

Welcome from Nicole King Yohe, Board Chair, and Pat Burkart, CEO

- Welcome from Pat to our 18th Annual Meeting!
 - Few housekeeping items:
 - For those attending remotely, we are using an online voting platform. For those of you attending here in the room, you will vote by physically raising your voting card and saying "aye" or "nay," as directed by our Parliamentarian.
 - For remote attendees, we ask that you not vote until prompted to do so during the meeting. Your link to vote was provided in the confirmation text you received after checking in to today's meeting. You will use the same link to vote on all documents during the meeting. A reminder that a majority vote is required for motions to be accepted.
 - When it is time for questions, please come to the microphone if you have a question or comment relevant to the agenda. When it is your turn, please state your first and last name, your service unit, the agenda item the question pertains to, and your question. If you are attending remotely, questions will be asked via the question-and-answer panel. If you have a question, please type in your first and last name, your service unit, the agenda item the question pertains to, and your question.
 - Today, for the entirety of the meeting, virtual participants will be muted to ensure the meeting runs with minimal interruptions. Motions will be accepted from the floor here at the main event. For discussion items during voting, please approach the microphone. For those attending remotely, please use the question-and-answer panel if you would like to raise any discussion during voting.
 - Troop 26831 performed the opening flag ceremony.

Call the Business Meeting to Order

- Nicole called the meeting to order.
- Nicole introduced the Board of Directors—officers and members-at-large, as well as the Girl Advisory Committee and the Parliamentarian, Elizabeth Rhodes.
- Elizabeth reminded us that our meeting today is governed by our Bylaws and Robert's Rules of Order.
- Pat introduced the leadership staff who have oversight of items that are on our agenda today.

Credential Report

- We have 144 voting members of the corporation participating in the meeting today, including 132 delegates and 12 members of the Board of Directors and the Board Development Committee.
- Quorum is defined as at least one delegate from 20% of the service units from each of the three regions. There are 40 service units in region 1, 60 service units in region 2, and 28 service units in region 3.
- Today we have participating at our annual meeting:
 - 25 delegates from region 1, representing 18 different service units
 - 76 delegates from region 2, representing 34 different service units
 - 31 delegates from region 3, representing 16 different service units
- Therefore, quorum for this meeting, as set forth in our bylaws, has been met as of 9:06 a.m.
- Nicole: Any objections to accepting the credential reports as presented?

- Hearing no objections, the report is approved by general consent.

Approval of the Agenda

- Nicole: Included in your packet for today is the agenda.
- Are there any additions or changes to the agenda? Once the agenda is approved, additional items will not be considered
- No additions or changes were made to the agenda.
- Motion to accept the agenda by Lauren McVicker, Service Unit 4605, and seconded by Theresa Smith, Service Unit 5104.
- Any discussion?
- Seeing no further discussion, we will move to the vote.
- Motion carried unanimously.

The agenda has been approved and adopted for today's meeting.

Approval of 2025 Girl Scouts Western Pennsylvania Annual Meeting Minutes

- Nicole: Included in your packet was the QR code to access the 2025 Annual Meeting Minutes.
- Are there any changes to the minutes at this time?
- No changes were made to the 2025 Annual Meeting Minutes.
- Motion to accept the meeting minutes by Elizabeth Glowczewski, Service Unit 5502, and seconded by Michelle Aippersbach, Service Unit 5502.
- Any discussion?
- Seeing no further discussion, we will move to the vote.
- Motion carried unanimously.

Election of Slates

- Lois Kuttesch is presenting the slate today on behalf of Cindy Pezze, chair of the Board Development Committee, who was unable to make it today.
- Board Members
 - Board Chair—first term ending in 2029
 - Mary Lou Vargo
 - Vice Chair—first term ending in 2027
 - Vaughn Cook
 - Members-at-Large—first term
 - Jennifer Fulmer Vinson, 2026-2028
 - Ginger Jakubowski, 2026-2027
 - Tabatha Mill, 2026-2029
 - Stewart Putnam, 2026-2029
 - Sarah Schauble, 2026-2029
 - Members-at-Large—second term
 - Piper Treece Angert, 2026-2029
- Girl Advisory Committee
 - Both are serving a two-year term ending in 2028.
 - Madison Hawthorne
 - Rue Watson
- Board Development Committee

- Mary Lou Vargo, 2026-2029, first term as Board Chair
- Vacancy, 2026-2029, will be appointed by the Board Chair and will be from the Board of Directors
- Motion to approve the slate by Nicole Purcell, Service Unit 5100, and seconded by Linda May, Service Unit 5502.
 - No further discussion.
- Motion carried unanimously.
- Congratulations to all who were elected!
- Thank you to the Board Development Committee for all your hard work!

