



Girl Scouts of West Central Florida

Area Association Meeting

January 25 & 26, 2022

The area association meeting was held virtually via Zoom on January 25, 2022, for areas A-E and January 26, 2022, for areas F-K.

Laura Webb, President, was unable to attend the meetings so First Vice President Abby Mackness presented on Tuesday and Third Vice President Cami Gibertini presented on Wednesday. They convened the meetings at 6:30 p.m.

Introductions: Abby Mackness and Cami Gibertini welcomed Girl Scout members to the Spring Area Association Meeting. They introduced the Board Members present and reviewed the agenda. They concluded with the Girl Scout Promise and Law.

Mission Moment: A video was shared about the Media Girls first meeting and experience with Erica Sutherlin, director of Kirk Franklin's *A Gospel Christmas*.

State of the Council Report – Finance: Our Treasurer, Gwin Londrigan, was having technical difficulties on her end therefore she could not present. Chief Financial Officer Sarah Abels reported on the positive steps we have taken in 2021 to ensure our financial stability for 2022 and beyond.

We received forgiveness of the first round of Paycheck Protection Program funding, as well as an additional \$853k for the second round. We are currently seeking forgiveness for the second round of funding. We have also applied for Employee Retention Tax Credits, totaling approximately \$1 million. These pandemic relief revenues have allowed us to maintain operations despite reduced operating revenues.

We also established the Properties Maintenance Fund from the sale of the CDT land parcel. The Board has designated this fund to be used for the maintenance and improvements of council owned properties. This will ensure that we are able to invest in our properties for years to come without being reliant on operational performance.

As we move into MY22, we continue on the path of recovery. We used a scenario-based approach to budgeting, with a focus on aligning our financial resources with our strategic objectives. We will continue to evaluate our financial performance as well as our member needs to guide our budgetary decisions throughout the year.

In January 2022, our Finance Committee and PDR, our external auditors, completed their draft audit of the 2020-2021 Membership Year. Final draft and approval of the audit have been deferred to February 2022 due to an open item. The Employee Retention Tax Credits that were filed are complex and a significant dollar amount. The review of this item is still under way and expected to be finalized this week. It will not change the audit in a material way outside of the additional revenue to be recorded. The draft audit reported an



“Unmodified Opinion,” which means it was a clean audit. No material weakness was identified during the audit.

State of the Council Report – Council Operations: Mary Pat reported our current 2022 on time membership as of January 24, 2022 was 15,135 adults and girls. We have reached 73% of our MY2022 goal. Our adult membership is higher than where we were last year at this point. We are seeing a decrease in our girl membership and are looking into strategies to help grow our girl membership, especially with our Daisies, Brownies, and Juniors.

Clara Moll is our new Chief Development Officer. She has been with the organization for fifteen plus years and has created positive long-term relationships with existing donors, volunteers, funders, and potential supporters. In the next month or two, we will be hiring a VP to focus on major gift strategies to escalate our individual giving.

We have good news for MY22 first quarter revenue results:

- Retail 1st Quarter exceeded by 21.5 percent
- Fall Product Program exceeded by 7.7 percent
- Fundraising Campaigns/Events:
 - Dessert First achieved goal
 - Giving Tuesday (Gundy’s 105th Birthday) exceeded goal by 40 percent
 - Thin Mint Sprint Registration exceeded goal by 23 percent
- Family Partnership in progress
 - To date we are at 30 percent of goal

Despite supply chain challenges with Adventurefuls and digital cookie issues, here is where we currently stand with cookies:

- Troop initial cookie orders are 80% higher than prior year
- 1,023,173 packages ordered to date; goal is 1,570,900 (65% to goal)
- Digital cookie sales is 79% higher compared to 2021

We recommend the following messaging regarding the Adventurefuls supply challenges:

- **Response for Volunteer to Volunteer or Parent:** Thank you for being patient as we navigated what we know is a frustrating situation with Adventurefuls. If you've already ordered Adventurefuls, you will receive what you ordered. At this time, we will no longer offer digital sales, and supplies at booths will be minimal. Please help spread the word that we have all the other incredible flavors available, and customers' best bet is to check with their local Girl Scout!
- **Response for Parent/Girl to Customer:** Thank you so much for asking about our new cookie! It's been so popular that we don't have any Adventurefuls right now, but we have all of our other yummy flavors. Which one is your favorite?
- **To Any Other Feedback or Questions:** Thank you so much for reaching out about our new cookie! Please message Girl Scouts of West Central Florida directly. You can message them on Facebook at <https://www.facebook.com/GirlScoutsWCF> or email customerconnections@gswcf.org.



Important dates to keep in mind during cookie season are:

- Booth Sign-Up Begins – Jan. 31
- Cookie Delivery Weekend – Feb. 5-7
- Cookie Cupboards Open – Feb. 9
- Cookie Booths Begins – Feb. 18
- National Girl Scout Weekend – Feb. 18-20
- Cookie Season Ends – Mar 13
- Top Cookie Weekend at Universal Studios May 13-14

The Girl Advisory Board have been placed into four focus groups: camp properties, girl/volunteer zone, programs, and CampCEO. Each group has a council staff member leading the group and will be meeting with them throughout the spring to give feedback.

We are excited to welcome our new staff:

- Kendra Abraham – Outdoor Program Manager at Camp Wai Lani
- Adam Greenacre - Outdoor Program Manager at Camp Dorothy Thomas
- John Neal – Camp Ranger at Camp Indian Echo
- Kimberly Buettner – Director of Product Program

National Civilian Community Corps (NCCC), an arm of AmeriCorps, has selected GSWCF to receive another team. From January 13 through February 25, a team of seven NCCC members will work under the direction of Lynne Mantz and our four camp rangers to complete property improvement projects.

