

GIRL SCOUTS WESTERN PENNSYLVANIA

ANNUAL MEETING

APRIL 14, 2018

Call to Order: 9:20 am

- Board Intro – Lois Kuttesch introduces the GSWPA Board of Directors and the Parliamentarian for the meeting, Victoria Kush.
- Key staff – Pat Burkart introduces the Key Council Staff
- Annual Meeting Sites – The Annual Meeting sites are noted
 - Penn State Greater Allegheny
 - Penn State Behrend
 - Penn State Dubois
- Credential Report – Victoria Kush, Parliamentarian
 - 60 Service Unit's (SU's) in Region 1, 49 SU's in Region 2, 55 SU's in Region 3
 - Delegates in attendance today:
 - 26 delegates in region 1 representing 13 SU's
 - 33 delegates in region 2 representing 18 SU's
 - 26 delegates in region 3 representing 15 SU's
 - Quorum is reached
 - There is no objection, so the Credential Report is accepted
- Approval of the Agenda – Lois Kuttesch
 - The Agenda is brought forward for approval.

Sue Portera, SU 5906 Oakmont/Verona moves to accept the agenda, Barb Balko-Sleith, SU 6001 seconds the motion and the motion is passed unanimously.

- 2017 Annual Meeting Minutes – 2017 meeting minutes were approved June 2017 at the board meeting following the Annual Meeting and are available online for review.
- Board actions – Lois Kuttesch
 - In September, the board approved a new bank resolution
 - Accepted new Strategic Plan
 - Reversion of volunteer proposal to operations team
 - Approval of 401K Audit Report
 - Acceptance of new fiscal budget
 - No board actions were taken at the November meeting.
 - In January, the board approved the Financial Audit for the 2016-2017 fiscal year.
 - At the March meeting, the board approved the use of up to \$79,000 from camp sales proceeds to install the splash pad at Camp Redwing.
- Treasurers Report – Dot Brookes
 - Statement of Financial Position
 - As of September 30, 2017, our total net assets were \$18.8 million, of which \$9.0 million were in investments. Our unrestricted and undesignated net assets constitute 14.1 months of operating reserves. This exceeds the 6 months that GSUSA requires for council reserves, and it represents a strong position, as many

other councils nationwide have less than this recommended number of months in reserve.

- Statement of Activities
 - The net change in net assets was an increase of \$1,227,000 for the fiscal year ending September 30, 2016. This overall increase in net assets is comprised of the net change from operations of \$531,000, which is reflective of the council's positive net cash provided by operating activities, less depreciation expense of (\$443,000), plus appreciation of investments and trusts \$910,000, less frozen pension expenses of (\$474,000), and gain on sale of fixed assets of \$703,000.
 - Additionally, the council made Capital Expenditures of \$283,000 in the current year.
- Audit Highlights
 - 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 did not issue any management letter comments this year. This is a testament to the policies and procedures that have been established and followed by the staff at GSWPA.
 - Independent auditing firm, Maher Duessel, was very complimentary about the quality and cooperation of the GSWPA Finance team.
 - Detailed public financial information about GSWPA can be found on the Form 990 which will be available at guidestar.org and our GSWPA website following the Annual meeting.
- Treasurer Report concludes. Question is brought forward.
 Q. Laurie Cybulski, SU 5502 East Pgh. My question regards the swimming pool at Redwing. Is the pool still there?
 A. Pat – Thank you Laurie. Yes, the pool is there and will remain at the camp. It's in good shape.
- State of the Council Report – Pat Burkart
 - Strategic Goal Update
 - Our strategic learning process is fluid and as we gather information on local and national trends, we will respond accordingly by fine tuning our priorities, and garnering support from our Board of Directors through our governance process.
 - Those priorities include:
 - GSWPA will achieve a 9.1% market share by year end 2015 (which we met) with a goal of 9.3% by 2017 and offer support for successful retention.
 - GSWPA will provide girl-led age appropriate experiences that deliver the Girl Scout Leadership Experience with volunteer support.
 - GSWPA will design and support the volunteer experience to improve onboarding time and increase volunteer retention and satisfaction by 2017.
 - GSWPA will stabilize key revenue streams (fund development, product sales participation, retail and camp/program) by year end 2015 and increase overall revenue by 3% by 2017.

