

## **I. Welcome from Dot Brookes, Board Chair, and Pat Burkart, CEO**

### **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 Rules of Order.

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

The meeting was called to order.

**Dot Brookes**

## **III. Opening Remarks**

Introductions of Board of Directors, Parliamentarian, and Key Staff

Pat introduces Tamica Mickle, Chief Operations Officer, Deb Smith, Chief Administrative Officer, Bernadette Scheid, Vice President of Finance.

**Pat Burkart**

## **IV. Credential Report**

At the time the credentials report was provided to the parliamentarian, 100 delegates were in attendance.

**Nicole King-Yohe**

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 41 service units in Region 1, 64 service units in Region 2, 33 service units in Region 3.

The Credentials Report submitted to the parliamentarian during Annual Meeting was:

19 delegates in Region 1 representing 16 service units  
50 delegates in Region 2 representing 35 service units  
31 delegates in Region 3 representing 18 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**

*Nicole Farabaugh, SU4633, motions to accept the Agenda as presented.*

*Airanna Schwab, SU2606, seconds the motion to accept the Agenda as presented*

*The motion to accept the Agenda carries unanimously.*

## **VI. Approval of 2020 GSWPA Annual Meeting Minutes**

**Dot Brookes**

*Melanie Risinger, SU1640, motions to accept the 2020 GSWPA Annual Meeting Minutes as presented.*

*Holly Peters, SU5802, seconds the motion to accept the 2020 Annual Meeting Minutes as presented.*

*The motion to approve the 2020 GSWPA Annual Meeting Minutes as presented carries unanimously.*

## **VII. Recent Board Actions**

**Dot Brookes**

The GSWPA Board of Directors approved the following items:

### **November Board Meeting:**

- No Board Actions

### **January Board Meeting:**

- Approval of Financial Audit for 19-20 Fiscal Year

### **March Board Meeting:**

- Approval of adult awards

**VIII. Reports**  
**a. Treasurer Report**

**Michelle Maccagnan**

**Annual Report**

As of September 30, 2020, our total net assets were \$23.5 million, of which \$11 million were in investments. Of the \$11 million, \$3.7 million includes the camp and Beaver office sales proceeds. The Council segregates Property Proceeds to designate those funds for major improvements to our properties.

The number of months of operating reserves is 16.1 including property proceeds and 11.3 excluding property proceeds. GSUSA recommends a minimum of 6 months and up to 12 months of operating reserves. GSUSA recognizes several factors which could warrant appropriately higher reserves beyond the maximum, such as planned major capital expenditures, heavy cookie revenue dependence, and potential risk for market declines.

The net change in net assets was an increase of \$912,000 for the fiscal year ending September 30, 2020. This net overall increase in net assets is comprised of the council's positive net results provided by operating activities \$1,036,000, less depreciation expense of \$(340,000), plus appreciation of investments and trusts \$579,000, less frozen pension expenses of (\$422,000), and gains from insurance claims and sale of fixed assets of \$59,000.

**Audit**

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 all the policies and procedures that have been established and followed by the staff at GSWPA.

I will now invite Pat Burkart, to give the State of the Council Report.

**b. State of the Council Report**

**Pat Burkart**

Strategic Goal Report

1. 2019-20 Report Out

GSWPA has 5 Strategic Goals, which are:

**Reach More Girls:** Identify, attract, and serve members year-round with relevant participation options to meet diverse needs and expectations.

**Higher Impact Program:** Deliver and support relevant and valuable Girl Scout Leadership Experience opportunities in a variety of participation options.

**Effective Business Practices:** Leverage effective and efficient business practices, supported by technology platforms, that support all members.

**Stronger Brand:** Ensure Girl Scouts is well-known as a trusted, active, and meaningful local presence that improves girls' lives and is positively supported by the community.

**Financial Stability:** Ensure financial strategies support mission delivery.

**Reach More Girls:**

We achieved 87% of our girl membership goal and 94% of our adult membership goal for the 2019-2020 membership year.

