



## *2021 Annual Meeting*

*Saturday, January 23, 2021*

*12:30 pm – 2:00 pm*

### AGENDA

- I. Call to Order & Flag Ceremony
  - a. Approval of 2020 Minutes
- II. Chair & CEO Council Report
- III. Treasurer's Report
- IV. Acknowledgement of 2020 Gold Award Recipients
- V. Council Operational Reports
- VI. Board Nominating Committee Report
- VII. Closing
  - a. One Girl Scout's Journey
  - b. Adjournment



**2020 ANNUAL MEETING**  
***Saturday, January 25, 2020***  
***Camp Martha Johnston***  
***Lizella, Georgia***  
***12:30 pm – 3:30pm***

**MINUTES**

**I. Welcome, Flag Ceremony, and Call to Order**

Board Chair Debra Harden welcomed delegates and guests to the 2020 Annual Meeting of Girl Scouts of Historic Georgia (GSHG). Girl Scout Senior Adelyn Walls, Troop #60642, served as Mistress of Ceremony.

Girls from Girl Scouts of Historic Georgia's Troops 30460, 50105, 50141, and 60206 served as Honor Guard and led the delegation in the flag ceremony, the Pledge of Allegiance, and the Girl Scout Promise.

Special guests were recognized.

- Members of Girl Scouts of Historic Georgia's Board of Directors
- Members of Girl Scouts of Historic Georgia's Board Development Committee
- Nominees for 2020 Board of Directors
- Girls presently working on their Girl Scout Bronze, Silver, and Gold Awards
- This past year's Girl Scout Gold Award Recipients

Appointments were made for the 2020 Annual Meeting

- Readers: Katie Buba, Julie Collins and Barbara Parkinson
- Teller: Danielle Chaney, Tina Skeen, and Aja Walker

There was an official quorum with 45 voting members in attendance, representing all six regions. The meeting was called to order at 12:30pm.

Board Secretary Jeff Hewitt reviewed voting criteria and presented the 2019 Annual Meeting minutes for approval on behalf of the Readers for the 2019 Annual Meeting. The 2019 Annual Meeting minutes were approved.

**II. Chair and CEO Council Report**

**Debra Harden, Board Chair/Sue Else, CEO**

Board Chair Debra Harden gave a report on the state of the council. Chair Harden then introduced guest speaker Karen Ribble, Augusta University Cyber Institute, to the podium.

Karen spoke about STEM and its importance in the work force, STEM programs, how to get more girls interested in STEM, and gave a brief history of cyber technology.

GSHG CEO Sue Else thanked Karen for her remarks and completed the report on the state of the council. She then called Betsy Connell, Director of Program, to the podium.

### **III. Acknowledgement of 2019 Gold Award Recipients**

#### **Betsy Connell, Director of Program**

Betsy Connell, GSHG Director of Program, reviewed the requirements of the Gold Award. Betsy explained that the Girl Scout Gold Award recognizes the work of Girl Scout Seniors and Ambassadors who have achieved outstanding accomplishments in the areas of leadership, community service, career planning and personal development. She then shared a video from GSUSA about the Gold Award.

During lunch, a video was shown recognizing the 2019 GSHG Gold Award recipients and their projects. Many of the girls were unable to attend today's meeting because they were away at college.

- The 2019 Gold Award Girl Scouts were recognized: Cosette Alston, Lauren Booth, Mary Grace Coleman, Aneesah Dalal, Brianna Groves, Alexis Gunerman, Rebecca Jensen, Taylor Johnson, Allison Lewis, Virginia McArthur, Marcy Mondt, Aleah Ostrat, Alison Presby, Ansley Rowland, Heather Sillence, Chloe D. Smith, Leeanna Strickland, Ansley Talafous, and Jaiden Thompson.
- The Troops that achieved Bronze and Silver Awards were recognized.
- All Girl Scouts who have received a Gold Award and/or the Golden Eaglet (precursor of the Gold Award) were asked to stand and be recognized.
- Girls currently working on Bronze, Silver or Gold Awards were asked to stand and be recognized.
- Members of the Gold Award committee were asked to stand and be recognized.

Betsy then called Gold Award Recipient Jaiden Thompson to the podium. Jaiden received her Gold Award in May. Jaiden was invited to attend the State of the Union address in Washington D.C. as a guest of Representative Buddy Collins. Jaiden discussed the details and outcomes of her project which was geared for students in need of hygiene items and school supplies.

