

Return of Organization Exempt From Income Tax

OMB No 1545-0047

2008**Open to Public Inspection**Department of the Treasury
Internal Revenue Service

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

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

A For the 2008 calendar year, or tax year beginning , and ending				
B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☐ Amended return ☐ Application pending	Please use IRS label or print or type. See Specific Instructions.	C Name of organization Girl Scout Commonwealth Council of Virginia		D Employer identification number
		Doing Business As		54-0534506
		Number and street (or P O box if mail is not delivered to street address) Room/suite		E Telephone number
		P. O. BOX 548		(804) 746-0590
		City or town, state or country, and ZIP + 4		G Gross receipts \$ 6,082,705
		MECHANICSVILLE VA 23111		
F Name and address of principal officer: CANDRA PARKER, RICHMOND, VA				H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☒ No If "No," attach a list (see instructions)
I Tax-exempt status ☒ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527				H(c) Group exemption number ▶
J Website: WWW.COMGIRLSGIRLS.ORG				
K Type of organization ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶			L Year of formation 1913	M State of legal domicile VA

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: GIRL SCOUTS PROVIDE LEADERSHIP, TRAINING, TEAM BUILDING, SELF-ESTEEM, OUTDOOR ADVENTURE, DIVERSITY, AND VALUES TO HELP GIRLS, AGES 5 THROUGH 17, BUILD COURAGE, CONFIDENCE, AND CHARACTER.		
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets.		
	3	Number of voting members of the governing body (Part VI, line 1a)	3	21
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4	21
	5	Total number of employees (Part V, line 2a)	5	137
	6	Total number of volunteers (estimate if necessary)	6	5,271
	7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	8,050
b	Net unrelated business taxable income from Form 990-T, line 34	7b	-2,909	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9	Program service revenue (Part VIII, line 2d)	414,603	275,411
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	302,475	391,021
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	138,913	65,013
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	3,539,142	3,488,745
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	4,395,133	4,220,190
	14	Benefits paid to or for members (Part IX, column (A), line 4)	87,520	77,735
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	0	0
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	2,659,863	2,655,154
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 320,845	0	0
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	1,306,018	1,493,144
	18	Total expenses—add lines 13–17 (must equal Part IX, column (A), line 25)	4,053,401	4,226,033
	19	Revenue less expenses. Subtract line 18 from line 12	341,732	-5,843
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Year	End of Year
	21	Total liabilities (Part X, line 26)	6,284,383	5,646,769
	22	Net assets or fund balances. Subtract line 21 from line 20	407,176	349,775
			5,877,207	5,296,994

Part II Signature Block

Sign Here	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.			
		5/12/09 Date		
	Signature of officer CANDRA PARKER, BOARD PRESIDENT Type or print name and title			
Paid Preparer's Use Only	Preparer's signature	Date	Check if self-employed ☐	Preparer's identifying number (see instructions)
	Firm's name (or yours if self-employed), address, and ZIP + 4		EIN	
			Phone no	

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☒ No

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

(HTA)

Form **990** (2008)

03 G116

SCANNED JUL 06 2009

Part III Statement of Program Service Accomplishments (see instructions)**1** Briefly describe the organization's mission:

THE GIRL SCOUT MISSION IS TO ASSIST YOUNG GIRLS AND WOMEN IN DEVELOPING SKILLS AND A SENSE OF SELF-WORTH THAT WILL ENABLE THEM TO LIVE IN A CHANGING WORLD AND BECOME PARTICIPATING CITIZENS. SUBSCRIBE TO THE PRINCIPLES OF GIRL SCOUTING AS STATED IN THE GIRL SCOUT PROMISE AND LAW, AND TO FOSTER THE GIRL SCOUT MOVEMENT ACCORDING TO THE POLICIES SET FORTH BY THE GIRL SCOUTS OF THE UNITED STATES OF AMERICA.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

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

If "Yes," describe these changes on Schedule O.

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses.

Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code:) (Expenses \$ 945,370 including grants of \$ 0) (Revenue \$ 127,007)

STAFF AND MATERIALS TO PROVIDE SERVICE TO THE ENTIRE COUNCIL MEMBERSHIP OF OVER 20,000 GIRL AND ADULT VOLUNTEERS WITH PARTICULAR EMPHASIS ON ASSISTANCE TO THE TROOPS AND SERVICE TEAMS AS WELL AS STAFF AND MATERIALS FOR COUNCIL-WIDE ACTIVITIES IN THE AREAS OF MATH, SCIENCE, TECHNOLOGY, LEADERSHIP, SELF-ESTEEM, SPORTS, TEAM BUILDING, CAREERS, COMMUNITY SERVICE, RISKY BEHAVIOR, AND OTHER ISSUES FACING TODAY'S YOUNG GIRLS.

4b (Code:) (Expenses \$ 1,559,829 including grants of \$ 64,735) (Revenue \$ 3,540,383)

THE RECRUITMENT AND RETENTION OF OVER 16,000 GIRLS ANNUALLY WHICH IS ACHIEVED THROUGH INTENSIVE RECRUITMENT OF AT-RISK GIRLS IN HARD TO SERVE AREAS AS WELL AS EXTENSIVE RECRUITMENT THROUGHOUT ALL AREA SCHOOLS IN AN EFFORT TO MAKE GIRL SCOUTS AVAILABLE TO EVERY GIRL EVERYWHERE. RECRUITMENT INCLUDES STAFF TIME, FLYERS, PUBLICATIONS, COMMUNICATION TOOLS AND TECHNOLOGY. ALSO INCLUDED IS THE RECRUITMENT, RETENTION, TRAINING OF OVER 5,000 ADULT VOLUNTEERS WHICH IS ACHIEVED THROUGH AN EXTENSIVE RECRUITMENT PROGRAMS AND EXTENSIVE YEAR ROUND TRAINING PROGRAMS. THE TRAINING PROGRAM INCLUDES BASIC LEADERSHIP, OUTDOOR PROGRAM, SERVICE UNIT TRAINING, FIRST AID, AND SPECIALTY WORKSHOPS. THIS INCLUDES STAFF, MATERIALS, AND TECHNOLOGY.

4c (Code:) (Expenses \$ 992,957 including grants of \$ 13,000) (Revenue \$ 261,514)

OUTDOOR PROGRAM: OUTDOOR OPPORTUNITIES ARE PROVIDED THROUGH THE MAINTENANCE OF TWO (2) CAMP SITES FOR MORE THAN 5,500 COUNCIL MEMBERS WHO PARTICIPATED IN DAY, TROOP, EQUESTRIAN OR RESIDENT CAMP. THIS INCLUDES STAFF AND MATERIALS USED IN A VARIETY OF COUNCIL-WIDE PROGRAMS EMPHASIZING THE OUT-OF-DOORS.

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

(Expenses \$ 0 including grants of \$ 0) (Revenue \$ 0)

4e Total program service expenses ▶ \$ 3,498,156 (Must equal Part IX, Line 25, column (B).)

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1 X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	2 X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4	X
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5	
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6	X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8	X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9	X
10 Did the organization hold assets in term, permanent, or quasi-endowments? If "Yes," complete Schedule D, Part V	10	X
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11 X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII	12 X	
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	X
14a Did the organization maintain an office, employees, or agents outside of the U.S.?	14a	X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? If "Yes," complete Schedule F, Part I	14b	X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15	X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Part III	16	X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17	X
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	X
19 Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	X
20 Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20	X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	X
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22 X	
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to question 25	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	X
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	X
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	X
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a	X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b	X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26	X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27	X

Part IV Checklist of Required Schedules (continued)

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable.	11	
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable.	0	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	137	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	X	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?		
6a	Did the organization solicit any contributions that were not tax deductible?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
d	If "Yes," indicate the number of Forms 8282 filed during the year.	7d	
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?		X
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?		X
9	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?		
b	Did the organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12.	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders.	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b	

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

Section A. Governing Body and Management

		Yes	No
For each "Yes" response to lines 2–7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.			
1a	Enter the number of voting members of the governing body	1a	21
b	Enter the number of voting members that are independent	1b	21
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	X
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5	X
6	Does the organization have members or stockholders?	6	X
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b	X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	8a	X
b	Each committee with authority to act on behalf of the governing body?	8b	X
9a	Does the organization have local chapters, branches, or affiliates?	9a	X
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b	X
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	X
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11	X

