

# 2022 Forums

February 2022



# Forum Agenda



- **Prepare for Annual Meeting**
  - Delegate Role in Governance Process
  - Day-of Logistics
- **Collect Delegate Feedback**



# What is Governance?



Governance refers to structures and processes that are designed to ensure accountability, transparency, equity and inclusiveness, empowerment, and broad-based participation in an organization or community.



# Council Governance



## **Our Council defines Structures and Processes in the Council By-laws**

- Adopted on February 23, 1974
- Amended 18 times
- Last updated at 2021 Annual Meeting

Copy located at [www.gscnc.org](http://www.gscnc.org) Our Council, Governance



# Council Members



## **Who is considered an eligible Member in our governance process?**

Individuals 14 years and older who are members of the Girl Scout movement and are currently registered or lifetime members affiliated with Girl Scouts Nation's Capital.



# Council Voting Members



**Service Unit Delegates:** selected by service unit; process defined by service unit

**Board of Directors:** elected by service unit delegates at Annual Meeting

**Nominating Committee:** elected by service unit delegates at Annual Meeting



# Voting Member Responsibilities



- **Elect:**

- Board of Directors – officers and members-at-large
- Nominating Committee
- Determine “**lines of direction**” for Girl Scouting locally
- **Vote on proposed amendments** to Articles of Incorporation and Bylaws (following study by Board ad hoc committee)
- **Take action** when membership vote is required
- **Conduct business** that comes before them

# 2022 Annual Meeting



**Delegates required to  
attend Annual Meeting on:**

Saturday, April 30, 2022

8:00 am – 11:30 am

Prince George's Stadium in  
Bowie, Maryland



# How to get to the Delegate Packet



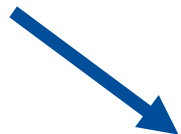
Click  
**COUNCIL**  
or this web  
banner




# How to get to the Delegate Packet



Click  
Annual  
Meeting



  
girl scouts  
nation's capital


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COUNCIL > ABOUT US



About Us

Girl Scouts Nation's Capital believes in the power of every G.I.R.L. (Go-getter, Innovator, Risk-taker, Leader)™ to change the world. We offer every girl the opportunity to discover who she is, what she can do, and





# Delegate Packet: Available by April 5<sup>th</sup>



- Call to Meeting
- Agenda with Enclosures As Follows:
  - Proposed Rules of Order
  - Council Annual Meeting, Minutes, April 17, 2021
  - Audit Report FY'21 as prepared by Aronson LLC
  - Report of the Nominating Committee

For hard copy of delegate packet, contact Customer Care at [customer care@gscnc.org](mailto:customer care@gscnc.org), 202-237-1670



# You Will Vote



- Approve Agenda, Rules of Order and Minutes of 2021 Annual Meeting
- Election of Board Members-at-Large
- Election of Nominating Committee members
- Elections of National Delegates and Alternates

# Treasurer's Report



## Indicators of Financial Health

**Assets:** Are the Council's assets increasing/decreasing in value compared to previous year?

**Revenue:** Are sources of revenue diverse? Are they increasing/decreasing compared to the previous year?

**Expenses:** Are expenses less/more than revenue? Are there specific categories that have changed significantly?

**Reserves:** Does the Council have money saved for an unexpected financial challenge?

# Elections



**This year voting members will be electing:**

**Board of Directors**

**9** Members-at-Large

**2** Teen Girls

**3** Members of the **Nominating Committee**

**26 Delegates** to the 2023 **National Council Session**

Up to **17 Alternate** National Delegates



# 56<sup>th</sup> Girl Scout National Council Session



## **ORLANDO HERE WE COME!**

GSUSA National Council Session  
to be held  
**July 16 - 23, 2023**

**We hope that you will be inspired  
to join us as part of the largest  
delegation in the country!**



# Questions?



**If you have questions after Forum, contact**  
Katie Steele [ksteele@gscnc.org](mailto:ksteele@gscnc.org)



# Annual Meeting



## **Date:**

Saturday, April 30, 2022  
sign in between 8:15 – 8:45 am

## **Location:**

Prince George's Stadium in  
Bowie, Maryland

**Dress code is Girl Scout spirit-  
wear and comfortable shoes,  
but Girl Scout uniform is  
always welcome!**

# Attendance at Annual Meeting RSVP



- All Delegates, Alternate Delegates, Board Members, Nominees and Honorees **will be Pre-Registered.**
- An RSVP Email will be sent to each individual to your email of record in Volunteer Systems on April 18<sup>th</sup>.
  - Kindly **respond with a yes or no** on attendance no later than **April 21<sup>st</sup>.**
  - SU Managers will receive an email notifying your rsvp attendance status to assist with replacement.