Summer Camp registration:

- More than 525 registrations
- 33% toward goal
- Currently exceeding prior years' registration rate to date
- Some waiting lists exist

We have a program guide full of events for all Girl Scout levels. Go online and check out how your Girl Scout can be involved in our council programs.

Upcoming Events:

- Thin Mint Sprint on the Go – January 29
- Women of Distinction – March 18
- STEMapalooza – April 9
- Career Café – May 14
- Annual Meeting – April 23
- Gold Award Ceremony – June 11
- CampCEO – Coming Soon!

Bylaws Revisions Overview & Discussion: Vinnie Vaughn went over some roles. For our Bylaws Revisions overview and discussion, Mary Pat will take on the facilitator role to

ensure that we answer your questions and capture your feedback. You can use the “raise hand” icon and you will be assigned a number in the chat. Mary Pat will cue you to unmute when it is your turn to speak. Or, you can put your question in the chat and Mary Pat will read it on your behalf.

Vinnie gave an overview of how corporations operate and are structured. Then shared the Bylaws Task Force goals.

- Ensure simple, understandable, transparent language and consistency throughout bylaws
- Define and clarify leadership roles/terms, especially officers and Executive Committee
- Clarify roles of members and voting members
- Align with nonprofit industry best practices and GSUSA’s Blue Book
- Create meaningful connections and two-way dialogue between Governance and other volunteers and members

Bylaws Revision Process: Critical Milestones

- Summer: Preliminary review by parliamentarian and task force members
- September – October: Rationale and initial findings shared with Board of Directors and area delegates at fall meetings
- November – February: Gather feedback on revisions during board meetings, CEO Roundtable, Winter Area Meetings, online feedback form and town hall forum
- March: Incorporate feedback, finalize revisions, facilitate understanding, and answer questions at Delegate Forum.
- April 23: Vote on bylaws revisions at Annual Meeting

Global Comments:

- Numbering and order of the articles have been changed to create a more logical order and sequencing of topics covered
- Language improvements for simplicity and greater transparency

Unnecessary Amendments Deleted:

- Former Article IV – Partial Terms eliminated as not necessary and provisions incorporated into the appropriate remaining Articles
- Former Article XII – Emergency Clause eliminated as not necessary – this language does not add any substance or specific guidance and simply refers to a corporate law concept that is part of FL law

Article I Name

- No changes recommended

Article II Purpose

- Added this article to clearly define purpose of Council

Article III Membership

- Clearly defined “Members” and “Voting Members”
- Clearly defined “Area Association” and “Service Unit”
- Clearly defined Terms & Vacancies for Area Association and Service Unit delegates & alternates

Vinnie added there was feedback from the online form that mentioned the following was in the current bylaws but not the revised: when a delegate is absent, an alternate delegate may substitute and vote. This was an oversight and it has been added to the revised bylaws.

Article VI Officers

- Moved up to precede article on Board Development Committee (formerly Article III)
- Eliminated multiple vice presidents to provide clear leadership and succession planning; clear roles and duties of VPs
- Proposed officers: President, President-Elect, Vice President of Governance, Secretary, Treasurer
- Changed terms of office: No individual shall serve more than two consecutive terms as an Elected Officer in the same office, but may serve as an Elected Officer for additional terms in a different office.
- Waiting period of 1 year after end of allowed terms for officers before going back onto Board as at-large director or officer
- Officers required to be at-large director for at least 1 year before consideration for election to officer position
- Added clear removal provisions
- President-Elect will serve a term concurrent with the President and succeed the President
- Defined duties for the President-Elect
- Officers may be appointed by the Board as a voting member on any committee
- President will be a voting member of the Board Development Committee (BDC) and a non-voting, ex-officio member for all other committees

Article VII Board Development Committee

- Article moved to follow article on Officers (formerly Article II)
- Clarified that all elected Board Development Committee (BDC) members must become members of Council on election
- CEO will be a non-voting, ex-officio member of the BDC
- BDC chair to be recommended by President and CEO and appointed by Executive Committee
- BDC Vice Chair to be recommended by BDC Chair, President and CEO and appointed by Executive Committee
- Board Development Committee Chair and Vice Chair serve on the Board
- BDC chair vacancy will be filled by the BDC Vice Chair



- Must serve at least one year on the BDC to be eligible for BDC Chair
- Clarified requirements for nominations from the floor by members at the Annual Meeting
- Added clear removal requirements for BDC members

Vinnie added there was feedback from the online form that asked if the BDC Chair and vice chair would get two votes since they serve on the Board as well. They do not and we will clarify this in the revised bylaws.

Article VIII Board

- Changed terms of office: 2 year terms with no more than 2 consecutive terms
- Girl Board Member vacancy will be filled by a Girl member by the Board

Vinnie added that the National Delegates suggested for the BDC to make a recommendation for the girl board member vacancy to the Board since they review all applications. This will be included in the revised bylaws.

Article IX Executive Committee

- Added requirement of at least 2 regular meetings annually
- Added requirement for written report from Executive Committee to Board at board meetings for actions taken by Executive Committee
- Added action by unanimous written consent provision

Article X Board Committees

- Committee chair term limited to 1 year and no more than 4 consecutive terms
- Members of committees recommended by Board Development Committee and committee chair; appointed by President for 1 year term

Article XI National Council Delegates

- No substantial changes recommended

Article XII Additional Provisions (formerly Miscellaneous)

- No substantial changes recommended

Article XIII Conflicts of Interest

- No substantial changes recommended

Article XIV Parliamentary Authority

- No substantial changes recommended

Article XV Amendments

No substantial changes recommended

Zoom to Area Breakouts: Areas B, C, E and F began with a pinning ceremony led by the Area Chair or Board member (see Appendix A for pinned delegates and alternates highlighted). Then the meeting was adjourned and a staff member facilitated a



listening session. The participants shared their hopes, questions, and feedback for 2022 (see Appendix B).

