

Girl Scouts of Eastern Iowa & Western Illinois, Inc
2011- 2nd Avenue
Rock Island, IL 61201

MINUTES
Board of Directors Meeting
October 15, 2009

The Board of Directors of Girl Scouts of Eastern Iowa & Western Illinois met on Thursday, October 15, 2009 via ICN locations in Dubuque, Davenport, West Burlington, Waterloo, Cedar Rapids and Decorah.

Present: Candace Arp, Teresa Colgan, Theresa Dunkin, Jeralyn Westercamp, Julia O'Donnell, Pat Keir, Devra Flatte, Amy Olson, Michel Stone, Deb Oliver and Denise Bulat, Carolyn Hauptert, Mary Ann Brown, Beth Freeman, John Lohman, Ann Hutchinson, Heather Prendergast, Dave Vandeventer, Gloria Frost
Staff: Diane Nelson, Kathy Pinger, Gene Averhoff, Marcie Van Note, Allison Johnson, Nikki Habben, Stacy Conforti, Joanne Wzontek, Nancy Renkes and Doug Nelson.

Absent: Harry Coin, LaMetta Wynn, Kim Armstrong, Bill Leaver, Shawn Ryan and Mary Lagerblade, Ann Menke and Donnelle Fuerste.

Welcome & Introductions:

Vice Chair, Teresa Colgan, gave a welcome to our board members and a roll call was taken from each location.

Consent Agenda:

The meeting was called to order at 4:35. Quorum was met.

A motion was made by Teresa Colgan to approve the minutes of the July 17, 2009 meeting. A correction was noted by Carolyn Hauptert that letters were sent to all girls ages 14 to 18 for the girl board position, not all girls. The correction was noted.

An amendment to the 403B was presented. The amendment will bring us into compliance with the final Treasury Regulations issued in July 2007. Gloria Frost made a motion to approve the consent agenda. Pat Keir seconded and the motion carried.

New Business:

Secretary's Report:

Nothing to report

Board Development:

A resignation letter from Heather Prendergast was presented by Teresa Colgan. Ann Hutchinson made a motion to accept her resignation effective 10-16-09. Deb Oliver seconded and the motion passed. Teresa expressed our sadness in Heather leaving the board and wished her the best. Heather has agreed to serve on the Board Development Committee.

Ann also recognized and thanked those who will be leaving the board as their term has expired: John Lohman, Harry Coin and Lametta Wynn.

The committee presented the Board Slate that will be used at the annual meeting. There will be three girl board members to present; Kaylyn Parker and Amanda Malin are new to the board and Julia O'Donnell will serve a second term. The committee is awaiting confirmation of three other candidates: Lee Mowers in the QC, Sally Dickey in Dubuque and Sue Evans in IC. This will leave one vacancy in the QC area. The committee will also be looking to fill two positions on the Board Development Committee. Michel Stone will serve as the chair of this committee and Peg Hudson is a new member.

Ann presented two new board members for approval: Larry Cremer from Dubuque and Dave Vandeventer from Waterloo/Cedar Falls. Both will fill existing board positions. A motion was made by the Board Development committee to accept these new members. Pat Keir made a second and the motion carried.

Treasurer's Report

Amy Olson presented the financial reports for July, August and September, 2009. Amy noted that the staff has continued to do a great job in keeping expenses down and making budget cuts. She noted that we had received a gift from an anonymous donor as well as an unrestricted gift in July. Note was also made that the retail shops have shown a profit and salaries are under budget for the year. \$87,000 in cookies credits were spent or unspent and credited back to the cookie sale which added to the council income.

The reports were opened to discussion. The finance committee made a motion to accept the financials as reported. Heather Prendergast seconded and the motion passed.

Performance Excellence

Teresa Colgan provided a letter from Barbara Jeter, GSUSA Council Partnerships, reflecting a comprehensive and future focused assessment of the council's strengths and viable opportunities.

Council strengths included:

- * Girl Retention
- * Program offerings
- * Board of Directors fulfilling duties
- * Board of Directors at 100% financial participation to council
- * Use of the National Baldrige Award Criteria Tool to pursue performance excellence.

