



Annual Meeting Workbook

2025

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.

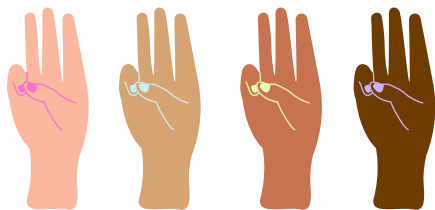
Our Law

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

Dear Friends,

Welcome to our 2025 Annual Meeting! This year, we are gathering in Jeffersonville, IN, at The Foundry—a beautiful venue near my home. My hope is that this meeting will be a time of reflection, celebration, and inspiration. As we come together, we not only reaffirm our dedication to our mission but also recognize how our time in Girl Scouts has shaped us, leaving us, and especially me, changed for good.

We have an exciting weekend ahead! Friday night will be filled with fun and connection at our main headquarters in Louisville, the Program and Learning Center. Food trucks, a large Girl Scout Swap Meet (bring items you have that other Girl Scouts or their leaders might want or need), as well as rock climbing, bouldering, a book drive for Norton Children's Hospital (they will accept new, non-religious books), Archives Yard Sale, and cherished moments of fellowship will be there for all. We also invite you to share your ideas to help strengthen our council, both through informal discussions and structured conversations at our town hall meeting.

Saturday's business meeting registration begins at 7:30 am EDT and closes at 8:45 am EDT, with the meeting itself starting at 9:00 am EDT. Voting delegates must check in by 8:45 am to receive credentials (be sure to check with your area chair for any earlier deadlines). We are honored this year to welcome Angie Fenton, the CEO of Extol

Media as our opening speaker.

As I close this chapter, my final term in office, I want to express my deepest gratitude to you all for the time we've spent together. Our Annual Meeting is always a time to reignite our Girl Scout spirit, but this one is particularly special for me. Serving as Board Chair has been an incredible journey, and I am forever changed by your dedication, passion, and kindness. I leave this position knowing that Girl Scouts of Kentuckiana is in capable hands and will continue to thrive because of you.

A heartfelt thank you to the volunteers and staff who have worked tirelessly to bring this weekend to life. Your commitment is what makes our council strong. I encourage each of you to consider getting involved in next year's planning—this gathering is a reflection of all of us.

As I step away, I do so with gratitude, knowing that Girl Scouts has shaped me in ways I will carry forward always. Thank you for the privilege of leading alongside you. I may be moving on, but I will always be a Girl Scout at heart.

With appreciation and a full heart,

Sharon Handy

*Board Chair, Girl Scouts of Kentuckiana
2004–2007
2019–2025*



Schedule of Events

All times are Eastern Daylight Time.

Friday, April 25, 2025

Louisville Girl Scout Office

2115 Lexington Rd

Louisville, KY 40206

All parking will be off site with shuttle transport.

Saturday, April 26, 2025

The Foundry

200 Missouri Ave

Jeffersonville, IN 47130

Parking is on-site.

Friday Night Schedule

Friday, April 25

5:00 pm Shuttle Available

Check-in Opens

Girl Scouts of Kentuckiana Council Shop Open

Archives Yard Sale (Friday only—not available Saturday)

Food Trucks Available

Girl Scout SWAP Meet Begins

Climbing Wall and Bouldering Wall Open

5:30 pm CEO and Board of Directors Meet & Greet

Maker Space Girl Programming Begins

Learn about Being a Girl Board Member—Teens Only

6:30 pm Highest Awards and Graduating Senior

Recognition

7:00 pm Town Hall with CEO and Board Chair

8:00 pm Break

Archives Yard Sale Closes

Learn about Being a Girl Board Member—Teens Only

8:15 pm Area Chairs/Vice Chairs Meeting

8:30 pm SWAP Meet Closes

Maker Space Girl Programming Closes

9:00 pm Council Shop Closes

Bouldering Wall and Climbing Wall Close

9:30 pm Final Shuttle to the Parking Lot

10:00 pm GSK Building Closes

Business Meeting

Saturday, April 26

7:30 am–8:45 am Check-In

Attendees Deliver Desserts to Dessert Pull Table
Information/Display Tables Open

8:45 am Voting Delegate Check-In Ends

9:00 am Annual Business Meeting Agenda

Call to Order

Opening Flag Ceremony

Pledge of Allegiance and Girl Scout Promise and Law

Invocation

Welcome: Board Chair

Opening Remarks and Welcome Speaker—Angie Fenton

Chief Executive Officer's Report

Treasurer's Report

Credentials Report (Quorum & Area Representation)

Approval of Standing Rules—**VOTE**

Election of Board Officers, Board Members-at-Large,
Board Development Committee Members, and National
Council Session Delegates and Alternates—**VOTE**

Break (Dessert Pull Open for Purchases)

Instructions for Decision Influencing Questions

Decision Influencing Question #1, see page 18

Decision Influencing Question #2, see page 18

Board Chair's Report

Installation of Board Members and Board Development
Committee

Incoming Board Chair Remarks

Invitation to Give

12:30 pm Recess for lunch

1:30 pm Reconvene Business Meeting

Recognition of Gold Award Girl Scouts

Adult Awards & Recognition Ceremony

Closing and Retire the Flags—Order of the Silver Trefoil

3:00 pm Adjournment

The Girl Scout Shop will be open at the Louisville office on Friday from 1:00 pm–9:00 pm and Saturday from 1:00 pm–6:00 pm. The Archives Yard Sale will be held on Friday only from 5:00 pm–9:00 pm.

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, recharge 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 2025

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.

National Council Delegates

The National Council Delegates—and Alternates—represent Girl Scouts of Kentuckiana to the National Council of Girl Scouts of the United States of America (GSUSA). Every three years, GSUSA holds this national meeting to govern the business affairs of the Girl Scout movement. The 2026 National Council Session (NCS) will be held in Washington, D.C.

Here at our council's 2025 Annual Meeting, we elect our representatives to the national council. These national council delegates will report back about the actions of the NCS to our council's delegates.

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

- Elect the officers and at-large-members of the Board of Directors, the members of the Board Development Committee, and the delegates to the National Council of GSUSA.
- Amend the articles of incorporation and bylaws of the council.
- Receive and respond to reports from the Board of Directors.
- Give the Board of Directors broad, general direction for policy-making and planning.
- Take all other action requiring membership vote.
- Conduct other such business as may come before the delegate assembly.

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 or county of residence.

- A. No speaker shall speak longer than two minutes in debate. Timing of the two-minute period 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 all 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.



Terms Ending in 2025 Thank You for Serving Girl Scouts!

Board Development Committee

Cecelia Cloos
Kenyatta Thomas

Board of Directors

Sharon Handy
Sharon LaRue

Girl Board Members

Alexandria Churchill
Aiden Hair
Justine Hester
Danyelle Huffman
Rayna Mandadi
Kacee Sanchez
Estella Smith

The Slate of Nominees

Board of Directors

Officers

Terms Ending in 2028

Chair	*Terri Massey
First Vice-Chair	*Ria Chandler
Second Vice-Chair	*Ann Dever
Secretary	*Simon Keemer
Treasurer	*Theresa Batliner

At-Large Members

Terms Ending in 2028

*Christina Boyle
*Cynthia Miles Brown
*Joe Kenney
*Claydean McCallon
*Charmaine Powell
*Lisa Thompson

Terms Ending in 2027

Colleen Abate
*Cecelia Cloos
Ria Pruiett
Danielle Stallard
Kellie Watson
Daryl Williams

Terms Ending in 2026

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

*Slate of Nominees, 2025 election

Board Development Committee

Terms Ending in 2026

Cassie Blausey, 2025–2026 Chair
Dr. Aimee Green-Webb
Melanie Samuels-Black
Clay Smalley, Jr.
*Willie Steen
Lisa Thompson

Terms Ending in 2027

*Kim Seifers
*Melissa Swierk
*Jan Yonts

*Slate of Nominees, 2025 election

Delegates and Alternates for GSUSA National Council Session

Terms Ending in 2028

Delegates

**CEO, Maggie Elder
**Board Chair, Terri Massey
*Cassie Blausey
*Barbara Broughton
*Lindsey Creekmore
*Penelope Gibes
*Claydean McCallon
*Mady Spires

Alternates

*Jessica Cohagen
*Leah Niemann
*Lisa West

*Slate of Nominees, 2025 election

**Automatic delegates: council bylaws Article XI

2025 Slate of Nominees

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

Read more about your nominees, who are nominated for election at this 2025 Annual Meeting. They are grouped by Board of Directors, Board Development Committee members, and National Council Session Delegates and Alternates.

Board of Directors, Officers

Terms Ending in 2028



Terri Massey
LaGrange, KY
Board Chair, First Term

Terri Massey is a nurse practitioner at Norton Children's Hospital on the Pediatric Advanced Heart Failure and Transplant team. She was previously a nurse at Norton Children's Hospital for 32 years working in the NICU and heart transplant team. As a pediatric nurse practitioner, Terri is concerned about the welfare and safety of children and believes that participating in Girl Scouts helps provide safe and empowering experiences for girls that promote a sense of self and responsibility to themselves, their families, and their community.

Terri was a Girl Scout as a child and has led four troops, two of the troops from kindergarten to graduating seniors and is currently a co-leader with a multi-level troop in LaGrange. Terri has served in various roles including governance and operational positions with the Girl Scouts of Kentuckiana over the past 25 years and understands the big picture of Girl Scouting in Kentuckiana. Terri brings a wealth of knowledge and experience about the Girl Scout Leadership Experience and the positive impact on the lives of girls. Terri also brings knowledge and connections within the pediatric healthcare arena. Terri is a member of St. Aloysius Catholic Church in Pewee Valley, KY where she serves as Girl Scout organizer, sacristan, and eucharistic minister. Terri is also a member of the board of Child Spirit Inc., a charitable organization that strives to lift the spirits of children experiencing difficulties.



Ria Chandler
Louisville, KY
First Vice-Chair, First Term

Ria Chandler serves as a department coordinator at the University of Louisville, supporting the academic history of the university and everything academic from after a student is admitted until after graduation.

Girl Scouts has given Ria the opportunity to encourage growth in girls and women. Ria has served as second vice-chair of the Board of Directors, parliamentarian, Annual Meeting co-chair, Fund Development Committee member, Adult Awards and Recognitions Committee member and is a member of the Trefoil Guild/Order of Silver Trefoil.

Ria is active in the community and serves several non-profit organizations including the T. Vaughn Walker Center for Family Development Board, Community of Opportunity Neighborhood Association Board, Nativity Academy of St. Boniface Board, Chestnut Street Family YMCA Board Member and Black Achievers Program as vice chairperson of the steering committee, West Louisville Math and Science Project Board member, president of the North Central Region of the Baptist Women's Missionary Convention of Kentucky, and is a Junior League Louisville Sustainer. She is a life associate member of the Derby City Chapter of Jack and Jill of America, Inc. Ria has been continually active in her efforts to encourage attendance at Historically Black Colleges and Universities while working with the Education First Foundation Board (Showcase of HBCUs). She attended Johnson C. Smith University in Charlotte, North Carolina. Ria's favorite pastimes are reading and volunteering; she has won several awards and accolades for her volunteer efforts. She is the mother of two sons: Christopher, of Cleveland, OH and Richard, of Atlanta, GA. She is also Grand'Mere to Langston Lee.



Ann Dever
Louisville, KY
Second Vice-Chair, First Term

Ann Dever has over 35 years of commitment to Girl Scouts of Kentuckiana. Ann's journey with the Girl Scouts began in her youth, where she earned the prestigious First Class Award, the equivalent of today's Gold Award.

Ann's involvement with GSK includes a myriad of leadership roles. She has served as an area chair, vice chair, service unit manager, day camp director, National Council delegate, troop leader, and a member of the Gold and Silver Award Committee. Each of these positions has allowed her to make significant contributions to the organization and its members.

Ann's hands-on experience has given her a unique insight into the challenges and rewards of volunteering. She is excited to bring her deep understanding of the volunteer perspective to the board of directors.

She is a proud alumna of the University of Louisville, where she earned a degree in Computer Engineering. She had a successful career as a consultant for a telecom company.

Ann is proud that both of her daughters are lifetime and Gold Award Girl Scouts. Ann had the joy and privilege of leading both of their troops from Daisies to Ambassadors, guiding them through their Girl Scout journey.

For Ann, one of the most rewarding aspects of her involvement with Girl Scouts has been watching girls grow into confident and capable leaders. She describes this experience as one of the highlights of her life.