Section B. Policies

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

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ► NONE

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

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

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► LILLIE C. BRANCH, CHIEF OPERATING OFFICER 804-764-3320
7300 HANOVER GREEN DRIVE, MECHANICSVILLE, VA 23111

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former** directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
CANDRA E. PARKER PRESIDENT	0	X		X				0	0	0
SUSAN SWIFT VICE PRESIDENT	0	X		X				0	0	0
JEAN SCHUMACHER VICE PRESIDENT	0	X		X				0	0	0
BRUCE WENGER VICE PRESIDENT	0	X		X				0	0	0
PAULINE L. CRONIN TREASURE	0	X		X				0	0	0
CATHERINE L. STAPLES BOARD MEMBER	0	X		X				0	0	0
CYNTHIA BALDERSON BOARD MEMBER	0	X						0	0	0
JOCELYN BLIZZARD BOARD MEMBER	0	X						0	0	0
JANET D. CLEMENT BOARD MEMBER	0	X						0	0	0
TRACY COOGLE BOARD MEMBER	0	X						0	0	0
ANNETTE COUSINS BOARD MEMBER	0	X						0	0	0
GAIL COLE DRAKE BOARD MEMBER	0	X						0	0	0
MARY FURBISH BOARD MEMBER	0	X						0	0	0
M. SUSAN GILLEY BOARD MEMBER	0	X						0	0	0
DOUGLAS HARVEY BOARD MEMBER	0	X						0	0	0
HEATHER NEWSOME BOARD MEMBER	0	X						0	0	0
LYNN J. SIMMS BOARD MEMBER	0	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	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
GAIL SIMPSON BOARD MEMBER	0.	X						0	0	0
TZAWE WANG BOARD MEMBER	0.	X						0	0	0
JUDY JENNINGS BOARD MEMBER	0.	X						0	0	0
ELIZABETH MORGAN BOARD MEMBER	0.	X						0	0	0
LILLIE C. BRANCH CHIEF EXECUTIVE OFFICER	35.			X	X	X		124,513	0	12,829
ROY J. REYNOLDS CHIEF FINANCIAL OFFICER	35.			X	X			69,141	0	9,480
	0.							0	0	0
	0.							0	0	0
	0.							0	0	0
	0.							0	0	0
	0.							0	0	0
	0.							0	0	0
	0.							0	0	0
	0.							0	0	0
1b Total								193,654	0	22,309

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

3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
3		X
4		X
5		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

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

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

(A) Name and business address	(B) Description of services	(C) Compensation
NONE		0
		0
		0
		0
		0

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

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns	1a 138,674				
	b	Membership dues	1b 0				
	c	Fundraising events	1c 0				
	d	Related organizations	1d 0				
	e	Government grants (contributions)	1e 0				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f 136,737				
	g	Noncash contributions included in lines 1a-1f: \$	0				
	h	Total. Add lines 1a-1f ▶		275,411			
Program Service Revenue				Business Code			
	2a	ADULT TRAINING EVENT FEES		12,775	12,775		
	b	PROGRAM FEES-HONORING EXCELLENCE		7,208	7,208		
	c	PROGRAM SERVICE FEES-COUNCIL EVENTS		71,660	71,660		
	d	SERVICE FEES-RESIDENT AND TROOP CAMP		264,014	264,014		
	e	HONORING WOMEN OF DISTINCTION		35,364	35,364		
	f	All other program service revenue		0			
	g	Total. Add lines 2a-2f ▶		391,021			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) ▶		65,013			65,013
	4	Income from investment of tax-exempt bond proceeds ▶		0			
	5	Royalties ▶		0			
	6a	Gross Rents	(i) Real (ii) Personal				
	b	Less: rental expenses	0				
	c	Rental income or (loss)	0 0				
	d	Net rental income or (loss) ▶		0			
	7a	Gross amount from sales of assets other than inventory	(i) Securities (ii) Other	0 0			
	b	Less: cost or other basis and sales expenses	0 0				
	c	Gain or (loss)	0 0				
	d	Net gain or (loss) ▶		0			
	8a	Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18	a 0				
	b	Less: direct expenses	b 0				
	c	Net income or (loss) from fundraising events ▶		0			
	9a	Gross income from gaming activities. See Part IV, line 19	a 0				
	b	Less: direct expenses	b 0				
	c	Net income or (loss) from gaming activities ▶		0			
	10a	Gross sales of inventory, less returns and allowances	a 5,312,898				
b	Less: cost of goods sold	b 1,862,515					
c	Net income or (loss) from sales of inventory ▶		3,450,383	3,450,383			
Miscellaneous Revenue			Business Code				
11a	ADS FOR FOCUS PUBLICATION		8,050	0	8,050		
b	95TH ANNIVERSARY CELEBRATION		27,415	27,415			
c	MISCELLANEOUS		2,897	2,897			
d	All other revenue						
e	Total. Add lines 11a-11d ▶		38,362				
12	Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e ▶		4,220,190	3,871,716	8,050	65,013	