Council Opportunities included:

- * Adult membership diversity
 - *focusing on diverse communities involvement
- * Public Support less than GSUSA recommendation
 - *increase adult membership as part of our budgeted income rather than the majority from sales
- *Product Sales are more than 50% of our budget which is above the GSUSA guidelines

Teresa also presented the Balance Scorecard for the council and the strategic goals and objectives for the council for 2010

Committee Reports

Property Committee

Denise Bulat reported for the property committee. She reported on the September 30, 2009 groundbreaking of the new Human Service Center in Cedar Rapids. She thanked Michel and Herb Stone for their time and efforts in working with the architects and helping us come up with a floor plan for the Girl Scout space. Our planned location will be 2nd floor. The target date for completion is January, 2011. Denise thanked staff for all the work they did on keeping camp costs under control.

State Wide Advocacy

Donna Logan presented information regarding the Iowa State Advocacy Plan. GSUSA has targeted three areas to focus on: (1) Relational Aggression (2) Media & Imaging and (3) Eating Disorders. Iowa is one of 17 states chosen to be Advocacy Champions for GSUSA. Council staff from Greater Iowa Council and Eastern Iowa and Western Illinois will work together on a plan in reference to Relational Aggression.

On March 16, 2010 there will be a Statewide Girl Event. More details will follow.

Fund Development

Nancy Renkes, VP of Development shared the council's progress and future plans. We are still waiting on the United Way Blackout Period to end before we begin seeking out corporate based sponsorships for our larger events. Night On Broadway is planned in the QC area on December 3; Laughter will be held again this year in Dubuque in February and Girls Go Global on April 24, 2010. In March, 2010 an event will be held in the Waterloo area with the guest being Olympic gymnast, Shawn Johnson. Shawn will present the 6 pillars of Character using the Girl Scouts Courage, Confidence and Character platform.

Board Discussion

GSUSA Pension

Doug Nelson presented information received from GSUSA regarding the National Girl Scout Retirement Plan. Legislative and economic events during the last year have caused shock to defined benefit plans across the country. GSUSA is facing escalating retirement costs at a time that is difficult to support these increases. He discussed the implications of current funding and potential actions that are currently under consideration.

Diane asked a representative from the board at each location to lead a discussion regarding the information they had been provided. The group was called back into session after 15 minutes and ideas were shared.

The proposed date to freeze the plan was December 31, 2009. This will freeze any new employees from participating and freeze benefit accruals for existing participants. Diane, along with several council CEO's, contacted and encouraged the National Board to delay implementing the plan freeze and consider alternative methodologies for calculating withdrawal liability. Based on these considerations the National Board will defer a decision on freezing the Plan until mid 2010.

Diane asked for volunteers to serve on a council task force to look at the options and how this will affect our current employees and those we recruit. Gloria Frost offered her input along with a broker from the Cedar Rapids area and Diane knew of someone in the Quad City area who might help us. Others are to contact Diane if they are interested in serving on the task force.

CEO Report

Membership:

*great recruitment plans for fall

*Membership up 23% from same time last year

Cookie Bad Debt:

*using collection agency

*changing plans for Fall Product Sale on the way money is collected

*freeze account if bill is not paid

* to unfreeze an account, the Troop leader or Troop Cookie Manager must make an appointment with someone at the GS service center to amend the situation.

Phones:

* great systems

*provides better customer service

* Cost less than projected

Camp:

*committee will be set up to study options for increasing attendance and marketing of our camps

Staff Survey:

*staff satisfaction is up

* budget to help with staff development

* work needed on communications

* new staff orientation updated this year

President's Report

Teresa encouraged the board members to complete and send in their pledge cards to meet the 100% participation goal. She also reminded the board of their need to register for 2010 if they are not already Lifetime Members.

Each member received a copy of the annual meeting invitation. The annual meeting will be held on November 19, 2009 at the Clarion Hotel in Davenport. Last year the council tried to hold the meeting via ICN to cut costs and to encourage local participation. This did not prove successful due to low attendance. In response to the volunteer survey, we are holding the meeting during the week rather than on a weekend.

The next board meeting will be in person on January 21, 2010.

Adjournment:

A motion was made to adjourn the meeting at 6:05 pm. Pat Keir seconded.

Respectfully submitted:

Kathy Pinger, Administrative Assistant

Enclosures:

Financials

GSUSA Retirement Proposal

403 B Amendment

Advocacy Plan

Council Scorecard

Minutes from 7-2009

Board Slate 09-10

GSUSA CPI Report

Annual Meeting invitation