



# Fall Delegate Council Meeting

September 28, 2021





Debbie Hassan, Board Chair

# Girl Advisors to the Board

Lizzy Q.  
Christian R.  
Devyn S.





## Pledge of Allegiance

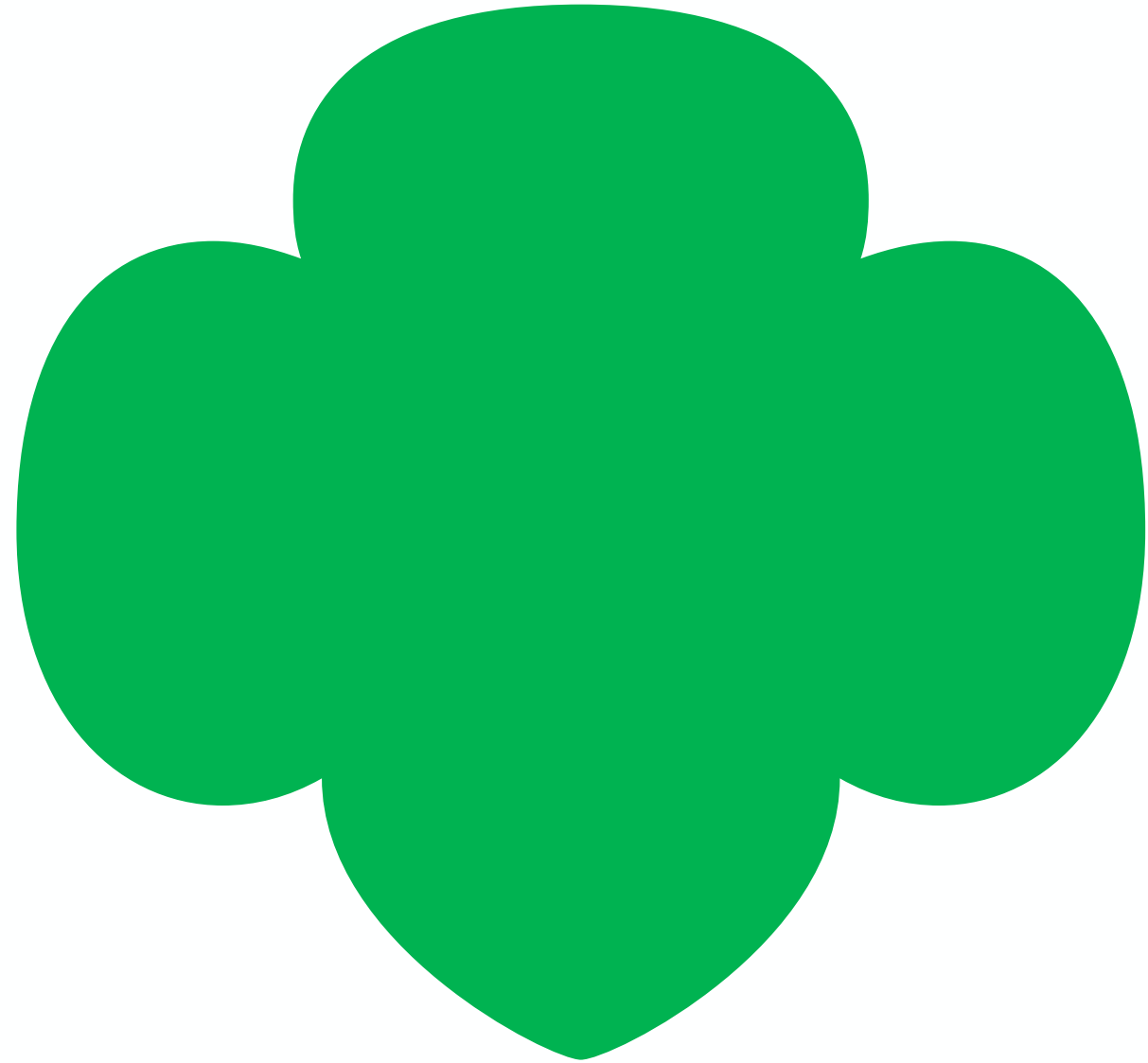
I pledge allegiance  
to the flag  
of the United States of America  
and to the republic, for which it stands,  
one nation, under God, indivisible,  
with liberty and justice for all.



