

**I. Welcome from Dot Brookes, Board Chair, and Pat Burkart, Chief Executive Officer**

Overview of upcoming meeting and roles

Pat and Dot introduce the Board of Directors and Girl Advisory Committee Members. Dot introduces Nicole King-Yohe, Parliamentarian. Nicole King-Yohe outlines how to ask questions regarding agenda items using the chat log. Nicole also reminds attendees that Annual Meeting will adhere to Robert's Rules of Order.

**II. Call the Business Meeting to Order**

**Dot Brookes**

**III. Opening Remarks**

**Pat Burkart**

Introductions of Board of Directors, Parliamentarian, and Key Staff

Pat introduces Tamica Mickle, Chief Operations Officer, Carrie Yopp, Chief Membership Officer, Bernadette Scheid, Vice President of Finance, and Lisa Shade, Vice President of Brand Marketing and Product Program

**IV. Credential Report**

**Nicole King Yohe**

At the time the credentials report was provided to the parliamentarian, 139 delegates were in attendance.

Quorum is defined as at least one delegate from 20% of the service units from each of the three regions.

Girl Scouts Western Pennsylvania is comprised of 40 service units in Region 1, 62 service units in Region 2, and 29 service units in Region 3.

The credentials report submitted to the parliamentarian during Annual Meeting was:

34 delegates in Region 1 representing 21 service units

58 delegates in Region 2 representing 29 service units

36 delegates in Region 3 representing 22 service units

The credentials report submitted to the parliamentarian constituted quorum.

*The credentials report submitted was approved by general consent with no objections.*

**V. Approval of the Agenda**

**Dot Brookes**

*Jon Colburn, Secretary of the Board of Directors, motions to accept the Agenda with the movement of the National Council Proposals after the presentation of the Slate.*

*Jennifer Vincent, Service Unit 2624, seconds the motion to accept the Agenda with the movement of the National Council Proposals after the presentation of the Slate.*

*The motion carries unanimously.*

**VI. Approval of 2022 Girl Scouts Western Pennsylvania Annual Meeting Minutes**

**Dot Brookes**

*Amy Miehl, Service Unit 3622, motions to accept the 2022 Girl Scouts Western Pennsylvania Annual Meeting Minutes as presented.*

*Bethany Hughes, Service Unit 5306, seconds the motion to accept the 2022 Annual Meeting Minutes as presented.*

*The motion carries unanimously.*

**VII. Recent Board Actions**

**Dot Brookes**

- a. There were no board actions during the November meeting.
- b. During the January Girl Scouts Western Pennsylvania Board of Directors meeting, the audit was accepted as presented.
- c. During the March Board Meeting, the Adult Awards, which will be presented today, were approved. The board also approved a collaboration agreement with Dennis Howard. This agreement will open up the trail at Camp Hawthorn Ridge that leads to the falls along the gorge for Girl Scouts and members of the Howard family. The Board also approved the Green County United Way agreement.

**VIII. Reports**

**a. Treasurer's Report**

**Michelle Maccagnan**

Annual Report

- i. As of September 30, 2022, our total net assets were \$21.5 million, of which \$10.8 million were in investments. Of the \$10.8 million in investments, \$5.0 million includes the camp and office sales proceeds. The council segregates property proceeds to designate those funds for major improvements to our properties.
- ii. The number of months of operating reserves is 14.7 months including property proceeds. The number of months reserves drops to 9.3 months when excluding property proceeds. Girl Scouts of the USA recommends a minimum of 6 months and up to 12 months of operating reserves. Girl Scouts of the USA recognizes several factors that could warrant appropriately higher reserves beyond the maximum, such as planned major capital expenditures, heavy cookie revenue dependence, and potential risk for market declines.
- iii. The net change in net assets was a decrease of (\$2,911,000) for the fiscal year ending September 30, 2022. This net overall decrease in net assets is comprised of the council's positive net results provided by operating activities, \$1,375,000 when factoring in the PPP Forgiveness, less depreciation expense of (\$372,000), less depreciation of investments and trusts of (\$3,520,000), less frozen pension expenses of (\$366,000), and less a net loss on sale of fixed assets of (\$28,000).
- iv. Additionally, the council invested \$500,000 in capital expenditures, making significant camp improvements.