Appendix A

Your delegate roster shows how many positions your SU has, and how many are vacant. The number of positions depends on the SU's girl membership.						
Delegates/alternates whose terms expired at the annual meeting are still listed on your roster for your reference. If they are going to serve another term, they must be reelected . Fill all your delegate positions before you elect any alternate delegates. Girl Scouting is a girl-led leadership experience.						
Service Units are encouraged to foster active participation in governance by girls age 14 and above.						
Delegates and alternates can only be added until Dec. 31, 2021 then again following the Annual Meeting.						
Account: Account Name	Campaign Name	Role	First Name	Last Name	Email	End Date
Region B	Region B Chair		Vacant	Vacant		
Region B	Region B Delegate		Vacant	Vacant	Vacant	Vacant
Region B	Region B Delegate		Vacant	Vacant		
Region B	Region B Alt. Delegate		Vacant	Vacant		
Region B	Region B Alt. Delegate		Vacant	Vacant		
Silver Forest	5 Delegates	Role	First Name	Last Name	Email	End Date
SU636	Region B / SU636 Delegate	Adult	Traci	Lowery	traci772@msn.com	4/30/2023
SU636	Region B / SU636 Delegate	Adult	Adrienne	Brown	familyliving26@yahoo.com	4/30/2023
SU636	Region B / SU636 Delegate	Girl	Savannah	Perez	jperez2078@gmail.com	4/30/2022
SU636	Region B / SU636 Delegate	Adult	Linda	Beckman	lcbeckman@verizon.net	4/30/2022
SU636	Region B / SU636 Delegate	Adult	Jennifer	Perez	jperez2078@gmail.com	4/30/2023
SU636	Region B / SU636 Alt Delegate	Adult	Maureen	Trischka	srt1mat1@verizon.net	4/30/2022
SU636	Region B / SU636 Alt Delegate	Adult	Carrie	Fallon-Johnson	cbfallon@pasco.k12.fl.us	4/30/2023
SU636	Region B / SU636 Alt Delegate	Adult	Stephanie	Klein	dulaklein@gmail.com	4/30/2023
SU636	Region B / SU636 Alt Delegate	Girl	Autumn	Arnone	newgirlinflorida101@gmail.com	4/30/2023
SU636	Region B / SU636 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Crystal Waters	5 Delegates (decrease by 1)	Role	First Name	Last Name	Email	End Date
SU640	Region B / SU640 Delegate	Girl	Jilian	Boswell	jilirboz@gmail.com	4/30/2023
SU640	Region B / SU640 Delegate	Adult	Sharron	Bauer	sharron.m.bauer@gmail.com	4/30/2023
SU640	Region B / SU640 Delegate	Girl	Cecelia	Gauthreaux	cecebaby2004@gmail.com	4/30/2023
SU640	Region B / SU640 Delegate	Girl	Abigail	Smith	amspiritstone@gmail.com	4/30/2023
SU640	Region B / SU640 Delegate	Girl	Madeleine	Gauthreaux	Maddiegirl725@gmail.com	4/30/2023
SU640	Region B / SU640 Alt Delegate	Adult	Jenifer	Boswell	marker13@gmail.com	4/30/2023
SU640	Region B / SU640 Alt Delegate	Adult	Anne	Smith	ads812@gmail.com	4/30/2023
SU640	Region B / SU640 Alt Delegate	Adult	Melissa	Gauthreaux	missykg@gmail.com	4/30/2023
SU640	Region B / SU640 Alt Delegate	Adult	Kimberly	Wilmas	kimberlycotner@yahoo.com	4/30/2023
SU640	Region B / SU640 Alt Delegate	Adult	Julie	McHugh	juliedmchugh@gmail.com	4/30/2023
Beautiful Waters	3 Delegates	Role	First Name	Last Name	Email	End Date
SU641	Region B / SU641 Delegate	Girl	Emma	Zervas	mzervas2379@yahoo.com	4/30/2022
SU641	Region B / SU641 Delegate	Girl	Mackenzie	Keiderling	jfk9490@hotmail.com	4/30/2022
SU641	Region B / SU641 Delegate	Girl	Brenna	Keiderling	jfk9490@hotmail.com	4/30/2022
SU641	Region B / SU641 Alt Delegate	Girl	Cara	DeCan	ddecan2002@yahoo.com	4/30/2022
SU641	Region B / SU641 Alt Delegate	Girl	Lucy	Kossoff	lkossoff@yahoo.com	4/30/2022
SU641	Region B / SU641 Alt Delegate	Adult	Laura	Kossoff	lkossoff@yahoo.com	4/30/2022
Wai Lani	4 Delegates	Role	First Name	Last Name	Email	End Date
SU647	Region B / SU647 Delegate	Girl	Cecilia	Jirikowic	Cecilia.Jirikowic@gmail.com	4/30/2022
SU647	Region B / SU647 Delegate	Girl	Rachel	Heiden	rheidenx2@gmail.com	4/30/2023
SU647	Region B / SU647 Delegate	Girl	Alyssa	Dufort	ledufort@yahoo.com	4/30/2022
SU647	Region B / SU647 Delegate	Girl	Isabella	Thompson	realtormandyt@gmail.com	4/30/2022
SU647	Region B / SU647 Alt Delegate	Adult	Claire	Cohn	clairewcohn@gmail.com	4/30/2023
SU647	Region B / SU647 Alt Delegate	Adult	Calley	Pate	theecoctic@gmail.com	4/30/2023
SU647	Region B / SU647 Alt Delegate	Adult	Carol	White	cwsunny@verizon.net	4/30/2022