Part IX Statement of Functional Expenses**Section 501(c)(3) and 501(c)(4) organizations must complete all columns.****All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).****Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	0			
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22	77,735	77,735		
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16	0			
4 Benefits paid to or for members	0			
5 Compensation of current officers, directors, trustees, and key employees	193,654	75,382	74,004	44,268
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	0			
7 Other salaries and wages	1,970,658	1,709,796	105,741	155,121
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	78,440	64,892	5,988	7,560
9 Other employee benefits	233,173	197,533	13,699	21,941
10 Payroll taxes	179,229	141,294	15,994	21,941
11 Fees for services (non-employees):				
a Management	22,359	4,849	8,755	8,755
b Legal	3,650	2,190	730	730
c Accounting	20,425	12,255	4,085	4,085
d Lobbying	0			
e Professional fundraising services See Part IV, line 17	0			
f Investment management fees	0			
g Other	0			
12 Advertising and promotion	0			
13 Office expenses	381,423	335,846	16,232	29,345
14 Information technology	0			
15 Royalties	0			
16 Occupancy	334,917	292,198	41,983	736
17 Travel	125,300	113,627	4,876	6,797
18 Payments of travel or entertainment expenses for any federal, state, or local public officials	0			
19 Conferences, conventions, and meetings	109,138	90,884	4,457	13,797
20 Interest	2,876	115	2,243	518
21 Payments to affiliates	0	0	0	0
22 Depreciation, depletion, and amortization	202,775	123,693	79,082	0
23 Insurance	81,824	58,233	23,591	
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a COOKIE PROGRAM INCENTIVES	73,948	73,948		
b PEANUT AND CANDY PROGRAM INCENTIVES	16,296	16,296		
c CREDIT CARD PROCESSING	11,631	6,519	2,632	2,480
d BANK SERVICE CHARGES	7,381	4,137	1,670	1,574
e LOSS ON DEMOLITION OF RANGER HOUSE	93,588	93,588		
f All other expenses RECRUIT STAFF & TAXES	5,613	3,146	1,270	1,197
25 Total functional expenses. Add lines 1 through 24f	4,226,033	3,498,156	407,032	320,845
26 Joint Costs. Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	1,660	1	1,160
	2 Savings and temporary cash investments	1,239,572	2	1,459,629
	3 Pledges and grants receivable, net	0	3	0
	4 Accounts receivable, net	51,630	4	43,490
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L	0	5	0
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	253,016	8	261,788
	9 Prepaid expenses and deferred charges	32,270	9	19,920
	10a Land, buildings, and equipment: cost basis	5,349,364		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	3,115,281		
	11 Investments—publicly traded securities	2,414,278	10c	2,259,563
	12 Investments—other securities. See Part IV, line 11	2,289,629	11	1,598,891
	13 Investments—program-related. See Part IV, line 11	0	12	0
	14 Intangible assets	0	13	0
	15 Other assets. See Part IV, line 11	2,328	14	2,328
16 Total assets. Add lines 1 through 15 (must equal line 34)	6,284,383	15	5,646,769	
Liabilities	17 Accounts payable and accrued expenses	210,143	16	183,383
	18 Grants payable		17	
	19 Deferred revenue	1,974	18	1,198
	20 Tax-exempt bond liabilities	0	19	0
	21 Escrow account liability. Complete Part IV of Schedule D		20	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L	0	21	0
	23 Secured mortgages and notes payable to unrelated third parties	89,239	22	0
	24 Unsecured notes and loans payable	0	23	0
	25 Other liabilities. Complete Part X of Schedule D	105,820	24	165,194
	26 Total liabilities. Add lines 17 through 25	407,176	25	349,775
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	5,758,021	26	5,218,275
	28 Temporarily restricted net assets	119,186	27	78,719
	29 Permanently restricted net assets		28	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		29	
	31 Paid-in or capital surplus, or land, building, or equipment fund		30	
	32 Retained earnings, endowment, accumulated income, or other funds		31	
	33 Total net assets or fund balances	5,877,207	32	5,296,994
	34 Total liabilities and net assets/fund balances	6,284,383	33	5,646,769

Part XI Financial Statements and Reporting

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

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2008

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)
nonexempt charitable trusts.