Audit Report

- v. We had a clean audit opinion again this year, and the auditors did not identify any material weaknesses or significant deficiencies in our internal controls. The auditors once again did not issue any management letter comments this year. This is a testament to all the policies and procedures that have been established and followed by the staff at our council.

## IX. State of the Council Report

Pat Burkart

### a. COVID-19 Update

- i. Last year, we were able to meet in person for everything from troop meetings to camp. We were able to get back to recruitment events, service unit meetings, and Town Hall meetings.
- ii. We are still struggling to get our Girl Scouts to renew their memberships, particularly at the Daisy level, which is highly unusual. We will be asking for your assistance to learn why this is happening and how we can change it.
- iii. As we move forward, we must be mindful of what will continue to make our organization successful. It is absolutely essential that we continue to grow our membership. Our organization relies on volunteers and families engaging with their communities and recommending Girl Scouts to others. We need your help to build more girls of courage, confidence, and character, who make the world a better place and to ensure that Girl Scouts continues to grow in western Pennsylvania. At council, we are here to support you in these efforts. Do not hesitate to contact us. We are all here because we believe in the life-changing benefits of Girl Scouting, and we are at your service as you share these benefits and your own remarkable Girl Scout experiences with more girls in our council.

### b. Strategic Goal Report

#### i. 2020-21 Report Out

Reach and Retain More Girls: Define and target opportunity market segments with Girl Scout membership and experience options.

Focused Retention Efforts: Enhance the Girl Scout experience for all girls.

Transform the Volunteer Experience: Focused volunteer recruitment efforts.

Focused Retention Efforts: Redesign the volunteer experience.

Reimagine Revenue Sources: Expand and improve support of product programs. Develop and implement other revenue sources from new program options.

Equity: Ensure that Girl Scouts is a safe space that welcomes and meaningfully serves girls of all abilities and racial, social, and economic backgrounds. Intentionally focus on diversity, equity, and inclusion initiatives, both internal and external.

#### ii. Reach More Girls

1. We achieved 85.1% of our original girl membership goal.

2021-22 total girl membership was 14,955.

2021-22 total membership goal was 17,566.

The goal was missed by 2,611.

2. We achieved 100% of our original adult membership goal.

2021-22 total adult membership was 8,562.

2021-22 total membership goal was 6,797.

We achieved 100% of our adult membership goal for the 2020-21 membership year. The goal increased by 1,765 members.

3. Total girl membership for the 2021-22 membership year was 14,955.

Girl Scouts Western Pennsylvania was at #21 out of 111 councils nationally and #4 out of 36 mid-size councils.

For new membership, we were #33 out of 111 councils nationally and #14 out of 36 mid-size councils.

For renewed membership we were #17 out of 111 councils nationally and #2 out of 36 mid-size councils.

With a 71.7% annual retention, we placed at #18 out of 111 councils nationally and #7 out of 36 mid-size councils.

4. Girl Scouts Western Pennsylvania is fortunate to attract the necessary volunteers to lead our girls. This is imperative for us to remain a strong Girl Scout council and able to support all of our Girl Scouts.

We had 5,377 volunteers in the 2021-22 membership year.

### iii. Higher Impact Program

1. Girl Scouts Western Pennsylvania ran resident camp at three of our camps and held council-led day camp at one of our camps. We ran camp at full capacity and welcomed back girls and their families without restrictions due to COVID-19.

Some highlights from our camp season included taking girls to Mammoth Cave in Kentucky and rock climbing at Ohiopyle, and our horse programs continue to be popular with girls.

