



Annual Meeting Workbook

April 14-15, 2023

girl scouts 
of kentuckiana

Annual Meeting Workbook

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Our Mission

Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.

Our Promise

On my honor, I will try:

To serve God* and my country,
To help people at all times,
And to live by the Girl Scout Law.

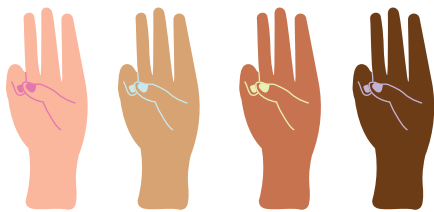
Our Law

I will do my best to be

honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,

and to

respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.



*Members may substitute for the word God in accordance with their own spiritual beliefs.

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Welcome from our Board Chair

After a wonderful year of growth and accomplishment for our council, I've never been more excited for us to assemble for Annual Meeting! The whole weekend is special: we come together as members to weave together our love for Girl Scouting with important official business for our future. Together we celebrate our accomplishments, dream for the future, and rededicate ourselves to our Mission.

Our two-day gathering is filled with fun opportunities to be together. On Friday night at Camp Shantituck, you can reconnect over shared food and laughter as you relive memories from this past year with your Girl Scout friends. You'll also have chances to convey your ideas to strengthen our council and deliver our Mission for Girl Scouts to our Board Chair and CEO. You can also browse our mobile council shop, silent auction, and a yard sale from our archives committee. Older girls can look forward to a special optional activity we have in store. Friday evening, we'll also have experts on hand to lead a discussion of how we as Girl Scouts shape our dedication to supporting diversity, equity, inclusion, and racial justice (DEIRJ) in ways that foster a true sense of belonging—and opportunity for access—for all Girl Scouts, no matter where your comfort level along your own journey toward diversity and inclusion. All of us will grow and contribute in meaningful ways. Each of us will learn something. This discussion is part of our commitment in the Girl Scout Law to be a sister to every Girl Scout.

This year's Annual Meeting weekend is somewhat unique because it leads up to our movement's 56th National Council Session (NCS) and Convention held in July. Every three years, the NCS, consisting of hundreds of elected Girl Scout delegates (including our own delegation), meets to conduct a large-scale business meeting and vote on decisions that impact the future of our movement. You may remember we approved our council's NCS delegates by vote during last year's Annual Meeting (view them on page 13 of this workbook). To this end, our Council Area Chairs and Vice Chairs felt that our priority this weekend for our open forum discussion topic should be to vocalize our hopes and preferences regarding two of the many proposals that will be considered and voted upon at the NCS, so that our NCS delegates will hear your feedback before they cast votes and represent GSK on the national stage. The two official proposals we'll discuss are found on pages

14 through 21 of this workbook. Separate from these two detailed proposals, we'll also begin an ongoing conversation about a third discussion topic that was proposed for the NCS regarding ways we might leverage council resources to achieve maximum results for our council. Refer to page 22 of this workbook to read more and join a task force on this topic. We have a full agenda for Saturday's meeting!

For Saturday's annual business meeting, here are a few details:

Registration begins at 7:30 am and will end at 8:45 am EDT. The meeting itself will start at 9:00 am EDT. Voting delegates **MUST** check-in by no later than 8:45 am to receive voting credentials for the meeting. (In some cases, your Area Chair may have set an earlier deadline for your area's delegation.) I hope this year's annual meeting renews your Girl Scout spirit and passion for this amazing organization. Of course a successful annual meeting requires a lot of hard work behind the scenes, so be sure to thank the team of volunteers and staff who planned this enjoyable weekend. Consider joining the committee next year. I know that you are coming because **YOU** want to make our piece of the Girl Scout world better.

See you there!

Sharon Handy

Board Chair of Girl Scouts of Kentuckiana



Schedule of Events

All times are Eastern Daylight Time.

Friday, April 14, 2023

Camp Shantituck

3920 E. Hebron Ln

Shepherdsville, KY 40165

Please see parking info at

www.gskentuckiana.org/annualmeeting.

Saturday, April 15, 2023

Paroquet Springs Conference Centre,

Salt River Expo Hall

395 Paroquet Springs Dr

Shepherdsville, KY 40165

Parking is on-site.

Evening Camp Activities

Friday, April 14

5:30 pm Check-in Opens and Shuttles Begin

Self-guided Hike of Camp Shantituck
(Maps to be provided)

6:00 pm Meet & Greet hosted by CEO, Maggie Elder & Board Chair, Sharon Handy, *Cardinal Lodge*

Refreshments and Light Supper

Girl Scouts of Kentuckiana Council Shop
& Archives Yard Sale

Information Tables/Displays: Gold Award Girl Scouts,
Fund Development, Membership

Silent Auction

6:30 pm Town Hall with Board Chair and CEO, *Tent*

7:00 pm Older Girl Activity—Rock Climbing, *off site at Rock Gem Climbing Center. Prior registration required.*

7:30 pm Navigating Courageous Conversations and Creating a Sense of Belonging Workshop, see page 12, *Tent*

9:00 pm Campfire and S'mores, *Amphitheater*

9:00 pm Conversation with Area Chairs/Vice Chairs, *Tent*

9:30 pm Songfest, *Amphitheater*

11:00 pm Event Ends, Last Shuttle

Business Meeting

Saturday, April 15

7:30–8:45 am Check-In

7:30 am Welcome Activities

Girl Scouts of Kentuckiana Council Shop
& Archives Yard Sale

Information Tables/Displays: Fund Development, Gold Award Girl Scouts, Membership

Silent Auction (closes at 11 am)

9:00 am Annual Business Meeting Begins

Call to Order & Welcome

Opening Flag Ceremony & Promise and Law

Teller Report

Invocation

Chief Executive Officer's Report

Treasurer's Report

Standing Rules—**VOTE**

Election of Board Members-at-Large and Board Development Committee Members—**VOTE**

Installation of Elected Members

10:45 am Break—Snacks and beverages will be available.

11:15 am Meeting Reconvenes

Call to Order

Decision Influencing Question #1, see page 15

Decision Influencing Question #2, see page 19

Board Chair's Report

Invitation to Invest in Girl Scouts of Kentuckiana

12:45 pm Lunch

1:15 pm Meeting Reconvenes

Call to Order

Recognition of Gold Award Girl Scouts

Adult Awards & Recognition Ceremony

Closing Remarks

Retire the Flags

3:00 pm Adjourn

Annual Meeting: What is it?

Our council's Annual Meeting is the formal process whereby elected delegates influence the Board of Directors toward how we implement our Mission.

Open to all members (ages 14+) of our council, at GSK we treasure the traditions associated with our annual meeting. Our delegate assembly elects our council's volunteer leadership, votes on business items, and expresses its opinions on discussion topics not only important to our council but also to our national organization.

All in attendance hear from our CEO, Treasurer, and Board Chair and witness our council honoring our Gold Award Girl Scouts and honoring service by outstanding volunteers and staff. Yes, this meeting is legally required, but it's far more than that! On this day, we gather as friends and colleagues, re-charge our Girl Scout batteries, and leave inspired once again to grow girls of courage, confidence, and character.

Annual Meeting Delegates Will Elect New Members to Join Two Unique Leadership Bodies in 2023

Board of Directors

The Board of Directors works on behalf of all council membership. Led and elected by the delegate assembly at Annual Meeting, the Board leads the affairs and operational priorities that bring to life our Mission.

Board Development Committee

The Board Development Committee (BDC) identifies, vets, and recommends the single slate of nominees for council roles elected by the delegate assembly.

Responsibilities of members of the delegate assembly, as Defined by Article III, section 6 of the GSK bylaws:

- Elect the members-at-large of the Board of Directors and the members of the Board Development Committee.
- Give the Board of Directors broad, general direction for policy-making and planning.
- Receive and respond to reports and information from the Board of Directors with input from area association members.
- Amend the articles of incorporation and bylaws, provide input, and vote on the bylaws.
- Take all other action requiring membership vote.
- Conduct such other business as may, from time to time, come before the delegates.
- Objectively represent and vote the voice of his/her area association.



Tips for Delegates

You are a part of the link between your area and the GSK Board of Directors.

Before you attend the annual meeting, invest time to formally and informally talk with members in your area. Seek diverse opinions and gather feedback—you are the voice of members in your area.

Wear what fits you

Expect to see a range of dress at Annual Meeting. Friday night at camp calls for a cozy and campfire-friendly wardrobe. At Saturday's business meeting, some attendees might wear their Girl Scout best, including spirited variations of uniforms from across the years. Others wear professional or business casual attire, or everyday clothes that sport their favorite Girl Scout color. Remember, a Girl Scout pin is perfect to show your membership. We welcome you as you are. The sisterhood of Girl Scouts wears many forms.

Standing Rules for Business Meeting

1 Council delegates shall identify themselves before speaking. They shall give name, area, and hometown.

- A. No speaker shall speak longer than two minutes in debate. Timing of the two-minute period is allowed. The speaker for debate shall begin immediately following the required identification.
- B. No speaker shall speak a second time on a question or on an open forum topic until other council delegates wishing to speak a first time have done so.
- C. No speaker shall speak more than twice on the same question or the same open forum topic without permission of the delegate body.
- D. Only elected council delegates have speaking and voting privileges.

2 All debate must be relevant to the question immediately before the council.

3 Past presidents of the council shall have speaking privileges for discussion during this meeting.

4 Minutes of the Annual Meeting will be sent in draft form to all voting members after adequate time for preparation and distribution. They will be approved by the Board of Directors following time for member input.



Board of Directors and BDC

Board of Directors

Officers

Terms Ending in 2025

Chair	Sharon Handy
First Vice-Chair	Terri Massey
Second Vice-Chair	Ria Chandler
Secretary	Simon Keemer
Treasurer	Theresa Batliner

At-Large Members

Terms Ending in 2026

- *Lori Kimble
- *Master Sergeant Samantha Lucas
- *Carrie Schaaf
- *Wendi Tatum
- *Berard Tomasetti
- *Dr. Aimee Green Webb

Terms Ending in 2025

- Christina Boyle
- *Sharon LaRue
- Cynthia Miles Brown
- Claydean McCallon
- Charmaine Powell
- Alicia Sells
- Lisa Thompson

Terms Ending in 2024

- Colleen Abate
- Alyse Adkins
- *Laura Hatfield
- Shannon Montgomery
- Christine Vaughan
- Kellie Watson

*Slate of Nominees, 2023 election

Board Development Committee

Terms Ending in 2025

- *Cecelia Cloos
- *Kenyatta Thomas
- *Jan Yonts

Terms Ending in 2024

- Leonor Linares
- Lisa Pigman
- Melanie Samuels-Black
- Christa Shouse
- Lisa Thompson
- Christine Vaughan

*Slate of Nominees, 2023 election

Terms Ending in 2023

*Thank You for Serving
Girl Scouts of Kentuckiana!*

Board Development Committee

Sr. Sharon Sullivan

Board of Directors

Campbell Baete

Dwayne Compton

Janessa Moran

Paw Po

2023 Slate of Nominees

Read more about those nominated for the 2023 slate which we will elect at this 2023 Annual Meeting.

Get acquainted with your nominees. They are grouped by Board of Directors and Board Development Committee members.

Board of Directors, At-Large Members Terms Ending 2026



Lori Kimble
Owensboro, KY

Lori Kimble was taught to “do a good turn daily” as a Brownie and has kept learning through 25 plus incredible years with the Girl Scouts of Kentuckiana. Her adult membership began as counselor with Bear Creek Aquatic and Pennyroyal Camps and continued by becoming a Brownie leader to her (now 21-year-old) daughter, Heather. While she has been everything from a co-leader, Family Partnership Chair, Gold Award Advisor, Task Force member and Trainer, Lori believes that being Service Unit Manager has been the most fulfilling position so far. Meeting and mentoring new and old leaders while watching them experience the joys of working with the girls is a tremendously rewarding experience.

Lori is also a licensed Kentucky Realtor with Home Realty, Inc. who works with residential and commercial clients. She has earned the designation of Graduate, Realtor Institute and is endorsed with the Realtors Commitment to Excellence with the National Association of Realtors. Lori serves as the Education Chair with the Greater Owensboro Realtor Association and is a member of Kentucky Realtors. She is studying to complete the Kentucky brokers and Indiana licenses.

Lori lives in Owensboro with her partner, Henry Waldschmidt, and four girls—Heather, Sophie W., Amber, and Lucy W., along with 3 cats.



**Master Sergeant
Samantha Lucas**
Louisville, KY

“I’m Samantha Lucas, an Executive Assistant to the Mission Support Group Commander in the United States Air Force. I have served in the military for 18+ years and I am still going. I’m the focal point to the biggest organization on our installation, responsible for advising leadership on all personnel issues. I’m the local authority and expert source for information on all administrative functions, manage over 52k+ yearly budget, and direct a team of 5+ personnel administrative team.

I hold a Bachelor of Science in Criminal Justice and a Bachelor of Science in Correctional and Juvenile Justice from Eastern Kentucky University. I’ve served on the board of Inside the Lines Training Inc and have also volunteered with the program as a mentor, all while being the Team Mom for my daughter’s All-Star Cheer Team 3 years and counting.

I’m excited to bring my administration background and diversity to my new role with Girl Scouts of Kentuckiana.”



Carrie Schaaf
Louisville, KY

“Hello, I’m Carrie Schaaf. Fresh off retirement as the Senior Investment Portfolio Manager at Kentucky Farm Bureau, my new chapter is simply to keep “giving back”. The unique mission of the Girl Scouts, and some of its specific needs, truly align with my passion to nurture future generations of young girls; as well as, humbly offer my knowledge of finance, leadership, and public speaking to add meaningful value.

My desire to help young girls develop the skills and tools they need to face the challenges of adulthood with confidence started very early. As the caregiver of my four siblings for our working mother, a mother of two, and grandmother of four, I have relished encouraging and mentoring young people. While working full time and raising my two children, I sought out volunteer work with CASA, Kentucky Youth Advocates, Dare to Care, Toastmaster's International, and spearheaded annual fundraising for Alzheimer's research. As well, I spent coveted years as team mom for little league, and as President of booster clubs at Dance Unlimited, Noe Middle, and DuPont Manual High School assisting young ladies in fulfilling their dreams in national level competitive dance."



Wendi Tatum
Jeffersonville, IN

Wendi Tatum is a lifetime member of Girl Scouts. She enjoys helping others and giving back to her community and has been a volunteer youth leader at her church for 18 years. Her goal in life is to leave a lasting impact and make the world a better place.

She has experience in strategic planning and execution, learning and curriculum development. She is currently employed at Builder's First Source in Dallas, TX (remote) as an IT Strategy Lead Analyst and has 15 years of experience creating enterprise strategy at Humana and Kentucky Farm Bureau Mutual Insurance Company.

She holds an MBA from Bellarmine University and a Master's in Education from Indiana Wesleyan University. In her free time, Wendi enjoys baking, traveling, gardening, reading, and spending time with her family: Daniel (husband), Saul (son), and Josie (daughter).



Berard Tomasetti
Pendleton, KY

Berard was born in Pittsburgh, which is where his grandparents migrated from Italy. He moved to Louisville when he was five but remains a huge Steelers fan!

Berard spent six great years in the US Navy as a Nuclear Electrician aboard a submarine. Then he attended the University of Louisville to obtain a degree in accounting in 1983 after which he spent seven years with Ernst & Young. He also worked in high level accounting positions with Humana and Aperture (a venture capital start-up).

In 2001 Berard joined Kindred as the CFO of Kindred Pharmacy Services ("KPS"). In 2007 KPS spun off and merged with PharMerica to become a public company traded on the NYSE. They remained a public company until 2017 when they were acquired by Walgreens (30% ownership) and the private equity firm KKR (70% ownership). In March 2019 they merged with BrightSpring Health Services with the ownership remaining the same. Berard was the Chief Accounting Officer for PharMerica from 2007 until his retirement in November 2019. He retired to turn his attention to farming with his beautiful wife Susan and to spend more time with their four amazing grandsons.



Dr. Aimee Green Webb
Louisville, KY

"I am a determined, resilient, lifelong learner, and I owe all of that to my upbringing and wonderful years as a Girl Scout right here in Kentuckiana. I have fond camp memories at Shantituck and Bear Creek, but my brief time as a troop leader when my daughter was a Daisy, rivals my own time as a Girl Scout. There is such joy in seeing empowered young girls learn, grow, and gain confidence all while having fun. As a young adult, I had the opportunity to help expand Girl Scout participation where I grew up, in West Louisville. I am the Chief of Human Resources for Jefferson County Public Schools and hold a Doctorate in Educational Leadership. I'm excited to contribute and lend my perspective as an educator and human resources professional. I'm honored to continue my forever Girl Scout journey."

Term Ending 2025



Sharon LaRue
Louisville, KY

Sharon LaRue always knew she would be working to serve women and girls using art and creativity. As an Art Therapist, she developed a children's coloring book to be used for child abuse prevention. As the director of a program working to eliminate interpersonal violence at the University of Louisville, she facilitated Arts as Activism projects utilizing the art making process to fuel creativity, generate dialogue between diverse populations, and foster social change.

Since 2014, Sharon has served as the Executive Director of the Kentucky Foundation for Women an organization that honors the feminist perspective of collective strength and recognizes art as a powerful catalyst for transformational change through grant making and artist residencies. She places an intentional focus on "learning from the field" by participating in local, regional, and national dialogues on feminist art for social change to strengthen access to resources and celebrate the diversity and complexity of all of our lives.