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Service Units are encouraged to foster active participation in governance by girls age 14 and above.						
Delegates and alternates can only be added until Dec. 31, 2020 then again following the Annual Meeting.						
Account: Account Name	Campaign Name	Role	First Name	Last Name	Email	End Date
Region C	Region C Chair	Adult	Kathleen	Antis	kathyant@yahoo.com	4/30/2022
Region C	Region C Delegate	Girl	Gabriella	Hernandez	uscropsman02@gmail.com	4/30/2023
Region C	Region C Delegate	Girl	Alexis	Rancel	jlancel@gmail.com	4/30/2023
Region C	Region C Alt. Delegate		Vacant			
Region C	Region C Alt. Delegate		Vacant			
Gulf Sands	5 Delegates	Role	First Name	Last Name	Email	End Date
SU642	Region C / SU642 Delegate	Girl	Ashlei	Melgarejo	susanaalvarez.arc@gmail.com	4/30/2022
SU642	Region C / SU642 Delegate	Girl	Hannah "Lyric"	Ingram	mavrickingram@icloud.com	4/30/2022
SU642	Region C / SU642 Delegate	Girl	Olivia	Chin	habchin@gmail.com	4/30/2023
SU642	Region C / SU642 Delegate	Girl	Elin	Baldwin	kristyb@rocketmail.com	4/30/2023
SU642	Region C / SU642 Delegate	Girl	Katarina	DeCesare	tricia.decesare@hotmail.com	4/30/2023
SU642	Region C / SU642 Alt Delegate	Girl	Emma	Fath	carduck315@aol.com	4/30/2023
SU642	Region C / SU642 Alt Delegate	Adult	Kristen	Koldhoff Ross	kris.a.ross@gmail.com	4/30/2023
SU642	Region C / SU642 Alt Delegate	Adult	Jennifer	Ingram	mavrickingram@icloud.com	4/30/2023
SU642	Region C / SU642 Alt Delegate	Adult	Catherine	Tarrou	ctarrou5@tampabay.rr.com	4/30/2023
SU642	Region C / SU642 Alt Delegate	Adult	Gretchen	Tarrou	gtarrou@tampabay.rr.com	4/30/2023
Old Harbor Bay	6 Delegates	Role	First Name	Last Name	Email	End Date
SU645	Region C / SU645 Delegate	Adult	Tiffany	Eaton	Tiffanymcaufield@gmail.com	4/30/2022
SU645	Region C / SU645 Delegate	Adult	Tahnee	Eaton	Firefly090@aol.com	4/30/2022
SU645	Region C / SU645 Delegate	Adult	Deanna	Kaufman	deanna.kaufman@outlook.com	4/30/2022
SU645	Region C / SU645 Delegate	Adult	Terra	Bredeson	ohbgs.tbredeson@gmail.com	4/30/2022
SU645	Region C / SU645 Delegate	Adult	Susan	Lee	susanrhee@gmail.com	4/30/2022
SU645	Region C / SU645 Delegate	Adult	Alexandra	Painter	patricknalex@hotmail.com	4/30/2022
SU645	Region C / SU645 Alt Delegate	Adult	Corinne	Foreman	gswcf1004@gmail.com	4/30/2022
SU645	Region C / SU645 Alt Delegate	Adult	Lisa	Heim	briesmom2010@hotmail.com	4/30/2022
SU645	Region C / SU645 Alt Delegate	Adult	Vacant	Vacant	Vacant	Vacant
SU645	Region C / SU645 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU645	Region C / SU645 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU645	Region C / SU645 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU645	Region C / SU645 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Whispering Pines	10 Delegates	Role	First Name	Last Name	Email	End Date
SU654	Region C / SU654 Delegate	Adult	Dana	Antis	antisdana@gmail.com	4/30/2023
SU654	Region C / SU654 Delegate	Adult	Shari	Fowler	sharimfowler@msn.com	4/30/2023
SU654	Region C / SU654 Delegate	Adult	Judith	Clink	judyclink@yahoo.com	4/30/2022
SU654	Region C / SU654 Delegate	Girl	Mirina	Clink	judyclink@yahoo.com	4/30/2023
SU654	Region C / SU654 Delegate	Girl	Emma	Ream	crystal_ream6@yahoo.com	4/30/2023
SU654	Region C / SU654 Delegate	Girl	Morgan	Scanlon	moescan@hotmail.com	4/30/2022
SU654	Region C / SU654 Delegate	Adult	Jennifer	Lawton	jenn2509@hotmail.com	4/30/2023
SU654	Region C / SU654 Delegate	Adult	Karen	Zulla	kzulla@hotmail.com	4/30/2022
SU654	Region C / SU654 Delegate	Adult	Anjanette	Clark-Velasquez	arclark25e@hotmail.com	4/30/2023
SU654	Region C / SU654 Delegate	Adult	Eydie	Garland	eydiegc@gmail.com	4/30/2023
SU654	Region C / SU654 Alt Delegate	Adult	Davina	Eads	daisytroop1215@gmail.com	4/30/2023
SU654	Region C / SU654 Alt Delegate	Adult	Debbie	Parrish	parrishd@tampabay.rr.com	4/30/2022
SU654	Region C / SU654 Alt Delegate	Adult	Abigail	Clark	kittycatcosplay35@gmail.com	4/30/2023
SU654	Region C / SU654 Alt Delegate	Adult	Marilyn	Meyers	mari6427@aol.com	4/30/2022
SU654	Region C / SU654 Alt Delegate	Adult	David	Clink	daveclink@yahoo.com	4/30/2023
SU654	Region C / SU654 Alt Delegate	Adult	Gabrielle	Meyers	mari6427@aol.com	4/30/2022
SU654	Region C / SU654 Alt Delegate	Adult	Sara	Fowler	sarafowler1027@gmail.com	4/30/2022