Simon Keemer
Crestwood, KY
Secretary, Second Term

Simon Keemer lives in Crestwood, KY with his three children, Henry, Ellie and Kane, and his wife, Kelly. He grew up in the south of England and graduated from the University of Birmingham, England with BA Honors degrees in History and American Studies. In 1999, Simon emigrated from England to live in California (San Diego and then San Francisco) and moved to Crestwood in 2006. Simon has been involved in Girl Scouts of Kentuckiana since 2012, when his girls joined Troop 1360. Since then, Simon has been a troop leader, cookie coordinator, general volunteer and donor. At the council level Simon is currently the Board secretary (having also previously served two terms as treasurer) and also serves on the Finance Committee. He is a lifetime member of Girl Scouts.

Simon has worked for international, national, and regional CPA firms in the United Kingdom and United States since 1994, providing auditing and consulting services to a range of clients, including non-profit entities. He has been active in several local groups including Leadership Louisville, Habitat for Humanity, and the Kentucky Society of CPAs.



Theresa Batliner
Louisville, KY
Treasurer, Second Term

Theresa Batliner is currently an assurance partner and not-for-profit services team leader at Cherry Bekaert LLP. She has over 35 years of experience working with not-for-profits. She has been involved with Girl Scouts since elementary school. This was back in the day when cookies were \$0.50 a box and were primarily sold going door to door! Theresa is also a former troop leader for Troop 1255 which was based out of St. Bernard Church in Louisville, KY. Both of her daughters participated in Girl Scouts, and she is looking forward to continuing on the Board and serving as treasurer.

Board of Directors, At-Large Members

Term Ending in 2027



Cecelia Cloos
Hopkinsville, KY
First Term

Cecelia Cloos has been with Girl Scouts of Kentuckiana for 15 years as a volunteer. She started off as a co-leader and moved into leading her own troop. She is currently a troop leader of a multi-level super troop with over 40 girls and over 20 adults, a service unit manager of SU 791, a volunteer Girl Scout trainer, volunteer recruiter, product chair, cookie cupboard hostess, and has served the last 4 years on the Board Development Committee.

Cecelia is excited about the Girl Scout Movement and tries to assist leaders in any way that she can. She has served on several committees like Fund Development and Via Colori, and many other ad hoc committees when needed.

Her Girl Scout experience as a leader has been very rewarding. She has watched several young ladies grow and mature through the years and succeed as adults. She has had the honor of celebrating at least 8 girls graduating through the years, and as a mom, the tears were a plenty! Cecelia looks forward to serving the Girl Scouts of Kentuckiana as a board member and continuing to enrich the lives of our volunteers and girls.

Terms Ending in 2028



Christina Boyle
Union City, TN
Second Term

Christina Boyle lives in Union City, TN but currently has a troop in Hickman, KY. If you're unsure where that is, it is the most western tip of Kentucky. She also serves as service unit manager and area vice chair for Fulton County and Hickman County.

She is a volunteer trainer and volunteer recruiter. Christina

serves on the Property Committee and DEI Task Force as well. Christina is the volunteer coordinator for Via Colori. She has been on the Board of Directors for the past three years and looks forward to serving another three-year term.

Christina is a mother of five children ranging from the ages of 8 years old to 22 years of age. She is also raising her two grandchildren ages 2 and 3.

In what little free time she has she enjoys reading, spending time with friends and family, and planning adventures to have with her girls.



Cynthia Miles Brown
Louisville, KY
Second Term

Cynthia Miles Brown loves Girl Scouting. It's been a fundamental part of her life for as long as she can remember. She was a Daisy in one of the first original kindergarten pilot-programs in the 70s, stayed in Girl Scouts through her youth, and worked at GS Summer Camps in high school and college. As an adult, that "other Scout program" became Cynthia's career for over a decade. She recruited youth, ran camps, trained adults, raised funds, collaborated with Board members, and even met her husband. She was blessed as an "older mom" with a daughter; she saw Girl Scouts selling cookies and wanted to "DO THAT!" Little did she realize she'd become a troop leader and be surrounded by a circle of women and girls who constantly and brilliantly enhance her life. Cynthia is a business owner, a woman who strives to set an example for her daughter and her friends, and someone who truly believes girls really are Go-getters, Innovators, Risk-Takers and Leaders! Cynthia is honored to serve, and works hard to strengthen this council, foster its mission, and promote the Girl Scouts Promise and Law.



Joe Kenney
Elizabethtown, KY
First Term

Joe Kenney is a recently retired budget/program analyst for the Department of the Army at Fort Knox, KY, where he spent over a decade managing large-scale financial programs and budgets. Prior to his role as a budget analyst, Joe served in the United States Army in aviation

operations, achieving the rank of Sergeant Major before retiring after 26 years of active duty service. Joe received the Bronze Star and Legion of Merit among many other awards and medals during his long military tenure.

With a strong background in budgeting and contract management, Joe was responsible for overseeing the projection and execution of hundreds of millions of dollars. He has applied his expertise in strategic planning and financial acuity for several years as a member of the GSK Board Finance Committee. Joe is deeply committed to volunteering within the Girl Scout organization, focusing on ensuring its success and supporting its mission of empowering girls and volunteers. He believes strongly in helping the organization thrive, both through financial stewardship and community engagement.

Outside of his work with Girl Scouts, Joe is active in his community through the Lions Club and enjoys scuba diving in his free time. He lives in Elizabethtown, KY with his wife Ashley.



Claydean McCallon
Kirksey, KY
Second Term

(A dual nominee, also as a delegate to the National Council Session)

Claydean McCallon is from Kirksey, KY, in the Bear Creek area. She has been a Girl Scout for 36 years, 12 years as a girl and 24 years as an adult. She earned her First-Class Award (Gold Award) in 1976. Claydean served as a troop leader for Troop 1484 for 14 years. Her troop traveled to Savannah, Memphis, and Minnesota. She traveled to Europe on a council trip and the highlight was going to Our Chalet. Claydean says it has been an honor to serve as a Member at Large of the Board of Directors. She has served on the Finance Committee and Properties Committee as a Board Member. She has also served as Area 24 chair, service unit manager, Awards Committee member, and outdoor trainer. She has attended the Girl Scouts of Kentuckiana Annual Meetings and the Girl Scout National Convention.

She has been married to her husband, Phill, for 42 years. They are the parents of Jesse (33) and Erin (31), who were both involved in Boy Scouts and Girl Scouts as youth and continue to work with the organizations as adults. She recently became a grandmother to Cora Lee McCallon on February 27. Claydean is a member of the Collegiate Advisory Board for the Delta Iota Chapter of Kappa Delta at Murray State University serving as CAB membership advisor. She attends Kirksey United Methodist Church. She was a member of The David Johnson Chorus for 9.5 years.

Claydean is a proud Murray State Racer graduate and retired after 32 years with the Farm Service Agency as a program technician.



Charmaine Powell
Louisville, KY
Second Term

Charmaine Powell is a senior sales and business development leader based in Louisville, KY. Currently, she serves as the sales manager at Fischer Homes, overseeing daily sales operations and leading a team of sales counselors. Prior to this, she was the director of admissions at Sullivan University, managing admissions operations and marketing for health-related programs.

Beyond her professional endeavors, Charmaine is deeply committed to community service. She's honored to have served one term as Board Member for the Girl Scouts of Kentuckiana, where she contributes to fostering leadership and development among young women through service on the Executive Committee and as the Fund Development Committee chair. Additionally, she volunteers as a Donate Life ambassador, promoting organ, eye, and tissue donation awareness in our community. In recognition of her dedication, she received the National Kidney Foundation's Lisa Allgood Excellence in Kidney Disease Education Award in 2019.

Charmaine holds an MBA from Indiana Wesleyan University and a Bachelor of Science in Business Administration with dual majors in Management and Marketing from the University of Louisville. She is a house plant enthusiast and recently assisted her 10-year-old son with starting an online plant store called "Growing in Son-Shine". She also has two playful dogs, Coal, a lab mix, and Ember, a chow chow. In her free time, she enjoys all outdoor activities from leisurely sitting by a campfire to riding her bike through the parks.



Lisa Thompson
Salem, IN
Second Term

Lisa Thompson's mother was a shy 1960s housewife who became a fierce community organizer once she put on her starched green uniform and led Louisville's Troop 76. Lisa and her sisters witnessed the transformation; and their Girl Scout troop leaders taught them the essential skills that make them successful today.

(Continued on next page.)

That community organizing gene is a big part of Lisa's civic engagement. Today, she is the chief impact officer of the Louisville Urban League overseeing the Centers for Housing and Financial Empowerment and Workforce Development. Her network crosses many Indiana and Kentucky counties, and she is blessed to know, love, and be loved by a large regional family, her professional colleagues, and now Girl Scouts of Kentuckiana.

She is a board member of Let Us Learn, a Floyd County, Indiana food justice organization serving children and schools. Lisa enjoys a challenge: She and her husband Tom have renovated several historic buildings, including their farmhouse home in Washington County, IN.

Board Development Committee Members

Terms Ending in 2026



Willie Steen
Louisville, KY
First Term

Girl Scouts has been a focal point of Willie Steen's life from the time she arrived in Kentucky in 2000. Having experienced an exceptional experience while overseas in Cairo, Egypt, she wanted to continue being involved. Willie has first-hand experience with what the Girl Scout Movement has done not only for her daughter but also for others in the troop. She recalls a specific moment when she was transporting her daughter to the council as she was training to be a trainer. Willie asked her some questions, and as she answered them, Willie was struck by her response, such a young lady with such in-depth and wise answers. Willie was stunned and wondering WHO are you? She believes in the program and the Movement and believes that Girl Scouts are given the opportunity to achieve their wildest dreams and will. Willie personally brings a smile and a positive outlook to every question, and given the opportunity to serve will bring this with her.

Terms Ending in 2027



Kim Seifers
Jeffersonville, IN
First Term

Kim Seifers currently works for an advertising agency out of Dallas, TX and works at Fort Knox. Her role for the past 12 years has been as marketing director for the U.S. Army Medical Recruiting Brigade. She has lived in the Kentuckiana area for her entire life. Kim loves to volunteer and has had many opportunities to serve her community in many ways. She looks forward to the opportunity to volunteer with the Girl Scouts, and to be part of such a great organization that has such a positive impact on the lives of girls and women in the area.

Kim currently lives in Jeffersonville, IN with her two dogs and her pollinator garden.



Melissa Swierk
Cadiz, KY
First Term

Melissa Swierk has been a troop leader for the Cadiz super Troop 2990 with up to 51 Girl Scouts registered for 6 years. One of her favorite parts of Girl Scouts is recruiting. She just can't say no and really the saying goes, "No Girl Scout left behind". When her troop first started, they had 7 Girl Scouts, and she feels with the recruiting, adventures, and community work they do, her own Girl Scouts have helped spread the word of the amazing times they have, and continue to grow every year. She was also the vice chair and now area chair. She works as a district manager for Subway and has contacts all over western Kentucky, Louisville and all the way into Indiana, since Subway owns stores there as well.



Jan Yonts
Greenville, KY
Second Term

Jan Yonts is a lifelong member of Girl Scouts. She began in Girl Scouts at seven years old and it has been a part of her life ever since. Jan served on the Girl Scouts of Kentuckiana Board for two terms. She also has served on local committees in her community for the past several years.

Jan is a retired teacher who served 42 years in Owensboro City and the Muhlenberg County school systems. She served as a kindergarten teacher, high school guidance counselor, and a college career guidance counselor. While being in education, and still today, Jan has served in several educational organizations. Some of those organizations are Kentucky Counseling Association, Kentucky Association of School Administrators, Kentucky Retired Teachers Association where she serves on the executive board, former president for Third District Retired Teachers, and Delta Kappa Gamma, Alpha Iota chapter.

She is also active in the community of Greenville where she has lived most of her life and raised her family. Jan recently finished serving two terms as Mayor and before serving as Mayor, she served six terms on the city council. Her husband, Brent Yonts (deceased) served in the State House of Representatives for 20 years. In November 2024 Jan was elected to the Muhlenberg County Board of Education School Board for a four-year term.