Adult Award Presentation

- Appreciation Pin
 - Angela Deemer
 - Kori Guthrie
 - Tessa Kalwasinski
 - Jessica Latchaw
 - Allison Lehman
 - Danielle Osleger
 - Rachel Sassani
 - Misty Stephens
 - Catherine Taylor
 - Carla Thrasher
- The Shining Star Award
 - John Pivetz
 - Laura Raderman
- Honor Pin
 - Laura Anderson
 - Christy Ehrlich
 - Diane Kisner
 - Michelle Kramer
- President's Award
 - NA East Service Unit Day Camp
 - Sophia Aggazio, Shannon Belcher, Lauren Bianchi, Kristen Burke, Elizabeth Goehring, Lauren Hawrylak, Heather Krause, Dana Leasure, Allison Madigan, Megan Moser, Lauren Richmond, Kristin Schindler, Contenta Schoenman, Rianna Shaw, Teri Sheffler, Andrea Shultz, Theresa Smith, Lynn Sosovicka Sekeres, Katelyn Staub-Zamperini, Caitlyn Stitt, Sharon Talarico, Bonnie Torgersen, Kelly Ubinger, Mackenzie Volpe
- The Pearl Award
 - Dana Bambino
 - Viki Berger
 - Kathleen Blararik
 - Darla Burket
 - Kimberly Garman
 - Ellen Mosher
 - Katherine Shaffer
 - Rita Testani

- Amanda Zernell
- The Friendship Circle Award
 - Donald Trotz
 - Ferndale Methodist Church – Lundy Feathers
 - Gethsemane Lutheran Church
 - Homers Gap Civic Association – Meg Eardley
 - The Johnstown Mill Rats
 - McIlwain Charters & Tours
 - National Center for Defense Manufacturing and Machining
 - Puckety Presbyterian Church
 - Reynoldsville Presbyterian Church
 - Sharon Tiger Techs Robotics Team – Dave Tomko
 - The Trefoil Alumni
 - The Ultimate Pastry Shop
 - Westmont United Methodist Church
 - YWCA of Greater Johnstown – Mary Parson
- Thank you to the volunteers who serve on the Adult Award Committee!

58th National Council Session Proposals

- In July 2026, Girl Scouts from across the country and around the world will gather for the 58th National Council Session to conduct the important business of our Movement. For more than a century, delegates have come together to use their collective voices—to select leaders, discuss critical issues, and make decisions on topics which will shape the future direction of our Movement.
- There have been two discussion topics and three proposals placed on the 58th National Council Session agenda.
- Discussion topics are opportunities for delegates and alternates to influence future National Board or National Council action.
- The first discussion topic is:
 - Amplify Impact: Building Connection with Our Communities
 - This discussion topic will explore what we have learned that families—including families already involved and those yet to join—are seeking from their experience with us and where consistency and flexibility enhance it; discuss how our Girl Scout values underpin that experience and where this may create unintended barriers; and what support our members need to promote and deliver the Girl Scout experience in their communities.
- The second topic is:
 - Revolutionize Engagement: Girl Scouts Her Way
 - This discussion topic will explore the research findings on how current and prospective families want to see our offerings develop, discuss how we can make joining and staying in Girl Scouts easier, collect input to influence national pilot programs, and inform a robust discussion at the National Council Session of how we revolutionize engagement to ensure a thriving future for our Movement.
- Proposals are opportunities for delegates to deliberate and take immediate action through a vote.
- The first proposal is:
 - Girl Scout Highest Awards Solicitation of Contributions

- Jeffrey Boback, Service Unit 4651, it is not right for National to license our flavors and directly compete with our girls. The money needs to stay where the girls are.
- Lindsay May, Service Unit 5502, if GSUSA does not get the money they have for licensing, will they just increase our dues again?
- Donna Goberish, Service Unit 1640, great point from Linda, overall though, I think it should be approved, or at the bare minimum, pull back the licensing—it is too much everywhere. If the national board recommends rejection, how will our national delegates choose to vote?
 - Jackie: We gather feedback from the council and vote on behalf of you all. We do not inject our personal opinion.