- We achieved 84% of our girl membership goal for 2016-17. We exceeded our adult goal and reached 139% of goal.
 - A graph is shared showing Membership vs. Goal.
- GSWPA membership
 - Although our membership has experienced a decline in recent years, Western Pennsylvania has also experienced a decrease in population.
 - This is why we focus on market share and we are fortunate that we continue to maintain a girl market share that exceeds the national average for Girl Scout councils.
 - Although there is a decline in overall membership numbers, we had held a strong market share.
 - While our numbers and market share show decline, our council has had a higher market share than the national average.
 - A graph comparing the two membership rates is shared.
 - Our council has continued to hold a stronger market share than the average nationally.
 - A graph comparing these two rates is shared.
- Total Volunteers
 - GSWPA is fortunate to attract necessary volunteers to lead our girls.
 - We have been successful in increasing our total volunteers each of the past three years.
 - This is imperative for us to remain a strong Girl Scout Council, and able to support all of our Girl Scouts.
 - A graph showing current membership is shown.
- Camp Registration
 - A graph showing 2017 Camp registration is shared.
- Camp Revenue vs. Expenses
 - GSWPA has been working to decrease the gap between the revenue that camp generates and the amount of expenses we incur.
 - We had set a goal of not more than 50% council subsidy of camps.
 - The first year of operating four camps allowed us to achieve 51% subsidy.
 - We will continue to monitor this annually. We will always subsidize all of our programs through our product sales.
 - Graphs are shown that detail camp revenue vs. expenses.
- Gold Awards
 - We experienced a steady increase in the number of girls achieving the Girl Scout Gold Award.
 - Many thanks to our Gold Award Committee members who support these efforts and who you will be hearing from later in this presentation
 - Graph is shown depicting Girl Scout Gold Awards by year.
- GSWPA MagNut sales
 - The steady decline in net sales is reflective of our girl membership.
 - Graph is shown the depicts GSWPA MagNut Net Sales
- GSWPA Retail Sales

- In 2016- 2017 our retail sales surpassed our sales goal and ended at 112% of goal.
- Graph is shown the depicts GSWPA Retail Sales
- GSWPA Cookie Order
 - Graph is shared depicting the past four years of cookie sale totals.
 - Digital cookie started in 2014-15 and accounted for a total of just over 1,00 cases and this past year, more than doubled to over 2500 cases.
 - We saw an increase this past year over the previous year of around 10,00 cases.
 - 2016-17 was the first year for the S'more cookie and we saw a per girl average increase.
- Cookie Program Participation
 - Graph is shared showing cookie program participation.
 - The same number of girls selling cookie is on the same pace as our total council.
 - Despite the decrease in girls selling, the per-girl average of boxes sold continues to rise.
 - Over the past 4 years, the per girl average increased steadily from 126 to 158.
 - This is a strong indication of the value of our financial literacy program.
- Outdoor Initiative RK Mellon Grant
 - GSWPA is the Super-Pilot for RK Mellon Outdoor Initiative
 - We are partnered with 4 other councils who are also funded through this initiative
 - The "Take It Outside" Button on Volunteer Toolkit was funded through this grant and the whole country benefits from that.
 - Our Student Conservation Association (SCA) partnership provides more volunteer training for adults and programming for girls.
 - Grant request submitted to RK Mellon for expansion and continuation.
 - The grant ended last November and we submitted a grant request to RK Mellon to expand the number of pilot councils to 8 and to continue this work in 2018.
- Budgeted Financials
 - The audit report for the fiscal year 2016-17 reflects a \$530,566 net operating income. As a council, our budget goal was to have a net (deficit) of \$(120,000) from operating activities which was not an actual deficit. Through successful revenue campaigns and managing expenses we were able to exceed that goal which brought us to our total audited net operating income of \$531,000. This excludes other non-operating activity of frozen pension, investment appreciation and fixed asset sales/disposals and depreciation expense, totaling \$697,000 in net non-operating costs and market growth which are reflected in the audit report below the operating activity. This resulted in an overall increase in Net Assets of \$1,227,000.
- Fund Development
 - The 16-17 public support campaign closed at \$1.04 million.
 - Increases were realized through board giving and staff campaign.
 - Graph was shared to show fund development
- Pearl Society
 - Our work would not be possible without the generosity of individuals like you. Every dollar makes a difference.
 - Today, I am proud to thank fellow members of the Pearl Society, individuals who donated a total of \$1,000 or more to our council in the 2016-2017 membership year.