Sharon is honored to have received awards from The Center for Non-Profit Art of Inclusion, The Kentucky Association of Sexual Assault Programs, the Rotary Service above Self Award, the Liberation Award to end Human Trafficking, and the UNA USA Human Rights Civil Rights Award. She serves as a Kentucky Colonel and is proud to serve on the Girls Scouts of Kentuckiana Board of Directors.

Term Ending 2024



Laura Zanewicz
Hatfield, MBA
Crestwood, KY

"I am a Girl Scout for Life! I started my scouting career as a tagalong to my brother's Boy Scout troop and was excited to finally join Girl Scouting as a Daisy! I continued through all levels and am a Silver and Gold Award Girl Scout. I come from a strong family of scouting, in fact both my brothers have also achieved the highest award in Boy Scouting.

In my professional arsenal I bring leadership experience from nonprofits, public corporations and family-owned entities. My passion is working through challenges and driving efficiencies within organizations. I enjoy leading projects and helping a company grow through change. I currently serve as the Project Manager of Retail Operations for Shoe Sensation.

I received my dual Bachelor of Science Psychobiology and Spanish degrees from Centre College. From there I continued my education to receive my MBA in Entrepreneurship from the University of Louisville. Presently I am working towards obtaining my Project Management Professional (PMP) certification.

In addition to my professional life, I am an active volunteer with Girl Scouts of Kentuckiana. I serve as a CPR/First Aid Instructor and also serve as the leader for Daisy Troop 1471.

I enjoy spending time with my family. My two little girls Meleah (6) and Jocelyn (4) keep me on my toes. My husband is my biggest supporter and loves our passion for Girl Scouting!"

Board Development Committee Members

Terms Ending 2025



Cecelia Cloos
Hopkinsville, KY

“My name is Cecelia Cloos I have been a troop leader in Hopkinsville Kentucky for over 13 years. I enjoy being a part of our council from troop leadership, Service Unit Manager, recruiter, volunteer trainer, BDC Member and fundraiser!

I was the first female firefighter/EMT for the Hopkinsville Fire Department where I worked as a firefighter, emergency medical technician, Deputy State Fire Marshal, and Arson Investigator. I worked with many community professionals during my career, and I continue to do so as a Deputy Emergency Manger for Christian County Emergency Management.”



Kenyatta Thomas
Louisville, KY

Kenyatta has been a Girl Scout Troop Leader for over 12 years in our council, a Service Unit Manager for 9 years, and a Cookie Coordinator for 11 years.

She is the Operations Manager at HealthEquity. Her troops focus on core Girl Scouting values while giving back to the community. She served on the BDC last term and is committed to serving again. Her goal is to ensure that diversity and inclusion within the GSK organization are visible within the community.



Jan Yonts
Greenville, KY

“I am a lifelong member of Girl Scouts. I began in Girl Scouts at seven years old and it has been a part of my life ever since. I served on the Girl Scouts of Kentuckiana for two different terms. I also serve or have served on local committees in my community for the past several years.

I am a retired teacher after 42 years, serving in Owensboro City and the Muhlenberg County school systems. I served as a kindergarten teacher, high school guidance counselor and a college career guidance counselor. While being in education, and still today, I have served in several educational organizations. Some of those organizations are Kentucky Counseling Association, Kentucky Association of School Administrators, Kentucky Retired Teachers Association where I serve on the executive board, former President for Third District Retired Teachers, and Delta Kappa Gamma Alpha Iota chapter.

I am also active in the community of Greenville where I have lived most of my life and raised my family. I recently finished serving two terms as Mayor and before serving as Mayor, I served six terms on city council. My husband, Brent Yonts (deceased) served in the State House of Representatives for 20 years.

My greatest accomplishment is my family of three children Emily, Ellen, and Harrison. The best thing in life now are my two grandsons and twin granddaughters.”

Courageous Conversations



The Girl Scout Law calls us to be a sister to every Girl Scout. One of our priorities at Girl Scouts of Kentuckiana is to build a true sense of belonging for all. You'll find these ideas in our Friday evening workshop and Decision Influencing Questions (on page 14) for this 2023 Annual Meeting.

You play a role in our shared commitment to learn and take action toward a culture of diversity, equity, inclusion, and racial justice (DEIRJ). All of us contribute to a welcoming culture, everyone can bring their full "self" to Girl Scouts.

Courageous conversations happen when we are brave enough to discuss topics that are of extreme importance, where members of our community are likely to hold an array of perspectives. In these courageous conversations, emotions are often attached to people's ideas and stances, and people sometimes call these conversations "difficult" or "controversial." At Girl Scouts, we choose to see them as courageous!

When navigating courageous conversations, as members of the Girl Scout community, there are a number of things that we can think about and do to ensure productive and respectful conversation for all involved. So many of these ideas emerge from our Girl Scout values, which are encapsulated in our Law and Promise. If we are going to be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what we say and do, what does that look like in a courageous conversation? What does it mean to respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout when taking part in a courageous conversation?

There are a number of things we can do as Girl Scouts to concretely embody the values embedded in our Law and Promise as we take part in courageous conversations. Specifically, each of us can:

- Assume that each person has good intentions.
- Pause to think of what we would like to convey before we speak.
- Listen carefully to each speaker, trying to understand their perspective, even if we don't hold that same perspective.

- Ask questions when we don't understand something (this may be a concept, an idea, a policy item, or what a particular speaker is saying).
- Consider sharing why this issue or policy item is important to us.
- Know that our body language conveys a message, even if we are not sharing our ideas verbally.
- Try to frame differences as a difference of ideas or perspectives. We can direct our comments toward the different ways we see an issue, not at someone personally. For example, "I hear a number of people speaking about this issue in this way, yet I see it a little differently..." or "Tracy, I heard your ideas on this issue, and I really agree with you on x. When it comes to y, though, I do see it differently..."
- Refrain from name-calling or saying anything about another speaker's motives or character.

You may think of other ways in which we can enact our Girl Scout values in a courageous conversation, and you should feel free to share those additional ideas. What's clear is this: we do not all have to think alike! Our diversity is our strength, and when each person can both share their ideas and be treated with respect and dignity, that makes for a courageous conversation and a productive learning experience. As long as we remember that our words matter, and that our goal is to make the world a better place, we can have productive, illuminating, and courageous conversations. We look forward to having them with you!

National Council Session Delegates

Girl Scouts from across the country and around the world gather every three years for convention. The 2023 Girl Scout Convention will be taking place July 18–22, 2023 at Walt Disney World® Resort in Lake Buena Vista, FL.

The 56th National Council Session (NCS) is the national business meeting being held on July 18–20 during which delegates from every council across the nation and USA Girl Scouts Overseas meet to discuss, debate, and vote on issues important to the Girl Scout Movement, and elect national leaders for the next triennium.

The delegates whom the council is entitled to elect to the NCS of the United States of America are elected by the members of the council delegate assembly. Our delegates and alternates were elected at the 2022 Annual Meeting (see below).

Delegates shall be citizens of the United States of America; shall be elected from the active members of the Girl Scout Movement in the United States of America, who are fourteen (14) years of age or over and who are registered through the council with Girl Scouts of the United States of America; and shall serve for a term of three (3) years from the date of their election, or until their successors are elected. The Board Chair and the CEO shall serve as two (2) of the council's elected delegates to the National Council.

GSK NCS delegates should be informed on the council's point of view on issues to be presented at the NCS but vote independently on what she/he believes to be in the best interests of Girl Scouting nationally.

National Council Session Delegates



Elizabeth Ashford
Louisville, KY
Girl Member



Leslie Kulig
Bardstown, KY



Jasmine Looi
Louisville, KY
Girl Member



Claydean McCallon
Kirksey, KY



Sharon Mathis Satterly
Louisville, KY

National Council Session Alternates



Diana Boone
Madisonville, KY



Kerry Morris
Louisville, KY



Kacee Sanchez
Louisville, KY
Girl Member



Terri Sanders
Pendleton, KY



Lisa West
Louisville, KY

Decision Influencing Questions

In July 2023, voting delegates from across the Girl Scout Movement will convene as the National Council Session (see page 13 for more details). This body will discuss and vote on official proposals. We have an opportunity to help influence how our council representatives might vote.

In order to prepare and inform our council's delegates about the views of our membership, this year's questions will focus on two important proposals being considered at NCS.

Full details of each proposal can be found on subsequent pages.

1

Do you support the proposal: a Constitutional Amendment “That the Promise and Law of the Girl Scouts of the United States of America be amended to delete the words “try,” “to,” and “do my best” and to insert the word “will”?

Why or why not? Are there changes to the proposal you would recommend be brought by our NCS delegates?

See page 15 for full information.

2

Do you support the proposal: a Constitutional Amendment “To amend the Preamble of the Constitution by inserting the words “and anti-racism” after the word “pluralism” in both places where that word occurs”?

Why or why not? Are there changes to the proposal you would recommend be brought by our NCS delegates?

See page 19 for full information.

Delegates from across the Girl Scouts movement gather in July for the National Council Session (see page 13 for more details) to discuss and vote on official proposals. One of these proposals is found below.

This is your opportunity to help influence how our council's representatives might discuss and vote on this proposal.

The proposal says:

Constitutional Amendment: Amend the Girl Scout Promise and Law to use more potent, actionable language.

Originated by Girl Scouts Heart of New Jersey

Proposal

THAT the Promise and Law of the Girl Scouts of the United States of America be amended to delete the words “try,” “to,” and “do my best” and to insert the word “will.”

Decision Influencing Question #1

Do you support the proposal: a Constitutional Amendment, **“That the Promise and Law of the Constitution of the Girl Scouts of the United States of America be amended to delete the words “try,” “to,” and “do my best” and to insert the word “will”?** Why or why not? Are there changes to the proposal you would recommend be brought by NCS delegates?

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>THE GIRL SCOUT PROMISE: On my honor, I will try: To serve God and my country, To help people at all times, And to live by the Girl Scout Law.</p>	<p>THE GIRL SCOUT PROMISE: On my honor, I will try: To-Serve God and my country, To-Help people at all times, And to live by the Girl Scout Law.</p>	<p>THE GIRL SCOUT PROMISE: On my honor, I will: Serve God and my country, Help people at all times, And live by the Girl Scout Law.</p>
<p>THE GIRL SCOUT LAW: I will do my best to be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and to respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.</p>	<p>THE GIRL SCOUT LAW: I will do my best to be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and to <u>will</u> respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.</p>	<p>THE GIRL SCOUT LAW: I will be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and will respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.</p>

Proviso: this change would take effect with the 2024 Membership Year and be incorporated into the grand GSUSA Rebrand timeline, with printed items to be fully refreshed by the start of the 2025 Membership Year.

Rationale Submitted by Originating Council

Girl Scouts is an organization committed to providing a safe space for young people while encouraging sampling, civil discourse, social-emotional growth, and grit, all to produce sensitive, successful change-makers of the next generation. Yet, Generation Z, current teens and young adults, is the most cynical generation of our lifetime according to The New York Times. Growing up in social turmoil—unrepentant mass shootings in schools, racially-motivated violence, alarming climate change, a bungled response to global pandemic, unprecedented uncertainty—Gen Z’s disaffection for legacy institutions is justified. As Sofia Chang was welcomed as National CEO, she noted that “as Girl Scouts [enters] its 110th year of service, the mission to develop and create opportunities for all girls is more critical than ever.” If Girl Scouts wishes to “grow, become more inclusive, and positively impact the lives of all girls and young women,” then the Movement must take bold steps to modernize—beginning with our core values: the Promise and Law.

The proposed change to the Girl Scout Promise and Law is inspired by Troop 20923¹ when they learned of the teachings of Dr. Cindy Wahler, a psychologist and expert in human behavior. Dr. Wahler posits that individuals who use more potent, actionable language are more successful. In September 2021, Dr. Wahler offered a virtual session on Impactful Communication to 120 council leaders, which may be viewed as a recording (passcode: GSHNJ#IWill)². In her lecture, Dr. Wahler points out that American women tend to diminish the power of their own communication through word choices like “It’s just my opinion, but…” Further, women’s habitual resistance to self-promote leads them to interject phrases like “I hope to…” or “I would like to…” as opposed to using declarative, deliberate language like “I will…” Individuals who use impactful language to clearly articulate ideas and goals are more likely to receive an interview, be promoted, and find success. Troop 20923 instinctively understood this, noticing that even in their fourth-grade class, differences in behavior—and resulting outcomes—were a reflection of divergent communication styles. If the line between childhood self-identity and future ambition is clear, then Girl Scouts plays a key role in teaching one million of tomorrow’s leaders to express themselves with authority and assurance.

Girl Scouts’ recent rebrand is already demonstrating impactful communication principles: “To move our story forward, we use a voice that’s encouraging, emotive, thoughtful, inclusive, and bold. As Girl Scouts, we speak and show up distinctly.” Our brand tenets include being emotive and substantive, speaking thoughtfully but unreservedly, with bold determination. Removing “try” from the Promise and Law is all that is necessary to transform them into potent, motivating calls to action, fully embracing and internalizing Girl Scouts’ aspirational brand. Removing “try” signals Girl Scouts’ willingness to examine traditions, remaining faithful to customs that serve our members and doing away with those that are no longer relevant to this generation.

“Trying” remains the key inspiration for Girl Scout programming at all levels: exploring, experimenting, failing, innovating, growing. The Girl Scout Law, however, describes foundational behaviors—a moral compass—instilled into every member who promises to live by them. They are universal values, evolving over time, meant to affirm every Girl Scout’s potential and ambition regardless of culture, religion, or family history. There is no space for “trying” when it comes to morality or core values.

In the increasingly competitive youth development market, there is no space for disregarding the impact of today's social chaos on our youth. Over the four years that Troop 20923 has been advocating for this change, they've discovered an increasing appetite for participating in traditions while adapting them for modern self-expression. A national survey³ following national delegates' discussion of this topic during the 2020 National Council Session suggests a high tolerance for this change, and an agreement on its timeliness within the context of our current political and social climate.

Gen Z is a nuanced, politically-motivated group, seething with moral passion and ready to create cultural transformation. Girl Scouts can lead the charge. Girl Scouts *will* lead the charge.

Financial Impact Statement Submitted by Originating Council

GSHNJ is not in a position to calculate exact budgetary costs for a change of this type as we do not have access to GSUSA's vendor agreements. However, we offer that in the digital age, Girl Scouts are being encouraged to forgo printed materials or provide "print on demand" resources rather than consuming expensively-produced printed materials that minimize the need for retroactive editing of the Girl Scout Promise and Law.

If Girl Scouts makes a change of this type on the national stage, a collective call to the media will result in a net positive impact on the Movement by boosting the visibility of the brand and offering another opportunity to address the "scout" confusion in the marketplace. Local councils could leverage increased national media attention to generate more membership and volunteer leads, provide dynamic corporate partnership opportunities, and explore new avenues of revenue and program diversification.

Recommendation of the National Board

The board remains neutral on adoption of this constitutional amendment because:

- the Promise and Law language is a complex multifaceted issue;
- historically, extensive Movement-wide research and discussion has occurred prior to this type of significant change to the Promise and Law to thoroughly assess child development research, consider impact on program changes and council support, etc. This research and impact assessment has not taken place; and
- no Movement deliberative group, taskforce, working group or otherwise, has presented a recommendation to inform a board position on this issue.

Words matter. In addition to the literal meaning of a word, words also evoke ideas and feelings. The same word can create different ideas or feelings for each person hearing or reading that word. The focus of this proposal on the words "will" and "try" is likely to bring up different feelings and ideas for different individuals.

The Promise and Law reflect the most important words in Girl Scouting. They summarize who we are, what we believe, and how we commit to act in our daily lives. The words we use to describe these values have evolved over time as our Movement has evolved and when changes were considered, done with significant reflection, input, and deliberation. That is the rationale for the historical use of

taskforces or other Movement-wide groups to gather input, research, and feedback prior to making changes to our Promise and Law.

While Movement-wide research and testing has not been done, this is the third consecutive triennium where a proposal on revising the Promise and Law in this way has been suggested for placement BY GIRLS on the NCS agenda. Prior to COVID-19 requiring a virtual meeting, the board planned to hold a discussion on this proposal. As the NCS 2020 was virtual, GSUSA supported the originating council in conducting an attendance-optional virtual discussion in 2020 to seek girl input on the Promise and Law. As this is a recurring topic, the board is placing the proposal for a vote.

The NCS Advisory Team recommended this be placed as a discussion topic.

¹ #IWILL video by Troop 20923, bit.ly/iwillvideo20923

² Impactful Communications with Dr. Cindy Wahler, Zoom recording, bit.ly/cindywahler

³ #IWILL survey results, bit.ly/iwillsurvey



Delegates from across the Girl Scouts movement gather in July for the National Council Session (see page 13 for more details) to discuss and vote on official proposals. One of these proposals is found below.

This is your opportunity to help influence how our council’s representatives might discuss and vote on this proposal.

The proposal says:

Constitutional Amendment: DEIRJ Language Proposal

Originated by Girl Scouts of the USA National Board on recommendation of the DEIRJ Board Advisory Committee

Proposal

To amend the Preamble of the Constitution by inserting the words “and anti-racism” after the word “pluralism” in both places where that word occurs. If approved the text would read as follows:

Current Wording	Proposed Amendment	If Adopted, Will Read
DIVERSITY AND PLURALISM Girl Scouts advance diversity and pluralism in our Movement and in the communities in which we live.	DIVERSITY, PLURALISM <u>AND ANTI-RACISM</u> Girl Scouts advance diversity, pluralism, <u>and anti-racism</u> in our Movement and in the communities in which we live.	DIVERSITY, PLURALISM AND ANTI-RACISM Girl Scouts advance diversity, pluralism, and anti-racism in our Movement and in the communities in which we live.