If you know you are unable to attend the Annual Meeting PRIOR to April 10<sup>th</sup>, delegates and alternate delegates are asked to connect with their SU Manager so promotion occurs and new alternates are located.

# Registration for Visitors (all others)



The annual meeting is open to all to attend and there will be a “general seating area” for non-voting members.

- All Visitors will **register by 1:00 pm on April 26<sup>th</sup>** using the following link: <https://form.jotform.com/GSCNCMembership/2022-Annual-Meeting>.
- The link will officially open on April 1<sup>st</sup> and will also be available on our Events Calendar.
- Visitor registration is required to receive an Annual Meeting patch
- Visitors include family of honorees.

# Meeting Day Check In



**Delegates and Alternates will be directed to Delegate Check-In** on the left side concourse.

- At Delegate Check In, Delegates and Alternates will be asked to sign their names by service unit.
- Delegates will receive their SEAT ASSIGNMENT (new), voting credentials, nametags, and patch.
- Alternates should check back at 8:45 am for promotion to receive seat Assignment and credentialling.

All **Visitors will report to the General Check-In** area to receive their patch and any other materials for the day.



# Voting Member Credentials



Delegates and Alternate Delegates must **sign in between 8:00am and 8:40am.**

Delegates will receive Voting Credentials and an assigned seating placement. **Alternates will sign in only.**

Alternate Delegates should report back to the sign-in area at **8:45am.** All delegates who have not signed in will be **replaced by alternate delegates** from the same service unit.

At **9:00am all credentialing stops** and the Teller gathers all documents. No one can be added as a voting member. All nametags are relocated to “General Check In”.

# Questions?



**If you have questions about delegate logistics,  
contact [kbeernink@gscnc.org](mailto:kbeernink@gscnc.org)**

# Girl Scouts Nation's Capital



## **FY'22 - 25 Strategic Goals**

**October 1, 2021 - September 30, 2025**

Girl Scouts Nation's Capital commits to deliver a high-quality leadership development program for all girls through our dedicated volunteers to build a more just community.

- Growing Membership
- Supporting Volunteers
- Delivering High Quality Program
- Increasing Investment for Girls