2019-2020 total girl membership was 18,308.

2019-2020 total membership goal as 21,087.

The goal was missed by 2,779.

2019-2020 total adult membership was 9,773.

2019-2020 total membership goal as 10,348.

The goal was missed by 575.

Total girl membership for the 2019-2020 membership year was 18,308. COVID-19 effected membership starting in March of the membership year. We had to cancel nearly 175 recruitment events during the months of April, May, and June that would have had a direct effect on membership with the extended-year membership option.

While we have been declining in overall membership numbers, we have held a stronger market share – as shown in Blue – than the national average – in Green.

Council market share for 2019-2020 was 7.2%. National market share was 5.6%

GSWPA is fortunate to attract 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

GSWPA had 6,725 volunteers in the 2019-2020 membership year.

### **Higher Impact Program:**

A total of 3,775 campers enjoyed GSWPA camps during both council and volunteer-led events in 2020. Camps were closed beginning March 13 to girls and volunteers. Following CDC guidelines, we were thrilled to be able to open the camps for family camp during the pandemic year. We are also thrilled to be welcoming our volunteer and staff-led camp programming for 2021.

90% of Camp Conshatawba's costs are covered by council and 10% are covered by rentals and program charges. 91% of Camp Hawthorne Ridge's costs are covered by council and 9% are covered by rentals and program charges. 88% of Camp Redwing's costs are covered by council and 12% are covered by rentals and program charges. 93% of Camp Skymeadow's costs are covered by council and 7% are covered by rentals and program charges. Overall, 90% of all costs to operate our camps are covered by council and 10% of the costs are paid for through rentals and program charges.

The Gold Award continues to be a priority of Senior and Ambassador Girl Scouts. While 56 girls earned their award since March of the last year, 90 Girl Scouts are currently working on projects to make the world a better place. While many girls had to pivot their initial project plan, we were able to offer a one-time extension to graduated Girl Scouts until December 31, 2020. Many thanks to our Gold Award Committee members who support these efforts.

The decline in MagNut sales over the last four years is consistent with the trend in our membership from previous years. This was our second year offering a more user-friendly platform through our vendor M2.

Despite the challenges of the COVID-19 public health crisis, our 2020 Girl Scout Cookie Program increased versus prior year. Though the pandemic cut our booth sale season short by two weeks, new approaches and the creativity and hard work of our volunteers and Girl Scouts helped the cookie program finish strong. Troops who had to cancel booths sales were able to donate their inventory of cookies to more than 300 organizations that were on the frontlines of the pandemic through Hometown Heroes. A new cookie, Lemon-Ups, helped drive interest in the program.

The Per Girl Average increased this year even though we had less girls selling. The new cookie, as well as an extended season due to the pandemic, may have helped the average increase. Congratulations to our amazing Girl Scout Cookie sellers who value the impact of our financial literacy program!

### **Financial Stability:**

In 2019-2020, retail sales were slightly above goal through February 2020. Once the offices and shops closed due to COVID-19, sales declined dramatically. The retail team formed strategies to increase accessibility to our members through alternative revenue streams such as Facebook live events, featured items on social media, curbside pick-up options, and summer camp packages. As the pandemic continues, additional virtual shopping strategies will be implemented.

The audit report for the fiscal year 2019-20 reflects a \$1,036,000 net operating income. As a council, our budget goal was to have a net income of \$614,000 from corresponding operating activities. Through managing our expenses and pivoting to react to declines in revenue due to the pandemic, we were able to exceed that goal which brought us to our total audited net operating income of \$1,036,000. This excludes other non-operating activity of frozen pension, investment appreciation, and fixed asset sales/disposals and depreciation expense, totaling (\$124,000) 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 \$912,000. This also excludes significant spending for capital improvements.

