



Girl Scouts of the USA

Early Alert

February 2017

Proposals Placed on the Agenda for the 2017 Girl Scout National Council Session/54th Convention by the National Board of Directors of Girl Scouts of the USA

- Reduce the size of the National Board (from 30/31 to 20/21 members) by reducing the number of members-at-large from 25 to 15.
- Establish the National Board Development Committee as a committee of the National Board.
- Amend the Credentials section of the Blue Book related to lifetime membership dues

Discussion Topic Placed on the Agenda for the 2017 National Council Session/54th convention by the National Board of Directors of Girl Scouts of the USA

- Serving Next Generation Girls: What does Girl Scouts need to do to help every girl be a G.I.R.L.?

Girl Scouts of the USA

Constitutional Amendment Reducing the Size of the National Board

Part A

To amend Article X, Section 2 of the Constitution of Girl Scouts of the USA by striking the number “25” and inserting the number “15”**

Current Wording	Proposed Amendment	If Adopted, Will Read
The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 members-at-large. The Chair of the National Board Development Committee, if not already elected to the National Board, shall be ex officio a member of the National Board. The Chief Executive Officer shall be an ex officio member without vote. The National Board shall at all times be representative of the various geographical areas of the country.	The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 15 members-at-large. The Chair of the National Board Development Committee, if not already elected to the National Board, shall be ex officio a member of the National Board. The Chief Executive Officer shall be an ex officio member without vote. The National Board shall at all times be representative of the various geographical areas of the country.	The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 15 members-at-large. The Chair of the National Board Development Committee, if not already elected to the National Board, shall be ex officio a member of the National Board. The Chief Executive Officer and the Chief Financial officer shall be ex officio members without vote. The National Board shall at all times be representative of the various geographical areas of the country.

Proviso: If adopted, this amendment becomes effective at the conclusion of the 2017- 2020 triennium.

**NOTE: Reducing the number of members-at-large to 15 does not include the 5 elected officers, bringing the new National Board size to 20/21.

Rationale

The National Board Development Committee recommended this change to the National Board after review of many sources, including research on non-profit sector best practices, Girl Scout council governance surveys and board self-assessments.

There is no “one size fits all” approach to board size. Overall, however, board size is trending down across the nonprofit sector: in 2015 the average board size was 15, down from 19 in 1994.¹ Multistate, national and international boards generally average 13.3 to 14.7.² The

¹ BoardSource, *Leading with Intent: A National Index of Nonprofit Board Practices* (Washington, D.C.: BoardSource, 2015).

² BoardSource, *Leading with Intent: A National Index of Nonprofit Board Practices* (Washington, D.C.: BoardSource, 2015).

average Girl Scout council board size in 2016 was 18.8, down from 20.5 in 2012.³ Research suggest that boards between the size of 15-22 are rated more effective by their CEOs and report better governance practices.⁴ In addition, board members serving on boards with more than 20 members tend to rate board performance and satisfaction with service significantly lower than those serving on boards of 20 or fewer.⁵

A board size of 20/21 will position the National Board well to manage its work. The change will improve efficiency and effectiveness of deliberation, improve levels of board member engagement and satisfaction, result in cost savings for the organization by reducing board travel expenses and board support expenses, and bring GSUSA in line with best governance practices in the sector.

Recommendation of the National Board:

The National Board recommends that the proposal be adopted.

³ GSUSA Board Governance Survey: Conclusions and Recommendations 2016, prepared by BoardSource.

⁴ BoardSource, *Nonprofit Governance Index 2007* (Washington, D.C.: BoardSource, 2007).

⁵ M. Dignam & R. Tenuta, *Assessing Board Performance: An Analysis of ASAE-BoardSource Board Self-Assessment Results* (BoardSource/ASAE Foundation 2013).

Girl Scouts of the USA
 Constitution and Bylaws Amendments
 Establish the National Board Development Committee
 as a committee of the National Board of Directors

This is a nine-part proposal.

