

Annual Meeting Minutes

April 27, 2024

Registration 8-8:45 a.m.

Meeting 9-11:30 a.m.

I. Welcome from Nicole King Yohe, Board Chair, and Patricia A. Burkart, Chief Executive Officer

a. Overview of upcoming meeting and roles

- Welcome from Pat, CEO
- Welcome to the 16th Annual Meeting!
- We lost our board chair, Dot Brookes, to cancer in February. We welcomed our former vice chair, Nicole King Yohe, to chair as per our by-laws.
- Pat—voting instructions—in-room vs text. If the text-to-vote platform is experiencing delays, we may move voting to the end of today's meeting.
- Reminder: A majority vote is needed for all except the bylaw addition, that is a two-thirds majority vote.
- Please come to the front of the room and use the mic when having a question or comment that pertains to an agenda item. Please state your name, service unit, and the agenda item your question pertains to. If attending remotely, please type this in the question-and-answer log.
- Virtual participants are muted, motions will be accepted at the main event.
- Customer care is available until 11:30 a.m.
- Please welcome Troop 26831 to perform the flag ceremony.

II. Call the Business Meeting to Order

- Nicole called the meeting to order.

III. Opening Remarks

a. Introductions of the Board of Directors, Parliamentarian, and Key Staff

- Nicole introduced the board and Girl Advisory Committee.
- Victoria Kush—Parliamentarian
 - Reminder we are being governed by our bylaws and Robert's Rules of Order.
 - Reminder on how to ask questions and when and went over voting results.
 - Victoria will be monitoring the question log.
 - Please make sure comments and questions are related to the agenda item. If you would like to add something, please bring it up during the adding to the agenda portion, otherwise asking something not on the agenda will be considered out of order.
- Pat introduced the leadership staff

IV. Credential Report

- Victoria—Able to provide a full and complete credentials report.
 - 136 voting members of the corporation participating in today's meeting. This includes 128 delegates and 8 members of the board of directors and the board development committee.

- Captured at 8:45 a.m.—so there could be some variation at present.
- Quorum is defined as at least one delegate from 20% of the service units from each of the three regions.
- 38 service units in Region 1—36 delegates representing 13 service units
- 61 service units in Region 2—58 delegates representing 21 service units
- 29 service units in Region 3—34 delegates representing 14 service units
- Following our bylaws, we have met quorum and are able to proceed with official business.
- Nicole—any objections to accepting the credential reports as presented?
 - NO objections—there is general consent.
 - Looking for motions to accept the credentials report:
 - Julia Kresge (Board Member) motioned to approve, and Jennifer Vinson of Service Unit 2624 seconded.
 - Any discussion?
 - No discussion—moving to vote (we are counting votes in person so please hold your card up).
 - Motion carries unanimously.
- Thank you for your patience, the credentials report has been accepted.

V. Approval of the Agenda

- Any there any additions that you would like added to the agenda?
 - Crystal Nagy Richland Service Unit 4630—May we discuss financial options for camp?
 - Victoria proposed adding this to the state of the council report section.
 - Nothing from online.
- Please approach to make the motion.
 - Jon Colburn (Board Member) accepted the agenda as amended; Coralyn Benhart (Board Member) seconded.
- Any discussion regarding the agenda?
 - No further discussion, moving to the vote of the agenda.
- Motion carries unanimously.
- Voting is completed and the agenda has been adopted.

VI. Approval of 2023 GSWPA Annual Meeting Minutes

- Were mailed via QR code and on the council website—any changes?
- Jennifer Vinson—last name was incorrectly spelled as Vincent.
- Motion to accept minutes as corrected?
 - Jennifer Vinson Service Unit 2624 motion to accept as amended, Coralyn Benhart (Board Member) seconded the motion.
- Any discussion? No—moving to vote.
- Moving to vote of the 2023 annual meeting minutes.

- Motion carries unanimously.

VII. Recent Board Actions

- Would like to review board actions that have happened since the Fall Town Halls in October 2023.
- November Board Meeting—approved reduced price range for the Kittanning office building.
- January—audit was approved.
- March—adult awards approved.

