

Girl Scouts of Nassau County, Inc.

41st Annual Meeting

May 09, 2006

**Student Center Multi Purpose Room
Hofstra University
Hempstead, New York**

Call to Meeting

The 41st Annual Council Meeting of the Girl Scouts of Nassau County, Inc. [GSNC] was called to order by the President, Christine T. Rio, at 7:25 p.m. Austin E. Cannon, Jr. served as the Parliamentarian. Secretary of the Board Debra Ieraci recorded the Minutes.

Opening

The Girl Scouts of Nassau County Ceremonial Unit conducted the Opening Ceremony and Presentation of Colors.

The Girl Scouts of Nassau County Chorus, led by Catherine Azzara, performed a medley of songs, including *True Colors*, *Sarasponda*, *Sing When the Spirit Says Sing*, and *America, America*. A film was shown of the Dove commercial and the process our Chorus experienced recording the song *True Colors* for that commercial.

Welcome

Christine (Tina) Rio welcomed everyone, stating it has been an honor and a privilege to serve as President of GSNC for the past five years. She remarked that she knows our wonderful Council would change to meet our constituency's needs; she notices changes in the way we work, but not in our fundamentals of the Promise and Law.

Ms. Rio shared with everyone the news that a letter was sent to GSUSA detailing how GSNC met all the requirements for a high capacity Council and therefore should not be required to merge with the Suffolk Council. Girl Scouts of Suffolk County [GSSC] sent a similar letter, and an hour before the April board meeting we received word that GSUSA agreed and we would remain an independent Council. The official ruling will be ratified at the National Board's August 2006 meeting, but we anticipate no changes. However, we will be looking for ways to actively partner with our neighboring Councils to enhance the Girl Scout experience for all girls.

Ms. Rio stated that one of our continuing goals is the strengthening of the governance side of Council life and we would welcome any input our voting members may have. Ms. Rio thanked all present for their continued service to Girl Scouts and noted that after the realignment we may go from one of the largest Councils to one of the smallest, but we will still be the best.

2nd National Girl Congress Report

The Girl Congress of Nassau County was a group of 11 girls representing GSNC at the second Girl Congress meeting, held in Atlanta, Georgia. The girls went with an ambitious agenda: to make friends, discuss the future of Girl Scouting, listen to new ideas from Girl Scouts around the world, and most of all to have fun. Cassie Rowan, Nicole Cesare, Erin Stark, and Kelly Zwiebel presented a slide presentation of their journey. They visited many local attractions and historical sites. They attended a Pink Party sponsored by Dove to celebrate what it means to be a girl. But it was not all play; they also attended a “Teen-Jam Party” where the girls formed groups with others they didn’t know and met to solve problems and discuss different challenges. Their “Teen Proposals “ included “The Face of Girl Scouting,” “Cookies,” and a proposal to present Girl Scouting as girls that help girls be all they can be and not an organization that just sells Cookies. The girls attended classes that addressed issues girls face today and listened to famous guest speakers. It was a great experience.

“Raise Your Voice” Report

Blasia Baum, Delegate Chair, Five Towns Association and Dorothy Coaker, Delegate Chair, Park Association presented this report which was the result of a survey developed by GSUSA for stakeholder input to define what matters most to girls today. 56% of the responses came from Leaders and Co-leaders in Nassau County. Parents/guardians made up 28% and 16% were Girls. The top three issues that matter most to our stakeholders are Education, Community Service and Self Esteem/Self-Respect/Healthy Living.

Teller’s Report/Report of Credentials

Sara DiCaro of ELLM Association, served as Head Teller for the meeting. Sara reported the Council has 171 eligible voting members; 86 are necessary to open the meeting and conduct the business of the Council. Sara reported that 91 voting members were present: 69 of the 134 Association Delegates to the Council, 16 of the 27 members of the Board of Directors, 4 of the 6 non-Board members of the Council Nominating Committee, and 2 of 4 Past Presidents, Marianne Templeton and Jacqueline Hennelly. The Head Teller declared that a quorum was present to conduct the business of the Council. She then reviewed the voting procedures.