# DEI Ad Hoc Task Group

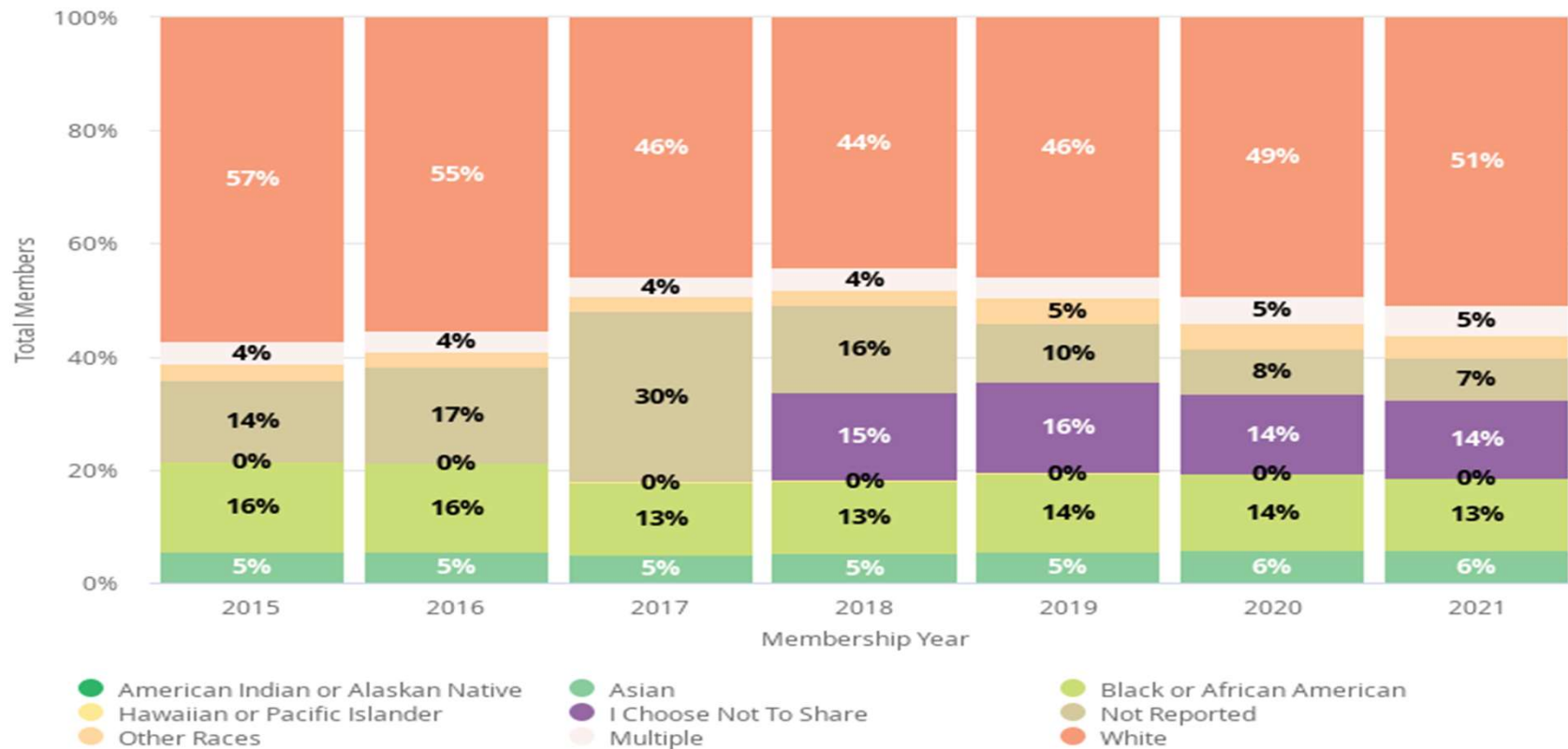


## RESPONSIBILITIES:

1. Review the **Human Relations Statement** last revised in 2007.
2. Review the Current **Sensitive Issues Guidelines** adopted by the Board in June 2005.
3. Develop **DEI Value Statement** using our approved Strategic Goals FY'22 – 25 and adapting relevant content from Human Relations Statement and Sensitive Issues Guidelines.
4. Communicate and educate council membership on the **DEI Value Statement**.
5. Support staff level efforts to expand and amplify operational work on DEI.
6. Identify topics and create opportunities for board members to listen to girls' voices on advocacy and develop a baseline understanding on issues important and relevant to Girl Scouts.