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

GSUSA National Council Session Delegates

Terms Ending in 2028



Cassie Blausey
Louisville, KY

Cassie Blausey is a lawyer by trade, and still a teacher at heart, but her experience in policy spans local and state government in areas including federal programs,

alternative education, and school choice. She holds a BA in Religious Studies from Centre College, a M.Ed in Elementary Education from the University of Nevada-Las Vegas, and a Juris Doctor from the University of Louisville. Cassie has served as an elementary teacher, felony prosecutor, policy analyst for the Legislative Research Commission, policy advisor with the Kentucky Department of Education, and executive administrator of school choice for Jefferson County Public Schools, the largest urban school district in the Commonwealth of Kentucky. She currently serves as the vice president of policy and advocacy at Leadership for Educational Equity, a national nonprofit that focuses on developing future civic leaders in policy, advocacy, organizing, and elected leadership. She is licensed to practice law.



Barbara Broughton
Louisville, KY

Barbara Broughton is the current chair for Area 9 which consists of the following neighborhoods in Louisville: California, Parkland, Russell/Village, Smoketown, Shawnee, Old Louisville, Park Duvall, and Portland. She has been involved with Girl Scouts for 35 years. During that time, she has served in several capacities including family and community partnership chair, Camp Committee chair, and has been in charge of community service projects which include tree planting in the Parkland and Smoketown area, girls' sports days at California Community Center, World Thinking Day events, and cookie stacking competitions.

Barbara has received several awards including the Volunteer of Excellence from GSUSA and the Silver Cardinal to name a few, but the most important position she has held is that of a troop leader. She says it has by far been the best volunteer experience to be able to be a mentor, a small step in the life of a young girl. There is no greater feeling than to see a girl grow up to be a successful adult.

Barbara is employed with Louisville Parks and Recreation as the supervisor of Shawnee Community Center in the west end of Louisville. She provides programs for seniors and young adults, and youth.



Lindsey Creekmore
Elizabethtown, KY

Lindsey Creekmore is from Elizabethtown and started her journey in Girl Scouts as a Brownie culminating with obtaining her Gold Award in 2010. She has been a proud member for 24 years. As an adult volunteer she holds positions of troop leader, troop cookie chair, and area chair. She loves spending time with her troop and doing lots of outdoor activities.

Lindsey is a social worker and has a passion for working with families in need. She is also a foster parent and has had the joy of welcoming children into her home for as long as they need her. She loves spending time with her family, backpacking, and attending dog shows with her Australian Shepherd.

Girl Scouts has always been a part of her life, and she loves encouraging girls to get out, try new things, and to have the courage to use their voices in a positive way. Having been in multiple councils provides Lindsey with the unique ability to take the Girl Scout Program, interpret it based on the council's vision and goals to help shape the Girl Scout Movement. Lindsey strives to keep her finger on the pulse of the ever-changing world of girls at all age levels. One of her favorite memories as a Girl Scout was when her leader challenged her to be the best version of herself. She walked alongside Lindsey and together she exceeded expectations and finished her Gold Award, and she hasn't stopped giving back to Girl Scouts or trying to help a girl in need.



Penelope Gibes
La Grange, KY

Penelope Gibes is a freshman at Oldham County High School. She has been a member in 3 councils, the other 2 being Girl Scouts Nations Capital and Girl Scouts of Southern Arizona. She is very passionate about making a positive difference on her community, especially for girls. Penelope looks forward to meeting other people from around the nation. She is also active in her high school tennis team and band and loves everything science and art related.



Claydean McCallon
Kirksey, KY

(A dual nominee, also for Board of Directors At-Large)

Claydean McCallon is from Kirksey, KY, in the Bear Creek area. She has been a Girl Scout for 36 years, 12 years as a girl and 24 years as an adult. She earned her First Class Award (Gold Award) in 1976. Claydean served as a troop leader for Troop 1484 for 14 years. Her troop traveled to Savannah, Memphis, and Minnesota. She traveled to Europe on a council trip and the highlight was going to Our Chalet. Claydean has also served as a member of the Board of Directors, Finance Committee, Properties Committee, Area 24 chair, service unit manager, Awards Committee, and outdoor trainer. She attends Girl Scouts of Kentuckiana Annual Meetings and has attended the Girl Scout National Convention in 2008 and 2017 and as a Delegate in 2020, 2023, and special session in 2024.

She has been married to her husband, Phill, for 42 years. They are the parents of Jesse (33) and Erin (31), who were both involved in Boy Scouts and Girl Scouts as youth and continue to work with the organizations as adults. She recently became a grandmother to Cora Lee McCallon on February 27. Claydean is a member of the Collegiate Advisory Board for the Delta Iota Chapter of Kappa Delta at Murray State University serving as CAB Membership Advisor. She attends Kirksey United Methodist Church. She was a member of The David Johnson Chorus for 9.5 years.

Claydean is a proud Murray State Racer graduate and retired after 32 years with the Farm Service Agency as a program technician.



Mady Spires
Floyds Knobs, IN

Mady Spires is a Cadette in Troop 566 from Area 2. She has been a Girl Scout for almost 10 years. She loves baking, swimming, painting, and camping. She especially loves baking cookies, and some say they rival Girl Scout cookies. You may have seen her at Pennyroyal enjoying paddleboarding or hanging out with friends. Mady has completed her Bronze and Silver Awards and is excited to start the Gold Award journey. At school, she participates

in yearbook as the creativity director and is a part of Fellowship of Christian Athletes. Mady has been successful in Girl Scouts and at school because she is a quick learner, responsible, and a natural leader. In fact, you can see her helping out as a program aide at her service unit camporees. Her troop is learning backpacking skills this spring and going to Savannah this summer. Mady loves Girl Scouts because it allows her to experience things that she would not otherwise be able to. She wishes every girl could enjoy Girl Scouts. As your National Delegate, Mady will make sure the Girl Scouts of Kentuckiana are represented and our voices are heard. Mady is not afraid of a challenge and believes, in Girl Scouts, you can do anything.

GSUSA National Council Session Alternates

Terms Ending in 2028



Jessica Cohagen
Mt. Washington, KY

Jessica Cohagen is a lifetime member of Girl Scouts. After spending 13 adventure filled years as a Girl Scout, she knew she wanted to come back and help give those same experiences to other girls. This is what inspired her to become a troop co-leader five years ago and then she stepped into the service unit manager role three years ago.

In her professional role, she is a lead project coordinator for Echo Electric. She is on a volunteer board at work, Women Advocating Today for Tomorrow (WATT), where she helps highlight and provide opportunities to women in a male dominated industry.

In both her professional and volunteering roles, Jessica strives to create a space where girls and women feel empowered to be themselves, grow in confidence, and support one another.

Outside of Girl Scouts, Jessica enjoys spending time with her husband and their two dogs, attending concerts, and engaging in lively discussions with her book club.



Leah Niemann
Louisville, KY

Leah Niemann has been a Girl Scout in Troop 1377 since she was a Daisy in 2012. She is currently a high school senior at duPont Manual High School in Louisville, KY. At duPont Manual, Leah is in the High School University magnet. Next year in college she plans to major in Public Health. As a Girl Scout Ambassador, Leah is completing her Gold Award Project. Leah has been a camp aide at Camp Shantituck and currently volunteers as a lifeguard for the camp pool. She has attended the Girl Scout Annual Meeting both as an alternate and as a delegate and served as a Girl Board Member of the GSK Board of Directors 2023–24. She is excited to represent Girl Scouts of Kentuckiana and use her experiences to better the organization. Leah's considers this an opportunity to give back for all that Girl Scouts has done for her.



Lisa West
Greenville, IN

Lisa West has been a Girl Scout forever. (Okay, not forever, despite having a Daisy Girl Scout ask her back in 1997, while celebrating the 85th birthday of Girl Scouting, if she was a leader back then.) She started in 1965, up in Michigan in the Otsikita Council, went through the ranks from Brownies to Seniors, and once her girls started Girl Scouting, she joined on as a leader and hasn't looked back. She has been leading Girl Scouts since 1995, 16 years and counting in Kentuckiana, with a 13-year stint interspersed in Taiwan as part of USAGSO. Lisa's troops here are based in Greenville, IN, and she has had the pleasure of helping her "girls", both here and in Taiwan, grow from Daisy Girl Scouts to Ambassadors, and beyond. They are her Girl Scout daughters and granddaughters. The joy of watching a young girl realize that, yes, she can do something she's never tried before; the light in the girls' eyes when they tell you this is the best thing they've ever done; the new friendships they, and you, make; these are just of the few of the reasons she loves Girl Scouting. Lisa treasures her Girl Scout experiences and friendships around the world and can't wait to help build the future of Girl Scouting.

Welcome to our Speaker

Angie Fenton is CEO of Extol, a media production and marketing company she co-founded in 2014. She is also host of “This Is SoIN,” a weekly television show highlighting Southern Indiana.

Angie spent 2024 fighting for her life, her business, and her family after receiving a cancer diagnosis one week before Christmas 2023. In spite of the challenges the disease presented, Angie faced the journey with positivity and grit, and turned adversity into an opportunity to advocate for herself and others. She has emerged on a mission to embrace each day with gratitude and a newfound fierceness.

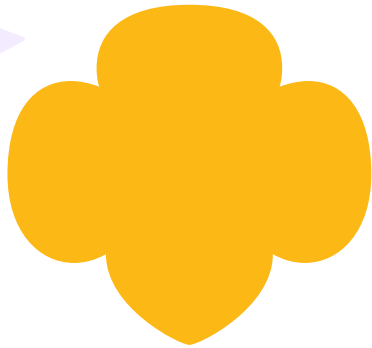
Angie is the youngest of five siblings and was raised by a single mother who believed in empowering others as we empower ourselves. An award-winning entrepreneur, Angie uses her own successes—and failures—as the foundation to lift others on their respective journeys in business and in life.

Angie previously served as the on-air host of a weekday morning television show on Louisville’s ABC affiliate before walking away from a job she loved to devote herself full-time to Extol—a decision she’s never regretted. Angie has freelanced as on-camera talent for nationally known companies and served as editor of two regional publications. A Michigan native, she moved to Metro Louisville in 2002, where she spent much of her time working in many facets of the media but has a background rooted in academia. She earned a bachelor’s and master’s in English Language and Literature from Central Michigan University and has experience in the collegiate-level classroom as an instructor.

Angie is known for being active in the community as an advocate for people and animals, and regularly donates her time to nonprofits and community causes. Angie and her husband, Jason Applegate, live in New Albany, IN, with their powerhouse of a 9-year-old named Olive and a menagerie of furry family members.



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 belonging. 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 How do we use what Girl Scouting means to us to continue to grow our membership when most other councils and GSUSA membership nationally are trending down?

2 The Girl Scout Cookie Program plays a big role in helping girls grow and learn important skills. It also brings in most of the money needed to support all Girl Scout activities. How can we explain more clearly how the cookie program helps girls develop and why it matters? Or, how can we adjust our plans to fit the new ways people are participating in the cookie program and how troops and councils make money?

Annual Meeting Minutes

Last Year: April 13, 2024

Call to Order

Chair Sharon Handy called the 2024 Annual Meeting of Girl Scouts of Kentuckiana to order at 9:00 AM CDT and welcomed all in attendance.

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

Girl Scout Troop 547 presented the colors and led the assembly in the Pledge of Allegiance and the Girl Scout Promise and Law.

Invocation

Claydean McCallon gave the invocation.

Welcome—Board Chair

Introductions

The Chair welcomed all in attendance and introduced: Board First Vice-Chair Terri Massey, Board Second Vice-Chair Ria Chandler, Board Treasurer Theresa Batliner, Council CEO Maggie Elder, and past GSK Board Chair and current GSUSA National Board Development Committee member Vivian Blade who served as parliamentarian for the meeting.

Board Secretary, Simon Keemer, was unable to attend the meeting. The Chair suggested Second Vice-Chair Ria Chandler be named serve as his temporary replacement, or Secretary Pro Tem for purposes of the meeting. The chair called for any objection to that, and hearing none, Ria Chandler so served.

62.5% of the Council's Board Members registered for the meeting.

Welcome Speech

Dr. Martha Sales of Western Kentucky University gave an opening remarks welcoming speech.

CEO Report

Presented by Maggie Elder:

“Hello everybody, I’m Maggie Elder, CEO of Girl Scouts of Kentuckiana. The Annual Meeting is always exciting and so fun to be here. We get to see old friends and new ones. Cherish the times together. We get to giggle and laugh and put silly pictures up. I may have heard about the troop members who bombed last night. Apparently, that picture thing is really fun. Luckily, they were not inappropriate, but they had some fun with it so hopefully everyone is having a good time. As many of you know, I joined GSK and began

this journey as a CEO in April 2020. You all remember that? April 2020, an awesome time. I have just celebrated my fourth anniversary which was a couple of days ago. It was amazing and quite a ride. In 2020 we faced uncertainty due to an international pandemic. We also faced membership decline and significant stress on our ability to achieve our mission. We also had a culture that was divisive and untrusting.