Recent Board Actions

- November 2025 Board Meeting
 - Authorization to list for sale the Greensburg and Johnstown offices
- January 2026 Board Meeting
 - The 24-25 Audit was approved and accepted
 - The 2026 Annual Meeting Slate was approved
 - As presented earlier in the meeting
 - Mobile units were approved
 - One for retail and the other is for outdoor experiences
- March 2026 Board Meeting
 - The 2026 Adult Awards were approved
 - As presented earlier in the meeting
 - Authorization for the sale of Camp Redwing
 - Approval on Alpine and Forest tent platform units at Camp Skymeadow
 - Forest tent platform units are to be repaired, the tent platforms at Alpine are going to be torn down, and the area will be used for primitive camping
 - Ratified the engagement of the CEO search firm
 - Consists of current and past board members
 - NonProfit Talent in Pittsburgh, PA, will be conducting the nationwide search
 - Aiming to fill the position by early summer

Treasurer Report

- As of Sept. 30, 2025, our total net assets were \$25.9 million, which included \$14.3 million in investments.
 - Of the \$14.3 million in investments, \$5.8 million includes the camp and 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 was 19.4 months, including property proceeds. The number of months of reserves drops to 12.1 months when excluding property proceeds.
- The net change in net assets was an increase of \$915,000 for the fiscal year ending Sept. 30, 2025. This net overall increase in net assets is comprised of an operating activities surplus of \$124,000, less depreciation expense of \$(425,000), plus appreciation of investments and trusts of \$1,403,000, less frozen pension expenses of (\$340,000), plus a net gain on insurance claims and fixed asset sales of \$153,000.
- Additionally, the council invested \$307,000 in capital expenditures to maintain and improve our camp and office properties.

- Clean Audit Opinion with no Management Letter issued.
- The council Form 990 is posted to our website.
- Many thanks to our Audit and Finance Committee members!

State of the Council Report

- The state of the council report is during the time period of Oct. 1, 2024, through Sept. 30, 2025.
- We achieved 92% of our original girl membership goal.
 - 2024-2025 total girl membership was 13,923.
 - The goal for 2024-2025 girl membership was 15,223.
- The total 2024-2025 adult membership was 8,808.
 - We achieved 109% of our adult membership goal of 8,057.
- Girl Scouts Western Pennsylvania was 26 out of 111 councils nationally and 9 out of 37 mid-size councils.
 - For new membership, we were 32 out of 111 councils nationally and 13 out of 37 mid-size councils.
 - For renewed membership, we were 26 out of 111 councils nationally and 8 out of 37 mid-size councils.
 - With a 67.6% annual retention, we were 23 out of 111 councils nationally and 8 out of 37 mid-size councils.
 - Council market share for 2024-2025 was 5.3%. National market share was 4.0%
- We had 4,897 volunteers in the 2024-2025 membership year, which was down 444 volunteers from the year before.
- We served 6,964 Girl Scouts, troops, and volunteers at our camp properties in 2024-2025.
 - This was a 33% decrease in participants served in 2023-2024.
- We served 1,048 girls and adults from 32 counties at summer camp.
 - This is a 6% decrease in summer camp participation in 2023-2024.
- Camp Hawthorne Ridge, Camp Conshatawba, and Camp Skymeadow ran overnight programs, while Camp Redwing ran two day camp sessions before the pause in programming.
- Camp Subsidy
 - The net subsidy of expenditures over revenues was approximately \$1.189 million.
 - Camp program revenues for fiscal 2024-25 at \$405,000 continues to remain below pre-pandemic revenue levels.
 - Our overall camp subsidy represents a significant commitment to our camps.
 - A subsidy of \$1.189 million remains not sustainable for the council.
- Fall Product Sales
 - Troops were successful in earning funds to kick off the Girl Scout year, earning an average of more than \$1,800 in proceeds.
 - Please note, this was the last year the program was called MagNut. In 2025, the fall product program's name was changed to Gifts & Goodies to better reflect the variety of items available for purchase.
- Cookie Season
 - The 2024-2025 cookie season was the second year at \$6 a package.
 - We didn't see the rebound in volume we typically would the year after a price increase.
 - There was a large drop in packages sold through Digital Cookie in the 2023 program. Sales that year were affected by production issues at Little Brownie Bakers that severely limited shipped orders through Digital Cookie.