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Account: Account Name	Campaign Name	Role	First Name	Last Name	Email	End Date
Region E	Region E Chair	Girl	Tatum	Morris	tatumjomo@gmail.com	4/30/2022
Region E	Region E Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Region E	Region E Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Region E	Region E Alt. Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Region E	Region E Alt. Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Coconoochee						
7 Delegates (decrease by 1)		Role	First Name	Last Name	Email	End Date
SU601	Region E / SU601 Delegate	Girl	Casey	Ingram	casey troop806@gmail.com	4/30/2022
SU601	Region E / SU601 Delegate	Adult	Sarah	Jones	smjones423@gmail.com	4/30/2023
SU601	Region E / SU601 Delegate	Girl	Audrey	Jones	Poochlover7@yahoo.com	4/30/2022
SU601	Region E / SU601 Delegate	Girl	Brooke	Williams	brookewilliams2022@gmail.com	4/30/2022
SU601	Region E / SU601 Delegate	Girl	Ann	Bordin	Anbordin04@gmail.com	4/30/2022
SU601	Region E / SU601 Delegate	Adult	Julie	Wright	mentaljag@hotmail.com	4/30/2022
SU601	Region E / SU601 Delegate	Girl	Alexandra	Pramberger	alliepramberger@gmail.com	4/30/2022
SU601	Region E / SU601 Alt Delegate	Girl	Carly	Henry	Vicarson@yahoo.com	4/30/2022
SU601	Region E / SU601 Alt Delegate	Girl	Elizabeth	Bigelow	lisabigelow@tampabay.rr.com	4/30/2022
SU601	Region E / SU601 Alt Delegate	Girl	Elizabeth	McDonough	Diaeng@yahoo.com	4/30/2022
SU601	Region E / SU601 Alt Delegate	Adult	Mandy	Mitchell	mandyk_mitchell@yahoo.com	4/30/2023
SU601	Region E / SU601 Alt Delegate	Adult	Connie	Vrchlavsky	RVRCHLA1@TAMPABAY.RR.COM	4/30/2022
SU601	Region E / SU601 Alt Delegate	Adult	Joy	Logan	jlogan1231@aol.com	4/30/2022
SU601	Region E / SU601 Alt Delegate	Girl	Sadie	Campbell	Sadiecampbell2022@gmail.com	4/30/2022
Friendship						
3 Delegates (decrease by 1)		Role	First Name	Last Name	Email	End Date
SU602	Region E / SU602 Delegate		Vacant	Vacant		
SU602	Region E / SU602 Delegate	Adult	Lawrence	Neil	chrisneil0323@live.com	4/30/2022
SU602	Region E / SU602 Delegate	Adult	Heather	Irvan	girlscouttroop1900@gmail.com	4/30/2022
SU602	Region E / SU602 Alt Delegate	Adult	Laura	Bell	lgrohmann56@gmail.com	4/30/2022
SU602	Region E / SU602 Alt Delegate	Girl	Mary	Neil	magineil@yahoo.com	4/30/2022
SU602	Region E / SU602 Alt Delegate		Vacant	Vacant		
Smiling Sisters						
9 Delegates (decrease by 1)		Role	First Name	Last Name	Email	End Date
SU603	Region E / SU603 Delegate	Adult	Catherine	Verona	cverona3103@gmail.com	4/30/2023
SU603	Region E / SU603 Delegate	Adult	Melinda (Mindy)	Taylor	mindy_taylor@live.com	4/30/2022
SU603	Region E / SU603 Delegate	Adult	Zenoba Joy	Monroe-Harris	smilingsisters@gmail.com	4/30/2022
SU603	Region E / SU603 Delegate	Adult	Pamela	Heller	gatorprh@verizon.net	4/30/2022
SU603	Region E / SU603 Delegate	Adult	Vickie	Abbott	vickie.abbott@outlook.com	4/30/2022
SU603	Region E / SU603 Delegate	Girl	Molly	Michalowski	mistyrogers242@gmail.com	4/30/2022
SU603	Region E / SU603 Delegate	Girl	Remi	Aylesworth	remi.aylesworth@gmail.com	4/30/2022
SU603	Region E / SU603 Delegate	Girl	Nicole	Arnone	nicole.arnone1@icloud.com	4/30/2022
SU603	Region E / SU603 Delegate	Adult	Kristen	Emerson	Kemerson@barbaslaw.com	4/30/2022
SU603	Region E / SU603 Alt Delegate	Adult	Laurie	Copley	laurie.edgerley@tsmi.com	4/30/2023
SU603	Region E / SU603 Alt Delegate	Adult	Jessica	Sandoval	jrsandoval4@hotmail.com	4/30/2023
SU603	Region E / SU603 Alt Delegate	Adult	Megha	Patel	rainpatel@yahoo.com	4/30/2022
SU603	Region E / SU603 Alt Delegate	Girl	Eleanor	Johnson	loriensj@yahoo.com	4/30/2023
SU603	Region E / SU603 Alt Delegate	Adult	Mandi	Loayza	mandi.shoup4@gmail.com	4/30/2023
SU603	Region E / SU603 Alt Delegate	Adult	Kimberly	Kizirian	kim.kizirian@gmail.com	4/30/2023
SU603	Region E / SU603 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU603	Region E / SU603 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU603	Region E / SU603 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
Sunny Palms						
7 Delegates		Role	First Name	Last Name	Email	End Date
SU607	Region E / SU607 Delegate	Adult	Marcie	Larkin	llarkin13@verizon.net	4/30/2022
SU607	Region E / SU607 Delegate	Adult	Julie	Johnston	jrjohnston83@gmail.com	4/30/2023
SU607	Region E / SU607 Delegate	Adult	Camille	Garnett	camillegarnett7@gmail.com	4/30/2023
SU607	Region E / SU607 Delegate	Adult	Lorie	Kittendorf	lorie@princessloki.com	4/30/2022
SU607	Region E / SU607 Delegate	Girl	Abby	Larkin	llarkin13@verizon.net	4/30/2022
SU607	Region E / SU607 Delegate	Girl	Emma	Lefferts	emmalizabeth2004@yahoo.com	4/30/2022
SU607	Region E / SU607 Delegate	Girl	Madelyn	Ruyle	Madelyn.ruyle@gmail.com	4/30/2022
SU607	Region E / SU607 Alt Delegate	Girl	Isobelle	Evjen	lkevjen@icloud.com	4/30/2022
SU607	Region E / SU607 Alt Delegate	Girl	Nitya-Kaya	Katwala	Nityakaya@gmail.com	4/30/2022
SU607	Region E / SU607 Alt Delegate	Adult	Lauren	Levy	llevy@levvandlevylaw.com	4/30/2022
SU607	Region E / SU607 Alt Delegate	Adult	Jacque	Griggs	jbali@hotmail.com	4/30/2022
SU607	Region E / SU607 Alt Delegate	Adult	Lauren	Gstalder	lauren.gstalder@gmail.com	4/30/2023
SU607	Region E / SU607 Alt Delegate	Adult	Sarah	Newcomb	sarah.newcomb@yahoo.com	4/30/2023
SU607	Region E / SU607 Alt Delegate	Adult	Elizabeth	Wherley	Landmand3@aol.com	4/30/2022
Toppercrest						
4 Delegates		Role	First Name	Last Name	Email	End Date
SU608	Region E / SU608 Delegate	Adult	Marcia	Greensfelder	mgreens@tampabay.rr.com	4/30/2023
SU608	Region E / SU608 Delegate	Adult	Karen	Bachmann	majrxmom@yahoo.com	4/30/2023
SU608	Region E / SU608 Delegate	Adult	Meredith	Semmel	meredithsemmel@gmail.com	4/30/2023
SU608	Region E / SU608 Delegate	Girl	Samantha	Fields	dana_fields@mckinsey.com	4/30/2022
SU608	Region E / SU608 Alt Delegate	Girl	Adeline	Habgood	katie@yellen.com	4/30/2022
SU608	Region E / SU608 Alt Delegate	Adult	Dana	Fields	dana_fields@mckinsey.com	4/30/2022
SU608	Region E / SU608 Alt Delegate	Adult	Lynette	Mills	mmills06@tampabay.rr.com	4/30/2023
SU608	Region E / SU608 Alt Delegate	Adult	Jennifer	Dillon	drjenniferdillon@gmail.com	4/30/2022
Rainbow						
3 Delegates (decrease by 1)		Role	First Name	Last Name	Email	End Date
SU609	Region E / SU609 Delegate	Adult	Nayda	Kahlbaugh	turteluv7@gmail.com	4/30/2022
SU609	Region E / SU609 Delegate	Adult	Nerissa	Casanova	nerissa_casanova@hotmail.com	4/30/2022
SU609	Region E / SU609 Delegate	Adult	Frances	Tough	snowadams@aol.com	4/30/2022
SU609	Region E / SU609 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU609	Region E / SU609 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant
SU609	Region E / SU609 Alt Delegate	Vacant	Vacant	Vacant	Vacant	Vacant