# Girl Scout Promise

*On my honor, I will try:*

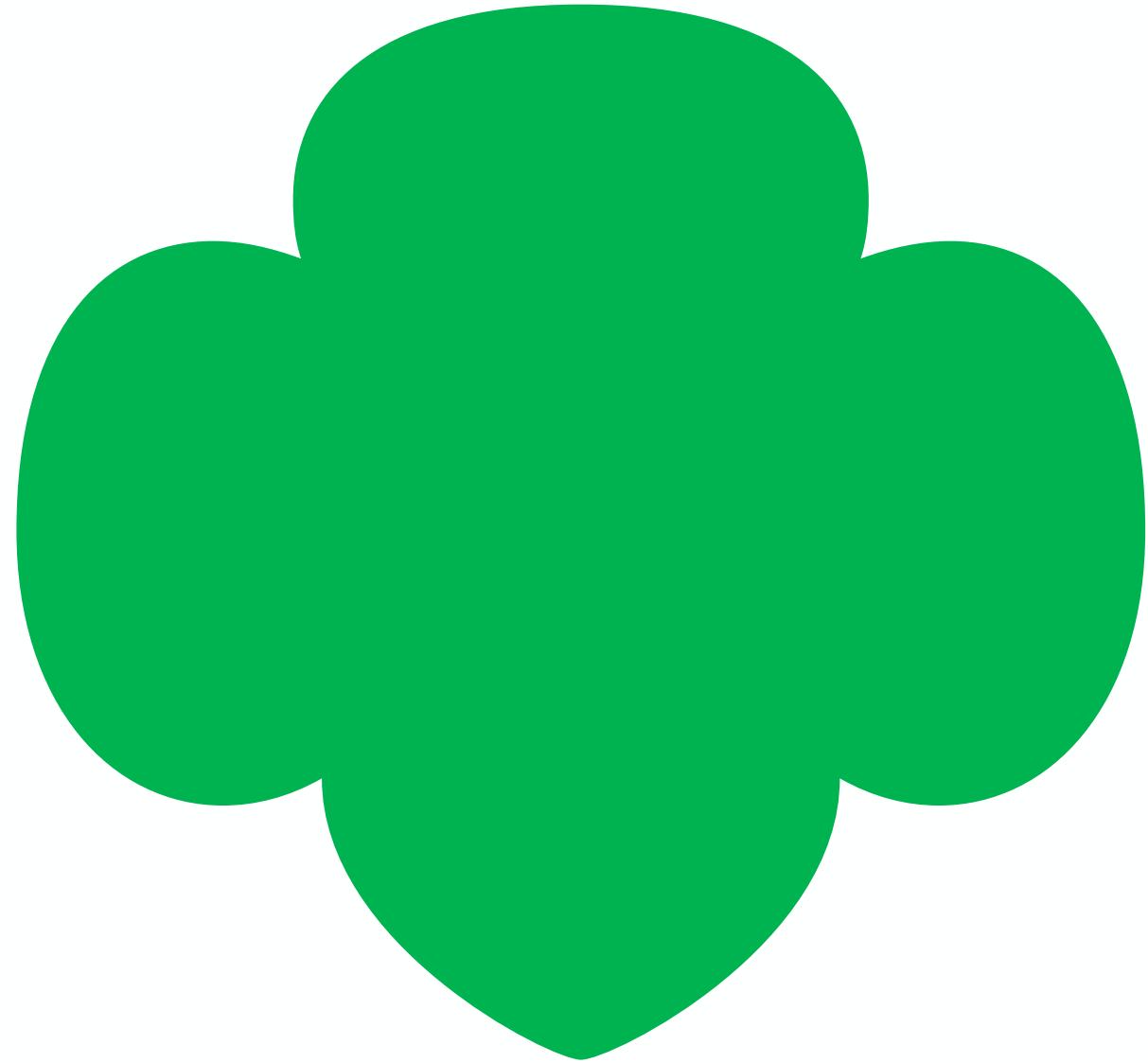
To serve God and my country,  
To help people at all times,  
And to live by the Girl Scout Law.





# Girl Scout 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.





# **Mission Moment**

Debbie Hassan, Board Chair



# Girl Advisor Christian R. and Congresswoman Susan Wild

Camp Mountain House  
August 2021







# **Mission Moment #2**

Debbie Hassan, Board Chair



Congrats to  
**Cydney Brown,**  
Girl Delegate!

**The New York Times**

THE LEARNING NETWORK | 20 Mentor Texts by Teenagers for Documenting and Reflecting on Your Life

12. Video of a Spoken Word Poem: “Do You Ever Wonder?” by  
Cydney Brown, 16, Philadelphia



<https://www.youtube.com/watch?v=Yw5puGEGRpA>

# Introductions

Debbie Hassan

Board of Directors and Board  
Development Committee

Girl Advisors and Girl Delegates

Service Unit Delegates and  
Alternates

2020 National Council Session  
Delegates and Alternates

Interested Girl Scout members

## The duties of the Delegates are:

**Elect** Members of the Board of Directors, Officers of the Board of Directors, Board Development Committee Chair, Board Development Committee Members-at Large, Girl Advisors, Girl Delegates, and the Delegates to the National Council of GSUSA.