- Participation in the 2024-2025 cookie program was strong.
 - While registered girls decreased nearly 5%, girls selling only decreased by 2.5%. Our participation has remained stable since the pandemic, averaging between 74-76%.
- Retail
 - In-store sales saw a slight decline, impacted by fewer members as well as the loss of program opportunities with the closure of Camp Redwing.
 - However, our revenue share had a significant increase.
 - Pop-up and consignment shops remain a viable option for shopping experiences.
 - Lastly, our per girl sales average was \$33.66, which is remarkable compared to the national average of \$21.00 per registered girl.
- FY24-25 Budgeted Financials
 - As a council, our budget goal was to have a net surplus of \$179,000 from corresponding operating activities.
 - The fiscal 2024-25 budget was reflective of the second year of the cookie price increase to \$6 a package, and the 8% commodities cost increase from the cookie baker.
 - The full audit report for the fiscal year 2024-25 reflects a \$124,000 net operating surplus. This excludes other non-operating activity of a \$791,000 in net costs and positive market increases. This non-operating activity is comprised of frozen pension expense, investment appreciation, insurance claims, fixed asset sales/disposals, and depreciation expense. This non-operating activity is reflected in the audit report below the operating activity. This resulted in an overall increase in net assets of \$915,000.
 - These results do not include the spending for capital improvements.
 - In the previous year, 2023-24, the council had an operating surplus of \$1,173,000.
 - The fiscal 2023-24 results were reflective of the first year of the cookie price increase to \$6 a package. The council continued to be impacted by reduced memberships, which decreased budgeted cookie revenue. Camp attendance continued to be well below budget. Our customary revenues reflected an (\$84,000) shortfall. However, we benefited from the receipt of unbudgeted gas lease and timber revenues totaling \$221,000. In response to the below budget cookie and camp revenues, the council instituted various expense reductions of \$206,000 in order to achieve the surplus.
 - In the most recent year, 2024-25, the council had an operating surplus of \$124,000.
 - Fiscal 2024-25 results were reflective of the second year of the cookie price increase to \$6 a package. The net cookie revenue was negatively impacted by the 8% commodities cost increase imposed by the cookie baker. The council continued to be impacted by reduced memberships, which decreased budgeted cookie revenue. Once again, our camp attendance continued to be well below budget. Our council's financial assistance spending increased due to the membership dues increases incurred from the early-bird memberships. In response to the below budget cookie and camp revenues, the council instituted various staffing reductions and reorganizations and cost-cutting in order to achieve the modest surplus of \$124,000.
 - Capital Improvement Spending
 - Capital improvements include expenditures over \$5,000, which total approximately \$307,000—this includes new cots and mattresses at all camps,

renovation of the Merry-Go-Round lodge at Camp Conshatawba, new roofs at Camp Skymeadow, and the STEM Lab build-out at the Edinboro office.

- These items are funded through a combination of operating revenue, grants, endowment spending, and camp sale proceeds.

○ Fund Development

- The 2024-2025 fundraising campaign closed at \$972,310, representing 96% of the goal of \$1,011,000.
- STEM programming continues to be a primary focus at Girl Scouts, and we are grateful for the extreme generosity from PPG, The Erie Community Foundation, and Acutec Precision Aerospace, Inc.
- The STEM Lab at the Edinboro Activity Center has been open for reservations since April 1.
- Please join the Juliette Gordon Low Society, which is a group of people who decide to support Girl Scouts Western Pennsylvania through their will or by making Girl Scouts Western Pennsylvania the beneficiary of a retirement account.