Part A

To amend the Girl Scouts of the USA Constitution, Article XII, National Board Development Committee, Nominations, and Elections by substitution as follows:

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>Article XII, National Board Development Committee, Nominations and Elections</p> <ol style="list-style-type: none"> 1. The National Board Development Committee shall consist of seven (7) members, including the chair of the committee; the CEO of Girl Scouts of the United States of America shall serve as an ex officio nonvoting member. Between meetings of the National Council, the National Board Development Committee shall work in partnership with and report to the National Board of Directors. 2. At least two (2) members shall be members of the National Board of Directors and at least three (3) members shall be non-National Board members. 3. Members shall be elected by the National Council. 4. The term of office shall commence at the adjournment of the National Council Session when elected, and shall end at the adjournment of the next regular session, or until successors are elected and assume office. 	<p>Article XII, National Board Development Committee, Nominations and Elections</p> <ol style="list-style-type: none"> 1. The National Board Development Committee shall consist of seven (7) members, including the chair of the committee; the CEO of Girl Scouts of the United States of America shall serve as an ex officio nonvoting member. Between meetings of the National Council, the National Board Development Committee shall work in partnership with and report to the National Board of Directors. 2. At least two (2) members shall be members of the National Board of Directors and at least three (3) members shall be non-National Board members. 3. Members shall be elected by the National Council. 4. The term of office shall commence at the adjournment of the National Council Session when elected, and shall end at the adjournment of the next regular session, or until successors are elected and assume office. 	<p>Article XII, Nominations and Elections</p> <ol style="list-style-type: none"> 1. The National Board Development Committee, as a committee of the National Board, shall present at each regular session of the National Council a single slate of nominees for: a) the President; b) the Vice Presidents; c) the Secretary; d) the Treasurer; and e) the members-at large of the National Board of Directors. One (1) member of the National Board Development Committee may be eligible for nomination for an officer position. A nominee for President shall be a current member of the National Board of Directors. 2. Nominations may be made from the floor of the National Council Session provided that notice of such nomination and written consent to serve by the nominee(s) shall have been provided to the President and the Chair of the National Board Development Committee at least forty- eight (48) hours prior to the published time for the convening of the meeting at which the election shall be held.

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>5. At least two (2) members, but no more than three (3) shall serve a second consecutive term. No individual shall serve more than two (2) consecutive terms as a member of the committee.</p> <p>6. The chair of the committee shall be appointed by the President from amongst the members of the National Board Development Committee and approved by either the Executive Committee or the National Board. Individual(s) shall serve no more than one (1) term as chair of the National Board Development Committee.</p> <p>7. The committee shall elect a Vice Chair from amongst its membership.</p> <p>8. A vacancy in any position, including the chair, shall be filled by the National Board for the unexpired term.</p> <p>9. The committee shall present at each regular session of the National Council a single slate of nominees for: a) the President; b) the Vice Presidents; c) the Secretary; d) the Treasurer; e) members-at large of the National Board of Directors; and f) members of the National Board Development Committee. No member of the National Board Development Committee shall be eligible to be nominated for any officer position. A nominee for President shall be a current member of the National Board of Directors.</p> <p>10. Nominations may be made from the floor of the National Council Session</p>	<p>5. At least two (2) members, but no more than three (3) shall serve a second consecutive term. No individual shall serve more than two (2) consecutive terms as a member of the committee.</p> <p>6. The chair of the committee shall be appointed by the President from amongst the members of the National Board Development Committee and approved by either the Executive Committee or the National Board. Individual(s) shall serve no more than one (1) term as chair of the National Board Development Committee.</p> <p>7. The committee shall elect a Vice Chair from amongst its membership.</p> <p>8. A vacancy in any position, including the chair, shall be filled by the National Board for the unexpired term.</p> <p>9. The committee shall present at each regular session of the National Council a single slate of nominees for: a) the President; b) the Vice Presidents; c) the Secretary; d) the Treasurer; e) members-at large of the National Board of Directors; and f) members of the National Board Development Committee. No member of the National Board Development Committee shall be eligible to be nominated for any officer position. A nominee for President shall be a current member of the National Board of Directors.</p> <p>10. Nominations may be made from the floor of the National Council Session</p>	<p>3. Election to any position on the National Board shall require a majority of votes cast by those present and voting at the National Council Session.</p> <p>4. Elections shall be by ballot, including electronic balloting, except if there is only one nominee for a position, the election may be held by acclamation.</p>

