

Annual Meeting Workbook

April 12-13, 2024



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.

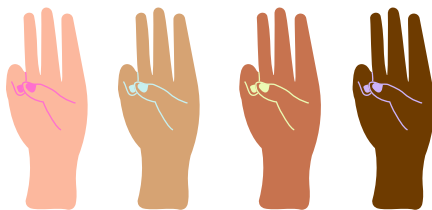
Our Law

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

Welcome to our 2024 Annual Meeting. I am glad that we will be getting together this year in Bowling Green, KY at the National Corvette Museum. It's a unique venue and I'm really looking forward to gathering there to share our passion and our dedication to our mission.

We have a lot to offer this weekend: fun times on Friday night at the museum (including self-guided museum tours and a scavenger hunt), shopping at our traveling shop, archives yard sale, songs, time together as we share some snacks and fellowship, and more. We'll also have plenty of opportunities for you to tell us your ideas for improving our council, both informally and through more structured means.

On Friday night, we have also planned a workshop on creating a sense of belonging, facilitated by our own expert, entrepreneur, attorney by trade, teacher at heart, leader of multilevel Troop 3779, and service unit manager, Cassie Blausey.

There will also be a Town Hall conversation with the Board Chair and CEO, plus informal time to share questions and feedback on topics important to you.

On Saturday, registration for the annual business meeting begins at 7:30 am and will

end at 8:45 am CDT. The meeting itself will start at 9:00 am CDT. Voting delegates MUST check-in no later than 8:45 am to receive voting credentials for the meeting. (Note that your area chair may have set an earlier deadline for your area's delegation.) Our welcome speaker will be Dr. Martha Sales. You can learn more about her on page 18.

Of special note this year we will be considering proposed revisions to certain governance policies that were previously adopted by the delegate assembly.

We hope this year's Annual Meeting will renew your Girl Scout spirit and passion for our Movement. Of course a successful Annual Meeting doesn't happen without a lot of hard work behind the scenes, so be sure to express gratitude to the committee of volunteers and staff who planned this enjoyable weekend, and consider joining the committee next year (see the back cover). Our Annual Meeting is a special time: when we come together as a council and weave together our love for Girl Scouting with important work for our future.

See you there!

Sharon Handy

Board Chair of Girl Scouts of Kentuckiana



Schedule of Events

All times are Central Daylight Time.

Friday, April 12, 2024

Corvette Museum

350 Corvette Dr

Bowling Green, KY 42101

Parking is on-site.

Saturday, April 13, 2024

Corvette Museum

350 Corvette Dr

Bowling Green, KY 42101

Parking is on-site.

Friday Night Schedule

Friday, April 12

4:30 pm Check-in Opens

Networking/Mingling

Self-Guided Museum Tours and Scavenger Hunt Begin

Membership/Fund Development Display Tables

Girl Scouts of Kentuckiana Council Shop (closes at 9:00 pm)

Archives Yard Sale (closes at 9:00 pm)

5:00 pm Meet & Greet hosted by CEO, Maggie Elder, and Board of Directors

Light dinner (ends at 7:30 pm)

6:30 pm Town Hall with CEO and Board Chair

7:30 pm Creating a Sense of Belonging Workshop

9:00 pm Area Chairs/Vice Chairs Meeting

9:30 pm Songfest

10:30 pm Self-Guided Museum Tours and Scavenger Hunt End/Adjourn

Business Meeting

Saturday, April 13

7:30–8:45 am Check-In

9:00 am Annual Business Meeting Begins

Call to Order

Opening Flag Ceremony

Pledge of Allegiance & Promise and Law

Invocation

Welcome: Board Chair

Opening Remarks and Welcome Speaker: Dr. Martha Sales, Dean of Students, Assistant Vice President of Student Life Western Kentucky University, see page 18

Chief Executive Officer's Report

Treasurer's Report

Credentials Report (Quorum & Area Representation)

Approval of Standing Rules—*VOTE*

Proposed Changes to Council Governance Policies—*VOTE*

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

Audit Committee Culture of Engagement Report

Instructions for Decision Influencing Questions

Decision Influencing Question #1, see page 20

Decision Influencing Question #2, see page 21

Board Chair's Report

Installation of Board Members and Board Development Committee

12:30pm Recess for lunch

1:15 pm Meeting Reconvenes

Recognition of Gold Award Girl Scouts

Invitation to Invest in Girl Scouts of Kentuckiana

Adult Awards & Recognition Ceremony

Closing Remarks

Retire the Flags—Trefoil Guild of Kentuckiana

3:00 pm Adjournment

3:30 pm Optional tours of Camp Houchens hosted by the volunteer Site Team

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 important to our council.

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 Leadership Bodies in 2024

Board of Directors

The Board of Directors works on behalf of all council membership. 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 calls for casual Girl Scout clothing. 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 town of residence.

- 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, except when serving as parliamentarian.

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.



Proposed Governance Policy Revisions

Policy 1.3: Board Meetings Open to Kentuckiana Girl Scout Observers

Policy as Currently Written

Girl Scouts of Kentuckiana's board of directors shall adopt a policy that its meetings are open to Kentuckiana Girl Scout observers. At a minimum, the policy shall include the following provisions:

- Routine Board meetings shall be open to any Girl Scouts of Kentuckiana member fourteen (14) years of age or older who wishes to observe the board.
- Any Girl Scouts of Kentuckiana delegate who wishes to address the board during board meeting shall make a request to do so and shall state the topic to be addressed. The board at its own discretion decides who may speak before the board during a board meeting.
- The board may go into executive session to discuss litigation, personnel issues, and other appropriate executive issues.
- Dates and locations of board meetings shall be made available to Senior Scout and adult members of Girl Scouts of Kentuckiana upon request.
- The policy shall include provisions for communication of dates of board meetings and the open meeting policy to the membership annually.

Proposed Changes

Girl Scouts of Kentuckiana's **B**oard of **D**irectors shall ~~adopt a policy that its meetings are open to Kentuckiana Girl Scout observers. At a minimum, the policy shall include the following provisions:~~*

- Routine Board meetings shall be **are** open to any Girl Scouts of Kentuckiana member ~~fourteen (14) years of age or older~~** who wishes to observe the **B**oard.
- Any Girl Scouts of Kentuckiana **member** delegate who wishes to address the **B**oard during **a B**oard meeting shall make a request to do so **to the council president** and shall state the topic to be addressed. **As a courtesy, such a request to address the Board should be made a week in advance of the meeting whenever possible to allow for time on the Board's agenda.** The **B**oard at its own discretion decides who may speak before the **B**oard during a **B**oard meeting.
- The **B**oard may go into executive session to discuss litigation, personnel issues, and other appropriate executive issues.
- Dates and locations of **B**oard meetings shall be **communicated at least annually** made available to Senior Scout and adult members **the membership of** Girl Scouts of Kentuckiana ~~upon request.~~
- The policy shall include provisions for communication of dates of board meetings and **The** open meeting policy **shall be communicated** to the membership **at least** annually.
- **Girl Scouts of Kentuckiana members shall be provided copies of Board minutes and Board reports upon request. These shall not include reports from Executive Sessions which are confidential.**

Rationale

* These revisions combine the Board policy with the policy approved by the delegate assembly. Instead of requesting a policy be adopted by the Board, this policy would serve as the open Board meetings policy.

**This recommended edit would ensure any member had the opportunity to observe a Board meeting, no age requirement is necessary.

Proposed Governance Policy Revisions

Policy 1.4: Establishing Regular Communication between the Board and the Area Chairs

Policy as Currently Written

The board of directors shall develop methods to communicate regularly with area association chairs and, through them, to the membership. Communication methods shall include, but not be limited to, the following:

- The board of directors shall plan and project their work three years in advance, with the current year's plan being a detailed plan. The plan is to be updated annually.
- To ensure that adult members have the opportunity early in the decision-influencing process to have a voice in influencing decisions that affect them, the board shall share this plan with area association chairs.

The board of directors shall communicate with the area chairs concerning upcoming issues, in the form of an agenda prior to board meetings. The board of directors will work with area chairs to develop a mutually acceptable communication system to relate the business conducted at board meetings. Area chairs will have access to the complete text of written reports and agenda-related material distributed for board meetings, available in each service center.

Proposed Changes

Policy 1.4: Establishing Regular Communication between the Board and the Area Chairs-Associations

The **Board of Directors** shall ~~develop methods to~~ communicate regularly with area association chairs **and vice chairs*** and, through them, to the membership. Communication methods shall include, but not be limited to, the following:

- The **Board of Directors** shall plan and project their work three years in advance, with the current year's plan being a detailed plan. The plan is to be updated annually.
- To ensure that adult members have the opportunity early in the decision-influencing process to have a voice in influencing decisions that affect them, the **Board** shall share this plan with area association chairs **and vice chairs**.

The **Board of Directors** shall communicate with the area chairs **and vice chairs** concerning upcoming issues, in the form of an agenda prior to **Board** meetings. The **Board of Directors** ~~will~~ **shall** work with area chairs **and vice chairs** to develop a mutually acceptable communication system to relate the business conducted at **Board** meetings. Area chairs **and vice chairs** ~~will~~ **shall** have access to the complete text of written reports and agenda-related material distributed for **Board** meetings, ~~available in each service center**~~.

Rationale

*This recommendation adds vice chairs to all Board communications with area associations.

**Service center is no longer a relevant term within GSK.

Proposed Governance Policy Revisions

Policy 1.5: Open Forums in Each Service Center

Policy as Currently Written

The board of directors shall establish regularly scheduled open forums which offer girls ages 14 years and older and adult members of Girl Scouts of Kentuckiana to meet directly with policy and management leaders.

The forums shall:

- Be held at least once annually in each service center.
- Be attended by the Council President (or designee) and the CEO (or designee).
- Be attended by as many members of the council board of directors as possible and attended by other professional staff as deemed appropriate.
- Be announced both council-wide and in service centers via electronic and print communications, as appropriate.
- Allow for free dialogue among participants
- Be open to any topic related to Girl Scouting brought from participants present in person or attending via electronic means. (Participants may be encouraged to submit topics in advance but should not be required to do so.)
- Be informal in nature. (How the order of speakers is chosen, speaking time limits, and any other necessary rules governing the conduct of the meeting should be as informal as possible and must be announced in advance of the meeting.)

Proposed Changes

Policy 1.5: Open Forums ~~in Each Service Center~~

The **B**oard of **D**irectors shall establish regularly scheduled open forums which offer girls ~~ages 14 years and older*~~ and adult members of Girl Scouts of Kentuckiana **the opportunity** to meet directly with policy and management leaders.

The forums shall:

- ~~Be held at least once annually in each service center.**~~
- **Be held electronically council-wide in addition to in-person meetings at least annually in each geographical area with a pre-registration of at least 5 people.****
- Be attended by the Council President (or designee) and the CEO (or designee).
- Be attended by as many members of the council **B**oard of **D**irectors as possible and attended by other professional staff as deemed appropriate.
- Be announced both council-wide and in **geographical areas** ~~service centers~~ via electronic and print communications, as appropriate.
- Allow for free dialogue among participants
- Be open to any topic related to Girl Scouting brought from participants present in person or attending via electronic means. (Participants may be encouraged to submit topics in advance but should not be required to do so.)
- Be informal in nature. (How the order of speakers is chosen, speaking time limits, and any other necessary rules governing the conduct of the meeting should be as informal as possible and must be announced in advance of the meeting.)

Rationale

*This recommendation allows Open Forums to be attended by any member of Girl Scouts of Kentuckiana.

**Service center is no longer a relevant term within GSK. Virtual meetings allow for different types of access and geographic location is no longer a necessary provision.

Proposed Governance Policy Revisions

Policy 1.6: Involvement of Council Delegates in Operational and Policy Decision Influencing

Policy as Currently Written

The board of directors shall develop means to involve council delegates in decision influencing during their entire year of service as elected delegates. The board should consider, but not be limited to, the following:

- Developing an ongoing assessment and evaluation of council program and operations through appropriate surveys of council delegates annually.
- Developing means to communicate regularly with council delegates throughout the year.
- Using the annual meeting each year to bring discussion items before the council to allow for appropriate delegate involvement in giving broad policy direction to the Board, as stated in the council bylaws.
- Ensuring that each delegate and alternate is mailed a copy of her job description upon election.
- Ensuring that each delegate and alternate is appropriately trained to the new responsibilities she will have upon adoption of this system.

Proposed Changes

The **B**oard of **D**irectors shall ~~develop means to~~ involve council delegates in decision influencing during their entire year of service as elected delegates. The **B**oard ~~should~~ **shall** consider, but not be limited to, the following:

- ~~Developing~~ **Performing** an ongoing assessment and evaluation of council program and operations through appropriate surveys of council delegates annually. *
- ~~Developing means to~~ **Communicating** regularly with council delegates throughout the year.
- Using the annual meeting each year to bring discussion items before the council to allow for appropriate delegate involvement in giving broad policy direction to the Board, as stated in the council bylaws.
- Ensuring that each delegate and alternate is **provided** ~~mailed~~ a copy of **their** ~~her~~ job description upon election.
- Ensuring that each delegate and alternate is appropriately trained to the **ir** new responsibilities ~~she will have upon adoption of this system.~~

Rationale

*The Culture of Engagement survey data can be mined to reflect delegate only responses.