Proposal Summary

This proposal amends the Preamble to our Constitution to emphasize our existing commitment to “diversity” and “pluralism,” as Girl Scout values. It underscores our dedication to the work of anti-racism as a fundamental principle of the Girl Scout Movement and its sustainability.

Understanding that racism involves addressing institutional policies and practices of society that shape the cultural beliefs and values that directly and indirectly exclude communities based on race², the updated language will create a comprehensive approach to not just attract and *include* people of different backgrounds in our Movement (“diversity” and “pluralism”), but to actively work to dismantle the structures that preclude their full participation (“anti-racism”).

The amendment strengthens and updates the references to “diversity” and “pluralism,” while naming and reflecting the contemporary language, actions, and priorities of Girl Scouts to actively work in opposition of racist structures (“anti-racism”).

As we prepare to develop the leaders of tomorrow, our success will be determined by the ability to create pathways towards full inclusion and belonging across the Movement. Dedicating this line in our Constitution not only to reinforces our anti-racist values but signals our sustaining commitment to this work and paves the way for girls in all historically excluded communities to be a part of this Movement. As we know, the structural barriers created by racism are the foothold and foundation for societal effects experienced by other marginalized communities. Within those communities, race is one—in many cases the primary—factor, in determining how individuals are affected.

Decision Influencing Question #2

Do you support the proposal: a Constitutional Amendment, “To amend the Preamble of the Constitution by inserting the words “and anti-racism” after the word “pluralism” in both places where that word occurs”? Why or why not? Are there changes to the proposal you would recommend be brought by NCS delegates?

This amendment is urgent, timely, and important as it seeks to support the sustainability of decades long Movement-wide efforts made by our colleagues, volunteers, and Girl Scouts.

In proposing this Constitutional amendment, it is the intent of the National Board to codify in governing documents our commitment to be an anti-racist organization. In our Anti-Racism Pledge, Girl Scouts of the USA has stated:

We will do our part to dismantle systemic racism. We recognize that this is far from easy or fast work, but we are Girl Scouts—we believe in sisterhood, justice, and fairness—so we are in it for the long haul.³

Background

As a century-old institution with traditions woven into the fabric of every residential zip code, we have a complex historical relationship of race and equity within the Girl Scout Movement.

In the early years of our Movement, girls and women of color faced the same limitations in our Movement as they did in the rest of society. Our troops were segregated until the Movement took a step in dismantling the system of inequity that existed for Black and brown girls in the organization.

The very first African American Girl Scout troupe assembled in 1917, just five years after Juliette “Daisy” Gordon Low started the organization in Savannah, Georgia. It remained segregated until the 1950’s, when the organization made a national effort to desegregate *ALL* Girl Scout troops. This non-compromising attitude and commitment to that mission is what made Dr. King describe these brave young women as “a force for desegregation” in 1956.⁴

In the 1950s Dr. Gloria Dean Randle Scott served as the President of the Negro Girl Scout Senior Planning board and in 1975 she became the first Black National President of the Girl Scouts. One year later, 1976, Ms. Frances Hesselbein became CEO of GSUSA. Ms. Hesselbein served as CEO until 1990. During that time, she was a champion for inclusivity and diversity and the strength it brought to our Movement.

Throughout her tenure, Ms. Hesselbein spearheaded the creation of groundbreaking programmatic resources on diversity, equity and inclusion (DEI) for the Movement. Partnering with the National Urban League, Ms. Hesselbein was able to engage consultants to support our diversity journey. She not only wanted any girl—of any background—to be able to find herself in our handbooks but took the work further to ensure equitable spaces so that girls of color felt included in every facet of the Movement. As a result of Ms. Hesselbein’s efforts, *membership for girls of color* tripled during her tenure as CEO.

Over the course of the next three decades, our equity work has continued. GSUSA and councils across the Movement have established diversity, equity, and inclusion teams, engaged in programmatic and process updates, and have provided staff and volunteer trainings.

In 2020, Girl Scouts responded to the call for racial justice in communities across the country by reinforcing that diversity, equity, and inclusion are valued by the Girl Scout Movement. Through our Anti-Racism Pledge, GSUSA vowed to take action to support Black girls, their families, and their communities making Girl Scouting one of the first youth serving organizations to publicly commit to becoming an anti-racist organization. Our pledge then and now is to ensure all girls and their families have a place in Girl Scouting and our commitment to anti-racism will enable this.

In 2020, GSUSA formed a Board Advisory Committee and a Movement-wide Steering Committee, comprised of national board members, GSUSA staff, and Girl Scout council CEOs. This group is helping guide and prioritize how we embed diversity, equity, inclusion and racial justice (DEIRJ) in everything we do. Experts were commissioned to conduct a comprehensive audit of programs, policies, and practices as well as understand the Girl Scout experiences of members across the country. The results of this audit will inform our collective long-term DEIRJ objectives as we work to unite as one around this work. We have the opportunity to extend the work that has been done by each facet of the Movement and co-create a unified approach to which all members can contribute.

Research shows⁵ that organizations equipped with a wide range of voices and perspectives are better able to innovate, take risks, solve problems creatively, and turn challenges into opportunities. Therefore, given the ever-increasing diversity of our communities, creating a culture that embraces equity through the lens of anti-racism will be vital for us to continue to exist, grow, and be relevant to all girls in the nation.

This proposal is the next step in our Movement's journey to achieving our highest aspirations as a place to nurture all girls and their ambitions. Our ardent support to advance diversity, pluralism, and anti-racism in our Movement and in the communities in which we live demonstrates our commitment to make the world a better place. In doing so, we take heed to our former national CEO's call to action:

"We must take steps to address these inequalities. I have worked my entire life as a passionate advocate for inclusion and diversity, and we as a society still need to change."

Frances Hesselbein
Leader to Leader Fall 2020
"Battling Racial Injustice"

Financial Impact Statement Submitted By Originating Council

While this proposal does not have an immediate financial impact, future decisions based on activating our Movement's commitment to anti-racism may require financial investments that will be considered during the normal planning and budgeting processes.

Recommendation of the National Board

The board recommends approval of this constitutional amendment for the reasons stated above. The NCS Advisory Team supports the proposal.

² Anti-Racism Resources. (2022). Retrieved from Projects at Harvard
<https://projects.iq.harvard.edu/antiracismresources/allies>

³ GSUSA Anti-Racism Pledge, bit.ly/antiracismgsusa

⁴ Ebony Magazine, March 9, 2012

⁵ Tsusaka, M., Krentz, M. Reeves, M. "The Business Imperative of Diversity." Boston Consulting Group.

Maximizing Council Resources: An Ongoing Conversation and a New Task Force

In previous pages, we reviewed two of the official proposals that will come before the NCS for discussion and vote.

We present here a third topic for focus—which was proposed by one of our very own council members for discussion at the July 2023 National Council Session (see page 13 for more detail). This proposal was submitted with the title “Joining Together to Maximize Girl Scout Resources”. The GSK Board voted to advance this proposal to GSUSA for consideration. Ultimately, this proposal was not placed on the final NCS docket of action by the full GSUSA. However, this remains an important topic and one that GSUSA and local councils are reviewing.

Since this topic was not placed on the final NCS agenda, our council’s Area Chairs and Vice Chairs recommended that instead of dedicating it as one of our two topics for decision influencing questions, we would alternatively invite all of those at this 2023 Annual Meeting to volunteer for a task force whose charge it will be to explore ways our council can maximize Girl Scout resources such as events, outdoor properties and programs, plus committed volunteer members at all levels who are ready to help the girls of Girl Scouting.

This work will take shape and scope over time. To that end, the following QR code and online link can be used for anyone to indicate their interest in serving on a councilwide task force about this important topic. Please feel free to share this link with other GSK members who might be interested in joining the conversation and raising ideas.

How can our unique
Girl Scout resources
and members be
leveraged to grow our
Movement and also
grow results for girls?

**Join our new task force
to explore this topic!**



bit.ly/maximizgsresources

Annual Meeting Minutes

Last Year: April 30, 2022

CALL TO ORDER

Chair Sharon Handy called the 99th Annual Meeting of Girl Scouts of Kentuckiana to order at 9:00 AM CDT and welcomed all in attendance.

FLAG CEREMONY & PLEDGE OF ALLEGIANCE

Girl Scout Troop #4270 presented the colors and led us in the Pledge of Allegiance.

GIRL SCOUT PROMISE

Sharon Handy led us in the Girl Scout Promise.

GIRL SCOUT LAW

Sharon Handy led us in the Girl Scout Law.

OPENING REMARKS

Former Girl Scout Amanda Owens, children's book author and Executive Director of Puzzle Pieces here in Owensboro opened with inspirational words about how her experience as a Girl Scout led to her becoming the woman she is today and how it helped her be successful in her business.

WELCOME—BOARD CHAIR

INTRODUCTIONS

Chair Sharon Handy recognized all Board of Directors, Girl Board Members, and Board Development Committee members in attendance. In addition, introduced those sitting at the head table:

Simon Keemer, Treasurer; Janessa Moran, Secretary Maggie Elder, CEO; Ria Chandler, Parliamentarian; Terri Massey, First Vice-Chair; Sr. Sharon Sullivan, Second Vice-Chair; Sharon Handy, Chair

PARLIAMENTARIAN

Ria Chandler served as the parliamentarian during the business meeting. Sharon reminded everyone that anyone that wished to address a question to our parliamentarian must make that request through the Chair of the meeting.

CREDENTIALS REPORT (QUORUM & AREA REPRESENTATION)

VOTING MEMBER COUNT

According to Article 3, Section 11 of the bylaws, "a majority of the members of the delegate assembly must be present in-person to constitute a quorum, provided that a majority of the area associations are represented."

Head teller, Terri Sanders, will report on the delegates in attendance.

Terri Sanders, head teller for this meeting, reported that 147 of 209 voting members were present, representing 20 of 26 areas. The total number of delegates possible for today's meeting is **209**. To reach a quorum, we must have attendance from more than 50% of delegates—that's **105** people—and representation from more than one half or **13** of our 24 area associations. A quorum was established.

VOTING PROCEDURES

Chair Sharon Handy stated each delegate received voting cards at check-in to signify YES or NO, and explained and tested the voting procedures.

VOTE—APPROVAL OF STANDING RULES

No objection was made to the proposed standing rules provided in the workbook, therefore they were adopted as presented in the delegate workbook. The vote closed with all in favor.

Decision Date: 30 Apr 2022

Outcome: Approved

Vote—Approval of Standing Rules

Supported: Unanimous

Opposed: 0

Abstained: 0

Decision Date: 30 Apr 2022

CEO REPORT

Presented by Maggie Elder:

Wow! What an incredible opportunity to stand in front of over 300 Girl Scouts of Kentuckiana IN PERSON! Did you know this is my first IN PERSON Annual Meeting and I celebrated my two year anniversary a couple weeks ago? Can you believe it? Can you believe what amazing work we have done together in the last two years? I'm thrilled to stand before you and celebrate our success!

Juliette Gordon Low said, "Ours is a circle of friends united by ideals." Take a minute and look around the room. Look at our circle of friends. Think about the legacy of 110 years of Girl Scouting, the amazing impact it has on you, and the girls and women of Kentuckiana. In the last two years we have magnified our impact, because we have strengthened our circle of friends and been united in a common vision for what we want to achieve. Addie Woods, a Girl Scout from Bardstown, KY shared, "Girl Scouts creates an environment that lets girls be themselves, explore their strengths and interests, step outside their comfort zones, and build a community." As a community, we have so much to celebrate and so much more to achieve together.

I have always believed that leveraging our volunteer/staff partnership will produce amazing results for girls. Each of you are the eyes and ears in our local communities. You make Girl Scouting happen across 64 counties. As we've

emerged from Covid, we're showing what the volunteer staff partnership can do!

As of today, we have 7,682 girls and over 3,000 adult volunteers! We are 8.5% over last year at this time and 102.5% over last year's final girl membership number. We're working together to rebuild our council to 8,000 girls by September 30th, 9,000 girls by September 30, 2023 and 10,000 girls by September 30, 2024.

Without girls, we don't have Girl Scouting. And as you know, a significant part of the Girl Scout experience is the cookie program. Not only does it build girls' business and entrepreneurship skills, it powers the fun of Girl Scouting creating resources for troops and council to make Girl Scouting happen. This year our girls had the opportunity to learn about the reality of business when the supply chain delayed our cookie delivery. After navigating the challenge of moving back the sale four weeks, girls and leaders found a path forward and I'm thrilled to share we exceeded our council goal of 1,280,000 packages selling over 1,440,000. That's a LOT of cookies! Many amazing Girl Scout experiences are about to occur because of the Girl Scout Cookie Program! Thank you to everyone for all your hard work in making this a success! Girl Scout Cookies power the fun and our volunteer/staff partnership made it happen!

I'm also excited to share more girls are out at our camps making lasting memories and enjoying the magic of the outdoors. Last summer over 1,000 girls experienced camp. This year we have 280 girls registered for resident camp, 85 registered for our Louisville PLC day camp, and we have more day camps and camporees planned with volunteers. Troops are camping and more outdoor programming is happening at all of our camps.

Our membership, cookie program and camp utilization are powerful ways our community has come together to achieve impact for girls. Having a common vision has been key to our success. In 2020 we defined our strategic vision and six initial strategies to achieve that vision. Our vision states: *Girl Scouts of Kentuckiana provides the Girl Scout Leadership Experience in relevant, fulfilling, and fun ways. We are an organization where differences among people are present, welcomed, and fully engaged. We grow our membership and resources by optimizing volunteers, staff, properties and technology to ensure we have positive outcomes for girls.*

We've invested in and demonstrated progress in the six strategies we initially defined and now it's time to update those strategies to serve us into 2023 and beyond. We'll be starting that process today in the decision influencing questions we discuss later this morning.

As we continue to define what we need to achieve our vision, I want you to consider our strongest asset, our community of people, our circle of friends united by ideals. As we look into the future, we must continue to invite others into our community and we must ensure that we have a culture of belonging where differences among people are present, welcomed and fully engaged.

Think about that. Differences are present. They are a part of us. They are welcomed. They feel like they belong. And they are fully engaged. They bring their best selves to Girl Scouts, and they are excited they are here. It isn't enough to just invite people in, we want them to stay and belong. Our growth must be through the lens of belonging. You'll hear more about this in the culture of engagement survey presentation after the break and we will discuss this in our decision influencing question discussion as well.

So, if it is essential that we continue to grow and create a sense of belonging, what must we do now?

First, we must continue to invite girls to be Girl Scouts. Don't assume families know Girl Scouting is for all girls. Don't assume they know how to join Girl Scouting. And make sure they know finances should never be a barrier to being Girl Scouts.

Second, we must build a stronger pipeline of volunteers to serve in all roles. After you invite girls to be Girl Scouts, ask yourself who would be an incredible Girl Scout volunteer? Invite them in. When you ask someone personally you let them know you see what they can do for Girl Scouts.

We know...

1. We need to attract and retain more troop leaders.
2. We need to ensure there are strong service unit managers and teams surrounding them.
3. We need to make sure Area Associations have who they need to support our governance efforts and build a strong delegate body.
4. We need to build our base of trainers who develop Girl Scout leaders confidence to serve girls.
5. We need to grow our site teams to help us improve and maintain our properties.

There are so many places for volunteers to engage—these are just a few! You may feel that you've asked everyone you know. Consider this—sometimes no is “not right now”. Many people's lives have changed in the last two years. They may be looking for a way to help their local community. Don't miss this moment where people are recreating how they spend their time. Invite them in.

We know we'll need more adults to ensure girls have an amazing Girl Scout experience. Each of you are providing critical leadership to Girl Scouts of Kentuckiana. As you serve, make sure you have a succession plan in place for yourself. Look for ways to maximize your work in Girl Scouting and consider that you may need to replace yourself with two people because we're growing and the people behind you will need more capacity to serve.

People asking people is how we will continue to grow. You've already shown this year when you lean in what amazing success we can have together. Finally, I want to invite you to attend the upcoming Partnering for Growth Recruitment Workshop on June 11th in Elizabethtown. And I want to invite you to become a Membership

Volunteer Promoter or MVP. The MVPs are the core team of volunteers who are leading the way inviting girls and adults into Girl Scouting.

Your leadership is critical to our future. Thank you for leaning in with us to grow our movement. Please continue to share your ideas, participate in service unit meetings, and host recruitment meetings. Thank you for working cookie booths, buying cookies, eating cookies and for making a financial donation to Girl Scouts of Kentuckiana. You are strengthening our circle of friends and our impact on girls in big and small ways.

I intentionally didn't use slides this morning because I wanted to connect to you without the distraction of slides. Your envelope includes a dashboard with data points and metrics that I shared here today. As always, we welcome your feedback and questions. You're always welcome to reach out to me and the team.

Thank you for everything you do for girls each and every day. Together, we are growing girls of courage, confidence, and character who make the world a better place.

Now, I would like to introduce Simon Keemer, Treasurer of Girl Scouts of Kentuckiana.

TREASURER'S REPORT

Simon Keemer, Treasurer and Finance Committee Chair, presented the Treasurer's report and report of the audit. The text of his comments is as follows:

Good morning everyone. I am Simon Keemer, the Treasurer of Girl Scouts of Kentuckiana. I will be providing the financial overview of 2021. This will be my last Treasurer's Report, and I want to thank Greg, our Chief Business Officer, for all the hard work he does for the Council and for making my job easy for the past six years by providing high quality financial information to the Finance Committee and the Board of Directors.