▶ **Attach to Form 990 or Form 990-EZ.** ▶ **See separate instructions.**

Name of the organization

Girl Scout Commonwealth Council of Virginia, Inc.

Employer identification number

54-0534506

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. (Please check only one organization.)

- 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.)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**. (Attach Schedule H.)
- 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 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.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**. (see instructions)
- 11 ☐ 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 that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I b ☐ Type II c ☐ Type III—Functionally integrated d ☐ Type III—Other.
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**.
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box. ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? ☐
- (ii) A family member of a person described in (i) above? ☐
- (iii) A 35% controlled entity of a person described in (i) or (ii) above? ☐

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

h Provide the following information about the organizations the organization supports.

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col.(i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
									0
									0
									0
									0
									0
									0
Total									0

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

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	0	0	0	0	0	0
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0			0
3 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0			0
4 Total. Add lines 1-3	0	0	0	0	0	0
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 Public support. Subtract line 5 from line 4.						0

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	0	0	0	0	0	0
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	0	0	0	0	0	0
9 Net income from unrelated business activities, whether or not the business is regularly carried on					0	0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	0	0	0	0	0	0
11 Total support. Add lines 7 through 10						0
12 Gross receipts from related activities, etc. (see instructions.)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	0 00%
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	0 00%
16a 33 1/3% support test-2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
b 33 1/3% support test-2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
17a 10%-facts-and-circumstances-test-2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization.		☐
b 10%-facts-and-circumstances test-2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization.		☐
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		☐

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

(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants")	376,293	358,121	355,337	404,603	300,775	1,795,129
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	5,134,715	5,110,421	5,142,547	5,284,233	5,312,898	25,984,814
3 Gross receipts from activities that are not an unrelated trade or business under section 513	419,636	387,002	344,275	331,469	404,019	1,886,401
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0			0
5 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0			0
6 Total. Add lines 1-5	5,930,644	5,855,544	5,842,159	6,020,305	6,017,692	29,666,344
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						0
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						0
c Add lines 7a and 7b	0	0	0	0	0	0
8 Public support. (Subtract line 7c from line 6.)						29,666,344

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6	5,930,644	5,855,544	5,842,159	6,020,305	6,017,692	29,666,344
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	51,147	46,161	37,168	116,287	65,013	315,776
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						0
c Add lines 10a and 10b	51,147	46,161	37,168	116,287	65,013	315,776
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on					8,050	8,050
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	0	0	0			0
13 Total support. (Add lines 9, 10c, 11, and 12.)						29,990,170
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	98.92%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	98.56%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	1.05%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	0.00%

19a 33 1/3% support tests—2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☒

b 33 1/3% support tests—2007. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ☐

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

Part. IV

Supplemental Information. Complete this part to provide the explanation required by Part II, line 10; Part II, line 17a or 17b; or Part III, line 12. Provide any other additional information. (see instructions)

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**SCHEDULE D
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► **Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.**

OMB No 1545-0047

2008

**Open to Public
Inspection**

Name of the organization

Girl Scout Commonwealth Council of Virginia, Inc.

Employer identification number

54-0534506

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year) . .		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No		
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No		

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

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e.g., recreation or pleasure)	☐ Preservation of an historically important land area
☐ Protection of natural habitat	☐ Preservation of certified historic structure
☐ Preservation of open space	

2 Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ►

4 Number of states where property subject to conservation easement is located ►

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

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

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

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

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1	► \$
(ii) Assets included in Form 990, Part X	► \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items.

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

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

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

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

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☒ No
- b If "Yes," explain the arrangement in Part XIV and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f 0 |
- 2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☒ No
- b If "Yes," explain the arrangement in Part XIV.