- Members of the Pearl Society receive a custom Pearl Society pin, designed by a woman-owned Pennsylvania jeweler.
- We invite you all to learn about ways to support our Girl Scouts at a level that is meaningful to by visiting our website, or by talking with any of our staff in the Fund Development Department.
- National Planned Gift Challenge
 - We have exciting news for our council and for the Girl Scout Movement.
 - Dianne Belk is founder of the Juliette Gordon Low Society, the national Girl Scout society for planned giving. It is a beautiful way to leave a lasting legacy – and yes, there is a pin! She and several other philanthropists have stepped forward and pledged more than one-and-half million dollars in planned gifts to support the 112 councils across the country.
 - This is a challenge gift – meaning we only get our piece of it if we grow planned gifts for our council by October 31.
 - We just need 6 people who are ready to step forward and say YES to a gift to support our amazing Girl Scouts. Will you join me? Today, I invite every adult in this room to consider a planned gift to support Girl Scouts Western Pennsylvania.
 - To learn more, please contact Alicia “Lish” Templeton, in our Fund Development Department.
- 2018 Upcoming Fundraising Events
 - This year we are honored and excited to have Sylvia Acevedo, GSUSA CEO, as our keynote speaker at the Awards of Distinction in Pittsburgh on May 18th.
 - Sylvia will be sharing the “Case for Girls” and will highlight our national Outdoor Initiative of which GSWPA is leading the efforts.
 - Visit our website for the most up-to-date details on all the events.
- New Strategic Goals
 - Last year, we established and convened the strategic analysis and strategic alignment groups to carry out the strategic alignment process.
 - This is a new process, established by GSUSA which guided us in the direction of developing goals that align us with our national organization.
 - The five strategic goals are: reach more girls, higher impact programs, effective business practices, stronger brand, and financial stability.
 - Graph listing new strategic goals is shared.
- Fall Town Hall

Meetings were scheduled during September at four locations this year, since the

 - National convention took place in October.
 - Low participation led to one of the four meetings being cancelled.
 - Feedback from the meetings pointed to positive dialogue, and volunteers took this opportunity to bring up their questions, suggestions and great new ideas.
 - The National convention topics were presented by our Council’s own National Delegates, and they did a fabulous job!
 - The 2017 fall town hall report, which outlines the topics of the meetings, is posted on the gswpa.com governance page.

- Fall Town Halls are an important way for delegates and membership to have two-way communication with council leadership and board and to stay up-to-date with council news and information. Information regarding this year's fall town hall dates and locations will be shared in the coming months.
- National Convention Report
 - The 2017 National Convention was held in Columbus, OH from October 4th through 8th. Thousands of girls and those who support them came together from around the world for this mega event which provided attendees with unforgettable experiences as they gained inspiration, tools to empower themselves, and the know-how to lead change in their communities, connecting with some of the most influential women in the world along the way. GSWPA sent 13 delegates, including three girl members, to be a part of the National Council Session and vote on the proposals on behalf of our council.
 - Thank you to our 13 delegates who did a great job representing us!
 - Three proposals were introduced for discussion at the National Convention

Proposal #1 Summary — Decrease the size of the National Board from 25 to 15

This change was designed to bring the national board in line with other non-profit organizations of our size. The national trend is for smaller National Boards, and by decreasing to 15 members we will be in line with the National Average.

By having a small board with few members at large, not only would the size decrease, but also the operational expenses and travel costs associated with a larger board would decrease. This proposal was not passed.

Proposal # 2 Summary — Establish a National Development Committee as a Standing Committee of the National Board

This was proposed because it was in line with other non-profits of our national organization's size and scope. By doing so it removed the restriction that national board development members cannot serve as an officer of the board. This would allow for greater flexibility to nominate someone for an officer position if they happen to be on the national board development committee. It would still deal with perceived conflicts since members are appointed by the board. If the ideal candidate is already on the national board development committee they could, under the new proposal, be considered to serve on the National Board of Directors. The proposal was aimed to bring the national board development committee in line with the National Board which allows for best governance practices in the non-profit sector. This proposal also was not passed.

Proposal # 3 Summary — Deals with the cost calculator for Lifetime Dues membership and who is eligible for a discounted rate.

The lifetime membership dues are calculated as a multiplier of the annual dues fee. With the price increase of 66%, the rate of lifetime membership would also increase and we would price ourselves out of lifetime memberships, with the fee going over \$600 at the current rate. To incentivize lifetime memberships, the proposal was to increase the fee from the current rate of \$380 up to a new rate of \$400 and to remove the calculation multiplier previously used to determine the lifetime membership fee. Moreover, GSUSA currently offers graduating High

School Ambassador Girl Scouts a half price discount so that they can purchase lifetime memberships for \$180. The proposal for was twofold: Adjust graduating girl price to half of the new proposed fee of \$400, so it will be \$200. Also, Increase the window of time for a “young adult membership,” so that any young woman who was a Girl Scout when she turned 18 can purchase a young adult membership until she is 30 years old, not just the year she graduates from high school. Keep in mind that membership in this category constitutes half of all lifetime memberships. This proposal was adopted.

The meeting promoted good discussion and offered great opportunities to learn and participate in the Girl Scout governance process.