2. The subsidy of revenues over expenditures approximated \$1.25 million. The \$1.25 million subsidy does not include an additional \$191,000 of capital expenditures from camp sale proceeds. These special projects were able to be completed by using the proceeds from camps sold. In fiscal year 2021-22, we observed a decline in camp and program revenues, to well below pre-pandemic revenue levels. Our spending for recurring expenses and routine capital expenditures represents a significant commitment to our camps. A subsidy of \$1.25 million is increasingly difficult for the council to sustain.
3. The Gold Award continues to be a priority of Senior and Ambassador Girl Scouts. Each of these Girl Scouts strives to create and implement a high-impact, sustainable Take Action project. While 55 girls earned their Gold Award since March of last year, 59 Girl Scouts are currently working on projects to make the world a better place.
4. In 2021, MagNut was affected by fewer girls joining by the program's start on Friday, October 1.
5. In 2022, Little Brownie Bakers experienced production delays that impacted the delivery of cookies in our council. We received a fraction of our order on time, but most of our inventory arrived several weeks late. There was little we could control to mitigate the impact of the delay. Volunteers, girls, their families, and customers were frustrated that cookies did not arrive as promised by the baker.

The production issues also caused limited availability of some varieties through Digital Cookie. Most impactful was that Adventurefuls—the popular new Girl Scout Cookie—was unavailable for shipping through Digital Cookie for all of February and most of March.

6. Despite the challenges from our baker, Girl Scouts who participated in the cookie program were successful, as indicated by the average sales of 192 packages per girl.

#### iv. Financial Stability

1. We are pleased to report that our retail sales have rebounded back to pre-COVID-19 sales totals in 2018-19. Our Girl Scouts of the USA revenue share resulted in a slight decline due to Girl Scouts of the USA removing merchandise eligible for revenue share sales.

In addition to serving customers in-store, the retail business strategy diversified sales through the use of JotForm, an online sales platform that targets specific customer groups and initiatives. Additionally, you may have seen our mobile shop truck out in a community near you! Again, another approach to supporting our membership and customer base—bringing merchandise and program needs to your areas!

2. As a council, our budget goal was to have a net income of \$764,000 from corresponding operating activities, which included the PPP Loan Forgiveness. The audit report for the fiscal year 2021-22 reflects a \$1,375,000 net operating income.

Through managing our expenses, we were able to exceed that goal which brought us to our total audited net operating income of \$1,375,000. This excludes other non-operating activity of a negative (\$4,287,000) in net costs and market declines. This non-operating activity is comprised of frozen pension expense, investment depreciation, fixed asset sales/disposals, and depreciation expense. This non-operating activity is reflected in the audit report below the operating activity. This resulted in an overall decrease in net assets of (\$2,911,000).

These results do not include the significant spending for capital improvements.

3. In the previous year 2020-21, the council continued to feel the effects of COVID-19. The customary operating deficit of (\$1,084,000) was reflective of reduced memberships, resulting in decreased cookie revenue. Our camp capacity limits and retail shop closures further reduced revenues. The PPP Loan Forgiveness #1 brought us to a positive operating income of \$161,000.

In the most recent year, 2021-22, the council had a customary operating surplus of \$105,000. The council continued to be impacted by reduced memberships, which decreased budgeted cookie revenue. Additionally, supply chain issues led to cookie unavailability, shipping delays, and lost sales. Despite no camp capacity restrictions, our camp attendance was well below budget. The PPP Loan Forgiveness #2 brought us to a positive operating income of \$1,375,000.

4. Capital improvements include expenditures over \$5,000, which total approximately \$500,000. These items are funded through a combination of operating revenue, grants, and camp sale proceeds. The capital expenses that were funded through camp sale proceeds in 2021-2022, were the construction in progress of the pool at Camp Conshatawba and the construction in progress of the septic system at Camp Redwing.
5. The 2021-22 fundraising campaign closed at over \$920,000.

We had very successful Board and staff campaigns. We received grants for financial assistance, STEM, and outdoor programming.

Our fundraising efforts have remained strong throughout the pandemic. Please note the 2020-21 campaign included a large bequest and the 2018-19

campaign included a large grant from The Richard King Mellon Foundation for the National Outdoor Initiative.

6. The 2022 Awards of Distinction returned in person and was a huge success thanks to Presenting Sponsor, PNC, and Honorary Co-Chairs, Andrea Carelli and Sylvia Diez. The event included the Steeler locker room and field experience along with a silent auction.