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>provided that notice of such nomination and written consent to serve by the nominee(s) shall have been provided to the President and the Chair of the National Board Development Committee at least forty-eight (48) hours prior to the published time for the convening of the meeting at which the election shall be held.</p> <p>11. Election to any position on the National Board or the National Board Development Committee shall require a majority of votes cast by those present and voting at the National Council Session.</p> <p>12. Elections shall be by ballot, including electronic balloting, except if there is only one nominee for a position, the election may be held by acclamation.</p> <p>13. Any National Board Development Committee member who is absent from two (2) consecutive National Board Development Committee meetings in their entirety without good cause, acceptable to the National Board Development Committee Chair, upon recommendation of the National Board Development Committee to the National Board of Directors, shall be removed from the National Board Development Committee by a majority of the National Board members present and voting at any regular meeting of the National Board of Directors. Further, upon recommendation of the</p>	<p>provided that notice of such nomination and written consent to serve by the nominee(s) shall have been provided to the President and the Chair of the National Board Development Committee at least forty-eight (48) hours prior to the published time for the convening of the meeting at which the election shall be held.</p> <p>11. Election to any position on the National Board or the National Board Development Committee shall require a majority of votes cast by those present and voting at the National Council Session.</p> <p>12. Elections shall be by ballot, including electronic balloting, except if there is only one nominee for a position, the election may be held by acclamation.</p> <p>13. Any National Board Development Committee member who is absent from two (2) consecutive National Board Development Committee meetings in their entirety without good cause, acceptable to the National Board Development Committee Chair, upon recommendation of the National Board Development Committee to the National Board of Directors, shall be removed from the National Board Development Committee by a majority of the National Board members present and voting at any regular meeting of the National Board of Directors. Further, upon recommendation of the</p>	

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>National Board Development committee to the National Board of Directors, a National Board Development Committee member may be removed with or without cause by a three-fourths vote of the total number of the National Board of Directors.</p>	<p>National Board Development committee to the National Board of Directors, a National Board Development Committee member may be removed with or without cause by a three-fourths vote of the total number of the National Board of Directors.</p> <p><u>Article XII, Nominations and Elections</u></p> <p><u>1. The National Board Development Committee, as a committee of the National Board, shall present at each regular session of the National Council a single slate of nominees for: a) the President; b) the Vice Presidents; c) the Secretary; d) the Treasurer; and e) the members-at large of the National Board of Directors. One (1) member of the National Board Development Committee may be eligible for nomination for an officer position. A nominee for President shall be a current member of the National Board of Directors.</u></p> <p><u>2. Nominations may be made from the floor of the National Council Session provided that notice of such nomination and written consent to serve by the nominee(s) shall have been provided to the President and the Chair of the National Board Development Committee at least forty-eight (48) hours prior to the published time for the convening of the meeting at which the election shall be held.</u></p>	

Current Wording	Proposed Amendment	If Adopted, Will Read
	<p data-bbox="602 296 982 489"><u>3. Election to any position on the National Board shall require a majority of votes cast by those present and voting at the National Council Session.</u></p> <p data-bbox="602 495 982 688"><u>4. Elections shall be by ballot, including electronic balloting, except if there is only one nominee for a position, the election may be held by acclamation.</u></p>	

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium. If

Part A fails, Parts B, C, D, E, F, G, H, and I will **NOT** be considered.