○ Fall Town Hall Updates

- We held four town halls this fall, starting on Oct. 6 in Cranberry Township, Oct. 8 in Edinboro, and Oct. 13 in Johnstown, with a final town hall being held virtually on Oct. 14. We updated the council on board actions and council updates since our Annual Meeting in May 2025.
 - We held an open discussion at the end of each meeting to hear feedback from our volunteers. We heard feedback at each fall town hall regarding various topics.
- Volunteer recruitment is doing the following to help grow our volunteer community:
 - Social media campaigns focused on the volunteer experience
 - Increased participation in community events, including more adult-centered events like health and wellness fairs and other social events
 - In-person and virtual Sip and Sisterhood Coffee Chats
 - Adult crafting nights and bring-a-friend events
 - New resources that show why Girl Scouting is THE place to volunteer
 - Increased support and resources for new troop leaders
 - Caregiver and girl membership charms for new leaders and their girls
- Indie Girl Scouts
 - Working to improve this program and enhance it by doing the following:
 - Beginning in May 2026:
 - Enhancement of the welcome letter to the new Indie Girl Scout and family. This letter will include more specific instructions and opportunities for immediate involvement and contact information for resources and assistance.
 - Membership success advisors will play a role in initial contact with the Indie Girl Scout's family and introduction to the service unit.
 - Beginning in June 2026:

- Regular communication to Indie Girl Scout families will highlight programs and other opportunities to help girls have amazing experiences in Girl Scouting.
 - Beginning in fall 2026:
 - A new Family Guide will outline the first year of Girl Scouting for new Indie Girl Scouts and their families.
 - Product program rewards will provide Indie Girl Scouts opportunities through their participation in the Gifts & Goodies program and the cookie program.
- Camp Kits
 - There are two different kits available—the tent kit and the cooking kit.
 - They are \$25 to rent and can be reserved at gswpa.org under Camp and Outdoors.
- Master Facilitator List
 - We have created a Master Facilitator List to help connect you with a trained and certified volunteer to help facilitate activities.
 - Please email customercare@gswpa.org if you would like to be added to this list.
- Property Updates
 - There were concerns regarding the overall condition of Camp Skymeadow, regarding maintenance and cleanliness concerns during the transition of our rangers.
 - We have new ranger training underway with standards being reinforced. We are implementing lodge-specific renter checklists, along with digital maintenance tracking forms and signage.
 - At Camp Hawthorne Ridge, there were safety concerns about people driving vehicles near the tent areas. Ranger Greg has resolved this issue, and vehicle access is monitored to prevent damage to rental areas.
 - With the sale of the Johnstown and Greensburg offices, there were concerns about available space for volunteers to use. We have identified a space to lease in the Laurel Highlands area, specifically Latrobe, which went under lease this past week. We will share specific details as we develop the specific uses for this office.
- Outdoor Program Partners
 - For places near Camp Redwing to use, we've been collaborating with partners throughout Butler County. Please see the Insured Sites & Facilities list on our website.
- Training
 - The program team is working on getting more training posted around the council, including First Aid/CPR/AED, Archery/Hatchet/Range Safety, and Low Ropes.
- Donations to Troops/Groups
 - Here is what is permitted:
 - Unsolicited and unprompted donations can be accepted. Anything over \$250 must be sent to the Girl Scouts Western Pennsylvania corporate office in Pittsburgh for proper processing

and acknowledgment. A 10% processing fee (maximum \$25) will be assessed.

- Volunteer matching grants: Girl Scouts Western Pennsylvania accepts and passes along any employer volunteer matching grants. Proper paperwork must be provided and can be found on our website. When the match is received, Girl Scouts Western Pennsylvania will process, assess a 10% processing fee, and properly acknowledge.
- In-kind donations under \$250, troops may solicit and accept directly.
- There are many ways for a troop to conduct additional money-earning activities. Please refer to the “Additional Money-Earning Activities” section of Volunteer Essentials.