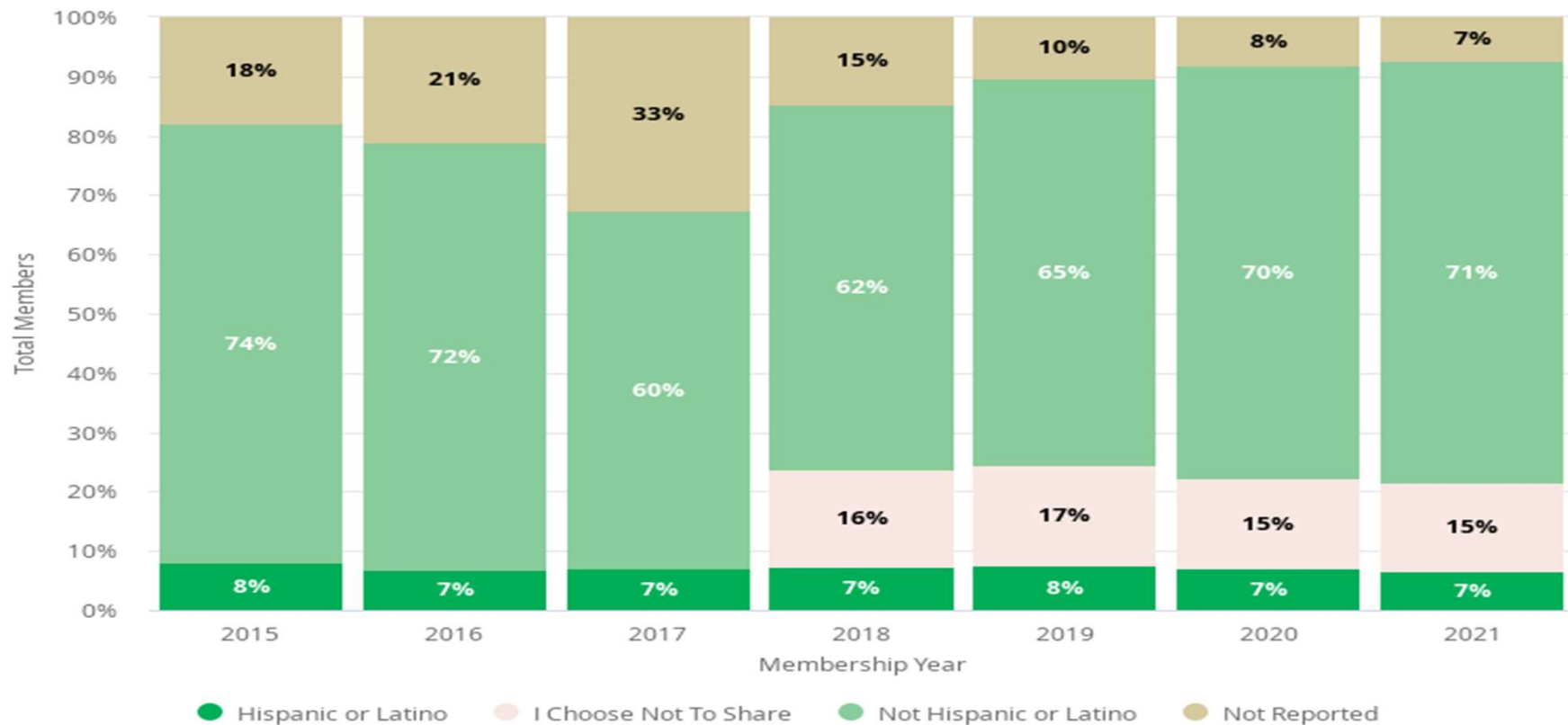


# Nation's Capital Girl 2015-2021 Membership: Race



Source: GSUSA Looker

# Nation's Capital 2015-2021 Girl Membership: Ethnicity



Source: GSUSA Looker

# Girl Scout Voices Count Annual Survey

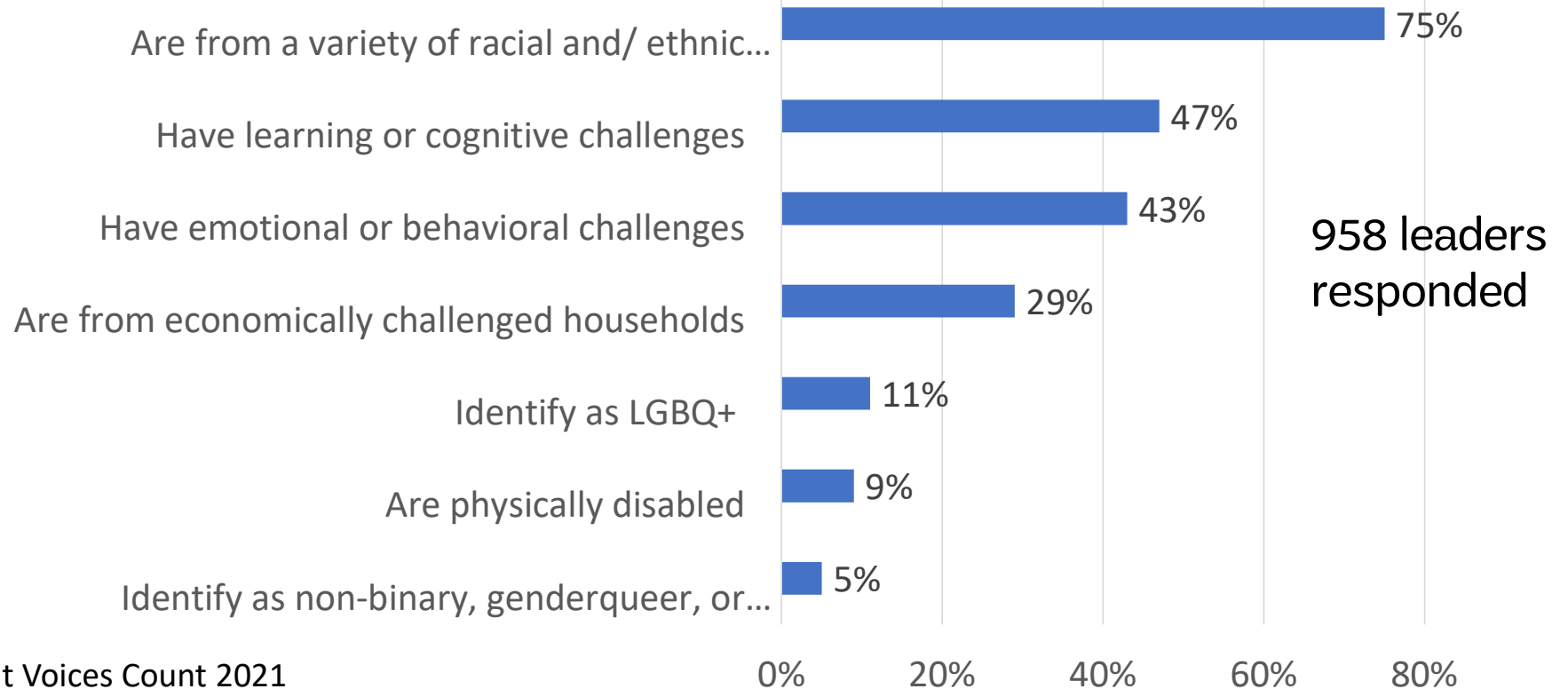


- In 2013, Girl Scout Research Institute began surveying Girl Scout members
- The Girl Scout Voices Count survey is distributed annually in May/June. A survey link is provided via email.