Capital improvements include expenditures over \$5,000, which total over \$592,000. These items are funded through a combination of operating revenue, grants, and camp and office sale proceeds. The capital expenses that were funded through camp sale proceeds in 2019-2020 were the ranger house at Camp Hawthorne Ridge, Thompson Dining Hall at Camp Hawthorne Ridge, Evergreen Lodge at Camp Skymeadow, Memory Lodge at Camp Conshatawba, and the expenditures for the property sale at Camp Elliot. Capital expenditures used from the Beaver office sale were the Pittsburgh Office building and furnishings.

The 2019-2020 public support campaign closed at over \$940,000. The previous 3 years' support contained the generous funding from The Richard King Mellon Foundation for our National Outdoor Initiative, which was shared with other councils across the country.

In this pandemic year, several of our donors delayed funding to our council in order to prioritize to emergency community needs. We are so grateful for the philanthropic support of foundations, corporations, United Ways, and individuals who sustain our mission.

When COVID-19 hit, staff quickly pivoted the fundraising focus to areas of need such as financial assistance and technology.

The board and staff campaigns exceeded expectations. These groups personally donated nearly \$40,000 to our Financial Assistance fund.

During the shutdown due to COVID-19, many of our corporate and foundation partners purchased over \$10,000 in unsold cookies from our outreach program and donated them to the Pittsburgh and Johnstown area food banks.

In addition to our traditional volunteer-led Girl Scout troops, we work to build equity of access for Girl Scouts in underserved communities in western Pennsylvania through staff-led troops funded by community grants.

In 2019-20, we reached 390 Girl Scouts through this program in Allegheny, Cambria, Washington, and Erie counties, and it continues to grow.

The outreach team is now managed under Fund Development so program outcomes can be more effectively measured and communicated to funders.

During COVID-19, several foundation partners awarded us immediate grants for technology.

We have worked to make philanthropy a powerful tool for comprehensive mission engagement across all areas of council, even during this critical time that posed many funding constraints.

After decades in a traditional ballroom setting, Fund Development was able to successfully respond to the pandemic with two fully virtual Awards of Distinction programs for Johnstown and Pittsburgh that highlighted our mission, impact, and relevancy.

The Pittsburgh event was moved from May to October due to COVID-19.

These virtual events were very well-received by event committees, sponsors, and attendees. The event videos have amassed over 600 views and can be found at [gswpa.org/pghAOD](https://gswpa.org/pghAOD) & [gswpa.org/johnstownAOD](https://gswpa.org/johnstownAOD).

Multiple constituents lauded the Pittsburgh event as one of the best virtual events.

This new format reinforced confidence in the relevance of our organization during the pandemic and will serve as a model for success for future years.

### **Fall Town Hall Report**

Our 2020 Fall Town Hall Meetings were 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.

The 2020 Fall Town Hall Report, which outlines the topics of the meetings, is posted on the [gswpa.org](https://gswpa.org) governance page. Fall Town Halls are an important way for delegates and membership to have two-way communication with council leadership and board members and to stay up-to-date with council news and information.

The October 2021 dates of Town Hall will be posted on gswpa.org and in our monthly member e-newsletter, *Patched In*, once they are decided.

### **Camp Update**

Camp Redwing Update:

Over the past several years, the flooding at Camp Redwing has increased significantly, both in frequency and size of the affected area. The Connoquenessing Creek is trying to re-route itself to form an island where Haven Lodge, Laurel Oaks tent unit, the bath house, the archery field, Christy Lodge and tent unit, and Trails End Yurt unit are located. It has flooded the amphitheater many times and has recently washed the earth from under the Laurel Oaks tent unit.

In October 2019, Pat Burkart contacted the local authorities to report the situation and ask for assistance and direction. Pat has also reached out to Butler County Commissioner, Leslie Osche, as she is working with local authorities regarding the vast complaints surrounding the increased flooding of the Connoquenessing. Leslie was also a Girl Scout who spent a lot of time at Camp Redwing. Leslie brought Mark Gordon, Director for Planning and Development for Butler County, to walk the camp and learn about our situation and concerns on October 31, 2019. They reported that there are increased problems with the flooding, due to residential building upstream from us, as well as infrastructure changes that compound the increased water runoff in the area. At that time, they asked if they could bring more people out from Butler County to explore opportunities.