We are excited about the 2023 event presented by PPG and chaired by Malesia Dunn. Please visit the website for more information.

7. A gift in your will to our council is one of the easiest ways to create your legacy in the next generation of girls.

It costs you nothing now. It's flexible. You can alter your gift or change your mind at any time and for any reason. Contact Lisa Sciuлло, Manager, Major Gifts at [lsciuлло@gswpa.org](mailto:lsciuлло@gswpa.org) or 412-594-2207, to discuss your options and create your legacy.

#### v. Diversity, Equity, and Inclusion (DEI) Update

1. August 2020—DEI committee formed
  - a. September-December 2020, we researched and interviewed multiple DEI consultants.
2. January 2021—Started working with EnterChange Group
  - a. Committee met monthly with consultants to answer questions and provide updates and information; they asked for a lot of information/documentation, to get to know our council, what we are about, and our current DEI policies and culture to ultimately provide us with an assessment and recommendations.
3. March 2021—SOAR Assessment was done with consultants and our department leads.
  - a. Strengths – Opportunities – Aspirations – Results
4. May 2021—Supervisor DEI training
5. July-November 2021—Discussion groups led by the consultants on eight functional areas; staff were involved in these group discussions from all levels.
  - a. Being Explicit about Intersectional Workforce Equity
  - b. Human Resources and Related Policies
  - c. Workplace Culture and Facilities
  - d. Volunteers
  - e. Programs and Services
  - f. Development, Outreach, and Collaboration
  - g. Measurement and Decision-Making
  - h. Demographics/Participant Information
6. October 2021—Provided DEI updates and discussed the upcoming survey and DEI training at the All-Staff Meeting on October 28, 2021.
7. November 2021—Equity Assessment Survey rolled out and open to all staff November 1-19.

8. November 2021—DEI training for all staff held on November 15, 2021.
9. April 2022—Received assessment from consultants (from the entire past year of work, discussion groups, and survey).
10. May 2022—Rolled out the A.I.D.E promise to staff at the All-Staff Meeting. A.I.D.E. stands for Ally for Inclusivity, Diversity, and Equity.
11. July/August 2022—Started focus group work. Five focus groups—each led by a DEI committee member and comprised of staff who indicated they wanted to be part of our continued DEI work.
  - a. Staff Demographics
  - b. Members and Volunteers
  - c. Programs and Services
  - d. Measurement and Decision-Making
  - e. Accountability
12. March 2023—Work continued through March 2023. Each focus group met monthly during this time.
13. Next Steps: Each focus group has brought forth its recommendations to the council DEI committee. The DEI committee has reviewed and started to rank the recommendations into work that is:
  - a. “Immediate” (can be completed now or within the next couple of months).
  - b. “Short-Term” (can be completed by the end of 2023).
  - c. “Long-Term” (work/recommendations that need more discussion, structure, resources, and/or decisions from leadership; work that may be completed within 1-2 years).

**c. Fall Town Hall Meetings**

- i. Our 2022 Fall Town Hall Meetings were fairly well attended. The meetings were held in October. Feedback from the meetings pointed to positive dialogue, and volunteers took this opportunity to bring up their questions, suggestions, and great new ideas.
- ii. The 2022 Fall Town Hall Report, which outlines the topics of the meetings, is posted on the gswpa.org Governance page. Fall Town Halls are an important way for delegates and members to have two-way communication with council leadership and board members and to stay up to date with council news and information.
- iii. The October 2023 dates of Town Hall will be posted on gswpa.org and in our monthly member e-newsletter, Patched In, once they are scheduled.

**d. Camp Updates**

- i. Camp Conshatawba's renovated pool and shower are on schedule to open for Summer 2023! As planned, demolition of the existing pool and shower house interior began in August 2022. The new pool is being built to meet our ongoing needs through the coming decades, including a new slide, lighting, heating, stair entry, and ADA-compliant lift. The remodeled shower house will be ADA-compliant for shower and restroom access. A new floor coating will address slip concerns and exposed rafters will leave the space open and airy.