Part B

To amend the Girl Scouts of the USA Constitution, Article IV., The National Council, 4., by striking as follows:

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>4. The membership of the National Council shall consist of:</p> <ul style="list-style-type: none"> a. delegates elected by Girl Scout councils who are registered through such local councils; b. delegates from the USA Girl Scouts Overseas; c. members of the National Board of Directors; d. members of the National Board Development Committee; e. Past Presidents of Girl Scouts of the United States of America; f. such other persons as may be elected by the National Council. 	<p>4. The membership of the National Council shall consist of:</p> <ul style="list-style-type: none"> a. delegates elected by Girl Scout councils who are registered through such local councils; b. delegates from the USA Girl Scouts Overseas; c. members of the National Board of Directors; d. members of the National Board Development Committee; e. Past Presidents of Girl Scouts of the United States of America; f. such other persons as may be elected by the National Council. 	<p>4. The membership of the National Council shall consist of:</p> <ul style="list-style-type: none"> a. delegates elected by Girl Scout councils who are registered through such local councils; b. delegates from the USA Girl Scouts Overseas; c. members of the National Board of Directors; d. Past Presidents of Girl Scouts of the United States of America; e. such other persons as may be elected by the National Council.

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part C

To amend the Girl Scouts of the USA Constitution, Article IV., The National Council, 7. by inserting and striking as follows:

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>7. Subject to the requirements of the preceding sections of this article, delegates elected by local councils shall serve as members of the National Council for three years from the date of their election or until their successors are elected, provided they remain the delegates of the local council which elected them; delegates from USA Girl Scouts Overseas shall serve as members for three years from the date of their selection or until their successors are selected, provided they remain delegates from USA Girl Scouts Overseas; members of the National Board of Directors and National Board Development Committee shall be members of the National Council during their term of office; those persons elected by the National Council shall serve until the next regular session of the National Council.</p>	<p>7. Subject to the requirements of the preceding sections of this article, delegates elected by local councils shall serve as members of the National Council for three years from the date of their election or until their successors are elected, provided they remain the delegates of the local council which elected them; delegates from USA Girl Scouts Overseas shall serve as members for three years from the date of their selection or until their successors are selected, provided they remain delegates from USA Girl Scouts Overseas; and members of the National Board of Directors and National Board Development Committee shall be members of the National Council during their term of office; those persons elected by the National Council shall serve until the next regular session of the National Council.</p>	<p>7. Subject to the requirements of the preceding sections of this article, delegates elected by local councils shall serve as members of the National Council for three years from the date of their election or until their successors are elected, provided they remain the delegates of the local council which elected them; delegates from USA Girl Scouts Overseas shall serve as members for three years from the date of their selection or until their successors are selected, provided they remain delegates from USA Girl Scouts Overseas; and members of the National Board of Directors shall be members of the National Council during their term of office; those persons elected by the National Council shall serve until the next regular session of the National Council.</p>

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part D

To amend the Girl Scouts of the USA Constitution, Article V., Sessions of the National Council,
 1. by striking as follows:

Article V.1. Current Wording	Proposed Amendment	If Adopted, Will Read
1. There shall be a regular session of the National Council held triennially at such time and place as determined by the National Board of Directors. Notice of the time, place, and purpose of such session shall be mailed not less than 60 days before the session to each local council, to each USA Girl Scouts Overseas committee, and to each member of the National Board of Directors and National Board Development Committee.	1. There shall be a regular session of the National Council held triennially at such time and place as determined by the National Board of Directors. Notice of the time, place, and purpose of such session shall be mailed not less than 60 days before the session to each local council, to each USA Girl Scouts Overseas committee, and to each member of the National Board of Directors and National Board Development Committee.	1. There shall be a regular session of the National Council held triennially at such time and place as determined by the National Board of Directors. Notice of the time, place, and purpose of such session shall be mailed not less than 60 days before the session to each local council, to each USA Girl Scouts Overseas committee, and to each member of the National Board of Directors.