We recently completed our audit, and we received an unmodified audit opinion, the best opinion an organization can receive, and we had no audit findings. As we will see, like many organizations, our 2021 financial performance continued to be impacted by the coronavirus. The biggest financial impact for us has been the decrease in cookie revenue and the continued challenges in growing our membership. Membership has been a challenge for us both from a mission perspective and our financial health for a number of years, and the coronavirus made those problems worse in 2020 and hampered our growth of membership in 2021.

I will start with a quick analysis of our Statement of Financial Position. The Statement of Financial Position shows our assets (what we own) and our liabilities (what we owe) at the end of each of our financial reporting periods (that is December 31 each year).

Assets

Our assets grew from \$18.9 million as December 31, 2020 to \$20.6 million as of December 31, 2021. The main reasons for the growth in our assets is due to:

1. The stock market performed well in 2021, resulting in approximately \$1.2 million in income from interest, dividends and gains on our investments and the beneficial interests in trusts (which are stock market investments managed by trustees who are independent of our Council); and
2. Obtaining our fair share of the Federal government COVID-19 programs. In 2020, we received a Paycheck Protection Program Loan of approximately \$568,000 which was forgiven in 2021. In 2021, we obtained a second round Paycheck Protection Program Loan of approximately \$561,000, for which we are in the process of getting forgiveness. We also applied for approximately \$1.2 million of Employee Retention Tax Credits, and you can see the receivable for that amount within our assets. This government funding has been essential to maintaining the Council, given our reduction in cookie revenue. To apply for and receive this government funding requires thousands of pages of paperwork, and so I again thank Greg for the work he does on behalf of the Council. His countless hours working on these projects was essential to our success in receiving this government funding totaling approximately \$2.3 million.

Liabilities

Moving on to our liabilities. Our liabilities dropped from \$3.9 million as of December 31, 2020 to \$3.7 million as of December 31, 2021. The reduction was primarily due to a reduction in our accounts payable and accrued expenses.

Net Assets

Net assets is the difference between our assets and our liabilities. It is split between those net assets without any donor restrictions and those net assets that have been restricted by donors.

Net assets without donor restrictions are generally available for us to spend in running the Council. The net assets without donor restrictions also includes the amounts we have invested in properties and equipment. Our net assets without donor restrictions increased from \$9.4 million to \$10.6 million in 2021.

Net assets with donor restrictions means that donors have made donations to the Council and have placed restrictions on those donations related to either what we can spend the money on (a purpose restriction), or when we can spend the money (a time restriction), or both. Net assets that are donor restricted in perpetuity means that we can never spend the amount they donated, but the money donated is put into an investment account and earns income (for example, interest and dividends), and we can spend the income those investments generate.

Our net assets with donor restrictions increased from \$5.7 million to \$6.2 million in 2021.

Statement of Activities

Moving on to our Statement of Activities, or our income statement. This details our revenues and our expenses.

If revenues are higher than expenses, our net assets increase. If expenses are higher than revenues our net assets decrease. As just mentioned, in 2021 our total net assets increased by \$1.8 million from just over \$15 million at December 31, 2020 to just under \$16.9 million at December 31, 2021.

Revenue

When looking at the analysis of revenue you can see that our revenue in total for 2021 was \$9.3 million, compared to \$8.9 million in 2020.

The increase in revenue compared to the prior year was the result of:

1. The Employee Tax Retention Credit adding \$1.2 million to the amount of contributions, bequests, and grants; and
2. The forgiveness of our first Paycheck Protection Program Loan of \$568,000.

You can see from our analysis of revenue that these programs were essential in providing revenue in the face of the \$1.7 million reduction in cookie revenue from \$6.7 million in 2020 to \$4.9 million in 2021.

Even though our cookie revenue dropped in 2021, I still want to congratulate the troops, the girls and the partnership between the volunteers and the staff for doing an amazing job in 2021 with cookies, given the challenges encountered. And then again this year when the bakery encountered supply chain issues forcing us to delay the cookie sale. There are amazing stories of the girls showing great entrepreneurial spirit during these tough sales. The girls are learning valuable economic and life lessons that I know will help them in their future endeavors, wherever their lives take them.

Expenses

Moving over to expenses, from the analysis of total expenses you can see that expenses dropped from \$7.9 million in 2020 to \$7.5 million in 2021. Expenses are very closely controlled by management of the Council to ensure that we spend our available resources wisely.

The main reason for our drop in expenses is due to the reduction in the cookie sale, resulting in lower cookie costs.

You can see from the chart that approximately 55% of our expenses in 2021 related to program services, this is a slight increase from the 53% in 2020.

When looking at the functional analysis of expenses, or how the cookie crumbles, you can see that our properties form the largest portion of our expenses, being 29% of total expenses in 2021 compared to 24% in 2020. Member and troop support is the next highest category at 20% in 2021 compared to 19% in 2020. Program, membership and recruiting combined comprise 22% of expenses in 2021 and 27% in 2020. These categories of expenses being the highest is the result of the strategic priorities developed through the staff, volunteer, and Board partnerships. Our

Council makes sure we spend our money on the areas with the highest strategic importance to us all.

Summary

Given this is my last Treasurer's report, it's only natural to look back on the journey the Council has traveled over my time as Treasurer. I think the Council is much stronger now than it was almost a decade ago in so many ways, even given the curve balls that life has thrown at us over the past couple of years. We have two strong, passionate leaders in Maggie, our CEO, and Sharon leading the Board. We have an amazing staff doing great work at all levels of the Council. We've always had amazing volunteers throughout our Council, and it's encouraging to see how well the staff, volunteer partnerships are working. The girls continue to do amazing things—I am always impressed by seeing the various Bronze, Silver, and Gold Award projects they complete.

Looking forward, our immediate financial challenge continues to be growing our membership. The build back plan developed by the Council is designed to respond to that challenge. I know we all support the volunteer and staff partnerships that are currently being successful in increasing membership. I congratulate all of you who are working so hard to bring more girls into Girl Scouts.

That brings me to the end of my financial report. Thank you.

VOTE—PROPOSED CHANGES TO COUNCIL BYLAWS

Dee Orendorf, Bylaws Task Force Chair, introduced the bylaw changes to be voted on today. Dee recognized and thanked the Bylaws Task Force members. Each stood and the group applauded.

After collecting feedback from the Board, the Board Development Committee, area chairs, vice chairs, and the membership at fall forums from across our council, the bylaws task force has decided that a number of changes to our council bylaws should be proposed at this year's annual meeting. A copy of how the applicable sections of our bylaws read now, a highlighted version of the proposed changes, how the bylaws would read if the changes are adopted, and an explanation of the rationale for each proposed change can be found on pages 8 through 15 of the delegate workbooks. These proposed changes (including the proviso on page 9 that the amendments to Article IV take effect immediately upon adoption by this delegate assembly).

The motion was made by the committee, therefore a second was not needed. Sharon asked for anyone to speak on amending the proposed changes, and no cards were raised. Therefore, the motion was approved and the bylaws change adopted.

EXPLANATION: Proposed Change to Article IV, Board Development Committee

The proposed changes to Article IV are set out on pages 8 through 10 of the delegate workbook. They are intended

to address two functional issues: (1) the need for the BDC to be a little larger in size to best accomplish its work, and (2) the need to clarify that the Board Chair and CEO may participate freely in BDC discussions about potential nominees, while specifying these two individuals do not vote on nominees. In addition, the proposed changes address a long standing potential legal issue that stems from the current bylaws wording which requires exactly two members of the Board to also be members of the BDC. The issue is that a floor election could potentially result in either more than two or less than two BDC members being Board members, which means the BDC would then be out of compliance with our bylaws provisions on composition. This is an issue our Board Chair has wrestled with repeatedly while serving as the council's parliamentarian in cases where there was a nomination from the floor for election that might affect the number of dual Board/BDC members depending on how the assembly voted.

The task force proposals address these issues by: (1) recommending an increase in total size of the BDC from 7 to 9; (2) having 7 members of the BDC continue to be elected directly by the delegate assembly and having the 2 additional members appointed by the Board (thus eliminating the possibility of an illegal election), and (3) clarifying wording about the CEO and Board Chair's roles. We took care to recommend changes in ways that do not change the role of the BDC chair as an ex officio member of the Board (if not already serving on the Board), allowing for the possibility that an elected BDC member might be the best choice for appointment to the Board or an officer position in case of vacancies, and other contingencies.

The proviso on page 9 of the workbook also needs to be considered for adoption but it will not become part of the bylaws themselves. In order to deal with all parts of this transition at a single annual meeting, this proviso specifies that the change in BDC size from 7 to 9 will take effect immediately upon adoption (rather than at the end of the Annual Meeting), and the Board Development Committee, which is on the agenda after consideration of the bylaws changes, has prepared two slates for this year's Annual Meeting, one which will be in effect for the election if the proposed bylaws changes in BDC composition or the proviso are NOT adopted, and one which will be in effect for the election if the bylaws change in the BDC composition AND the proviso are adopted.

EXPLANATION: Proposed Change To Article V, Elected Officers

Our Board Chair, Sharon Handy, reports that from time to time she is introduced or listed as, or asked to sign documents using the term "Board President" or "Council President" in lieu of "Board Chair." Somewhat similar to how this is handled in GSUSA's constitution and bylaws, a change is proposed to our council bylaws that defines commonly used additional terms for our Board Chair's

position in Article V, Council Officers, Section 1. The task force sees no need to make additional changes throughout the document if the titles are clearly defined in Section 1, nor does it see the need to address vice chairs who do not normally sign legal documents on behalf of the council except in those instances where they have assumed the duties of the Board Chair, at which point the title definition would apply to them as well.

EXPLANATION: Proposed Changes to Article VIII, Board Committees

At various times, there have been questions about the role of Board committees and whether Board committees may ever take action on behalf of the council. Also, as part of our desire to minimize those who cannot sign on troop and other operational checking accounts to only Board members, all Board level committees and Board task forces (other than the executive committee) need to be recommending, rather than decision-making, committees. After considerable discussion, the bylaws task force recommends establishing a section on "responsibilities" in our bylaws to clarify that Board committees and Board task forces are committees which make recommendations to the Board and that only the Board, or the executive committee acting on behalf of the Board as permitted by our bylaws, can take action on behalf of the council. The revisions are to: (1) move one sentence from the first section to the new section on responsibilities, (2) establish a new section 3 on responsibilities, and (3) renumber the remaining section accordingly. This is also an opportunity to correct the inadvertent omission of the word "forces" in the first section of our current bylaws.

EXPLANATION: Proposed Changes to Article XI, National Delegates

GSUSA's National Council changed the timing of election of National Delegates at its Fall 2020 National Council Session. The proposed changes in the first and third paragraphs of Article XI of our bylaws are required to bring GSK into compliance with GSUSA's new delegate election timing.

As for the proposed changes to the second paragraph of Article XI, in late fall 2020, GSK began closing several offices across the council that had been referred to as Program and Learning Centers (PLCs), Even though there is now an office at a camp or elsewhere in each of our 5 geographic regions, not all have program and learning space making the current reference to that term in Article XI, second paragraph obsolete.

Vote—Proposed Changes to Council Bylaws

Supported: Unanimous

Opposed: 0

Abstained: 0

Decision Date: 30 Apr 2022

Mover: Dee Orendorf

Outcome: Approved

BOARD OF DIRECTORS, OFFICERS AND MEMBERS-AT-LARGE

Officers

Terms Ending in 2025

Sharon Handy, Chair
Terri Massey, First Vice-Chair
Ria Chandler, Second Vice-Chair
Simon Keemer, Secretary
Theresa Batliner, Treasurer

At-Large Members

Terms Ending in 2023

Dwayne Compton
Lori Kimble
Sharon LaRue
Janessa Moran
Marty Terhune
Berard Tomassetti

Terms Ending in 2024

Colleen Abate
Alyse Adkins
Shannon
Montgomery
Tori Powell
Christine Vaughan
Kellie Watson

Terms Ending in 2025

Christina Boyle
Cynthia Miles
Brown
Claydean
McCallon
Charmaine Powell
Alicia Sells
Lisa Thompson

Board Development Committee

Terms Ending in 2024

Leonor Linares
Lisa Pigman
Melanie Samuels-Black
Christa Shouse

Terms Ending in 2023

Cecelia Cloos
Sr. Sharon Sullivan
Kenyatta Thomas
Christine Vaughan*
Lisa Thompson*

*Nominated as dual members of the Board and BDC

NCS Slate

National Delegates Terms Ending in 2026

Delegates

Elizabeth Ashford, Girl
Claydean McCallon
Leslie Kulig
Jasmine Looi, Girl
Sharon Mathis-Satterly

Alternates

Diana Boone
Kerry Morris
Kacee Sanchez, Girl
Terri Sanders
Lisa West

Vote—Elections:

- Board Officers
- Board Members-at-Large
- Board Development Committee Members
- 2023 National Council Session Delegates & Alternates

Supported: Unanimous

Opposed: 0

Abstained: 0

Decision Date: 30 Apr 2022

Mover: Sharon Handy

Outcome: Approved

Vote—Board Secretary and Board of Directors Members-At-Large

Janessa Moran, Council Secretary, cast a unanimous ballot for Board Secretary and Board of Directors' members at large for 1, 2 and 3 year terms as enumerated by the Chair. Chair Sharon Handy declared all nominees to be duly elected.

Decision Date: 30 Apr 2022

Mover: Janessa Moran

Second: Sharon Handy

Outcome: Approved

Vote—Board Development Committee

Janessa Moran, Council Secretary, cast a unanimous ballot for all Board Development Committee candidates in the uncontested categories. Chair Sharon Handy declared all nominees to be duly elected.

Decision Date: 30 Apr 2022

Mover: Janessa Moran

Second: Sharon Handy

Outcome: Approved

Vote—National Delegates

Janessa Moran, Council Secretary, cast a unanimous ballot for all National Delegates candidates in the uncontested categories. Chair Sharon Handy declared all nominees to be duly elected.

Decision Date: 30 Apr 2022

Mover: Janessa Moran

Second: Sharon Handy

Outcome: Approved

AUDIT COMMITTEE—CULTURE OF ENGAGEMENT REPORT

Presented by Sharon LaRue:

Slide 24

- Welcome to the Culture of Engagement Survey Results. This is the third time GSK has offered this survey.
- This slide show presents a summary of the results. More information is available from this survey for GSK to use in another context.

Slide 25 Survey Methodology

Survey sample was collected online from adult members of GSK

- Our Service Area representation is evenly distributed. Survey result limitations:
- Survey respondents were disproportionately older than our membership. (More older people responded to the survey)
- Survey respondents were racially proportionate, but

the overall numbers of diverse respondents was low.

- If you look at the number of respondents per year, you will see that proportionately more people responded in 2019, but 2021 is higher than 2017.

Slide 26

The next portion of the presentation will focus on Satisfaction Engagement Belonging and Value.

Slide 27 Our numbers are on the Rise. We excel in many ways.

- 150 percent higher in Recommend GSK to others
- 125 percent higher in Remaining Engaged in GS
- 150 percent higher in a sense of Community and Belonging

Slide 28

- Looking from the left at the number of green and yellow answers, you will see our volunteers are 150% more likely to recommend Girl Scouting as a good place to volunteer than they were in 2017.
- NPS is determined by asking “Based on your Girl Scout experience in the past troop year, how likely are you to recommend Girl Scouting as a good place to volunteer to a friend, family member, or co-worker?”

Slide 29

- Our volunteers are 125% more likely to remain engaged than they were in 2017 and as verified by our 74.9% adult retention rate.

(Net Promotor Score is determined by asking “Based on your Girl Scout experience in the past troop year, how likely are you to remain engaged as a volunteer with the Girl Scout of Kentuckiana”)

Slide 30

- Respondents were asked: Please rate your agreement with the following statement: GSK is a place where I feel a sense of community and feel valued, which inspires me to play an important role in changing the lives of the girls we serve.
- Our volunteers strongly agree and agree that they think GSK is a place where they feel a sense of community and feel valued 142% more than in 2017.
- Most respondents were in the blue Agree area

Slide 31

- New for 2021, we asked for overall satisfaction.
- The pie chart shows the majority are satisfied or extremely satisfied in the blue and green areas.
- Neutral is a smaller 6 percent.
- The total Dissatisfied around 14 percent. This is the area we will address with strategies defined later in the presentation.

Slide 32

New for 2021, we also asked specific questions to help us

measure our diversity, equity, and inclusion work. We had not asked these questions before, so we are establishing a baseline here.

- Looking from the left, Strongly Agree and Agree are in green and blue. Neutral to dissatisfied are on the left
- Majority are in the strongly agree and the agree categories.
- The highest scores are in I feel valued, and I feel respected with least amount of dissatisfied.
- Perspectives like mine are included in decision making and I feel heard are the lowest scores.
- Still keeping with that small percentage in dissatisfied, we will work on increasing these lower scores.

Slide 33

The next section of the presentation will focus on addressing our gaps.

Slide 34

After receiving the survey results, the audit committee, the Board, and the staff each took time to dig deeper to identify and address the areas that scored lower than the council average. These areas are:

1. BIPOC
2. 5-10 Years Volunteers
3. Troop Volunteers defined as those who worked directly with a troop
4. Geographic areas Caveland and Heartland

The next slides will address each of the target areas with a defined strategy.

Slide 35 Strategy: BIPOC Volunteers

GSK values the perspectives of all its members and has established a Diversity, Equity, and Inclusion plan known as DEI.

