquay Reporter*.

Every effort has been made to accurately list our donors. If your name was inadvertently omitted or if there is an error, please contact the Girl Scout Center at 847-741-5521.

Gifts to Girl Scouts - Sybaquay Council are deductible for income, estate, and gift tax purposes to the extent that law allows.

Individual Donors—

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\$2,500 - \$4,999

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Cindy and Edward Fitzharris
Marie Hugh

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Colleen Campbell
Brian and Carolyn Clifford
Todd and Ann Conforti

Juliette Low Society: Like Juliette Low, the following individuals have chosen to make a monetary commitment to the council's endowment fund that helps to ensure the continuation of Girl Scouting in Sybaquay Council.

Sara Ellen Anderson
Pat Appelhans
Mary Ann Beebe
Norma Behrend*
Jane E. Carter
Cheryl Dahl-Kearney
Carmen Diaz
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* Deceased

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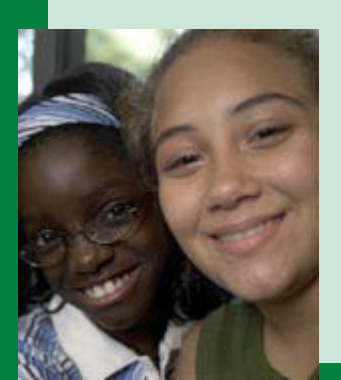
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Marie and John Fabiano

The Girl Scout Law

I will do my best to be
honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,
and to
respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.

The Girl Scout Promise

On my honor I will try:
To serve God and my country,
To help people at all times,
And to live by the Girl Scout Law.



Susan and Keith Farnham
Eric and Andrea Feltes
George and Janet Field
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Susan Farnham

In memory of Thomas Fentress
Colleen Clare

In memory of Florence Gomersall
Mary Ann Beebe
Sonja Duncan-White
Charlyn Geldmacher
Donna Lincicome
Barbara Pagano
James Payne
Christine Olson
Rodney Olson
James Walker
Gene Walz

***In memory of Jane Merrill
& Francis Shields***
Dan Merrill

In memory of Irene Stryker
Mark Hoskins

In memory of Jeanette Hann
Sara Ellen Anderson
Mary Ann Beebe
Alberta Berkes
Barbara Carter
Jane Carter
Ted Crawshaw
Beverly Dow
Ray Good
Glenn Hamm
Jeanette Hann Living Trust UAD
Michael Hann
June Kubasiak
Patricia Laird
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Michael Maroscia
Rebecca Morphey
George Murphy
Delno Nelson
Swanson Real Estate
Crystal Towe
Cynthia Tripp

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(As of September 30, 2005)

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GIRL SCOUTS - SYBAQUAY COUNCIL NOMINATING COMMITTEE

(As of September 30, 2005)

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Patricia Teets

June Kubasiak

Patricia Szpekowski

Karen Patel

Dana Vierck

Wes Stephens



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