Let’s be real. We were not very nice to each other. Since that time, we’ve repaired that culture. We’ve rebuilt that staff/volunteer partnership, and we worked together to recover our membership. Back in 2021, we were already facing significant challenges—and then the pandemic hit. Despite that, our goal that year was to reach 7,500 girls. Today, I’m proud to say we’ve grown that number to over 8,800—specifically, 8,825 as of yesterday. I do look every single day, so we’re continuously focused on the fact that we need to make sure we have more older Girl Scouts. We doubled our annual fundraising revenue, and we continue to grow resources for our movement. Most importantly, we come together in partnership to ensure Girl Scouting is strong in Kentuckiana. As I reflect on that work, and I look into the future I am both excited about the opportunities we will create for girls and optimistic about how we will adapt to serve more girls in the future. As an organization that is over 112 years old our strength is in our people and in the last four years, we’ve shown what we can accomplish together. As a movement of people, committed to the future of female leadership our opportunity is to leverage our power and energy to grow our membership through Girl Scouting. And ultimately grows our impact because at the end of the day it’s about impact. Impact on girls. For many of us, that is extremely personal. It’s personal to me and many of you. So, when you think about that Dr. Sales challenging us this is our time. This is our opportunity for impact.

But the world we live in isn’t easy and many families are struggling to make ends meet. The increasing encouragement of technology coupled with an increasing belief that the world is unsafe and increasingly divided. Most pandemic families are evaluating how they will support their girls. Caregivers are working hard to find places and spaces for their daughters to be themselves and thrive. Technology is a significant part of our everyday lives. Every one of us has our phone close to us somewhere and this comes with real challenges. Nearly half of teens face cyberbullying. We also have a national mental health crisis. We’ve all probably felt the impact in the last few years on our own mental health. Our young girls are particularly vulnerable. Our Indiana Girl Report shared that 1 in 4, seventh to twelfth grade girls reported that they seriously considered suicide in 2021 and 2022. This is serious stuff. If this makes the Courier Journal of Louisville, we probably should have an article indicating that Kentucky as the 4th highest pregnancy rate in the United States of America. We have work to do. It’s important work and we’re here for it. We have got to do it. What you face today is significant for positive

environments that they can learn and grow, and Girl Scouts could be that answer if we show families and caregivers that we're a relevant solution. To do this, we are going to have to show up in new and important ways that are accessible to families. Meeting them where they are so they can say yes to the opportunity of Girl Scouts. We must build our relationships in communities and listen to what girls and families are looking for and cocreate opportunities to help girls live their best lives. You know, Girl Scouts have historically shown up and said aren't you glad we're here? You need us! That is not actually how the community wants to receive us anymore. We must listen, be honored and be present to be part of the community to find out what those communities are looking for and how we can be part of that solution. Ultimately, we must create a sense of belonging for girls and their families by showing them that Girl Scouts is a place for girls to thrive. It's going to take courage to adapt and change in an organization. It will take confidence to lead who we are and what we stand for. This will take character. Yet we must be our best selves and model character in everything we say and do. We believe in making the world a better place and we believe Girl Scouting can do that.

The world is changing around us, and we must change to grow our impact into the future. We know the Girl Scout Leadership Experience builds a positive sense of self, practical life skills, critical thinking, relationship building, cooperation, team building, and conflict resolution. We know these skills are relevant and important today and into the future. When I began at GSK it was 2020 and we were facing an international pandemic. Breonna Taylor was murdered in Louisville, KY and my city and the country faced a racial injustice reckoning. Together we found a way through those challenges.

We demonstrated a level of strength most councils would envy. I've got to say, this room is something most councils would envy. You all showed up today, you're here and you're here for it and I want to say good! We did that together, volunteers and staff. Committed to growing girls of courage, confidence and character who make the world a better place. So, we really must keep focusing on building that sense of belonging. I hope you guys attended last night's workshop. We had a great group of people in the room for Cassie's workshop. Thank you, Cassie, for hosting us. Each of us has a role to play in building that sense of belonging and we want our organization to promote our community's diversity and all girls no matter who they are to feel they belong in Girl Scouting. We are making progress and reflecting on the diversity of community within our membership. Growing the percentage of BIPOC girls. BIPOC stands for Black Indigenous People of Color. As we continue to grow our representation through membership, we must make sure our members feel they belong in Girl Scouting. Girl Scouts sense of belonging can be first measured by all the tension. Did you join and do you want to stay to feel like I'm part of it. We achieved record high retention rates in 2022 and then again in 2024. Let's give a big round of applause for everyone as well.

Our challenges are our levels of retention for our new BIPOC Girl Scouts. We need to better understand why that is and take actions to improve so all girls can continue being a Girl Scout. At last year's National Council Session, we voted to strive a commitment to anti-racism in Girl Scouts Constitution. This important step demonstrates a commitment that we must fulfill. Words matter, but actions speak louder, and we have more work to do to create that sense of belonging for all. Each of you, as Girl Scouts of Kentuckiana is an amazing group of people who are committed to creating the future of female leadership. As we grow into the future, we must continue to leverage the power of our people to grow our impact. Our volunteers are an essential part of how we create impact, and we must continue to nurture and support them effectively. Our volunteer satisfaction numbers have continued to hold steady, but we are seeing our net promoter scores drop. That means, less volunteers are less likely to recommend volunteering for Girl Scouts. We know it is hard to be a Girl Scout volunteer, and we must make it easier to be a Girl Scout volunteer. Many are facing demands on their time, and we must make the Girl Scout volunteer experience rewarding and meaningful so time they spend with Girl Scouts is maximized. I want everything in my day to be maximized and I want that for you too and all the volunteers we see and welcome into this organization. Finally, the business of Girl Scouting must be attended to. Whether you like it or not we do have to operate a well-run business. We need resources to do this important work, and our financial health has continued to improve and the growth in fundraising has improved our sustainability. Thanks to many of you who have given to Girl Scouts of Kentuckiana financially. Your gift helps us strengthen our organization and for those of you who have not given, I invite you to join us. A monthly contribution could mean a lot to the long-term sustainability of Girl Scouts of Kentuckiana. Our financial health has been reliant on Girl Scout Cookies for a long time, and we are really good at selling cookies. This year we sold over 1.4 million packages. That is a lot of cookies! Everyone should give themselves a round of applause. Our program has resulted in over \$4,000,000 in revenue annually. The cookie program is an amazing asset, and we know that all girls do not want to participate in the cookie program. We want Girl Scouts to be a place for all girls, no matter if they engage in the cookie program. As we listen to the future, we have made sure we have the financial resources we need to accomplish our mission.

How do we diversify our revenue and bring in more involvement beyond the cookie program? What does the future of our business model look like and are there new revenue streams like public funding or powerful fundraising opportunities that might be possible. We must ask the most important questions. The opportunity for us is huge.

Our need is big, and we have impact opportunities. It takes resources to do that, and it also takes creativity and dedication to do it. Girl Scouting is an amazing group

of people dedicated to the future of female leadership. Opportunities to be brave together to grow our impact through Girl Scouting. This will require us to make changes that we have yet to discover. I don't know the answer, I do know that the world is changing, and we must change with it. I want to ask you to join in imagining a future where all girls in Kentuckiana live their best lives. Join me in being an evangelist for our impact in the work we do. Help us listen to our local communities and families to learn what today's girls and families are looking for and help us grow that sense of belonging for all Girl Scouts of Kentuckiana. Help us simplify the Girl Scouting experience for volunteers so they can maximize the time they give. Give financially to our organization so we can better sustain our future. I would even say this is the most important thing, bring your best self to Girl Scouts. They watch, all of us, and it's important. Modeling our values and finding others to be part of it is our opportunity. When we're together, we're amazing. We're more willing to work together when we bring our best selves. So, bring your best self, we need it. The girls need it, the community needs it. Thank you for being a partner in this important work. Together we can show we can achieve great things with and for girls. Included in your packet you received a PowerPoint deck, and this will help you understand our current realities and this data is important to tell us where we've been and where we are starting from. Thank you for your partnership and commitment. It's an honor to serve as your CEO."

Treasurer's Report

Presented by Theresa Batliner:

"Good morning, everyone. I am Theresa Batliner, the Treasurer of Girl Scouts of Kentuckiana. I just completed my second year as Treasurer, and I will be providing the financial overview of 2023. 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, 2023, and received an unmodified or "clean" opinion, which is the highest level of opinion issued. This is a testament to the 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 2023.

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

Assets

Our assets increased from \$19.2 million as of December 31, 2022, to \$19.8 million as of December 31, 2023. The main

reasons for the increase in our assets are due to:

1. The stock market improved in 2023, resulting in an approximate \$1.9 million increase in investments and the beneficial interests in trusts (which are stock market investments managed by trustees who are independent of our Council); and
2. The ERTC receivable of \$1.1M was collected during 2023 resulting in a decrease in the receivable.

Liabilities

Our liabilities remained the same, approximately \$3.4M as of December 31, 2023, and 2022. There were some fluctuations in the categories but nothing significant and primarily due to timing. One new category in 2023 is accrued vacation. It was determined during the audit a liability should be accrued so the 2022 financial statements were restated to be comparative.

Net Assets

Net assets in total increased approximately \$578,000 due to the overall increase 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. A major part of the increase occurred in the net assets with donor restrictions (approx. \$775,000) due to investment gains because of the stock market improvement and donor restricted contributions for program activities.

Statement of Activities

Revenue

Total public support and revenue increased approximately \$2.5M because of the following:

1. Contributions decreased approximately \$347,000 primarily due to \$165,000 of in-kind donations (CVS pods) in 2022 offset by increased contributions for the Shantituck pool renovation.
2. Program revenue, net increased approximately \$334,000 due to a more robust cookie sale and increases in camp fees.
3. Investment income increased approximately \$2.7M due to market improvements.
4. Extinguishment of debt decreased \$561,200 due to PPP2 loan forgiveness in 2022.

Expenses

Total expenses increased from \$8.5 million in 2022 to \$9.6 million in 2023. Expenses are very closely controlled by the 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 \$293,000

due to increase in the number of boxes sold.

2. Salaries and salary related expenses increased approximately \$407,000 due to filling vacant positions as well as salary adjustments for existing staff.

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 57% and 56% for 2023 and 2022, respectively. Cookie sale expenses are at #2, making up 26.9% in 2023 vs 26.7% in 2022.

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, with 25% of total expenses in 2023 vs 26% in 2022. Member and troop support is the next highest category at 25% in 2023 vs 23% in 2022. Program and recruiting combined comprise 23% of expenses in 2023 vs 22% of expenses in 2022. 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)

Presented by Terri Sanders (Head Teller):

Head Teller, Terri Sanders, advised the assembly that the total number of delegates possible for the meeting was 230. To reach a quorum, attendance from more than 50% of delegates—that’s 115 people—and representation from more than half or 13 of our 24 area associations was required. The total number of delegates present at the meeting was 189 and the number of area associations represented was 23. Therefore, a quorum was established.

A list of the voting members present, voting members absent, and those present but not entitled to vote were compiled and added as exhibits to the minutes of the meeting in the Council’s permanent records.

Vote—Approval of Standing Rules

Presented by Sharon Handy:

The Chair announced that after publication of the workbooks, minor errors in transcription of the standing rules were discovered, and an errata sheet that outlined the wording corrections was included in the delegate packets. The Chair asked if there was any objection to dispensing with the reading of the standing rules as printed, or the errata sheet that corrected the errors in them and hearing none, they were not read.

A motion from the floor was then made, seconded, and approved by the delegate assembly to adopt the following standing rules (as corrected by the errata sheet):

Standing Rules:

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. The timing of the two-minute period: ~~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 **all** 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.

The Chair noted that in accordance with the Annual Meeting Standing Rules for 2023, the minutes of the previous Annual Meeting held on April 15, 2023, at Paroquet Springs in Shepherdsville, KY were approved by the Board of Directors on December 5, 2023, following distribution to all voting members and time for member input.

Vote—Proposed Changes to Council Governance Policies

Presented by Colleen Abate:

Audit Committee Chair, Colleen Abate, presented proposed changes to the Council Governance Policies on behalf of the Audit Committee.