Your delegate roster shows how many positions your SU has, and how many are vacant. The number of positions depends on the SU's girl membership.						
Delegates/alternates whose terms will expire at the annual meeting will need to be reelected after April.						
Fill all your delegate positions before you elect any alternate delegates. Girl Scouting is a girl-led leadership experience.						
Service Units are encouraged to foster active participation in governance by girls age 14 and above.						
Delegates and alternates can only be added until Dec. 31, 2021 and then again following the Annual Meeting.						
Account: Account Name	Campaign Name	Role	First Name	Last Name	Email	End Date
Region F	Region F Chair (Voting)	Girl	Evelyn	Mccullough	elmccullough123@gmail.com	4/30/2022
Region F	Region F Chair (co- non voting)	Adult	Elizabeth	Mccullough	emccullough@hccfl.edu	4/30/2022
Region F	Region F Delegate		Vacant	Vacant		
Region F	Region F Delegate	Adult	Leza	Mayes	kerryheideman@aol.com	4/30/2022
Region F	Region F Alt. Delegate	Adult	Deborah	Holten-Fisher	revddeb@yahoo.com	4/30/2022
Region F	Region F Alt. Delegate	Adult	Susan	Huttig	sabinasue@gmail.com	4/30/2022
Rising Daisies	5 Delegates	Role	First Name	Last Name	Email	End Date
SU612	Region F / SU612 Delegate	Girl	Abigail	Fleischmann	ajf317@gmail.com	4/30/2023
SU612	Region F / SU612 Delegate	Girl	Mailyln	Dennis	susandennis@yahoo.com	4/30/2023
SU612	Region F / SU612 Delegate	Girl	Alena	Skye	alena22@gmail.com	4/30/2023
SU612	Region F / SU612 Delegate	Girl	Malea	Skinner	maleaskinner@gmail.com	4/30/2023
SU612	Region F / SU612 Delegate	Girl	Nadia	Smith	janelh711@yahoo.com	4/30/2023
SU612	Region F / SU612 Alt Delegate	Adult	Aimee	Fleischmann	aimeefleischmann@gmail.com	4/30/2023
SU612	Region F / SU612 Alt Delegate	Adult	Kristina	Wise	daisy32538@gmail.com	4/30/2023
SU612	Region F / SU612 Alt Delegate	Adult	Karen	Spangler	estatesalesbyk@gmail.com	4/30/2023
SU612	Region F / SU612 Alt Delegate	Adult	Jana	Lazo	jaljmh1@gmail.com	4/30/2023
SU612	Region F / SU612 Alt Delegate	Adult	Jamiel	Maze	risingdaisies612@gmail.com	4/30/2023
Sunburst	2 Delegates (decrease by 1)	Role	First Name	Last Name	Email	End Date
SU617	Region F / SU617 Delegate	Girl	Abigail	Sciabbarrasi	abbydaby@yahoo.com	4/30/2022
SU617	Region F / SU617 Delegate	Girl	Neela	Rogers	Neelarogers194@gmail.com	4/30/2022
SU617	Region F / SU617 Alt Delegate	Adult	Camella	Dennis	rckdennis@msn.com	4/30/2022
SU617	Region F / SU617 Alt Delegate	Adult	Sheila	Hill	rugsyogs@aol.com	4/30/2022
Tierra Del Sol	5 Delegates	Role	First Name	Last Name	Email	End Date
SU625	Region F / SU625 Delegate	Adult	Denise	Chambers	denise_chambers@yahoo.com	4/30/2022
SU625	Region F / SU625 Delegate	Adult	Christa	Broderick	auralynn37@yahoo.com	4/30/2022
SU625	Region F / SU625 Delegate	Adult	Kim	Leasure	kleasure77@gmail.com	4/30/2022
SU625	Region F / SU625 Delegate	Adult	Michelle	Beene	michelle@crenshawpestcontrol.com	4/30/2023
SU625	Region F / SU625 Delegate	Girl	Abby	Hennessee	deannehennessee@gmail.com	4/30/2022
SU625	Region F / SU625 Alt Delegate	Girl	Cara	Epley-Boylan	caraelizabetta@gmail.com	4/30/2022
SU625	Region F / SU625 Alt Delegate	Girl	Sadie	Beene	michelle@crenshawpestcontrol.com	4/30/2023
SU625	Region F / SU625 Alt Delegate	Girl	Emma	Hennessee	deannehennessee@gmail.com	4/30/2022
SU625	Region F / SU625 Alt Delegate	Adult	Deanne	Hennessee	deannehennessee@gmail.com	4/30/2022
SU625	Region F / SU625 Alt Delegate	Adult	Lisa	Henshaw	lsheandj@gmail.com	4/30/2022
Sunset Scouts	5 Delegates	Role	First Name	Last Name	Email	End Date
SU673	Region F / SU673 Delegate	Girl	Maryam	Abukhaled	maryamba789@gmail.com	4/30/2022
SU673	Region F / SU673 Delegate	Girl	Fatima	Abukhaled	fatimababu1230@gmail.com	4/30/2022
SU673	Region F / SU673 Delegate	Girl	Olivia	Kurtz	colleenk813@gmail.com	4/30/2022
SU673	Region F / SU673 Delegate	Adult	Manar	Sarsour	girlscoutmom124@gmail.com	4/30/2022
SU673	Region F / SU673 Delegate	Adult	Colleen	Kurtz	colleenk813@gmail.com	4/30/2022
SU673	Region F / SU673 Alt Delegate		Vacant			
SU673	Region F / SU673 Alt Delegate		Vacant			
SU673	Region F / SU673 Alt Delegate		Vacant			
SU673	Region F / SU673 Alt Delegate		Vacant			
SU673	Region F / SU673 Alt Delegate		Vacant			