Proposed Governance Policy Revisions

Policy 1.7: Funding for Area Associations

Policy as Currently Written

- Study how the various area associations are utilizing the funds provided by the council as well as how they are funding their additional needs.
- Revise the funding system so that it is reflective of the variance in membership, numbers of volunteers, and other factors which lead to difference in need.
- Provide an equitable system of funding for area associations to use for volunteer recognitions.

Proposed Changes

Funding for area associations shall be equitable.*

- Study how the various area associations are utilizing the funds provided by the council as well as how they are funding their additional needs.
- Revise the funding system so that it is reflective of the variance in membership, numbers of volunteers, and other factors which lead to difference in need.
- Provide an equitable system of funding for area associations to use for volunteer recognitions.
- **Funding shall be provided to cover basic expenses and encourage engagement in area associations.**
- **Funding shall be based on the count of all registered members age 14 and up as of September 30th.**
- **A per person rate of no less than \$1 per member, with a minimum of \$200 per area shall be provided annually by October 15 of each year.**
- **If misuse of funds is suspected, the area association's finances shall be audited. If an area association is under an audit, Girl Scouts of Kentuckiana reserves the right to withhold funding until the audit is complete and, if necessary, actions are taken to mitigate misuse.**

Rationale

*These revisions remove the requirement for the Board to create a policy and reflect the Board adopted policy. This also reflects an updated rate (through 2023 we were paying \$.50 per member aged 14 and above with a minimum of \$100). Instead of requiring financial reports to receive the funding which is an administrative burden to collect, this recommendation reflects a trust in area association leadership with the caveat that if misuse is suspected, an audit could be conducted and funds could be withheld.

Proposed Governance Policy Revisions

Policy 1.8: Forums for discussion of issues to be considered by the National Council

Policy as Currently Written

In the month preceding each national council session, forums shall be held in each service center with our council national delegates to discuss the issues on the agenda for the national council session. These forums shall be open to any member who chooses to attend. A synopsis of issues to be considered at the national council shall be made available to all attendees.

Proposed Changes

~~In the month~~ **P**receding each national council session, forums shall be held ~~in each service center*~~ with ~~our~~ council national delegates to discuss the issues on the agenda for the national council session. These forums shall be open to any member who chooses to attend. A synopsis of issues to be considered at the national council shall be made available to all **forum** attendees.

Rationale

*Forums could be virtual or in person. In order to offer the maximum flexibility, it is not defined within this policy.

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 2027

*Colleen Abate
*Gary Dryden
*Ria Pruiett
*Danielle Stallard
*Kellie Watson
*Daryl Williams

Terms Ending in 2026

*Laura Zanewicz Hatfield
Lori Kimble
Master Sergeant Samantha
Lucas
Wendi Tatum
Berard Tomasetti
Dr. Aimee Green Webb

Terms Ending in 2025

Christina Boyle
Cynthia Miles Brown
Sharon LaRue
Claydean McCallon
Charmaine Powell
Lisa Thompson

*Slate of Nominees, 2024 election

Board Development Committee

Terms Ending in 2025

Cecelia Cloos
Kenyatta Thomas
Jan Yonts

Terms Ending in 2026

*Cassie Blausey
*Rev. Robert Drake
*Melanie Samuels-Black
*Clay Smalley, Jr.
Lisa Thompson, Board appointed
Dr. Aimee Green Webb, Board appointed

*Slate of Nominees, 2024 election

Terms Ending in 2024

*Thank You for Serving
Girl Scouts of Kentuckiana!*

Board Development Committee

Leonor Linares
Lisa Pigman
Christa Shouse
Christine Vaughan

Board of Directors

Alyse Adkins
Shannon Montgomery
Leah Niemann, Girl Board Member
Lyric Thomas, Girl Board Member
Christine Vaughan

2024 Slate of Nominees

The Board of Directors recommends this slate, as proposed by the Board Development Committee.

Read more about your nominees, which are nominated for election at this 2024 Annual Meeting. They are grouped by Board of Directors and Board Development Committee members.

Board of Directors, At-Large Members Terms Ending 2027



Colleen Abate
Louisville, KY

Colleen Abate works as a financial advisor for Somnio Wealth. Prior to that, she worked as a financial advisor with ARGI Financial Group and as an Economic Development Manager for Louisville Metro Government. She previously served as a State Department Foreign Service Officer and worked at the U.S. Embassies in Mexico City and Beijing. In Washington, she served in the State Department's Office of Korean Affairs and on a detail assignment at the Office of the U.S. Trade Representative. Colleen has also worked as a consultant for Booz Allen Hamilton and Accenture. She studied for a year at the Universidad Autónoma de Madrid and obtained a B.S. in international affairs from Georgetown University. She speaks Spanish and has studied French and Chinese.

Colleen joined Girl Scouts of Kentuckiana's Board in 2021 and also currently serves on the Session of Highland Presbyterian Church. Previously she chaired the board of Shively Area Ministries and served as Vice Board Chair of the Anchorage Independent School District. She and her husband Mike live in Louisville with their two children. When she is not driving them to their various activities, she enjoys walking, practicing yoga, and traveling.

Colleen has been a lifelong Girl Scout since second grade, and it has presented her with a wide range of opportunities. In high school, she attended a national convention in Minneapolis, participated in Wider Ops in Texas and North Carolina, and is a Gold Award Girl Scout. As a young adult, she worked two summers as a counselor at Bear Creek and volunteered with a Cadette troop in Arlington, VA. More recently, she has enjoyed taking her daughter's troop camping each spring and fall.



Gary Dryden
Louisville, KY

Gary Dryden is the Vice President of Administration and Chief Financial Officer with Jefferson Community and Technical College. In this role, he provides executive leadership, formulating broad strategic fiscal and managerial policies across all areas of the College to ensure fulfillment of the College's mission along with overseeing the fiduciary and operational integrity of the College and its resources.

Gary has been in higher education administration for over two decades. Prior to JCTC, he was a Chief Business Officer at the University of Michigan, Assistant Dean for Finance at the University of Louisville School of Dentistry and Controller for the University of Louisville School of Medicine's Primary Care Center. Gary was named Louisville Business First Best in Finance for 2020 and is a 2018 Leadership Louisville Bingham Fellows Graduate. He is currently on the Board of Louisville Medical and Education District (LOUMED) and serves as Co-Chair, Board of Directors Louisville Medical Center, Inc., Chair of the Advisory Council for The Foundation for a Health Kentucky, Finance Committee for the Girl Scouts of Kentuckiana and a member of the Rotary Club of Louisville.

His passion for Girls Scouts stems from his role as a "Girl Scout Dad" to his now grown daughter who was in Girl Scouts as she was growing up. She is very competitive, and she always wanted to be the top seller of cookies for her troop, and she achieved that goal every year as a Girl Scout. They really enjoyed the camps and everything she learned from being a Girl Scout. She has now graduated from college and has now embarked on an incredible career journey. She is doing exactly what she wanted to do professionally, and he truly believes part of her success stems from the values she received while being a Girl Scout... (leadership, hard work, service to others, problem solving, etc.)



Ria Pruiett
New Albany, IN

Ria Pruiett is Project Manager for Meeting and Event Planning at Humana. She has been a part of the world of hospitality or event planning for almost 18 years. Her work life started at the Louisville Marriott Downtown and various other hotels before she joined Humana 5 years ago.

She is a co-leader and cookie chair to Troop 941 based in Jeffersonville, Indiana. She has had the pleasure of watching the young ladies of her troop start as Daisies and grow to Ambassadors and Seniors. Time flies when you are having fun. She was also lucky enough to support the young ladies who started Troop 941 and lead them through their final year of Girl Scouting. Some of them have continued their education and chose to become adult Girl Scouts or lifetime members of Girl Scouts.

For the past 8 years, Ria has volunteered for the Leukemia & Lymphoma Society and supported them in their Visionary of the Year celebration in the spring/summer.

She says she has been lucky to have been able to watch little girls become strong young women over the past 10 years. Ria believes in the Girl Scout organization and what it has provided not only for her daughter but for all girls. She is honored to be considered for a position with Girl Scouts of Kentuckiana.



Danielle Stallard
Louisville, KY

Danielle Stallard is Director of Human Resources at LG&E and KU Energy and PPL Services. Since joining the company in August 2013 she has been responsible for providing HR support in the areas of employee relations, performance management, workforce and succession planning, and staffing. Danielle's client groups have included Customer Service, General Counsel, Project Engineering, Generation, and Transmission. In 2022, she assumed responsibility of Director of Human Resources. Danielle has 22 years of progressive Human Resources experience. Prior to joining LG&E and KU, she worked as a career coach at the University of Louisville, and a human

resources generalist at AEGON Institutional Markets in Louisville and at GES in Las Vegas, NV.

Danielle is active in the community and has volunteered with the Louisville YMCA, Every 1 Reads, Blessings in a Backpack, and the Portland Museum. She is a member of the Leadership Louisville Alice Houston Women in Leadership class of 2023, Ignite Louisville class of fall 2016 and was a 2008 YMCA Adult Black Achiever. She obtained a bachelor's degree in Business Administration from Tennessee State University and a master's degree in Arts and Higher Education from the University of Louisville.

Danielle enjoys fitness, traveling and music. She and her husband Maurice, have one daughter and two sons.



Kellie Watson
Louisville, KY

Kellie Stallard Watson is the General Counsel/Legal Director for Louisville MSD. She serves as Chief Legal Officer responsible for the oversight and management of all MSD legal initiatives, strategies, and affairs. Ms. Watson serves as counsel, advisor, representative, and transactions facilitator to the MSD Board, Executive Director, and senior management. She also serves director of the legal division and manager of outside legal resources, and is a member of the Executive Management Team and Counsel/Secretary to the Floodplain Board.

Ms. Watson joined Louisville MSD in May 2020 as the first Equity and Compliance Officer. As the Equity and Compliance Officer, Ms. Watson monitored and analyzed policy and programs for equity, as well as compliance with legal and ethical principles and standards.

Prior to going MSD, Ms. Watson was the first Chief Equity Officer for Louisville Mayor Greg Fischer. She provided strategic, visionary planning and oversight to advance racial equity throughout Louisville Metro Government and oversaw the Departments of Human Resources and the Human Relations Commission. Ms. Watson served in several positions within the Fischer Administration, including General Counsel, Legislative Liaison between Mayor Fischer and Louisville Metro Council, and Director of Human Resources and Labor Relations. Ms. Watson also served as the Chair of the Ohio River Bridges Project Team. Prior to these positions, she was the Director of the Office of Human Resource Management/Acting Director of the Office of Civil Rights and Small Business for the

Kentucky Transportation Cabinet and the Director of the Louisville Metro Human Relations Commission and the Director of the Office of Affirmative Action for several years under Mayor Dave Armstrong.

Ms. Watson is a member of the Kentucky Bar Association; Chair of the Louisville Metro Civilian Review and Accountability Board; Baptist Hospital Louisville Advisory Board; Fund for the Arts Board Member and Chair of the Equity Committee; Kentucky Derby Festival Board Member; Chestnut Street YMCA Board Member; Kentuckiana Girl Scouts Board Member; Zeta Phi Beta Sorority, Inc., Beta Alpha Xi Zeta Chapter; Derby City Chapter of Jack and Jill Inc. Past memberships include Ignite Louisville, Bingham Fellows 2019. and Leadership Louisville 2022-2023. She was also an Alden Fellow from Community Foundation of Louisville. Ms. Watson is also a 2022 Diversity, Equity and Inclusion Champion Award from Louisville Central Community Center, and a 2023 Louisville Business First Enterprising Woman.

Kellie received a Bachelor of Science degree in Political Science/Policy Analysis from the University of Louisville, Cum Laude, and a Juris Doctorate degree from Vanderbilt University. Ms. Watson is also certified in Lean and Six Sigma Green Belt, and has a Diversity and Inclusion certificate from Cornell University.

Kellie is a native of Louisville and the mother of one son.



**Daryl Williams
Louisville, KY**

Daryl Williams graduated with a B.S. degree in Chemistry in 1992 from The Tulane University of Louisiana. After completion of his B.S., Daryl worked for the Albemarle Corporation until deciding to pursue graduate studies. Daryl received his Doctor of Philosophy degree in Physical Chemistry from Louisiana State University. During his studies, Daryl published over a dozen scientific articles.

He joined General Electric in 1997 as a Senior Chemist in the Materials Application and Processes group. He held several other positions within General Electric. In January 2021, Daryl assumed the role of Senior Technology Director—Global Specialty Products (GSP) with responsibility for global engineering teams (US, Korea, and China) for the \$700M Business Unit. One year later, Daryl then assumed the business leadership role as Executive Director—Global Specialty Products in January 2022 taking full P&L responsibility.

Daryl serves as a Co-Champion for the African American Forum, which is GE Appliances premier employee resource group (ERG) and is also the University Executive Champion for both Tennessee State University and the University of Maryland—Baltimore County. Daryl also serves as a member on the GEA Engineering Inclusion and Diversity Council.

Daryl is a member of Psi Boule, he currently serves as Chair of the Tocqueville Advisory Board for the Metro United Way, and is active on the St. Augustine Parish Leadership Team. Daryl is married to Audra, who has served as a Girl Scout troop leader and cookie chair. They have two children, Sydney, age 25 who served as a Camp Aid and was a Gold Award Girl Scout in 2017 and Davis, age 22. He enjoys traveling with his family, cross-fit, yoga, meditation, and LSU football.

