

Dear Volunteers,

It's with heavy hearts that we share the news below. As COVID-19 has continued to challenge our country, it has also challenged our organization.

Prior to this pandemic, GSCB was undergoing a staffing restructure. The reason for that restructure was to better utilize our resources, while streamlining and improving internal processes, thereby reducing expenses with a focus on increasing customer service to all girls and members.

Unfortunately, with the widespread impact this virus is having on the world and the local impact within our states and Council footprint, we have been forced to evaluate and examine our operations to consider ways for our employees to continue to work. In the short-term, working from home was an option. However, we now have reached a point where we must make very difficult and emotional decisions.

With work from home orders stretching into months, life-essential businesses only orders reaching across the states, and all schools remaining closed indefinitely, our work at Girl Scouts has abruptly changed as we know it. It is clear, based on the severity of this virus, that there is no known end in sight. Therefore, our revenue and resources have been and will continue to be significantly impacted by COVID-19.

We have had to ask ourselves, what can the organization handle in the long term? How do we ensure that Girl Scouts of the Chesapeake Bay has a future and the resources to make that future a reality?

After long and difficult conversations, we have determined that it is necessary to reduce our number of employees through a combination of layoffs and furloughs. Those impacted were called earlier today, and we anticipate those furloughed will be back to work, in some capacity, by approximately June 1.

We know that this is a very difficult time for all of us, and now more than ever, we must abide by and hold true to the Girl Scout Mission of prioritizing the girl. Our goal is to create new ways to remain relevant in this new day of social distancing.

Please know that we are so thankful and grateful for everything you do each day for the Girl Scouts of the Chesapeake Bay.

Yours in Girl Scouting,



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