- Camp Sales
 - Camps were listed for sale in June 2017, with the exception of Elliott and Resting Waters
 - Camp Singing Hills sold in July for \$1.25 Million
 - Camp Roy Weller sold in November for \$1.55 Million
- Camp Sales Update
 - Camp Elliott needed to have an easement established, this was a complicated process and was completed in February. Camp Elliott was officially placed for sale on April 6th.
 - Camp Resting Waters remains under the option agreement with Casella Waste Management
 - Camp Curry Creek has had some interested potential buyers, and remains on the market
 - All camp proceeds have been invested under a separate investment account.
 - I will continue to work with staff to identify short and long-range property plans and will work with the board of directors on what we will use the proceeds from camp sales for.
 - We have conducted an analysis of each of our 4 camps, that considers current and future needs.
 - We will continue to survey our members to find out what your interests are, for our camps.
 - We will also continue to analyze usage by number of participants, as well as by preferred amenities and programs.
 - This will be the data used to develop a long-range property plan, for our 4 camps.
- Council Charter
 - We worked to submit a great deal of documentation and information regarding our council, its status, and its overall health to GSUSA as we went through the chartering process.
 - This process occurs every three years and maintaining our charter allows us to operate as a Girl Scout council. If there are concerns about a council, with regard to the areas that GSUSA examines, during the chartering process, and there are questions about the health or viability of a council, GSUSA issues a partial, provisional Charter, for 2 years or less.
 - I am glad to report that we were approved for a full charter, and that we were recognized as being a solid Girl Scout council. We were awarded the full 3- year charter.
- On the Horizon – Family Scouting
 - Flyer is shared advertising Family Scouting on behalf of the Boy Scouts of America
 - Hopefully most of you know that the Boy Scouts are actively recruiting girls.
 - This is a flyer that has been distributed, by Boy Scouts, in our council area.
 - At this point, it is just their Cub Scout program, to which they are recruiting girls.

- They are posing as “The Scouts” when they approach schools for recruitment nights which is creating confusion for school officials. In addition, many parents do not realize that Boy Scouts and Girls Scouts are two separate organizations.
- We are about to start Service Unit assessments which will include requesting information about what Boy Scouts are actively doing in local areas.
- This afternoon, you’ll have the opportunity to talk to staff to let them know what you are seeing from the Boy Scouts in your area.
- In the future, please contact us with any pertinent information.
- Pat explains that we are not in agreement with any of this. Boy Scouts do not know how to serve the girls.
- Calling all Outdoor Trainers and Facilitators! - Pat Burkart
 - We are in the process of updating our database to have a better system for our volunteers to access our trainers and facilitators.
 - Thank you for all of you who are willing to do for our girls.
 - We are in the process of developing a wonderful incentive program for our trainers and facilitators.
 - Please go to the website under Volunteer Resources to the Outdoor page to find more information about becoming an Outdoor trainer or facilitator.
 - Follow link on the page to complete and interest form and facilitators and staff will get touch with you!
- RK Mellon Grant
 - Over the past two years, GSUSA received a grant, from RK Mellon, through the support of GSWPA. This grant was for \$1,000,000 and supported 5 pilot councils. It also supported the cost of the development of the Outdoor Button on the Volunteer Toolkit, interns from the Student Conservation Association, and the All Girl CREW that was conducted by the Student Conservation Association and held in the Shenandoah National Park. This map depicts the Girl Scout Councils that enjoyed the benefits through the grant and were, as a direct result, able to measurable increase the number of girls who participated in outdoor programming. This 2-year pilot group included, of course, Girl Scouts Western Pennsylvania, Girl Scouts of Alaska, Arizona Cactus Pines, Greater New York and Southeastern Michigan.
 - We learned, at the last minute, that GSUSA had a change of plans, due to leadership changes, and would not be submitting a proposal for funding in 2018, as originally planned. This could prove devastating to the Pilot council group, as well as to the additional Girl Scout councils that would be invited to participate in the future expansion efforts, through this grant as long-term goals were to incrementally expand the Outdoor Program Initiative across the country. So, in December, I held a meeting of the pilot council CEO's, as well as the Executive Director of SCA, and asked if they would support GSWPA leading the grant proposal, without GSUSA, in an effort to maintain the momentum we had achieved through the first two years. They unanimously agreed to support us. We then approached R.K. Mellon with our plan, and they agreed to accept our proposal. That grant proposal was put together, in record time, and submitted in December, for the R.K. Mellon Trustees March meeting. I am proud to announce that we have been awarded to full request of \$766,500; which will support Outdoor Program initiatives, in 2018, to the original 5 councils plus 3 more! We have added Girl Scouts of Maine, Girl Scouts of Black Diamond Council, and Girl