**Approve** Amendments to the Bylaws and to the Articles of Incorporation.

Take all other actions requiring a vote of the Council and conduct other business which may come before the Council.

Determine the general direction of Girl Scouting within the jurisdiction of the Council by responding to reports and information from the Board of Directors.



# Board Development Committee Update

Debbie O'Brien, Chair



# Board Development Committee Members

- **Debbie O'Brien**, *Chair, GSEP Board Member* - Senior VP & Market Manager at Bank of America
- **Anne Baum**, *GSEP Board Member*, Lehigh Valley Executive & Vice President, Capital BlueCross
- **Allison Green Johnson**, *GSEP Board Member*, Senior Vice President, Chief Diversity Officer and Head of Employee Engagement, Lincoln Financial Group
- **Deb Walters**, *GSEP Board Member*, Retired Pennridge School District Teacher
  
- **Laura Azzalina**, *Non-Board Committee Member*, Director of Community Banking for Firsttrust Bank
- **Mary Beth Biddle**, *Non-Board Committee Member*, Mechanical Engineer, Lockheed Martin
- **Michele Box**, *Non-Board Committee Member*, Senior Relationship Manager - Healthcare Banking for Fulton Bank
- **Kathy Killian**, *Non-Board Committee Member*, Vice President-Administration, Philadelphia Phillies
- **Miriam Shou**, *Non-Board Committee Member*, Digital Risk Solutions Director at PricewaterhouseCoopers

## Work of the “BDC”

- Cultivating and maintaining an engaged, diverse Board
- Ensuring a full slate of candidates:
  - Board of Directors, including officers
  - Board Development Committee
  - Girl Advisors & Girl Delegates
- Orient & educate the Board
- Every 3 years, selecting a slate of candidates to represent GSEP at the National Council Session (NCS)



# Pinning Ceremony

Debbie Hassan  
*and*  
Kim Fraites-Dow





# **GSUSA: National Governance News**

Debbie Hassan

# Status of the National CEO Search



Judith Batty,  
*Interim National CEO*



Update from National Board  
Chair Karen Layng and  
Interim National CEO  
Judith Batty





Update on national litigation

Kim Fraites-Dow, CEO



girl scouts  
of eastern  
pennsylvania

Girl Scouts.  
Making a  
difference  
here.

**Join us. [gsep.org/join](https://gsep.org/join)**



## **Strategy Café Discussions:**

*Proposal Topics for the 2023  
National Council Session*

2020 NCS Delegates & Alternates

# What is the National Council Session (or “NCS”) ?

National Board of Directors

National Board  
Development  
Committee

National CEO

Representatives from every Girl Scout Council  
in the country and around the world!

(AKA National Council Session Delegates)





# What do NCS Delegates do?

*Meet every 3 years to discuss, debate, and vote on issues important to the Girl Scout Movement and elect national leaders for the next triennium*

For example, NCS Delegates:

- Vote on new members and officers of the National Board of Directors
- Vote on new members of the National Board Development Committee
- Vote on changes to the [Blue Book of Basic Documents](#), the governing document of GSUSA and our Movement.
- Discuss topics that are important to the entire Movement
- *Do NOT make operational decisions (such as which badges to create or what the uniforms should look like)*

# Examples of PAST proposals that have been voted on

2008 – raise the membership dues from \$10 to \$12

2011 – allow Councils to charge an annual general program fee for girl members (*GSEP does NOT do this, but every Council can consider implementing this*)

2014 – allow past National Board presidents to remain ex officio, non-voting members of the National Board

2017 – add a Lifetime membership fee of \$200 for young alums (under 30)

# Proposals that were voted on at the 2020 NCS

- Lifetime membership fee of \$200 for volunteers who have served at least 10 years
- Establish a Task Force to examine feasibility of establishing a foundation for college scholarships for Gold Award Girl Scouts
- NCS Delegates will be elected in the preceding year (so, the next group will be elected in 2022)
- Membership dues are set by either the National Board OR the National Council.
  - If the National Board wants to make a change, they MUST seek input from Councils and NCS Delegates
  - If the National Board wants to increase the due by more than 25%, they MUST gain approval from the National Council.

# Proposals vary widely!

- Sometimes a proposal involves changing just ONE WORD.
- Sometimes, a proposal introduces an entirely NEW CONCEPT.
- Sometimes, a proposal is put forward simply to STANDARDIZE LANGUAGE.