She reported that in developing the proposed changes the Audit Committee collected and considered feedback from the Area Chairs and Vice Chairs, as well as from the membership at Fall Forums across the council.

A copy of the applicable sections of the existing Governance Policies, a highlighted version of the proposed changes, how the Governance Policies would read if the changes were adopted, and an explanation of the rationale for each proposed change were all set forth in pages 7 through 12 of the Annual Meeting Workbooks.

Colleen explained that the proposed changes were also reviewed by the Board of Directors of the Council, and the Board recommended approval of them. In short, based on

the process for gathering and vetting suggested changes through volunteers and the Board, there was believed to be a broad consensus across the Council in favor of the proposed changes. Accordingly, on behalf of the Audit Committee, Colleen moved that the proposed changes to the Council's Governance Policies as presented on Pages 7 through 12 of the Annual Meeting Workbook be adopted.

Since the motion came from a committee it needed no second, and given the collaborative process that resulted in the proposed changes, and the 30 days the Annual Meeting Workbooks had been out for review and discussion by the delegates, the Chair asked the assembly for a sense of where the delegates were in terms of their desire to debate, versus their readiness to vote on the changes. To do this, any delegate who wanted to speak from the floor during debate in opposition to these changes, or who wanted to propose an amendment to them, was asked to please raise their yellow "NO" card.

Since there were several "NO" cards and since the proposed changes to each policy could be adopted separately, even if all the other changes were not, the Chair suggested separating the question into six parts, one for each Policy and to debate and vote on them separately. Hearing no objection, the Chair proceeded to call for consideration of the proposed changes one Policy at a time.

Policies 1.3, 1.4, 1.6, 1.7 and 1.8 had no requests to amend or debate any portion thereof. As a result, it was in order for the Secretary Pro Tem to cast a unanimous ballot to approve all proposed changes to the Policies except for Policy 1.5 and with the consent of the assembly she did so.

With regard to the proposed changes to Policy 1.5 Delegate Theresa Hundley (Area 6 chair from Bardstown, Ky), moved that the following amendments to the proposal for Policy 1.5 be made:

1. That the phrase, "at least annually" be relocated to the end after "in each geographical area with a pre-registration of at least 5 people" and that commas be inserted after "council-wide" and "at least 5 people."
2. That the phrase "geographic area" be changed throughout to "Service Area".
3. That the wording for the proposed changes to Policy 1.5 be further changed from:
 - a. "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." to "Be held electronically council-wide, in addition to in-person meetings in each Service Area with a pre-registration of at least 5 people, at least annually." and
 - b. "Be announced both council-wide and in geographical areas via electronic and print communications, as appropriate." to "Be announced both council-wide and in Service Areas via electronic and print communications, as appropriate."

Delegate Hundley's motion was seconded, debate was held, and the motion to amend was approved. There being no further debate or amendments to Policy 1.5, the delegate assembly then voted to adopt the proposed changes to Policy 1.5 of the policy, as amended.

BDC Presentation of Slate

Presented by Kenyatta Thomas:

Board Development Committee Chair, Kenyatta Thomas, presented the following nominees for members-at-large for the Board of Directors.

Members at Large for a 3-year term ending in 2027

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

Members at Large for a 2-year term ending in 2026

Laura Zanewicz

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 2026

Cassie Blausey
Rev. Robert Drake
Melanie Samuels-Black
Clay Smalley, Jr.

This concluded the presentation of nominees for our Board of Directors and Board Development Committee.

Before returning the floor to Sharon, Kenyatta took a moment to recognize the current members of the BDC and thank them for their service and the commitment made by each of them in support of Girl Scouts of Kentuckiana.

Vote—Election of Slate

Presented by Sharon Handy:

The Chair advised that no timely written notice of nominations from the floor for any of the categories of election on the slate was received and declared the nominations to be closed. Since there were no more nominees than positions to be filled, the Chair advised it was in order for the Secretary of the Council to cast a single unanimous ballot on behalf of the delegate assembly.

As Secretary Pro Tem of the Girl Scouts of Kentuckiana, Ria Chandler cast a unanimous ballot for all candidates and the Chair declared them duly elected.

Recognition of Outgoing Board and BDC Members

Sharon Handy recognized the outgoing members of our

Board of Directors and Board Development Committee and thanked them for their service.

Board Development Committee

Christa Shouse
Christine Vaughan
Lisa Pigman
Lionor Linares

Board of Directors

Alyse Adkins
Christine Vaughan
Shannon Montgomery

Girl Board Members

Lyric Thomas
Leah Niemann

Decision Influencing Discussion

Moderated by Board Chair, Sharon Handy:

Delegates were given an opportunity to speak on the following open forum questions:

Decision Influencing Discussion Question #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?

The following spoke on Decision Influencing Question #1 at the meeting:

Jodi Watson (Area 8) “Providing continued opportunities to challenge girls’ preconceptions and provide critical thinking skills for all scouts is vitally important. Sometimes students miss these opportunities in our schools, and GSK could fill in these gaps. This could include neurodivergence, racial biases, LBGTQ+, and disability issues.”

Merrick Bartlett (Area 15) “I feel, I know, there is a definite Need to openly and publicly welcome all of those who identify within the LGBTQ+ community. Our troop’s leader and I (I am co-leader) have always made it a point to let our girls know that Girl Scouts is their safe space and that they are always welcome. As the mother of a trans man who was in Girl Scouts as a child, I can confirm he personally has great memories of GS. I want this to be the normal and routine experience for all those in that amazing community for they have so much to offer the GS community.”

Laura Sanders (Area 13) “GS quit because they do not have parent reinforcement. Parents will encourage youngers girls but when the homework, cheer, basketball, lacrosse, etc...parents will suggest dropping scouts.”

Crystal Amick (Area 15) “In the past several Annual Meetings I always hear Girl Scouts needs to market

older girls (and I agree with), which I feel has gotten better, however when events are made for older girls there is a high chance, they are cancelled due to low registration. I think continuing an event regardless of if there one “older” girl or several the event should still go on. In a younger event perspective, we need to provide more events that are for special needs or have sensory issues.”

Marlo Bartlett (Area 15) “I think we should focus on the rights and acceptance of people in the LGBTQ+ community, including those who identify as non-binary and trans people. Girl Scouts is all about community and being in a comfortable and safe space. It was made for girls to give them a place where they can be their true selves without the pressure or worry of society or men on them. People who fall under the trans umbrella are a part of this group and should know and feel as accepted as cis women do. People who identify as non-binary also fall under this umbrella although they don’t identify as male or female, they should still be able to choose where they are most comfortable, and if that’s being in Girl Scouts they should know they will be fully accepted and supported.”

Kirby Drake (Area 17) “Having more opportunities for older girls to have action in the marketing area of GSK. Showing more older girls on cookie boxes, tv, podcasts and on the radio. Focusing on letting girls use technology skills for marketing.”

Ginny Pfohl (Area 17) “Making older girls feel included. Most people who aren’t in the Girl Scouts imagine GS as younger girls. We need to change the image of Girls Scouts in the community. Focus on retention not just recruitment especially older girls have more time commitments – help them want to continue to choose to stay in Girl Scouts.”

Katherine Shugart (Area 15) “When speaking with older girls’ aka CSA’s about joining Girl Scouts I have been laughed at in my face and told “I’m not interested in selling cookies.” This comes from girls that I know enjoy hiking, crafting, swimming, and many other things that we do in Girl Scouts. We need to broadcast ourselves as the strong, independent, diverse women that we are, not the annoying little girl that sells cookies.”

Kerry Morris (Ara 13) “PLC Day Camps—Need new or rotating session so it isn’t the same each year. Daisy should be a half day session. Older girls—do not water down. Age appropriateness.”

Leslie Kulig (Area 6) “Opportunity for girl feedback. Identified a glitch yesterday. If the girl has been a Girl Scout for many years, their email is their parents, and it needs to be updated to the girl’s email to get their input or feedback. I don’t know what age that needs to be, but point out the issue, maybe when reregistering, would put into the front of people’s minds and let them know that is an option.”

Tonda Anderson (Area 14) “As a move toward inclusion, providing options for our Girl Scouts with non-binary/gender fluid identities to opt for a preferred name rather than their legal/registered name.”

Kacee Sanchez (Area 14) “Disabilities have little representation in GS. I personally want to pursue sign language representation for my GA. We need to represent those who can’t speak for themselves. They have a voice, and it needs to be taught that they are people too.”

Casey Phelps (Area 17) “I would like to see more opportunities and recognize older scouts, as well as events and troop initiatives for those.”

Sarah Lee (Area 15) “I believe that inclusion and culture begin at the bottom. We have made amazing strides these past years for inclusion within our culture and it warms my heart to see such diversity in this room and at our programs and properties. The next steps are to make our fellow scouts with disabilities feel welcome. How can we extend our arms to our fellow scouts if they can’t access our properties or events? Since we have shored up our crumbling camp infrastructure with our s’mores, it’s now time to focus on making those places accessible to all. While we consider diversity inclusion, we must account for all and include neurodiversity and remember that while we are seeking to build girls of ‘courage, confidence and character’ our leaders of today and tomorrow that we must include both introverts and extroverts. When we do not recognize and seek to build a community of ‘inclusion’ that includes those essential pieces of our community they are therefore being purposes excluded from the community and conversation. And are we not bound to be ‘a sister to every GS?’”

Elliot Hammond (Area 15) “We as a community need to talk about the thing that most won’t talk about. Our trans identifying scouts. I have spoken to over 17 trans identifying scouts about what we can do to help them still feel safe and welcomed in the program we all love so much. We need to acknowledge and respect not just our kids but our volunteers and workers as well. We are talking about belonging and community but think, have we been communicable with our trans kids? Or have we forgotten/ignored them? Please I implore you, protect and respect our trans community members. We want to gain a sense of belonging for all. We need to set aside our reservations and love and respect our trans identifying members. Yes, the world is changing, so let us change so that we can love ALL Girl Scouts.”

Jessica Jones (Area 15) “As a whole we need at least 1 camp or areas in all that are wheelchair accessible to be open to all girls/volunteers. There is not easy access anywhere within council for the handicap to participate, even in Council run events.”

Paula Bratcher Ratliff (Area 2) “Badges – more steam. Acknowledge trans or non-binary members through pronoun usage and recruiting. Neurodiverse and

spectrum support/training. Recruiting verbiage support for older girls about leadership, community support, entrepreneurs, etc. (Gold Award recognitions). Recruiting support for diversity/ photos that show diverse girls and groups. Badges or scout work for college preparedness.”

Sophie Popham (Area 13) “Creating online forums and more resources for Girl Scouts could help keep Girl Scouts relevant. Making an online forum website specifically for Girl Scouts which is monitored and that has age requirements would greatly benefit Girl Scouts seeking help, advice, and even helping girls meet like-minded scouts.”

Nur Mandadi (Area 13) “Retention and recruitment of juniors and seniors seem to be an area that needs improvement. It’s important to increase our reach to parents and recruiting them may be one of the ways to help increase recruitment. We will have to work on communicating our mission and find ways to appeal to parents.”

Vada Bruce (Area 3) “Girl Scouts is for girls. Male volunteers are wonderful to have. Scouts have always been girls and should stay that way.”

Lizzette Steed-Yowell (Area 15) “The Annual Meeting workbook cover was very disappointing this year. The children in back are not equally shown or appear valued! Trying to also include older girls would be nice. In the world of computers, please include everyone and strategically placed to show equality and inclusion.”

Calista Eckhart (Area 10) “As girls get older in GS, they sometimes lose the drive to earn badges/Journeys/ awards. They just want to have fun with their friends and continue to explore the world in different experiences. GSUSA needs to look more at ways for these older girls to continue to feel engaged and important without feeling like they are “failing” GS by not constantly striving for awards. It would be great to have more focus on career exploration, new skills/ skill building on trying new adventures – scuba diving, parasailing, more camping, travel, learning to fly a plane, more deeply engaging in the arts with painting, sculpting, ceramics, etc. These programs would keep more girls engaged longer. The focus on badges, journeys, etc. are too much like school and the older girls get more than enough of that in school!”

Cecelia Cloos (Area 26) “Louisville is the hub for ASL-College students. I would like to encourage the council to reach out and collaborate with the college.”