Moved, seconded (Aileen Monahan, Island Beach Association; Marion Dreyfus, West Hempstead/Franklin Square Association) and voted unanimously to accept the Teller’s Report.

Adoption of Standing Rules

William Mays, member of the Delegate Communications Committee, reviewed the Standing Rules for the meeting.

Moved, seconded (Lauren Kwiaten, WARM Association; Joanne Meyer-Jendras, Garden City Association) and, there being no discussion, voted unanimously to adopt the Standing Rules.

Adoption of Agenda

The President asked for a motion to accept the Agenda as presented in the Program.

Moved, seconded (Cynthia Johnson, Hicksville Association; Denise Thomason, Carle Place/Westbury Association) and voted unanimously to adopt the Program/Agenda as presented.

Approval of Minutes

Board Secretary Debra Ieraci submitted the Minutes of the May 11, 2005 Annual Council Meeting for approval.

Moved, seconded (Colleen Wright, Bellmore Association; Tracy Thompson, Roosevelt Association), and, there being no additions or corrections, voted unanimously to accept the Minutes of the May 11, 2005 Annual Council Meeting.

Treasurer's Report

Mini Krishnan, Treasurer of the Board of Directors, reported that the independent auditing firm of Callaghan Nawrocki completed the Council's 2005 year end audit. The Council continues to maintain an excellent relationship of expenditures for Program Services to Supporting Services at 78% to 22%, which means that 78 cents of every dollar is spent on direct services to our membership.

Overall there was a \$200,000 decrease in total revenues due in part to a large one-time bequest received in 2004, and more significantly a decrease in revenue from both the Cookie and Fall Product program. In light of the decrease in revenue, it was imperative that expenses be held or reduced. As a result, expenses rose only 3% (compared to 5% last year.)

While the year ended with a loss of over \$200,000, cash reserves enabled us to continue to maintain quality services to our girls.

Moved, seconded (Dorothy Cook, Park Association; Candice Osias, East Meadow Association) and, there being no discussion, voted unanimously to accept the Treasurer's Report as submitted.

Nominating Committee

President Tina Rio recognized the Council Nominating Committee [NomCom] for its dedicated efforts and introduced Chair, Carol Ransom, to give the Nominating Committee Report. In her report, Ms. Ransom explained that the Committee began its charge in September 2005 to develop a slate of nominees.

“This year the NomCom's task was to slate Members-at-Large of the Board Directors and our successors on the NomCom for 2006-2008. The NomCom identified the strengths and needs of the Council's Board. Opportunities were provided for our membership to make referrals to the NomCom, and we also reached out to people whose skills and attributes meet our current needs. Our work is done in a spirit of cooperation and with an emphasis on confidentiality. We are pleased to present the following slate which brings together nine returning incumbent Members-at-Large of the Board of Directors, along with six new candidates. In addition, our slate for the successive Nominating Committee includes a mix of seasoned Girl Scout volunteers and community leaders.”

The candidates were then introduced. **Members-at-Large 2006-2008:** Sandra Ashby, Ruth Bigman, MSW, LCSW, Steven Cruz, Sandy Cutrone, Barbara DeMatteo, Kathleen Eagan, Alison Gilbert, Geri A. Gregor, Margaret Iamunno, Allison Kasson, Dr. Adrienne O'Brien, Vilma T. Osborne, Eric J. Rogers, Bernardino Rosario and Dominick Tinelli, Jr. **Council Nominating Committee 2006-2008:** Austin E. Cannon, Jr., Paige J. Charles, Alison Gilbert, Rosemary Cummings, Mary Jane McGeady-Burgess.

Ms. Ransom thanked her Committee, Michelle Armstrong, David Byer-Tyre, Katherine Colandner, Dr. Joan Cottman, Jan R. Figueira, Miriam Lopez, Betty J. Monroe and Diane White and also staff members Janet Rafferty and Donna Ceravolo.

Instructions for Balloting and Election

Head Teller Sara DiCaro reviewed the instructions for balloting and election. The tellers distributed the ballots, and voting members were asked to cast their votes. The ballots were then collected and tallied.