On January 31, 2020, we had a meeting with Mark Gordon along with **Joe Saeler**, Executive Director of the Community Develop Corporation, **Erin Kepple Adams**, Water Resource Manager Southwestern Pennsylvania Commission, and **Ashley Gibson**, from Butler County's Geographic Information System division. This meeting resulted in great discussion of potential outcomes and how the Butler County officials can help us with fundraising, as well as seeking local donation of labor and related skills to help with some of our projects that we will need to undertake in order to live better with our water situation.

These initial projects include:

- Relocating the amphitheater out of the flood plain
- Adapting or moving the Laurel Oaks tent unit
- Adapting the Trails End Yurt unit

Pat has also contacted a civil engineer who has specialized certifications regarding waterways management. He has analyzed our situation and has made several recommendations for the flooding issues, as well as the sewage system. We may need to adapt the pump station, which is in the flooding area, and evaluate and possibly expand the sand mound. He analyzed some soil samples to get a better picture of our current sewage system and to make recommendations regarding options moving forward.

Once we complete this evaluation process, we will be able to focus on the recommendations that came from our camp planning process.

### **Camp Sale Revenue Overview**

We have placed all camp sale proceeds into a separate investment account. As of January 2021, the value of that account was \$4.6 million.

Camp Elliot was sold in December 2020 for \$675,000.

We will soon be closing on the sale of Camp Resting Waters for \$1.5 million and will receive a tipping royalty of 15 cents per ton of waste brought into the landfill. We will also retain the timber, which was evaluated three years ago and has an estimated value of \$1.2 million. GSWPA is developing a Forest Management plan that will become an ongoing source of income for GSWPA. In conjunction with our Forest Management at Resting Waters, GSWPA will develop a program for Girl Scouts to learn about the importance of our natural resources.

## **Current Camp Projects**

### **Camp Conshatawba – Memory Dining Hall**

The renovations to Memory Dining Hall include: Renovating core restrooms to provide ADA Compliant men's and women's restrooms, separating the pantry area from the restroom entrance, installing pass-through windows from the kitchen to the dining area, a new walk-in freezer, general interior clean up, and adding a covered patio to overlook the stream for additional dining and program capacity. This work is in progress and scheduled to be complete by the end of May.

### **Camp Hawthorne Ridge – Thompson Dining Hall**

The renovations to Thompson Dining Hall include removing the dropped ceiling, installing a new ceiling and lighting, replacing the carpet with vinyl plank flooring, and installing glazed entry doors. This work will be completed by early May. We hope you all enjoy the wonderful improvements to this dining hall!

### **Camp Skymeadow – Evergreen Lodge**

Changes at Evergreen Lodge include a large, covered pavilion with a fireplace, plumbing, and storage. This will provide additional dining space for campers, as well as a wonderful new program area that provides shelter from rain and shade from the sun. Inside the lodge, we are installing new flooring and entry doors. We are also totally renovating the restrooms and adding a separate multi-use restroom. We are replacing the stand-alone fireplace, which took up a lot of floor space, with a new fireplace built into the wall. This work is in progress and scheduled to be completed by the end of May.

## **National Convention**

The National Council Session took place virtually October 23-25, 2020. During this time, our dedicated National Delegates spent over 30 hours representing GSWPA on the national stage. Our National Delegates did an incredible job representing our council, bringing inciteful conversation and their passion for Girl Scouting with them.