After completing an engineering assessment in 2021, it was determined the wood-deck vehicle bridge as you approach Memory Lodge was due for replacement. Plans were reviewed and completed in 2022, allowing for the ordering of a new steel

structure in August 2022. Bridge replacement is currently underway, to be completed this month! Widening of the hairpin turn at Conestoga Cabins helped to improve year-round access for everyone and truck access to the lower part of camp for deliveries and future improvement projects!

- ii. Thompson Hall saw additional renovations in September 2022, this time to the kitchen. To secure the kitchen for the future, the floor was replaced from the bottom up. New footings were poured, joists set, and the floor placed. Additional repairs to the exterior walls were included to address water intrusion along with relocating drains to prevent freezing in the winter.

In modernizing our seasonal units at Camp Hawthorn Ridge, electrical service was added to pavilions, cabins, and restrooms along with the Green Glen Amphitheater.

- iii. Initial plans to address increased flooding at Camp Redwing started with securing vital infrastructure, specifically our septic system. Phase 1 to lower flood water infiltration at the septic tanks has been completed with the raising of the tanks' lids and access hatch.
- iv. Planned management and care of camp properties is vital to their health and long-term potential. In 2022 discussions were opened surrounding forest stewardship plans for Camp Hawthorne Ridge and Camp Skymeadow through a partnership with the DCNR for initial assessments. Camp Redwing and Camp Conshatawba are starting their assessments this spring. To address the unique needs of each camp, the forest stewardship plans will outline long-term goals to address invasive plant management, selective timbering, trail management, and program partnering opportunities.
- v. We have placed all camp sale proceeds into a separate investment account. As of February 2023, the value of that account was \$5 million. The balance continues to fluctuate with the investment market.

A total of \$2.5 million will be spent on camp improvements with over \$1.6 million being spent through September 30, 2022, and an additional \$876,000 in approved spending this year on projects currently under construction.

These camp improvements include a splash pad, ranger house, kitchen appliances, lodge and hall renovations, septic system, and pool.

## **X. Highest Awards**

**Dot Brookes**

- a. The committee continues to offer monthly FAQ and Brainstorming sessions and virtual Gold Award Workshops every other month.

We are so excited about the 2023 Girl Scouts of the USA Gold Award scholarship for Gold Award Seniors and Graduates. This year, one Gold Award Girl Scout from our council will be honored with a \$10,000 scholarship.

- b. 2023 Court of Award Ceremony will be held on Sunday, May 7, at the Chadwick and will honor 55 of our newest Gold Award Girl Scouts.
- c. In 2022, there were 130 Cadette Girl Scouts who earned their Girl Scout Silver Award. We recognized these girls on April 2, at the Carnegie Science Center. Many thanks to the four Silver Award Committee members who review final reports, facilitate workshops, and mentor our Girl Scouts going for the Silver Award.
- d. The 2022 Gold Award Scholarship Recipient was Landis Crawford with a project focusing on Community Recycling Education. To address the lack of recycling in her community, Landis created materials to educate others about the importance of recycling and composting. She hosted educational outreach events in addition to doing a recycling event where residents could drop off their glass recyclables.



### **Questions Regarding Agenda Items**

**Question:** Where the numbers shown for the camp usage showing a decrease in participation? Is the decrease in participation due to membership numbers decreasing?

**Agenda Item:** State of the Council

**Answer:** The decrease in numbers is over prior to COVID-19. We are reflecting on numbers prior to COVID-19 to track usage at full capacity. The increase to \$1.25 million subsidy is substantial.

**Question:** What is the Green County United Way agreement?

**Agenda Item:** Recent Board Actions

**Answer:** Several of the United Ways require board endorsement. The funding is for Girl Scout programming in Green County, typically financial assistance.

**Question:** Could camp reservations be open at least six months in advance?

**Agenda Item:** State of the Council

**Answer:** Yes.

**Question:** Has there been an investigation into how the Boy Scouts of America welcomed girls into their organization?

**Agenda Item:** State of the Council

**Answer:** Yes. The amount of girls we've lost to the Boy Scouts of America is minimal.

**Question:** What should volunteers and girls expect to see from outcomes from council from the DEI efforts in today's report?