VIII. Reports

a. Treasurer Report by Michelle Maccagnan

- Annual Report
 - As of Sept. 30, 2023, total net assets of 21.8 million, 11 million in investments.
 - 15.3 months of reserves, 10.2 without property proceeds.
 - GSUSA recommends a minimum of 6 months up to 12 months, there are reasons GSUSA will allow higher reserves such as planned major capital expenditures, heavy cookie revenue dependence, and potential risk of market declines.
 - Reviewed the net change in net assets.
- Audit
 - Had a clean audit opinion again this year.
 - Auditors did not identify any material weaknesses or significant deficiencies in our internal controls.
 - Form 990 is posted to our website.
 - Thank you to our finance and audit committee members.

IX. State of the Council Report

a. Strategic Goal Report during time period of Oct. 1, 2022-Sept. 30, 2023

- 2022-23 Report Out
 - Four goals—Reach and Retain More Girls, Transform the Volunteer Experience, Reimagine Revenue Sources, and Equity
 - Achieved 77.6% of our original girl membership goal.
 - 14,717—GOAL was 18,950 girls
 - 8,885 adults
 - 23 out of 111 councils nationally
 - 6 out of 37 mid-size councils
 - For new membership: 34 of 111 nationally and 16 of 37 mid-size councils
 - For renewed membership: 20 of 111 nationally and 5 of 37 mid-size councils
 - 69.5 % annual retention: 34 of 111 nationally and 14 of 37 mid-size councils
 - Have been declining but have held a stronger market share than average
 - Girls from 40 counties attended our summer camp
 - Show the camp subsidy to show how our council covers camp.
 - The subsidy keeps growing and is getting harder for the council to sustain.
 - Special projects were able to be completed due to the selling of camps.
 - Gold Awards 34 completed, 51 in progress
 - MagNut sales—Oct. 1 through Nov. 27, the program grew last year even though membership was slightly down.
 - Signed a new contract with our nuts and candy vendor, Ashdon Farms.
 - Over 2.18 million cookie packages were sold this year.
 - There were production issues at Little Brownie Bakers which resulted in a lack of Raspberry Rally.

- Also delayed additional orders for booth sales.
- Digital Cookie ship option was not available due to bakery issues until the end of February.
- Did sign a new three-year contract with Little Brownie Bakers starting with the 2024 season.
- 192 packages per girl average for cookie orders.
- Retail Sales—redesigned our own online order forms and implemented heat press services—227 uniforms used this service.
 - The decreased revenue share is due to GSUSA removing items.
 - \$32.84 per girl was spent in retail, the highest in the recent eight years.
- Budgeted for a \$143,000 budget deficit for 2022-23.
 - 263,000 does not include capital expenses
 - Financial stability – membership and cookie problems affected it
- Capital improvement spending—qualified as items over \$5,000—have a total of \$884,146 spent for capital expenditures.
- Funders are allowing us to reach more girls—75,000 in grant funds for shipped program boxes.
 - 3,755 girls participated in these programs.
- Please consider joining the Juliette Gordon Low Society—make GSWPA a beneficiary of your will or retirement plan.
- DEI updates—committed to creating a safe and welcoming environment for all—will do everything possible to make sure girls are properly supported.
 - To ensure we include every girl, we have it as a goal in our strategic plan.
 - Asked different departments to make recommendations for improvement.
 - There were five employee working groups for eight months.
 - Council leadership team is reviewing recommendations to identify what needs more research and decision.

b. Fall Town Hall Update

- Five in-person and one virtual
 - Brookville Fall Town Hall was cancelled due to 0 registrations.
 - Other four Fall Town Halls were sparsely attended and the virtual meeting had a decent turnout.

c. Camp Update

- Camp Conshatawba
 - New pool completed June 2023 (heating, ADA compliant, stairs and lift, and renovated shower house).
 - New vehicle bridge near Memory Lodge was replaced in April.
- Camp Hawthorne Ridge
 - New Howard Falls trail established—a joint venture with the Howard Family Trust and local conservation organizations. Opening this fall.
 - Thompson Hall improvements—new kitchen floor and HVAC.
- Camp Redwing
 - Dining hall refresh and septic improvements.
- May and June there will be camp development planning meetings at each camp—will be using the information that is collected to make a multi-year plan for our camps.