At the 55th National Council Session, delegates approved the following:

- Establishment of a task force to examine the feasibility of a National Gold Award Scholarship Foundation
- That the National Council establish a task force overseen by GSUSA and two council representatives, including volunteers, council staff, GSUSA Board members, and GSUSA representatives, charged with examining the feasibility of developing a college scholarship foundation to benefit Gold Award Girl Scouts. The task force will report back for a vote at the 2023 NCS on the feasibility, recommendations, and timeline for potential establishment of the foundation by the 2023 National Council Session. All members of this task force shall be appointed by the GSUSA Board of Directors.
- Constitutional Amendment on Membership Dues (Article IX)
- Dues are set by the National Council or the National Board. The National Board shall implement procedures for communicating with and seeking input from Girl Scout councils and National Council delegates prior to any membership dues change by the National Board.
- Communications procedures for National Board Dues Changes
- Prior to any vote by the National Board to change membership dues structure or amount, Girl Scouts of the USA shall communicate with and seek input from all local Girl Scout councils and National Council delegates on the proposed changes, intended use of the funds, and potential impact on the Girl Scout Movement. After action is taken by the National Board, there shall be a report to all local Girl Scout councils and National Council delegates of the decision taken and the impact of the dues change.
- **Membership Dues and Procedures for Registration**
  - The National Board of Directors must obtain approval from the National Council whenever a planned dues increase will result in dues increasing more than a total of 25% in any one triennium.
- **Constitutional Amendment on Consistency in Delegate Terms (Article IV) Section 7**
  - [Delegates] shall be elected in the calendar year preceding the National Council Session.
- **Lifetime Membership Discount**
  - ....discounted lifetime membership dues of \$200 shall be offered to anyone who is a registered member and has served as a volunteer for a period of 10 or more years at the time of becoming a lifetime member.

- A revised copy of the *Blue Book of Basic Documents* will be distributed shortly reflecting these changes. In addition to the actions discussed today, the National Council elected the National Board for 2020–2023.

The next National Convention is scheduled to take place in Orlando, Florida during the summer of 2023.

## **Committee Report Outs**

### 1. Girl Awards

#### **Gold Award:**

This year has been another incredible year for the Gold Award!  
This year, 56 girls have earned their Gold Award.

The Gold Award Committee serves the council by mentoring Senior and Ambassador Girl Scouts during their project phase of the Gold Award. This year we implemented new, monthly zoom FAQ and brainstorming sessions. This opportunity allows girls to meet with committee members to discuss project ideas, as well as get answers to any questions they may have.

In December, we honored the 2020 Gold Award recipients with a virtual ceremony in addition to recognizing these outstanding young women with Gold Award packets and yard signs. You can check out the work of our most recent Gold Award Girl Scouts by checking out the virtual ceremony on the Gold Award page of the GSWPA website.

#### **Silver and Bronze Awards:**

107 Silver Awards were approved this year. Again, many of these projects had to pivot and change plans. To accommodate restricted guidelines, bridging Girl Scouts were offered an extension through December 31, 2020. The five-member Silver Award Review Committee has been hard at work reviewing final reports, facilitating online brainstorming sessions, and mentoring Cadette Girl Scouts looking to earn their Silver Award.

While our first annual Silver Award Celebration was canceled due to the COVID-19 pandemic, Silver Award Girl Scouts were honored with certificates and Silver Award patches. Plans are underway for the 2021 Silver Award Celebration in late spring. Please check our website for continued updates.

#### **Questions regarding Agenda Items**

**Question:** Is the bridge open to get canoes? I thought it was damaged by flooding.

**Agenda Item:** Camp Updates

**Answer:** Pat Burkart: The building has been repaired and inspected by engineers, so it has now been re-opened.

**Question:** Is there a plan to reimburse the pension expenditures? Is there a plan to make up the frozen pension payments?

**Agenda Item:** Financial Stability

**Answer:** Pat Burkart: Pensions were frozen in 2010 because it's not a feasible way to provide retirement benefits to staff. However, GSWPA still has liability for those active pensions that will be paid for another eight years. This liability is not paid from Operations Expenses but is paid directly from Investments.

**Question:** If some of the flooding can be attributed to housing development north of Camp Redwing, is there anything that can be done to request the developer contribute to repairing the damage?