Board of Directors' Committee Reports

Human Resources

Chair Carol Ransom stated that the charge of the Human Resources Committee is to ensure that the needs of and support for adult members – both volunteer and staff – are addressed, and appropriate policy is in place to assure this.

The Committee started the program year by completing work on the Council's Volunteer policies and presenting them for board approval at the September meeting.

The Committee then reviewed the Affirmative Action activities for 2005 in its oversight role, to assure the Council is taking active steps to increase diversity at all levels. In addition, the Affirmative Action Analyst from GSUSA found that GSNC had achieved parity in all job categories with the exception of office and clerical staff. Since that report was received, we have achieved parity in that category as well.

The Committee spent the remainder of the year creating an Emergency Succession Plan, which is a procedure for the appointment of an Acting CEO in the event of a temporary unplanned absence of the CEO. This was presented and approved at the April meeting by the Board of Directors.

Ms. Ransom stated that she appreciated having been able to serve again as Chair of the Human Resources Committee, and thanked Ramona Battle, Sarah Brewster, Austin Cannon, Jeanne Corcoran, Marianne Templeton, and staff advisor, Susan Caruso.

Delegate Communications

Chair Diane White, stated that the DCC is charged with ensuring communication between the Board and Associations by supporting the delegate system, and serves a key role in the democratic process, which is central to the Girl Scout movement.

Two delegate forums were held in the fall; one prior to the GSUSA National Council Meeting in order to obtain input from the membership for the National Council Delegates, regarding the proposals that were to come before them; the other after the meeting, to provide the membership with feedback from the National Council Meeting.

At a third meeting for Delegate Chairs, a review of the entire local election process was presented. Ideas were shared on how to hold successful local Annual Meetings. In addition, a report on the activities of the Board of Directors over the past year, was presented.

Diane White thanked her Committee members, Debra Ieraci, Vice Chair, Bill Mays, Dr. Edward Kang, Anita Schmidt, Michelle Armstrong and Grace Totten. Thank you to staff advisor Leigh Lynch and former staff support Barbara Minutello and Amy Makar.

Community Relations

Sheila Bohan, Chair of the Community Relations Committee, reported on Committee activities during this Board year. The Community Relations Committee decided to address, at its annual breakfast this year, an issue that greatly affects girls today. It is Relational Aggression!

The breakfast was held on April 27th, targeting educators. The event took place at C.W. Post thanks to Dr. Pam Lennox. New York Institute of Technology (NYIT) graduate students, who are studying under Dr. Adrienne O'Brien, designed the brochure, "Uncover the Unknown Faces of Relational Aggression." NYIT received a \$5,000 grant from Bank of America to design and print 5,000 brochures for GSNC.

Girl Scouts of Nassau County is a member of the New York State Girl Scout Legislative Network. Sheila Bohan serves as our representative on the Legislative Network Board. The Network meets annually in Albany to review proposed legislation that could affect Girl Scouting, in a positive or negative way. The Network Board members are responsible to vote to support or oppose legislation.

Sheila Bohan thanked Committee members Sandra Ashby, Jackie Beder, Ruth Bigman, Melody Graham, Pam Lennox, Betty Monroe, Adrienne O'Brien and Bonnie Palace – for their participation during the year, along with Staff Advisor Fran Monahan and support staff Amy Makar and Tricia Nummey.

Finance

Chair Sandra Echols Williams reviewed the activities of the Finance Committee during the past year in support of their charge:

The Committee reviewed and critically analyzed the Council's proposed annual 2006 budget presented by staff and recommended it for approval by the Board of Directors.

The Committee continues to monitor expenditures, meeting before Board meetings to develop a report on the current conditions of the Council. The Committee functions as the audit Committee for the Council, reviewing the results of the independent public accountants' audit. In addition, the Committee monitors Council investments, and reviews the Council's insurance coverage.

The Committee also continues to negotiate the possible sale of unused parcels at both camp properties.

Sandra acknowledged and thanked the other Committee members – Vice Chair Kathleen Eagan, Mini Krishnan, Jackie Hennelly, Teresa Loheide, Carolyn Mazzenga and Margaret Iammuno – and staff advisors Deborah Goldsmith and Marilyn Stolz.

