

December 2025 Governance Bulletin



The Governance Bulletin is shared with all Service Unit Delegates on file, Girl Delegates, Girl Advisors to the Board of Directors, GSEP Board Members, GSEP Board Development Committee Members, NC Delegates and Alternates, and Service Unit Managers.

Dear Delegate Council:

Happy Holidays! We hope that 2026 will be your best year yet!

Winter Delegate Council Meeting

Location: Virtual (only) via Zoom
Date: Tuesday, February 10 from 7-8:30pm

We encourage all Service Unit Delegates, SU Alternate Delegates, Girl Delegates, Girl Advisors, Board Members, BDC Members, National Council Delegates & Alternates and any interested member to join GSEP Board Chair Nicole LeVine and CEO Kim Fraitjes-Dow at the Winter Delegate Council Meeting.

The primary focus will be the proposals that the National Board has chosen to be discussed, debated, and voted on at the 2026 National Council Session.

Please [register](#) by Monday, February 2.

[REGISTER](#)

Recap of Fall Delegate Council Meeting

The first Delegate Council meeting of the new Governance Year was held in October. More than 150 people attended (both in-person and virtually) to hear national governance news and offer input into the strategic direction of Girl Scouting locally.

The topic of the Strategy Café discussion was GSEP's Strategic Plan for the next three years. Specifically, our CEO asked the attendees to consider possibilities and ideas which focus on these goals: improve the member experience and grow membership.

Participants split into small groups (at their tables or into Zoom rooms) and shared thoughts and suggestions in five areas: 1) DEIRJ, 2) Current Strategy, 3) Mission Delivery, 4) People & Operations, and 5) Finance & Revenue. All feedback was brought to the planning teams and the Board of Directors for further discussion and consideration.

To review the PowerPoint slide deck or the written overview of the meeting, please visit the [governance page](#) of the website.



Special Opportunity: Troop PA

Location: Harrisburg, PA
Date: Monday, February 2 | Day Long Commitment

All girls involved in GSEP governance are invited to join our CEO and Advocacy team for a day with our elected officials. GSEP and our sister Councils (GS in the Heart of PA and GS of Western PA) are hosting all the female state legislators for a Girl Scout investiture ceremony. Visits to various State Senators and State Representatives in our Council's footprint will also be arranged. There will also be girl programming, focused on various careers in government.

Transportation and lunch will be provided. Those participating will be given an explanatory letter for school, requesting an excused absence.

Space is limited to 30 participants, so we will be holding a lottery. Please sign up via this link by Friday, January 9. All girls will be notified by Friday, January 16 if they have been selected.

[SIGN UP](#)

Interested in Being a Girl Advisor to the Board or Girl Delegate Next Year?

Applications due Thursday, January 22 at 11:59pm

Girls who will be at least 14 years old as of May 2, 2026, are encouraged to apply to be a Girl Advisor to the Board or Girl Delegate. Applications require at least one adult recommendation (Girl Advisor applications require two).

As we did last year, virtual Help Sessions will be offered again this year by the Girl Governance Subcommittee, to assist girls with any questions about the application. The sessions will be held on:

- Thursday, January 8 at 7pm; please [register here](#)
- Sunday, January 11 at 4pm; please [register here](#)

Please note: these are informal, optional Help Sessions. Applicants are free to sign up for as many sessions as they'd like.

[APPLY](#)

Save the Date: Spring Delegate Council Meeting

Location: Daisy's Place at Shelly Ridge (virtual option available)
Date: Tuesday, March 18 from 7-9pm

More information and registration link to come!

Service Unit Delegate Elections - *It's not too late!*

Attention Service Unit Managers: if you haven't yet, please elect your Service Unit Delegates for this Governance Year! (*The term for SU Delegates runs from one Annual Meeting to the next Annual Meeting.*) We are still missing forms from about 30% of our Service Units.