One important thing to remember: *the concepts, proposals, ideas, etc. should benefit the ENTIRE Movement...* So, even though NCS Delegates represent their own Council, they are voting as members of the Movement.



Questions so far?





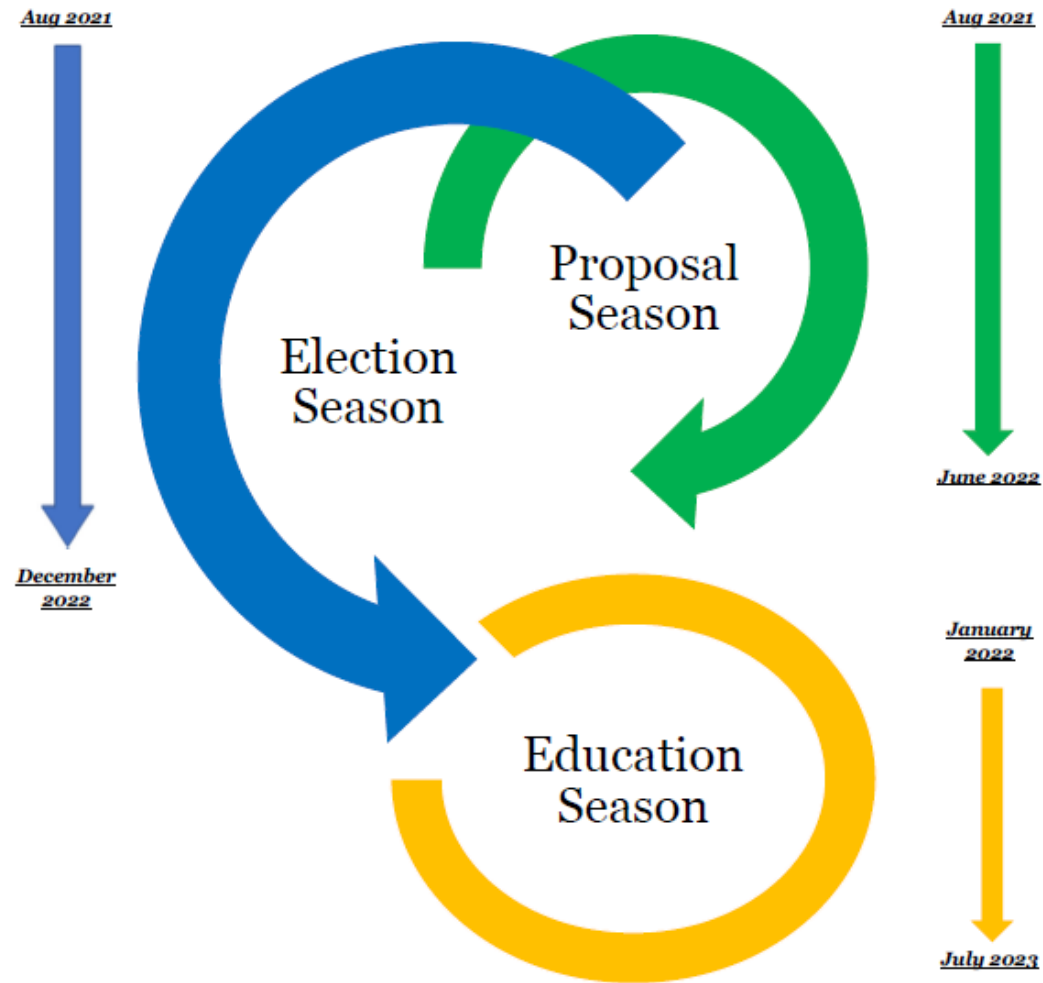


# Mikayla Havers

*Member,  
2023 National Council Session  
Advisory Task Force*

## 2021 – 2023 National Council Session Preparation Cycle

To fulfill their Movement governance roles, each triennium councils engage in a process of electing National Council delegates, submitting proposed agenda items, and educating those delegates.