d. Property Update

- Previously put all camp proceeds in a separate account—there were significant improvements of 2.5 million—as of Jan. 2024, the account value was 4.6 million—balance fluctuates with the market.
- Thank you to our property committee members!

e. Highest Awards

- 2023—celebrated 55 new Gold Award Girl Scouts and 85 Silver Award Girl Scouts.
- Monthly meetings to help girls with awards.
- Transitioned Silver Award workshop training to gsLearn.
- Continue to offer in-person Silver Award workshops as requested.
- All the topics are as diverse as our girls.
- Be sure to check out our award page.
- Thank you to our highest award committee members who help mentor and help our girls receive their awards.
- April 14 was the Silver Award celebration at Carnegie Science Center.
- May 19 will be the Gold Award Celebration at the Atrium.
- First girl spotlight—Joya Stebbins, Gold Award Girl Scout. Created mental health workshops to help girls with anxiety. Used journaling, music, and creative outlets. Guidance counselors will be using her information moving forward.
- Second girl spotlight—Vaida Ponish—attended Girl Scout Destination program—Taste of Southern California Girl Scout in summer 2023.
- Third girl spotlight—Kelsey Vessels—part of a travel troop—went to Galapagos Islands and Ecuador. Next adventure is to Germany, Prague, Paris, and Switzerland.
- Volunteer Spotlight—Linda Koket has two troops, one of which is a travel troop.
- Many thanks to all of our amazing volunteers!

Questions and Comments

Question regarding camp tier pricing—Crystal Nagy went to day camps for \$50 a girl. Any options this year?
Ian—council-led or volunteer?

Attended a three-day day camp at Camp Conshatawba.

Please see Ian afterward to talk about options. Did have this option last year but did not have a huge turnout.

Chat from Kristen Green Laurel Service Unit 1605—membership question. Has any research been done to see if the lower membership at GSWPA correlates with Boy Scouts allowing girls?

Nationally and locally, we have not seen an impact.

Elizabeth Glowczewski Pittsburgh East Service Unit 5502—Thank you for the volunteer and girl spotlights!
Comment about reporting—Volunteers would appreciate more statistics of troops and activities (camping), also have a map showing what service units are in what area.

Pat—staff has reinitiated regional service unit meetings to get into more operational discussions and to connect with one another.

Megan Myers Service Unit 5606 West Montour—registration fee is set at \$25 and this goes to GSUSA. Have we ever as a council thought of adding in a council registration fee that we keep? (Councils call it a program fee).

Have discussed it but there are some pain points like Covid and cookie sales being hard. Could do it in the future, but for now no increase.

Avani Bhatt Service Unit 2612—troop camp—can we add rock wall climbing and zip line to troop camp? Can instructors be offered during troop camping?

There is an auto-belay system now, and there will be trainings on how to do it. Zipline—reach out to Ian and he will see if he can schedule someone.

Would also like to see more options for older girls.

Janey Cink Firefly Service Unit—DEI training provided as part of volunteer training in the future?

Yes, in the planning stages.

Jennifer Vinson Service Unit 2464—Fall Town Hall—please consider Brookville as a location again for this Fall. Transforming the volunteer experience—would love to know what this entails.

Glenda Cook service unit 2639—lack of membership engagement specialist—this is an operational question, but at least wanted to bring the question to the floor.

Please reach out to Carrie Yopp.

Savannah Carpenter Service Unit 2657—camps and trainings—is it possible for the trainings to be closer to service units that aren't near a council location?

Yes—working to get this done.

Megan Oldman Service Unit 4644—inquiry about how much girls get per box of cookies.

Councils do determine this—Lisa Shade—look at multiple variables to determine the best price.

Alicia Staaf Service Unit 3605 Wattsburg—finance summary—public support was cut in half in 2023?

It was the PPP loan.

Tabatha Mill Service Unit 2647—Current state of Camp Redwing after flooding.

Amazing ranger Alicia and camp staff Al and Bruce cleaned up the entire camp after the first flood, and then it happened again and they were able to clean it up completely for the second time.

Donna Goberish Service Unit 1640—MagNut proceeds—we sell a lot of cookies but not a lot of nuts. If you do a great cookie year—do we get something the following year?

To be taken into consideration (not operational).

