



girl scouts 
of eastern
pennsylvania

Spring Delegate Council Meeting

March 22, 2023



Welcome!

**Debbie Hassan,
Board Chair**



Opening Ceremony

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 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.*

Mission Moment



Introductions

Debbie Hassan

Board of Directors and Girl Advisors

Board Development Committee

Girl Delegates

Service Unit Delegates and Alternates

2023 National Council Session Delegates and Alternates

Interested Girl Scout members

Board Development Committee Update

Debbie O'Brien,
BDC Chair



Work of the “BDC”

- Cultivating and maintaining an engaged, diverse Board
- **Ensuring a full slate of candidates:**
 - **Board of Directors, including officers**
 - **Board Development Committee**
 - **Girl Advisors & Girl Delegates**
- Orient & educate the Board
- Every 3 years, selecting a slate of candidates to represent GSEP at the National Council Session (NCS)

Girl Advisor and Girl Delegate Applicants

Stats

58

Applicants

▼ 14.7% from last year
(68 applicants)



37

Advisors

55

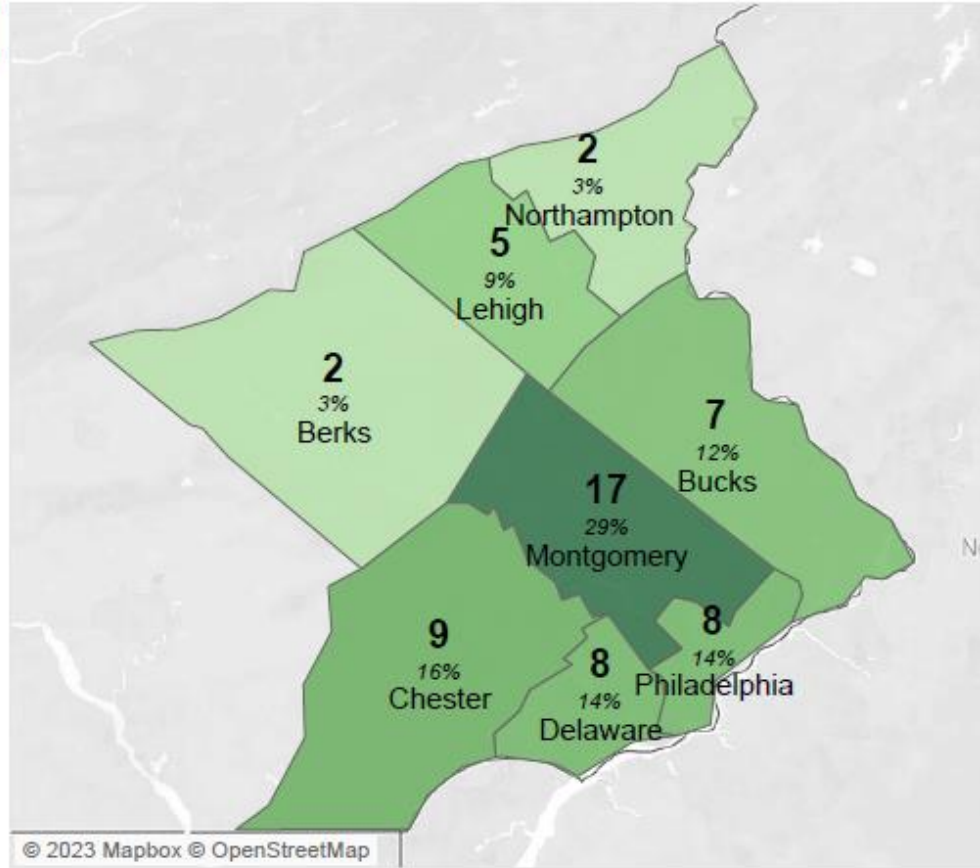
Delegates

Four

Reviewers
+ Carla

~55

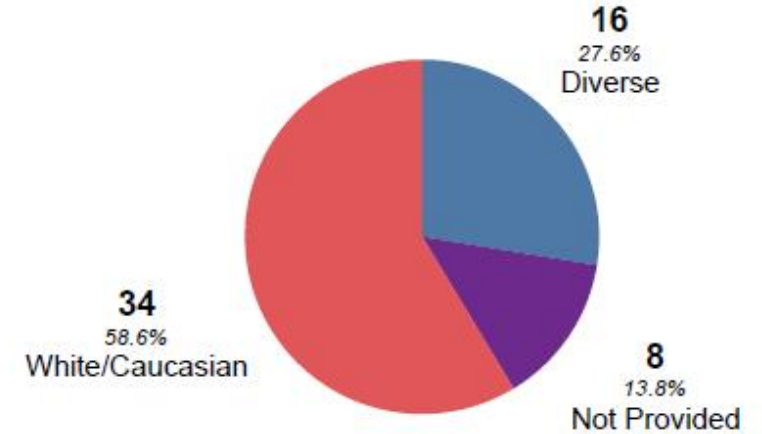
hours dedicated
avg 9 min per application
+ 2 hrs review



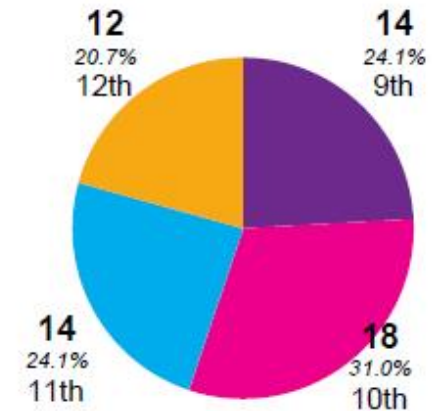
Weighted Scoring

- 30% ▶ Why are you interested in being a Girl Advisor / Delegate
- 20% ▶ Girl Scout Experience
- 20% ▶ Leadership Roles & Jobs
- 15% ▶ Outside Activities
- 5% ▶ Honors & Awards
- 5% ▶ What else should we know
- 5% ▶ Reference

Racial Diversity



Grade



Girl Advisor Results

Stats

Advisors

37

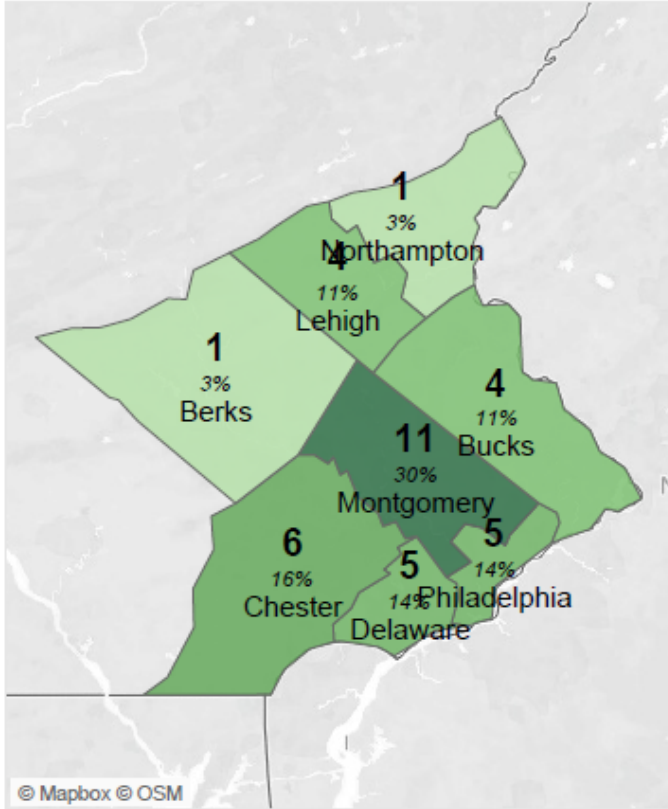
Applicants

30%
Why are you interested in being a Girl Advisor

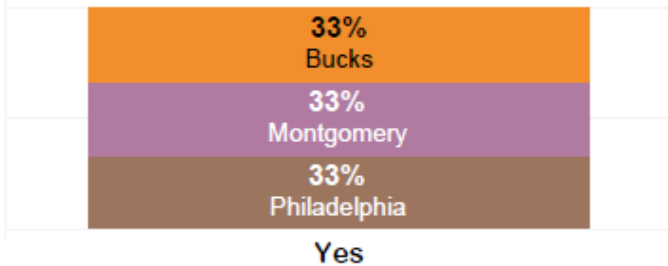
20%
Girl Scout Experience Leadership Roles & Jobs

