



**Girl Scouts in the Heart of Pennsylvania**  
**17<sup>th</sup> Annual Meeting**  
**April 17, 2024**

The 17<sup>th</sup> Annual Meeting of Girl Scouts in the Heart of Pennsylvania Council was held virtually and broadcast from the Council Headquarters at 4640 Trindle Rd., Pennsylvania, online as a RingCentral webinar on Wednesday, April 17, 2024.

Meeting called to order at 7:07 PM

Quorum announced at 7:24 PM

**Present:**

*Board of Directors Members:* Adrienne Vicari, Scott Ehrig, Jayne Huston, Dan Sheaffer, Renee Mattei Montgomery, Elizabeth Dilullo Brown, Robyn Holder, Mary Pochobradsky, Amy Beamer Murray, Dawn Kirchner-King, Daren Russ, Ami Zumkhawala-Cook.

*Absent/Excused\*:* Kathryn McCorkle\*, Alison Bernhardt\*, Deborah Vereen\*, Gina Suydam\*, Betsy Keefer\*, and Tena Maurer\*.

*Delegates in attendance:* 54 delegates

*Service Units in attendance:* 51 service units

Adrienne Vicari, GSHPA Board Chair, opened the virtual meeting and welcomed the attendees to the 17<sup>th</sup> Annual Meeting of the Girl Scouts in the Heart of Pennsylvania. She reviewed the RingCentral platform to inform attendees of the features used to vote or comment during the meeting. Staff shared a video of the Girl Scout flag ceremony conducted by Girl Scouts from Troops 70105 and 70569. Meeting attendees recited the Girl Scout Promise and the meeting was officially called to order.

Adrienne Vicari acknowledged all current Girl Scouts in the Heart of PA Board members and the troop and service unit level volunteers for their service and commitment to the mission of Girl Scouts. She thanked the GSHPA staff members for their behind-the-scenes work to ensure this meeting was a success and the national and service unit delegates for their participation.

**GSHPA Financial Report – Dan Sheaffer, Board Treasurer, Executive Committee, and Property Committee Chair**

Dan Sheaffer, GSHPA Board Treasurer, presented the year to date financial results for the fiscal year from October 1, 2022– September 30, 2023. GSHPA engaged an independent accounting

firm to perform an audit of financial statements, and after the audit was complete, staff would post the 2022 Form 990 to gshpa.org.

There were several items of note in the review of the finances through the past fiscal year, October 1, 2022 – September 30, 2023. GSHPA girls generated \$8.9 million in product revenue to help support the Girl Scout Leadership Experience. Fundraising efforts generated \$1.2 million in contributions during this time, as the council continued to reconnect with past donors and establish new relationships to grow and diversify revenue sources.

During the current membership year, the Council extended almost \$62,000 in Financial Assistance throughout the year. GSHPA also awarded \$20,300 in GO!Dough as product program rewards and early bird renewal incentives, which, in turn, encourages girls to continue engaging in more Girl Scout activities and programming as they develop through the entire Girl Scout Leadership Experience.

Lastly, while there had been a turn in the investment markets in recent months, GSHPA's conservative and long-term investment strategy continued to allow our Council to maintain a healthy operating reserve to protect the organization in difficult economic times.

### **Volunteer Honors – Gina Suydam, Board of Directors Member-at-Large and Volunteer Strategy Committee Chair**

Gina Suydam noted it was important to honor and recognize all of our dedicated volunteers who brought Girl Scouts to life for so many. A long-standing tradition dating back to the beginning of Girl Scouts, Volunteer Awards acknowledge peer-nominated volunteers to receive honors for their outstanding dedication and service to Girl Scouts.

There were 188 volunteers nominated to receive volunteer appreciation awards, more than three times the number of nominations from the year prior. The Volunteers Awards Selection Committee was thanked for reviewing nominations. Gina Suydam thanked all of the dedicated volunteers, and a slide show was shown, highlighting the honorees.