X. By-law Proposal: Filling Officer-Level Vacancies

- By-laws do not provide for vacancies at the office level, besides the chair. This by-law change will ensure this change can be made whenever needed and keep the officer position intact.
- Motion to approve—Jon Colburn (Board Member), seconded by Jennifer Vinson Service Unit 2624.
- Any discussion? Linda May Service Unit 5502—if there was an opening—it is someone from the board that fills it, correct? Not someone from outside the organization?
 - Correct.
- Move to vote —two-thirds majority approval—motion carries—bylaw addition is adopted as approved.

XI. Election of Slates—Lois Kuttesch presented

- Board Development Committee met over the last few months to come up with this slate.
- Board Members
 - Vice-chair 2024-2027: Mary Lou Vargo
 - Members at large 2024-2027: First term—Jennifer Farrar, Kat Gioia, Cam Kovach, Danielle Ramaley, Elizabeth Rhodes
 - 2024-2027: Second term—Vaughn Cook, Lois Kuttesch
- Girl Advisory Committee
 - Two-year term ending 2026: Clarissa Seltzer
- Board Development Committee
 - 2024-2027: Second term—Roxanne Plater, Kriss Svidro
- Nicole—motion to approve slate as submitted by the Board Development Committee—motion approved by Julie Kresge (Board Member), seconded by Linda May Service Unit 5502.
- Any discussion? No.
- Moving to vote.
 - The majority carried for the slate. Congratulations to all who were elected!

XII. Adult Award Presentation

- The adult award review committee reviews all of the recommendations for the volunteers and the board approves the recommendations.

President's Award:

Planning committee for Camp Redwing 100th anniversary—Brandi Cramer, Caitlin Jo Painter, Caitlin Moury, Celina Karnes, Jessica Kiefer, Kelly Ubinger, Kim Metheny, Mary Schneider

West Montour Camporee Leadership Team—Megan Myers, Sarah Shaffer, Erika Caley, Christine Jordan, Caroline Lascek

Service Unit 4605 Bedford Leadership Team—Diane Kisner, Sara Kovach, Michele Alsleben, Lauren McVicker, Brittany Dicken

Service Unit 2647 Morning Star Leadership Team—Tabatha Mill, Laura Obyc, Kim Trost, Karen Resendes, Jamie Marcotte

Appreciation Pin:

Michele Alsleben—troop leader Bedford Service Unit 4605

Tabatha Mill—co-service unit manager of Service Unit 2647 Morningstar and troop leader of Troop 26686

Jennifer Fox—volunteer for Service unit 3605 Wattsburg

Monica Martini—troop leader and service unit cookie manager

Sharon Talarico—troop leader and communications coordinator Service Unit 5104 North Allegheny East

Cammie Stralko—troop leader, service unit manager and trainer

Honor Pin:

Earned by going outside of your own service unit and supporting others.

Jennifer Bell—outdoor Girl Scout experience for all by facilitating archery, low ropes, hatchet throwing, and slingshot

Crystal Simpson—professionally trained chef and helped to organize events across the council

Calvin Simpson—contributes significantly by helping set up camps, assisting with troop projects like constructing mazes

Gabriel Miehl—participates in camp events, provides exemplary leadership

Kevin Simpson—enables numerous camping opportunities at Camp Hawthorne Ridge

Linda Simpson—enriches service unit camps, her contributions have led to member and volunteer retention

Theresa Smith—dedicated member on the Gold Award committee, mentors girls while they earn their Gold Award

Victoria Kennedy—serves on the Gold Award committee and also mentors girls, being a Gold Award recipient herself

Thanks Badge:

Highest honor in Girl Scouts.

Lois Kuttesch

Dot Brookes

Thank you to the volunteers who serve on the adult award committee!

XIII. Other Business

Please allow a moment of silence for the eight Girl Scouts who passed away this year.

Dot Brookes, Lisa Coll, Betty Douglas, Judi Kemis, Barbara Rotheram Meredith, Rain Perrson, Jamey Pfahler, and Kirsten Serena

XIV. Closing Comments

Thank you all for coming today!

Since there is no other approved business on the agenda we are looking to see if there are any objections to adjourning.

No objection.

XV. Adjourn Business Meeting

Meeting has been adjourned.

If you have signed up for a professional headshot, please see the photographer outside of the room.