GSCB Fall Association Meeting

October 2026

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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 Scouts Promise and Law

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

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Welcome and Introductions

- Temeka Easter Rice – Board Chair
- Theresa Young – Chief Executive Officer
- Sindy Rodriguez – Senior Director of Governance and Administration
- Ash Booth – Chief Operating Officer
- Kat Weldon – Senior Director of Membership and Engagement, Delegate Liaison
- Association Co-Chairs
  - Association I
    - Carrie Paquette Straub
    - Lesley Czochor
  - Association II
    - Natalie Surles
    - Rachel Giampietro
  - Association III
    - Deni Matz
    - Kimberly Waller

Agenda

- Housekeeping
- State of the Council / Council Updates
- National Council Session Outcomes & Impact
- Governance Reminders
- Q&A Session with Theresa Young

Association Meetings

Regular meetings of the Association shall be held at least one time each year, within a time cycle determined by the Board of Directors. A second meeting may be held at the discretion of the Association Chair. Notice of meeting(s) shall be provided in writing (mail, fax, or electronically) or by phone, to each member of the Association not less than ten (10) business days before the meeting.

- Notice of meeting was in the GSCB Volunteer Newsletter (September/October 2026) emailed on September 10, 2026.
- All Member email was sent on 9/15/26 with social media support
- Additional notice of the meeting was sent to delegates from the Governance Department on September 22, 2026, with reminders sent the week of 10/5/26.

Safe Space Rules

This meeting is a safe space where we can share information and express ourselves without fear of ridicule, rudeness, or dismissal. As Girl Scouts, we come together with Respect for Ourselves and Others. We are considerate and caring in our words and deed and are responsible for what we say and do, remembering that we are a Sister to every Girl Scout.

Listen with an open heart and mind
Speak from the heart: Your truth, Your experiences, Your perspective
Say just enough: without feeling rushed, be concise and considerate of the time of others

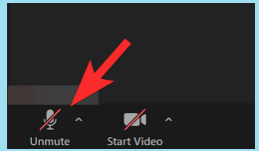
General Housekeeping

In-person Attendees

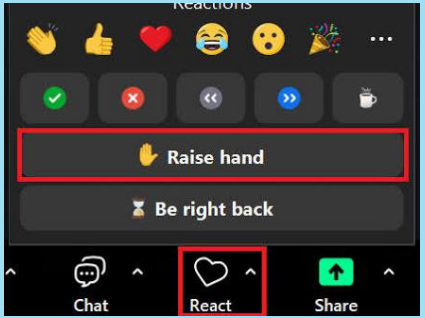
- Restrooms
- Exits / Emergencies
- For questions or comments related to and during agenda topic discussions, please raise your hand to provide feedback or input
- Due to attendance, we will have a 1-minute speaking limit

Virtual Attendees

- If you have issues with audio or visual, please use the chat feature to share with our staff.
- Please remain on mute to avoid distractions.



- For questions or comments related to and during agenda topic discussions, please use the "Raise Your Hand" feature to enter the queue.



Q&A Session with Theresa

At the end of the evening, GSCB CEO, Theresa Young, will host a Q&A Session for questions that are unrelated to set agenda topics. If you have questions or contributions, please do the following prior to the end of the evening so that they may be addressed in a timely manner:

Virtual Attendees

- Please use the Raise Your Hand feature in the “reactions” menu

In-person Attendees

- Please raise your hand

State of the Council

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Vision 2030: Our Bold Path for the Future of Girl Scouting