15%
Outside Activities

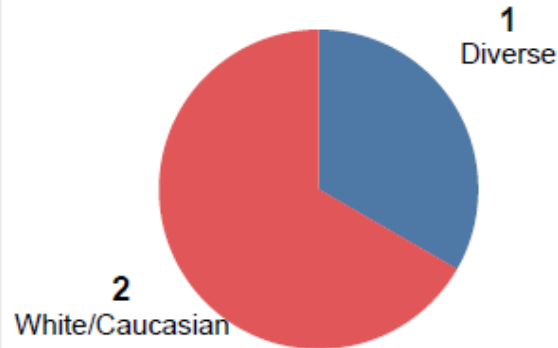
5%
Honors & Awards
What else should we know Reference



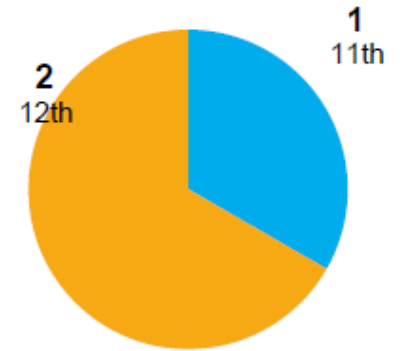
Advisor Distribution



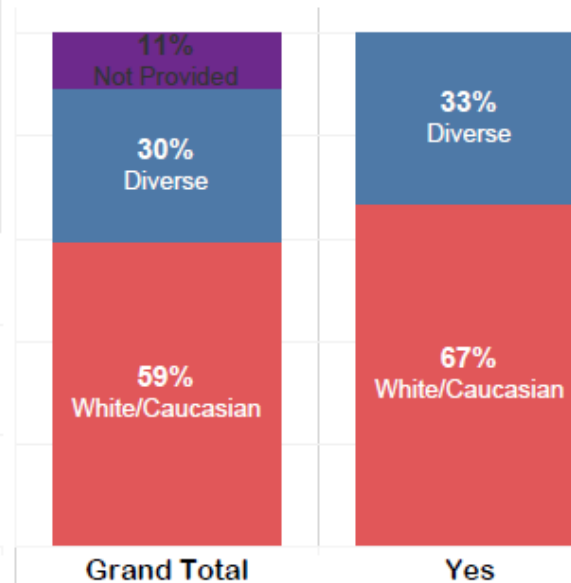
Racial Diversity



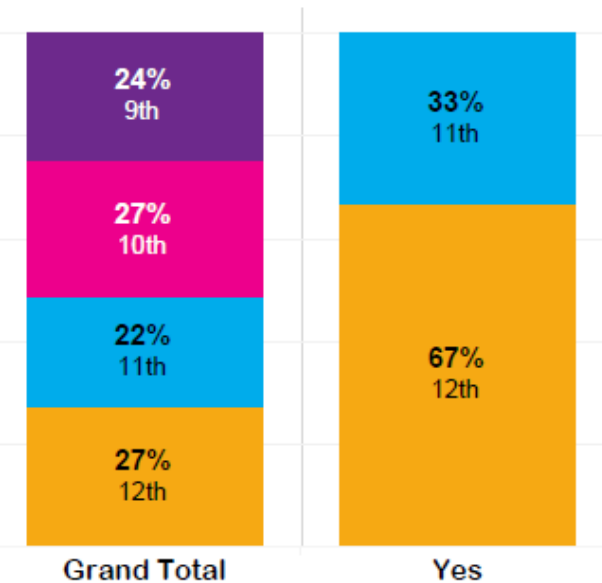
Grade



Comparison



Comparison



Girl Delegate Results

Stats

30

Delegates

55

Applicants

30%

Why are you interested in being a Girl Delegate

20%

Girl Scout Experience Leadership Roles & Jobs

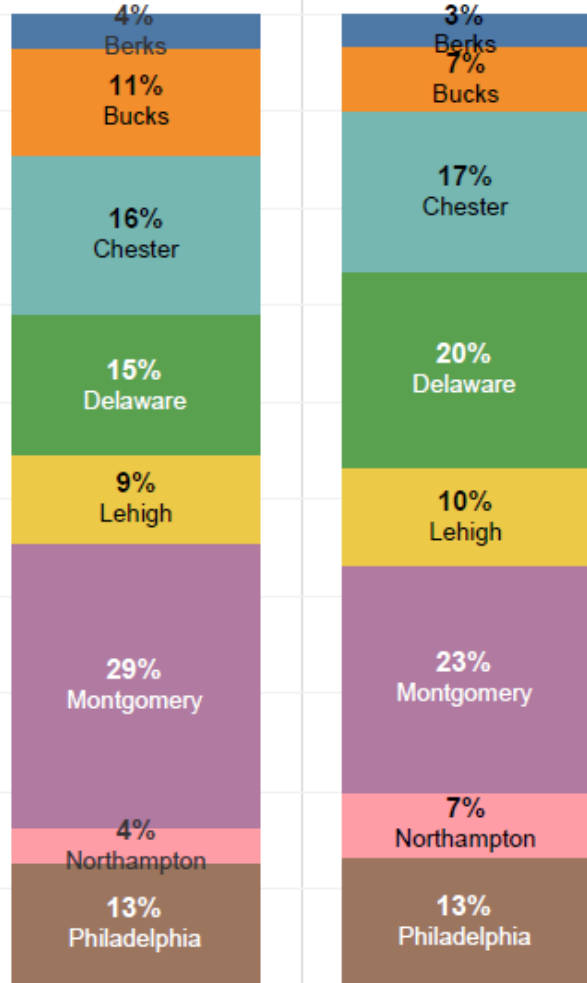
15%

Outside Activities

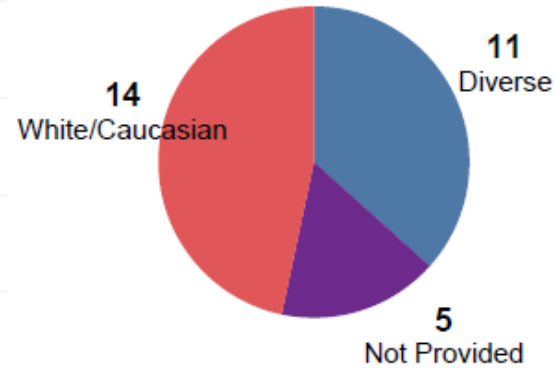
5%

Honors & Awards
What else should we know
Reference

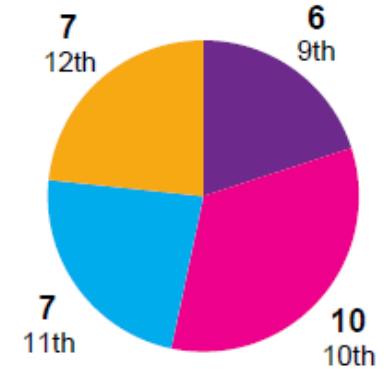
County



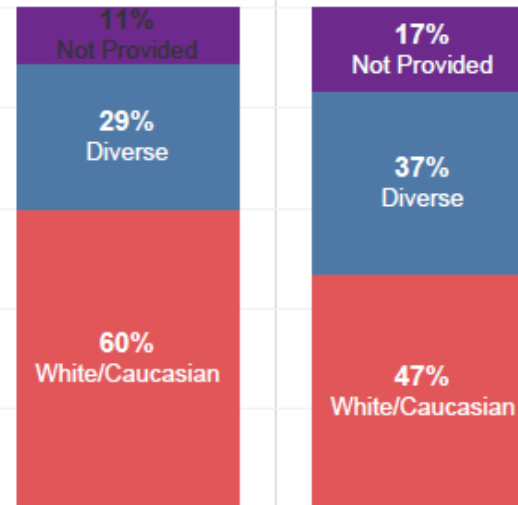
Racial Diversity



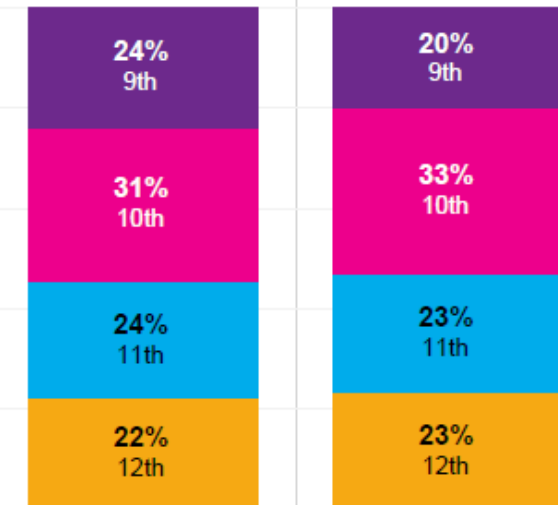
Grade



Comparison



Comparison



Grand Total

Yes

Grand Total

Yes

Grand Total

Yes

Identifying & creating the “Ideal State” of the Board

- Data-driven
- Aspirational