Sonia Livers (Area 9) “Create structured events for high school students such as: college fairs – maybe college tours during Annual Meeting. ACT/SAT prep. Work ready preparation, writing resumes, how to dress for interviews, and how to prepare to apply to college. Web page dedicated to high school juniors/seniors with resources that will support college prep and/or being work ready.”

Aislin Hair (Area 10) “Girl Scouts has been my home ever since I was a Daisy, and it made me who I am today. But as a whole I feel we’re missing out on protecting every scout. It’s in the Girl Scout Law. Be a sister to every Girl Scout. We have more diversity, yes, but we still at times fall short in truly making all girls feel welcome, whether that’s trans scouts, or more BIPOC and I feel in some cases we tend to sensor ourselves in more difficult situation and to welcome these girls, the girls that found a home the way I did. We have to be more open to it – All of us. We all stand for each other. What does a Girl Scout look like to you today? We may have piecing or tattoos or whatever, but every scout has to feel welcome. All of us as scouts are a safe space and that needs to be more known to all.”

Cassie Blausey (Area 10) “Council should consider additional avenues for feedback outside of Fall and Annual townhalls. This could include opportunities to share important updates, question prompts for discussion, and locally driven collaboration. This could be a combination of in-person and virtual opportunities. We should also consider communication strategies to share strategic initiatives with volunteers and girls with ideas for ways they can lead in that work. Part of that process should consider input from those stakeholders as to how. For example—with a sense of belonging being a strategic priority we need a much clearer picture of how this is being approached, what are the metrics of success, and how (with clarity) volunteers and girls can help reach those goals. I would also encourage diversity guidelines, across various identities, for delegate appointment with examples of how areas can consider diversity.”

Rayna Mandadi (Area 13) “As a Girl Scout, I feel like there is a lack of older girls being represented in Girl Scouts. Not only that, but a more diverse population of Girl Scouts is needed. I believe we should do more to appeal to the older and diverse girls, not just to be in Girl Scouts, but to experience all the fun activities that come with being a Girl Scout.”

Estella Smith (Area 13) “As a Council, I believe we should increase advertisement and acknowledge of scholarship opportunities to make the program more accessible to girl in lower income communities, which are predominately made up of BIPOC individuals and families due to systemic racism. I also believe there should be more programs dedicated to Diversity, Equity, and Inclusion and diverse cultural experiences and/or history. As well as make these programs well-advertised or encouraged or even required for all troops to attend at least once a year to promote the sharing of ideas, respect, and culture to bring the community together and welcome everyone.”

Aubrianna Lainhart (Area 11) “We should offer a badge or training course for sign language learning. Just simple sentences like names or questions could help in certain situations. My younger sister is hard of hearing

and my mother is worried about how my sister would respond. For it to be welcoming, we should learn skills to help with language barriers.”

Lisa E. West (Area 2) “It would be helpful to increase awareness of neurodivergence and ways to integrate and include scouts across the spectrum and with a variety of mental health needs. Perhaps some more available trainings workshops, for leaders and resources for helping girls interact with their troopmates.”

Catherine Metry (Area 10) “We must seek out the problems and roadblocks that are stopping people from joining scouting, we need to bring transparency to those issues, and move forward and lead by example. We should showcase the diversity that we currently have and our efforts to further improve it during recruitment events and various activities and publicize these in our handouts and literature. Have pictures of diversity on cookie signs and booths, mailers, emails, recruitment signs, etc. We must show every girl and adults ways to see themselves in scouting and succeeding. The youth want to look into the window of the future and see themselves, let’s show them how they can soar.”

Justine Hester (Area 17) “Older girls need to have more leadership opportunities. When I was a younger Scout, GS was very much girl led, having older girl trainings, but now those trainings are extinct. We need to appeal to girls that want a career in leadership so they can become successful in their future careers and lives.”

Bailey Haws (Area 13) “Encouraging listening skills and explaining that everyone’s opinions are valuable.”

Rebecca Moran (Area 10) “We need to take into consideration the economic, cultural, and educational backgrounds of the people within our states. We need to outreach to schools without troops and spread awareness about the Girl Scouts. Creating a mentor program where new leaders can work with our seasoned leaders. Help them navigate the resources available, cookie sales, and other things. The use of technology is one of the greatest tools that we have that is greatly underutilized by Girl Scouts today. Our webpage needs to be more user friendly. Cration of an app to track Girl Scout upcoming events, inner troop communication, quickly access key documents and more. There also needs to be more resources available for Juliette leaders. The website and the process are difficult to navigate.”

Lisa Pigman (Area 13/8) “Spend some time recruiting older girls (those above 5th grade). We spend so much money and resources on K-5 but not much in recruiting older girls to promote older girl activities widely to those ages can see how fun scouting can be after 5th grade.”

Renee Canfield (Area 13) “Encourage more badges and events with discussion on equality, especially on younger, more age-appropriate levels. Being more inclusive of girls with special needs, whether it’s being

on the spectrum, being deaf, visually impaired, we need to help them have more quiet spaces, tools necessary, etc. at events, camp etc. And cookie rewards more attainable for all as well as badges.”

Ronda Taylor (Area 6) “Being a Girl Scout has always been a matter of registration. Any girl is welcomed, encouraged and able to register. Making it inclusive to those girls who want to be a girl in Girl Scouting. Can we screen all new or existing leaders to be open and accepting of every girl who wants or asks to join their troop? No, but we can mentor, train and lead by example. Not everyone will be satisfied with everything all of the time. Everyone’s values and viewpoints will be different. Held to varied standards. Do your best! That is the only encouragement that is repeated or should be repeated to all Girl Scouts!”

Decision Influencing Discussion Question #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?

The following spoke on Decision Influencing Question #2 at the meeting:

Nur Mandadi (Area 13) “Add a question to annual survey regarding recycling to be able to track on the efforts, quantify and report. Cookie box recycling tracking could be a good starting point as many services unites reported already recycling the boxes.”

Lisa Thompson (Area 3) “GS are environmental leader. As the nation shifts its strategies in Climate Infrastructure, girls have to be leaders in workforce, technology, and policy. Kudos to Kentuckiana Girl Scouts who quickly got involved with an 11-county Net Zero Carbon plan, impacting 4 Indiana and 7 Kentucky counties. Our survey responses provided almost 10% of overall input as the plan went to the federal government. More change is coming. We need to stay ready to improve the environment as the nation changes.”

Bailey Haws (Area 13) “I cannot speak for everyone on this issue. I have personally received numerous mailings from Girl Scouts containing information about upcoming events and programs that are typically irrelevant to me (oftentimes, these events are for younger girls or are too far away from my area). In order to become more environmentally sustainable, I suggest converting these papers into emails or creating a place on the Girl Scout website to display these programs to the community. This would reduce the amount of paper used, which preserves our precious forests and the animals that rely on them. I appreciate your time and consideration. Thank you.”

Paula Bratcher Ratliff (Area 2) “Send fewer paper handouts. Families should only receive one postcard versus three as an example for “Thank you for volunteering” and other mail. This would decrease paper and postage. Gifts/awards to be usable and reusable. Specifically, green tablecloths, and totes.

Education on sustainability and promote community partners etc. Water Wonders Journeys. Also, trees for planting to reduce emissions from events like this Annual Meeting. Camps, instead of clean up days at the camps, publish a list on going of what needs to be done at the camps. “On the cleanup days” descriptions of what needs to be so it’s not overwhelming.”

Christy Sanders (Area 13) “We should have programs and events for girls and adults. We did an event with gorillas and cellphones. My daughter, who is a Cadette, enjoyed it. It involved donating cellphones to a company that used the parts to help gorillas. I think if you start with the troops, it will spread throughout the council and even to the homes. By making events with an interesting or fun twist, people, especially the girls, will want to be more involved. Also, we need to remember we can recycle not just the normal things or reuse.”

Michelle Krauser (Area 12) “I have been a leader/volunteer for 11 years and accumulated a huge amount of GS branded stuff. That’s great but I am overwhelmed by how many t-shirts we receive as incentives. Could there be an opt out? Or an opt in? Last time we met, I have 3 shirts to distribute to teen scouts. They didn’t need or want them. They went directly to Goodwill. I felt guilty and wasteful. Fewer shirts means less cost and less waste.”

Libby Mook (Area 13) “A suggestion presented within our area was that the insides of cookie boxes (the plastic parts) be replaced with waxed paper/cardboard/ something more environmentally friendly. Additionally, it was mentioned that recycling projects for the cookie boxes themselves, as well as the cardboard cases, are a great opportunity for individual troops and service areas to practice recycling and sustainability.”

Jodi Watson (Area 8) “I would love to see our bakers return to our paper box packaging for our Lemon Ups and S’more Cookies. If we want to project an environmentally conscious mission, we need to eliminate plastic on our most visible products.”

Justine Hester (Area 17) “We should encourage girls that earn cookie rewards like toys and other random items to donate them to homeless shelters for kids who don’t have these things rather than throwing them away adding to the already prevalent landfill situation.”

Marlo Bartlett (Area 15) “I think we should continue working on recycling and reusing but also try to take it as a step further by reducing our use of non-reusable plastic items. We can also work on not only separating trash and recyclable items but put all the recyclable items in their different respective groups, such as, aluminum, paper, plastic, and glass.”

Jessica Jones (Area 15) “Most of our troops enjoy going to camps while at camps, we tend to throw a lot of food waste away. Why can we not make a dedicated compost spot at camps? Also, have more recycling areas around our events. Let’s think about possible solar panels for camps also to help reduce energy costs.”

Sarah Lee (Area 15) “Encouraging recycling is wonderful but realize environmental sustainability does not require putting them in recycling bins. Many current cases barely last through getting cookies out of them before they’re coming apart. Cases can also be used as layers in community gardens. When mailings are being sent out, whether asking for donations or anything, these are going only to current registered members. The reason I mention this is that my father, a long time GS volunteer in the 90s, dies in 2015 but this the last year I have not received a letter, duplicate to my own, requesting money.”

Elliot Hammond (Area 15) “Girl Scouts provides a lot of third spaces and activities in a world that is slowly losing them. We need to emphasize our spaces instead of out “prizes” and random toys and journals that I know don’t truly get used.”

Katherine Shugart (Area 15) “As it says in the booklet, take action, do your Gold Award. One way that you get the girl to be more environmentally conscious is to get them outdoors. We love it. We love going to camp STEM but the loft in the Big Lodge seems to need repair as it looks to be rotting and is something that my troop has discussed. Performing repairs like this would be a great way to get them to be more aware of not only environmental stability but also safety.”

Leslie Kulig (Area 6) “Recycling at office and at the camps. Also, have pollinator gardens at every camp property. Lastly, solar panels at camps.”

Ronda Taylor (Area 6) “How can GS of Kentuckiana be more, not become more? The outdoor code, start there. Be clean in my outdoor manners (I will treat the outdoors as my heritage). Be careful with fire, (only burn in a safe and designated area). Be considerate in the outdoors (respect the land, leave it where it lies). Be conservation minded (take care to preserve and protect our lands and animals’ habitats). This then runs into Leave No Trace which every scout should know. It applies at camp, on a hike, on a trip to visit family, at a friend’s house, in our OWN home! But there’s only so much leaders and troop supporters can do to implement and lead by example. Can’t walk into every home, right? Every meeting, business meeting, should be sustainable! This includes Annual Meeting. This includes trainings. This includes Council leadership! My family are scouts. We live the scouting way every day, so it is our culture. Not everyone is so lucky, so leading by example is the best encouragement!”

Casey Phelps (Area 17) “I believe we should do a clean our water ways initiative and have more scout events that encourage this mindset.”

Kirby Drake (Area 17) “I believe that if we had more trash cans around camp properties the environment would be so much better and less trashy. It would also be better to have trash service at all properties these girls attend. So, it is easier on the troop that are staying there and also help prevent animals from getting in the trash

and spreading around camp areas.”

Ginny Pfohl (Area 17) “Gold and Silver Awards must be sustainable; we can advertise to girls about doing things in the outdoors or even in Girl Scout camp. Create programs to leave no trace to girls of all ages but move specifically to younger girls to implement this idea. We can also teach these programs to our communities which could be led by girls. Teaching girls about environmental safety, sustainability and what they individually could do to make our world a better place.”

Dee Orendorf (Area 13) “Look at the trees sitting on these tables. Instead of making all of these copies, put the info on the screen as it is discussed and have it available on the website to print if someone wants a paper copy or that they could download and share by email.”