Our 2022 DEI Goals are as follows:

- Expand diverse culture programs created and/or facilitated by subject matter experts or representatives from diverse cultures
- Provide DEI training/programming for all members (girl, adult, staff)
- Update the Employee Handbook to ensure inclusive policies.
- Improve marketing materials to reflect racial and ethnic diversity consistent with actual GSK troops
- Seek new ways /places to promote organizational anti-racism goals
- Create a Board taskforce to consider how GSK can improve engagement with diverse populations and sense of belonging for all our members.

Slide 36

Addresses the strategy for the lower scores for volunteers

Taking a deep dive into the data we have collected from several sources, not just the survey, we looked for gaps: engagement, communication, training, knowledge base, etc.

- Cross reference Culture of Engagement survey data with membership data based upon data deep dive, define strategic priorities for 2022 & beyond to address identified gaps.
- Assistant Direct of Member Support—Recruitment will conduct a listening tour with Caveland & Heartland Volunteers to determine their needs and pain points.
- Continue intentional geographic recruitment to be engaged in all levels of GSK

Slide 37

The next section addresses additional recommendations.

Slide 38

In 2019, the Board approved 4 Think Tanks

- Product
- Recruitment and Membership
- Program (Girl Leadership)
- Transparency, Communication, and Involvement

Slide 39

In 2022 we wanted to make necessary changes while preserving these critical concepts from the Think Tank format:

- Invite all members
- Volunteer co-facilitation

Product Think Tank—RETAIN

The Product Think Tank will make recommendations and develop strategies to improve the Fall Product and Cookie Programs. The participants will rotate from girls to adults year to year.

Recruitment and Membership (Membership Think Tank—REPLACE with Membership Volunteer Promoter (MVP) Team

The MVP team will discuss, research, plan, and execute opportunities to catalyze girl and adult membership sustainability, support, and growth. They will meet at least quarterly.

Program (Girl Leadership Experience) Think Tank—REBRAND

The Program Think Tank will be renamed to attract more interest and will work to identify programs:

- Girls are interested in attending
- Volunteers are interested in partnering with GSK to deliver programming
- Identify potential program partners

There will be two sessions held each year—one girl session in the fall and an adult session in the spring.

Transparency, Communication, and Involvement Think Tank—REPLACE

Transparency will continue to be addressed by the Fall Forums and Annual Meeting Town Hall.

Communications has been identified as a strategic priority for GSK and we have hired a new Director of Marketing and Communications in 2021. He will host listening sessions in 2022.

Involvement is addressed through the Membership and Program Strategies

Slide 41

Recommendation

- Audit Committee to review membership data to inform our understanding of our culture of engagement.
- Improve the 2023 survey by:
 1. Eliminating questions that do not meet the survey objective or can be answered through other data
 2. Invite survey respondents with a personal email invitation
 3. Maximize social media and text messaging to increase response
 4. Provide survey incentive options that appeal to different audiences

Call Volunteer Care with questions. Once volunteers ask questions, then GSKs sees that the communication may not be clear. GSK needs their questions to help us see what to address. A positive reciprocal relationship is needed. How do we share this value and encourage constructive feedback?

LUNCH AND BLESSING

We recessed for lunch, and Melanie Samuels-Black gave the blessing.

DECISION INFLUENCING DISCUSSION

Girl Scouts of Kentuckiana Strategic Vision

DISCUSSION TOPICS Chair Sharon Handy gave instructions for participating with the discussion questions and here are the responses.

DISCUSSION QUESTION #1

How can GSK create a stronger sense of belonging for all Girl Scouts?

The following spoke at the meeting:

Elizabeth Satterly (Area 13, Girl Board Member)

GSK can create a stronger sense of belonging by ensuring that events cater to the variety of needs girls face. Accessible events will make all girls feel included and give them a sense of belonging. Respecting pronouns and names is another way to make all Girl Scouts feel like they belong.

- Volunteer girl connection

- Technology Representation

Velma Vaughan (Area 13, SU 658/Westport)

We need to promote Destinations better. It is an exciting program for older girls, and I believe something that would keep girls in Girls Scouting. Does Senior Planning Board still exist? If so, it needs to be more visible as a way for Seniors and Ambassadors to gather, talk and do things together. If not, we need to bring it back for the reasons above.

Laura Sanders (Area 13, Troop 733/658)

Offer big training for volunteers/leaders during the week rather than just weekends. Online learning is not optimum, but could serve those not available for scheduled trainings. Encourage people with good ideas to spearhead going forward with their ideas. Although cookies are identified with Girl Scouts it is not all bad. Just add more about activities while advertising cookies.

Michelle Eckhart (Area 10, SU 631 Goldsmith Strathmoor)

Build strong communities among the adult volunteers—encourage meetings! We do not and should not be mailing everything to the leaders. We need to meet and blend to continue to build this community or our volunteer base will disappear. Adults are in Girl Scouts and volunteer to have fun and feel included too.

Create older girl troops for younger girls to “graduate” into as they get older—as a rite of passage. Many of the girls in my troop dropped out between middle and high school because they feel like they have already done it all. Having something to look forward to as a new advanced level of scouting will help to retain our girls into adulthood. Would be good to base these troops around high schools as one of the extracurricular groups girls join as they look to get involved and build their résumé for college.

Training on how to include girls of other cultures where the families and cultures may not want to see their girls or women as leaders of the future. How can we emphasize being strong women without making it seem like we are going against certain cultural practices or traditions?

For GSUSA older girl badges need to emphasize more doing and not so many things that are like schoolwork. There are hardly any badges that can be done at camp for Ambassadors. Even the water badge has a step that encourages reading 200 pages out of a book. This is not what our older girls want to be doing outside of school!

Janet Elmore (Area 2, SU 606)

More representation of all races, ethnicities, and abilities. What makes Girl Scouts different than Boy Scouts? LGBTQ+ acceptance, welcoming trans girls is a huge positive separation from Boy Scouts. We should advertise and spotlight this in our communities.

Regarding older scout retention and sense of belonging, we need to create and advertise the unique opportunities that Girl Scouts can offer—international travel backpacking in the wilderness, the Gold Award. But again

we need leader retention and recruitment to make this happen. We need leader diversity.

Elizabeth Ashford (Area 9)

GSK can create a stronger sense of belonging for all Girl Scouts by acknowledging in groups but not denying our groups. Yes, being similar is important and fun but denying or ignoring our differences is not. Acknowledging differences is important to create a strong sense of belonging. Different activities, sports, pronouns, identities, etc. should be acknowledged and nurtured.

Madison Livers (Area 9)

GSK can create a stronger sense of belonging by promoting diversity amongst the girls and having different portrayed structures for some needs. I also think having more reflection clinics so we can grow and strengthen each others minds.

April Harris (Area 26, SU 791)

Make larger events more tagalong friendly.

Sponsor larger events to attract more girls and adults. We have the girls wanting to join but not the girls to lead. Push for more parent involvement.

If you want to stay at the meeting, get training to help lead. Family events across the council not just in the Louisville.

Sophie Popham, Madison Brown, Bailey Haws, Molly Hoelscher (Area 13, SU 659)

GSK can create a stronger sense of belonging by involving more non-Girl Scouts in activities and encourage them to join Girl Scouts. GSK can also improve badge plans by encouraging more girl led and more engaging activities. Another GSK improvement could be providing more disability accessible activities.

Dee Orendorf (Area 13)

A request was made Friday night for adults available to help when needed. (The example was caving and STEM girls wanted to go, but adults were not “brave” enough.) What about campus Girl Scouts? We have several universities in Louisville where some of our grads will be attending. I’ll bet there are other GS from out of town as well. Additionally, there are girls in other schools and counties in the state. Could we find a way to find a contact or reach out to these young adults and use them as a resource?

Leonor Linares (Area 13, SU Saint Mox)

Match up less affluent troops with more affluent SUs or Areas to provide support and resources. Meet people where they are. Use what you have and do what you can. Facilitate hybrid events to build community for both girls and adults to attend in what way suits them best for each occasion. Larger events that are available cross Areas and SUs. Topic focused council “coffee chats” safe space for discussion. Marketing images should reflect diversity in girls in adults particularly in body diversity not just cute girls.

Mary Sue Ryan (Area 10, SU 632)

A stronger sense of belonging starts for our girls with their adults also feeling that “belonging” that connectedness. Let’s drive to bring our adults together in person and with deliberate purpose.

Bring our SU managers together in person a few times a year

Provide our SU managers with important deliverables for troops to boost the purpose for in person leader meetings

Continue to support and promote leader training weekends which are far more than a series of classes but additionally are awesome networking opportunities.

Have the council support and promote volunteer-led multi-troop programs that also boost belongingness.

Addison Lawson (Area 13, SU Middletown 652)

To take a notice in mental health and learning disorders. Girls need to understand that they are understood that they are welcome with open arms. That it’s OK there are people here to help you. Society says to not show weakness. But weakness makes a person strong. If a person has depression, then they are more likely to understand what others are going through. By showing our weakness, we are able to boost each other up to become stronger. The thing it doesn’t cost money we need to listen to each other. While some adults might think that kids don’t have anxiety, they have nothing to worry about. We do and by learning to communicate and share emotions, and learning healthy ways to work through, then we will become stronger adults, able to be seen as someone to go to.

Alyssa Maxwell (Area 13, SU Middletown 632)

A way we can create a stronger sense of belonging for all Girl Scouts is by creating a safe place for them. Some girls don’t have a safe place at home, so we make sure they feel safe at camp and at troop meetings. It will help them feel like they belong more.

Lisa West (Area 2, SU 608)

We need to increase our visibility in the community, promoting and adding diverse activities to attract girls across-the-board. For older girls especially, we need to be talking about our travel opportunities, get publicity to non-Girl Scouts of the activities of the CSA groups, and other activities that show non-Girl Scouts, why it is cool to be a Girl Scout. We need to let the girls know we are not just cookies and crafts, not just STEM and camp, but a true sisterhood empowering and uplifting each other.

Caryn Weferling (Area 8, SU 617)

Have more large events like Festival of the Arts to create community. See and meet lots of Girl Scouts. See we’re not the only troop around. Encourage girls and adults to wear Girl Scout uniforms to meetings, activities, outings, Area days i.e. school, afterschool activities, grocery stores, and other community locations.

Ehthemoo Po (Area 13, Girl Board Member)

An idea could be to fill out forms to see if their experience was great. After camp activities at the end of their stay.

Be inclusive—verbally, physically, and welcoming. DEI training for everyone.

Gender training

Accurate media representation

More leaders for more Areas with better communication to recruit

Include girls from different low-income communities

If girls or Girl Scouts have friends (might not necessarily be a registered Girl Scout) I think there’d be more exposure/ interest!! Girl Scouts can bring “guests/ plus one” to activities and camps.

Patches included for guest camper or a good friend.

Be mindful about stress anxiety in smaller groups

Do you have to be a Girl Scout to be there that label or pressure is intimidating.

PawSayRoe Po (Area 13)

Make them all feel welcomed by letting them voice their opinions and ideas and actually listen to them and follow through on what you say

More meet ups whether if it’s a small group or just one on one, because some girls don’t feel comfortable with a large group of people.

And I know you’re probably thinking, “aren’t we supposed to help girls be more outgoing and confident?” Yes! But it takes time, you don’t just put a fish you bought from the store right into the water at home, right? You slowly ease it in so they can get adjusted to the new temperature. That’s kind of like the girls, taking things at their pace sometimes help them make progress and even little progress is still progress. They’ll feel more comfortable knowing that they have some control of what happens to them.

Marilyn Shoots, Diana Britt, and Rose Galindo (Area 2, SU 606)

It needs to be more personal: no text, no email. We need more social gatherings. In the past there would be Board members or staff attend SUM meetings for question and answers and or informational time. How are the leaders to feel like they belong if they don’t know you? The girls are the reason we have this organization, but you are the ones responsible for the organization.

While technology is great, we are losing the personal touch with the leaders, girls, and volunteers.

Judie Moore (Area 3, SU 614)

Get girls’ interest ahead of time and have more representatives with knowledge of those interests available at an event or special overnight, special training weekend etc. Shared interest equals shared friendships and creates a sense of belonging.

Michaela Newberry (Area 15, SU 670)

We can provide a safe place for all girls. Help create a good leadership team for the girls. Have enough program for older girls to have fun while also having outlets for them to have leader positions. We also need to make sure that girls know it's OK if a troop is not a good fit; they can swap or make an effort to make a change. We need to reach out to our recently graduated alum and remind them that once they graduate they are not done and can continue to be involved. Once we send those out into the world we just let them fly. We put a great effort into creating girls and then we release them. If we can retain these alums, we will be able to retain older girls and show that Girl Scouts is truly a sisterhood for life.

Stephanie Hair (Area 10, SU 631)

It is very important that we put a focus on older girl activities. It is constantly changing world. A girl may want to attend camp but not participate in all activities. We need to be understanding of this, at resident camp, can't they give them the option to sit out?

Isabel Craycroft (Area 10, SU 631)

Teaching more about different cultures and communities. Helping in more nonprofits.

Being more modern, doing more modernly known things like social media and make it more fun for the kids too. TikTok, Instagram, etc.

Sell more than just cookies. Fundraising could help pay for more activities so that the kids don't. More service volunteers.

Start kids young. When kids start young they have more time to grow and community with their girls and possibly stay longer.

Mia Black (Area 17, SU 727)

GSK can create a stronger sense of belonging by everyone showing respect and teaching girls that everyone is equal in that race, sexuality, religion, or all the above does not matter and that we are all human and bleed the same. Differences between each other makes us stronger group of scouts/women. Differences have taught me lots of things, how to be around different people, how to do things differently, but also make people more educated about those amazing differences.

Isabelle Herndon (Area 17, SU 717)

One way we can make GSK have a stronger sense of belonging is make camps and other events wheelchair accessible and accessible to everyone with different needs.

Cameron Huggins (Area 17, SU 717)

One way we could have a stronger sense of belonging we need to have more opportunities to get in contact with the friends we meet from Girl Scouts. One of the reasons I have stayed in Girl Scouts so long is because of the friends and Girl Scout sisters I've met. We could have more communication between girls; could be in having multiple

area wide large council wide programs whether in person or virtual.

Girl Scouts already has a great way of including and having sense of belonging by following the lines in our Girl Scout Law where it states being friendly and helpful and considerate and caring.

Jayden Boyd (Area 24)

GSK can create a stronger sense of belonging for all Girl Scouts by making sure all troops are getting some of the same opportunities. Different troops have different leaders and may not receive the same opportunities and Girl Scout activities. Some leaders do not give their Scouts the same experiences. My leader is very involved and make sure we get the experience who is joined Girl Scouts to do. I have met many people who have a negative experience with their troops. Their leaders do not get involved and spend Girl Scout money unwisely. This makes us feel valued and we know we will be getting what we joined Girl Scouts to do.

Ronda Taylor (Area 6, SU 698)

You want girls to feel like they belong being a Girl Scout, start by not making it all about cookie sales. No one even knows about fall product which needs serious restructuring! The word 'strong'. What is strong about a temper tantrum of a lawsuit of the word "SCOUTS"? We looked and sounded like stuck up babies! We don't OWN that word! We are the most versatile living creatures on this planet. If the boys can do it, why can't we? Truer words have not been spoken! Encourage girls to try new things, take on adventure, find another way toward accomplishments. Stand their ground and believe in each other as much as they do themselves—nothing is impossible, only not tried! Welcoming girls that are new—it would be events of encouragement, activities girls are interested in today and yesterday but keeping true to tradition and structure! We've lost hardback structure so we've lost traditions.

Sue Griffin (Area 11, SU Auburndale 637)

Start early stressing goals and learning. One example: help them pick one thing they want to learn, be it a skill, an activity or knowledge. And as a troop help each girl attain that goal.

Diana Moore (Area 11, SU Auburndale 637)

From my experience from going to different events, girls of all lifestyles and income status should be given opportunities to attend events. Many troops are low-income troops and not able to attend some of the bigger events that cost more than \$5.00. Girls from low family income troops feel as they get left out and sometimes feel like outsiders because they can't afford as much.

Ann Brian (Area 12, Troop 485)

Belonging and purpose are intertwined. Helping each individual identify and or develop a sense of purpose will help each one understand how they fit within the groups. Girl Scouts is all about developing leadership. Fostering

this in little ways at every opportunity and every event/gathering will help each person develop an expectation of having a role that is important. I've tried to do this by identifying and dividing tasks and delegating to a Girl Scout or pair of Girl Scouts in the troop, and it's worked well. I realize this is a very limited answer to the question. I completely agree with all of the suggestions to build and foster community. Friends inviting friends is a wonderful way to create a sense of belonging.

Jen Walters Petry (Area 12, SU 649)

More opportunities for volunteers to come together in a social network, without being a work or service event. Recruit volunteers in an environment of a reception instead of a formal informational or recruitment centered event. When adults see what the community volunteers looks and feels like, how can I walk away? When you meet and see how amazing our Girl Scout volunteer community (and powerful/and inspiring/and supportive) you absolutely want to be in that club.

When you meet and learn how amazing adult Girl Scouts are and the level of service we give, I think others are inspired and compelled to join.

Kate Blough Area 15 SU 670

What does it mean to belong? We have talked about creating a safe space for everyone and reaching out to the community but the leaders and volunteers have an obligation to lead by example to live by the Girl Scout Law. They may make their own girls belong but if they participate in gossip and talk about the shortcomings of other leaders or volunteer some other troops or Areas, their leadership is showing that not everyone belongs. Communication and inclusivity training for adults should be considered for volunteers. We all fall short of living our values from time to time, but volunteer should spend a little time self-evaluating how their actions supports GSK's mission to create a stronger sense of belong.