**Agenda Item:** State of the Council

**Answer:** We are in the final stages of looking at each subcommittee's recommendations and how they will be prioritized for the short-term and long-term. A more in-depth explanation should be available for Fall Town Hall meetings.

**Question:** What can be done to lift the burden of obtaining certifications for volunteers?

**Agenda Item:** State of the Council

**Answer:** We are looking at diversified funding through the fund development department to help support the volunteers to break through those barriers and provide training that is accessible.

**Question:** Is there an opportunity for girls to apply for financial assistance for Destination trips?

**Agenda Item:** State of the Council

**Answer:** We offer the D-Pass scholarship from GSUSA.

**Question:** Can you provide more specifics on what is being done to transform the volunteer experience?

**Agenda Item:** State of the Council

**Answer:** The current technology platform provides training online, but there are constraints. The multi-service unit meetings will help us to gather additional information and focus on making things as easy as possible for volunteers.

## **XI. Coming Attractions**

- a. Regarding our cookie program and MagNut program: our contracts with Ashdon Farms and Little Brownie Bakers both expired at the end of this year. We invited both of the fall product vendors, Ashdon Farms and Trophy Nut, to present to council for contract negotiations. We also invited Little Brownie Bakers and ABC Bakers to present for contract negotiations. I am pleased to announce that we will remain with our current vendors for the next three years. Ashdon Farms and M2 will remain our vendor for the MagNut program. The decision around the cookie vendor was very difficult. We did receive input from the volunteers who are on the Volunteer Guide Team, who said that a switch to ABC would involve learning a new

technology platform that would be too much to ask volunteers after the past two rough cookie seasons and that explaining the cookie differences, especially at booth sales, would create another difficult season for girls. ABC has its own share of problems. Little Brownie Bakers is instituting new procedures in hopes of alleviating shortages in cookie availability. Both vendors included price increases per box plus a commodities clause that allows for the baker to bump the price annually by May 1, if the cost of raw materials increases. After negotiations, Little Brownie presented the more favorable contract options to us. Due to the price increases, council will need to evaluate the potential for a cookie price increase as well. Unfortunately, MagNut and cookie programs are not immune to the effects we all feel from inflation. This decision will be made in the next few months as we develop our operating budget for the 2024 program year.

- b. In response to feedback from our volunteers, we will be holding multi-service unit meetings beginning next month. These meetings will create a space where you can collaborate with operations staff to ask questions, brainstorm about how council staff can support volunteers better, and share experiences with volunteers from other service units. They will be held on Tuesday, May 2, at our Greenburg office, Wednesday, May 3, at our Edinboro office, Thursday, May 11, at the Hollidaysburg Area Public Library, Monday, May 15, at the Carnegie Library of Homestead, and Tuesday, May 16, at the Warren Public Library. All meetings will run from 6 p.m. until 8 p.m.
- c. The Howard Falls Trail will open this year. This new trail at Camp Hawthorne Ridge will give our members the opportunity to hike along the amazing gorge on our property and cross over onto the Howard property to hike to the beautiful waterfalls that are the beginning of the stream that runs through the gorge. This trail will enhance campers' opportunity to enjoy the abundant flora and fauna that inhabit the area.

## **XII. Adult Awards Presentation**

**Dot Brookes**

- a. The Appreciation Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience. This service, which has had a measurable impact on one geographic area of service, helps reach and surpass the mission-delivery goals of the area. Congratulations to this year's Appreciation Pin recipients:
  - Ellie Babcock
  - Susan Blazosky
  - Amanda Bradley
  - Jennifer Dayton
  - Melanie D'Silva
  - Tina Giannamore
  - Julie Ferraro
  - Jodi Holland
  - Lorry Jankowski
  - Jennifer King
  - Diane Kisner
  - Serena Klink
  - Fahima Knestrick
  - Morgan Miller
  - Ellen Mosher
  - Leann Ross
  - Contenta Schoenman
  - Stacey Scholl
  - Lynn Sosovicka Sekeres
  - Kate Woods
- b. The Honor Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience, which has had a measurable impact on two or more geographic areas of service, allowing the council to reach and surpass its mission-delivery

goals. In order to receive this award, volunteers have to go outside their own service unit and support others. This year, four Honor Pins will be awarded:

Shelley Boback  
Susan Finizio  
Michelle Wiesen

- c. The Thanks Badge is the highest honor in Girl Scouts. It honors a registered adult Girl Scout whose ongoing commitment, leadership, and service have had an exceptional, measurable impact on meeting the mission-delivery goals and priorities of the entire council or entire Girl Scout Movement.