**Agenda Item:** Camp Updates

**Answer:** Pat Burkart: Pat has reached out to the Butler County Officials due to 50 local communities being affected by the flooding. Butler County is working with the local communities to figure out a long-range plan. GSWPA will continue to work with Butler County Officials on this matter.

**Question:** Will the volunteers have special training regarding special needs girls?

**Agenda Item:** N/A

**Answer:** Tamica Mickle: GSWPA does provide accommodations as we receive information for each of the girls who are classified as having special needs. Trainings are provided on an individual basis based on the accommodations needed for each girl.

**Question:** Is there availability at any of the camps for large group tent camping? If not, can this be considered for future renovation plans?

**Agenda Item:** Camp Update

**Answer:** Tamica Mickle: Due to CDC guidelines, there will be opportunities for large groups to utilize the camps in this manner.

**Question:** Is there going to be outdoor camp training available before summer arrives?

**Agenda Item:** Camp Update

**Answer:** Katie Thompson: Yes, there will be *Let's Go Camping* training that will be available very soon. Part of the training will be online, and part of the training will be in person. The trainings will begin in mid-May. Registration will begin at the end of March.

**Question:** Which kind of diversity and inclusion activities are planned to meet the strategic goals?

**Agenda Item:** Strategic Goal Report

**Answer:** Pat Burkart: Consultants have been hired to help manage the process and help us reach our goals.

**Question:** Who will be sending out the patch for girls who have received their Silver Awards?

**Agenda Item:** Girl Awards

**Answer:** Katie Thompson: Girls will be recognized at a Silver Award ceremony. Those who cannot attend the ceremony will receive patches in the mail. More information will be forthcoming.

**Question:** Has council considered revising their fundraising requirements to allow troop/scouts to apply for additional money-earning fundraisers without participating in MagNut and Cookie Sales and having GSWPA receive a percentage of the "additional funds"?

**Agenda Item:** Reimagine Revenue Sources

**Answer:** Deb Smith: GSWPA is guided by GSUSA's Bluebook of rules and regulations. GSWPA cannot allow fundraising activities that are beyond what are listed in the Bluebook.

**Question:** Why did we sell Camp Resting Waters to a waste management company?

**Agenda Item:** Camp Updates

**Answer:** Pat Burkart: The landfill was going to expand to an additional 6,000 acres. At the time, the neighboring properties sold to the waste management company, causing black bears to cross the Camp Resting Waters property to feed on the garbage. They had also applied for a railroad expansion. In addition to the smell, the increased activity would ruin the camp experience for those staying at Camp Resting Waters.

**Question:** Super Early Bird incentives were over a holiday weekend. With the council closed the last two days of the incentive, one of SU's troops had difficulty getting Financial Assistance papers in on time. Will Early Bird incentives continue to be over weekends?

**Agenda Item:** Reimagine Revenue Sources

**Answer:** Terri Mariani: Incentives will be provided all summer long. The Super Early Bird period was just a small part of the overall plan. All incentives are listed on the GSWPA website.

**Question:** Does council have data on retention by age level and also the key drivers for girls deciding to continue or not in scouting?

**Agenda Item:** State of the Council

**Answer:** Pat Burkart: Yes, we do have that data.

**Question:** All our SU delegates missed the email about texting to vote. Looking back at other comments, it seems many others are not able to vote. Is quorum based on registered delegates logged on to today's meeting or registered delegates logged on who met the deadline to receive texts to be able to vote? It seems misleading to say that we have a quorum but really many delegates are unable to vote.

**Agenda Item:** N/A

**Answer:** Nicole King-Yohe: The credentials report provided this morning was based on individuals who have signed on prior to the meeting so the quorum threshold has been met based on the bylaws.

**Question:** Will the new *Let's Go Camping* trainings be offered off-property at state and local parks, community centers, or Boy Scout camps to accommodate troops located in the northeast part of the council?