### **IV. Treasurer's Report**

#### **Laura Toms, Board Treasurer/Finance Committee Chair**

Laura Toms presented the Treasurer's Report and the current financial status of Girl Scouts of Historic Georgia. The financial report was included in the 2018-2019 Annual Report. The Total Operating Revenue and Support was \$5,767,617 in comparison to \$5,522,322 in the 2017-2018 year. The council ended the year in the black with a surplus of \$53,231. The council's audit was recently completed with an unqualified opinion. This is the best opinion a nonprofit can receive. The Treasurer's Report was adopted by consensus.

### **V. Board Nominating Committee Report**

#### **Jeff Hewitt, Board Member**

Before presenting the slate of nominees, the criteria for those eligible to vote was reviewed: current board members, Board Development Committee members, and council delegates.

The slate of nominees for the Board of Directors as well as the National Council Delegates who will represent the council at the GSUSA National Convention in October 2020 was presented. The biographical information was sent in the Delegate Packet with the Call to Action. All nominees agreed to serve.

The Nominees for Board Officers (terms 2020-2022)

- Laura Toms, Chair
- Jeff Hewitt, 1st Vice Chair
- Tracy O'Connell, 2nd Vice Chair
- Susan Speros, Secretary
- Jackie Dudley, Treasurer
- Debra Harden, Immediate Past Chair

The Nominees for Members-At-Large (term 2020-2023)

- Rashelle Beasley
- Mark Bennett
- Lakela Lofton
- James Welch
- Jeff Wilson

The Nominees for National Council Delegate (term 2020-2023)

- Laura Toms, Board Chair
- Sue Else, GSHG CEO
- JaQuanta Brown
- Meghann Hancock
- Teresa Laird
- Anna Lilley
- Ann Long
- Kalin Tate
- Adelyn Walls
- Messiah Williams

The Nominees for National Council Delegate Alternate (term 2020-2023)

- Cheryl Legette
- Dee Dee Rivers

There were no nominations from the floor. There being no questions or additional nominations, the delegates voted to approve the proposed slate. A motion was made and seconded to approve the 2020 Board of Director Nominees and the Nominees for National Council Delegates and National Council Delegate Alternates. The motion carried.

New board members were asked to come forward to be installed. Returning board members were invited to participate in the induction service. Girl Scouts conducted the installation and pinning of the new board members.

Chair Harden thanked retiring board members Bryan Ferris, James Frentheway, and Sally Whatley for their service. She will also be retiring as Chair.

## **VI. Adjournment**

### **Debra Harden, Board Chair**

Chair Harden thanked all who participated in this year's Annual Meeting and thanked everyone for attending. She congratulated the new and renewing board members. She asked that everyone watch their email for an evaluation survey and complete it so that we can use the feedback to better future meetings. New and renewing board members were asked to join CEO Sue Else up front after the meeting for photos. As her final act as Board Chair, she called incoming Board Chair Laura Toms to the podium and officially welcomed her by passing her the gavel.

Incoming Board Chair Laura Toms announced the closing ceremony will be led by Betsy Connell and the Program team after which the meeting will adjourn. Laura invited everyone to join the closing ceremony.

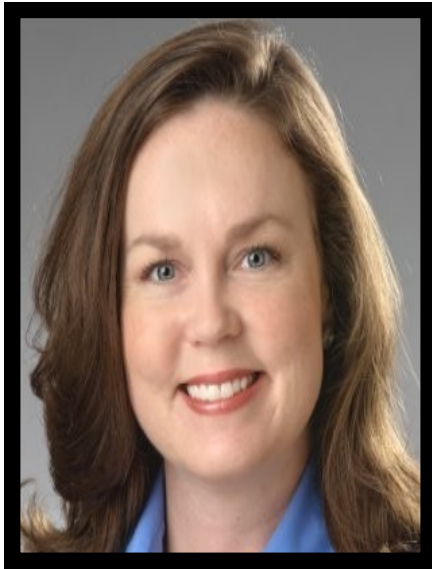
## **VII. Closing Ceremony**

### **Betsy Connell, Director of Program**

A candle ceremony and a rededication ceremony was conducted.

With no additional business on the agenda and there being no objection, a motion was made and seconded to adjourn the meeting at 3:30 p.m.