Karen Lewis (Area 17) “We are privileged to be in the backyard of a beautiful national park, Mammoth Cave, and volunteering, taking action, and giving back to our county land’s such as this and other National Parks is a good way for our children in the program to learn about the environment but also support its sustainability.”

Kim Evans (Area 8) “Big recycle sorting bins at our camps. This would allow us to have a teaching moment at camps and to live by the GS Law. At present during day camp, we are facilitating our own recycling, packing, sorting, and tracking (which can be very messy) it out to a recycle location.”

Samantha Hall (Area 14) “Prepare an Annual Report of the sustainability efforts we are already doing so that we can (1) have a record of our efforts to celebrate and critique and (2) have a baseline for what we’re already doing. Printing our Annual Meeting workbooks and materials (as an example; can be done for any level of event) on environmentally sustainable paper without plastics recycled paper, black and white ink where possible etc.”

Araceli Sanchez (Area 14) “I believe we should add recycling and compost resources on campsites to help protect the environment. While doing so we can teach members how to recycle or compost with the importance of it. I have noticed at Girl Scout camp we often use resources that cannot be recycled or even be harmful to the environment such as Styrofoam trays. With this information members can use this information to educate others to be sustainable.”

Kerry Morris (Area 13) “Can we offer recycling at all our camps (similar to Camp Stem)? Initiative for recycling cookie cases.”

Lisa Pigman (Area 13/8) “Provide recycling centers at all camps and have some in charge of taking things to a local recycling center. Our camps are getting older and along with that the trees and undercovers service projects could use help in being maintained.”

Crystal Amick (Area 15) “I brought this question to my troop and their first thought was the cookie packaging. For the insert pieces why are we not using

biodegradable materials? The plastic on the Lemon Ups and the S'mores. We should do better and make all our cookies in recyclable materials.

Renee Canfield (Area 13) "Recycling incentives for troops to recycle cookie cases. Raffle tickets for turning in boxes to recycle virtual rewards for cookie season. Less toys and plastic prizes. More experience type prizes for cookie season. Movie tickets or event tickets. Bookmarks out of cookie boxes and leave at neighborhood libraries. Promote literacy and Girl Scouts."

PawSayRoe Po (Area 13) "One way GSK could become more environmentally sustainable is by having our own gardens on our properties. By doing this we are limiting food waste and only growing what we need. We could have Girl Scouts help maintain the gardens and it could positively impact the girls by teaching them patience and relieving stress. I also think that gardening is another way to help us connect with nature more."

Markeeta Wilkerson (Area 26) "Recycle to a central location and send to other countries. Can be a girl led project."

Rebecca Moran (Area 10) "Reduce the need to print off paper by use of the app noted in my response to Question 1. This app could allow us to easily pull up documents we need without having to pull out a laptop and go to a webpage. Provide access to websites or email documents where we can pull out our laptops and use them during meetings rather than printing out all the documents. Begin composting at camps. Make sure all camps electricity are run by solar panels and use biodegradable trash bags."

Kim Hawes (Area 10) "Regarding becoming more environmentally sustainable, I suggest placing recycling bins besides trash cans at camp. I understand that having a recycling company might be difficult to pin down, so what if we request troops using the camp facilities to take the recycling items home as they exit camp. I also suggest investigating the use of solar panels at our camp facilities, but we need to approach this carefully due to the cost. Before proceeding we should have a cost analysis performed and review various locations which would be most suitable for the solar panels (i.e. roof of Cardinal Lodge, or in space available near caboose)."

Aubrianna Lainhart (Area 11) "As a girl living in a post COVID world, I know the struggles of having plastic towers. Many boxes or containers come with plastics. One of my fellow Girl Scouts suggested we take in boxes or plastics and turn them into crafts or more useful things. Even if it is just for a small meeting, activity for camps, as it would keep the younger girls busy. Also, we could put butterfly or bee gardens in our communities. While I was driving around my hometown, I would see food boxes for the homeless and as stated in the Girl Scout Law, make the world a better place. This is one example of things we can do to follow this law."

Sophie Popham (Area 13) "Some things that we can do to make Girl Scouts more environmentally sustainable can include adding more resources for recycling at camps and adding compost stations. Building more resources for recycling and compost into Girl Scout camps could be included into making new gardens, sustaining already existing ones, and it could improve pre-existing plant life at camp. This idea could also help repurpose food waste. A few of my other troop members (Troop 365) have also recommended reducing excessive paper use with Girl Scout mail and instead emailing. Another idea my troop had was to create a swap meet for people with excess badges, pins, old vests, GS shirts, etc. This could align with the Girl Scout Law by being a sister to every Girl Scout."

Stephanie Hair (Area 10) "I suggest we have a cardboard drive so that gardeners can line their gardens with the cookie cases."

Calista Eckhart (Area 10) "In order to make GSK more environmentally stable I propose making the food we eat at camp more plant based. Vegetarianism saves water, produces fewer carbon emissions, prevents species extinction, reduces destruction of tropical rainforests and takes up less habitable land. As a vegetarian myself I get constant comments such as "Oh, I could never give up meat" or "I could never do that" but if we teach our girls now to cook and eat vegetarian at camp, we could spread the message of the benefits of vegetarianism and reduce our environmental impact worldwide."

Cassie Blausey (Area 10) "Research environmental sustainability grant opportunities for a thorough assessment of opportunities to make gradual environmentally sustainable changes over a period of time. This should include 'easy wins' and longer-term changes. Partnerships with recycling centers to receive recyclables and move Annual Meeting to a paperless event. Craft supply "recycle program". Limit small prizes for larger or experiential items from troops departing camp sites. If a partnership is not possible, resources or suggestions could be an opportunity in the interim. Reduce the use of paper in meetings and outreach to volunteers. Moving directly to virtual resources will reduce overall consumption. For accessibility, if an individual member prefers paper-based communication, they may choose to opt-in. For equity, could consider instead of an opt-in, an opt-out structure. Council can then undertake paperless campaign and encourage those who would prefer a paperless option to do that."

Catherine Metry (Area 10) "One of the primary considerations I would have with sustainability would be to reconsider some areas of property planning with respect to sustainability and reduction of energy and resources. Considerations would be:

1. Rainwater collections for handwashing and latrines, watering of flower beds, fire circle water, etc.

2. Recycle centers for our properties. It may take some investigation into options and what is available if collection services are not available, perhaps we set up a system of volunteers or a job requirement to transport recycling to a collection facility.
3. Decreasing the number of mailers that go out. Although we need to be mindful of having appreciated, perhaps we can consolidate some communications.
4. Composting options could potentially help decrease the carbon print and helps to teach scouts sustainability.
5. Assess properties for energy saving appliances—refrigeration, freezers, washing machines, dryers, insulated windows and outlets where A/C is available, updated water heaters/tanks, LED lightbulbs, motion sensors for lighting in indoor spaces, electric hand blowers for bathrooms to decrease paper towel waste and improve sanitation.
6. Geothermal heating and cooling options for properties.

Finally, we need to continue to train and educate and remind our adults and youth about reduce, reuse, and recycle. We must keep those thoughts on the forefront of our minds and actions to lead by example.”

Ann Brian (Area 12) “While designing programs and experiences, we should add a step to consider the environmental impact and think of how to have the least negative impact on the environment as possible.”

Abigail Rux (Area 26) “I agree with implementing gardens at camps along with recycling, but we should also implement composting bins at camps to reuse and cutdown on food waste.”

Ketia Zuckschwerdt (Area 2) “To be more environmentally and cost sustainable we should be more mindful on mailings such as postcards etc. With technology and cellphones available, have people pick between electronically vs postcards. Make sure it is just one per household if we do mail out items and utilize opt-in for text messaging. Council should also communicate on improvement projects that they would like to have so that troops or individuals that have talents or interests could assist and provide resources that we may have extra. Reducing waste and recycling and reusing resources.”

Amy Pooler (Area 10) “We recognize that you appreciate volunteers, but I do not need a postcard to tell me that. Unfortunately, this postcard will end up in the trash. I would rather the money that is invested towards volunteer postcards/gifts be redirected to camps.”

Cecelia Cloos (Area 26) “Providing better recycling programs at camp properties (just not at Camp STEM). Their property team and troops have made it a priority to provide and advertise a recycling program.”

Mary Sue Ryan (Area 10) “We need to be good stewards

of the forests at our various properties. Our forest management needs to give attention to the reduction of invasive plant species that are already or have the potential to take over the vegetation. We need to implement continuing efforts to control invasive honeysuckle, garlic mustard, and other undesirable plants and educate our membership so that they can take action to help. At our properties, we should take every opportunity to use solar energy for electricity, consider the use of on demand hot water heaters, consider the move from natural gas to electric appliances, and ensure that our buildings are well enough built and well enough insulated to use heat and air-conditioning effectively.”

Board Chair Report

Presented by Sharon Handy:

“Have you ever played ‘Never have I ever?’”

It’s a teen game really... about secret swapping...I’d like you to join me in a short round of it please, volunteers, staff, and girls, please everyone join in...

Hold up one hand with all 5 fingers showing. I will read you some questions and if you have in fact ever done the thing mentioned you must put one finger down. The person with the most fingers left or the last one to go out wins.

1. Never have I ever eaten more than a prescribed serving of Girl Scout Cookies in a single setting (that’s more than 2 Samoas, Do-si-dos, Tagalongs, S’mores, Toffee- tastics, or Adventurefuls, or 4 for Thin Mints, or Trefoils.
2. Never have I ever gotten injured during a Girl Scout activity.
3. Never have I ever been significantly scared or disgusted at Girl Scouts (that includes spiders “COUGH” Samantha Bell COUGH” , mice, “COUGH” VIVIAN Blade and Maggie “COUGH” and latrines).
4. Never have I ever spent so much time doing Girl Scouts that my day job or my family complained.
5. Never have I ever been so frustrated with a volunteer, staff person or girl that I seriously considered quitting Girls Scouts or really wished that they would.
6. Never have I ever felt exhausted, overwhelmed or unappreciated in Girl Scouts.
7. Never have I ever spent or donated personally significant amounts of my own money for the girls without any expectation for reimbursement.

How many people have no fingers left? 0? Congratulations, you are tried and true Girl Scouts who have been through the fires and have progressed to elite status.

1-3 fingers left? Somewhat proficient, intermediate level. You will no doubt have an opportunity to experience all these tests and if you survive them, you too will ascend to elite status, and we will see you here again next year.

4-5 fingers left? You are brand new, or at least untested, so

it's not clear yet whether you have what it takes to attain the elite level.

In fact, with all those negative experiences in common, why are any of us still here? I believe it's because we have a shared dream, for the girls and for each other. It's not a new dream, it's been with us from the beginning, and will be with us long after we have gone. A dream of a world filled with girls and women who have mastered the Girl Scout mission, who have developed a strong sense of self, who have learned positive values, who seek out and overcome challenges, who develop and maintain healthy relationships, and who develop interest in and learn ways to positively impact their community. This is a movement where all girls can come together and embrace their unique strengths and passions—and find a way to make their dreams a reality. You girls who are in this room, and others like you who stay involved in Girl Scouting, beyond Daisies and Brownies, to Juniors, Cadettes, Seniors Ambassadors and beyond are our shining stars. You have risen through the levels and are now entering the ranks of the elite. It's similar to sports, almost anyone who wants to can play in elementary school without a lot of work or effort, but most drop out by Jr. high, and only a relative few stick with it and have the skills and work ethic to do what's necessary to be successful on high school teams. Fewer yet get to play in college or professionally as an adult. You girls here today, have either made, or on the brink of making the Girl Scout varsity team. You are the superstars of Girl Scouts and among the elite few that have displayed the skills, character and tenacity necessary to achieve this level in Girl Scouting. It really shows in the type of poised, self-confident, caring leaders and humans you have already become and that we heard from at our microphones today. You are setting yourselves up for a lifetime of success, achievement, leadership, civic involvement, and most of all life satisfaction. I know you will always want to be the best, to never fail, and I know there will definitely be times when you suffer defeats, large and small. When that happens, the key is you have to get back up and keep trying. Never stop dreaming and never stop working towards your dreams because you can achieve way more than you ever thought possible. Thank you."

Board Installation and Rededication Ceremony

Ambassador Girl Scout, Lauren Yowell from Troop 941 lead this ceremony.

Break/Lunch

Highest Awards

Presented by Terri Massey and NancyAna Cremona:

Terri Massey and NancyAna Cremona both congratulated this year's Silver Award Girl Scouts and graduating seniors.

They also 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.