Denise Cerilli-Martz

- d. The President's Award recognizes the efforts of a service-delivery team or committee whose exemplary service in support of delivering the Girl Scout Leadership Experience surpassed team goals and resulted in a significant, measurable impact toward reaching the council's overall goals. This year's recipients are:

- i. Service Unit 5104—North Allegheny, East Allegheny County

Contenta Schoenman  
Bonnie Torgerson  
Laurie Bungard  
Barbara Liwosz  
Lisa Hohmann  
Heather Krause  
Sarah Slegal  
Theresa Basso  
Lynn Sosovicka Sekeres  
Sharon Talarico  
Kelly Ubinger  
Michelle Donahue  
Kristin Schindler

- ii. Service Unit 2662—St. Mary's, Elk County

Amy Johnson  
Ellie Babcock  
Jodie Wildnauer  
Katie Geci  
Katherine Benson  
Bonnie Halquist  
Jamie Petrini  
Paula Lubanovic  
Rachel Ehrensberger  
Shianne Barhart  
Regina Dunshie  
August Boal  
Shea Brigger  
Karen Carr  
Valerie Nedimyer  
Rachel Gabler  
Joann McMackin  
Denise Cuneo  
Cassandra Hanes  
Mary Meyer  
Amber Hathorn  
Cassandra Yanak

Anna Fernan  
Amanda Straub  
Brandi Smith  
Dana Smith  
Sara D'amore  
Amber Schutz  
Theresa Earle

iii. Service Unit 2657—Northern Star, McKean County

Emily Parana  
Savanna Carpenter  
Terry Sweeley  
Victoria Neely  
Jennifer Cornelius  
Gabriella Milford  
Ellen Mosher  
Carrin Green  
Sheila Peters,  
Deborah Cramer  
Alexis Reed  
Jaime Stiles,  
Melinda Keesee  
Kellie Britton  
Toncha Barber  
Kate Hildebrandt  
Rebecca Hunter  
Jessica Bennett  
Amanda Amandreano

iv. Service Unit 2624—Clarion, Clarion County

Jennifer Vinson  
Leslie Latour  
Tammy LaCross  
Regina Taylor  
Katie Taggart

v. Service Unit 5406—Pine Richland, Allegheny County

Kelly Bossola  
Rebecca Hoffman  
Tina Proctor  
Denise Franchak  
Danielle Verba, Theresa Kirik  
Paula Contini, Allison Young  
Kelly Coyne

vi. Service Unit 2612—Franklin Regional, Westmoreland County

Leia Santos  
Crystal Favela  
Kirsten Caswell

vii. Service Unit 2651—Bradford, McKean County

Rebecca Papinchak  
Bonnie Leposa  
Cyle Wolfgang  
Stephanie Kelley

viii. Service Unit 4651—Westmont Johnstown, Cambria County

Roxanne Tuinstra  
Cynthia Allen  
Jodi Holland  
Misty Stephens  
Michele Boback  
Heather Kmetz  
Lauren Lazzari

ix. Silver Award Committee

Denise Cerilli-Martz  
Sharon Enslin  
Andrea Shissler  
Bethany Hughes

**XIII. Election of Slates**

**Lois Kuttesch**

a. Renewing Officers for the Board of Directors

Dot Brookes, Board Chair (term ending 2026)  
Nicole King Yohe, Vice Chair (term ending 2026)  
Michelle Maccagnan, Treasurer (term ending 2025)  
Jon Colburn, Secretary (term ending 2025)

b. Board Members at Large

First Term—three-year term ending 2026

Piper Treece-Angert

Second Term—three-year term ending in 2026

Mary Kohler  
Rebecca (Becca) Stiger  
Jennifer Price  
Richard Siergiej

c. Girl Advisory Committee

Two-year term ending 2025

Aashi Bhatt  
Jenna Nastal

*Jennifer Vincent, Service Unit 2624, motions to accept the Board of Directors and Girl Advisory Committee Slate as presented.*