revolutionize engagement

easy, flexible, and accessible for all girls



amplify impact

the trusted resource for girls' evolving needs

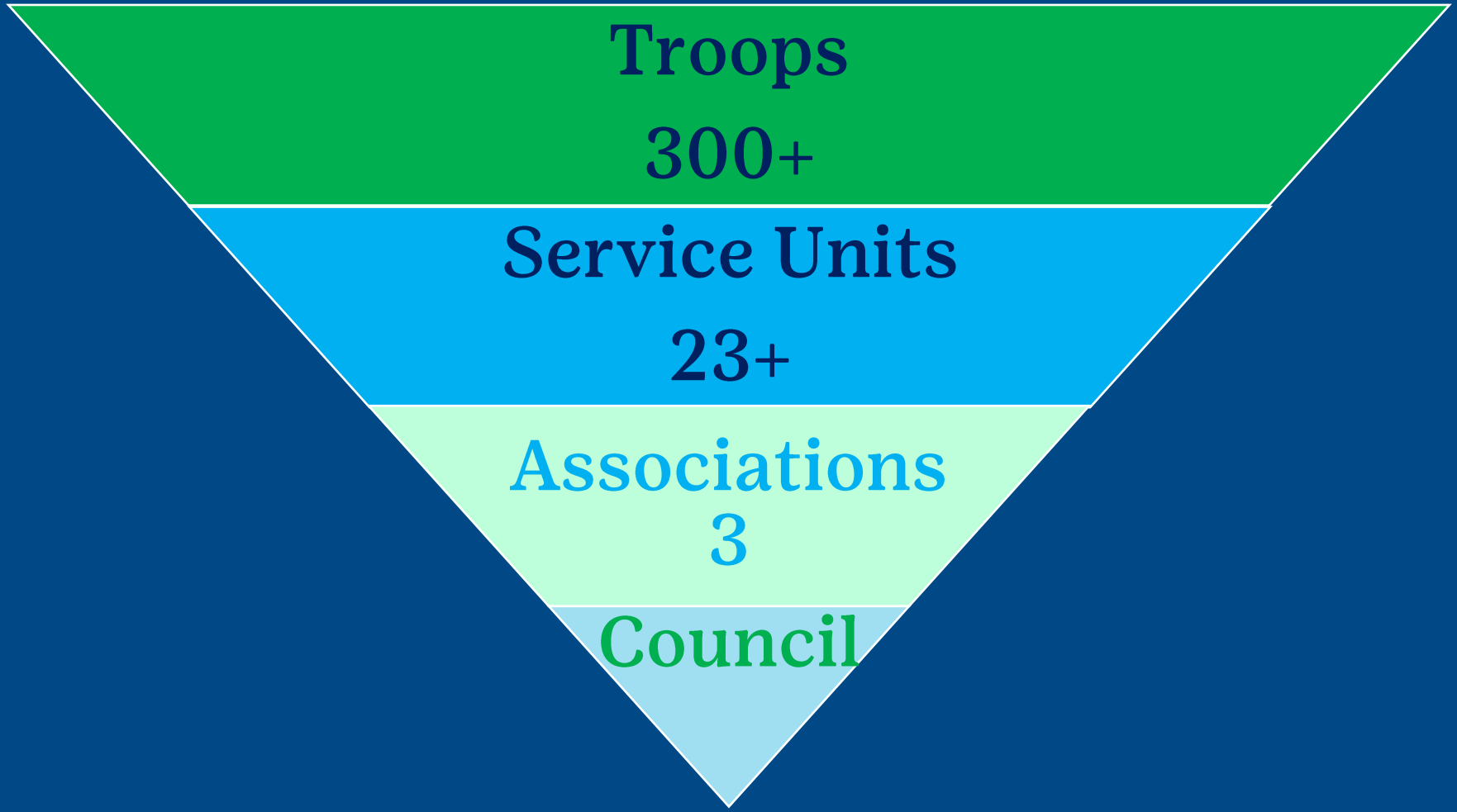


secure tomorrow

responsible stewards for future generations of girls



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Troops
300+
Service Units
23+
Associations
3
Council

MY26 Membership Outcomes

MY26 Youth Membership Goal = 4500

- EOY Youth Membership = 3812

MY 2 Adult Membership Goal = 2000

- EOY Adult Membership = 1940

Lifetime Member Goal = 1000

- EOY Lifetime Membership = 1048

*Membership data as of 9/30/26

MY27 Membership Goals

MY27 Youth Membership Goal = 4028

- Current Youth Membership = 2590

MY 27 Adult Membership Goal = 2000

- Current Adult Membership = 1365

Lifetime Member Goal = 1100

- Lifetime Membership = 1147

*Membership data as of 10/12/26

In the Works!