- Scouts of Montana and Wyoming. We will continue our partnership with SCA. Our girls and volunteers will enjoy updated outdoor program equipment, an increase in programs offered, and an increase in program partners to better achieve program opportunities that our girls crave.
- Committee Report Out – Pat Burkart
 - We will now move onto the Committee Report Out section of the State of the Council Report.
 - Gold Awards – Sue Gold, Gold Award Committee Member
 - Gold Award Committee
 - Mentoring, leading workshops for, and honoring Girl Scouts
 - There are 20 GSWPA Gold Award Committee volunteer members
 - 95 Girl Scouts actively working on Gold Award projects, 45 of which have been submitted through the online submission platform
 - 87 of the 2017-18 Gold Award recipients will be honored during our Court of Award events:
 - Sunday, May 20th at 2pm at Chestnut Ridge Golf Course
 - and Saturday June 16th at 10am at Cranberry Marriott
 - Silver and Bronze Awards
 - Silver and Bronze are also important milestones for our girls, and we want to recognize those awards as well.
 - This year, 331 Cadette Girl Scouts earned their Girl Scout Silver Award and 236 Junior Girl Scouts earned their Bronze Award.
 - New online on-demand training is available for Cadette Girl Scouts and leaders.
 - As of February, the training has been viewed 49 times and can be found on the Silver Award page of the gswpa.org site.
 - **236** Junior Girl Scouts worked to make the world a better place by earning their Bronze Award.
 - Congratulations to all girls who earned an award this year!
 - Travel – Cheyenne Rhone - Attended Trip to Costa Rica
 - The trip took place in July 2017, visiting 5 regions of Costa Rica over 9 days.
 - 14 girls and 2 volunteers were in attendance.
 - Girl Scouts came from all over the council including Brockway, Prosperity, Bethel Park, West Mifflin, Rankin, Mt. Lebanon and Pittsburgh.
 - We explored everything from the diverse eco systems of Costa Rica's ocean fronts, volcanoes, cloud forests, hiking the Arenal Volcano, kayaking, and taking canopy tours.
 - We did a cultural exchange with the Monte Verde School where we learned their traditional folk dances, and we taught them about our dances and games.
 - My favorite part of the trip was white water rafting.
 - Travel to Panama City is planned for 2019.
 - Adult Awards Committee – Melinda Shoenfelt, Committee Member and Lois Kuttesch, Board Chair
 - Melinda acknowledges the members of the committee and the work that they do to honor the volunteers who do so much for this organization.

- Lois explains that this membership year, 28 individual nominees and 2 teams of volunteers have been approved for Council's Adult Awards for a total of 60 volunteers receiving awards this year. This number includes 19 Volunteer of Excellence awards, which are presented at the Service Unit level.
- Adult Awards Presentation – Lois Kuttesch - Appreciation Pin
 - The Appreciation Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience.
 - The complete list of recipients of the 2018 Appreciation Pin will be posted on our website under Adult Awards after all of the awards are given to recipients. Some recipients will be receiving their award at local meetings - so we don't want to spoil the surprise and those will not be listed here. This year we will be reading out the list of awardees and ask that recipients come to the front of their meeting location to receive their pin.
- Honor Pin
 - The Honor Pin recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience, which has had measurable impact on two or more geographic areas of service, allowing the council to reach and surpass its mission-delivery goals.
 - Presented to Karen Schmidt and Sharon Enslin
- Thanks Badge
 - The Thanks I Badge honors an individual 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 the entire Girl Scout Movement.
 - Presented to Mae Lynn Edwards, Amy Miehl and Dottie Neal.
- President's Award
 - 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 significant, measurable impact toward reaching the council's overall goals.
 - Presented to the Laurel Service Unit Team and the Cranberry Service Unit Team.
- Adult Award Review Committee
 - The volunteers who serve on the adult award review committee can attest to the joy of reading through these nominations, learning about all of the wonderful things that these volunteers are doing through Girl Scout experiences throughout Western Pennsylvania. If you are interested in becoming a part of the committee to honor our volunteers, please contact adultaward@gswpa.org.
 - Current Committee Members:
 - Amy Miehl
 - Gloria Limetti
 - Janet Kovacs
 - Kriss Svidro
 - Mary Ann McSwigan
 - Melinda Shoenfelt
 - Sharon Enslin

- Rebekah Baisch
- Sue Gold

Pat that concludes our State of the Council Report. Please join me in recognizing the volunteers and girls who presented today and the colleagues they represent for the incredible work they have done over the past year.

Lois – If you have any specific questions, the committee chairs and staff will be available immediately following the meeting. If you have a question regarding the State of the Council report made by Pat and the volunteers team that will benefit the entire group, please come to the microphone now. We will call on you by site.

Once again, MANY thanks to ALL of our volunteers! And congratulations to this morning's award recipients! Let's give one more round of applause for these amazing volunteers (lead applause). Each and every volunteer brings heart and life to GSWPA and we could not do what we do without all of you! Thank you!

Q.Dottie Neal, SU 4641 Indiana. Can we ask GSWPA to create materials or do we have a trifold to explain how we served Girl Scouts for the last 100 years?

A. Pat - This is a great suggestion Dottie thank you for that. Pat asks Deb Smith, Chief Administrative Officer to comment.