Camp & Property Updates

- Update on the five-year property plan that was voted on in 2025.
 - All cots and mattresses have been purchased and will be in use for this upcoming camping season.
 - Merry-Go-Round lodge at Camp Conshatawba was completed and opened for rentals in the spring of 2025.
 - The multi-use complex at Camp Skymeadow is still in the architectural design phase, and we are on target to break ground after this upcoming camp season.
- The Johnstown office was placed on the market in the fall of 2025 and was sold at the beginning of April for \$160,000.
- The Greensburg office was placed on the market in the fall of 2025 and is set to close at the end of this month. The sale price will be shared following the official closing of the sale.
 - Staff will transition to either the Pittsburgh office or the Laurel Highlands office in Latrobe.
- In January, our Board of Directors voted on the implementation of two mobile units—one for retail and one for outdoor.
 - The mobile outdoor experience unit, which will be called the Adventure Express, will bring hands-on, outdoor adventure, skill-building, and leadership opportunities directly to girls and adults in communities across our 27-county footprint. This unit will expand access to outdoor programming and training by meeting girls and volunteers where they are.
 - The mobile shop unit, which will be called the Shop Express, is designed to bring official Girl Scout merchandise directly to members, families, and communities.
- The board made the decision in September 2025 to close Camp Redwing. Camp Redwing had multiple issues—consistent and increased flooding, a need for a new water treatment system, and the pool reaching the end of its life. The cost to repair these items, along with the inability to mitigate the flooding, led to the hard decision to close Camp Redwing. We are in the process of listing the property for sale.
- We previously placed all camp sale proceeds into a separate investment account. A total of \$3.2 million will be spent on camp improvements from property proceeds. With \$2.7 million being spent through Sept. 30, 2025, these camp improvements include a splash pad, ranger house, kitchen appliances, multiple lodge and dining hall renovations, pool, cots, and mattresses. An

additional approved future spending of \$552,000 in fiscal year 2025-26 includes additional camp bedding replacements and the construction of a Camp Skymeadow multi-use complex.

- Fiscal year 2024-25 was a favorable investment marketplace. We hope that the investment marketplace continues to rebuild this investment fund for future camp improvements.
 - As of February 2025, the value of that account was \$5.8 million. The balance continues to fluctuate with the investment market.
- Many thanks to our Property Committee members!

Highest Awards

- The 2025 Gold Award class celebrates 35 new Gold Award Girl Scouts, and an additional 57 Gold Award projects are currently in progress.
- Our 2025 Silver Award class included 76 Girl Scouts, with 93 Silver Award projects currently underway.
- Our Highest Award projects span a wide range of categories, including Animals, Diversity, Equity, & Inclusion—such as Accessibility and Racial Justice, Healthy Relationships, STEM, and many more. Each project reflects the unique passions and interests of our Girl Scouts.
- There are many opportunities throughout the year for girls and volunteers to complete Highest Award trainings. These trainings are offered in a variety of formats to fit different schedules and learning preferences, including virtual sessions, in-person workshops, and self-paced courses through gsLearn.
- Thank you to our dedicated Silver Award and Gold Award Committee members!

Girl Spotlights

Lily Sassani, Ambassador—Troop 26605

- Lily is a 12th grader from Troop 26605 in Lower Burrell and a recent Gold Award Girl Scout. You may have seen her Gold Award project featured in the news recently. For her project, she recognized the widespread misconceptions about the Holocaust—especially the overlooked role of Girl Guides in resisting Nazi oppression. Lily created a Holocaust Education Patch Program in partnership with the Holocaust Center of Pittsburgh. She researched women-led resistance efforts, developed a comprehensive curriculum for Cadette, Senior, and Ambassador Girl Scouts, designed an educational patch, and hosted public programs and webinars to expand its reach. Her project has already inspired widespread impact, with more than 350 troops across the United States and internationally inquiring about earning the patch. By elevating women's stories and fostering empathy, historical awareness, and solidarity, Lily created a lasting educational resource that will continue connecting Girl Scouts and communities around the world.

Mikayla Berke, Cadette—Troop 30825

- Mikayla is a Cadette in Troop 30825 from the Hampton Service Unit. She is an active Girl Scout who serves as a Program Aide and is currently working toward her Girl Scout Silver Award. Mikayla has developed a passion for travel through the Girl Scout Destinations program and is quickly becoming a travel expert. Last summer, she traveled to California's Central Coast to participate in the North Country Rock N Wilderness destination, where she explored the outdoors and built new skills alongside Girl Scouts from across the country. This July, Mikayla will set sail on another adventure as part of the Northeast Ohio Girl Scout Destination, joining the Tall Ships Sailing School aboard the historic Lettie G. Howard schooner. During this 14-day experience across

Lake Erie, she will serve as an active member of the crew, learning the skills needed to sail a traditional tall ship.