Fund Development

Chair Geri Gregor reported that 2005 was a very successful year for Fund Development. The Fund Development Committee continued to work very hard with the staff to meet the goals of the Fund Development Plan. There was a 6 % increase in adult generated income from 2004.

The second Honor Circle Tea was held in July for long-time volunteers and supporters of the Girl Scouts of Nassau County. The 21st Annual “*Go for the Green*” Golf Classic took place August 7th at the Mill River Club. Over 125 guests participated in the events of the day. The 19th Annual Luncheon was held October 25 at the Garden City Hotel. The *Juliette Low Award of Distinction* was presented to Victoria Murphy, soloist, philanthropist and former Girl Scout. *The Making A Difference for the Youth of Long Island Award* was presented to the Simon Youth Foundation. Close to 300 guests were in attendance. The Committee was Co-Chaired by Kathleen Eagan and Dr. Pamela Lennox.

Two Critical Issues Breakfasts were held in November and December to introduce the Critical Issues Initiative to corporate women.

The 3rd Alumni Celebration was held on March 13th at Cluett Hall in Garden City. Approximately 30 Alumni attended and heard a presentation on the Critical Issues Initiative. Also, we celebrated Girl Scouts 94th Birthday.

The first fundraising event targeted to parents was held this year. *A Night on Broadway* took place on March 24th at the Inn at New Hyde Park. The following Associations supported the event: Manhasset, West Hempstead/Franklin Square, Freeport, Baldwin, Jericho/Syosset, Garden City, Merrick, Hicksville, Massapequa, East Meadow, Hempstead, ELLM, Bay, Island Beach and WARM.

Strong teamwork between the Committee and staff made this a successful fundraising year. Geri thanked the Committee members – Phyllis Marino, Rosemary Graziano, Karren Palermo, Sandy Cutrone, Alison Gilbert, Allison Kason, and Barbara DeMatteo. She also thanked the staff advisor Fund Development Officer Luci Duckson-Bramble and a special thanks to Barbara Minutello and Antoinette Agosta for all of their support.

Latina Conference presentation

Last July Girl Scouts of Nassau County had the pleasure of sponsoring the 5th National Latina Conference. A slide presentation of the event was presented.

Management Report

Tina Rio introduced Executive Director/CEO Donna Ceravolo who addressed the assembly on the state of the Council.

Ms. Ceravelo stated that the 2005 wording of our new mission “Girl Scouting builds girls of Courage, Confidence and Character – Who make the world a better place,” more succinctly describes the work we do. She hoped that everyone was already using these words to tell people about the work Girl Scouts does and how it impacts girls every day.

Highlights from the past year include: The volunteer trainers, under the staff leadership of Leigh Lynch and Joyce Wagner took on the task of completely revising and revamping the Adult Education training modules in record time. They streamlined the process to offer more content in less time, with more flexible schedules and the use of technology.

Ms. Ceravelo thanked staff who has utilized technology to streamline the processing and availability of online content to our volunteers through the use of Association websites, email blasts, online training, registrations, online Cookie and Fall Product ordering and our website. Most people have responded positively to these changes and we are willing to work with people who are not as comfortable with technology. But electronic communication is the way to share info with girls. GSNC is committed to staying at the forefront of utilizing technology to best serve girls and volunteers.

Ms. Ceravelo also thanked everyone who worked so hard to produce the 2005 National Latina Conference last summer. It was great! Girls lives were touched and she was confident that our Council made a positive impact on the Girl Scout Movement. She thanked the Honorary Co-Chairs, Angeles Davila, Lisa Laboy and Miriam Lopez and our staff leads, Claudia Pagan and Cathy McCormick and the dozens of volunteers and staff who made the event a huge success.

The challenge of the past year came in terms of numbers. As a membership organization we are judged by the number of members we have. Last year our membership dropped, for the first time in almost ten years, by almost a thousand girls. This drop in membership affects other important numbers for our Council, including program revenue through Cookies and camping.