A. Deb – We have materials from GSUSA and we formed a new task force to address this issue. The task force is meeting next week to discuss next steps and yes, we will get materials to you and have information downloaded on our website.

A Pat – to follow up on that answer, this was a hot topic, what are the Boy Scouts doing and how can we stop them? We will be sending a letter to each school to explain that Girl Scouts and Boy Scouts are separate organizations before Boy Scout playbook in August. We need to develop marketing campaign in June prior to Boy Scout ad in August and we will keep you posted with new developments.

Q.Sue Portera, SU 5906, Oakmont/Verona. How can we get outdoor camping, when camps are already filled?

A. Pat – Our registrants are keeping all data to track how many people are turned away and what the reasons are. We will continue to evaluate data.

Q:Charlene Filsaime - SU 5507 Penn Hills. Do you have demographics to see where the grow is?

A.Pat - introduces Jen Sizemore to the group and Jen explains that we have reports by Service Units, however those reports are not with us. We see growth and decline constantly and we can get that data out to you.

Q:Charlene Filsaime - SU 5507 Penn Hills. Can we send data and analysis to SU's to show growth and decline patterns?

A. Pat - reminds the group that the PM session today can be utilized to dive into multi-service units and adds that we can include this topic at multi-service unit meetings or discussion after Fall Town Hall.

Q.Pat Dewalt – SU3620, Crawford County. When will the Volunteer Toolkit be available for older age Girl Scouts?

A.Pat – We don't know that yet. Our technology needs to be more robust to support all councils. Will take question to the National Technology Committee and we will keep you posted.

Q.Rebekah Baisch - SU 2021 Franklin/Venango County. Can we delineate how many members are active versus registered? The number of adult members looks high to those of us struggling to get active adults. It would be interesting to see what those numbers are.

A. Pat – Yes. We do but we don't typically break that it, but we do have that. We have 6,000 active volunteers right now.

Q.Rebekah Baisch – SU 2021 Franklin/Venango County - Can we do a FAQ sheet to address questions and answers regarding the Boy Scouts and get info to our volunteers?

A.Pat – Yes we need to do that, and will include that with upcoming materials.

Q.Rebekah Baisch – SU 2021 Franklin/Venango County - Many of our troops stop meeting in May. How do we get our message regarding the Boy Scouts out to our troops prior to May? It's a time sensitive issue.

A.Pat – That is why I challenged GSUSA to put together a national marketing campaign about who we are and what we do and that we are not boy scouts and that we will never merge and be Boy Scouts. This was addressed at Leadership Summit and when Sylvia comes to visit in May, this is what I will be talking about.

Q.Heather Conrad - SU 5502 Pgh East. In terms of increase in volunteers is this related to the need now for everyone to be registered?

What do we attribute our increase in our total volunteers too? Graph shows success, but does not explain why?

A. Pat reaches out to Jen Sizemore – Yes, we can get the data to show the growth and we will look at collecting those types of data points.

Q.Heather Conrad - SU 5502 Pgh East. Camp funds are deposited into a separate account, but I don't see it mentioned on annual fund list? How do we as members of the organization see how funds are split? Will it be made available on line?

A.Pat – All camp sale proceeds fall under investments. We will continue to survey everyone that goes to camp and will use that information to form our short term and long-term needs.

Q.Heather Conrad - SU 5502 Pgh East. How can you survey a larger percent of our membership?

A. Pat, we will continue to survey all that come to camp and add on questions that have to do with amenities. I am going to work with Katie Thompson and Melissa Cooper to see how we can better survey the whole.

Q.Jennifer Rick, SU 5703 Mt. Lebanon. Question on Bar graph – What is our YTD with girls and adults for this year?

A.Pat - We are 94% of our girl goal. Jen Sizemore responds that figure is 19,600 girls.

Q.Jennifer Rick, SU 5703 Mt. Lebanon. Can we add a casual volunteer membership to avoid paying membership fees as well as fees incurred with activity?

A.Pat agrees that this suggestion is something that we can work on.

Q.Jennifer Rick, SU 5703 Mt. Lebanon. Jennifer explains that their area, Washington, Allegheny, and Westmoreland has no easy access to outdoor camping experience other than using State Parks, but we as organization recommend outdoor experience as part of the brand. Can we add mini modules to get more troops outside doing what they love? And related to camp, do we know how many people are accessing online registration and don't reach out to be wait listed.

Q.Linda May, SU 5502 Pgh East. States there should be a way to capture data for camp registration.

A.Pat- Many cases come through Customer Care and Customer Care is the best contact for notifying of inability to register when camp is full.

Q.Linda May, SU 5502 Pgh East. Would like to see winterized units to be able to handle 100 + people.

Parliamentarian, Victoria Kush intervenes to request that questions be tailored to follow the meeting agenda to keep meeting on track because we still have several agenda items to get too.