Term Ending 2026



**Laura Zanewicz
Hatfield, MBA
Crestwood, KY**

Laura Zanewicz Hatfield is a Girl Scout for life! She started her scouting career as a tagalong to her brother's Boy Scout troop and was excited to finally join Girl Scouting as a Daisy. She continued through all levels and is a Silver and Gold Award Girl Scout. She comes from a strong family of scouting, in fact both her brothers have also achieved the highest award in Boy Scouting.

In Laura's professional arsenal she brings leadership experience from nonprofits, public corporations, and family-owned entities. Her passion is working through challenges and driving efficiencies within organizations. She enjoys leading projects and helping a company grow through change. I currently serve as the Project Manager of Retail Operations for Shoe Sensation.

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

In addition to her professional life, Laura is an active volunteer with Girl Scouts of Kentuckiana. She serves as a CPR/First Aid Instructor and the leader for Troop 1471.

She enjoys spending time with her family. Laura's little girls Meleah (7) and Jocelyn (5) keep her on her toes. Her husband is her biggest supporter and loves their passion for Girl Scouting!

Board Development Committee Members

Terms Ending 2026



Cassie Blausey
Louisville, KY

Cassie Blausey is passionate about strengthening communities and systems. She has built a career around educational equity as a moral imperative and is unapologetic about it. Her career spans two decades, having served as an elementary school teacher, as a K-12 policy leader at both the state and local level, and now in the nonprofit sector leading national equity leadership development. She brings a well-rounded perspective on how to make systems work in a real way that will bring about impact.

A longtime resident of Louisville, Cassie lives with her husband, Kris, 7-year-old daughter, Arya, and their beloved dogs, Leopold and Olaf. She holds a B.A. from Centre College in Religious Studies, a M.Ed. in Elementary Education from UNLV, and a J.D. from UofL. She is a licensed Kentucky lawyer and holds multiple leadership awards and recognitions including the 2021 Louisville Business First's 40 Under 40, Alpha Delta Pi's Dorothy Shaw Leadership Award, and participated in the inaugural Alice Houston Women's Leadership Program with the Leadership Louisville Center.

She serves as a troop leader and service unit manager for 633 in Area 10 and when she's not doing that, she's crafting, reading, and playing flute/piccolo in the Louisville Winds.



Rev. Robert Drake
Louisville, KY

Robert C. Drake Sr. is the Senior Pastor/Teacher of New Covenant Baptist Church. A native of Louisville, Pastor Drake is the ninth and youngest child of the late Rev. and Mrs. Earl W. Drake Sr. He accepted his call into the preaching ministry in 2006 and was ordained April of

2008. Rev. Drake pastored St. Luke Missionary Baptist Church from May 2008 - December 2015. In October 2015 the call was extended to him from New Covenant Baptist Church to become the Eighth Pastor.

He received his formal education in the Louisville public school system and is a graduate of Simmons College of Kentucky, Kentucky College of Barbering and is a licensed barber at The Bestway Barber Shop in Louisville. Pastor Drake serves as treasurer for the Interdenominational Ministerial Coalition and Moderator of the Central District Baptist Association of Louisville.

He is most proud of the spiritual guidance he receives from his pastor and friend Rev. Phillip L. Hodge Sr., pastor of The Fifth Street Baptist Church Louisville and the late Rev. Thurmond Coleman, Pastor Emeritus of First Baptist Church of Jeffersontown, KY. Pastor Drake believes that if it had not been for the Lord on his side, he never would have made it. He knows that it is by God's Grace that he is what he is and where he is today and holds fast to his belief that God isn't through with him yet, and the best is yet to come.

Pastor Drake is married to the former Deirdre L. Robbins and they have two daughters and two sons and six grandchildren.



Melanie Samuels-Black
Bowling Green, KY

Melanie Samuels-Black is known to some as "Sunshine" and known to others as Rev. Mel. For many Girl Scouts, she's "Mrs. Frizzle." Others know her as Soror Black, Wifey, and Mom. Melanie is a jack of all trades and a master of none. "Who is she," they do ask. Answers may include Pastor, Computer Analyst/Administrator, Girl Scout Troop 1296 leader, Vice President and Parliamentarian of the Zeta Phi Beta Sorority (Upsilon Lambda Zeta Chapter), an Undergraduate Advisor of Zeta Phi Beta Sorority (Omega Delta Chapter), wifey to Herbert Black, softball mom and leader to Mia Black, mom and soror to Mercedes Samuels, and stepmom to Jurrell Black.

In her Girl Scouts role of "Mrs. Frizzle," Melanie is often found loading up her bus "White Ghost" (Trailblazer) to take young ladies on an adventure. She has a sense of humor, willingness to help, a fun-loving persona, readiness to explore and she hopes to be an inspiration to all young people.



Clay Smalley, Jr.
Bowling Green, KY

Clay Marshall Smalley, Jr., attended Western Kentucky University (WKU) where he received both his undergraduate degree, a Bachelor of Science in Recreation, and his graduate degree, a Master of Arts in Social Responsibility and Sustainable Communities. Clay went on to make Bowling Green his permanent home. He currently works for Warren County Public Schools' Day Treatment program as a Recreation Therapist and Job Coach in addition to teaching fitness classes at multiple locations throughout the city as well as in WKU's Preston Center.

Mr. Smalley is very active in the community in which he lives and has worked for over 30 years with various agencies as Director, Program Administrator, Supervisor, and Instructor for multiple programs in Bowling Green and the surrounding areas. These programs serve youth and adults with and without disabilities.

Clay is a proud member of Kappa Alpha Psi Fraternity, Inc., and has served in many positions including past Polemarch for their local Alumni Chapter. He serves and has held multiple positions on several boards in the community to include but not limited to the Warren County Public Schools Equity Board, the MLK Planning Committee, Bowling Green Human Rights Commission (BGHRC), Black Leaders Advocating for the Community (BLAC), and Bowling Green International Festival Committee (BGIF).

Clay is married to Donna Walker Smalley, his high school sweetheart. They have three sons, United States Army Retired Sergeant First Class William Lawrence Lee, II, who, after serving more than 20+ years, is now a RN working in the greater San Antonio, Texas area; United States Navy Senior Chief Petty Officer James Michael Lee stationed in Naples, Italy, where he is continuing a lengthy Naval career of more than 20 years; and Bryan Joseph Lee who lives in New York City, and is a Playwright/Director/Actor/Dramaturge, and founder of CNTR ARTS a Creative Agency that centers Artists, Activists and Communities of Color, as well as founder of TheUrbanX.org an international residency program that connects Black and Brown creatives across the diaspora through the lens of urban culture. Clay has three beautifully wonderful grandchildren: Ethan aka EJ, Gwen Gwen and Tristan, who affectionately call him Grandpa Clay or G-Pop; and those Grands have just as thoroughly beautiful and wonderful mothers guiding them as well, Leah, Rossel, Stephanie, and Terry.

Welcome to our Speaker

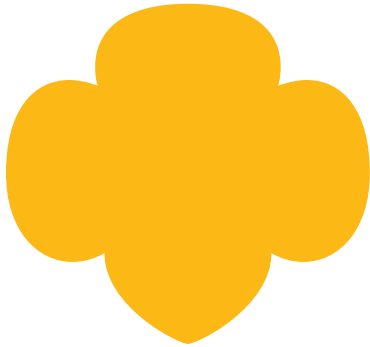


As the Dean of Students and Assistant Vice President of Student Life at Western Kentucky University, Dr. Martha Sales is both diligent and committed to the success of students. With her 21 years of grant writing experience, she has been awarded over 20 million for the success of students. Aside from her administrative roles, Martha also teaches and facilitates courses and trains students and her colleagues in her various areas of expertise. She serves and has served in many capacities throughout the campus, community, and nationwide sharing her knowledge in the success of students. As an educator and administrator, Martha is honored to have received numerous awards and recognitions throughout her 28-year career.

Dr. Sales overcame the barrier of being a low-income and first-generation student herself, which has become her career-long passion. Martha obtained a doctorate in Higher Education Leadership, an Educational Specialist in Student Affairs, a Master of Arts in Counseling, Marriage and Family, a Bachelor of Science in Social Work with a Minor in African American Studies, and a Women's Studies graduate certificate all from Western Kentucky University.

Martha also sets priorities and creates a balance of home life and work, she is married to Reverend Shawn Sales, and they have two children Seth and Kiah, who reside in Bowling Green. Martha is a member of the Loving Springs Baptist Church where she serves as one of the musicians, youth advisor, Sunday school teacher, and last but not least "the pastor's wife. She is a member of Delta Sigma Theta Sorority Incorporated.

Our Commitment to 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 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!

Decision Influencing Questions

1

To ensure we are relevant for girls today and in the future, we must be open to change as a Council and as a Movement. What can we do individually and together to create a culture that adapts and thrives in constantly changing environments and that includes and values all viewpoints?

Some current examples of change in Girl Scouting today (include but are not limited to):

1. Changing expectations of girls and leaders of our Girl Scout camp and property facilities.
2. Today girls are empowered to speak up for themselves and their self-advocacy is developing. Both leaders and girls can sometimes be misunderstood and offend each other.
3. Leaders, girls, and families have different expectations about how they are communicated with and utilize technology.
4. In July 2023, the Girl Scouts of the USA adopted the following amendment to our constitution:

Diversity, Pluralism, and Anti-Racism

Girl Scouts advance diversity, pluralism, and anti-racism and actively identify and oppose racism by removing systemic barriers to participation in our Movement and in the communities in which we live.

What is Anti-Racism?

Anti-Racism is the active and intentional effort to identify, challenge, and eliminate racism to identify, challenge, and eliminate racism and its effects in all aspects of society. It is a commitment to dismantling systemic racism and creating a more equitable and just world for all individuals, regardless of their race or ethnicity. [GSUSA Anti-Racism Handout, spring 2023]

The Girl Scouts of Kentuckiana vision helps guide all our work:

Girl Scouts of Kentuckiana provides the Girl Scout Leadership Experience in relevant, fulfilling and fun ways by optimizing volunteers, staff, properties and technology. We are an organization where differences among people are present, welcomed, fully engaged and appreciated. Working together, we grow our impact to create positive outcomes for and with Girl Scouts.

Decision Influencing Questions

2

How can Girl Scouts of Kentuckiana become more environmentally sustainable? What ideas do you have and how could you, as a Girl Scout, implement these strategies?

Examples could be through:

- Sustainable resources
- Environmental protection
- Reduce, Reuse, Recycle
- Properties planning
- Take action or Highest Awards projects
- Community engagement and planning



Annual Meeting Minutes

Last Year: April 15, 2023

Call to Order

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

Flag Ceremony, Pledge of Allegiance, Girl Scout Promise and Law

Girl Scout Troop 569 presented the colors and led us in the Pledge of Allegiance and the Girl Scout Promise and Law.

Welcome—Board Chair

Introductions

Sharon Handy introduced the head table: board treasurer Theresa Batliner, board secretary Simon Keemer, council CEO Maggie Elder; board first vice-chair Terri Massey; board second vice-chair Ria Chandler and immediate past board chair and parliamentarian, Vivian Blade.

73% of our board members registered for the meeting.

Hearing no objection from the floor, an agenda change was made to receive the Teller's Report when we were ready to consider voting matters.

Invocation

Melanie Samuels-Black gave an invocation.

CEO Report

Presented by Maggie Elder:

Wow! It is always amazing to be in the presence of so many Girl Scouts. So many Girl Scouts dedicated to the future of female leadership. So many Girl Scouts dedicated to building girls of courage, confidence and character who make the world a better place. Wow!

This has been a challenging week. Returning from Spring Break is never easy, but having the tragic news of the shooting incidents in downtown Louisville Monday made this week even harder. Then, on Tuesday, we learned of the death of Anna Arnholt, Area 3 Chair. This week got even harder. Each year we lose amazing Girl Scouts and this week has been one of those weeks when we lost one of our sisters. As I finalized my report for today, I realized that a business update is important but what is more important is recognizing how tremendous the work we do is in times like this. We, together, help girls grow. We, together, are committed to making the world a better place. We do this together. As we remember the victims from Monday and we remember Anna, please also remember how lucky we are to have a movement of

people together, in this room, committed to growing girls. This community is a gift and I'm proud to be a part of it.

Last week I was lucky enough to visit Savannah, Georgia. While there I toured Juliette Gordon Low's birthplace and was reminded of the trail blazing vision Juliette had when creating Girl Scouts. Early on, the Girl Scout program attracted progressive women who questioned social barriers and worked for change. As early as 1917, the Girl Scout movement started becoming more inclusive, with troops forming with girls of different races and ethnicities and for girls with disabilities. Often, girls and troop leaders working at the local level were the first to push open the door for inclusion. This took courageous leadership to fulfill the promise of a Movement for ALL girls.

As we continue our commitment to be a Movement for ALL girls, we recognize we're on a journey to creating a stronger Girl Scouts of Kentuckiana. Our community is strong and as it grows, we want to make sure we maintain and nurture our partnership.

First, we must continue to grow our girl membership. The number of girls we have is directly connected to the strength of Girl Scouts of Kentuckiana and our overall impact.

Our goal is to build back to 10,000 girls by September 30, 2024.

As of today, we have 8,472 girls. That is something to celebrate! We have been in a growth trajectory since early 2022. This growth has come because we have come together to invite more girls and adults into our community. We have demonstrated that we can build a stronger Girl Scouts of Kentuckiana when we do it together.

Our volunteer staff partnership is built on a commitment to our Strategic Vision. We reviewed and updated this vision last fall and stand committed to making this a reality. This vision takes us into the future.