Appendix B

Listening Session Feedback for 2022

Questions:

Price of Troop Camping - is there going to be an increase? Troop Camping prices will remain the same in MY23 as the current year.

Troop Leaders have expressed concern that the cost of camping at GS camps has become prohibitive. What is being done to make camps affordable? We have raised prices over the last several years, but do not plan price increases for the coming year. Feedback about camping prices being prohibitive for troops has been heard and an overall approach to making all program experiences for accessible and affordable is underway. Specific feedback can always be shared with our Chief Operating Officer, Rebecca Brown, at rbrown@gswcf.org

Are we committed to the Girl Scout specific lifeguard training? We have difficulty finding an appropriate lifeguard and it seems like a waste of pool resources at camp. GSWCF is NOT exploring the possibility of developing our own lifeguarding curriculum. We will continue to rely on training provided by instructors trained and certified through the American Red Cross. We are experiencing a shortage of qualified lifeguards, so if you are willing/interested in becoming certified or know a lifeguard please contact Evan Krueger, Director of Outdoor Program, at ekrueger@gswcf.org

Is there a way GSWCF can facilitate golf cart/other way for adults who need assistance to get to parking lot, first aider, etc? Example, girl who was injured and could not walk for long distances, girl in leg cast. Absolutely. In case of injury or when assistance is needed, camp staff (Rangers or Outdoor Program staff) will respond and provide support with transportation as needed. We do have all-terrain wheelchairs at every property.

Now that Rangers are not working at night and the program managers are taking over, who do they call in an emergency? More clarification is needed around who is on call and why the change. Thanks for noticing the change. We know that your camp experience is important to you and your troop, so we've invested in additional staff members to support the camp experience. In our new model, our Rangers will take the lead on maintenance and improvements at camp properties and work primarily Monday-Friday. Our new Outdoor Program Managers (at Camps Wai Lani, Dorothy Thomas, and Wildwood) take lead on supporting and facilitating program activities, interacting with volunteers and members, and ensuring the weekend camping experience is outstanding. Outdoor Program Managers do not live on the property, but work throughout the weekend and are on-call in case of any emergency needs.

Can we update the map online of the camps and have a way of printing a kaper for leaving grounds? The online maps of our camp properties are the most current available. Having a printed kaper chart to facilitate camp checkout is a great idea – thanks! We'll introduce that tool with our new Outdoor Program Managers this spring.

What is the status of the lake at Camp Wildwood? The lake is being restored by peat mining (\$ to council and lake returned). Water tables are too high to continue with mining. There is an extension of 1 year to allow time to conclude but continuing to generate income.

The requirement to pay for Friday night in order to arrive on Saturday seems wrong to pay for Friday when not using the space. We used to be able to arrive at 10 on Saturday. Will this change? The rates for encampments for the whole camp and sleeping spaces is a nightly rate with a check in time of 3pm and a check out time of 12 noon the following day. Scheduling early unit arrivals prevent GSWCF from allowing other troops to use the unit spaces on the previous night.

Troops are welcome to book daytime usage areas and enjoy camp programming, then check into unit sleeping spaces at 3pm. This system maximizes the ability for as many girls as possible to utilize our camp properties.