Financial Stability

- Intelligent Fail
- FY26 - Balanced budget (thanks to generous gift)
- FY27 – Planned deficit (conservative revenue/aggressive budget)
- Alternate Revenue Streams

Membership Engagement

- Program innovation – *slides coming*
- Grant: Civic Leadership for Middle School girls - Approved
- Grant: Underground Railroad Patch Program - Approved
- Grant: ACA Character at Camp - Submitted

Property

- ACA accreditation: *Confident, yet waiting to hear*
- Camp Country Center – *next slide*
- Camp Todd – *next slide*
- Partner Locations (Hazel Outdoor Discovery Center & Accomack Community Center)

Property Areas of Focus

Camp Country Center

- Bridge (Small) – *Complete*
- Bridge (Large) – *solutions*
- Mattresses (100) - Delivered
- Painting Lodge – Colors chosen/grant Approved!!
- Professional Camp Planner
  - October visit
  - Archery - *Grant submitted*
  - Hatchet - *Grant submitted*
  - Amphitheater – *Grant submitted*
  - Multiple Grants submitted
- HVAC: STEM Lodge and Troop House-Complete
- Washer/Dryer - *Replaced*

Camp Todd

- Mattresses (100) - *Delivered*
- Roofs replacement
  - *Phased in Spring for all structures*
- GameTime – *Grant submitted*
- Professional Camp Planner
  - October visit
  - Archery
  - Hatchet
  - Amphitheater - *Grant submitted*
  - Multiple Grants submitted
- HVAC: Williston - Complete
- Dam Bank Cleanup

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GSCB Field Trips!

- Washington DC
- New York City
- TBD







Innovative Camp Experiences

- Career Camp ?
- Theater Industry ?
- Adulting 101 ?



World Travel

- 2028 World Center Excursion with CEO
- 2028 Europe Trip by local troop – more to come
- 2029 TBD
- Interest Meeting October 19th

State of the Girl: Presented by Girl Scouts of the Chesapeake Bay

88%
of girls feel pressure to be pretty.

Yes, she cares about her appearance

and body image concerns that once emerged in adolescence are showing up as early as age five.



Today's girls are "Yes, *and*" girls

But what does that mean?



Yes, this is a generation navigating a girlhood experience unlike any before

and Girl Scouts creates the space for girls to define their experience for themselves.





7 *in* 10

girls ages 5–13 feel lonely.

Yes, she wants to feel connected to others

and loneliness, once associated with the teenage years, is now common well [illegible]dolescence.