**Agenda Item:** N/A

**Answer:** Amy Snyder: Yes.

**Question:** What will the cost of outdoor training be? Will CPR/First Aid be offered in person, online, or a hybrid?

**Agenda Item:** N/A

**Answer:** Amy Snyder: The cost will be \$5. CPR/First Aid/AED training will be held in person in May.

**Question:** With many closing of so many camps, has there been any research for building or purchasing any additional camps with unique opportunities?

**Agenda Item:** Camp Updates

**Answer:** Pat Burkart: No. The process of closing camps was based on data, usage, and amenities of the camps. There are no plans to build or purchase additional camps based on this data.

**Question:** Early incentives were only for troops with five or more girls. I have a troop that has been together since Daisy, and we are down to four girls over this last year. All were registered before April 4. They should be eligible for the incentives.

**Agenda Item:** Reimagining Revenue Sources.

**Answer:** Terri Mariani: The girls are still eligible for incentives geared specifically toward girls. Troops are defined by a minimum of five girls and two troop leaders.

**Question:** Can I still use the Girl Scout Bucks from previous years at the shop, or do they expire?

**Agenda Item:** N/A

**Answer:** Lisa Shade: Girl Scout Bucks have been expanded due to Covid and will expire on September 30, 2021.

**Question:** What about using local state/public parks for venues for our camping needs? Will there be archery training this summer?

**Agenda Item:** Camp Update

**Answer:** Katie Thompson: All trainings with a certification have been extended through the end of the summer because it has been difficult to host those trainings and to get staff trained due to Covid-19. If your certification expired since March 13, 2020, we will extend your certification on GSWPA properties only through August 31. GSWPA currently uses local parks for activities.

**Question:** When will the girls receive 2020 MagNut rewards? Will there be a delay in receiving cookie incentives?

**Agenda Item:** Reimagining Revenue Sources

**Answer:** Deb Smith: The cookie season has just closed so calculations have not concluded. MagNut incentives were delayed due to shipping issues, but they have started to arrive at the service units and will be distributed soon.

**Question:** Are there any plans to help increase adult volunteer recruitment?

**Agenda Item:** N/A

**Answer:** Sabrina Bogus: Adult volunteers are always a main focus. Virtual will expand to host events specifically for volunteers.

**Question:** Can we have more information about the Leadership Summit?

**Agenda Item:** N/A

**Answer:** Amy Snyder: The Leadership Summit is being planned at the end of August at Camp Redwing. The current plan is to have the summit in person, and registration will open mid- to late-May.

## 2. Adult Awards

### Dot Brookes

The Adult Award Review Committee has the esteemed privilege to review nominations for many of the extraordinary volunteers that are the heart of our organization. In just a few moments, we will be announcing board-approved awards, and you will get to learn about the amazing recipients.

The following awards were presented to the following recipients:

The **Appreciation Pin** recognizes an individual's exemplary service in support of delivering the Girl Scout Leadership Experience. This service, which has had 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:

Amy McCracken  
Barbara Liwosz  
Dana Pierrard  
Elisha Marshall  
Kelly Bossola  
Jill Harlan  
John Pivetz  
Vanja Kvarnstrom

Sandra DaRe  
Jennifer Richart  
Elizabeth Fulton  
Michelle Longmore  
Heather Naugle  
Emily Rankin  
Cara Host  
Tracie Rexrode

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.

In order to receive this award, volunteers have to go outside their own service unit and support others. Sometimes this is accomplished by mentoring Gold Award candidates. Other times, it's by offering much-needed trainings to volunteers. This year, four Honor Pins will be awarded to:

Lillian Marquez

Barbara Cooley-Thaw

Gail Brooks

Sylvia McGaughey

The **Thanks Badge One** 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. No nominations have been received for the Thanks Badge One, but please be reminded to send nominations for those you feel are deserving of this award.

And now for the **President's Award**, an award that 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.