Please check out the information found in the tab at the bottom of the [Governance page](#) of our website, including:

- [Sample script](#) to help facilitate your SU Delegate election
- Plus, a [PDF explaining the role of a Service Unit Delegate](#)
- The [SU Delegate Election Results Form](#) - this must be downloaded, completed, saved, and emailed to governance@gsep.org ASAP
- The [list of Service Units](#) entitled to one or two SU Delegates.
- Please remember:
 - If your SU Delegate served in the 2024-2025 Governance Year and is interested in returning to that role, they still must be elected to serve in the 2025-2026 Governance Year. A Service Unit Delegate (or Alternate) can serve up to six consecutive one-year terms.
 - A Service Unit Delegate can be an older girl! This is a fantastic opportunity for girls 14 years or older to learn more about the Council on a strategic level (and it looks great on a college or job application!).
 - A new SU Delegate/Alternate still has the opportunity to attend two Delegate Council meetings this year: on Tuesday, February 10 and Thursday, March 18 as well as the Annual Meeting on Saturday, May 2.

Continuing Governance Education

[What exactly does the Board of Directors do?](#)

Pennsylvania state law requires nonprofit organizations to have a Board of Directors. Why? And what exactly does a Board do?

Generally speaking, a Board of Directors serves as the governing body, responsible for the organization's high-level strategy, financial oversight, and legal compliance. These responsibilities are sometimes defined as the "three duties:"

- **Duty of Care:** Ensuring all assets are used prudently.
 - *For a nonprofit, this means making sure our resources are used wisely and that we have sufficient means & funds to fulfill our Mission.*
- **Duty of Loyalty:** Ensuring all decisions are made in the best interests of the nonprofit organization.
 - *For a nonprofit, this means Board members cannot put self above the purpose and goals of the organization. If there is a conflict of interest, they need to disclose it.*
- **Duty of Obedience:** Ensuring the organization abides by all laws and regulations, as well as its own bylaws.
 - *For a nonprofit, this means our organization cannot go off and do whatever we want, whenever we want. Since GSEP is headquartered in Pennsylvania, we follow national, state, and local laws, and our Bylaws are the group agreement by which GSEP follows to efficiently and effectively support our members and our Mission.*

GSEP's [Bylaws](#) outline the specific obligations for our Board in lines 142-163. For council, our Board is responsible for creating the strategic direction of our Council. That is why the Fall Delegate Council meeting focused on the development of GSEP's strategic plan and why the Board sought input from the Delegate Council members. The Board also is required (legally!) to make sure that our Council is managed well. They hire and regularly assess the performance of our CEO. Another example of this is that the Board's Finance & Audit Committee, the Property Committee, and the Investment/Pension Subcommittee all oversee our resources (monetary and land & other assets) and make sure the staff and volunteers are using these appropriately to support our Mission.

Want to Catch Up?

Past issues of this year's Governance Bulletins can be found on the [Governance page](#). Check out the tab at the bottom of the page labeled "Past Governance Bulletins." You can also review overviews of past Board Meetings and Delegate Council Meetings under other tabs.

GSEP GY25-26 Governance Calendar

(which can also be found on the [Governance page](#) of the website)

Date	Action Item
January 22, 2026	Deadline to submit applications to be considered for Girl Advisor to the Board and Girl Delegates for GY26-27
Tuesday, February 10, 2026	Winter Delegate Council Meeting (virtual only) from 7-8:30pm. Please register here.
Wednesday, March 18, 2026	Spring Delegate Council Meeting from 7-8:30pm (Shelly Ridge or virtual via Zoom)
Thursday, April 2, 2026	Official Notice of the Annual Meeting will be emailed to all identified members of the Delegate Council.
Saturday, May 2, 2026	2026 Annual Meeting from 10am - 12pm, at Daisy's Place at Shelly Ridge
July 20-25, 2026	58th National Council Session (Business Meeting: July 20-22) and Girl Scouts Unite (Girl Program: July 23-25) in Washington, D.C. More information can be found on GSUSA's website .

Thank you again for your commitment to Governance excellence here at GSEP. Have a happy & fun holiday season! See you in 2026!

As always, if you have any questions or thoughts to share, please do not hesitate to reach out to governance@gsep.org!

[QUESTIONS?](#)



Have a question? Don't be shy!
[Contact us](#) for more information.

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