Terri Massey and NancyAna Cremona introduced a video of this year's Gold Award Girl Scouts:

Teddy Anderson
Hannah Britt
Amanda Carrithers
NancyAna Cremona
Katie Green
Claudia Johnson
Kirsten Sexton

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

Invest in GSK

Presented by Charmaine Powell

Charmaine Powell shared the difference Girl Scouting can make and invited attendees to invest in GSK.

Medal of Honor Award

Presented by Maggie Elder

Maggie Elder presented the Medal of Honor to Ellie J. Hunt, a 5th grade Girl Scout Junior who performed a heroic act beyond the degree of maturity and training that might be expected at her age. Ellie took immediate action and was able to save her father's life.

Adult Awards and Recognition Ceremony

Presented by Amber Huggins and Jen Walters Petry:

25 Years or More of Membership

25 Years

Name	Service Area	Area
Katrina Blough	S. Indiana	15
Tammy Francis	Metro	14
Sierra Rogers	Pennyroyal	19

30 Years

Name	Service Area	Area
Sharon Handy	S. Indiana	15
Lori Kimble	Pennyroyal	18
Beth Mans	Metro	13
Linda Miles	Metro	10
Tammie Peer	Metro	10
Nicole Raymond	Metro	8
Christine Seelbach	Metro	10
Judith White	Pennyroyal	19
Kara Williams	Pennyroyal	19

35 Years

Name	Service Area	Area
Irene Adams	Caveland	17
Johnetta Anderson	Metro	9
Barbara Broughton	Metro	9
Deborah Dawdy	Bear Creek	24
Rebecca Everhart	S. Indiana	15
Bethany Gibson	Caveland	17
Laura Hatfield	Metro	8
Elizabeth Johnson	Metro	13
Leonor Linares	Metro	13
Margaret Meador	Caveland	17
Sue Meador	Caveland	17
Ann Russo	Metro	13

40 Years

Name	Service Area	Area
Amy Young Allen	Bear Creek	26
Nancy Beanland	Metro	8
Barbara Young Christopher	Bear Creek	23
Margaret Evans-Dulin	Metro	9
Don Meredith	Caveland	17
Karen Blandford Rogers	Metro	14
Stacie Turner	Caveland	17

45 Years

Name	Service Area	Area
Christy Blandford	Metro	14
Deanna Campbell	S. Indiana	15
Deborah Giles	S. Indiana	3
Sharon Mathis-Satterly	Metro	13
Judy Steinhauer	Metro	10
Jennifer Thomas	Caveland	17

50 Years

Name	Service Area	Area
Cheryl Meredith	Caveland	17

55 Years

Name	Service Area	Area
Barbara Gage	Caveland	16
Barbara Harned	Heartland	4
Ann Kowalkowski	Heartland	5
Kerry Morris	Metro	13
Kathy Osborne	Metro	11
Wilma Pence	Metro	13
Leanna Ryan	S. Indiana	1
Bonnie Sammons	Caveland	16
Terri Sanders	Metro	8
Karen Smallwood	Metro	14
Sharon Taylor-Carrillo	Caveland	17

60 Years

Name	Service Area	Area
Diane Sand Fuchs	Metro	12

70 Years

Name	Service Area	Area
Margaret Moorman	Pennyroyal	18

25 Years or More of Volunteer Service

25 Years

Name	Service Area	Area
Leslie Kulig	Heartland	6
Sylvia Scott	S. Indiana	15

30 Years

Name	Service Area	Area
Janet Walker	Metro	13
Judith White	Pennyroyal	19

35 Years

Name	Service Area	Area
Kandace Huston	Bear Creek	24
Claydean McCallon	Bear Creek	24
Ann Russo	Metro	13
Cynthia Weller	Metro	13
Marsha York	Caveland	16

40 Years

Name	Service Area	Area
Vivian Reverman	Metro	14

45 Years

Name	Service Area	Area
Bea Cooper	Caveland	17
Judy Steinhauer	Metro	10
Sharon Taylor-Carrillo	Caveland	17

60 Years

Name	Service Area	Area
Margaret Moorman	Pennyroyal	18

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

- Anne Littlebird
- Chris Sherrard
- EB Willenbrink

Volunteer of Excellence Award recognizes outstanding service while partnering directly with girls to implement the Girl Scout Leadership Experience of the council's mission delivery to girl and adult members.

- Angie Arbaugh—Area 14, Metro
- Sonya Barnes—Area 11, Metro
- Lori Bohnert—Area 11, Metro
- Jessica Easterling—Area 8, Metro
- Kim Evans—Area 8, Metro
- Laura Fribley—Area 2, S. Indiana

- Autumn Geraghty—Area 10, Metro
- Sue Griffin—Area 12, Metro
- Audra Grogg—Area 10, Metro
- Doug Grogg—Area 10, Metro
- Jaclyn Hafley—Area 19, Pennyroyal
- Diana Latham—Area 19, Pennyroyal
- Maria Maresca-Thomas—Area 8, Metro
- Kari Meier—Area 2, S. Indiana
- Catherine Metry—Area 10, Metro
- Vicki Morgan—Area 24, Bear Creek
- Jennifer Naïve—Area 8, Metro
- Jessica Noland—Area 24, Bear Creek
- Jessica Owsley—Area 24, Bear Creek
- Tesia Rivera—Area 5, Heartland
- Melanie Samuels-Black—Area 17, Caveland
- Angela Scott—Area 13, Metro
- Leslie Shockley-Steele—Area 17, Caveland
- Stephanie Siegel—Area 10, Metro
- Stephanie Skirvin—Area 5, Heartland
- Maryanna Spiers—Area 5, Heartland

Appreciation Pin is awarded to those who show exemplary service in support of delivering the Girl Scout Leadership Experience with impact on one geographic area of service (troop, service unit, area, service area, council, Girl Scout Movement, etc.).

- Colleen Abate—Area 13, Metro
- Stephanie Hair—Area 10, Metro
- Cindy Hardin—Area 8, Metro
- Melanie Helfrich—Area 10, Metro
- Sandra Lawson—Area 11, Metro
- Sara Manchak—Area 8, Metro
- Mikal Marzian—Area 10, Metro
- Melissa Mitchell—Area 11, Metro
- Shannon Montgomery—Entire Council
- Amy Pooler—Area 10, Metro
- Angela Rake—Area 10, Metro
- Jessica Schulte—Area 10, Metro

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

- Kim Doyle—Area 8, Metro
- Michelle Eckhart—Area 10, Metro
- Stephanie Gibes—Area 3, S. Indiana
- April Herndon—Area 17, Caveland
- Shawn Smith—Area 8, Metro

Honor Pin is an award for those who show exemplary service in support of delivering the Girl Scout Leadership Experience which has had measurable impact on two or more geographic areas of service (troop, service unit, area, service area, council Girl Scout Movement, etc.), allowing the council to reach or surpass its mission delivery goals.

- Theresa Hundley—Area 6, Heartland
- Amy Ryan—Area 10, Metro

Gold Cardinal is an award whereby outstanding or exemplary service that benefits an entire service area, or the entire council is recognized.

- Denise Davis—Area 10, Metro
- Christine Vaughan—Area 13, Metro

Heart of Gold is awarded to those who show continuous notable service at any level from troop to Board of Directors. Typically awarded to a volunteer who has been awarded the Daisy, Pillar of Support, Appreciation Pin, Volunteer of Excellence, Juliette Low, and may have received other awards, and continues to provide devoted, dependable service to girls and/or adults.

- Vivian Blade—Entire Council
- Erin Simmons—Area 10, Metro

Thanks Badge is one of the highest awards in Girl Scouting. Those who receive this award have performed duties that are outstanding or exemplary service that benefits the entire council or the Girl Scout Movement and is so significantly above and beyond the call of duty that no other award would be appropriate.

- Karen Bhatt—Area 8, Metro
- Ann Dever—Area 14, Metro

Closing the Meeting

The Order of the Silver Trefoil retired the colors.

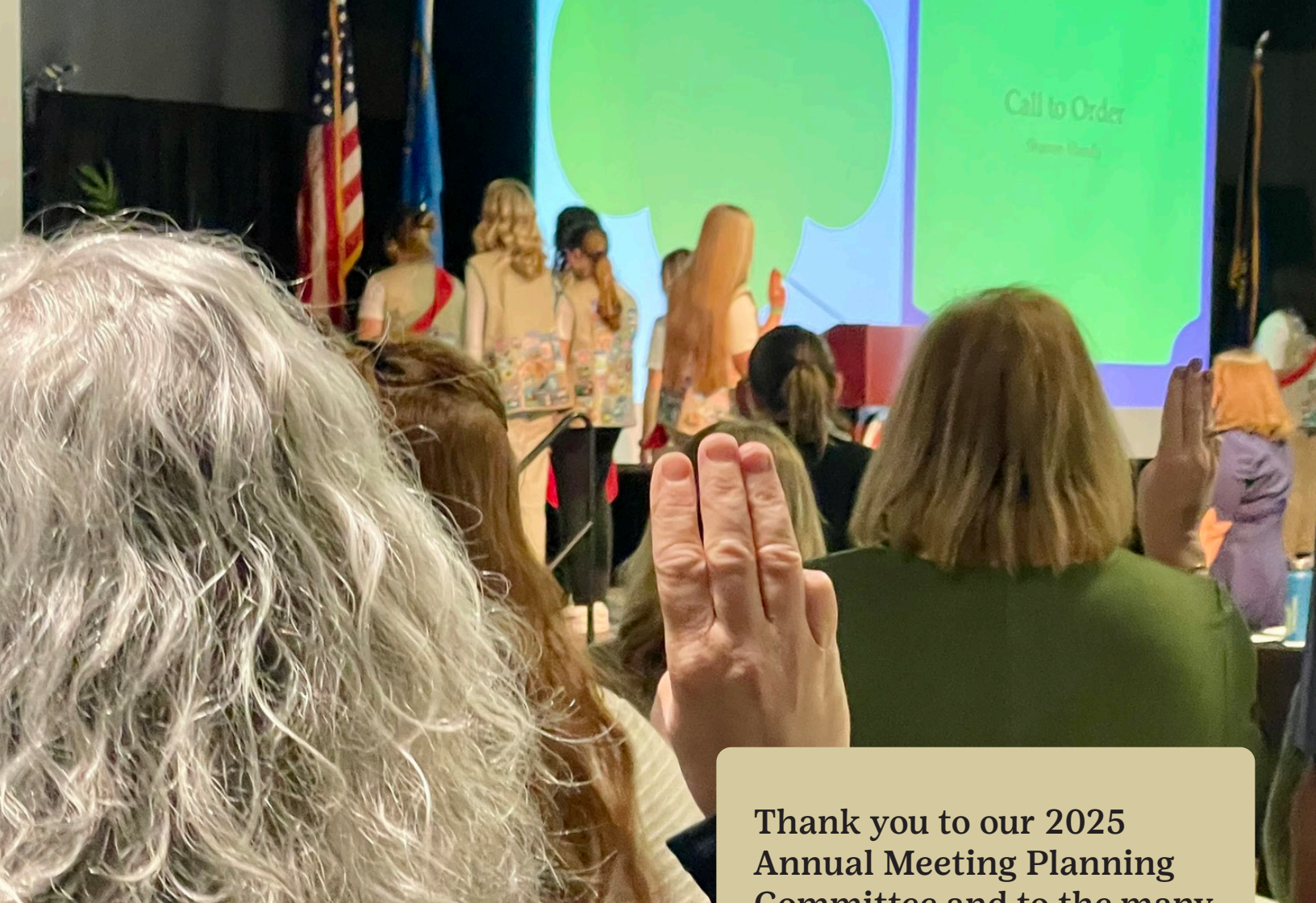
Meeting Adjourned: 2:45 pm CDT

Respectfully submitted,

Ria Chandler

Secretary *Pro Tem*, GSK





Thank you to our 2025 Annual Meeting Planning Committee and to the many others who made Annual Meeting a success.

Connie Bell*

Cecelia Cloos

Ann Dever

Stephanie Gibes

Phyllis Gilman

Sharon Handy

Karen Lewis

Terri Massey

Brittany

Montgomery

Ria Pruiett*

Paula Bratcher

Ratliff

Christy Sanders

Laura Sanders

Bobbi Sellers

Willie Steen

The 2026 Annual Meeting will be held on April 18, 2026 at the Kentucky Dam Village State Park.

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!

*Denotes Committee Co-chair