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

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	0				

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

- a Board designated or quasi-endowment %
- b Permanent endowment %
- c Term endowment %

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

(i) unrelated organizations

(ii) related organizations

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

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

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

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

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land	SCHEDULE	0		0
b Buildings	ATTACHED	0	0	0
c Leasehold improvements	0	0	0	0
d Equipment	0	0	0	0
e Other	0	0	0	0
Total. Add lines 1a–1e (Column (d) should equal Form 990, Part X, column (B), line 10(c).)				0

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products	0	
Closely-held equity interests	0	
Other	0	
.....	0	
.....	0	
.....	0	
.....	0	
.....	0	
.....	0	
.....	0	
.....	0	
.....	0	
Total. (Column (b) should equal Form 990, Part X, col (B) line 12) ►	0	

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
	0	
	0	
	0	
	0	
	0	
	0	
	0	
	0	
	0	
	0	
	0	
Total. (Column (b) should equal Form 990, Part X, col (B) line 13) ►	0	

(a) Description	(b) Book value
SECURITY DEPOSIT (OFFICE RENTAL)	2,328
	0
	0
	0
	0
	0
	0
	0
	0
	0
Total. (Column (b) should equal Form 990, Part X, col. (B) line 15) ►	0

(a) Description of liability	(b) Amount
Federal income taxes	0
SERVICE UNIT REBATES-COOKIES	32,405
COOKIE DOUGH DISTRIBUTED	48,219
TROOP TREASURIES HELD	15,482
SERVICE UNIT FUNDS-PEANUTS	6,838
GSUSA REGISTRATION DUES	61,957
JULIETTE LOW FRIENDSHIP FUND	293
	0
	0
	0
	0
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	165,194

Schedule D (Form 990) 2008

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

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	4,220,190
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	4,226,033
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	-5,843
4	Net unrealized gains (losses) on investments	4	-574,370
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4–8	9	-574,370
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	-580,213

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

1	Total revenue, gains, and other support per audited financial statements	1	3,555,576
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	-574,370
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	-90,244
e	Add lines 2a through 2d	2e	-664,614
3	Subtract line 2e from line 1	3	4,220,190
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	4,220,190

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

1	Total expenses and losses per audited financial statements	1	4,135,789
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	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	-90,244
e	Add lines 2a through 2d	2e	-90,244
3	Subtract line 2e from line 1	3	4,226,033
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	4,226,033

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

Part XII Line 2d COOKIE PROGRAM INCENTIVES (73,948) AND PEANUT PROGRAM INCENTIVES (16,296); TOTAL (90,244)

Part XIII Line 2d COOKIE PROGRAM INCENTIVES (73,498) AND PEANUT PROGRAM INCENTIVES (16,296); TOTAL (90,244)

Department of the Treasury
Internal Revenue Service

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

Name of the organization

Employer identification number

Girl Scout Commonwealth Council of Virginia, Inc.

Part I

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II

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

[illegible]

- | | | |
|---|--|--------|
| 2 | Enter total number of section 501(c)(3) and government organizations | 77,735 |
| 3 | Enter total number of other organizations | |

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

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22
Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
	0	0	0		
	0	0	0		
	0	0	0		
	0	0	0		
	0	0	0		
	0	0	0		
	0	0	0		
	0	0	0		
	0	0	0		

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

Part II Line 1 The Council provides financial assistance for underprivileged girls and girls whose families cannot afford to pay the membership dues so that the girls are able to become a Girl Scout and participate in the Girl Scout Programs. Dues are \$10 per a member per a year and are paid to GSUSA for membership to become a Girl Scout.

Financial assistance is awarded based upon the financial needs of the family. There were no direct payments made to the individual girls. There were no grants awarded to any organization. During the 2008 year over 6,000 girls had their membership dues paid. Financial assistance in the form of dues payments were provided to adult volunteers to enable them to become members and qualify as Troop leaders and assistant leaders. A total of \$64,735 in financial assistance was provided to assist girls and adult volunteers to participate in the Girl Scout Program.

Part II Line 1 The Council also provides Campership financial assistance to help girls gain the experience of the Camping Program that is offered each summer. Girls are required to complete an application and the camperships are awarded based upon the family financial needs. A total of \$13,000 in campership assistance was awarded during the 2008 camping season.