3 *in* 5

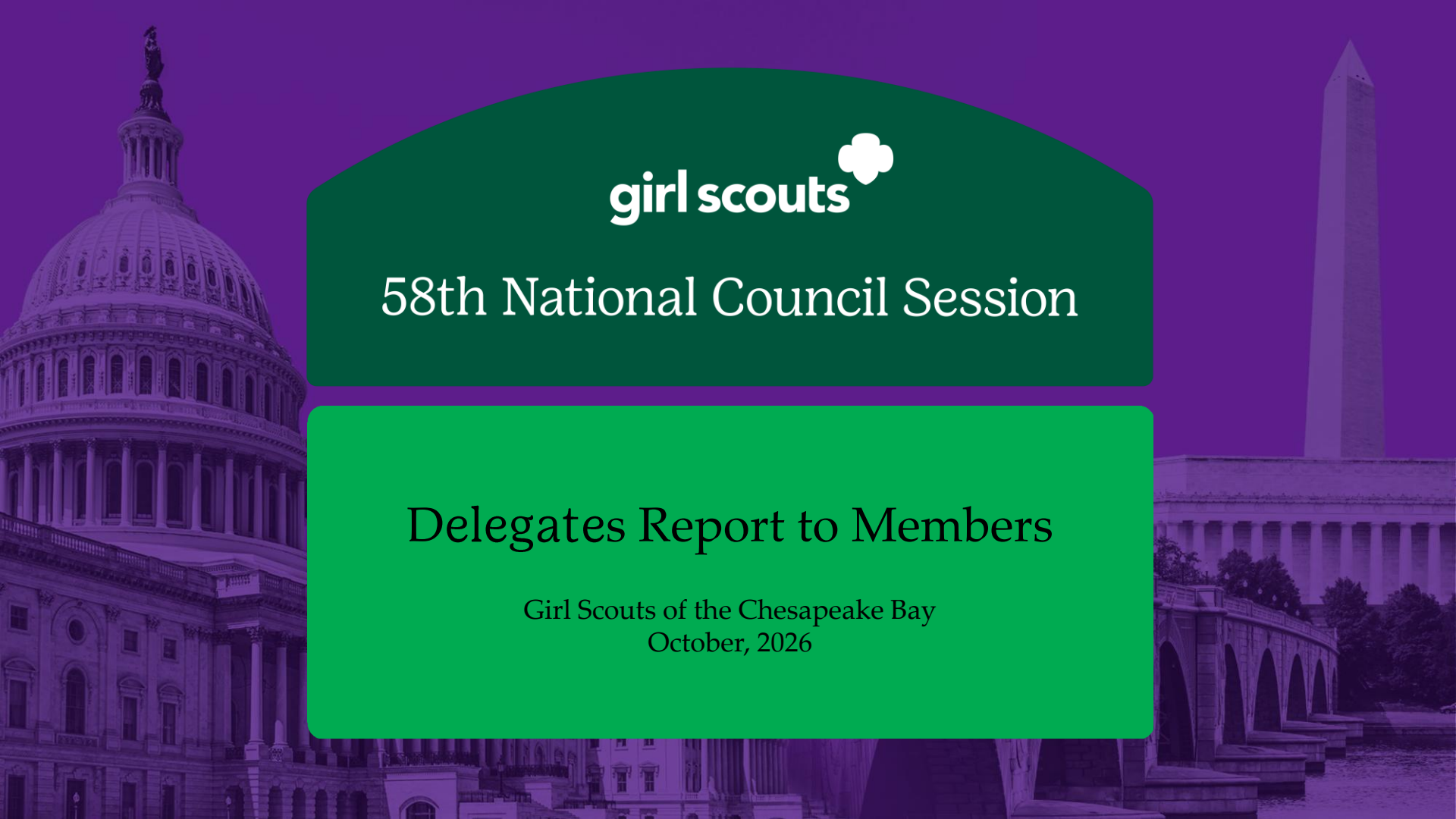
girls say they have not felt confident at school because of how they feel about their appearance.

Yes, she wants to know herself on her own terms

and social comparison no longer waits for the school hallway; it arrives through a screen before her school day even begins.



Join the Conversation! Build a path forward!



girl scouts

58th National Council Session

Delegates Report to Members

Girl Scouts of the Chesapeake Bay
October, 2026

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58th National Council Session

GSCB's National Delegates

Delegates	Alternates
Olivia Bruno Kelley Ketcham Julianna Morrissette Lauralee Rappleye	Alexis Abrams Kendall Ervin Vee Parker

This current Delegation serves GSCB from 7/1/25 – 6/30/28.









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58th National Council Session

How our delegation prepared and formed our opinions

- National Delegate Education provided by GSUSA on
  - the Governance Process
  - Proposals on the Agenda
- Participated in discussion webinars with GSUSA and Delegates
- Presented Proposal Education Sessions to our GSCB Membership last May
- Gathered your, thoughts, and feedback through surveys
- Proudly represented GSCB at National Council Session

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58th National Council Session



Girl Scouts Highest Awards Solicitation of Contributions Proposal

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58th National Council Session

Girl Scouts Highest Awards Solicitation of Contributions

The proposal was adopted as presented:

Amend the first paragraph of the Solicitation of Contributions part of the Policies Section of the Blue Book of Basic Documents:

> "Adult members in their Girl Scout capacities may not solicit financial contributions for purposes other than Girl Scouting. Adults may engage in combined fundraising efforts authorized by the Girl Scout council and in which the local council is a beneficiary. Girl members may not engage in any direct solicitation for money except **girl members** ~~for Girl Scout Seniors and Ambassadors, who~~ may solicit philanthropic donations to their councils of cash or in-kind goods for Gir Scouts **Bronze, Silver, and** Gold Award projects, provided they have secured prior written permission from their council's Chief Executive Officer, Chief Development Officer, or their designee.
>
> In addition, girls must abide by their own council's policies and procedures with regard to this matter."