During the COVID-19 shutdown, the Fairview Service Unit endeavored to create engaging, educational programming for girls in Erie County. They spearheaded one of the very first virtual service unit events. They mentor troop leaders on how to host engaging online meetings/events. They have also hosted drive-through Girl Scout events, proving that innovation is truly what makes Girl Scouts continue to happen.

The Shaler Service Unit made communication and training for leaders a top priority in 2020. They added a Communications Coordinator position and increased training opportunities. The team worked to retain members through safe, outdoor programming and offering girls a voice in planning service unit events. They also met their retention goal for 2021. Shaler plans to use the outdoors as a safe space for girls to hone their skills and learn new ones.

The Brentwood Service Unit made the girl experience a primary focus in 2020. They created a special program for all girls in the service unit where they earned a "Together we can do it!" patch. They planned an outdoor trip to WLD Ranch in the fall and managed a community service project, singing Christmas Cards to nursing homes. Signature events like their sweetheart dance were reimaged as virtual experiences. This service unit's unflinching commitment to their girls is truly exemplary.

The West Mifflin Service Unit met 2020-2021 with unflinching optimism. They were committed to maintaining the girl experience through service unit events and meeting their retention goal. They also continued their recruitment efforts, hosting a trunk-or-treat recruitment event in the fall, thus increasing their girl numbers in 2021.

Thank you to the volunteers who serve on the Adult Award Review Committee. Current committee members are: Gloria Limetti, Kristin (Kriss) Svidro, Katharine (Kate) Svidro, Susan (Sue) Gold, Amy Miehl, Janet Kovacs, Sharon Enslin, Rebecca Baisch, Melinda Shoenfelt, and Mary Ann McSwigan.

If you are interested in joining the volunteer committees: Adult Awards, Silver Award, or Gold Award, please e-mail [CustomerCare@gswpa.org](mailto:CustomerCare@gswpa.org).

## **X. Election of Slates**

**Cam Kovach**

### **a. Board**

Slate for members-at-large:

First Term - 3-year term ending 2024

Christina Brussalis

Vaughn Cook

Lois Kuttesch

Victoria Kush

First Term - 2-year term ending 2023

Mary Kohler

Second Term – 3-year term ending in 2024

Julie Sorrentino Kresge

Dr. Monica D. Lamar

Slate for Girl Advisory Committee:

Girl Advisory Committee

2-year term ending 2023

Asia Broughton

Sophia Menke

*Toni Stith, SU5803, motions to accept the Board of Directors Slate as presented.  
Deb Phillips, SU4641, seconds the motion to accept the Board of Directors Slate as presented.  
The motion carries unanimously.*

### **b. Board Development**

Board Development Committee:

3-year term ending 2024

Kriss Svidro

Linda Thomson

Roxanne Plater

*Lauren McVicker, SU4605, motions to approve the Board Development Committee Slate as presented.  
Andrea Sishler, SU2664, seconds the motion to approve the Board Development Committee Slate as presented.  
The motion carries unanimously.*

Congratulations and welcome to all our new board members-at-large and our new Girl Advisory Committee Member.

Congratulations to our new National Delegates and thank you for your dedication to GSWPA!

Thank you to the Board Development Committee. Our current committee members are:

Camille Kovach (Chair)

Julie Kresge

Rebecca Stiger

Lois Kuttesch

Victoria Kush

Mary Kohler

Pam Siergie

Kimberly Prete

Board development committee members can hold operational volunteer positions. We welcome active volunteers to apply for these positions. If you are interested in joining the Board Development Committee, please email the Executive Assistant at [swick@gswpa.org](mailto:swick@gswpa.org).

**XI. Acknowledgment of the Outgoing Board Members**

**Dot Brookes**

We want to thank Becky Styles for all of her service as a member of the Board of Directors and Jocelyn Schwab and Taylor Rechenmacher for their service on the Girl Advisory Panel. Your commitment, dedication, and love for this organization is truly remarkable!

**XII. Other Business**

There was no other business on the approved agenda.

**XIII. 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 2022!

**XIV. Adjourn Business Meeting**

**Dot Brookes**

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