Amber Mast (Area 18, SU 726)

Encouraging more groups within Girl Scouts like Pennyroyal Girl Scout Board (PGSB). This could help by creating another space for older girls to gain confidence in community and helping those around them (Girl Scouts and non-Girl Scouts.) I have felt more connected with Girl Scouts during my time in PGSB. We have, in years past, hosted many events open to the public and Girl Scouts. These events have helped me feel right at home with fellow scouts.

Melinda Niemann (Area 12, SU 649)

We need to add a question on the member registration for all Cadettes and higher to provide their email address. We just heard about personal email invitations being sent for surveys. We should be using personal email invitations to all Cadette, Seniors, and Ambassadors for positions like Girl Scout Board members and meeting delegates. We have a Board Development Committee, how is this used to find girl members? Every girl that has shown leadership through a Bronze, Silver, or Gold Award, camp

or program aid training, should be put in a database and personally contacted about applying for delegate and board positions.

Jessie Jones (Area 15, SU 670)

A major way to increase a feeling of belonging in the Scouts is to show some love to our older girls, our CSA's. When we look at marketing and events promoted by the council, they almost always target and feature younger girls, making older Scouts feel like they don't belong or they aren't as welcome because they are too old. This also dissuades older girls from joining scouts to begin with because it creates the image that Girl Scouts is only for little girls. Our older girls felt left out and unwelcome within the community when 9 out of 10 council events and activities are held for Juniors and under, and every poster or media ad they see for their organization only shows Daisies and Brownies.

Leah Niemann (Area 12, SU 649)

I believe one simple way that GSK can create a stronger sense of belonging, as well as draw new girls in, is to promote a teen aimed Instagram. Social media is a large part of Generation Z which allows communities to grow. Personally, I find the current GSK Instagram to target younger preteen girls. Seeing as this age group is not typically the one invested in Instagram, I believe the account would be much more successful if we branded for teens. Many girls will leave GS as they were high school—I saw this in my own troop—and we should be trying all approaches to stop this, changing the Instagram would be one inexpensive and smart time investment.

Melanie Samuels-Black (Area 17, SU 722)

Begin a year or Girl Scout troop with a survey of individualized needs and wants for the young ladies and parent, to be inclusive of all to establish a community of being for the family as a whole. If we have the family we are able to promote a sense of being in a community. That for the betterment of earth, world, country, community. If we empower the girl, we empower the family!

McKenzie Patton (Area 6, SU 698 Nelson County)

GSK can create more opportunities for people who like a wide variety of things like survival and self-defense. There's a stereotype that everyone knows that is all Girl Scouts do is sell cookies. With this stereotype in place, many girls will just look past us Girl Scouts because they don't want to just sell cookies. If we promoted the other things like archery, hiking, and other activities like we promoted cookies, many people would feel more invited and like they belong. This is because we show the other sides of Girl Scouts besides cookies, but promoted it as if it was cookies.

Crystal Amick (Area 15, SU 670 representing Area in their voices)

To make GSK stronger sense of belonging for all girls can be to make sure our first impressions are good and respectful so they are meaningful. Another thing we can

do is make sure everybody is heard and make sure they know they belong. I believe that all Girl Scouts should value everyone's culture and friendships. Another sense of belonging is always to check on each other. The most important I feel is to create a psychologically safe place and every family and friendship should be built on a foundation of trust. I think this will create people to contribute to Girl Scouts to their full potential. Teaming up with other troops/councils to make bonds with different girls in our community.

Jerica Greene (Area 15, SU 670)

As a Girl Scout of color, before I found the troop I'm a part of I felt out of place because there weren't many Girl Scout troops that looked like me. I feel that GSK could reach out to more urban areas to start troops and let BIPOC girls that don't feel they have a place in Girl Scouts see more girls that look like them.

Sarah Lee (Area 15, SU 670)

A strong sense of belonging requires engagement of adult membership. We are more than just your volunteers and pocketbooks. Without your adults, Girl Scouts CANNOT exist. Have gatherings, beyond meetings, for your adults and volunteers. Yes have in person meetings, but if Covid has taught us anything, it should've taught us to be inclusive including those who cannot come in person to a meeting. Long travel costs more time and money from stretched thin parents, as volunteers and adults. Include all members in activities. Have activities and trainings for new members in groups but also adults and children of all ages.

Kate Blough (Area 15, SU 670)

I think that while the council's vision has been to recruit and keep girl members, girls can't get to meetings or camps by themselves. As an adult, I have found a family in the Scouting community and my children have grown up and will continue because of the adult friendships that they see I have. I would love to see more events such as coffee dates in all of our areas where trainers and other adults can get together and share in that friendship, and also get answers and be helped by council members, trainers, and SU staff.

More family events can possibly allow family networking with volunteers and encourage them to feel like their role as parents is just as important as the girls and volunteers.

Dixie Hurt (Area 16)

We should have more ways throughout the year to be in fellowship with other Girl Scouts. We could have campouts of different themes every other month. This could be used to get to know other girls from different Areas better. We could also find more ways to bring girls with different financial background together.

Crystal Randolph (Area 16, SU 704)

A way that GSK could make a stronger sense of belonging for all Girl Scouts is to hold monthly meetings at a different camp with themes to get to know our fellow Girl Scouts.

A sense of belonging is all about the acceptance factor, to make a stronger sense of belonging within the Girl Scout program is to be able to make everyone welcome. And the financial aid that is needed to purchase items for the girl's group.

Katina Barbee (Area 9)

Missions that focus goals with troops in all schools will reach more girls. Other opportunities could include with camping that invites (even if not registered) girls to camp. Bring them in to feel like they belong. Perhaps encourage neighborhood associations, councils, etc. to allow or encourage memberships!

Viewing Girl Scouts as a way of helping the local community. Viewing Girl Scouts as a way to obtain corporate sponsorships.

Lynk (Kristen Riney) (SU 631, Area 10)

Topics you will be addressing: Pronouns LGBTQ+ acceptance. Hi my name is Lynk Riney some of you know me by Kristen. I am a transgender boy in troop 721. Some things Girl Scouts can do to create a stronger sense of belonging for all Girl Scouts is to be more open and accepting to the LGBTQ+ community. Last summer at resident camp, they asked my pronouns and I felt completely accepted. I went to camp after and that wasn't the case. I wanted to talk openly about who I am and I felt I could not. I think the training resident camp staff received should be given across-the-board. It should be available for all adults, leaders etc. We want to feel comfortable, in order for that to happen, adults have to be comfortable.

Jennifer Riney (Area 10, SU 631)

Topic you will be addressing: Cookie prizes. Time after time we have been offered cookie prizes that girls choose and were not available. For example we chose a lunch and limo ride two years ago, and then we're told we could not get that prize. We had to take a gift card. Last year we were told we could choose a cave tour, and we're never able to get it. It's the next year and we are still waiting on a prize. Girls get excited and then disappointed because the things that promise do not come through. They work hard earning the council money and are let down time again. Please follow through, do the best you can to keep your word just as we are trying to do.

Marty Woelfel (Area 10, National Delegate, SU 631/632)

We need to renew building and rebuilding a sense of community among our adult members. Every new leader needs to be introduced to a special Girl Scout "friend" as soon as possible. This friend's job is just that—be a human face to Girl Scouts. No training required! Furthermore council decisions need always to consider community building as an important outcome, not just efficiency or ease. Unfortunately, even before Covid, our council lost sight of the importance of making people feel like they belong to a community. Decisions to delay introducing a new leader to her SUM until after a bunch of impersonal online training videos. Decisions to email

and mail materials of all sorts, leaving it hard for SUMs to have a good excuse and actually see local leaders and give them stuff. Am I against using technology? Oh no, but we must make community building a priority, not an afterthought. None of these decisions intended to break down community, but community building was simply not considered, and we lost community as an unintended consequence.

Leslie Kulig (Area 6, SU Nelson County 698/Amy Keeling-Walton, Leader)

A large hyped up state wide event for Girl Scouts with good music and great speakers and a large venue. Think church camp worship service. This would be an opportunity to promote highest awards among older scouts. Reach out to sororities who have Girl Scouts as their philanthropy.

Have those sororities showcase a troop a month. The sororities could interview to members and present a troop showcase video to post on their and Girl Scouts social media counts.

Debbie Hoelscher (Area 13, SU 659)

For the past 3 years, the sense of belonging to GS has been lost, primarily due to Covid. I've lost so many troops disbanding, saying they lost their heart, desire, passion for GS due to Covid, and the lack of meeting in person and then their girls have found other things to do. Many of those leaders have used Covid as an excuse because they've continued to meet in person, socially with their neighbors, friends, activities, church etc. The troops that continued to meet via Zoom when Covid was bad, and then in person as soon as they could, are the troops that thrived and have continued to grow their troops and the girls have loved it.

One of the KEY ways to have a strong sense of belonging is to be a part of their troop, to meet in person, to have activities available to register and attend. Coming together to "do stuff" is engaging for the girls and helps them feel connected. At Council level, continue to set up those activities, whether badge related or just fun! Having some wider/larger activities to that can be low-cost like a GS field day event, could be done by Areas, SUs and or council movie night (drive-in movie.) For 1000's to attend and could have a sing-along during pre-movie time. Council level activities that also can earn a badge is great too. Have CSA group like southern Indiana has. It wouldn't have to be to where there is monthly activities but quarterly CSA events. Would love to find a way to coordinate having some of the CSA events get scheduled.

Build our leaders up by giving them support, especially by having mentors is important. Many of my leaders say they felt lost and struggled with how to lead a badge or meeting, what to do etc. When they got mentored they had confidence and became stronger leaders, which then help their girls feel connected to GS and the troop continues to live and breathe and grow.

Aislin Hair, (Service Unit 631, Area 10, Troop 721)

I wanted to talk to you today about pronouns and gender. To me gender fluid means I might be female one day and male the next. I do not fit in one easy box. Since I am gender fluid, my pronouns can change often. I will go by the pronoun that fits me best each day. If this is confusing to you, imagine what it's like being someone like me. That statement can be taken a number of ways. There is a solution for those that go to a camp. My stay there last year was extraordinary. The staff were so caring and understanding about the subject matters, that I felt very safe and respected in their care. They gave me the confidence I needed to be comfortable in my own skin. And that is the point to this entire speech. I would very much like to see more trainings like the one received by those staff across the entire spectrum of Girl Scouts. I'm here today to tell you that I am not the only one. I am one of many. Each of our stories, unique. We are here. And the time is now to have this conversation. Period. And include us in it.

DISCUSSION TOPIC #2

What must GSK do in the next 2 years to make the GSK Vision come alive?

The following spoke at the meeting:

Laura Sanders (Area 13, Troop 733/658)

Membership is huge! I feel we have done a good job—continue recruitment with expansion into work places. Look to addressing to volunteers—the kids will follow with parent encouragement. Example: Humana, Kroger.

Velma Vaughan (Area 13, Troop 658, Westport SU)

Need to promote Gold Awardees and their projects in the news and to the public. These girls are amazing and we need to let the world know. I believe this will encourage more interest.

Michelle Eckhart (Area 10, Troop 96)

Make sure camp properties are in good/great working condition at all times. In recent visits to camp properties we have found broken archery equipment, dirty cooking equipment (or broken or in very poor shape), dirty mattresses, tents with holes or missing ties, downed trees on/near activities, and so on. While I know this requires funds, it still is vitally important to an enjoyable camp experience.

While technology has become an essential and beneficial part of our world, we should not be using it for everything. We need to make sure we are not losing the personal touch with communications with our leaders and girls.

Janet Elmore (Area 2, SU 606)

Focusing on leader retention will have a positive impact on girls in our organization. Leaders are constantly asked to give more; more time, more effort, and more monetary donations. Forming committees or subcommittees to investigate how we can retain current leaders and gather new leaders to share the load of helping to lead girls to

their full potential.

April Harris (Area 26, Troop 791)

Provide inclusion training to leaders. This can be by Zoom or an online training video. Respecting the changing demographic of our society and not make the girls feel different if they choose to change their previous their pronouns or go by a different name, “deadnaming.” Someone after they express their feelings about it is not good for the Girl Scouts.

Provide an opportunity to leaders to be trained to be able to handle any girls with autism or any other disabilities.

Maybe decide to let any other parents know that there may be girls in the troop that may have a disability.

There are too many gatekeepers who do not want the programming to change. This is holding us back.

Make badge work more streamlined and less like homework. Older girls do not have to do tons of work at school then come to a troop meeting doing more work.

Sophie Popham, Madison Brown, Bailey Haws, Molly Hoelscher (Area 13, Service Unit 659)

GSK must improve advertisement and encourage more volunteer training for dedicated and committed volunteers. Also, providing more recognition for deserving leaders and volunteers would highly improve engagement within the Girl Scout community.

Leonor Linares (Area 13, St Mox)

Focus on public relations in addition and separate for marketing in fundraising. Life skill Council wide events for older girls such as car maintenance, managing her finances, basic cooking including food prepping.

Marilyn Shoots, Diana Britt, and Rose Galindo (Area 2, Service Unit 606)

In looking up the word “optimize” it means making something the best it can be. A.) Volunteers: more training with opportunities in person. Use their talents at council. Many leaders don’t know about all the programs council has to offer. Council needs to spend more time with the volunteers, and get to know them. B.) Staff: We need to spend less time complaining about the staff and praise them more. Don’t overwhelm the staff with so many responsibilities and let the volunteers help to lighten the load. C.) Properties: We need to have more council run camping activities other than day camps or camporees. Thereby letting the leaders spend time with the girls without having to prepare food or getting supplies. We need to do these camps every three or four months. We could charge each troop a small fee to defray the cost. Leaders would be stress-free only needing to get the girls to camp. It is time consuming for leaders who work full-time and have families. D.) Technology: it has its usefulness, but again we are lacking the personal touch. Many of the volunteers today are not qualified to teach the four areas of the stem program. Which stand for science, technology, engineering, and math. Council

would need to help provide those people that are qualified to teach in those areas. We need to work on these four areas in order to fulfill your strategic vision.

Brandy Schaefer (Area 8, Service Unit 617)

Outside of Girl Scouts, I personally volunteer with a couple of different nonprofits. Through those organizations I’ve seen some of the wonderful ways our Girl Scouts are giving back to the local community. As we all know, serving and helping others is one of the most rewarding and fulfilling things we can do. I would love to see more organized community service initiatives, in order to make our organization more known to the community at large. Separately, we can do many small things, but together, we can be even more impactful. I believe this would make our organization more attractive to a wide variety of girls, volunteers and donors.

Katina Barbee (Area 9, Service Unit 629)

Be visible! Cost might be more

Girl Scout technology app—happenings, training, calendars, connections. Link to social media.

Continued calls to former leaders, former Girl Scouts

“Representation matters” diversity, age, and race. Share stories, hear voices of others, marketing campaign, family events at large events too, in community Areas, clubhouse etc. neighborhood block parties.

New program: mandatory troop swap, something to energize the Areas all girls all ages.

Alyssa Maxwell (Area 13, Service Unit Middletown 632)

To make our vision come alive, we need to make it known to all girls that they have opportunities where they can use the properties and grow more in leadership. They also need to know when they graduate they can still be a part of Girl Scouts. They can be a volunteer or leader.

Faith Conner (Area 25, Service Unit 772)

Girl Scouts of Kentuckiana should work toward making activities more available for disabled girls. My younger sister struggles to hear from her right ear, this makes some activities difficult for her. If the Girl Scout troops of Kentucky can work toward including more special-needs programs, more girls would feel more welcome to join Girl Scouts.

Madison Livers (Area 9)

What the Girl Scouts of Kentuckiana can do would be start holding bigger promoting events. Also using an excuse to let people know our mission statement and also living by it every chance we get. We could also maybe start having meetings in public and open to the people. So if someone may seem interested they could sit in.

Elizabeth Ashford (Area 9)

GSK in the next two years can focus on building community that is accepting and engaging always. The fun in our vision will not come without comfortability. When girls feel comfortable and affirmed, they feel

free to have fun and open to new information. Relevant training will also enhance a GSK strategic vision. Relevant training has everything to do with DEI. Inclusion training engages volunteers and staff and what girls are doing and discovering right now. The vision of GSK is to provide a great experience, and I think these are ways to do that.

Lisa West (Area 2, Service Unit 608)

We need to find ways to get volunteers in all walks, especially in underserved communities both rural and urban. We cannot just rely on parents. Young adults, professionals, retired persons are some of the possibilities and we need to reach out to them to get volunteers. We need to provide training and support for retention, perhaps finding sponsors willing to fund troops or girls in impoverished areas. We need to relate programs to fit the areas where we are trying to increase memberships. What works to attract girls in Metro does not necessarily work in a Cleveland and vice versa. We need more opportunities for troops to meet troops from other areas. The more different girls they meet, the more they will learn that their differences can be celebrated not feared. I would also like to see more community in our Areas and SU. We need to have a list of members in the Area so we know who community is and how to reach them. We used to have that; we need to bring it back.

Katy Netherton (Area 8, Service Unit 617)

Offer fun patches for community works/activities that the girls perform. Publicize the girls' community service. Get the message out to the wider community—don't limit sending message to just Girl Scout community.

More open/free events.

Over the past couple of years, the volunteer/staff partnership has changed for the good. Keep that up.

Stop re-branding/keep things consistent so people recognize the GS brand. Stick with our values.

Improve the public image—see more things we do beyond cookies.

GS has become political—or the public opinion feels that is what it has become. This turns people off from Girl Scouts.