Volunteer Spotlight

Janet Kovacs, Volunteer—Service Unit 3622 Fairview

- Janet has been a Girl Scout for an incredible 64 years—starting as a girl member and continuing as a dedicated volunteer for 53 years. Over the decades, she has worn many hats: teaching girls, planning events, serving on council committees, and being a national delegate. She focuses on building and maintaining connections that stretch far beyond her hometown. She carries her story with her—quite literally—through the hundreds of patches she’s collected, each representing a memory, a milestone, or a life touched. What stands out most about Janet is her deep belief in the Girl Scout mission. She has seen firsthand how Girl Scouts shapes girls into confident, capable adults—and she’s been a part of that journey for generations. She was instrumental in developing our new adult recognitions and advocated for recognizing and supporting our long-time volunteers.

Many thanks to you all!

Questions and Comments on the State of the Council Report

Meg Oldman, Service Unit 4644: With the closing of the Greensburg and Johnstown offices, how will us farther away from the Pittsburgh and Edinboro shops access shopping without paying for shipping?

Carrie: Couple of options here. We have the Shop Express now that will travel around the council. Also looking for an office in Laurel Highlands, and we can facilitate picking up from there.

Meg: What will we do for cookie cupboards? Since Greensburg was a huge hub.

Pat: Looking for cupboard space in both Greensburg and Johnstown.

Nicole Purcell, Service Unit 5100: Camp accessibility—both in terms of getting girls to camp and girls with disabilities accessing camp. Are we taking any proactive measures to make camps more accessible or make girls more aware of programming experiences at camp? Camp Skymeadow is the closest camp to our service unit, but it is even an hour and a half away from us. This is hard with gas prices right now to ask parents to drive out there.

Pat: Camp Skymeadow is our highest registered camp—great place for troop weekends. All of our camps do have handicapped accessible facilities. Jessica Schlie is working on how the Adventure Express will work, and this will be able to meet you where you are.

Jessica: On our website, you can find an Insured Sites & Facilities list that is an approved list of facilities to use. Also, please scan the QR Code at the Adventure Express to request that it comes to your community—available for rental Aug. 1. Pricing is still being determined—most likely around \$150 to rent the vehicle (this includes a staff person) and then around \$25 for each girl that attends.

Elizabeth Glowczewski, Service Unit 5502: Training for volunteers—for small craft/moving water—would you accept other certifications besides Girl Scouts Western Pennsylvania (since training is limited)?

Jessica: Yes, in Safety Activity Checkpoints, there is a list of approved vendors. A few years ago, GSUSA took over American Red Cross training, so we have adopted their training, but this is about

to expire. Currently working with GSUSA to see what the moving water certifications will look like moving forward.

Darla Burket, Trefoil Alumni: Day camp at Camp Conshatawba—We hold a very interactive day camp at Camp Conshatawba with minimal fees. Always hits capacity, and we have to turn girls away. This experience is important for our girls, and I recommend that others do it as well in the council.

Sarah Shaffer, Service Unit 5606: If/when Camp Redwing sells, will the proceeds be designated to other camps or outdoor programming?

Pat: This has not been determined yet; it will be by the Board of Directors at the time of the sale.

Michelle Kramer, Service Unit 5102: Have there been tracking or statistics of the number of [Girl] Scouts who use camp? Is it broken down by different regions to determine what the girls are using?

Pat: Yes, we look at this data all the time. This is the data we share regularly when we need to close camps. Those decisions are based on the data and usage of that camp. In 2024, we had in-person camp planning sessions to go over this data and plan for the future of the camps.

Rebecca Baker, Service Unit 2637: Are there plans to repair the flooding issue and the road to Alpine at Camp Skymeadow?

Pat: Alpine Road was really hard last year; we had so many big storms that washed out this road. The director of property and ranger rebuilt the culverts and repaired the road.

Christy Ehrlich, Service Unit 5808: Is there any plan to restore the bathrooms that are up in the activity center portion of Camp Skymeadow? There is a porta-potty near the archery field, but this doesn't seem sustainable. There are bathrooms that sit at the top of the hill that have been closed for some time.