*Holly Murphy, Service Unit 3601, seconds the motion to accept the Board of Directors and Girl Advisory Committee Slate as presented.  
The motion carries unanimously.*

d. Acknowledgment of Outgoing Board Members

We are so thankful to our outgoing board member, Kathi Finch, and to our outgoing Girl Advisory Committee members, Asia Broughton and Sophia Menke, for their service to Girl Scouts.

**XIV. 2023 National Convention Proposals**

The 2023 National Convention will be held in Orlando, Florida this coming July. Questions/comments on the following proposals will be accepted after the meeting through additional avenues. Marketing and Communications will be contacting membership to obtain feedback.

- a. The first proposal for action is as follows:

Allowing the possibility of virtual attendance for National Council Sessions and for Special Sessions of the National Council

This proposal would build on the 55th NCS held virtually in 2020 during the peak of the pandemic—the first-ever virtual NCS. The proposal would build flexibility into our governing documents by amending the Constitution to allow for, but not require, virtual sessions which reflect a more efficient and agile meeting format.
- b. The second proposal for action is as follows:

Constitutional Amendment on the Timing of Delegate Allotment

This proposal would amend the Constitution to simplify the process for councils as they choose National Council delegates. Changing the date on which delegate allocations (calculated using council membership size) are based would allow councils to more efficiently plan for and select their delegates.
- c. The third proposal for action is as follows:

Constitutional Amendment Formula for Delegates

This proposal would create a Constitutional Amendment to help keep the number of delegates as close to 1,500 as possible while ensuring the number of delegates allocated to councils remains proportional to the council's girl membership.
- d. The fourth proposal for action is as follows:

Council Representation on the National Board

This proposal would require the composition of the National Board to include three council CEOs. Recognizing implementation complexities including the National Board Development Committee (NBDC) effort required to assess the capabilities, geographic representation, diversity, etc. needed for an effective Board Slate and then identifying, cultivating, and screening candidates relative to these requirements. This proposal will include a 2026 effective date.
- e. The fifth proposal for action is as follows:

Amend the Girl Scout Promise and Law to use more potent, actional language.

The wording of our Promise and Law is deeply meaningful to Girl Scouts of all ages. This proposal provides the opportunity to debate and decide whether we should remove the words “try,” “to,” and “do my best.”
- f. The sixth proposal for action is as follows:

DEIRJ Language Proposal

Girl Scouting remains dedicated to supporting diversity, equity, inclusion, and racial justice (DEIRJ). The Girl Scout Law affirms our commitment to being a sister to every Girl Scout. This proposal is an important step in our Movement's journey to become an anti-racist, inclusive organization. Inserting the word “anti-racist” in the Preamble to the Constitution would codify our commitment to racial equity in governing documents and would strengthen and refresh existing language that states, “Girl Scouts advance diversity and pluralism in our Movement and in the communities in which we live.” It would also support and propel existing DEIRJ efforts across the Movement.
- g. The seventh proposal for action is as follows:

Girl Scout Gold Award Scholarship Fund

This proposal would fulfill the action taken by the National Council in 2020 and establish a donor-restricted fund that invests in the post-high school education of Gold Award Girl

Scouts. In response to overwhelming delegate support for Gold Award Girl Scouts voiced during NCS 2020, the National Board has been proactively fundraising to ensure scholarships are available to girls who earn the highest award in Girl Scouting.

**XV. Other Business** **Dot Brookes**

There was no other business on the approved agenda.

**XVI. Closing Comments** **Dot Brookes**

Thank you to all of those in attendance today for a lively and productive meeting. We look forward to seeing you in 2024!

**XVII. Adjourn Business Meeting** **Dot Brookes**

With no objection to adjourning the meeting, the meeting was adjourned.