

## **Board of Directors Meeting**

Tuesday, June 30, 2020 (5:00 – 6:00 p.m.)

Virtual Meeting

### **Board Chair Opening Remarks**

Board Chair Debbie Hassan called the meeting to order at 5:06 p.m. First, our new Girl Advisors introduced themselves to the rest of the Board, which was followed by the Mission Moment. Girl Scout alum Crystal Cox, currently a sophomore at Howard University who could not attend, sent her remarks about her Gold Award project completed last year. Girl Advisor Rachael Thornton shared Crystal's project about racial injustice and privilege in America.

### **Management Report**

First, CEO Kim Fraithe-Dow explained the Council's on-going plans regarding work during the pandemic, including holding no in-person meetings or programs until at least Labor Day. GSEP invested in deep cleaning of the ducts at Valley Forge, and the Property team is busy preparing offices and sites for when staff and volunteers are allowed back onto the properties.

The staff is busy working on virtual recruitment events this summer. We are also partnering with hunger organizations and children's hospitals to share cookies and Girl Scout programming. The Spring Renewal campaign has been successful, resulting in almost 10,000 girls re-registering already for the next membership year. And, our virtual programming (troop meetings, volunteer enrichment, and Camp@Home) have all seen tremendous participation.

Financially, the Council proactively made significant cuts to expenses in the current fiscal year and expects to end with a surplus, which will be carried over to the next year to help sustain us through a year with a probable decrease in membership and resulting financial uncertainty. The staff will build two budgets for FY21, including probable and worst case scenarios.

Plans for capital improvements at the Shelly Ridge camp kitchen and the new building at Mountain House continue. The goal is to have all construction documents in hand to determine whether we should initiate construction on the original timeline or delay.

Kim also shared some initiatives from GSUSA. These included the launch of a for-profit company, named One GS Media, which is focused on a new website with lifestyle content for women (circlearound.com).

Finally, Kim reported on the staff efforts around Diversity, Equity, and Inclusion and racial justice initiatives. We have a DEI staff committee, which is looking at DEI issues across the

entire council's operations. We have recently created a racial justice page on our website; it includes resources for girls and their families and features Bronze, Silver, and Gold Award projects done in the racial justice arena.

### **Board Engagement**

The Board members discussed what else they and the Council could do to strengthen DEI efforts and racial justice initiatives for our girls, families, and volunteers. They talked about hosting a facilitated Town Hall meeting for girls to freely communicate their thoughts and ideas. The Board also expressed interest in creating two virtual Book Clubs around these issues: one for girls and one for volunteers. They agreed to continue developing ideas and sharing resources.

### **Board Chair's Closing Remarks**

Debbie Hassan offered congratulations to Sophia Lee for being named one of the Top 50 Women Super Lawyers in Pennsylvania. Debbie then thanked Loraine Ballard Morrill for participating in our Zooming into Careers program for older girls this month.

### **Executive Session**

The Girl Advisors and staff were excused, so the Board could go into Executive Session to discuss the CEO's mid-year review.

### **Adjournment**

Debbie Hassan adjourned the meeting after the Executive Session.