- Four survey options are available to complete:
  - Girl Survey
  - Parent Survey
  - Troop Leader Survey
  - Service Unit Volunteer Survey
- For 2021, DEI and Racial Justice questions were added to assess our Movement.

# Nation's Capital: Troop Composition



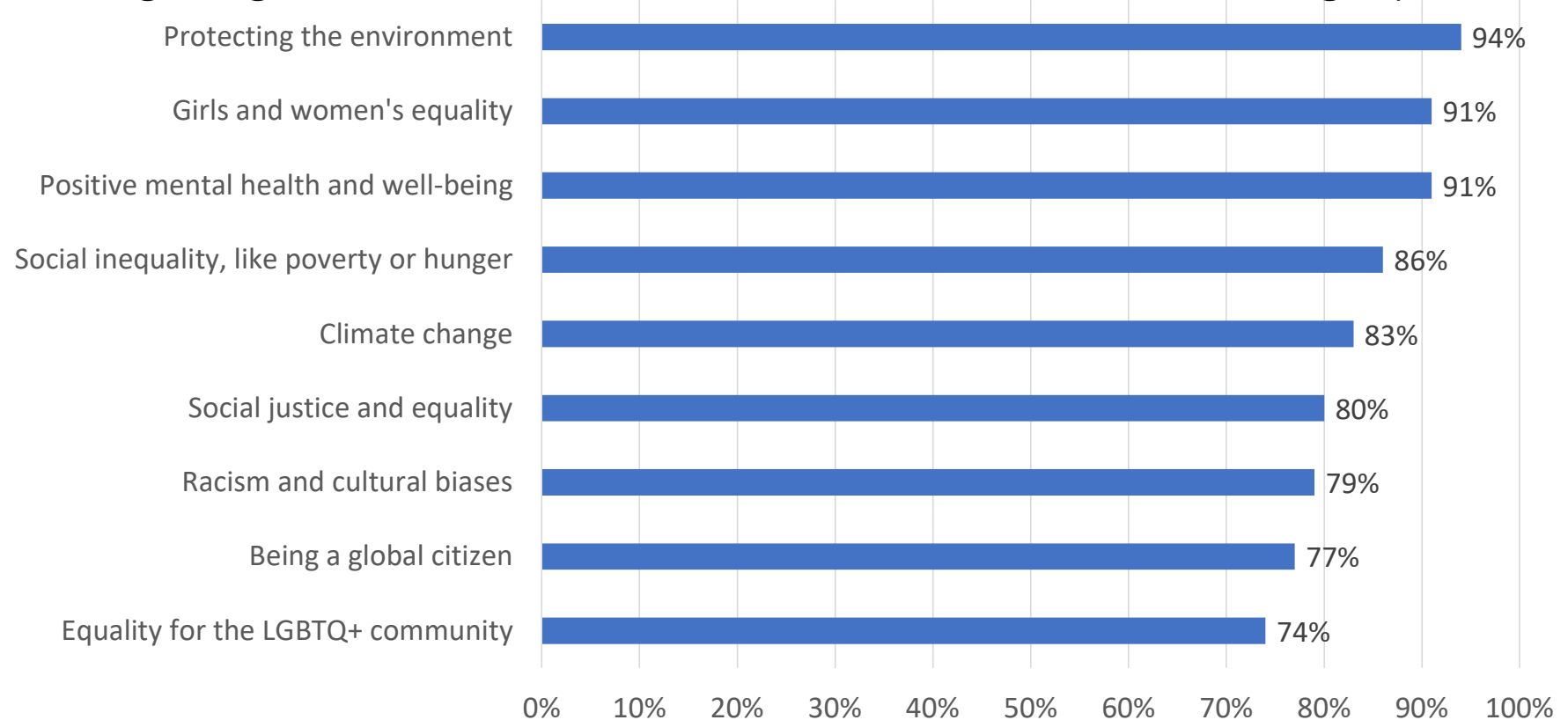
Percentage of leaders who say their troop includes Girl Scouts  
who....



