

Girl Scouts Heart of New Jersey



Tiffany Wilson
Board Chair

Girl Scouts®



INDIANA

Girl Scouts®



NAME CHANGE

- Changed “National Nominating Committee” to “National Board Development Committee”



National Council Membership

- Effective 2011 National Council Delegate Formula will be:
 - 2 delegates per council
 - 1 delegate for up to 3,500 girl members
 - 1 delegate for every 3,500 thereafter

There will be no more than 1,500 members and at least 4/5ths of the membership must be from local councils or USA Girl Scouts Overseas



DUES INCREASE

- Effective September 2009, dues will be raised to twelve (\$12) dollars.



ELECTIONS

- New Officers
 - New Board Members
- New Board Development Committee Members



GSUSA STATEMENT OF FINANCIAL POSITION

- Net assets increased steadily over the three-year period, peaking at \$214 million
- In 2008 net assets were impacted by financial markets and negative investment returns as well as changes in pension accounting and net assets fell to \$163 million.



GSUSA INVESTMENTS

- September 30, 2008, the volatile market translated into a negative 16.4 percent return over the previous nine-month period for the portfolio, during the same period the S&P 500 lost 22 percent.



GSUSA OPERATING RESERVES

- The National Board has set a long-term goal to maintain a Capital Fund equal to one year's operating cost.
- The Capital Fund exceeded this goal at the beginning of fiscal year 2008.
- As of October 1, 2008, the Capital Fund balance was \$55.6 million, which represents 10.7 months of operating reserves.



GSUSA FINANCIAL PROJECTION FOR 2009–2012

- At \$10 dues level, GSUSA predicted that the organization would not have sufficient revenue to continue the work of the Core Business Strategy or be well positioned for the 100th anniversary.
- Deficits are projected in each of the four years.



GSUSA FINANCIAL SUMMARY

- Girl Scouts of the USA's financial position is strong but challenged.
- They are dedicated to continuing the work started in 2005 to truly change and transform the Girl Scout Movement so that it remains the organization of choice for millions of girls in the 21st Century.



NEW JERSEY

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BOARD DEVELOPMENT COMMITTEE

- Arranged training for all board development and board members
- Developing additional training opportunities
- Evaluating current board performance
- Developing slate for 2010 annual meeting
- Recruiting nominees as well as board committee members
- Looking for input



AUDIT COMMITTEE

- New to Girl Scouting
- Working on filling the committee
- Requesting training for the committee



CEO REVIEW COMMITTEE

- Worked with Susan to set mutually agreed upon performance goals
- Set up system to measure success
- Matched goals to Council goals
- Preparing for review



FINANCE COMMITTEE

- Engaged group of individuals of diverse experience and expertise to act as financial stewards and inform the board of the Council's financial health
- Created a strong partnership with CEO and new CFO that enables effective communication and enhances transparency with regard to the Council's financial situation
- Analyzed allocation of resources and started optimization of investment portfolio

FUND DEVELOPMENT

- Provided training to the entire board
- Working with CEO to establish a fund development strategy for corporations, foundations and individuals
- Discussing possibilities of utilizing alumnae databases and/or social networking opportunities to generate additional funding or funding contacts for girl programs.
- Creating funding request strategies that are consistent with the economy and trends in corporate giving



HR TASK GROUP

- Reviewed Employee Handbook
- Developed Whistleblower policy approved by board
- Identified additional policies to be added or updated before the end of the year



PROPERTY TASK GROUP

- Drafting Property Policies to guide the Council in the use, maintenance and development of Council owned and leased properties with emphasis on:
 - Promoting full, efficient and cost-effective use of the land and facilities.
 - Assuring the health, safety and welfare of all employees and program participants.
 - Protecting and preserve all natural resources for use by future generations.
 - Projecting a positive public image.
 - Cultivating and maintain a positive attitude from staff, girls, volunteers, community leaders, the media and the general public with respect to Council ownership and operations.
- Prepared initial list of recommended repairs and capital projects for 2009 and 2010 fiscal years.
- Developed annual time line for processing major repairs and capital projects



GOVERNANCE TASK GROUP

- Recommended timing of First Council Meeting and meeting agenda
- Recommended process for “Interim Delegates”
- Recommended change to bylaws – to clarify delegate term
- Created Service Unit Delegate Position Description
- Created Service Unit Delegate training and reference materials
- In the process of determining Service Unit Delegate election procedures, soliciting feedback and input into the process.



POLICY REVIEW TASK GROUP

- Started with no policies
- Created a list of policies that would be necessary to run an efficient council.
- Began coordinating with the appropriate committees to make sure that the appropriate policies are created or reviewed.
- Created an interim volunteer policy, which was subsequently adopted by the Board, to ensure that we had this critical addressed as quickly as possible.



WORKING TOGETHER

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RECRUIT

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Improve communications



Nominate

Girl Scouts®



Financial Success