The next Annual Meeting will be January 23, 2021 at Camp Martha Johnston in Lizella.



**Lindsay Fruchtl, Augusta, Georgia**

Lindsay Fruchtl is the VP of Marketing for the Augusta Convention & Visitors Bureau (CVB) directing all marketing and communications, public relations, and advertising services for the organization and the destination. Prior to joining the Augusta CVB team, Lindsay worked as the Senior Marketing Manager with the Hilton Head Island-Bluffton Chamber of Commerce and Visitor & Convention Bureau (VCB) in Hilton Head Island, South Carolina. From 2009- 2013, Lindsay served as the Marketing Director for Visit Tybee on Tybee Island, Georgia. In 2013, she was selected as one of Generation NEXT Savannah's Rising Stars in Business and has her Travel Marketing Professional (TMP) certification from the Southeast Tourism Society. She is a graduate of Leadership Augusta and serves on the Board of Directors for the Georgia Association of Convention & Visitors Bureau, the Classic South Travel Association, and American Advertising Federation's Augusta Chapter. She holds a Bachelor of Arts in Mass Communications from Brenau Women's College in Gainesville, Georgia. Lindsay is married to Jason and they have one son, Zachary, age 9.



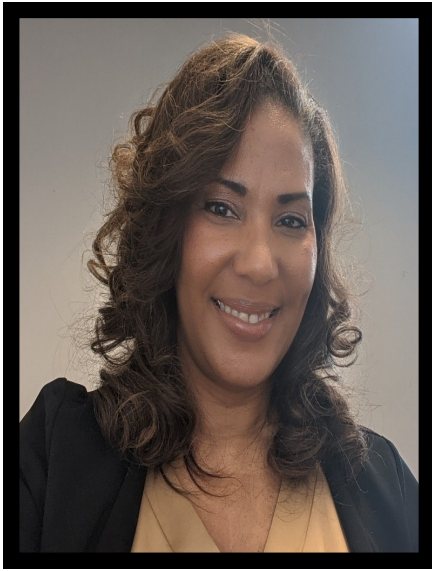
**Douglas Pearson, Macon, Georgia**

Dr. Douglas Pearson is Mercer University's Dean of Students and Vice President for Student Affairs, a role he has held since 2004. Dr. Pearson has an extensive background in both public and private higher education administration, having worked for thirty years in student affairs at schools in the State University of New York system, the University of West Florida, Florida State University, and, for the past sixteen years, Mercer University. Douglas is a graduate of St. Lawrence University, where he earned his undergraduate degree in sociology and his master's degree in counseling and human development. In 1993, Douglas began graduate work at Florida State University in Tallahassee, earning his doctorate in higher education administration in 1998. Douglas and his wife, Mary, have three children: son Garrett and twins Caroline and Elizabeth. He has extensive experience in scouts coming from a scouting family and his own children are scouts. He believes many of the lessons he learned as a scout greatly benefited not only his personal life but also his professional one, which has been devoted to helping the students he serves reach their full potential



**Caitlin Teuton, Savannah, Georgia**

Caitlin is a native of Savannah, Georgia. She graduated from the University of Georgia in 2018 with a bachelor's degree in Landscape Architecture and returned to her hometown to pursue a career with Thomas & Hutton. Caitlin is very active with the United Way of the Coastal Empire, serving as the Events & Marketing Chair on the Executive Committee for the United Way Young Leader's Society, and she previously served on the Executive Committee of ESP- an organization providing aftercare and family assistance to children with developmental disabilities. In her free time, she enjoys running, traveling (pre-covid19), throwing pottery, and spending time outdoors. Caitlin looks forward to helping change our community and can't wait to get involved with an organization that emphasizes so many of her values.



**LuWanna Williams, Macon, Georgia**

LuWanna is the Director of the Center for Student Engagement at Fort Valley State University. As a student affairs practitioner in Higher Education, with more than 25 years of experience, she has a uniquely diverse range of higher education experience. LuWanna received her Master of Science in Higher Education in 2019 from Capella University, Minneapolis, MN. She received her Bachelor in Science in Middle Grades Education in 1995 from Mercer University and an Associate of Science degree from Macon State College in 1994. LuWanna possesses a tireless commitment to student development. She has a uniquely diverse range of higher education experience that includes extensive knowledge in Title IX, institutional effectiveness, athletic compliance and program development. Her strong analytical skills, combined with a keen sense of outcome based program development, has led to her ability to coordinate the efforts of many to meet organizational goals.