- Achievable



Sneak Peek

Officers Slate:

- New Board Chair
- 2 other new Officers

Members-at-Large:

- 4 new Board members

BDC:

- 2 new members

And:

- 3 new Girl Advisors
- 30 Girl Delegates



GSUSA: National Governance News

Debbie Hassan



New National CEO:
Bonnie Barczykowski





56th National Council Session

July 17-23, 2023

Orlando

Election Season

August 2021

- GSUSA sends delegate formula and guidelines for delegate election to Councils

November 2021

- Board Chairs/Council CEOs provide input on guidelines at GSUSA Council Leadership Conference

By December 2022

- Councils follow bylaws to select delegates

Proposal Season

DEADLINE: April 15, 2022

- Councils submit draft proposals or proposed topic discussions to GSUSA for early submission deadline to maximize collaboration and revision support opportunities

DEADLINE: June 30, 2022

- Councils must submit final proposal and discussion topic submission forms to BoardOffice@girlscouts.org

Education Season

October 2022

- GSUSA notifies Council that submitted proposal or discussion topic was accepted or not

November 2022

- GSUSA sends Early Alert, Councils begin education on NCS Agenda
- GSUSA sends final delegate quota and certification forms to Council

DEADLINE: December 15, 2022

- Councils send completed delegate quota and certification forms to GSUSA

January 2023

- GSUSA sends 2023 National Council Session Workbook
- Councils distribute to delegates/alternates and integrate information into delegate education plan

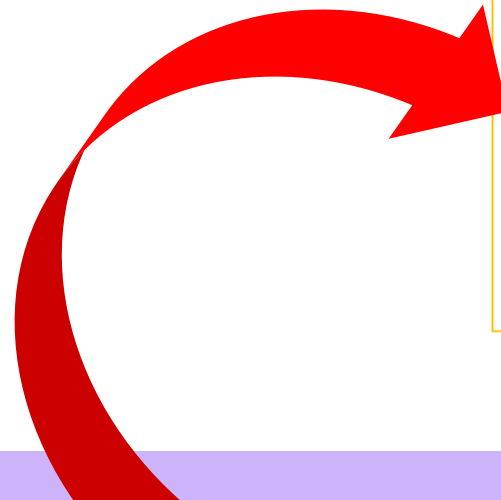
July 2023

- Delegates participate in 2023 National Council Session/56th Convention in Orlando, FL

Implementation Season

August 2023 - August 2024

- Councils engage delegates in implementation of NCS decisions, evaluation of NCS and preparation for next triennium





Register for:

- 5 days (NCS & Phenom)
- 3 days (Phenom only)
- Day passes also available for Phenom

Questions?