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part E

To amend the Girl Scouts of the USA Constitution, Article V., Sessions of the National Council, 3. third paragraph, by striking as follows:

Current Wording	Proposed Amendment	If Adopted, Will Read
Notice of the special session, stating the time, place, and specific purpose, shall be mailed not less than 30 days before the session to each local council, each delegate from USA Girl Scouts Overseas, each member of the National Board of Directors and the National Board Development Committee, each Past President, and each member elected by the National Council who is entitled to vote at such session.	Notice of the special session, stating the time, place, and specific purpose, shall be mailed not less than 30 days before the session to each local council, each delegate from USA Girl Scouts Overseas, each member of the National Board of Directors and the National Board Development Committee, each Past President, and each member elected by the National Council who is entitled to vote at such session.	Notice of the special session, stating the time, place, and specific purpose, shall be mailed not less than 30 days before the session to each local council, each delegate from USA Girl Scouts Overseas, each member of the National Board of Directors, each Past President, and each member elected by the National Council who is entitled to vote at such session.

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part F

To amend the Girl Scouts of the USA Constitution, Article X., National Board of Directors, 2. by striking as follows:

Current Wording	Proposed Amendment	If Adopted, Will Read
2. The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 members-at-large. The Chair of the National Board Development Committee, if not already elected to the National Board, shall be ex officio a member of the National Board. The Chief Executive Officer and the Chief Financial Officer shall be ex officio members without vote. The National Board shall at all times be representative of the various geographical areas of the country.	2. The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 members-at-large. The Chair of the National Board Development Committee, if not already elected to the National Board, shall be ex officio a member of the National Board. The Chief Executive Officer and the Chief Financial Officer shall be ex officio members without vote. The National Board shall at all times be representative of the various geographical areas of the country.	2. The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 members-at-large. The Chief Executive Officer and the Chief Financial Officer shall be ex officio members without vote. The National Board shall at all times be representative of the various geographical areas of the country.

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part G

To amend the Girl Scouts of the USA Constitution, Article X., National Board of Directors, 3. by striking as follows:

Article X.3

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>3. All members-at-large of the National Board of Directors shall be elected by the National Council at each regular session to serve a three-year term beginning at the time of their installation at the session when elected and ending upon the installation of their successors at the next regular session of the National Council, except that National Board members elected also as members of the National Board Development Committee shall have a three-year term to coincide with the term of the National Board Development Committee members.</p>	<p>3. All members-at-large of the National Board of Directors shall be elected by the National Council at each regular session to serve a three-year term beginning at the time of their installation at the session when elected and ending upon the installation of their successors at the next regular session of the National Council, except that National Board members elected also as members of the National Board Development Committee shall have a three-year term to coincide with the term of the National Board Development Committee members.</p>	<p>3. All members-at-large of the National Board of Directors shall be elected by the National Council at each regular session to serve a three-year term beginning at the time of their installation at the session when elected and ending upon the installation of their successors at the next regular session of the National Council.</p>

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part H

To amend the Girl Scouts of the USA Bylaws, Article II, Officers, 1.A.v. by adding as follows:

Bylaws, Article II. 1. A. v..

Current Wording	Proposed Amendment	If Adopted, Will Read
1. A. v. serve ex officio as a member of all committees established by the National Board.	1. A. v. serve ex officio as a member of all committees established by the National Board, <u>except for the National Board Development Committee.</u>	1. A. v. serve ex officio as a member of all committees established by the National Board, except for the National Board Development Committee.

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium.

Part I

To amend the Girl Scouts of the USA Bylaws, Article IV., Executive Committee, 1. by striking as follows:

Bylaws, Article IV. 1.