**Rachael Wilson, Savannah, Georgia**

Rachel is a native of Savannah, Georgia and a local attorney. She attended Mercer University and then Mercer Law School in Macon, Georgia, returning home to her beloved hometown to practice law in 2011. She worked at several local firms before becoming the Dean of Students and Career Development at Savannah Law School from 2015- 2019. Rachel is also a professor of wills, estates, and trusts at Savannah Law School and at South University. Her significant experience in practicing and teaching estate planning law led her to rethink how attorneys provide estate planning services, and she decided she could change things for the better. So, she started Nest: Estate Planning by L. Rachel Wilson, a flat fee, concierge estate planning firm. Additionally, Rachel serves the State Bar of Georgia Young Lawyers Division (YLD) as an executive board member. Rachel is also barred in South Carolina. Her local volunteer work is concentrated on working with the Telfair Museums' William Jay Society and other local nonprofits bringing art to the community.



**Jane Reynolds Hemmer, Gainesville, Georgia**

Jane Reynolds Hemmer resides in Gainesville, Georgia. She is the owner of White Sulphur Properties, Inc., Forensic and Fine Artists of Georgia, and White Sulphur Farms, Inc. She is a Medical College of Georgia graduate with a degree in Medical Technology. She completed graduate work in Anthropology at the University of Georgia and is a certified Forensic Artist. In addition to her forensic work, her art has been recognized at the Quinlin Art Center, The Currahee Club, and the Georgia Art League. In 2013, she was a Featured Artist at the Brenau University President's Summer Art Services. Governor and Mrs. Nathan Deal called upon her talents to design and decorate the State Tree for the United States President's Park in the National Capitol in 2011. Mrs. Hemmer served as board member of the National Belted Galloway Society, the Northeast Georgia Health Systems Advisory Board, the Chicopee Wood Park Commission, and the Lakeview Academy Board of Trustees where she currently serves as Chair. She also serves as a member of the University of North Georgia Board of Trustees and has served on the Brenau University Advisory Board. In 1987, she was elected Hall County Commissioner, and in 1992, she was elected to the Georgia State Senate-49<sup>th</sup> District. She is married to Dr. John Lee Hemmer and they have two adult children, Lee Hemmer and Mary Demmler.



**Nikki T. Randall, Macon, Georgia**

Nikki T. Randall was born and raised in Macon Georgia. She is a graduate of Tennessee State University in Nashville TN, where she received a Bachelors' of Business Administration degree. She also holds a Masters of Public Health from Mercer University School of Medicine. She currently serves as Assistant Vice President at Navicent Health. Ms. Randall was the first African American female to be elected to the Georgia General Assembly from Middle Georgia. She was appointed chair of the Interstate Cooperation committee. During her 17 year tenure she was elected to serve as chair of the Interstate Cooperation committee, Secretary and Vice Chair of the House Democratic Caucus, Chair of the Women's Legislative Caucus, Chairwoman of the Bibb County Legislative Delegation, and was named Legislator of the year in 2001. She retired from the Georgia General Assembly in 2016. Ms. Randall is an alumnus of Leadership Macon (1998) and Leadership Georgia (2004). She is also an active member of Democratic Party of Georgia, Healthcare Businesswomen's Association, Georgia Women & The Ones Who Stand with Us, Macon Chapter of the LINKS, Incorporated, and Alpha Kappa Alpha Sorority, Incorporated. Randall is member of the Beulahland Bible Church. When she is not working she enjoys reading, mentoring rising political leaders, and volunteering with senior and youth organizations.





**Jeffrey Wilson, Augusta, Georgia**

Jeff is a commercial real estate broker with Sherman & Hemstreet, specializing in industrial properties, warehouse space, professional office space and historical buildings. He currently is Co-chair for the Augusta Metro Chamber of Commerce Ambassadors, is a board member for When Help Can't Wait, a local non-profit that assists elderly nursing home residents, and is on the Augusta regional advisory board for the Girl Scouts of Historic Georgia. He was chosen to be in the Class of 2020 for Leadership Augusta, which has allowed him to become much more involved in the local Augusta Community.