# Nation's Capital: Program Focus



Percentage of girls who think Girl Scout should focus on the following topics:



Survey of teen girls from Girl Survey; 381 respondents. Girls were given answer options of “yes”, “no”, and “I don’t know”.

Girl Scout Voices Count 2021

# Raise Your Hand, Raise Your Voice



This program theme captures the commitment of our Girl Scouts to change the world and the Council's commitment to girl-led diversity, equity and inclusion program initiatives. The Council will host events, convene conversations and elevate the interests and voices of girls as they work to create a more just community.



# FY'22 Council Operating Objectives



Diversity, equality, and inclusion are integrated into all aspects of the operating objectives for this year. For example:

- Implementation of recruitment initiatives to gain interest and commitment in our diverse communities.
- Increase racial and ethnic diversity in our service unit teams.
- Develop mental health resources for troop leaders
- Launch initiative to recruit and amplify program partners that reflect the diversity of our girls.
- Distribute at least \$500,000 in financial assistance.

# Please, tell us ...



**Q1: What steps can Girl Scouts take to create an organization of belonging?**

**Q2: What policies need to be altered to make other families feel welcome and empowered?**





# Preliminary Feedback- Q1



Our members gathered and discussed many ways to create an organization of belonging. The frequently identified ideas were:

- Offer materials in **multiple languages**:
  - Website, forms, trainings, recruitment material
  - Provide budget for the translation of materials at the SU level; ability to have a translator who can help SU communications
- **Better accommodate parents** to allow for more parent involvement:
  - Include families more especially for fun patches/badges
  - Family/siblings should be welcome at meetings
  - Lessen leader responsibilities to allow for more involvement from working parents
- **Inclusion and Diversity Training**:
  - How to be inclusive
  - How to work effectively with our girls who are neuro-diverse or have physical disabilities

# Organization of Belonging Cont.



- **Resources** for troop conversations around race, LGBTQ+, ability/disability:
  - Training that is girl appropriate
  - Tips on how to approach such discussions
  - Resources around correct language so there is no offending others
- Decrease the **financial burden** of the organization
  - Financial aid should be discreet and easy to access
  - Decrease pricing for badges and uniforms
  - More free events or decrease event fees
- Shift away from STEM badges and increase **focus on cultural or social justice badges**
  - Include cultural badges; spotlight both diverse individuals and cultural activities

# Preliminary Feedback- Q2



Our delegates were just as passionate when it came to GSCNC policy. Almost all our discussion groups identified the need to:

- Create a formal Council **position on gender**:
  - Terminology and definitions
  - Welcoming individuals as their gender identify evolves; non-binary and those transitioning

To a lesser extent, many volunteers also advocated for:

- Simplify the **volunteer registration** process

The most common comment under this section is that many leaders and girls are **unaware of current Council policy** and that there should be **one location where policy can be found**.

# Feedback Next Steps



- The feedback identified on the previous slides is a **small sample** of what was discussed and submitted by delegates.
- The remaining submissions and SU input will be processed and converted into a report.
- We will **report back our final findings at the Annual Meeting** to all delegates and visitors in attendance.
- This feedback will guide our council's work as we aim to improve our organization!



**See you Saturday, April 30<sup>th</sup>  
at 8:00 AM!**