Girl Scouts of Kentuckiana provides the Girl Scout Leadership Experience in relevant, fulfilling and fun ways by optimizing volunteers, staff, properties and technology. We are an organization where differences among people are present, welcomed, fully engaged and appreciated. Working together, we grow our impact to create positive outcomes for and with Girl Scouts.

This vision articulates who want to be.

Our community is strong when we grow our sense of belonging for all Girl Scouts of Kentuckiana. Belonging comes in many forms. It's being a part of a camping trip where everyone has a wonderful time and is included around the campfire. It's a little girl, getting her first Girl Scout vest or sash and wearing that to an event where girls of all ages are wearing their Girl Scout uniform. As an adult, it's the amazing feeling of being with people who care about you and want to see you succeed as a leader. One of the important ways we measure belonging is our retention rate. Girls who feel they belong want to continue

being Girl Scouts. This year we've lost a little ground in our retention. In 2022 we hit an all time high of 71.4% girl retention. This result came after our LOWEST girl membership year on record in 2021. Although we've lost 3 percentage points in retention this year, we are still higher than any other year except 2022.

We've just launched our 2024 retention effort through the early bird campaign that began April 1. Please join me in renewing your troop. When your troop renews at least 70% of their 2022- 2023 members by May 31, and renews OR registers at least one leader and one co-leader, the troop earns \$50 in Kentuckiana Credits to fund things like events and uniforms. All girls who renew by May 31st will receive this year's early bird long sleeved t-shirt and a patch. All girls that renew between June 1- June 14th will receive the long-sleeved t-shirt. Our goal is to renew 5,000 by June 14th so please support your troops to renew today! There is support at the membership table to help you do so.

Now that I'm done with my early bird campaign commercial, back to my report.

After we consider overall retention and sense of belonging, we want to pay special attention to girls of color. You can see in this slide our retention for Black, Indigenous, (and) People of Color, or BIPOC, girls. As you can see, we lost ground on retaining these girls in 2023. While we had a decline in 2023, we still had the second highest retention on record for this group this year.

We attribute this decrease in girl retention to staff turnover in our part time Community Outreach position that primarily served West Louisville as well as a recognition that our structure for outreach troop support needs to evolve. We know anytime there is a transition in leadership, be it a staff or volunteer role, it may impact the troop. We've recognized that having one part time position focused in West Louisville is not an effective approach and does not help us serve our 64 counties. Instead, we're reworking our outreach troop approach and are expanding our Membership Experience Coordinator Team and responsibilities to include partnering with local community partners to launch outreach troops. By expanding our MEC team, we are allowing this position to have the capacity to be able to create and support new outreach troops in all service areas. While the dip in retention is not acceptable, we have a plan in place not only to eliminate this dip from happening again while also expanding our reach to serve more girls.

One way we hope to learn and grow in effectively serving girls and growing our sense of belonging is through the Hoosier Girl Coalition. The Hoosier Girl Coalition is made up of the six Girl Scout councils serving Indiana and is funded by a \$15 Million grant to GSUSA from the Lilly endowment. This grant is focused on helping all Hoosier girls live their best life with a special focus on girls from low-income families. The coalition has prioritized 20 counties with the highest density of girls from low-income families in Indiana—GSK has two of those Clark and

Washington counties. The coalition will also publish a Hoosier Girl Report focused on dis-aggregating data for girls in Indiana so our communities can better understand the realities of what girls face. We will focus on building strong grass roots relationships in the communities of focus through listening sessions that help us better understand the barriers girls face to living their best life. Then we will test new strategies funded by the grant, looking for ways Girl Scouts can provide solutions to girls and their families. We hope that this effort will teach us about how to build and sustain relevancy in communities where Girl Scouting has not been strong and ultimately, for GSK, we'll be able to scale solutions across other Indiana counties and into Kentucky.

Girl Scouts of Kentuckiana's strength lies in the strength of our volunteer staff partnership. The only way we can be successful in our work is by doing our work together. Our ability to recruit new volunteers and support our existing volunteers, whether they are short-term or long-term volunteers, is essential so they can effectively lead Girl Scouts. How we nurture and support the volunteer-staff partnership is critical to ensuring our growth is sustainable.

Here we show two ways we are measuring the success of leader recruitment and the volunteer- staff partnership. On the left you can see the number of volunteer members with assigned roles. As we grow our girl membership, we must have enough adult volunteers to effectively serve our girls. I'm excited to share that we have seen growth this year. As we grow, we also must retain our leaders. You can see here we have lost a little ground in our adult member retention in 2023, but last year's numbers, like girl retention, were at an all-time high. Our 2023 results are still higher than any adult retention rate in recent history.

Beyond retention, we want to hold ourselves to a higher standard, by ensuring we are seeing growth in the volunteer experience. This data is from the GSUSA 2022 Troop Leader Voices Count Survey. This really shows us how well we are supporting volunteers and nurturing the volunteer staff partnership. Here you can see how likely volunteers are to recommend volunteering with Girl Scouts to others, called the net promoter score. We have beaten the national average three years in a row and grew last year by 2 points. In this metric Girl Scouts of Kentuckiana has held pretty steady while the national average has declined.

The other metric on this slide is troop leader satisfaction. This shows we've had a strong increase in satisfaction over 2021, which was a low for the entire movement when COVID was at its worst. We're also continuing to outperform the national average.

We take our partnership with our volunteers very seriously and it's important to us to measure our results. We know that the volunteer experience is not perfect, and we are committed to continuous improvement. Not all parts of the Girl Scout experience are controlled by the local councils so we do our best to focus on what

we can improve and advocate at the national level for improvements from GSUSA.

One of the ways we have addressed the troop leader's experience is by improving our communication strategies. When I started at GSK, I believed that we had a significant opportunity to optimize and modernize how we communicate with our volunteers and families. We have committed to and resourced the strategy of developing, evaluating, and pursuing communication strategies that improve results.

As you can see from this slide, we've seen increased results in both our social media reach and our email open rate. Our email open rate is above the national average for nonprofits of 39.24% and has seen significant improvement. We know that open rates are directly related to the quality of the content in the email, and I'm pleased to share these results. Our marketing and communications strategies are foundational to our overall success and continue to remain a priority.

An area that many of us hold very dear is our camp properties. Camp is a magical place and has the opportunity for lifetime memories. We are committed to increasing our utilization of GSK camps and properties. Fundamentally, we believe this is a unique part of the Girl Scout Leadership Experience and it's very important to us that we leverage the amazing properties we have.

This slide shows you that we're continuing to recover in property reservations and have seen steady growth since 2020.

Our volunteer leadership provides exceptional programming at our camp properties through day camps and camporees. We've also seen strong growth in this area and in 2022 we have almost recovered to pre-Covid numbers. You can also see that the percentage of our membership engaged in volunteer led camps is higher than 2019.... Last year we had 11.5% of members engaged in volunteer-led camps.

We also want to see our resident camp and Louisville PLC day camp grow. We almost doubled our numbers for these strategies from 2021 to 2022. In 2023 we will continue to grow in this area. I'm excited to share all three camps in total have 465 out of 624 registrations as of April 13 (Thursday). We are at 74.5% capacity. This year we made the big leap to return to two different staff for Camp Bear Creek and Camp Pennyroyal and we added two more weeks for Louisville PLC day camp. For us to continue to grow our capacity at resident camp, it was important for us to make that jump to two different staffs. This leap has been big and here's where my commercial comes in.... we still have spots at Bear Creek.

We have created another Camp Flash Sale just for Annual Meeting. You can use the coupon code CAMPNOW to receive 20% off. Girls attending today—you are the target audience for Bear Creek. It is a camp for older girls geared to you. If you've never been—try it this summer. Add a session if you can and go twice in one summer! Financial

assistance is available. Bear Creek holds a special place in my heart and was a critical part of my leadership development. Tell your friends!

We've also added Troop Adventure Camp at Pennyroyal. A few years ago, some of you may have heard this called Troop Camp Plus. This is a great, easy way for troop leaders to bring their troops to camp. Facilitated program by council staff will be available and this summer cooked meals are included too. We have also created a limited time discount available for Troop Adventure Camp.

Just use Coupon Code 2023ADVCAMP for 20% off. These discounts will be available until April 21 so register today! We have fliers available on the program table!

A strong GSK is a financially health GSK. Growing and diversifying revenue is essential for any business, and this is a priority strategy for us.

Our financial health requires a strong Cookie Program. This program provides essential revenue to the council and troops to deliver Girl Scouting. It powers the work. You may not realize that last year's Cookie Program sold more packages than our 2019 pre-Covid sale. As of today, we have sold 1,478,376 packages and are 33,084 away from our goal of 1,511,460. Thank you for your leadership in the Cookie Program. As we have navigated the challenges of cookie inventory from the bakery, we have not seen significant declines like other councils. This is truly a reflection of the strength of the volunteer staff partnership and in our council overall.

Beyond the Cookie Program, revenue diversification is essential. We must continue to grow other revenue streams to ensure we are financially healthy. In 2022 we added another tenant to the Louisville PLC bringing in another sustainable material new revenue stream which together with rent from other tenants more than offsets the total cost of the Louisville PLC mortgage. We have also been very focused on growing fundraising and in 2022 we had a 23.1% growth in fundraising revenue. Thank you to all of you who invested in Girl Scouts of Kentuckiana.

Our fundraising growth has been built on our ability to offer donors exciting ways to invest in Girl Scouts of Kentuckiana. We've been able to raise significant resources to provide financial assistance to girls which has helped us grow our membership and ensure all girls have the opportunity to have a quality Girl Scout experience.

We've also increased our fundraised support for our properties. Last year we had the incredible donation of pods from CVS which has helped us implement a significant update to our latrines and access to air conditioning across all our properties. The Properties committee has helped us identify overall council priorities and we're committed to continuing to raise dollars to improve our properties. In March the board approved moving forward to raise \$1 Million to renovate the Shantituck pool and update the shower house. To date we already have \$321,368 committed to this important project. More to come about how you can invest in the

pool and other projects impacting our properties.

Finally, Girl Scouts of Kentuckiana is rebuilding our overall revenue as we grow back from the impact of COVID 19 and Federal Assistance programs end. Last year we had a very successful year, but our investments declined due to declines in the stock market. As we grow our membership, we will grow our overall financial health.

Today's slide deck will be available at gskentuckiana.org/annualmeeting. As I end my presentation, I'll bring us back to the strategic vision. This vision is taking us into the future. Thank you for being my partner into the future. Thank you for your commitment to growing girls of courage, confidence and character who make the world a better place. Thank you for your commitment to growing our community and our sense of belonging. Thank you for being you.

I'd now like to introduce to you Girl Scouts of Kentuckiana Treasurer, Theresa Batliner, to present the Treasurer's Report.

Treasurer's Report

Theresa Batliner:

Good morning everyone. I am Theresa Batliner, the Treasurer of Girl Scouts of Kentuckiana. I just completed my first year as Treasurer and I will be providing the financial overview of 2022. I want to start by thanking Greg, our Chief Business Officer, for all the hard work he does for the Council and for making my job easy by providing high quality financial information to the Finance Committee and the Board of Directors.

We recently completed the audit for the year ended December 31, 2022 and received an unmodified or "clean" opinion, which is the highest level of opinion issued. This is a testament to work done by Greg and his team throughout the year.

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).

I am going to provide a high level overview of the audit report and financial operations for 2022. One of the overarching themes is the impact of the stock market declines during 2022.

I will start with the statement of financial position, which presents the assets, liabilities and net assets of the organization.

Assets

Our assets decreased from \$20.6 million as of December 31, 2021 to \$19.2 million as of December 31, 2022. The main reasons for the decline in our assets are due to:

1. The stock market declined in 2022, resulting in an approximate \$1.8 million decrease in investments and the beneficial interests in trusts (which are stock market investments managed by trustees who are

independent of our Council); and

2. Pledges and grants receivable increased approximately \$322,000 due to increased development efforts.
3. The right-of-use asset—operating leases, net and related lease liabilities—operating leases, of \$37,482 is the result of the adoption of a new accounting standard, ASU 2016-02, Leases, which requires leases greater than 12 months to be included as an ROU asset and lease liability on the statement of financial position.

Liabilities

Our liabilities dropped from \$3.7 million as of December 31, 2021 to \$3.2 million as of December 31, 2022. The reduction was primarily due to forgiveness in 2022 of the section Paycheck Protection Program (PPP) loan of approximately \$561,000.

Net Assets

Net assets in total decreased approximately \$865,000 due to the overall decrease in net assets for the year. Net assets without donor restrictions represents net assets that are available for use in operations, with a certain amount being designated by the board for a specific purpose(s). Net assets with donor restrictions represent net assets that have been restricted by donors for a specific purpose and/or time restriction as well as those restricted in perpetuity. The major part of the decrease occurred in the net assets with donor restrictions (approx. \$823,000) due to investment losses as a result of the stock market decline.

Statement of Activities

Revenue

Total public support and revenue decreased approximately \$2M as a result of the following:

1. Contributions decreased approximately \$359,000 due to \$1.2M Employee Tax Retention Credit and \$568,000 PPP loan forgiveness in 2021 offset by \$561,000 PPP2 loan forgiveness in 2022, \$165,000 of in-kind donations (CVS pods) and overall increased fundraising efforts.
2. Program revenue, net increased approximately \$871,000 due to a more robust cookie sale.
3. Other revenue decreased approximately \$2.6M primarily due to decrease in investment income of \$2.6M.

Expenses

Total expenses increased from \$7.5 million in 2021 to \$8.5 million in 2022. Expenses are very closely controlled by management of the Council to ensure that we spend our available resources wisely.