Why is “Adult Awards” changing to “Volunteer Awards”? Our awards celebrate volunteer service. “Volunteer” better demonstrates the commitment we are recognizing than the generic word, “adult.”

At this event, staff who are recognized are celebrated for their contribution in volunteer roles.

Some of the more advanced trainings are offered but not the prerequisites. Can both be offered? We are aware that the current Adult Training schedule does not always lend itself towards being able to take training in its intended progression. As long as a trainer is available, they will be offered at least once during the membership year. Adult Learning intends to send more communication out to volunteers regarding these trainings (ACT, Wilderness Camp Training, etc.) to help plan out their year in the future.

Can we do BOLT training at encampments? Easier for leaders to coordinate b/c their daughters are at camp with other volunteers while they are at the same camp getting the BOLT training. The Director of Outdoor Programs is working with Adult Learning to be able to bring a similar experience to our volunteers.

Are there ways for girls to take courses that are in gsLearn? (Food safety course for older girls to help in the kitchen at encampment) Girls 13 and up can have accounts in gsLearn. With the parent’s permission, a unique email address to the girl would need to be provided to the Adult Learning Manager at adultlearning@gswcf.org This cannot be an email address belonging to another adult member/volunteer. Girls would then receive an email with directions to log in and how to access the course.

What is the expected reasonable response time from CCT? GSWCF’s goal is to respond to cases within two business days, but more complex inquiries may take up to five business days to resolve. We commit to responding to all cases and updating on status within 5 business days.

Concerns with girls being added to overall troop roster who are currently in another troop, but then showing up in eBudde. If this occurs contact the council productsales@gswcf.org to fix and address. Anticipated time is 48 hours.

Where are we with the digital cookie site? EBudde is correct, but still a few glitches. The system is currently being worked on.

What about troops who wish to travel? Our guidelines are currently posted on the website. International travel continues to be discussed with GSUSA.

What is the status update on Recruitment Manager for the northern counties? Effective March 1, 2022, Tina Torres-Drewes will serve Marion and Sumter counties as a Community Manager. Tina is currently working to familiarize herself with the area and meeting volunteers at scheduled leader meetings.

Tina is new to the area, but not to Girl Scouts. She is also a former Girl Scout camp staff who brings a wealth of volunteer engagement experience from her professional career with AmeriCorps and the Denver District Attorney’s office.

Tina has also worked as a self-development coach and mediator. We are proud to have Tina join our Girl Scout family and work with our incredible volunteers in the north region.

Were starter groups successful, will we do something like that or starter troops again? For this initiative, Starter Groups were created and led by council staff/SU volunteers during the months of

Nov-Dec. These groups were set up with the goal of turning troop leadership over to volunteers by the end of the troop's fourth meeting.

We held 21 starter groups across 4 counties and provided 140 Girls with a troop experience. We created 84 hours of Girl Scout engagement for new girls to have a fun and educational entry into the GSLE.

GSUSA reported an average of 7 eligible starter groups in councils that participated. However, GSWCF more than doubled that with 16 eligible troops! We look forward to implementing starter groups again next year with the assistance from our wonderful volunteers.

When and how to get area delegate pins? Miracle is in the process of connecting with the SUMs of picking them up or mailing them.

Are we changing the number of delegates per area? It will continue to be based on girl membership.

Hopes and Feedback:

- Camp Indian Echo's new ranger is Awesome
- Did not get an email timely for this meeting and some are not attending because they didn't know about the meeting
- Had encampment at CDT – doors would not close on cabins
- As a first year Juliette there is not a lot of information for Juliettes. Please have more programmatic information and guidelines for Juliettes
- Leaders are requesting that occupancy reports of camps be available/presented at each Area Association meeting. As you know if we cannot keep camps full, there is always a possibility that the camp will be sold - not the council's intent to sell any properties. Please use your voice to dispel this rumor /thoughts.
- Feedback to Kim regarding favorite cookie experience. KJ – seeing girls at cookie booths while running errands.
- Seen dramatic improvements at Camp Wai Lani and Camp Dorothy Thomas
- Very happy to be back at in person events
- Thank you to the team working on the bylaws
- gsLearn Content Library – large and amazing, but needs to be more mobile friendly. Difficult to find specific courses. Easier to find and start a course on a PC and then it can be found on a mobile device to continue.
- Camp giveback events – it's great that another organization is helping to give back and work on our camps, but would still like opportunities for girls to give back to their camps as well.
- Some of the more advanced trainings are offered but not the prerequisites. Can both be offered?
Suggestions below from members
 - Maybe keep an active waitlist to manage/be aware of the demand for certain trainings. Sometimes you don't know how in demand a training is until registration opens and it fills up.
 - Promote for more trainers so there might be more availability to schedule trainings.
 - When possible have trainers of progressive courses coordinate schedules (Example, BOLT, ACT, Advanced camp offered in order.)
 - Note from Lisa - This was something Marcia said she as a trainer will consider more vs. just looking at her own schedule. She explained that sometimes trainings are scheduled based on trainer availability vs. being scheduled in the order that they need to be taken.
 - Collaboration across council to share recruitment ideas, come up with new ideas to bring our membership numbers back up
 - Invite a friend incentive not helpful when many troops are full. Full troops would be happy to help start a new troop, recruit new girls for other troops.

- Recruitment suggestion: School flyers, morning show speaker, visits to classroom, followed by recruitment event a few days later
- Yay for Cookies!
- Trish and her department are doing an awesome job
- Appreciate the language for responding to Adventureful questions and the transparency
- Social media posts for northern counties lost its volume of southern county posts
- Still difficult to register Adults that cannot locate their troop online
- Customer Service is slowly getting faster
- Overall, would like to see more programs available
- Pinning Ceremony feels better in person and not virtual
- Just a suggestion, I think that girls who aim for high awards should not have to pay for the webinars - Multiple volunteers and girls agreed