Q.Amy Dobboms SU 4654 Cambria County. What programming opportunities are being explored in the eastern portion of the council through partnerships? Besides camping there are very few opportunities available for girls in this geographic region. Cambria County is 6th in girl population in the council.

A. Pat - You will find out more this afternoon during the afternoon program, through exploring a new map of program partners that is being launched on our website.

Q. Laurie Cybulski, SU 5502 East Pgh. Where will the rifle ranges be established?

A.Pat - There is a new rifle range at Conshatawba and future plans for Hawthorne Ridge.

Q.Julie Vuillemot, SU 5703 Mt. Lebanon. How much of the camp sale proceeds go to outdoor programs?

A.Pat - Proceeds were spent to replace barn at Sky Meadow and to move/install Splashpad at Red Wing. All expenditures are reported out and are approved by the Board. This topic is not on the agenda today.

Q.Julie Vuillemot, SU 5703 Mt. Lebanon. The report mentions frozen pension plans, have you considered defined pension plans?

A.Pat – We did that years ago. The frozen plan no longer accrues but we have liability to pay.

Q.Julie Vuillemot, SU 5703 Mt. Lebanon. Were past years camp sales all spent on outdoor program?

A.Pat – This is not related to this agenda, and has been reported out in the past.

Parliamentarian, Victoria Kush intervenes to remind the group to tailor questions to specific issues in the report.

Q.Pat Dewalt – SU3620 Crawford – Our SU has a Japanese exchange student. Can council provide uniform and patches as a show of good will in this case?

A.Pat – Please talk with staff after this meeting.

Q. Laurie Cybulski, SU 5502 East Pgh. Question regarding LinkedIn initiative by GSUSA; how will council be implementing this?

A.Pat – There are no plans at this time.

Q.Dessa Summy, SU 5301, Crawford. Makes two suggestions:

1. If you want more outdoor programs, join the Ranger Program.

Also, we need more volunteers.

2. For the in-school kindergarten registration, make sure that there are enough tables, exhibits for girls and adult volunteers.

Parliamentarian, Victoria Kush intervenes to remind group to tailor questions to agenda and to keep meeting on track.

Q.Monique Powell, GA SU 5507- Penn Hills. What are we doing to keep older girls in Scouting? The older girls need support from council.

A. Pat - Please check website and the program books to see what we have for the different age groups.

Q.Beth Fulton, SU 5207 Washington. I feel that southern counties are forgotten as they receive very little support or training. I know that training is offered however, most programs require travel up to 2 plus hours away.

A. Pat – Please talk to Katie Thompson and Jen Sizemore at the event after the meeting.

Proposed Bylaw changes are presented by Victoria Kush as follows:

Section 4.1 (Composition)		
Current Wording	Proposed Amendment	If Adopted, Will Read
“The Board of Directors shall consist of...all other members of the Board of Directors shall be designated voting members. The Elected Officers (as de-scribed at Section 5.1) need not be members of the Board of Directors at the time of their election but shall automatically become members of the Board of Directors upon the effective date of their election. The chair of the Board Development Committee...”	“The Board of Directors shall consist of...all other members of the Board of Directors shall be designated voting members. The Elected Officers (as de-scribed at Section 5.1) need not be members of the Board of Directors at the time of their election but shall automatically become members of the Board of Directors upon the effective date of their election. The chair of the Board Development Committee...”	“The Board of Directors shall consist of...all other members of the Board of Directors shall be designated voting members. The chair of the Board Development Committee...”
Section 5.1 (Elected Officers)		
Current Wording	Proposed Amendment	If Adopted, Will Read
“The Elected Officers of the Corporation shall be: The Chair of the Board, the First Vice Chair, the Secretary and the Treasurer...”	“The Elected Officers of the Corporation shall be: The Chair of the Board, the First Vice Chair, the Secretary, and the Treasurer, subject to the provisions set forth in Article 5.6. [...]”	“The Elected Officers of the Corporation shall be: The Chair of the Board, the First Vice Chair, the Secretary, and the Treasurer, subject to the provisions set forth in Article 5.6. [...]”
Section 5.6 (Officer Requirements)		
Current Wording	Proposed Amendment	If Adopted, Will Read
	“Before being eligible for the position of Chair or Vice-Chair, any nominee shall have served a minimum of one (1) year as a director-at-large. This requirement shall not apply to nominees for the positions of Secretary or Treasurer.”	“Before being eligible for the position of Chair or Vice-Chair, any nominee shall have served a minimum of one (1) year as a director-at-large. This requirement shall not apply to nominees for the positions of Secretary or Treasurer.”

Parliamentarian, Victoria Kush asks for a motion to change the Bylaws.

*Melinda Shoenfelt, SU 4641, motions to accept changes to the Bylaws as presented.
Christina Kline SU 2664, Central Westmoreland seconds the motion to accept changes to the Bylaws as presented.*

Victoria Kush - Is there any discussion/questions related to bylaw changes being presented?