The main reason for the increase in expenses is due to the following:

1. Increase in cookie costs of approximately \$397,000

due to increase in the number of boxes sold.

2. Salaries and salary related expenses increased approximately \$314,000 due to filling vacant positions as well as salary adjustments for existing staff to bring pay more in line with market rates.
3. Overall increases due to few, if any, restrictions resulting from COVID.

I have a couple of graphs which break down expenses as sometimes seeing the information in picture format is more helpful. Program expenses make up the majority of expenses at approximately 56% in both 2022 and 2021. Cookie sale expenses are at #2, making up 26.7% in 2022 vs 25.2% in 2021.

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 26% of total expenses in 2022 vs 29% in 2021. Member and troop support is the next highest category at 23% in 2022 vs 20% in 2021. Program and recruiting combined comprise 22% of expenses in both 2022 and 2021. 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.

That concludes the end of my report. I am happy to answer any questions. Thank you.

Teller's Report (Quorum & Area Representation)

Terri Sanders (Head Teller):

The total number of delegates possible for the meeting was 221. To reach a quorum, required attendance from more than 50% of delegates—that's 111 people—and representation from more than half or 13 of our 24 area associations. The total number of delegates present at the meeting was 153 and the number of area associations represented was 20. A quorum is established.

Vote—Approval of Standing Rules

Sharon Handy:

Standing Rules:

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 the 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.

Motion from the floor to approve.

The Standing Rules were unanimously approved and adopted as presented.

BDC Presentation of Slate

Lisa Pigman of the Board Development Committee presented the following nominees for members-at-large for the Board of Directors.

Members at Large for a 3-year term ending in 2026

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

Members at Large for a 2-year term ending in 2025

Sharon LaRue

Members at Large for a 1-year term ending in 2024

Laura Hatfield

The Board Development Committee presented the following slate of nominees for members of the Board Development Committee:

Nominees for the Board Development Committee for a 2-year term ending in 2025

Cecelia Cloos
Kenyatta Thomas
Jan Yonts

Recognized the current members of the BDC and thanked them for their service and the commitment.

Vote—Election of Slate

Sharon Handy:

Advised that no timely written notice of nominations from the floor for any of the categories of election on the slate was received. Therefore the Board Development Committee's slate of nominees was the official slate for this meeting and it was in order for the Secretary of the

Council to cast a single ballot.

Simon Keemer:

As Secretary of the Girl Scouts of Kentuckiana Simon Keemer cast a unanimous ballot for all candidates in the uncontested categories listed by the Chair.

Installation and Rededication Ceremony

Sydney Zuckschwerdt performed a commitment and rededication ceremony for Board Members-at-large, Officers, Board Development Committee members and National Council Session delegates.

Sharon Handy recognized the outgoing members of our Board of Directors and Board Development Committee and thanked them for their service.

Board Development Committee

Sr. Sharon Sullivan

Board of Directors

Dwayne Compton

Janessa Moran

Girl Board Members

Campbell Baete

Paw Po

Break

Decision Influencing Discussion

Discussion Question #1

Do you support the National Council Session 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?

The following spoke at the meeting:

Lisa West (Area 2) “While I understand the rationale behind the proposed change in language, I feel that the absolutist language could actually discourage some girls, for them, if they fail once they feel why bother. Rather I think if the language needs to be change to a more active voice, it should be: I will do my best to be... as it recognizes that we should give our utmost to follow the promise, but that we are human and not perfect. It gives room for continued growth and striving to meet the promise and law: it makes it attainable.”

Libby Ashford (Area 9) “For me, I do support this amendment to the promise and law. As a young Girl Scout I always interpreted the words I say every meeting and carry with me throughout my life as effort and action words. The words ‘try’, ‘do my best’, and others imply that I will give my full effort and my full action to embody the law and promise. If we make this amendment it would be my recommendation

to still stress the importance of effort. By saying we ‘will’ we need to learn what that means and why it’s important. Without the implication of try, there is no will. Thank you”

Gwyneth Schulte (Area 10) “The amendment to the Girl Scout Promise currently utilizes the word ‘try’ to convey the input of effort. It allows the girls to complete such tasks with good intentions, rather than commitment. Alongside the elimination of the word ‘try’ the repetition of the word ‘to’ is discarded. The word ‘to’ breaks apart the individual tasks. Without its presence in the promise the words ‘serve God and my country, help people at all times, and live by the Girl Scout Law’ flow together. The word ‘to’ individualizes the specific actions the emphasis that the word ‘to’ provides to the promise spoken aloud allows the speaker to identify each as a separate commitment, which in short is saying its individual importance. The second edit to the Girl Scout Law, inserts the word ‘will’, The beginning of the Girl Scout Law describes and lists the characteristics a Girl Scout should aim to portray. These characteristics are those that we should embody. The elimination of the words ‘do my best’ do not convey the essentiality[sic] of the listed attributes that follow. The words ‘I will’ claim its essentiality[sic], but it also eliminates its rate as a goal. I believe the word ‘aim’ exclaims the essentiality[sic] and its purpose as a goal.”

Pawsayroe Po (Area 13) “I do not support this change because if we remove those words, I feel as if the girls will think that doing their best and trying will not be enough. They’ll try to be perfect and think that making mistakes aren’t okay, which they are because everyone makes them, and essentially no one is perfect because we’re all unique in our own way.”

Evelyn Schulte (Area 10) “By taking out the words to, try, and do my best to and replacing them with the word will we change the meaning. Words are vital tools in communication you can say one thing and mean the other or words can have unintended meanings. By replacing the words try and to, which are encouraging words, we will see a slight change of connotation. The word will means that it is expected and while these ideals should be expected no one is perfect. Everyone has bad days and good days, days where they make mistakes or fail to do what is right. These days happen to everyone. By changing the wording we take away the room for error and when we do that the whole attitude of a person changes. I have seen too many people be overcome with the stress of being perfect and not making mistakes. While you may see this as an extreme, I see it as a way to normalize mistakes. Messing up isn’t expected in our current world and if we have our promise and law changed to use the word will the connotation will change. It will go from leaving room for human error to excluding it.”

Alyssa Maxwell (Area 13) “I think by say ‘I will be

honest and fair' yes its more actionable though we need to think about how the younger girls will feel. With the rise of anxiety in children saying something like I will do this, I will do that can put high standards for the girls to grow up sooner than they need to. For a lot of girls use Girl Scout as a safe place where they can be themselves. I am concerned that this will cause the girls to feel like they can't be who they are."

Estella Smith (Area 13) "I believe that we should omit the words 'I will try' and say 'I will' because it holds Girl Scouts responsible and accountable to be their best and put their best foot forward automatically. Even though their is the high possibility that they could fall short at least. It is emphasized, though no one is perfect your expectations are set higher and can strive to be the best Girl Scout possible. Its just like shooting for the stars, do as best as you can , at least you're out there."

Madison Livers (Area 12) "I fully support the change because the wording in the promise and law is a physical example of limiting yourself. To make change means being committed, being 100%. It stress opportunities to evolve and show the natural feeling of complete something full. It does not have to hinder ones confidence, but push them to be better."

Sydney Zuckschwerdt (Area 2) "I vote no to this action, removing the language of 'try' and 'do my best' supports that girls should reflect perfection in this area. That language is more inclusive and the newer motion is quite exclusionary."

Wendy Smith (Area 13) "I support the proposed amendment to change the pledge from 'I will try' to 'I will'. I strongly believe that setting a standard of expectation to aspire to wholeheartedly commit to the words in the pledge is vital to our girls. I do not want to set a low bar for our girls out of fear that they may not be able to achieve the goal. On the contrary, we want girls in our organization who know we believe in them and their values and their abilities to rise to their full potential. I don't believe that girls will feel pressured to be perfect, rather, they will be empowered to soar. Even if they are not able to always meet their goals, fall or fail, they can turn to the pledge for redirection."

Sarah Hurt (Area 16) "We are trying to change the promise and law to make sure that everyone feels welcome and belonging, right? It's all about diversity. And that should include every single girl. Well, I hate to break it to you, but not every girl is a believer in God. Therefore, no, I do not believe we should change the promise, and hold every girl accountable for something that not all of them believe in. We are to create a sense of belonging. So what, we change our promise to be worded in a way that may make our girls feel like failures if they do fail to do so ...'I will try'...and if we fail, we encourage each other to try harder. 'I will' ... then when we fail, not only is there a sense of self-judgement, but we also feel as if we have let our whole

Girl Scout community down."

Cecelia Cloos (Area 26) "I will serve God, implies that everyone worships a god. We understand the girls have a choice to substitute when necessary, but I feel that commanding 'I will serve God' is off putting and not inclusive in an age and time when we are encouraging diversity."

Samantha Mitchell (Area 11) "No I do not agree with this because I feel like the word will although it might push the fact of doing it, it might overwhelm new coming girls where as the word try leaves room for growth and space to make mistakes where will makes it seem forced."

Kacee Sanchez (Area 14) "Girl power is something Girl Scouts stands for. Every girl needs a role model and themselves is something every girl needs. Being strong and confident is something every girl needs."

Ronda Taylor (Area 6) "No. This is intrusive on a person's abilities and free will. What if someone cannot fulfill the statement? That reflects on their interpersonal guilt. We are imperfect beings. To put our best foot forward in this world as it is today, is all we can ask of one another - I would not ask my scouts to contradict or overextend their mental/emotional well being to state anything that could cause them to not be able to fulfill duties thereof. Please STOP trying to be a controlling overbearing board of a women's growth and character. It is hard enough for girls and women of all races, cultures, and stature. We as women have enough pressure from social media, peers, and politicians to be 'perfect' or as told/images of what they deem we should be - GS is supposed to be a safe place to be ourselves - no judgement."

Kerry Morris (Area 13) "For all the previous reasons given, I would not support this change. Instead I would support I will do my best. I am making a commitment and allowing to grow by making mistakes and learning from them."

Payton Nelson (Area 17) "I think we should not change it because one it will cost a lot of money to change it and not everyone is perfect."

Addie Gregory (Area 17) "Madam chair my name is Addie Gregory I'm from Service Unit 717, Area 17 but I think that we should not change it because not everyone is perfect that is why I think the promise and law should stay the same This change will also bring unnecessary financial burdens to GSUSA in a time where we need to be saving money."

Diane Price (Area 8) "Our girls felt the change to the wording of the promise and laws was unnecessary. 'I will try' is ingrained in our memories and our members will always automatically say it. And regardless of whether they say I will try or I will. Those who are sincere will do as they say, those that don't care won't regardless of which phrase they say."

Vickie Kemp (Area 17) "I have made jokes for years

about our GS Promise...I will try; I will try; I will try...! However, I strongly support 'If it ain't broke, don't fix it!' I understand the reasoning for the change and support the young ladies who proposed the change to make it more concrete and positive. However, this change will require so much \$[sic] for complete rebranding -- books, etc... I do not support this change. In the grand scheme of things, all any of us can do is 'try'!"

Lark Mull (Area 3) "In light of 1.7 million girls of 2.5 million GSUSA Members (750,000) adults. Oppose changes 'will' implies no room for mistakes - GS is about Learning, striving, and exploring without fearing failure"

Emily Bruce (Area 3) "I'm up here today because I have practiced and tried my best to be comfortable with public speaking. Getting rid of the words try and do my best, eliminates room for improvement. No one's perfect, and every girl should be able to make mistakes and grow from them."

Phoebe Patterson (Area 23) "I do not agree with this law I think it is harrise[sic] to say 'I will' instead 'I'll try' especially with the society today."

Sarah Lee (Area 15) "I do not support this change. Girls and women are often looked at looking for perfectionism. This would set us back as a movement in my opinion. Action is a good thing. Expecting perfection removes that positive expectation to increase pressure. Our world already expects too much perfection out of girls and young women."

Michelle Eckhart (Area 10) "I do not support this change to the promise and law. The wording change to 'I will' leaves no room for error. It expects that GS will be perfect in everything they attempt to do. This puts tremendous amount of pressure on girls to never make mistakes - That we MUST accomplish everything we set out to do. I work in the field of Mental Health and too often se girls pushed 'over the edge' by feeling they have failed because they were not perfectly successful in their attempts to do whatever they are trying to do. We see perfectionist behaviors as a huge contribution to anxiety and depression which has become epidemic in our teenage population today. We actively teach our clients to NOT be perfect. While it is always important to make sure we put forth our best efforts to TRY and TO OUR BEST, we should not say we will or we set so many up for failure. If we TRY to DO OUR BEST and don't succeed, then we learn from this and grow. That is life - a normal healthy balanced life that promotes good mental health practices to try, try again, learn, and grow. This change sends the wrong message to our girls."

Katy Netherton (Area 8) "I think it's important to consider Girl Scouts of all different types of abilities disabilities who may be struggling to do things as well as their friends. I think the change would be less intrusive in this way."

[The following responses were submitted by delegates who chose not to speak their answer at the microphones.]

Kara Roberts (Area 2) "Placing the word 'will' in front of God is not inclusive to all Girl Scouts. There are many non-religious, agnostic, atheist, and non-Christian Girl Scouts. This will make it appear and feel less inclusive to non-Christian Girl Scouts. Though 'God' can be replaced, 'will serve God' set a standard that makes these Girl Scouts feel excluded."