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58th National Council Session

Impact of Proposal

- Girl Scouts may fundraise to support their Bronze, Silver, and Gold Award projects, provided they have secured prior written permission from their council.
- Girls must abide by their own council's policies and procedures with regard to this matter.
- Each council has the ability to set its own local fundraising policies and rules on managing requests regarding Highest Awards, as all councils have for the Gold Award.
- Under the current policy, permission to fundraise must be granted by the council CEO, CDO, or their designee.

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Impact of Proposal on Our Council

- Our staff teams are working to update the volunteer resources that this change impacts:
  - Additional Money Earning Guidance and application form
  - If an Additional Money Earning Application is submitted specifically in support of a Bronze or Silver Award, the application will be routed to the appropriate team member to manage that request and approval.

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58th National Council Session



Membership Dues and Procedures for Registration Proposal

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58th National Council Session

Membership Dues and Procedures for Registration

The proposal was adopted as presented:

Move that the Credentials Section of the *Blue Book of Basic Documents,* Membership Dues and Procedures for Registration be revised as follows:

> "The National Board of Directors must obtain approval from the National Council whenever a planned dues increase will result in dues increasing more than a total of ~~25%~~ 15% in any one triennium."

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Impact of Proposal

Prior to the National Board voting on any change in membership dues, GSUSA must still seek input from Girl Scout councils and National Council delegates

The National Board may not increase membership dues more than 15% in a triennium (the three years between regular sessions of the National Council) without National Council approval

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58th National Council Session



Preservation of the Girl Scout Leadership Experience Relating to the Entrepreneurship Program

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58th National Council Session

Preservation of the Girl Scout Leadership Experience Relating to the Entrepreneurship Program

The National Council determined that the proposal was out of order and did not consider it further.

Amend the GIRL SCOUT TRADEMARK section of the Blue Book of Basic Documents by adding the following:

> "GSUSA, along with its alliances and relationships with corporations and businesses, shall not sell, license, or otherwise provide for sale any food product bearing the Girl Scout name or service mark when related to the flavors, branding or likeness of Girl Scout Cookies during the designated entrepreneurship program sales period of any Girl Scout council."

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58th National Council Session

Delegates voted to add a one-hour discussion of strategy for food product licensing and trademarks related to the Girl Scout brand and its impacts on the Entrepreneurship Program prior to consideration of Proposal 3.

In response to a point of order regarding whether the proposal was properly before the National Council for consideration, the National Council determined that the proposal was out of order and did not consider it further.

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National Delegate Mission Moments

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Governance Reminders

Governance Resources

- www.gscb.org
- GSCB Association and Service Unit Delegate Guidebook
- gsLearn Trainings
  - 200: GSCB Association and Service Unit Delegate Orientation
- GSCB Bylaws
- GSUSA Blue Book of Basic Documents

Applications for Girl Representative to the Board open soon!

Each year, two Girl Scouts Seniors or Ambassadors are selected through an application and interview process facilitated by our Board Development Committee to represent the girls in our council and serve a one-year term as non-voting members on the GSCB Board of Directors.

Seniors and Ambassadors can apply through the GSCB Girl Representative to the Board Application

Applications will open on Monday, 12/1/26, and are due Saturday, January 10th, 2027.

GSCB 65th Annual Meeting
SAVE THE DATE!!!

April 17th (Saturday)

Delaware Technical & Community College
Terry Campus, Dover, DE

GSCB Proposal Management

What is a Proposal:

A proposal is an item of business that appears in the delegate workbook for the Annual Meeting.

All items to be submitted by a Corporate Member for consideration by the Corporation at the Annual Meeting must be submitted in writing to the Chair of the Board not less than one hundred (100) days prior to the Annual Meeting.

The Board of Directors shall determine whether such proposals relate to matters that should properly be acted on by the Corporation.