Pat: This bathroom that is in the sports field has been closed for over three years now.

Garret: Would like more restroom facilities available, but the solution at this time is more porta-potties, which we can add more of. The restrooms at the sports field are unrestorable at this point. Garret will add a porta-potty to the sports field area.

Jeffrey Boback, Service Unit 4651: Have you ever thought of reducing camp costs to increase volume? And will increasing volume, even at reduced rates, bring more girls to camp and still reach our revenue budget? Maybe also offering fewer days—only three-day programs.

Carrie: We do offer three-day camps, but have not been successful in filling these sessions. Good point if it is related to cost.

Jeffrey: Training with experienced trainers—thank you so much for compiling this list! However—still struggling with finding NRA training. Can Girl Scouts help with this?

Carrie: Jessica and I will work on finding NRA training, might need to send someone to become trained. We will watch out for any questions we may have.

Caitlin Painter, Service Unit 2635: How do we plan on attaining older girls when a lot of the camp sessions or programming is not targeted to the older girls? Also have some girls that aren't coming back due to the dues increase and not feeling like they are receiving programming. Should also offer a come-to-camp free day to show what is offered and draw more people in.

Carrie: GSUSA has recognized this at the national level and has acknowledged that at the Cadette level, there is a significant drop off. Similar to how they are looking at Daisies and Daisy boxes, they are looking at the higher-level girl levels. Both Jessica and I have talked about this in depth on how to engage the older girls. Adventure Express would be great for the older girls.

Pat: Camp Med program has been created for older girl levels, and this will be a great opportunity. Didn't take off, only received two registrations. Not sure where the problem lies. We also bolstered our financial assistance to help with the dues increase.

Cheyenne Warriner, Service Unit 5905: Have a male volunteer and have a hard time accommodating him when doing overnight programs. Would have to rent another space just for one person and spend the girls' money to do this. Can we have more areas to sleep that are separate in order to accommodate male volunteers?

Carrie: Please connect with Jessica afterwards regarding this.

Cheyenne: Volunteer experience—any way to get the permission form online? Permission form for events.

Carrie: Will look into this—could use JotForm or Wufoo.

Kate: Working on this, trying to make sure all of the data stays private.

Alex Reszkowski, Service Unit 3621: How are we promoting recruitment and engagement events? Do not seem to be visible, and this needs to be revised.

Kate: This is an ongoing struggle. One of the things we are trying to do is advocate for membership events, community events, and service unit events. The last six months have been spent working on expanding our community events map. Trying to expand what these look like, trying a new facilitator guide.

Kristen Green, Service Unit 1605: Any thoughts on offering 20-plus years an automatic lifetime membership?

Pat: No, we have not thought about that.

Kim Garman, Service Unit 4651: Who was the Johnstown office sold to, and when did it occur?

Pat: It was sold to Mike Hamacek, who is a local contractor in Johnstown. He will use the space for his own office and lease the other spaces. It was sold at the beginning of April.

Jackie Lockhart, Service Unit 5104: Last year at summer camp, had a problem with medications. Has there been a solution put in place for girls who can't get their medication in the appropriate packaging?

Pat: Please talk to Jessica about the med errors with the staff and talk to Becca about the issues from last summer.

Kim Myers, Service Unit 5704: Registration around camp is very difficult to do, and also found that the Camp S'mores didn't properly reflect the levels. Also, the Girl Scout website is extremely hard to navigate.

Other Business

- Nothing was added to the agenda.

- We are so thankful to our outgoing board members, Girl Advisory Committee members, and Board Development Committee member for their service to Girl Scouts.
- Congratulations on your retirement, Pat! Thank you for everything, you will be greatly missed!

Closing Comments

- Thank you all for coming today. Next year's annual meeting will be held at The Atrium in Prospect, PA, on April 17, 2027.
- If you signed up for a professional headshot, please visit the photographer located in the hallway outside the meeting room. If you're staying for lunch, please allow the attendees who are not staying for lunch to get their headshots first. The photographer is available until 12:30 p.m.
- If you signed up for one of our quick connect sessions, they will start at 12:15 p.m.
- **Business Meeting Adjourned**