**56<sup>th</sup> National Council Session & Convention**  
**Orlando Florida**

## Election Season

### August 2021

- GSUSA sends delegate formula and guidelines for delegate election to Councils

### November 2021

- Board Chairs/Council CEOs provide input on guidelines at GSUSA Council Leadership Conference

### By December 2022

- Councils follow bylaws to select delegates

## Proposal Season

### DEADLINE: April 15, 2022

- Councils submit draft proposals or proposed topic discussions to GSUSA for early submission deadline to maximize collaboration and revision support opportunities

### DEADLINE: June 30, 2022

- Councils must submit final proposal and discussion topic submission forms to [BoardOffice@girlscouts.org](mailto:BoardOffice@girlscouts.org)

## Education Season

### October 2022

- GSUSA notifies Council that submitted proposal or discussion topic was accepted or not

### November 2022

- GSUSA sends Early Alert, Councils begin education on NCS Agenda
- GSUSA sends final delegate quota and certification forms to Council

### DEADLINE: December 15, 2022

- Councils send completed delegate quota and certification forms to GSUSA

### January 2023

- GSUSA sends 2023 National Council Session Workbook
- Councils distribute to delegates/alternates and integrate information into delegate education plan

### July 2023

- Delegates participate in 2023 National Council Session/56<sup>th</sup> Convention in Orlando, FL

## Implementation Season

### August 2023 - August 2024

- Councils engage delegates in implementation of NCS decisions, evaluation of NCS and preparation for next triennium

# Strategy Café Discussions

*Possible proposal topics for the 2023  
National Council Session*



1. At special sessions of the National Council, two hundred members of the National Council present either in person *or virtually* shall constitute a quorum.
2. Any proposal originating from a local council involving the National Board of Directors, shall be subject to review by a non-biased, third party.
3. Requiring every Council to include GIRLS as NCS Delegates.
4. Free lifetime membership for all Gold Award Girl Scouts.

5. Amend the Girl Scout Promise and Law to change “I will try” and “I will do my best” to “I will,” and to change “I will serve God and my country” to “I will respect God and my country.”

*a. Related suggestion:* create a Task Force to update both the Promise & Law to make it more relevant to today’s girls.

6. Reduced/sliding scale membership for families with multiple members



7. Requiring GSUSA to share an annual report out on status of key strategic priorities
8. Extending the window for a nomination from the floor to possibly 30 days (*Article XII, Section 10 of the Blue Book requires only 48 hours*)
  - a. Related conversation on rules for the Interrupting mic and overall tone of the procedures
9. Restructure the National Board to include Council CEOs & girls

**15 minutes**  
for the Strategy Café  
discussions

Each breakout room discussion will  
be facilitated by an NCS  
Delegate/Alternate.

*If you have exhausted all conversation  
before the 15-minute mark, please  
choose another proposal to discuss.*

We will have report-outs on each of  
the 9 proposals in the large group.

**Welcome back!**

**Report Outs**

## Proposal topic #1

1. At special sessions of the National Council, two hundred members of the National Council present either in person *or virtually* shall constitute a quorum.

## Proposal topic #2

2. Any proposal originating from a local council involving the National Board of Directors, shall be subject to review by a non-biased, third party.

## Proposal topic #3

3. Requiring every Council to include GIRLS as NCS Delegates.

## Proposal Topic #4

4. Free lifetime membership for all Gold Award Girl Scouts.



## Proposal Topic #5

5. Amend the Girl Scout Promise and Law to change “I will try” and “I will do my best” to “I will,” and to change “I will serve God and my country” to “I will respect God and my country.”

*a. Related suggestion:* create a Task Force to update both the Promise & Law to make it more relevant to today's girls.

## Proposal Topic #6

6. Reduced/sliding scale membership for families with multiple members

## Proposal Topic #7

7. Requiring GSUSA to share an annual report out on status of key strategic priorities

## Proposal Topic #8

8. Extending the window for a nomination from the floor to possibly 30 days (*Article XII, Section 10 of the Blue Book requires only 48 hours*)

a. Related conversation on rules for the Interrupting mic and overall tone of the procedures

## Proposal Topic #9

9. Restructure the National Board to include Council CEOs & girls



**Vote for your  
top 4 choices for  
GSEP's NCS  
Delegates to put  
into actual  
proposals.**

# Final Remarks

Debbie Hassan,  
Board Chair





Missing our PopUp shop at the Delegate meeting? You can still take advantage of all the shop has to offer!

*Mention you attended the Delegate Meeting at any purchase between September 28 and October 30 and get **10% off your total order plus free shipping.***

Discount available at council shops or [shop@gsep.org](mailto:shop@gsep.org) email orders only.



# Reminders:

Keep an eye out for the next edition of the *Governance Bulletin*, coming out in early December.

Applications for Girl Governance positions will be opening later this fall.

Applications for the 2023 NCS will be open in late spring 2022.



# Reminders:

Please share what we discussed tonight with your Service Unit, troop, and Girl Scout friends.

*Any comments, thoughts, feedback or questions?*

Please email [governance@gsep.org](mailto:governance@gsep.org)



**girl scouts**   
of eastern  
pennsylvania

**Thank you!**

**See you on March 21<sup>st</sup>!**

Stay Safe  
**AND**  
Healthy  