Email:

convention@girlscouts.org

Strategy Café Discussions



Allow virtual attendance at National Council meetings and allow official notices to be sent electronically

(amend the Constitution and Bylaws of GSUSA as follows: Update Article V Sections 1, 3, and 4 of the Blue Book, page 9)

Article V, Section 1

There shall be a regular session of the National Council held triennially at such time and place as determined by the National Board of Directors. Notice of the time, place, and purpose of such session shall be mailed or delivered electronically not less than 60 days before the session

Article V, Section 3

Notice of the special session, stating the time, place, and specific purpose, shall be mailed or delivered electronically not less than 30 days before the session

Article V, Section 4

Allow virtual attendance at National Council meetings and allow official notices to be sent electronically

(amend the Constitution and Bylaws of GSUSA as follows: Update Article V Sections 1, 3, and 4 of the Blue Book, page 9)

.....At the sole discretion of the National Board, any National Council session may be held in whole or in part by means of the Internet or other electronic communications technology pursuant to which the members of the National Council have the opportunity to read or hear the proceedings substantially concurrently with their occurrence, vote on matters submitted to the members, pose questions, and make comments. Attendance through such means shall constitute presence in person at such meeting for quorum and voting purposes.....

**Amend the Girl Scout
Promise & Law to use
more potent,
actionable language**

THE 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



THE 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~~ will

Respect myself and others,

Respect authority,

Use resources wisely,

Make the world a better place, and

Be a sister to every Girl Scout

♣ Changing the Timing of NCS Delegate Allotment

♣ Changing Formula for NCS Delegates

(Article IV, Section 5)

Each local council...shall be entitled to the following delegates based on the number of girls under its jurisdiction... as of September 30, two years ~~of the year~~ preceding the regular session of the National Council:

- a. two (2) delegates;
- b. one (1) additional delegate for up to ~~3,500~~ 1,000 girls;
- c. one (1) additional delegate for every ~~3,500~~ 1,000 girls thereafter....

The prescribed figure of ~~3,500~~ 1,000 girls may be adjusted when necessary to keep the total membership of the National Council ~~no~~ as close to but not larger than 1,500.

Council Representation on the National Board

*(amend Article X, Section 2 of
the Constitution of GSUSA)*

The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 members-at-large at least three (3) of whom shall be Council Executives....

A Council Executive shall be defined as a person currently employed as the Chief Executive Officer of a chartered Girl Scout Council who meets the criteria for service as a member of the National Board. A Council Executive who ceases to be employed as the Chief Executive Officer of a chartered Girl Scout Council shall be deemed to have automatically resigned as a member of the National Board, and such vacancy shall be filled by a new Council Executive.

**Girl Scouts Gold
Award Scholarship
Fund**

affirming the recommendation of the
Movement Gold Award Scholarship
Foundation Task Force to create a permanent
donor-restricted fund in support of Gold
Award scholarships;

and the existence of such Fund shall be
reflected in ... the Fundraising Policies section
of the Blue Book



DEIRJ Language Proposal

*(amend the Preamble of the
Constitution)*

DIVERSITY, PLURALISM AND ANTI-RACISM

Girl Scouts advance diversity, pluralism, and anti-racism in our Movement and in the communities in which we live.

Strategy Café Discussion: 2023 NCS Proposals

1. Allow virtual attendance at National Council meetings and allowing official notices to be sent electronically
2. Amend the GS Promise & Law by deleting the words “try” and “do my best”
3. Change the timing of Delegate allotment
4. Change the formula to determine the # of NCS Delegates per Council
5. Requiring 3 Council CEOs to serve on the National Board
6. Establishing a Gold Award Scholarship Fund
7. Adding DEIRJ language to the Preamble of the Constitution of GSUSA



Strategy Café discussions

Large group report out



FUTURE DELEGATE WORK TOGETHER





Final Remarks

Debbie Hassan



Reminders:

- **GSEP Women's Leadership Summit:** *Invest in Yourself and Change the World*
 - April 16, 11 am – 5 pm
 - Alloy KOP
- **Annual Meeting**
 - May 6, 10am-12n
 - Followed by lunch & the After Party!



Camp staff needed!

<https://www.gsep.org/en/discover/our-council/careers.html>

Please share what we discussed tonight with your Service Unit, troop, and Girl Scout friends.

Annual Meeting After Party!

Any comments, thoughts, feedback or questions?

Please email

governance@gsep.org



girl scouts 
of eastern
pennsylvania

Thank you!

See you on May 6th!