Stephanie Hair (Area 10, Service Unit 631)

Get camp info to everyone. Have Council reach out to girls that get help with membership to see if they know we offer help with camp.

Kerry Morris (Area 13, Service Unit 652)

We are encouraged to grow our troop size. However most program opportunities are limited a small groups—typically 12 girls. To make our vision come alive or fun, we need to offer a variety of ways a variety of troop sizes.

Kate Blough (Area 15, Service Unit 670)

GSK can assist troops get their service projects, Bronze, Silver, and Gold Award projects out in the media. Local news, papers and radio stations should have partnerships

with GSK, so on a regular basis the words “The Girl Scouts did...this weekend.” are heard. GSK could also host citywide service projects. We've had this in the past, so whatever GSK is doing in the future, the community at large should know about it in addition to the Girl Scout troops. I hate having to explain to my friend at the Girl Scout she saw on TV who just earned their Eagle award was not a Girl Scout.

Revamp the media Scouts.

Michaela Newberry (Area 15, Service Unit 670)

We need to make accessing the online content easier. We have a website designer badge. Our Senior Girl Scouts learn how to do this, but we cannot? Perhaps we could open a forum or contest for the girls to submit ideas from this badge. If we are a girl lead organization, let's be girl lead.

Spread surveys asking girls and leaders what events we want ran by Council. Every year, we receive the yearly activity book and many of them are the same activity run over and over again. Is there any way we can use a more similar online portal for fall product as eBudde? We have had some issues due to them being two separate/completely different systems. In the world that is so digitized, there's no reason why we cannot catch up.

Karen Smallwood (Area 14, Service Unit Okolona/NB)

As a former volunteer, then staff person, and now back into the volunteer position, I am very disappointed in seeing the report that 49% of our revenue and public support is from product sales. Over the next few years it would benefit all if we could grow a different avenue for revenue instead of depending on our girls/troops to raise the funds to support our council. Cookies will be cookies and always bring in revenue, but it would mean so much if we could cultivate more and meaningful revenue from some big businesses, contributors and let the girls/troops to participate in the fun part of Girl Scouting.

Katy Netherton (Area 8, Service Unit 617)

When girls choose a college, tell GSK where they are going and GSK can connect them to the new Council, to help them open the door for the next level.

Laura Bache (Area 13, SU 659)

As we have seen today we have set strategies to progress forward in Areas like budgets and membership by analyzing past data. I ask you why we do not carry the strategy of analyzing the past to move forward, when we are addressing the other more humanitarian aspects of our vision statement. We should continue to remember and learn from Juliette Gordon Low in her vision for Girl Scouts. When I went to Savannah in 2019, my spark for Girl Scouting was ignited brighter than ever before when learning about Juliet's avant-garde vision for the future of girls and a message she employed to build community, include all girls, and strengthen the individual girls. I propose just as we discussed past statistical data to move forward as a business, we should also be discussing

our history so we can move forward as a progressive community just as Juliette Gordon Low intended. Thank you for an amazing 13 years.

Isabel Craycroft (Area 10, Service Unit 631)

Just like swap time we would have an activity including how to respect other cultures and communities, as well as sharing people's personal experiences with their culture/communities.

Maybe making more patches to be earned for volunteering at certain nonprofits.

Starting a TikTok or Instagram that shows how fun camp and other Girl Scout activities can be. Maybe doing trends like popular dances or songs and girls personal experience in camp (with permission of course).

Lots of other things that could be sold have much better profit than cookies, which could help make certain activities more accessible for more people.

We could offer service hours for volunteer work.

We could make a patch to go to elementary schools and show how fun Girl Scouts is to the younger girls, hopefully get more girls interested in Girl Scouts.

Gracelyn Boca (Area 17, Service Unit 717)

GSK must provide more of a promotion other than cookies. Whenever I say I have something to do with Girl Scouts multiple girls say I would love to join, but all I see Girl Scouts do is sell cookies, or what's the point joining if it only does girly things? All of us know that is not true. We need to provide more of an opportunity for these girls to see our potential. Without girls we can't have a vision.

GSK can help form a sense of belonging by respecting pronouns, providing open opportunities for girls to discuss controversial topics safely, and address and help those with mental disorders. All these topics including LGBTQ+, race, and disorders aren't explored, so Girl Scouts can't understand how to respect and address the situations.

Isabelle Herndon (Area 17, Service Unit 717)

We can make our vision come alive by advertising that Girl Scouts does not have to be expensive, and we can find and make funds for the less fortunate girls wanting to join scouts.

Jessie Jones (Area 15, SU 670)

Offer more events for leaders to connect and learn how to start badge/journeys with troops. Being a new leader, I have struggled with where to start or how to really teach some of the badges.

Need a better website to put all our sites on one easy site. Have 20 different webpages to find what we need is difficult. Everything needs to work together and navigate easier.

Look at more cost effective ways for items and events for troops. When we only get \$.70/box of cookies is not fair for our girls that work tirelessly over the 5 months of

cookie season to have to sell 500 boxes for a t-shirt. But also, that small proceeds will only fund their uniform pretty much. Not fair for girls, parents, and leaders that spend so much time and energy into an item to really not see anything out of for the troop.

Heaven Montgomery (Area 15, Service Unit 670)

To bring our vision to life we need to show people we are more than cookies! When my friends heard I was coming to annual meeting they all said, "You're still selling cookies?" When we are so much more than that. We are family! We are the adventure courses, fundraising, camps etc. But that is all stuff we don't advertise, so no one knows! I feel if we have a booths showing all we do, the financial support that is available, then we will be able to catch the eyes of both girls and parents.

Ann Brian (Area 12, Troop 485)

Identify barriers and address them. These include not only transportation and finances, but perceptions about GS that are negative. There is a wide variety of cultures among troops, and they are not all inviting to new girls. Even though they know may not realize this! We need to hear short negative experiences and offer corrective experiences so that everyone finds a good fit. We need to personally invite graduating seniors to continue to be involved and help them connect in meaningful ways. They need to know they are still needed and valued.

Charlotte Peake (Area 12, Service Unit 649 Highlands Audubon)

I totally support the program goals of selling Girl Scout Cookies, but both my co-leader and I commented that starting the digital sale in December even before we knew of the month delay that would occur, it's taking too much of the year, nearly 6 months, to be dealing with cookies. Both of us prefer the days when the cookie sale began after the New Year. For both digital and in person. We hope that this can be taken into consideration next year. Also, too many weekends to sell them after it is not a plus. Maybe it needs to be more of a blitz sale. Do it and get done. Then we will not be known so much for only selling cookies. Thank you. Girl Scouts is so much more.

Melinda Niemann (Area 12, SU 649)

Once girls go to high school they become busier. I only have five girls and trying to have troop meetings on their schedule. As a Senior troop leader, I would be willing to lead 2 Senior/Ambassador meetings at headquarters every month open to all S/A girls. If other leaders were willing to do this we would have any available meetings for girls to attend and stay active. Older girls like to be part of larger group so they can meet others.

Diana Moore (Area 11, Service Unit Auburndale)

Make all girls from all lifestyles feel welcome. More recruitment in schools especially in Jefferson County Public schools and in the Catholic school system. Specifically at parent recruitment events. At a lot of girl recruitment assemblies, no parents attend, and we rely

on young girls to relay the info to parents which gets messed up by the time parents hear from their small children. Also target tagalongs who are pre-K. Many pre-K students go to school with Girl Scouts. Pre-K is in school. They could be part of the Daisy program. Brownies is three years so why not Daisy so they're mainstreamed in schools too.

Danyelle Huffman (Area 23, Service Unit 755)

Recreate leaders in Areas where there aren't troops for girls in the Areas. Have representatives from GSK go to schools and recruit girls from there. Have events that girls talk about their experiences and other GS has helped them to show how GS actually is.

Jayden Boyd (Area 24)

GSK need to advertise to girls more efficiently, get more involved in school, and Girl Scouts should get more out of their work to be able to experience more. GSK advertises very little in my Area and it is all word-of-mouth. We need to get it more well-known and target various ways to make it clear that everyone is welcome. GSK could talk to school boards and get kids more involved with the environment. This can lead to a passion for the environment and to join GSK. Only some schools briefly mention Earth Day, especially the older you get. Girl Scouts only gets \$.80 per \$5.00 box. I feel we should get at least \$1.00. We stand in the cold every year and muster up the courage to approach strangers to make money for GSK. We spent a lot of time during cookie season and get a little out of it. If we got a bit more out of it we could work harder for better rewards and be able to have new experiences. The more we bring in, the more our troop leader can afford to take us to camp and activities. Our troops get a lot more than others, but she pays a lot out-of-pocket and others can't afford to do this, so they miss out on much more than we do. We also should have different expectations for Girl Scouts that live in different Areas. A small town Girl Scout brings in a lot less cookie sales than a city Girl Scout would. Small town has to work a lot harder to find people who have already been hit by other troops. This means we get smaller prizes and less activities even though it isn't our fault and we can't do anything about it.

Anglia Pentecost (Area 19, Service Unit 735)

When the girl Board delegate/member program is created, will those be also awarded lifetime memberships upon graduation? We need cookie incentive awards for rural areas as well as city. Rural areas cannot compete with the city areas top sellers. We (Beth and I) would be willing to host badge earning events in our Area with help from Council. Supplying materials needed.

No name given.

Move. Write the vision and make it plain. As we have the girls to take action. Move.

Dixie Hurt (Area 16, Service Unit 703)

For the financial backgrounds we could find ways to let

girls know that we should always be grateful for what we have. We could also find ways to publicize scouterships. To become more acquainted with other girls, we could find ways to get multiple counties together for camp outs, community service, or other things. I'm honestly more worried about financial diversity and less worried about racial diversity because we already have racial diversity but, there are too many girls out there that feel like they can never be more where than they come from. This isn't right and if we can fix it we should.

Jada Brannon (Area 17)

GSK should do more activities so that girls can start getting to know each other more. Troops should start getting out and doing more than just making cookie sales. Maybe girls could start going to schools, stores and more and start troops trying to get younger and older girls to join troops. Girls aren't the only ones, adult should go out and find others to start helping out and maybe even volunteer events. Girls coming together and becoming basically family is helping the vision come true. All anyone wants is for girls to be able to branch out and doing more with troops and adults helping them do that. Some think Girl Scouts is just girls camping and selling cookies, but if we could get people together it would show others why we do what we do and maybe even then our vision of others seeing the change we are trying to make is more than just sitting by campfire, making s'mores and singing songs.

Mia Black (Area 17, Service Unit 722)

Girl Scouts of Kentuckiana must take action like planning that big troop, girls can learn to persevere, overcome challenges and obstacles, take action project, and reach their goals. Girls need to discover, Connect, and take action. This leadership experience engages girls and in becoming leaders through the three leadership keys. Taking these actions will make changes and make this vision alive.

Samantha (Area 11, Service Unit 640)

Everyone knows that younger girls have fun coloring, crafting and just being silly. However older girls do too. Leadership is a large part of GS, however we are not yet adults. We still want to have fun, be silly and craft just on a different level. TikTok is a great example of fun for teens. Hands-on learning is great for crafting. Examples are building things, or making useful items such as learn screen printing, learn different careers as cosmetology, welding, car maintenance etc. You can learn in more ways by doing and viewing and not just reading and reporting.

Sandra Mullikin (Area 18, Service Unit 726)

Create more programs that are equally accessible to all. For example, programs that are wheelchair accessible to all. Also create camping areas that have ramps, level ground instead of gravel etc. Reach out to other girls and create an emphasis on scouting for life. Include other girls and more adult activities to make this transition easier. More troop games and activities planned by council supervised by troop leaders. Also, encourage "bring a

friend to camp”.

Lanina Taylor (Area 6, Service Unit 698, Nelson County)

Most people when they hear, “Girl Scouts” they only think about the cookies we sell, but we know Girl Scouts is much more than the cookies we sell. Girl Scouts of Kentuckiana must spread the word to the world that Girl Scouts are striving to make the world a better place. That we are striving to become the characteristics of the Law and Promise. We want to be a helping hand to all. Personally, I want to be more and do more but being labeled by just “Girl Scout Cookies” allows others to believe that all we do is sell cookies. I also think revamping social media for the older girls is a great idea. Personally, I see so many negative things on social media, but if Girl Scouts spreads positivity it would help make the world a better place.

Amber Huggins (Area 17, Service Unit 717 Logan/Simpson)

We must change the perception that many have, that GS is about cookies. As troop, SU, Area and Council, we don’t do the best job of tooting own horns about our accomplishments. How do you expect more girls to participate in our older girl activities, top cookie/NIT/candy and the highest towards projects if we don’t celebrate them? Other Councils put their higher awardees in the media and don’t just leave it up to the leader or SUM to do it. Why don’t we use our social media outlets, newsletters, emails etc. to recognize our top nut/candy and cookies sellers? They work hard and set good examples for their fellow Girl Scouts. Invest in older girls to train them to be delegates. Teach about opportunities—trainers, future leaders, what is a higher award. Onboard new parents and girls to Girl Scouts to retain them. Toot our own horn about accomplishments internally and externally celebrate them. Other nonprofits have large convention/event/banquets to recognize accomplishments, we need to do something similar.

Lanina Taylor (Area 6, Service Unit 698 Nelson County)

GSK can create a stronger sense of belonging for all Girl Scouts by showing them that no matter their race, size, or beauty that they can achieve so much, and feel so loved by being a Girl Scout. By showing them they are not being judged they will feel like they matter. Also showing them that no matter their age, their opinions do have importance. Girls and women uplifting other girls and women is what I believe will give Girl Scouts a stronger sense of belonging. I’ve grown up with such diversity, and I think diversity is a great opportunity to have. We are all different and unique. I believe we should embrace our differences rather than feeling like we have to hide behind the walls we’ve built.

McKenzie Patton (Area 6, Service Unit 698)

Girl Scouts of Kentuckiana needs to branch away from the idea of cookies. To invite more girls and have a positive outcome, we need to branch out about what we do more than just sell cookies. We have people go to school and

introduce scouting to them and tell them about everything we do. The issue lies on when they leave school, the kids may not remember and the only time most people here about us is during cookie season. After that we fall off the radar. If we promote everything we do around that we could have more volunteers, members and staff. Having more people that is more funding opportunities allowing a more positive outcome.

Ronda Taylor (Area 6, Service Unit 698/Heartland)

It’s funny, CEO Maggie spoke today about chatting with non-Girl Scout families about why they aren’t in Girl Scouts. Comments were, “I know about Girl Scout Cookies but not anything else.” That’s all the public sees. It’s all the sale of cookies. All advertising is Girl Scout selling cookies why are we not advertising our girl Gold Award projects? Their volunteer work? Their adventures outside scouting? We have Girl Scout Cookie creamer of off-brand cookies and ice cream and more! My girl volunteers more than they camp—they walk in our local Christmas parade, Veterans Day flag posting, visit nursing homes, put Thanksgiving boxes for the needed, work at local food bank. We send info on these activities to the local paper but they still get approached with, “Do you have any cookies? Oh we love your cookies.” My personal favorite, “Did you make these yourselves isn’t that the point so you can learn to cook?”

Madison Newberry Area 15 Service Unit 670

I recently learned about campus Girl Scout clubs. I am a college student at IUS, and I plan on starting one of these clubs next year. I’ve never heard of these clubs before just recently. This is a great way to recruit more young volunteers who’ve never been involved in Girl Scouts and keep young alums involved. We need to make sure that Senior and Ambassador Girl Scouts know to either look for a Campus Girl Scout club at the college of choice or use their leadership skills they learned as a girl to start one of their own. This will not only create more volunteers and help retain and recruit new older girls, but it will help younger girls know that they can be a Girl Scout for life. You do not need to be a mom in order to lead Girl Scouts. Many college students believe that the only way to continue to be involved is to be a camp counselor. We want to show them that this is not the case; you’re welcome and wanted.

Elizabeth Satterly (Area 13, Girl Board Member)

Work on engaging with the differences between people. Kind of relating to question one make sure everyone is involved and feel like they belong implementing ideas shared here today. Continue with optimizing volunteers. I feel like there are programs in place now, but continue with it.

Volunteers really make or break a lot of the organization, so strategizing on ways to optimize them helps with the vision. Optimizing technology: utilizing the technology and resources with technology that we have available. Get Senior/Ambassador email addresses to get info directly to

the girls.

Get Instagram for GSK older girls but have a better name.

Ethmoo Po (Area 13, Girl Board Member)

Media—communicate! Open and clear. Email! Mailing/ social media can be more active online for recruitment or advertising this age group uses current technology not as much print of material. Use local girls in “correct uniforms” not talent agencies. Posting more authentic pics from camps trips—get people who were there—share pics—better advertisement for older girls in high school.

Sarah Lee (Area 15, Service Unit 670)

We need to improve Ambassador engagement, often times there are so little we are stuck with children a lot of activities. We also need to advertise Girl Scouts to more poor children, often times they don't know scouting to be an option believing it to be expensive. Consider the cost of middle income families who do not qualify for financial aid but do not have as much disposable income as high income or businesses. Would love to see a resident camp for older girls that is not a counselor in training. Our older girls deserve to be fun campers too. Include new and established leaders with fun not just training focused activities too.

Stop paper mailers asking for money! We are funding our activities and badges and uniforms—ask companies and corporations who have funds to spare. Have activities big and small for troops, units, and communities that connect your girls and adults to each other and their world. I still remember some of the activities my troop did with Festival of the Arts as a child. Connecting to Area businesses and activities would be impactful. Work with activities like NASP (National Archery in Schools Program) to promote our programs and our girls allow them to thrive.