Christina Vowels, Judie Moore and Miranda Kaake (Area 3) "The delegation from Area 3 does not support the proposal to change the promise and law to delete the words listed for 2 reasons. 1. Deleting these words set the promise and law up for perfection in individuals which has heavy impact on ones psyche when one falls short. 2. If adopted, then everything that is already printed would have to be changed which goes against our law of using resources wisely."

Jamie Farley (Area 8) "Why try to change our traditions. 'Try' is not a bad word. We all are 'trying' to do our best. Keep it as it is... DO NOT CHANGE!"

Jodi Watson (Area 8) "I strongly approve the change to the wording, using more assertive language. Teaching our girls to be more assertive in society is a cornerstone if Girl Scouts. The wording is stronger and allows confidence to shine through."

Maggie Smith (Area 8) "I believe it's unnecessary to change the wording of the promise. Saying 'I will do my best' allows for girls to mess up without guilt, it shows that no one is perfect all the time, and that is OK."

Dorothy Hance (Area 10) "I think that this change is not needed. Girls need 'grace' to make mistakes. Current language allows for mistakes. The change makes this hard line and could discourage girls."

Cassie Blausey (Area 10) "It is important to note the Boy Scouts have language that includes 'I will do my best...'. 'Try' emphasizes the value of continual improvement whereas 'will' establishes an expectation. In a world where girls and women face astounding demand of perfection, this importance of language cannot be overstated. We know that research shows women already face higher and almost insurmountable ideals in communities, the workplace, politics, etc. We also know, and research supports, that this is exponentially more the case with women and girls of color. As an organization whose values amplify inclusion, belonging, and a welcome place for all girls, our promise and law are foundational to how we live those values. This ensures improvement, the value, of second chances are absolutely embedded in our every day. I worry that by modifying try to will, we are creating yet another qualifier to Girl Scout membership that, in its worst implementation could result in exclusionary practices. We need more grace in our world and I implore a vote of NO against this

proposed language. It is important to distinguish continuous improvement and growth mindset from low expectations. It is possible to maintain high expectations and accept that we are able to grow.”

Marty Woelfel (Area 10) “I am opposed to changing the wording of the promise and law. No human is perfect. Our girls report they are under tremendous, continued pressure to be perfect. The current wording encourages Girl Scouts to be their best but doesn’t require perfection. Girl Scouts has always been a place where girls and adults try to live by the promise and law but also a place that allows us to fail, learn from failure, and then try again. Let’s keep it that way.”

Shannon Hall (Area 11) “No, ‘try’ implies effort. No one is perfect. It says to serve God and even the bible teaches we will fall short at times. The continual effort to give it ‘your best’ is what is most important. Everyone’s best means something different to each girl and we value and embrace those differences.”

Ann Brian (Area 12) “I respect the research that shows declarative, deliberate language changes a person’s mindset and is more likely to lead to success. However, I am sensitive to the pressure girls face today to be perfect and do not want to add to that. Regardless of the decision made, I hope we can engage girls in discussion about how language informs our perception of our abilities and encourage them to use impactful language in their own lives.”

Leonor Linares (Area 13) “I will ‘do my best’ is a more inclusive and realistic option. Will is way too exclusive and prescriptive and unrealistic. And actually motivates to not take the promise seriously doing my best is motivating an progressive language. Will is terminal, finished, leaves no room for improvement. The expense of this change mot be cost effective - and do my best would me more empowering.”

Laura Sanders (Area 13) “I do not support the change of verbiage in the promise and law. Girls need to understand by learning and doing a person does not always succeed. We must be allowed to understand that failure happens. ‘I will’ does not allow for failure and we all fail at something. Cost to change the GS branding would bring a huge economic hardship - money should be used to help GS grow and learn.”

Amy McFarland (Area 13) “I don’t agree with the proposed change to the promise and law. Taking ‘try’ and ‘do my best’ sets an unrealistic expectation of perfection. I also agree w/ another delegate that pointed out ‘to’ before serve, help, and live, helps to emphasize each individual meaning versus lumping them together. I also believe the financial impact of this change is unnecessary in today’s economic situation.”

Madison Brown (Area 13) “Making these changes might give the girls discouragement and they might think they have to be perfect. There needs to be room for

mistakes and changing these words makes it sound like us girls have to be perfect and spot on for the Girl Scouts and God. There needs to be room for these girls to grow.”

Ellen Cullinane-Spanyer (Area 13) “The wording, new proposed or current... as an adult I just accept either... but young people of all ages take things more literally AND are more attentive and aware, so they should be listened to. ALSO, ‘will serve God’ = not cool. I love God but asking all to say ‘will serve God’, NO. I know that girls are allowed to change ‘God’ to something else BUT it’s just glaring and harsh if its changed. Let girls decide! (p.s. Even though I LOVE God I do think God should be out of it altogether. I’m sure were nowhere near that if ever.)”

Nanette Krupa (Area 13) “I support the amendment to modify the language in the preamble to include more committed language - the verbiage although small - change the sentiment of the preamble from passive to active and empowering.”

Phyllis Gilman (Area 13) “This proposal was a proposal brought to the NCS by girls. As an advisor and volunteer, I feel it would be important to get input from girls. NCS delegates will hear more at the NCS to make these decisions. This is a great example of the democratic process in Girl Scouts.”

Debby Hoelscher (Area 13) “Absolutely, am not in favor of these proposed changes. No one can commit to the high standards of I will be ... We should always be striving to do these things. Is strive a stronger word than ‘try’? If so, then I am fine with the change to strive instead of try. But I think trying to serve God and country and trying to help people and trying to live by GS law is exactly as it should be. The law should stay as is to be ‘I will do my best to be honest and fair’. If you change it, then ALL Girl Scouts will not be GS as they won’t be able to do those without failure. They will fail and be discouraged and then not be a GS. Also, the marketing expense to change is cost prohibitive. Again, to change to take out ‘try’ and ‘do my best’ is just wrong! I strongly disagree with the change. None of us can absolutely do these things, which means then, we wouldn’t be a GS because we would fail to complete all things perfectly. We want all girls to participate in GS and encourage them to try and to do their best ... I don’t want girls and adults to refuse to be a member only because they know they’ll fail. I also don’t want those that are members to add anxiety and stress to feel perfect and always feel like they’re a liar because they aren’t able to live up to what they said.”

Molly Hoelscher (Area 13) “The use of ‘will’ sets unrealistic expectations and makes Girl Scouts feel they MUST be perfect. The best that we can do is try. Everyone has faults and flaws and we shouldn’t feel discouraged for not perfectly living up to the promise and law.”

Nur Mandadi (Area 13) “I do support. We should have amended changes to different sections of the promise. The word ‘Will’ is more in line with the Girl Scouts principles. It signifies our commitment. It’s still acceptable to have failures during or mission but we teach our Girl Scouts how to fail but come back and continue to work on our promise. Resiliency is part of being a Girl Scout as well.”

Rayna Mandadi (Area 13) “Yes I do because will gives the impression of always putting our best effort forward, while try seems more like a loose term.”

Jessica Cohagen (Area 14) “I believe we should not amend the promise/law. ‘Try’ and ‘do my best’ are action words that give girls space to make errors and work in improving themselves. We have to give girls grace to try. We have to understand that they’re not always going to show up and give 100% but we have to encourage that they showed up to begin with. All we can ask is that girls try to do their best!”

Hannah Owens (Area 14) “I don’t think that we should change the Girl Scout law. There is nothing wrong with striving to do our best and we will fail time and time again, but saying they will do something sound pressured and demanding. All we can do is our best, so why change it. They have to know mistakes are okay because you learn from those experiences.”

Katherine Cordy (Area 14) “I have proposed this question to my troop and Girl Scouts in my home. While there was some push back initially on the idea. One of the things said they felt it took away the ability to make mistakes. The girls felt it put more pressure on them to be perfect. After reading the purpose being it there was more open to the idea of change. However they were still not sold on the change. They all felt it was taking away the chance to make mistakes. My troop is made up of a bunch of neurodivergent girls and change is a big deal which will only compound their anxiety. I feel this will push out neurodivergent scouts due to the new pressure in the foundational aspect of Girl Scouting.”

Madison Newberry (Area 15) “I believe that these changes, although it will be odd to change, will encourage our members to actually live by the promise and law, whereas the previous/current wording makes it more of a suggestion.”

Jamie Bailey (Area 15) “When I heard Girl Scouts discussed changing the promise and law, I was stunned! How can we make these changes? How does that make Girl Scouts all inclusive? One person’s religion and god might be different. Are we going to make these girls feel ‘less’? Changing this wording to me feels like I’m making my girls worship a god, to serve their country. No one should be ‘made’ to make that decision, but given the choice to ‘try’”

Jen Seaton (Area 15) “I oppose the change. 1.) ‘Try’ and ‘do my best’ gives grace for imperfection with action

to be continued improvement. In leading our future leaders, teaching grace and encouraging best efforts. 2.) using our resources wisely would not be to make a change that unnecessarily cost our hard earned income to re-print materials.”

Mia Black (Area 17) “Madam Chair, my name is Mia Black from Area 17, Service Unit 722. I feel that we should not change the promise and law because of the fact the cost of changing merchandise. Also, we aren’t all perfect nor do we all believe in the same things.”

Haylee Miller (Area 17) “I do not support this proposal, because deleting ‘try’ and ‘do my best’ and inserting ‘will’ creates a mindset of failure, if you do not reach the goals set in the promise and law. We are all human and sometimes we cannot reach the goals set, all we can do is our best.”

Lindsey Miller (Area 17) “I do not support this proposed change to the promise and law. I feel that using the definitive ‘will’ could cause girls to feel less if they’re not able to do something, or to feel like they’ve lied. I believe that them promising to try to do their best is them doing what they can to the best of their ability.”

Samantha Kimber (Area 17) “I do not support the proposal because why mess up a good thing already in place. For 110 years girls have been Girl Scouts with the Promise and Law guiding them, not demanding them. People are not perfect and will mess up from time to time. Trying your best everyday makes you realize you did what you could. Changing the promise and law to ‘will’ would not be helpful. If you don’t do something it could make a person feel like they let themselves down. Also Girl Scouts is supposed to be inclusive and not everyone believes in God, as well as some religions have different beliefs.”

Joanie Powell (Area 17) “I do not think the wording should change on the promise and law. I took this to my area meeting and troop. The girls feel it adds too much pressure to us. If we say will and we come up short, we are disappointing ourselves and others. We all try to do our best. Thank you. Also a waste of GS money to change.”

Phoebe Patterson (Area 23) “No, I think we should keep it the same.”

Discussion Question #2

Do you support the National Council Session 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?

The following spoke at the meeting:

Elizabeth Ashford (Area 9) “I do support the proposal to insert the word ‘anti-racism’ into the preamble. As a young Black Girl Scouts I was and still am always

accepted and met where I was in my troop, area, and state. With the help of my leaders, my mom, and life long friends we have and will continue to challenge and embrace the action that anti-racism is. However, that may not be a commonality everywhere. Our society privileges white people and whiteness which is why racist ideas have been unfortunately normalized throughout our media, social structures, and systems, and our organizations. Girl Scouts is an active anti-racist organization, declaring this stance does not pose a problem it poses progress. Thank you.”

Mia Black (Area 17) “I believe that we should not change this proposed amendment because if we add ‘anti-racism’ well we should add anti-homophobia, anti-gender discrimination, anti-ableism, and anti-secular discrimination. Therefore, I don’t believe we should change this amendment.”

Madison Livers (Area 9) “Council, I fully support the change because when using the word ‘pluralism’ it leaves minds to wonder. I believe that identifying the problem evolves into change. Coming to you all as an African American, my hardships differ from others. I believe that certain circumstances should not be placed into one distinct category. As women and Girl Scouts, we are the youth, we are the change. If every problem has the same conversation that leads to repetitiveness, which leads to no progression. Closed minds aren’t safe minds.”

Shannon Hall (Area 11) “No, I feel it’s not necessary. We want to include EVERYONE! No matter race, religion, sexual orientation and many other considerations. Are we going to rewrite it to show we support these groups as well?”

Cassie Blausey (Area 10) “In support. Inclusion of the word ‘anti-racism’ the preamble is an affirmative step towards growth insensn[sic] of belonging. Unlike the first two words, which are passive, anti-racism demands action. In order to freely be engaged in the building belonging across our movement, we must realize there are active systems of systemic racism and oppression that exist in our society. These systems are designed to exclude girls and families. This language engage is a positive step. It is necessary but not sufficient. We must, regardless of the adoption of this language actively pursue the analysis and removal of barriers to full participation in this movement. We are stronger together. I implore the adoption of this language.”

Sarah Hurt (Area 16) “Sarah Hurt, Area 16, Metcalfe County. I do agree that we should add anti-racism, though if we do, we should add the other anti’s that we have problems with as well. Ex: anti-homophobia, anti-ableism, anti-transphobia, and more. If we are going to add one thing, we should add it all. That’s equality. if we have a voice, we will use it.”

Leslie Bouchereau (Area 13) “I believe we should support the addition of anti-racism in the constitution.

Diversity and pluralism does not adequately address the systemic and generational issues of racism in our country. There can be no harm in setting higher goals of inclusivity and equity within our movement. I’ve heard the argument that if we add anti-racism when does it end - must we also add specific wording to address issues like LGBTQ. No other diversity issue has the same generational impact as systemic racism. If our movement is able to wipe out racism by spotlighting it in our constitution, I say let’s change it and add more injustices every National Council Session!”

Payton Nelson (Area 17) “Even though I support anti-racism I feel like we shouldn’t change the current wording because pluralism already includes everyone. If we add anti-racism that means we have add categories that other people think should be in there. If that happens, how long will it be? If we just leave it at pluralism, then it includes everyone.”

