

## Meeting Overview

# Board of Directors Meeting

Wednesday, November 30, 2022  
5:00-7:00 p.m. at Shelly Ridge

### **Meeting Opening & Mission Moment**

Board Chair Debbie Hassan called the meeting to order at 5:09 p.m. Girl Scout Ambassador and former Girl Advisor Paris G. shared her Gold Award project on offering disaster preparedness classes to girls at her church, in her school district, and in her troop. She also created a video on disaster preparedness for her school's website, which she felt was needed after the recent school shootings in the country.

### **Management Report**

First, interim Chief Information Officer Fari Azad explained what she has been focusing on for the past five months: 1) improving the foundational capabilities across IT Operations and Security; 2) stabilizing and optimizing GSEP's relationship with Thrive (the Council's IT services provider); 3) assisting with the recruitment for a new Head of IT; 4) running the day-to-day IT needs for the Council; 5) supporting the FY22 IT Audit; and 6) partnering with Council teams to improve business operations and capabilities.

CEO Kim Fraites-Dow then shared news from the National Board Chair & CEO Conference in early November. A major concern of local Councils was the lack of transparency and apparent unilateral decision-making by the National Board regarding the upcoming National Council Session (NCS). She noted that the Council CEOs and Board Chairs would continue to communicate with GSUSA in a professional manner to facilitate a more democratic and productive NCS in July 2023. Kim also noted that the new National CEO is making an impact during her first year in the role.

Kim then offered an HR update: the Council has hired 17 new staff since August 2022, including the new Chief Information and Transformation Officer. Due to recent changes on the Senior Management Team, the Senior Management Team has been reorganized, promoting three members to create a more strategic and constructive approach to the work of the Council.

Kim told the Board about GSEP the initial "Stand Up for Youth" gathering, hosted by PECO in Philadelphia on October 19. The intent of the event was to start a synergistic conversation among youth-serving nonprofits about how to make our communities safe from violence for our children. GSEP will be hosting a similar event in the Lehigh Valley on December 8, with plans to replicate this in Berks County in 2023.

Finally, consultant Meg Moloney (who manages the Community and Volunteer Engagement teams) explained the new regional approach to the Transformation Strategy. The three teams are based on the following geographic areas: 1) Philadelphia; 2) Berks, Chester, and Delaware counties; and 3) Bucks and Montgomery counties and the Lehigh Valley. Each of the regional teams consists of a Regional Director and Community Engagement, Girl Experience, and Volunteer Engagement specialists who live in and intimately know the respective regions.

## **Board Engagement**

CEO Kim Fraites-Dow, along with new Board member Miriam Shou, facilitated the Board Engagement discussion around DEI and GSEP Governance. They first shared the work of the Board Development Committee around creating an “ideal” state of the Board, in terms of diversity of all facets. Kim also told the Board that at the last Delegate Council Meeting, the Service Unit and Girl Delegates stated that they want to be more involved in governance. She asked the Board to share any thoughts around ways for GSEP Governance to be more inclusive and transparent.

Ellen Iobst shared best governance practices from her former Council (Girl Scouts of Western Ohio, where she was Board Chair). Debbie O’Brien suggested offering enhanced opportunities for the Service Unit and Girl Delegates to get to know the Board. Susan Mucciarone suggested that we investigate the Carver Board Governance Model. Loraine Ballard Morrill said that since the greatest potential area of growth in our Council is in Philadelphia, then perhaps we could reach out to individuals with those “lived experiences” and get their input into our work.

Kim further reflected on the potential of working with other nonprofits and governmental bodies on community-wide initiatives. This generated a robust discussion among the Board.

## **Acknowledgements**

Debbie Hassan first thanked Deb Walters for representing the Board at Fall Leadership Weekend in October and for serving as lead nominator for her GSEP Award. Debbie also thanked Nicole LeVine for arranging for PECO to host the Stand Up for Youth event and Loraine Ballard Morrill for moderating the panel discussion. Debbie shared her appreciation with Ann Donley, Joanne McFall, and Deb Walters for attending the Volunteer Awards Ceremony.

Debbie also congratulated Debbie O’Brien on being recognized by the Philadelphia Business Journal as a Women of Distinction; Loraine Ballard Morrill on being named one of the Fifty Over 50 influential difference-makers in Pennsylvania by City & State; and Stephanie Kosta on being included in the list of Suburban Life magazine’s “Super Women” in 2022. Debbie also announced Sophia Lee’s new job as Chief of Staff at Temple University; Susan Mucciarone’s new role as Strategic Advisor at Glenmede; and Nicole LeVine’s promotion to COO at PECO. Debbie offered congratulations to all of them on behalf of the Board.

Finally, Debbie reminded the Board that the Cookie Program kicks off on January 19<sup>th</sup>.

The meeting was adjourned at 7:03 p.m.