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990

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

OMB No 1545-0047

2008

**Open to Public
Inspection**

Employer identification number

Girl Scout Commonwealth Council of Virginia, Inc.

54-0534506

Form 990 Part VI Section A Line 10 THE FORM 990 IS PREPARED INTERNALLY BY THE STAFF, THEN IS REVIEWED BY THE TAX DEPARTMENT OF THE INDEPENDENT CERTIFIED PUBLIC ACCOUNTING FIRM THAT PERFORMS THE AUDIT, REVIEWED BY THE FINANCE COMMITTEE AND MADE AVAILABLE TO THE BOARD BY WEBSITE.

Form 990 Part VI Section B Line 12c EACH YEAR A CONFLICT OF INTEREST STATEMENT IS OBTAINED FROM EACH OFFICE BOARD MEMBER AND ALL EMPLOYEES. THESE STATEMENTS ARE REVIEWED FOR CONFLICTS AND IF A CONFLICT IS FOUND, IT IS HANDLED IN AN APPROPRIATE MANNER.

Form 990 Part VI Section C Line 19 THE GIRL SCOUT COUNCIL MAKES IT'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL POLICY AVAILABLE THROUGH PRINTED DOCUMENTS, WHICH ARE DISTRIBUTED TO IT'S INTERNAL PUBLIC AS A NORMAL BEST PRACTICE OF OPERATION THE EXTERNAL PUBLIC MAY HAVE ACCESS OR RECEIVE THESE DOCUMENTS IN VARIOUS WAYS SUCH AS THROUGH THE NORMAL DISTRIBUTION OF ANNUAL REPORTS, THE PURCHASE OF GIRL SCOUTS OF THE USA PUBLICATIONS, MONOGRAPHS AND POLICY MANUALS, AND UPON REQUEST.

Form 990 Part vi Section B Line 15 EACH YEAR THE CHIEF OPERATING EXECUTIVE (CEO) AND A SUB-COMMITTEE OF THE FINANCE COMMITTEE MEET TO REVIEW THE PRIOR YEAR PERFORMANCE OF THE CEO. THE REVIEW IS BASED ON THE AGREED UPON OPERATING OBJECTIVES OF THE PRIOR YEAR AND SET NEW OBJECTIVES FOR THE NEW YEAR THE NEW COMPENSATION IS BASED ON MEETING THE PRIOR YEAR PERFORMANCE OBJECTIVES AND IS WITHIN THE GUIDELINES THAT ARE ESTABLISHED BY GSUSA WHICH IS BASED UPON SURVEYS OF THE MARKETPLACE.

Form 990 Part VI Section A Line 6 THE COUNCIL HAS MEMBERS.

Name of the organization

Employer identification number

Girl Scout Commonwealth Council of Virginia, Inc.

54-0534506

Form 990 Part VI Section B Line 13 WHISTLEBLOWER POLICY-THE BOARD OF DIRECTORS ADOPTED A TENTATIVE
POLICY AT IT'S MARCH 2009 MEETING AND WILL ADOPT A FINAL POLICY AT IT'S JUNE 2009 MEETING.

Part VII, Section B, Line 1 (990) - Highest Compensated Independent Contractors

Contractor's Name		Check if Business	Street Address	City	State	Zip Code	Foreign Country
1	NONE						
2							
3							
4							
5							
6							
7							
8							
9							
10							

Part VIII, Lines 1a-h (990) - Contributions, Gifts, Grants, and Other Amounts

	Cash		Non Cash
1 Federated Campaigns	138,674	1	
2 Membership dues		2	
3 Fundraising events		3	
4 Related organizations		4	
5 Government grants (contributions)		5	
6 All other contributions, gifts, grants, and similar amounts not included above:			
GRANTS	86,410		
ANNUAL GIVING	40,327		
SCHOLARSHIP GIFT	10,000		
Other contributions total	136,737	6	0
7 Total	275,411	7	0

Part VIII, Line 10 (990) - Gross Sales of Inventory

5,312,898

1,862,515

3,450,383

Category		Gross Sales	Cost of Goods Sold	Net
1	COUNCIL SHOPS	491,842	326,199	165,643
2	COOKIE PROGRAM SALES	4,001,396	1,157,326	2,844,070
3	PEANUT AND CANDY PROGRAM SALES	819,660	378,990	440,670
4				0
5				0
6				0
7				0
8				0
9				0
10				0
11				0
12				0
13				0
14				0
15				0
16				0
17				0
18				0
19				0
20				0