Jeff and his wife Connie have raised their two daughters, Kayla and Madalyn, in Columbia County and have lived and worked in the area for 30 years. In his spare time, Jeff enjoys time with his family, golf, scuba diving, and bicycle rides.



**Girl Scouts of Historic Georgia  
Board of Directors  
Slate for Election  
2021 Annual Meeting**

**Officers (2021-2022)**

- Jeff Wilson, Augusta  
*Second Vice Chair*

**Members-at-Large (Term: 2021-2023)**

- Douglas Pearson, Macon
- Caitlin Teuton, Savannah
- LuWanna Williams, Macon

**Members-at-Large (Term: 2021-2024)**

- Lindsay Fruchtl, Augusta
- Rachael Wilson, Savannah

**Members-at-Large Reappointments (Term: 2021-2024)**

- Jane Hemmer, Gainesville
- Nikki Randall, Macon

**Respectfully submitted by:  
Jeff Hewitt, Board Nominating Committee, Chair**



## **Call to Action**

*Notice of 2021 Annual Business Meeting  
Saturday, January 23, 2021*

Attention:

- Board of Directors
- Board of Directors Nominees
- Board Nominating Committee
- Council Delegates/Alternates
- National Council Delegates/Alternates
- Gold Award Honorees/Recipients
- Members of Girl Scouts of Historic Georgia

We are pleased to invite you to the Girl Scouts of Historic Georgia's first virtual Annual Business Meeting. The meeting will be held Saturday, January 23, 2021 via ZOOM and will begin promptly at 12:30pm. The link will open at noon to allow participants time to log in and socialize via chat. We are pleased to continue a girl-focused/driven meeting format.

To attend the meeting, you will need to register by **Friday, January 15, 2021** using the following link:

<https://us02web.zoom.us/meeting/register/tZEvcu2hqTspGN1Bcv0c5aw59Nd3uZZIaCxx>

After registering, you will receive a confirmation email containing information about joining the meeting.

To alleviate any technological glitches and to ensure we have a quorum, this year, voting will be conducted prior to the meeting so that we may report out at the meeting. Prior to the Annual Meeting, we will host a call to discuss items of business that will be presented at the Annual Meeting. The call details are attached.

If you are eligible to vote, you will receive a separate email with the voting link after the call on January 7th. We ask that all voting be completed on or before **Friday, January 15, 2021**.

Enclosed you will find:

- 2021 Annual Meeting Agenda
- Minutes from the 2020 Annual Meeting (*voting members use only*)
- 2020 Financials (*voting members use only*)
- Board slate and bios (*voting members use only*)
- Council Service Fee Proposal

We look forward to having you join us on January 23<sup>rd</sup>.

A handwritten signature in black ink that reads "Laura Toms".

Laura Toms  
Chair of the Board

A handwritten signature in black ink that reads "Sue Else".

Sue Else  
CEO

## Annual Meeting Voting Discussion

Time: Jan 7, 2021 06:00 PM Eastern Time (US and Canada)

### To Join Zoom Meeting

By computer:

<https://zoom.us/j/98019350663>

Meeting ID: 980 1935 0663

Passcode: 858775

Dial in:

+1 301 715 8592 US (Washington D.C)

Meeting ID: 980 1935 0663

Passcode: 858775

Find your local number: <https://zoom.us/u/ac6rNzRMuX>



## COUNCIL SERVICE FEE PROPOSAL

### **Proposal:**

Beginning the next membership year, the GSHG board is proposing that we implement a \$5.00 council service fee to be used to provide financial support to girl members. It will be added to the membership registration form and will only apply to girl members.

### **Background Information:**

Several years ago GSUSA authorized councils to add a council service fee to the annual membership fee. Each council's board has the authority to determine how the funds will be used and the amount of the fee.

The council service fee was approved the same year our membership fees went from \$15 to \$25. Our board discussed implementing the fee then and has considered it many times over the years, but the timing never seemed right. However, this year is unlike any other, and the board has determined it is necessary to now add a small council service fee to ensure we can continue providing support for the girls we serve.

### **Rationale:**

Over the past several years the council has seen a dramatic increase in requests for assistance. In fact, in just two years financial assistance increased 36%.