### **Strategic Plan Report – Daren Russ, GSHPA Member at Large, Executive Committee, and Strategic Planning Committee Chair**

Daren Russ shared the 2023-2026 strategic plan, which was in the second year of implementation. The plan had been created with input from key stakeholders, including members, volunteers, donors, community partners, board of directors, and council staff.

The vision was to be the preeminent girl leadership organization in central and northeast Pennsylvania where every girl has a supported place to discover her unique path, and focused on building and maintaining a strong foundation to implement strategies that support the three focus areas of girl, volunteer, and brand experiences.

The mission-focused guiding principles, followed closely by fun-infused activities and ethically driven standards, were coupled with engaged leadership, staff, and volunteers to create a resilient council where every member could thrive.

To ensure a strong and resilient Girl Scout council, an emphasis was placed on recruiting, retaining, educating, and training volunteers and staff as well as using best practices across every domain to maintain and grow a high-performing non-profit organization.

The first focus area was to deliver an inclusive, distinctive, full life-cycle experience for girls. Girl Scouts delivered on those focus areas by holding successful events across the council like Girl Fest, Troop PA, and Women in STEM. Additional resources were provided to volunteers and families to increase girl participation in product programs. Camp properties were upgraded to improve outdoor experiences, and partnerships with schools and community organizations grew to deliver the Girl Scout Leadership Experience to underserved communities. Bilingual staff were also hired to support our membership initiative to share the Girl Scout mission with diverse communities.

The second focus area was to expand pathways to engage volunteers in a variety of high-quality experiences. Work to support this focus area included strengthening relationships with volunteers, focusing on informal and formal recognition, and customer service training for staff who supported volunteers.

The third focus area was to align the Girl Scout brand experience and awareness with our brand promise. Some successes that resulted from this focus included nearly 100 troops earning incentives for actively promoting Girl Scouts at parades and community events; community leaders sharing Mission Moments regarding highest awards and service projects, and council generating positive publicity through grand opening events at the Camp Hill headquarters and Williamsport satellite office.

The Strategic Planning Committee and Board of Directors continued to provide oversight, guidance, and support to the management team as they worked to implement the strategic plan created by members.

#### **Quorum Report – Scott Ehrig, GSHPA Member at Large**

Scott Ehrig delivered the quorum report at 7:24 PM and noted that the Annual Meeting was being held pursuant to Article 1 of the Girl Scouts in the Heart of Pennsylvania Bylaws. Section 10 of Article 1 stated that a quorum was met if at least 25% of the corporation's delegates are present AND a majority of the service units were represented. This year, the total number of delegates was 83, and there were 54 delegates present. Out of the 65 Girl Scout Service Units, 51 were represented. Accordingly, both provisions in the bylaws were met, and there was a quorum.

Since the 2023 Annual Meeting, the Girl Scouts in the Heart of Pennsylvania Board of Directors held official meetings in person or by conference call on three separate occasions. Additionally, the Executive Committee met three times. There was a quorum at all of these board meetings.

## **Presentation of GSHPA Board of Directors Board Officers, Members-at-Large, and Board Development Committee Nominations**

The Board Development Committee, elected by the council delegates, was pleased to announce the following nominations:

- GSHPA Chair for a First Term
  - Jayne Huston, Board of Directors Vice Chair
  
- GSHPA Vice Chair for a First Term
  - Amy Beamer Murray, Member at Large
  
- GSHPA Treasurer for a First Term
  - Dan Sheaffer, Member at Large
  
- GSHPA Members at Large for a Second Term
  - Daren Russ, Strategic Planning Committee Chair
  - Gina Suydam, Volunteer Strategy Committee Chair
  - Adrienne Vicari, Board of Directors Chair
  
- GSHPA Board Development Committee for a First Term
  - Joseph Adamchak
  - Heidi Nicholas, Volunteer Strategy Committee Member
  - Gina Suydam, Volunteer Strategy Committee Chair

Proposed changes to the GSHPA bylaws were next reviewed. The first proposal was to change the wording surrounding the term limit for the Board Development Chair in Article 3, Section 4. In an effort to ensure consistency and provide a better transition from chair to chair, it was recommended the Board Development Committee Chair to serve up to four years, instead of two years.