Q.Vicky Murdock - SU 5207, Washington. Can a person be Secretary or Treasurer and then be elected into Chair or Vice Chair position without ever being the Director at Large?

A.Victoria Kush – Yes, Secretary and Treasurer are members of the Board of the Directors and they can progress into the role with that one year of experience.

Victoria – any further discussion?

Q.Charlene Filsaime, SU 5507 Penn Hills - Does proposed change have impact on voting?

A.Victoria Kush – No. Amended change has no impact on voting what so ever. The only impact is that this ensures having a chair and vice chair with guaranteed experience with the Girl Scouts organization on the board level for at least one year.

Q.Elaine Effort, SU 5502 Pgh. East. I support this bylaw change but what is the motivation? Is it just a matter of cleaning up the bylaws or has there been an incident or are you just looking forward because it seems so logical?

A.Victoria Kush - the change is not to address any issues but is a forward-thinking approach to use prudence and to have the best governance practices in place so that your most senior positions will have at least one year of board experience with Girl Scouts before assuming the most senior leadership roles.

Victoria Kush - Seeing that there is no further discussion we will take a vote. All in favor to approving the bylaws as presented on the slide in your packet. Any opposed? The bylaw change will carry.

- Board Development Committee – Mary Kohler, Committee Member
 - The Board Development Committee is responsible for recruiting and vetting potential members of the board, girl advisory panel, and board development committee. Committee members look for candidates who can bring their own expertise to the board of directors to provide oversight of the council and who believe in the Girl Scout Mission to create girls of courage, confidence, and character, who make the world a better place. Some qualities considered include experience, geographic distribution, and a willingness to support Girl Scouting in the community.
 - Board Development Committee members are located throughout the council and represent a mix of current board members, past board members, and dedicated volunteers. Our current committee members are:
 - Mary Kohler(Chair)
 - Dot Brookes
 - Jane Schwab
 - Kriss Svidro
 - Sarah Shaffer
 - Theresa Bone
 - Amy Haller

- We met multiple times over the past months to build the slate that you will see in a few moments. Unlike board members who are unable to hold operational volunteer positions, board development committee members are also some of our most active volunteers in the council. I would like to thank Amy Haller and Jane Schwab who are rotating off the committee. If you are interested in joining the Board Development Committee please e-mail the Executive Assistant at kstebler@gswpa.org.
 - Slate and Election – Mary Kohler
 - Members at Large
 - 2nd terms ending April 2021
 - Jon Colburn
 - Michelle Maccagnan
 - 1st terms ending April 2021
 - Julie Kresge
 - Monica D. Lamar
 - Becky Styles
 - Girl Advisory Panel
 - Term ending April 2020
 - Chianne Boburchock

Lois - the next business in order is the election of the Board Officers, Members-at-large and Girl Advisory Panel as presented. I will now entertain a motion to approve the slate as submitted by the Board Development committee.

Andrea Shissler, Central Westmoreland SU2664, motions to approve the Board slate as presented.

Victoria Kush – If we have a motion and a 2nd then we can entertain the amendment.

Krystal Boburchock, Somerset SU4613, seconds the motion to approve the Board slate as presented.

All in favor raise your voting cards and say Aye, all opposed, raise your voting cards and say No.

The motion is passed unanimously.

The affirmative has it and the new board members are elected. Congratulations and welcome to those elected.

- Board Development Committee
 - Term ending April 2021
 - Mary Kohler
 - Term ending April 2021
 - Rebecca Stiger

Cindy Hosey, Wewanna SU 5209, motions to approve the Board Development Slate as presented.

Victoria Kush – If we have a motion and a 2nd then we can entertain the amendment.

Christina Kline, Westmoreland SU2664, seconds the motion to approve the Board Development slate as presented. All in favor raise your voting cards and say Aye, all opposed, raise your voting cards and say

No. The motion is passed unanimously.

- Board appointed vacancy assigned to Cam Kovach
 - Term ending April 2019

Acknowledgement of the Outgoing Board – Lois Kuttesch

- We want to thank John Polacek for his service as a member of the Board of Directors.
- We also want to thank our outgoing Girl Advisory Panel member, Verity Green for her hard work and valuable input on the panel.
 - Other Business – Lois Kuttesch
 - This is used if something was added to the agenda at the beginning of the meeting. Because nothing was added to the agenda, we will now move on.

Lois - Thank you all for coming today. For those of you who have registered to stay for lunch and the afternoon activities at each of our sites today, we hope that you find this to be a positive addition to our day and will let us know in your survey what you especially like about this change or any recommendations for the future.

- Seeing no objections, the meeting is adjourned at 11:30AM.

Lois Kuttesch, Board Chair

Victoria Kush, Board Secretary