Vickie Kemp (Area 17 Logan/Simpson)

Fundraising by volunteers is crucial—agreed! However, our adult volunteers are overwhelmed with magazine sales, candy sales, cookie sales, recruiting, training, leading groups of girls, etc. etc.

While these much appreciated volunteers may also be willing to donate to campaigns throughout the year, they should not be asked to spearhead fundraising campaigns for gravel or mowing equipment, that should be spearheaded by staff. Although as volunteers, we realize how gravel and mowers ultimately benefit the girls, it's tough to sell that reasoning to the general public when asking for donations.

Amy Pooler (Area 10, Spencer County)

We need better resources for badges and journeys. I spend most of my time searching Pinterest and other council websites for badge and journey ideas. I live in a rural area and some of the GSUSA badge ideas are not feasible. I've also bought badge in a bag from websites. Maybe we could do something like this to help leaders. The new troop Daisy and Brownie boxes are great, but what

about troops that are already established. Girls want fun activities not schoolwork.

Volunteer Toolkit is not very friendly to our leaders.

Marty Woelfel (Area 10, National Delegate, Service Unit 631 and 632)

We must fully implement partnerships between staff and volunteers. I'm so pleased that both are CEO and Board Chair are absolutely committed to this concept and their work on this area certainly shows. That said, more work needs to happen. There are pockets of operations of our Council where partnerships are simply not occurring or are only given lip service. We need to find out why and take steps to correct. Partnership requires negotiation between partners. Both our volunteers and staff need guidance on what good partnerships look like and how to unlock our full power to change the world, one girl at a time and implement some of the ideas presented today. Let's do this!

Leslie Kulig (Area 6, Service Unit Nelson County 698)

GSK provides the Girl Scout leadership experience and relevant, fulfilling and fun ways. Most of the journeys are too much like school. It is not motivating or exciting for the girls to do more school type work when they've already been doing school for seven hours a day. We do a journey because we have to in order to be eligible to earn highest awards. If it were not a prerequisite, we would not do them. I do appreciate the addition of the outdoor journeys. We grow our membership and resources by optimizing volunteer/staff, properties, technology, to ensure we have positive outcomes for girls. eBudde provides information needed to accurately maintain records, however, some of the functions are not intuitive; for example the girl order page field on top right of page is where you can separate initial orders from subsequent orders and get details about subsequent orders. I mean why would I think to look in a drop-down box with no title? So we need anybody to be a little more user-friendly especially in the light of increased online orders.

Crystal Amick (Area 15, Service Unit 670)

In the next two years GSK can make sure that everyone is welcome to the GS community to make our vision come alive. Another thing is making sure we choose positive passionate and caring leaders who live by the Girl Scout Law and will show others what it means to do this as a whole—and how to live by it. We can create more diverse programs and trips; learning about other people and things like cultures. We need to be fully engaged with other people because it builds friendships that can last a lifetime. As a leader I agree the leaders have to make the vision come alive and in my opinion the leaders are the backbone of Girl Scouts.

Jessica Sanders (Area 16, Troop 205, Service Unit 703)

I believe we should let girls in troops meet with other troops. Personally, my troop has six girls. I'm the newest and I love hanging out with these girls, but I believe meeting more girls my age would help this vision, us girls

only see our troop. We know we will always belong in our troop, but meeting more girls more often can't hurt. We see girls all the time at camp, but we have so many differences between troops and our vision states we are an organization. Differences among people who are present, welcome, and fully engaged. Let us learn about these differences and welcome them from a different troops. Thank you.

Sarah Hurt (Area 16, Service Unit 703, Troop 205)

I believe that a way to help the vision come to life for each troop and unit is for each and every one of them to stand up for what they believe in. I myself have had multiple struggles fighting for what I think is right. It shouldn't matter who or who does not agree. Every girl has an opinion and every girl should have the opportunity to express themselves. This will not only help the vision come alive but it will also help non-Girl Scouts to further understand what we do. So please keep in mind there may be millions, but it only takes one.

Elizabeth Smith (Area 19, Service Unit 735)

Making training in other places besides Louisville or on Louisville time. Us working leaders who are over two hours away and on central time. We don't have the same opportunities as those closer to Louisville. We have camps all over the state that can be utilized more. Information meetings can be scheduled. Training and learning opportunities to our leaders, co-leaders, volunteers is a must. If our leaders don't know how something works or how it's supposed to be done, how are they supposed to teach the girls. You have old school members, who tell us we can't do something, then we find out later that was wrong. We need a leader and co-leader rule book training manual. When myself and our troop leader started, and took over the troop, we were completely lost on the rules. When GSK sees they have new leaders, there should automatically be someone contacting them from GSK, not wait 2 1/2 years to contact them. Also, each year GSK lists the top cookie sellers from the previous year. Do you know who or where the majority of the top sellers are from? It's in big metro areas. You need to have different categories of sales by area populations or something like that. The girls who live in a rural county that doesn't have the same population as one major city in Kentucky. These girls in rural areas feel like their hard work isn't being appreciated by GSK. We need more training for volunteers that are outside of Louisville. We are all not the same time zone. We are working parents and grandparents. Feels like it's an "oh well maybe next time you can make it".

Kaileigh Nenoff (Area 26, Service Unit 791)

In the military community we have a chain of contacts. We need this to give be given to all leaders so they know who to contact or who may help. But also we have what we call key callers to contact the people under them to check in. It will include everyone's, name, phone number, email, and troop level. Of course this is very sloppy but gives you an idea of my thoughts

BOARD CHAIR REPORT

How many people here were at Camp Pennyroyal last night? (Approximately 1/2 raise hands). How many have never been to Camp Pennyroyal? (Approximately 1/10 raise hands) Each of our camps is unique in some ways. Do you know something that makes Camp Pennyroyal unique? (Several people call out "Jellyfish!") You're right!! The lake at Camp Pennyroyal is full of nonstinging freshwater jellyfish...especially in August. How many people here have seen the jellyfish in the lake? (Approximately 1/10 raise hands. How many have held them in their hands? (Same # raise hands). Oh, those are the same people who said they have seen them! (Audience laughs).

They also date back 600 million years. Before there were dinosaurs or even trees, there were jellyfish. They have no brain, no bones, no blood and no heart, but they have survived. They are also dependent upon us to not mess up the balance in the eco-system they need to survive.

Jellyfish are delicate, mysterious, beautiful, and resilient. Once you've seen them and held one, you naturally want to help them.

So it is with Girl Scouts. Girls can be delicate, mysterious, beautiful, and resilient. There's something about them that makes you naturally want to help them. And just like jellyfish, we need to maintain a healthy eco-system in which girls and our movement can survive and thrive. When we do that they become amazing young women. Look at Amanda Owens who welcomed us this morning. She an example of what a Girl Scout can become and the impact Girl Scouting can have on a girl's life. And look at all the girls who spoke today during the Open Forum. Like Smith, the girl who said she was not comfortable with public speaking—I'm not either! I could have no more spoken in front of more than 340 people when I was a teenager than a man in the moon.

We have come far these last 3 years. As you heard from Maggie our membership increase this year is in the top 30 of 112 councils nationwide, and last year was in the top 20. As you heard from Simon, we are financially sound (thanks to the hard work of our girls and volunteers in cookie sales, our fundraising, a good stock market, substantial governmental financial support during COVID, and our staff's prudent management of those resources). And as you heard from Sharon LaRue, last fall's culture of engagement survey indicates our volunteer satisfaction and volunteers' willingness to recommend GSK to others is growing. Finally, the positive nature of the Town Hall meeting last night and the Open Forum today are both a testament to the fact that we are headed in the right direction. As Meredith Austin (De Renzo) said, it's probably because the staff and volunteers are getting better at solving problems together throughout the year. That tells us something about the staff volunteer partnership is working.

But we're not done yet! We still need to build back our girl membership from its current mid- 7,000's size to 10,000

which is our sweet spot for being large enough to support all 7 of our camps, and the other things we are used to having.

How can we do that? We've heard a lot about community, diversity, and inclusion today and last night. In addition to all the things we are already doing, we need to work hard on these because there is strength in them. They will strengthen our ability to accomplish our goals and to enjoy them once they are achieved.

No doubt there will be conflicts as we move forward. It's natural for there to be friction and to occasionally rub each other the wrong way, but as long as we keep talking and keep listening, with both people getting on the same side to work against the problem, and with both people working hard to find a mutually agreeable solution (where neither party wins or loses), we will have amazing results. In fact whenever people of good will are doing that, whether it is in a personal relationship, business environment, or community organization, it is amazing how few issues cannot be resolved to the mutual satisfaction of both parties. And one thing I do know is that everyone in this room is a person of good will.

Is Girl Scouting worth all that time and effort? I have been the Board Chair for several organizations and I don't know about you, but for me Girl Scouts requires more time, effort and money than any other organization, but it is also the most rewarding of them all.

We have said that a key to rebuilding to 10,000 girls is to recruit more adult leaders. So I asked my favorite 11 year old for advice. How can we inspire more adults to be leaders? Her answer was simple, yet powerful. First, she said, "Let them know how much they will be helping the girls. That's something adults like to do." Her second piece of advice was, "Let them know they get to have fun too. They get to do the fun activities with the girls." So when Amber Huggins' troop goes to Costa Rica in 2024, or another troop goes to DC, the leaders get to go too and have fun with the girls. The third thing she said was, "It's like camp, if nobody takes care of it, nobody wants to go, but if it's kept up everybody wants to go." I'm not entirely sure what she meant by that, but what it made me think was when we get tired and let things get run down, whether at camp, or in our relationships, or in our recruitment efforts, nobody wants to join in, but if we take care of ourselves, so we can be the positive, energetic, fun loving and welcoming people we are, then everyone wants to join us. At the heart of it, we are a movement of people who care about girls and we have an amazing track record of success in building girls of courage, confidence and character who makes the world a better place. Who wouldn't want to join an organization like that? Who wouldn't want their daughter to grow up in and be a part of a supportive environment like that?

We hold the power in our hands right now to do that, to be the kind of council we want to be and to help girls be all they want to be. Whether for jellyfish, our girls, ourselves, our council or our movement, my favorite Nelson Mandela

quote sums it all up here, "It is in your hands to create a better world for all who live in it".

BOARD COMMITMENT CEREMONY

A Board commitment ceremony was held for new and returning Board Members-at-Large, Officers, and Board Development Committee members. Mia Roberts performed the ceremony.

INVEST IN GSK

Cecelia Cloos spoke about fundraising efforts including the Promise 365 Campaign and Planned Giving.

AWARDS

RECOGNITION OF GOLD AWARD GIRL SCOUTS

Amber Huggins and Velma Vaughan recognized the Gold Award Girl Scouts.

Phoebe Brown, Julia Ceresa, Lauren Ceresa, Claire Degener, Isabelle Farley, Graesyn Heimer, Allison Holder Nina Irvin, Freya Isenhardt, Amelia Lowe, Alyssa Meadows, Jamee Nu'Man, Tasia Rivera, Emma Scharre, Jenna Morgan Schooling, Erin Tabler, Hailey Turiczek, and Katherine Wetherton.

RECOGNITION OF SILVER AWARD GIRL SCOUTS

ADULT AWARDS AND RECOGNITION CEREMONY

Mary Sue Ryan and Sr. Sharon Sullivan presented awards:

25 Years and Above Years of Membership 2022

25 Years

Name	Service Area	Area	SU
Valerie Brown	Caveland	17	722
Rachel Bush	Caveland	17	722
Cassandra Cornell	Caveland	17	722
Allyson Dilliha	Caveland	17	722
Michelle Eckhart (2021)	Metro	10	631
Laura Goodman	Metro	13	657
Tracy Guss	Caveland	16	704
Julie Hansbrough	Caveland	17	722
Jessica Harrelson	Caveland	16	704
Teresa Renee Hill	Metro	14	661

Name	Service Area	Area	SU
Vicki Johnston	Metro	11	640
Kristin Keown	Metro	17	722
Ashley Levine	Bear Creek	24	749
Melissa McKee	Caveland	16	704
Alyssa Myers	Caveland	17	722
Sierra Rogers	Pennyroyal	19	735

30 Years

Name	Service Area	Area	SU
Joanie Baxter	Metro	8	616
Karen Bhatt	Metro	8	617
Erin Gallbreath	Metro	15	670
Jan (Janice) Martin	Metro	13	658
Ashley (Poteet) Masterson	Metro	8	617
Linda Miles	Metro	10	633
Dana Myers	Caveland	17	722
Kathryn Pfohl	Caveland	17	722
Anna Sawyer	Metro	10	632
Erin Schroeder	Metro	2	606
Tia Terrell	Bear Creek	21	745

35 Years

Name	Service Area	Area	SU
Elizabeth Blandford	Metro	14	665
Sharon Dueffert	Metro	8	617
Mary Jo Jankosky	Metro	1	600
Julie Moorman	Metro	3	614
Cassandra Saltsman	Caveland	17	722
Perneila (Penny) Saltsman	Caveland	17	722
Tersia Stroupe	Metro	11	640
Vanessa Petrusch Ulm	Caveland	17	722
Evelyn White	Metro	10	631

40 Years

Name	Service Area	Area	SU
Juli Adams	Metro	14	663
Carrie Barnett	Bear Creek	25	772
Carolyn Dean	Metro	13	657
Henrietta Haynes	Heartland	4	683
Joy Heines	Metro	14	661
Jennifer O'Rourke	Caveland	17	722
Dotti (Dorothy) Russell	Metro	11	641
Sharon Mathis Satterly	Metro	13	657
Sherry Ann Vincent	Caveland	17	722

45 Years

Name	Service Area	Area	SU
Elaine Cook	Caveland	17	722
Bea Cooper	Caveland	17	713
Mary Alice Holt	Heartland	5	680
Peggy Lloyd	Metro	14	667
Judy Kirkland	Caveland	17	716
Bonita Pendleton	Metro	11	637
Marilynn Rowland	Metro	14	667
Kelley Mullaney-Schleg	Metro	14	662
Leslie Whitesell	Bear Creek	23	758

50 Years

Name	Service Area	Area	SU
Velda Alexander	Caveland	17	722
Tina Ayers	Metro	11	641
Mililani (Lani) Basberg	Metro	13	659
Fran Fach	Metro	2	606
Judith Moore	Metro	3	614
Lark Mull	Metro	3	614
Alex Rohleder	Metro	13	655
Tracye Switzer	Metro	11	637

55 Years

Name	Service Area	Area	SU
Barbara Gage	Caveland	16	703
Deborah Giles	Metro	3	611

75 Years

Name	Service Area	Area	SU
Joyce Seymour	Metro	11	637

25 Years and Above Years of Volunteer Service

25 Years

Name	Service Area	Area	SU
Ann Dever	Metro	14	663
Cheryl Schaefer	Metro	13	657
Christine Seelbach	Metro	10	663
Judy Shepherd	Bear Creek	24	762
Lisa West	Metro	2	608

30 Years

Name	Service Area	Area	SU
Karen Bhatt	Metro	8	617
Phyllis Gilman	Metro	13	657
Jan Walker	Metro	13	657

35 Years

Name	Service Area	Area	SU
Velma Vaughan	Metro	13	658

40 Years

Name	Service Area	Area	SU
Christy Blandford	Metro	14	664
Lisa Pigman	Metro	8	617

Service to Volunteers Award recognizes an active staff member for outstanding service to volunteers above their job description.

- Diana Clark
- Dusty Siravo

Appreciation Pin is an award created by GSUA to recognize outstanding service, beyond the expectations for the positions held and delivered to at least one service unit or one area within the council.

- Cecelia Cloos
- Noel Gnadinger
- Katie Graves
- Dee Grise
- Gerry Harris
- Karly Hickman
- Theresa Hundley
- Linda Overley
- Nicole Raymond
- Tesia Rivera
- Sharon Satterly
- Kelley Schleg
- Jill Solon
- Cassie Wigginton
- Amy Winstead

Silver Cardinal is an award that is a GSK tradition honoring outstanding service beyond one service.

- Amy Ryan
- Christine Sams
- Christine Seelbach
- Velma Vaughan

Honor Pin is a GSUSA award for service performed above and beyond expectations for the position and is delivered to two or more areas or service units within the council jurisdiction.

- Ellen Cullinane-Spanyer
- Lori Geary
- Karen Kaake
- Denise Payne
- Erin Simmons
- Jan Walker

Gold Cardinal is a GSK tradition given for distinguished service that benefits an entire service area or the council as a whole.

- Ann Dever
- Janessa Moran
- Kerry Morris

Heart of Gold is a GSK award honoring continuous service at any level from troop to Board of Directors.

- Christy Blandford
- Judie Moore
- Lynn Orange
- Wilma Pence

- Sr. Sharon Sullivan

Thanks Badge is one of the highest awards in Girl Scouting. The service performed by the candidate is truly outstanding, benefits the total council and is so significantly above and beyond the call of duty that no other award should be appropriate.

- Jamie Farley
- Ann Russo

Thanks Badge II is a GSUSA award that recognizes people that have previously received the Thanks Badge and continue to service the council as a whole.

- Terri Sanders

CLOSING THE MEETING

The Order of the Silver Trefoil retired the colors.

Sharon Handy invited everyone to attend the 2023 Annual meeting on April 28-29 at the National Corvette Museum in Bowling Green, KY.

Meeting Adjourned: 1:20 pm CDT

Respectfully submitted,

Janesza Moran

Secretary, GSK





**Join us at the 2024 Annual Meeting
on April 12-13 in Bowling Green at the
National Corvette Museum.**

The council seeks another great group of volunteers to serve as the planning committee. If you are interested, please email board@gskentuckiana.org and let us know!