As we work with GSUSA to implement the new Core Business Strategy, we know that relevance to girls is key. If girls do not think we are ‘cool,’ fun, and have a place in their lives, they vote with their feet. After looking at research and listening to girls and adults, we launched our Critical Issues Initiative to be better able to give girls and adults the tools, tactics and language they need to combat the pressures, problems and issues that girls face everyday. Our priority issue this year is Relational Aggression - how girls (and boys) use their relationships with one another to wield power and influence, “Mean Girls.” We continue to use the research information from our own Girl Scout Research institute and we are working with the Ophelia Project to develop new programs and solutions.

As GSUSA moves forward implementing the Core Business Strategy we will see more change in the coming months with the new Program Model and Pathways, new volunteer initiatives, a nationwide alumni campaign, new efforts to invigorate the Girl Scout brand and new governance models. GSUSA’s first line of attention is on realignment.

In looking at the current structure of the Girl Scout movement, GSUSA determined that too many of its 315 Councils were not able to provide the impact needed to best serve girls. The result was the design of a new map of all Girl Scout Councils. Originally it was recommended that GSNC and Girl Scouts of Suffolk County merge, however we have received preliminary notice that our two Councils will be left intact as two separate Councils. We are glad that we will not have the burden of a merger, but we have promised that we will work together with our neighboring Councils, Suffolk and Greater New York, to better coordinate, share and deliver quality services to all of the girls in our area.

Ms. Ceravelo promised to keep everyone informed of all new developments with respect to the improved coordination with our Girl Scout sister Councils and with further implementation of the Core Business Strategy. There is still so much work and fun to be had as we continue to build girls of courage, confidence and character. It is a good feeling to know that we impact girls with whom we interact and that they will make the world a better place.

Ms. Ceravolo thanked everyone for their part in this exciting work and stated that if anyone had any questions about anything to please feel free to contact her.

Results/Declaration of Election

Sara DiCaro, Head Teller, reported on the election.

The total number of votes cast	103
Number of legal ballots	103
Number of illegal ballots	0
The number necessary for election	53

The slate for Members-at-Large as presented has been elected by majority vote and the slate for the Council Nominating Committee as presented has been elected by majority vote:

Members-at-Large – 2006-2008

Sandra Ashby
 Ruth Bigman, MSW, LCSW
 Steven Cruz
 Sandy Cutrone
 Barbara DeMatteo
 Kathleen Eagan
 Alison Gilbert
 Carolyn Mazzenga
 Geri A. Gregor
 Margaret Iamunno
 Allison Kasson
 Dr. Adrienne O'Brien
 Vilma T. Osborne
 Eric J. Rogers
 Bernardino Rosario
 Dominick Tinelli, Jr.

Council Nominating Committee – 2006-2008

Austin E. Cannon, Jr.
 Paige J. Charles
 Rosemary Cummings
 Alison Gilbert
 Mary Jane McGeady-Burgess

Installation of Members-at-Large and Council Nominating Committee Members

Tina Rio reintroduced and invited to the podium area the newly-elected Members-at-Large and Council Nominating Committee members. Past President Marianne Templeton conducted the Installation. Current members of the Board and Council Nominating Committee were requested to stand and reaffirm their commitment to Girl Scouts of Nassau County by reciting the following pledge along with those newly elected:

I agree to promote and support the Policies and Standards of Girl Scouts of Nassau County, Inc., abide by the Bylaws of the Corporation and GSUSA and the Laws of Incorporation of the State of New York.

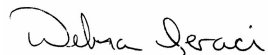
Referring to the Preamble to the Girl Scout Constitution that states: “We hold that the ultimate responsibility for the Girl Scout Movement rests with the volunteers.” Ms. Rio congratulated and thanked all for making this commitment and wished them good fortune.

Closing Ceremony

Following a drawing for door prizes, Ms. Rio stated that our closing has gone high-tech with the year in review. There being no further business, the President called for the meeting to adjourn.

Moved, seconded (Coleen Stark, Bellmore Association; Linda Wargo, Plainedge Association) and voted unanimously to adjourn the 41st Council Annual Meeting, at 9:00 p.m.

Respectfully Submitted,



Debra Ieraci
Secretary
Board of Directors

admin/ld