Current Wording	Proposed Amendment	If Adopted, Will Read
1. Composition. The Executive Committee shall consist of no more than 11 members, as follows: A. The President, the First Vice President, the Second Vice President, the Secretary, and the Treasurer; B. The Chair of the National Board Development Committee; C. The International Commissioner; D. Up to four members-at-large, appointed by the President; E. The CEO, who shall serve as an ex officio member without vote.	1. Composition. The Executive Committee shall consist of no more than 11 <u>10</u> members, as follows: A. The President, the First Vice President, the Second Vice President, the Secretary, and the Treasurer; B. The Chair of the National Board Development Committee; C. The International Commissioner; D. Up to four members-at-large, appointed by the President; E. The CEO, who shall serve as an ex officio member without vote.	1. Composition. The Executive Committee shall consist of no more than 10 members, as follows: A. The President, the First Vice President, the Second Vice President, the Secretary, and the Treasurer; B. The International Commissioner; C. Up to four members-at-large, appointed by the President; D. The CEO, who shall serve as an ex officio member without vote.

Proviso: If adopted, the amendment will be effective with the 2020-2023 triennium,

RATIONALE

Currently, the NBDC is comprised of both board members and non-board members, and is elected by the National Council. This change would make the NBDC a committee of the board. Committees of the board are comprised entirely of board members and appointed by the board after recommendation by the National President. The National Council will continue to elect board members and officers at the triennium.

The National Board recommends this change upon recommendation of the NBDC.

This change will bring GSUSA in line with best governance practices in the nonprofit sector. The NBDC (variously known in other organizations as the Governance Committee or Board Development/Nominating Committee), is increasingly a committee of the board appointed by the board. This committee is responsible for ensuring that the board is performing at optimal levels, engaging and involving board members, and planning for leadership succession. These board development and effectiveness functions are appropriately owned by board members, who are authorized and able to attend and fully engage in all board meetings.

This change would also provide that one person from the NBDC may be eligible to be nominated for an officer position. This provision still addresses concerns about perceived conflicts of interest (since the NBDC nominates officers), but provides some limited flexibility in the event that an ideal officer candidate happens to be serving on the NBDC.

Recommendation of the National Board:

The National Board recommends that the proposal be adopted.

Girl Scouts of the USA

**Blue Book Amendments
Lifetime Membership Dues**

This is a three-part amendment.

Part A

To amend provisions in the Credentials/Certificate of Membership/Membership Requirements/ Lifetime Membership section of the Blue Book by striking as follows:

Current Wording	Proposed Amendment	If adopted, will read
<p>Lifetime membership as a Girl Scout adult is granted to any person (18 years of age or older or a high school graduate or equivalent) who:</p> <ul style="list-style-type: none"> • accepts the principles and beliefs as stated in the Preamble of the Constitution; • has paid lifetime membership dues of 25 times the annual membership dues; lifetime membership dues of 13 times the annual membership dues shall be offered to any girl who is a registered Girl Scout Ambassador at the time of her high school graduation or equivalent, and be available to her before the girl’s current membership expires; • meets applicable membership standards. 	<p>Lifetime membership as a Girl Scout adult is granted to any person (18 years of age or older or a high school graduate or equivalent) who:</p> <ul style="list-style-type: none"> • accepts the principles and beliefs as stated in the Preamble of the Constitution; • has paid lifetime membership dues of 25 times the annual membership dues; lifetime membership dues of 13 times the annual membership dues shall be offered to any girl who is a registered Girl Scout Ambassador at the time of her high school graduation or equivalent, and be available to her before the girl’s current membership expires; • meets applicable membership standards. 	<p>Lifetime membership as a Girl Scout adult is granted to any person (18 years of age or older or a high school graduate or equivalent) who:</p> <ul style="list-style-type: none"> • accepts the principles and beliefs as stated in the Preamble of the Constitution; • has paid lifetime membership dues; • meets applicable membership standards

If Part A fails, parts B and C will not be considered.