Part X, Line 4 (990) - Accounts Receivable

		Accounts receivable		Allowance for doubtful accounts	
		Beginning	End	Beginning	End
1	ACCOUNTS RECEIVABLE PRODUCT SALE	40,373	50,021	16,713	27,681
2	ACCOUNTS RECEIVABLE OTHER	1,270	0		
3	GRANTS RECEIVABLE	25,000	20,000		
4	ADVANCES-CONFERENCES AND COURSE	1,700	1,150		
5					
6					
7					
8					
9					
10					
11	Total accounts receivable	68,343	71,171	16,713	27,681

Part X, Lines 10a and 10b (990) - Land, Buildings, and Equipment

Category or Item		Land	Buildings	Leasehold Improve- ments	Equipment	Other	Check if Investment Asset	Check if Asset Disposed	Cost/Other Basis	Beginning Accumulated Depreciation	Ending Accumulated Depreciation	Disposals/ Adjustments	Beginning Balance	Ending Balance
1														
2										0				0
3	LAND	X							600,850				600,850	600,850
4	COUNCIL OFFICE BUILDING/SERVICE CENT		X						1,339,630	0		45,386	1,339,630	1,385,016
5	CAMP KITMAQUAND		X						886,299			-51,829	886,299	834,470
6	CAMP PAMUNKEY RIDGE		X						1,076,374	0			1,076,374	1,076,374
7	COUNCIL EQUIPMENT				X				855,338	0		7,715	855,338	863,053
8	CAMP EQUIPMENT				X				542,544	0		24,208	542,544	566,752
9	CAMP VEHICLES				X				48,329	0			48,329	48,329
10	ACCUMULATED DEPRECIATION		X		X				0	2,935,086	3,115,281		-2,935,086	-3,115,281
11									0	0	0		0	0
12									0	0	0		0	0
13									0	0	0		0	0
14									0	0	0		0	0
15									0	0	0		0	0
16									0	0	0		0	0
17									0	0	0		0	0
18									0	0	0		0	0
19									0	0	0		0	0
20									0	0	0		0	0

Part X, Lines 11 and 12 (990) - Investments - Securities

Check one box below to indicate how securities are reported

☐ Cost

☒ End of year market value (FMV)

						0	2,289,629	1,598,891
Securities at end of year		Publicly Traded Securities?	Financial Derivatives	Closely-Held Equity Interests	Number of Shares/ Face Value	Value at Time of Donation	Beginning Balance Book Value FMV	Ending Balance Book Value FMV
1	COMMON STOCK	X			0 00	0	1,543,997	1,059,289
2	MUTUAL FUNDS	X			0 00	0	15,872	10,043
3	CORPORATE BONDS	X			0 00	0	100,464	274,158
4	UNITED STATES GOVERNMENT OBLIGATIONS AND	X			0 00	0	629,296	255,401
5					0 00	0	0	0
6					0 00	0	0	0
7					0 00	0	0	0
8					0 00	0	0	0
9					0 00	0	0	0
10					0 00	0	0	0
11					0 00	0	0	0
12					0 00	0	0	0
13					0 00	0	0	0
14					0 00	0	0	0
15					0 00	0	0	0
16					0 00	0	0	0
17					0 00	0	0	0
18					0 00	0	0	0
19					0 00	0	0	0
20					0 00	0	0	0

Part X, Line 15 (990) - Other Assets

		2,328	2,328
	Description	Beginning	End
1	SECURITY DEPOSIT (COLONIAL HEIGHTS LOCATION)	2,328	2,328
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			

Part X, Line 25 (990) - Other Liabilities

105,820

165,194

	Description	Beginning	End
1	SERVICE UNIT REBATES-COOKIES	25,420	32,405
2	COOKIE DOUGH DISTRIBUTED	48,115	48,219
3	TROOP TREASURIES HELD	15,346	15,482
4	SERVICE UNIT FUNDS-PEANUTS	6,155	6,838
5	GSUSA REGISTRATION DUES	10,515	61,957
6	JULIETTE LOW FRIENDSHIP FUND	269	293
7			
8			
9			
10			
11			
12			
13			
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20			