Pawsayroe Po (Area 13) “I support this change because I think it’s always good to emphasize that GSUSA does not tolerate racism. Last night when we were navigating courageous conversations I think I remember someone sating along these lines that by adding anti-racism it would open up a can of worms and that we’d then have to add anti-homophobia, anti-ableism, etc. While I understand where they’re coming from, racism is still a major public health crisis, and most relevant and I think it would be important to add.”

Ronda Taylor (Area 6) “Doesn’t diversity include anti-racism? Look around you - where do you not see diversity? What issues is GSK facing that lay claim to Girl Scout at any level is not diverse enough to where we need to include the words ‘anti-racism’ into the preamble? Diversity means to be diverse - accepting - no judgements - At a girl level , scout level, volunteer level, we see women, girls, who want to be accepted for who they are not how they look. Adding these words would be opening the doors to the fact that these girls don’t feel safe to just be who they are. Can we just understand that we are all bleeding the same color - GREEN -”

Phoebe Patterson (Area 23) “I think we should put ‘anti-racism’ after the word ‘pluralism’ because it will give more chances for other girls of color and religion to feel more welcome.”

Lisa West (Area 2) “I fully support the addition of the language anti-racism into the constitution. Girl Scouts has always been a force for inclusivity and for teaching girls to take action and as an organization it fits our mission to change the wording. We need to make the positive commitment and follow through with actions as an organization and as individuals. We need to work to keep the playing field level. We need to do our best to remove those barriers.”

Nannette Krupa (Area 13) “I am in full support of the amendment as it represents Girl Scouts commitment to be an organization that espouses activism - Adding the verbiage noting GS commitment to anti-racism encourages all members to pro-actively work to dismantle systemic racism within their communities.”

Katy Netherton (Area 8) “I support the change as it takes an active stance on this movement. By saying we shouldn’t change because we should include every group I think it takes attention away from the issue. All lives matter.”

Nancyana Cremona (Area 13) “I fully support this movement because though anti-racism is a focus on a specific issue, it is intersectional. This is necessary to ensure activism amongst Girl Scouts. Saying things.”

Maggie Smith (Area 8) “I support this bill. I think it’s important to address this specific issue, because by using exact language it gives way to further discussion. This change could make us add further specifics like anti homophobia, anti transphobia, but I don’t see it as a negative.”

Alyssa Maxwell (Area 13) “I believe that it’s a good idea to insert the word anti-racism. It’s about time we crack down on racism and discrimination that is prevalent in our community. I have even seen examples of it in our Girl Scout family. This is not acceptable. Girl Scouts is meant to be a safe place for all girls no matter what races, abilities or demographic. It’s time for change and we can be the change that is needed.”

Debbie Taylor (Area 11) “Pluralism ca[sic] situation in which people of different social classes, religions, races, etc. are together in a society but continue to have their different traditions and interests. Maybe we need to explain the definition of the wording that we already have.”

Courtenay Griffin (Area 9) “I approve of this, however, we must show movement to stand by anti- racism. We shouldn’t have anti-racism in the preamble if we don’t stand behind and follow through with it. Welcoming the BIPOC community in camps, meetings, etc. as our sisters will not be enough. We need to stand up for them.”

Addie Gregory (Area 17) “Pluralism includes all groups and means people of different societies, cultures, and etc. coming together despite differences.”

Lacie Hurt (Area 16) “Yes this is important but I feel we have more antis[sic] to address than race. It is important but so is all of the other types of biased that hinder our Girl Scouts. If we are going to do something this bog, let’s do it right. The verbiage needs to change but in a way that clearly states Girl Scouts do not tolerate hate, bias, or bullying of any kind.”

Theresa Hundley (Area 6) “Words are important. They create images for the mind to hang on to and focus on. That the mind focuses on, it will look for and find, and that is what you will get more of. Wise leaders know

that if you want better behavior, you set your focus on seeing/finding the desired behavior. They create troop rules using positive language that describes that describes desired positive behavior like ‘walk’ instead of ‘don’t run’ and ‘be considerate’ instead of ‘don’t push’. In doing so, they set the image of the troop at its best in the minds of their girls. negative language doesn’t work. You can’t encourage a girl on high ropes by saying ‘you won’t fall’ instead of hearing ‘WON’T fall’ her mind latches onto the word FALL and she becomes more frightened. ‘Won’t fall’ is negative language. Likewise, ‘anti-racist’ is negative language. Even with the ‘anti’ in front, the mind remembers the root word, racist, and putting this in our preamble is what will be associated with Girl Scouts. The trick is Instead of saying ‘anti-racist’ we need to define what the opposite of racism that we DO want. Instead of focusing on what we DON’T want, we must focus on what we DO want. So what is the opposite of ‘racist’ that we want? So what would that be? We want an organization, whose membership reflects the varied racial, ethnic, socioeconomic, religious, and cultural backgrounds, etc. of the community in which it exists, and in which the different traditions, experiences, and interests of its members are respected and find acceptance by all. You will find this same language in the definitions of the words diversity and pluralism. I believe these words were carefully chosen to address the issue of racism when they were added to our preamble.”

Ketia Zuckschwerdt (Area 2) “I’d like to disagree with the statement of ‘not seeing color and only seeing green’. That statement ignores the experiences of those facing discrimination and is an inherently racist statement. That being said, I fully support the amendment.”

Richmond Herring (Area 25) “I agree with this amendment because diversity and pluralism are defined as including different groups and principles into authority. If you add anti-racism into that grouping it is showing we are against making a group stand out. The Girl Scouts includes everyone. We are a family spread throughout the world, adding such words help show we fight for our family.”

Lark Mull (Area 3) “While I support the proposal, I see this as only a 1st step. We need to address and include emphasize the other threatened groups based on ethnicity, sexual orientation, gender identity, ability, religion/spirituality, nationality, and socioeconomic status and perhaps ageism. We need to be proactive. I don’t think there is an activist word, maybe we should develop one.”

Dorothy Hance (Area 10) “I think the word change is needed because society is in a place now where this change is important. We need to take a stand that racism in any form is wrong. Girl Scouts needs to support girls of color and multi race and give them

a safe place. This change allows for all of us to learn how to rise up against racism and how to defend and support our members of color and multi race. 'Pluralism' is not enough because it does not go far enough. It does not address oppression and systemic racism."

Jen Seaton (Area 15) "I Oppose. 1. Diversity and pluralism are already inclusive. 2. the 'anti' brings attention to the word after and not the what we are not doing. 3. once you start pointing out individual differences you are future excluding other differences like the social economics in our troops. To close I think spelling out pluralism for a better understanding of inclusiveness is the way as leaders we teach inclusiveness."

[Time for discussion elapsed—a motion from the floor passed unanimously to extend the discussion for 10 minutes.]

Cecelia Cloos (Area 26) "Adding 'anti-racism' is a standard and a movement towards normalization for genuine inclusion and to break the glass ceiling. Anti-racism is more than color, or nationality, it covers all levels of negativity and that everyone belongs."

Ellen Cullinane-Spanyer (Area 13) "I'm sorry to say that America has been so racist for so long with no end in sight. Countless generations of pain, exclusion, upset, cruelty; add 'anti-racism'! ANYTHING, however small, that helps reduce, eventually, racism is only good. I have high hopes for the young generations. Progress! Action! Make our girls PROUD! Same say 'pluralism' covers it but that is not as common or recognizable term. (maybe educate on the term.) Be careful not to sound redundant if making the change. MAKE THE CHANGE!"

Loralai Stephens (Area 26) "No, I don't support this because if we add this we would have to add in all of the anti-problems in this, also us all being green wasn't meaning we forgot about our colors, it truly means we are all sisters no matter our color. And should we treated the same. Another thing if we were to add this without all the others what makes it better."

Michelle Eckhart (Area 10) "While I 100% an inclusive, diverse, anti-racist, environment in GS. I don't believe that this simple word change will fully address all the concerns brought up by the many people who have addressed this question today. I think this change in wording needs to be voted down and start over with an entire rewrite. There needs to be a full diverse committee to work on the appropriate re-wording of this preamble to more appropriately address the issues of diversity, inclusion, anti-racism, anti-homophobia, anti-sexism, etc., etc."

Wendy Smith (Area 13) "I strongly support including 'anti-racist' to the constitutional preamble. Girl Scouts should take a strong, clear and active stance against the systemic institution of racism. Contrary

to arguments that anti-racist being added would be exclusive to other groups such as LGBTQ and disabled persons, anti-racism crosses all of these groups. Anti-racism must be actively pursued in order to prevent the ongoing marginalization of people of color."

[The following responses were submitted by delegates who chose not to speak their answer at the microphones.]

Sydney Zuckschwerdt (Area 2) "I, without doubt support this motion. Girl Scouts, since its inception has been about inclusivity. Simply including BIPOC in our leadership is not enough. As a council and a group of strong women we must work to make Girl Scouts more inviting to women who historically have faced more barriers in their life. I vote against this step of inclusivity goes against our most deeply rooted values. Thank you."

Jamie Farley (Area 8) "Instead of saying anti-racism - could we say something like all-inclusive. I think this is too focused on just color- not caring for those with disabilities, LGBTQ, etc. Or anti- discrimination."

Jodi Watson (Area 8) "Admittedly, I had to look up the definition of the word 'pluralism', which implies co-existence. Co-existence is not anti-racism. I appreciate the inclusion of the term anti- racism specifically. This welcomes girls of all ethnicities and backgrounds."

Ann Brian (Area 12) "While I do not like the emphasis on 'anti' because of the negative emphasis, I agree with the proposal because we cannot afford to wait. Let's not let the perfect be the enemy of the good."

Charlotte Peake (Area 12) "Everyone has had many good things to say in our safe space, but it seems premature to vote 'yes' on this change without more discussion. We feel that the wording needs more thought and courageous conversations. It has come up rather quickly, and more leaders and girls need time to talk and become informed. Thank you."

Laura Sanders (Area 13) "No- the word diversity is the inclusion of people of different races. The word pluralism is a condition or system in which 2 or more states, groups, principles, sources of authority, etc. coexist. Once again cost would be huge, use the money to help more girls learn about scouts, enjoy scouts and grow. Table to a special group to investigate and report."

Amy McFarland (Area 13) "I don't agree with the proposed change. Racism is a big issue but there are so many groups we are still leaving out. I do agree there should be changes made but inclusive to ALL the different groups affected by discrimination. Ultimately there needs to be a change but this in[sic] not enough."

Madison Brown (Area 13) "I agree with this change because it gives more room for safety and inclusivity toward POC. I feel all that has happened and is happening it would give POC a sense of safety and they're included."

Stacey Brown (Area 13) “I feel the wording should not be ‘anti-racism’ but should have the words equity, diversity and inclusion. We should be diverse but having diversity should allow for all to be included and have an equal seat at the table.”

Renee Canfield (Area 13) “I support this addition. If you look at the history of Girl Scouts and what they’ve worked to overcome with racism in particular, I feel it’s necessary to put a spotlight on it. I do not feel it negatively affects any other areas. It’s a good starting point and maybe we good[sic] add other categories. And yes we have verbiage already mentioning ‘diversity’ but anti-racism specifies a certain expectation for treatment.”

Phyllis Gilman (Area 13) “I am in favor of the proposal. It is a proactive statement. Unfortunately many leaders and volunteers don’t know where to find the constitution. I hope this is a start to learning about what Girl Scouts stand for in their programming. I challenge leaders to involve their girls”

Debby Hoelscher (Area 13) “I am in favor of adding anti-racism. Those that say that pluralism already includes that, I disagree. Even if it were, no one knows what the word ‘pluralism’ means. Diversity is simply the existence of multiple cultures alongside one another; pluralism takes diversity a step further, describing the sense of engagement and community between each of these cultures. I don’t think either take onto effect ‘anti-racism’. I am in favor of this, I am also fine with adding more to include LGBTQ and are homophobic.”

Molly Hoelscher (Area 13) “Definitely support to add the word anti-racism. People would argue pluralism includes the word anti racism very few actually understand what pluralism is and what it includes.”

Rayna Mandadi (Area 13) “No, I don’t because anti-racism is something that should be taught without having to reiterate it over and over again.”

Lindsey Miller (Area 17) “I agree with this amendment to our preamble. I feel that while the words diversity and pluralism are used, adding anti-racism addresses the specific issue and shows that as an organization are absolutely working against it.”

Haylee Miller (Area 17) “I agree with the proposal to amend the preamble of the constitution. If we as Girl Scouts are truly inclusive, we will have no issue stating so by putting ‘anti-racism’ into the preamble.”

Jessica Herring (Area 25) “I agree with this addition. While we already have diversity and pluralism, they are passive positive change. This addition will help show our Girl Scouts and our world that not only are we including all girls, we both recognize and are actively working to help our current girls as well as future girls to change our world, their world, for the better!”

Nur Mandadi (Area 13) “I fully support the proposal. The Girl Scouts do not discriminate on the basis of

race, religion and financial status. We have always been inclusive and it is time to represent that in writing.”

Leonor Linares (Area 13) “Replace anti-racism with anti-discrimination to be more inclusive of all types of discrimination. Simply focusing on racism distracts from all of the other serious discrimination pervasive in society affecting girls. Makes it sound like we’ve fixed something but anti racism is not enough. A change as significant as the constitution should be more powerful and significant. Discrimination takes many many forms. Something as significant as the constitution is an opportunity to make commitment to fostering equity and inclusion. Recommend table this and assign a task force comprised of experts in the field who are or have been Girl Scouts to choose the most effective, forward thinking language that will carry this movement forward.”