- In 2018-19, we spent 190K in financial assistance
- In 2019-20, we spent 226K in financial assistance

Financial assistance is primarily used for membership fees, which go directly to GUSUSA. However, the funds are also used to help with:

- Uniforms and program materials
- Camperships
- Program fees
- Beyond the Troop travel

### **Frequently Asked Questions:**

In our efforts to assess the potential impact to Girl Scouts and their families, members of the leadership team called several service area leaders individually and met with the service area teams. Here are some of the frequently asked questions and concerns:

Are other councils charging a service fee?

- Currently 48 councils have a council service fee (about 44% of councils nationally)
- Service fees range from \$3 - \$20, with 39 councils at between \$10-15 per girl.

Aren't some girls covered by their insurance companies?

- Yes, there are girls who qualify for coverage with their health insurance company. Most of those funds are for membership fees which go directly to our national organization.

What about girls who receive financial aid who cannot pay the fee?

- We will continue to process those applications internally and those fees will be paid by the council and go back in the Financial Assistance funds pool.

Will the council service fees completely cover the costs of financial aid?

- No. Using the 2020 year-end girl membership numbers, it would fund about 25% of the expense.

We cover the girls in our service area. Why should we support the council service fee?

- While some Service Areas (SAs) have the funding necessary to provide financial assistance to girls in their area, others do not. Additionally, some areas do not have service area teams. Our goal is to ensure every girl in our council has the opportunity to have a full experience, irrespective of her family circumstances. Remember, the Girl Scout Law instructs us to be a sister to every Girl Scout. While sisters do not always agree, we do look out for each other.

Will we continue to have the Friends and Family Campaign for donations?

- Yes, we will still have the Friends and Family campaign and those donations are voluntary. We know there are still many donors who will want to continue supporting the mission.

**We need your help:**

While the board has the authority to authorize the council service fee, they have decided to include the council delegates in this important decision. We are asking council delegates to adopt this proposal to secure the funds necessary to help offset the rising need for financial assistance.

We know that \$5 is an additional cost and may mean an added \$10 or \$15 for families with several Girl Scouts. However, we believe this is a wise investment and will help other girls in our community to have access to all the wonderful things our program offers.



**Statement of Financial Position  
As of: 9/30/20**

In 2019-20 the Girl Scouts of Historic Georgia partnered with Qbix, an outside accounting firm, to further maximize the council’s resources. Staff members work closely with Qbix to monitor income and expenses, as well as ensure accurate financial information is provided to our stakeholders.

There are a few items of significance in fiscal 2020, most notably impact of COVID 19. In March the council moved to virtual programming and fund raisers. GSHG did receive a PPP loan. Finally, the council sold the Columbus office on 13<sup>th</sup> and is planning to renovate the Little House in Columbus with program space as well as office space. With the help of staff who worked diligently to control expenses, the council ended the year with a surplus of \$3432 after depreciation.

Overall, there is good news and positive progress to report for the 2019-20 fiscal year.

2018-2019 FINANCIALS	FY2020	FY2019
<b><u>INCOME</u></b>		
Direct Contributions/Grants	325,950	411,556
United Way Contributions	312,302	541,267
Special Fundraising Events	152,309	146,762
Product Sales	3,959,725	3,927,542
Retail Operations	134,052	230,897
Program Fees	75,319	289,584
Miscellaneous Income (Investments, Camp Rentals, etc.)	365,601	220,009
<b>Total Operating Revenue &amp; Support</b>	<b>5,325,258</b>	<b>5,767,617</b>

**EXPENSES**

<b>Program Services</b>		
Direct Services to Girls and Volunteers	2,763,464	2,942,715
Program Supplies and Services	306,903	367,252
Financial Assistance	113,757	225,953
Program Office Expenses	345,137	337,920
Property and Insurance Expenses	418,232	531,410
<b>Total Program Services</b>	<b>3,947,493</b>	<b>4,405,250</b>

<b>Support Services</b>		
Administration	411,498	446,821
Fundraising	537,636	590,913
<b>Total Support Services</b>	<b>949,134</b>	<b>1,037,734</b>
<b>Total Operating Expenses</b>	<b>4,896,627</b>	<b>5,442,984</b>
<b>Net Surplus/Deficit Before Depreciation and Interest</b>	<b>428,631</b>	<b>324,633</b>
Depreciation	316,620	245,897
Interest	108,579	25,505
<b>Total Depreciation and Interest</b>	<b>425,199</b>	<b>271,402</b>
<b>Net Surplus/(Deficit)</b>	<b>3,432</b>	<b>53,231</b>