Girl Scouts of the USA

**Blue Book Amendment
Lifetime Membership Dues**

Part B

To amend provisions in the Credentials/Membership Dues and Procedures for Registration/Lifetime Members section of the Blue Book striking and inserting as follows:

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, WILL READ:
Lifetime members pay 25 times the annual membership dues at the time they become lifetime members	Lifetime members pay 25 times the annual \$400 lifetime membership dues at the time they become lifetime members	Lifetime members pay \$400 lifetime membership dues at the time they become lifetime members

Part C

Lifetime members pay 25 times the annual membership dues at the time they become lifetime members.	Lifetime members pay \$400 lifetime membership dues at the time they become lifetime members; <u>discounted lifetime membership dues of \$200 shall be offered to anyone who was a registered Girl Scout member before the age of 18 and is under the age of 30 at the time of becoming a lifetime member.</u>	Lifetime members pay \$400 lifetime membership dues at the time they become lifetime members; discounted lifetime membership dues of \$200 shall be offered to anyone who was a registered Girl Scout member before the age of 18 and is under the age of 30 at the time of becoming a lifetime member.
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Background

In January 2016, the National Board voted to increase annual membership dues from \$15 to \$25 beginning in MY2018. Because lifetime membership dues are currently calculated as a multiplier of annual membership dues, this would have significantly increased the price of lifetime dues. GSUSA therefore convened a group of council CEOs to develop and propose recommendations on a revised approach to determine lifetime membership dues. The group assisted in developing a lifetime membership dues approach that, among other things, set price points for lifetime membership dues that were reasonable to drive engagement with the Movement and optimized lifetime membership as a driver for the larger Girl Scouts alumnae strategy.

Rationale

Under the proposal, lifetime membership dues will be set at \$400, with a young alumnae discount rate of \$200. If the lifetime membership dues formula is not adjusted, lifetime membership dues will rise to \$625, and the discounted rate for graduating seniors will rise to \$325. This will significantly discourage lifetime membership, especially for graduating seniors who currently are the source of 50% of lifetime dues. The proposal also expands the discount from only graduating seniors to anyone who was a registered Girl Scout member prior to the age of 18 and under the age of 30 at the time of becoming a lifetime member. This will advance strategic alumnae work by making lifetime membership more accessible and encouraging lifetime membership purchases by a broader range of young alumnae.

The change also moves lifetime dues amounts from the Membership Requirements section in the Blue Book to the Membership Dues and Procedures for Registration section, to be consistent with Blue Book provisions regarding annual membership dues levels and other membership procedures.

Recommendation of the National Board:

The National Board recommends that the proposal be adopted.

Girl Scouts of the USA

Discussion Topic

Serving Next Generation Girls: what does Girl Scouts need to do to help every girl be a G.I.R.L.?

Girl Scouts has growth and relevancy opportunities before us, with factors including the rapid demographic and technological shifts taking place in this country and across the globe. While we have adopted a Movement-wide strategic plan designed to ensure we take advantage of these opportunities, we know that one of our strongest assets as a Movement is our grass-roots ability to help drive innovation and progress towards those strategic goals. As we embrace the need to better meet the needs of today's and tomorrow's girls, we would like to engage the Movement in a conversation around how we best help every girl become a Go-getter, Innovator, Risk-taker, and Leader (a "G.I.R.L."). This will include looking to our girls and volunteers to help us find solutions to answer the question: how do we ensure that Girl Scouts continues to fill a deep need in our communities where we see more girls growing up in poverty and fewer girls having access to a quality education, extracurricular opportunities, and the social capital via a caring adult to facilitate their growth and access to equal opportunities in society? Our dialogue will target how we keep our current girls engaged, best reach non-Girl Scouts, the significance of our national program delivered more uniformly across the country, the role of volunteers, and use of our pillars, especially the current build of STEM and outdoor programming, as suggested by proposals submitted by councils.

What does Girl Scouts need to do to help every girl, including a more demographically representative cross-section of girls in this country, be a G.I.R.L.?

- What do we need to do to attract next generation parents and volunteers?
- What do our volunteers need to be able to help girls become G.I.R.L.s and deliver the GSLE and our national program with quality and consistency?
- What does Girl Scouts need to do to help girls become a G and I and R and L?

More information on this discussion topic will be provided in coming weeks.