(100 days prior to 4/17/27 is 1/7/27)

GSCB Proposal Management

Influencing GSCB Policy: The Process of Proposal Submission

When a GSCB Member has a concern, there is a formal communication process between the membership and the Board of Directors where their voice can be heard.

Proposals related to Council policy or bylaws may be submitted by registered members of the Girl Scouts of the Chesapeake Bay, 14 years of age or older, for potential consideration by the Board of Directors.

GSCB Proposal Management

Step 1: Identification of the Issue / Proposal Concept

Girl Scout Member identifies an issue that they wish to change at the Council level. It is up to them to conduct the necessary research and draft a GSCB Proposal Identification Worksheet, which they will present to their Service Unit Members and Delegates for consideration.

Please use the following resources:

- GSCB Proposal Management Process
- GSCB Proposal Identification Worksheet

Step 2: Service Unit Proposal Presentation

Step 3: Association Proposal Presentation and Review

Step 4: Board of Directors Proposal Presentation

Presentation of Proposal by Tracie Bruno

State the recommended change:

Add the following text to **Article XII – Finance**, inserting it as **Section 4**, and renumbering all subsequent sections accordingly:

Section 4. Banking and Financial Accounts of Council-Affiliated Groups. *While the Board of Directors maintains ultimate fiduciary responsibility for the Corporation's funds, any universal, council-wide restructuring of banking methods for troops, service units, or other council-affiliated groups and committees —including, but not limited to, mandates that eliminate local choice or require the exclusive use of a specific financial institution or fintech platform—shall be classified as a major financial policy shift. Enacting such a shift shall require a formal presentation to the membership, a 60-day review period within the geographic Associations, and a majority vote of approval by the Delegate body at an Annual or Special Council Meeting prior to implementation.*

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Justification

The following rationale establishes this amendment as a protective, forward-looking governance framework.

1. Alignment with GSCB's Democratic Principles

Article III, Section 3.A of the GSCB Bylaws explicitly mandates that geographic Associations exist to hold "decision-influencing meetings for members... to have a voice on key issues affecting the Council." Universal banking mandates fundamentally alter the localized, daily operations of hundreds of volunteer-led troops. A structural shift of this magnitude is, by definition, a "key issue." Enforcing a top-down banking transition without utilizing these established constitutional channels bypasses the democratic, member-led framework that defines our governance structure. This amendment ensures that the voice of the membership remains a structural part of major systemic changes.

2. Clarifying "Substantial Departure" Boundaries

Our governance structure relies on clear limits of authority. **Article IX, Section 2.A.3** explicitly restricts the Executive Committee from taking actions "contrary to or a substantial departure from the affairs, business, or policy of the Council" between regular board meetings. Sunsetting traditional physical banking options in favor of a single digital vendor represents a substantial departure from legacy operational policy. This amendment provides essential clarity for future leadership teams. It establishes a clear line showing that sweeping financial restructurings cross the threshold into major policy shifts, requiring democratic delegate review rather than being treated as minor administrative updates.

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3. Proactive Risk Mitigation and Constitutional Balance

This amendment respects the Board's fiduciary duties under **Article XII, Section 3** to designate depositories for Council credit. However, it recognizes that long-term fiscal health depends entirely on volunteer viability. Forcing an online-only platform creates localized operational friction—such as limits on cash deposits and a lack of physical branches—which varies greatly across the diverse geography of the Chesapeake Bay Council.

Mandating a 60-day association review period creates a collaborative guardrail. It allows the delegate body to identify regional logistical challenges and vet platform fee structures before contracts are finalized. This protects the board from operational blind spots and shields the council from volunteer attrition.

Conclusion

This amendment does not strip executive staff of their day-to-day management authority, nor does it permanently halt technological modernization. Instead, it introduces a healthy, standard governance check. It restores transparency, honors the constitutional role of our Delegates, and strengthens unity by protecting the vital partnership between Council leadership and the volunteer network.

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Q&A with Theresa

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Closing Actions

Report on delegate discussion to your Service Units
Submit feedback
Save the Date for the Annual Meeting
April 17th
Winter Association Dates coming soon!

Thank you!