The second proposal addressed board member removal in Article 5, Section 7. The existing bylaws outlined an automatic removal of a Director for a felony conviction. The proposed change addressed instances where an individual pled a charge down from a felony to a lesser misdemeanor charge. It was also proposed to add a line to this same section that allowed the Board of Directors discretion in removal of a board member for other proper cause as agreed upon by the Board of Directors.

Having no additional nominations received at least 10 business days prior to the Annual Meeting, the Chair declared nominations closed. The delegates then voted on the election slates and bylaw proposals.

### **Mission Moment – Adrienne Vicari, GSHPA Board Chair**

Adrienne Vicari shared a mission moment, which highlighted highest award honorees and community service projects performed by Girl Scouts throughout the council, while votes were being tabulated.

### **Vote for Approval of Minutes and Presented Slates – Scott Ehrig, GSHPA Member at Large**

Scott Ehrig thanked the delegates for participating in the Council elections. He shared the Annual Meeting minutes from April 2023 were accepted. He also made the official announcement that the slates of the GSHPA Board of Directors Chair, Vice Chair, Treasurer, Members-at-Large, and GSHPA Board Development Committee passed. Newly elected members received congratulations from Adrienne Vicari and the membership:

- Board Officers included Jayne Huston, Amy Beamer Murray, and Dan Sheaffer.
- Members at Large included Daren Russ, Gina Suydam, and Adrienne Vicari.
- Joseph Adamchak, Heidi Nicholas, and Gina Suydam as Board Development Committee members.

### **CEO Remarks and Report – Janet Donovan, GSHPA President and CEO**

Janet Donovan presented the CEO report to the membership and congratulated the newly elected Board members and Board Development Committee members.

Janet then went on to highlight the National Council Session held in July 2023 in Orlando and announced the 2026 National Council Session would be held in Washington D.C.

All were invited to attend the upcoming Annual Women of Distinction fundraising event which was being held on April 24, 2024 to celebrate women in each of the four pillars of Girl Scouting, as well as a generational honoree.

She then referenced the new headquarters building in Camp Hill and the opening of the Williamsport office, along with the successful grand opening events that had been held at each location. It was announced that the former headquarters, on Hale Avenue, was under contract, with hopes of closing in summer 2024.

Janet Donovan then reported that membership numbers were up and thanked the many volunteers who supported the mission of Girl Scouting. She went on to address the recent council service fee, recognizing every dollar from membership dues goes to GSUSA, and the council service fee was specifically for girl programming. Financial assistance would still be available for every eligible girl.

International travel was highlighted next with last year's first ever council led international trip to Belize. The next trip to London and Paris was quickly approaching in June 2024, with travel to Iceland slated for 2025.

Next, Janet spoke about highest awards with a Gold Award ceremony planned for June 2024 at Bucknell University. Gold Award scholarships were available at both the council and national

levels. She encouraged Service Units to reach out for additional assistance in helping troop leaders with highest awards, especially Junior troop leaders for the Bronze Award.

Janet then spoke about the importance of the Girl Scout Voices Count Surveys and that this year's surveys would be for girls only, having opened on April 15, 2024. She thanked everyone for encouraging girls to participate and indicated the positive changes that have occurred as a result of past surveys.

Camp continued to be one of the greatest growth opportunities for girls, with the council having invested in camp properties. A few of the summer camp opportunities were recognized, encouraging troops and families to register.

In conclusion, Janet Donovan took a moment to remember those who we had lost in our Girl Scout family.

#### **Concluding Chair Remarks – Adrienne Vicari, GSHPA Board Chair**

Staff shared a video highlighting the impressive Girl Scout year for GSHPA.

Adrienne Vicari expressed appreciation for all the work by staff in preparation for the Annual Meeting and thanked the delegates, volunteers, and members for their commitment to GSHPA.

The next Annual Meeting was announced for Wednesday, April 23, 2025, at 7:00 PM.

The Annual Meeting closed at 8:07 PM.