Kerry Morris (Area 13) “In addition to changing/or not changing, we need to bring awareness. Many of our leaders and girls (GS members) were not aware of our existing preamble.”

Maximizing Resources Taskforce

Sharon Handy invited attendees to sign up for the Maximizing Resources Taskforce as presented on page 22 of the Annual Meeting workbook.

Board Chair Report

Presented by Sharon Handy:

Our theme for this year’s Annual Meeting is “Celebrate You.” Today, we are also celebrating Monica Garst’s birthday, Maggie’s Executive Assistant. And, if you visited the archives committee display last night at Camp Shantituck or today out front, you may have seen our council’s original charter, granted to us by GSUSA on April 9, 1923, 100 years ago this week when the national organization itself was only 11 years old! There were more lone troops in our jurisdiction before that, but the national organization didn’t start chartering councils in our area until the 1920’s.

GSUSA was started 111 years ago last month, my birthday is on 11/11, my grandmother’s birthday was on 1/11, and when I was growing up, we lived at 111 Castle Heights, so all those ones and 11s mean something to me.

The archives committee display also has a picture of our first Executive Director, a young woman from Cincinnati named Lois Harbage, who Judy Steinhauer says looks a bit like me with a black feather hat. During her 4 years as our first director, the council grew from 4 troops to 151 troops and from however many girls were in 4 troops to 559 girls, 637 volunteers and at least 1 camp.

What triggered that exponential growth? I think it was those same ideas and opportunities for girls that fueled the growth of the movement in general. Back then, girls and women had few opportunities for outdoor recreation

and their career options were almost non-existent. As Juliette Low observed, they were expected to be “prim and subservient.” But, as we know, “well-behaved women seldom make history” and Juliette Low was a history maker. Her vision of Girl Scouting for “all girls” challenged the norms that defined the lives of girls in 1912 and after. Camping? Playing basketball in bloomers (behind solid fences so passersby couldn’t see them)? Having Black girls as part of the 3rd troop ever formed in 1913? All radical ideas for her day and age. Obviously, our founder was not a well-behaved woman, and she DID make history. She was a reasonable rebel. My favorite kind.

We are called upon to continue her work through the Girl Scout movement. What has changed is that in this day and age, girls camping and playing basketball aren’t the problem or challenge, instead, the challenges are things like systemic racism, gender identity and sexual orientation, teenage suicide, drugs, and gun violence.

Last night we had a DEIRJ workshop that helped us have “Courageous Conversations.” Some of the things said by those in attendance fit not only the realm of racial diversity, equity and inclusion, but also could be helpful in dealing with other challenges that are all real things that girls and adults in our council face. Things such as teenage suicide, drugs, gender identity, sexual orientation and gun violence. I suspect that creating an environment that is all about belonging, acceptance and inclusion will help deal with all of these issues as well.

Starting with drugs, one article I read said 4 of the top 8 reasons teenagers use drugs are: other people, escape and self-medication, boredom, and lack of self-confidence. Wouldn’t an organization like Girl Scouts that creates a healthy active environment of belonging, acceptance and inclusion help with all 4 of those issues?

Teenage suicide rates are another challenge that fostering a sense of belonging, acceptance and inclusion could help address. Even though 20% of all high school students have serious thoughts of suicide and 9% have made an attempt to take their own life, compare that rate to 42% of LGBTQIA+/2S youth who seriously considered attempting suicide in the past year, including more than 50% of transgender and nonbinary youth. Those same transgender and nonbinary youth who reported having pronouns respected, just by all the people they lived with, attempted suicide at half the rate of those who did not have their pronouns respected by anyone with whom they lived. If just respecting pronouns can make that much difference in suicide attempts for this group, can you imagine what an environment that fosters a full sense of belonging, acceptance and inclusion could do? Moreover, Black youth suicides have risen faster than in any other racial/ethnic group in the past two decades to the point where Black youth are twice as likely to die by suicide as their white counterparts. Our children are killing themselves! It’s the 2nd leading cause of death in that group. Those who commit suicide generally suffer from feelings of social rejection. We are biologically driven

and adapted to be a species that lives and thrives in communities together.

Arguably, the trait that has allowed us to become the dominant species on this planet, the thing that makes us unique is not our speed or strength or even intelligence. Instead, it’s our extraordinary willingness to help each other. In that kind of system, a feeling of belonging, acceptance and inclusion is probably a primal need, critical to our happiness and to our survival. Isn’t it natural then that there would be increased cases of suicide in those groups who are less accepted, less included and told in one way or another that they don’t really belong?

The final issue or challenge Juliette Low didn’t face in 1912 is random mass shootings. This week in Louisville 5 more were murdered by a bank employee who is rumored to have believed he was going to be fired. That was the 146th mass shooting of 4 or more victims in the US this year and it is only April! I know most of these cases involve severe mental health issues, but I can’t help but wonder if the ones that include murder-suicides involve a similar element of at least perceived social rejection.

What I heard last night from people in the DEIRJ workshop that seemed to resonate with all those issues were things (that I may misquote a bit, but that sounded to me) like this:

“Teenagers are always asking what is wrong with me? We need to normalize that. Tell your children to look in the mirror and find a spot where God made a mistake. You are perfect.”

Wouldn’t that help with self-esteem and self-acceptance regardless of the cause of that issue? Other examples of what I heard:

“We need to allow kids to be themselves. Accept children as they are, and they will learn to accept themselves.”

“We need to be able to connect with how we are alike. Find a way to open a door and connect through our commonalities.”

“We don’t need to push our kids to be accepting of hurtful behavior, as much as we need to teach them how to not return hurtful ways. Teach them to be courageous enough to see hate and choose not to participate in it. Something like “You can be hateful if you want to be, but I’m not going to participate in that.”

Bottom line:

“If we teach our girls to be kind, they will grow up to be kind;” and “Kindness spreads, it’s contagious. If we are kind, others will be kind and we can grow this.”

We will never achieve 100% however, and as was said last night, “It’s important to realize we can’t make a kid feel like they belong, but don’t give up on someone too soon either. We can practice creating belonging spaces, and we should, but it’s ultimately up to the child to choose whether to open up and accept that.”

You never know what someone else is going through, and with all kinds of crazy in our world today, how do you know whether you are making any difference at all? You don't, but you could very well be making all the difference in the world. A number of you in this room have had a girl come back and tell you later, that you and Girls Scouts saved her life, or taught her something that helped her save another person's life.

By having these courageous conversations like we did last night and during our open forum session today, we are teaching each other how to face the challenges of our day and together we are building an organization where everyone feels a sense of belonging, acceptance and inclusion. In doing so, we are taking this to the next level, helping our girls, and ourselves with all those things and making the world a better place, one girl and one conversation at a time. I think Juliette Low would approve and be proud of us for that. Thank you.

Invest in GSK

Courtenay Griffin shared the difference Girl Scouting can make. Tonya Schweitzer invited attendees to invest in GSK.

Break/Lunch

Highest Awards

Phyllis Gilman congratulated this year's Silver Award Girl Scouts and graduating seniors.

Recognized all individuals present at the meeting who had received the Golden Eaglet of Merit, Golden Eaglet, Curved Bar, First Class or Gold Award by asking them to stand.

Emily Bruce shared her experience as a Girl Scout and becoming a Gold Award Girl Scout.

Phyllis Gilman introduced a video of this year's Gold Award Girl Scouts:

- Amira Bowman
- Emily Bruce
- Allison Condra
- Brynn Cooper
- Morgan Dyer
- Larissa Evans
- Carolyn (Carly) Graves
- Caecilia Isenhardt
- Agnes Nutter
- Elizabeth Satterly
- Aditi Talegaonkar

Attendees were invited to the two regional older girl recognition ceremonies across the council.

Adult Awards and Recognition Ceremony

Mary Sue Ryan and Amber Huggins presented awards.

25 Years and Above Years of Membership

25 Years

Name	Service Area	Area
Maggie Elder	Metro	13
Jamie Farley	Metro	8
Debra Harrelson	Caveland	16
Lynzy Henderson	Metro	1
Rebecca Ijames	Pennyroyal	19
Deborah Ison	Caveland	17
Stephanie Mayes	Metro	8
Brittany Montgomery	Metro	15

30 Years

Name	Service Area	Area
Kim Leake-Leonard	Metro	13
Ashley Levine	Bear Creek	24
Terri Massey	Metro	8
Rachael Marchese	Metro	13
Katy Netherton	Metro	8
Lynn Orange	Bear Creek	25
Nora Ream-Owen	Caveland	16
Brittany Reynolds	Metro	8
Anna Sawyer	Metro	10
Donna Self	Metro	11
Kara Williams	Pennyroyal	19
Karen Veselsky	Metro	8

35 Years

Name	Service Area	Area
Karen Bhatt	Metro	8
Brenda Bowman	Metro	1
Peggy Cowherd	Caveland	17
Debbie Green	Metro	11
Kandace Huston	Bear Creek	24
Vickie Kemp	Caveland	17
Melissa Kilcoyne	Bear Creek	24
Carrie Mook	Metro	13
Kara Reasoner	Metro	2
Mary Lynn Hurst Riley	Metro	15
Teather Sanders	Metro	8
Marcia Segal	Metro	10
Tersia Stroupe	Metro	11
Sarah Teeters	Metro	2
Christine Vaughan	Metro	13

40 Years

Name	Service Area	Area
Carrie Barnett	Bear Creek	25
Barb Borer	Metro	13
Sandra Diane Boyd	Bear Creek	26
Mary Fetz	Metro	3
Deborah McCann	Caveland	16
Jennifer O'Rourke	Caveland	17

45 Years

Name	Service Area	Area
Linda Fitts	Metro	12
Faline Hill	Metro	13
Rosalind McFall	Metro	10
Elizabeth Sheppard	Caveland	17
Dede Wohlfarth	Metro	2

50 Years

Name	Service Area	Area
Paula Knight	Bear Creek	26
Dee Orendorf	Metro	13
Lisa Pigman	Metro	8
Marilyn Shoots	Metro	2
Ruth Watkins	Metro	2
Marty Woelfel	Metro	10
Guelda Wooldridge	Bear Creek	24

55 Years

Name	Service Area	Area
Patti Bell	Metro	12
Madonna Hughes Evans	Metro	15
Mayo Lynam	Metro	12
Judie Moore	Metro	3
Vanessa Viers	Metro	11

60 Years

Name	Service Area	Area
Kadie Engstrom	Metro	12
Diana Newman	Metro	10

65 Years

Name	Service Area	Area
Linda Larson	Caveland	17

70 Years

Name	Service Area	Area
Nancy Northrop	Metro	11

75 Years

Name	Service Area	Area
Joyce Seymour (in 2022)	Metro	11

25 Years and Above Years of Volunteer Service

30 Years

Name	Service Area	Area
Sharon Mathis Satterly	Metro	13
Donna Self (in 2020)	Metro	11

35 Years

Name	Service Area	Area
Debbie Green	Metro	11
Tersia Stroupe	Metro	11

40 Years

Name	Service Area	Area
Nancy Northrop	Metro	11
Dee Orendorf	Metro	13

45 Years

Name	Service Area	Area
Vanessa Viers	Metro	11

50 Years

Name	Service Area	Area
Marty Woelfel	Metro	10

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

- Ann Baumgartle
- Maggie Elder
- Jed Johnson
- Julie Timberlake

Appreciation Pin is an award created by GSUSA 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.

- Kate Blough—Area 15, Metro

- Lenora Cline—Area 17, Caveland
- Ginger Consley—Area 1, Metro
- Melissa Cortez—Area 2, Metro
- Bret Feger—Area 8, Metro
- Kathy Feger—Area 8, Metro
- Robin Hunchman—Area 2, Metro
- Anna Kordsmeier—Area 2, Metro
- Kara Roberts—Area 2, Metro
- Sylvia Scott—Area 15, Metro
- Lisa West—Area 2, Metro
- Janet Woodfill—Area 1, Metro

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

- Mona Fulkerson—Area 17, Caveland
- Michelle Hardy—Area 24, Bear Creek
- Kelly Hileman—Area 24, Bear Creek
- Paula Riggins—Area 15, Metro
- Laurie Tarr—Area 2, Metro

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.

- Connie Bell—Area 1, Metro
- Debbie Stephens—Area 13, Metro

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

- Amber Huggins—Area 17, Caveland
- Donna Self—Area 11, Metro
- Willie Steen—Area 11, Metro

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.

- Shirley Grise—Area 17, Caveland
- Vickie Kemp—Area 17, Caveland

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.

- Sharon Handy—Area 15, Metro

Closing the Meeting

The Order of the Silver Trefoil retired the colors.

Meeting Adjourned: 1:45 pm EDT

Respectfully submitted,

Simon Keemer

Secretary, GSK



Thank you to our 2024 Annual Meeting Planning Committee and to the many others who made Annual Meeting a success.

Join us at the 2025 Annual Meeting on April 26 at The Foundry in Jeffersonville, IN. On the evening prior, our Louisville office will host related events.

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!

Connie Bell	Melanie Samuels-Black
Ria Chandler	Laura Sanders
Angie Cooper	Terri Sanders
Phyllis Gilman	Willie Steen
Dodi Hance	Markeeta Wilkerson
Samantha Lucas	Rebecca Wilkes
Terri Massey	
Judie Moore	
Lark Mull	