



**Girl Scouts of Southern Illinois
Board Meeting Minutes
Wednesday, November 12, 2025, 5:00PM
Zoom Meeting**

PRESENT:

Voting Board Members:	Voting Board Members Absent:
Linda Manley, Chair	Trish Manning
Marianne Doll	Brook Alf
Elizabeth Shore	Lesley Sanchez
Norma Trimble	
Gloria Sweida	
Julia Deien	
Kathryn Diak	
Michelle Yates	
Kevin Doak	
D-Lori Newsome-Pitts	
Paul Gansaur	
Beth Flowers	
	Staff members:
	Loretta Graham, CEO – absent
	Jessica Upchurch, COO
	Ron Buerges, FCFO - absent
	Ashley Green-Bryant, Governance Coordinator
Non-Voting Board Members:	Guests:
	Lily (GS) & Cara (adult GS) Kettler

**Note any late arrivals or early departures here:*

1. Mission Moment –

Silver Award Presentation – Lily Kettler

Built a new Bridge for bridging ceremonies – old bridge just not nice looking any longer. New bridge is wheelchair accessible and painted the Girl Scout Law on the bridge planks all in the colors of the Daisy petals. Daisy Welcome Box was also created as part of her Silver Award Project.

2. Approval of the Consent Agenda

- Board of Directors Minutes 9.17.2025
- GSEF Committee Partial Packet 9.23.2025 & 10.28.2025
- Property Task Force Partial Packet 9.22.2025
- Fund Development Committee Partial Packet 10.30.2025

Motion: To Approve Consent Agenda Items.

Moved: Gloria Sweida

Seconded: Kevin Doak

MOTION CARRIED

3. CEO Summary

Development Updates – Heidi Koehl-Weaver

Gala Recap – Thank you ALL for your participation in whatever capacity you gave or participated or assisted in this effort. Fell short of budget \$110,000 brought in. 2026 Gala - Friday, September 11, 2026 for next year's Gala – this year at “under the stars” still fancy/fun event Camp Torqua.

New Development Campaign – 30K in 30 days, April of 2026 – money driven, want to engage new donors, tell a story of Girl Scouting, social peer to peer model, ask individual captains to lead. Asking all Board members to be captains, can nominate ask much or as little as you can. Asking additional campaign captains as well. Possibly having a matching gift that gets “unlocked” at 15K, etc. Toolkit will be sent to all Board members, more info in February & March.

Grant Update – FY 26, progress on grant activity, multiple applications going out weekly. Approved for 2 grants for a total of \$19,000 both are brand new opportunities, one is for Outreach & the other is STEM/STEAM. Awaiting responses from several grants and looking optimistic on several.

Operations Update – Jess Upchurch

Membership - 5000+ girls, 84% total girl goal, 100% of adult goal for FY26. Overall, 90% to complete member goal. Major initiatives - just finished crisis communication plan, insurance renewal is complete for the year. GSUSA news – Selling Edith Macy Conference Center, Training Center, on the market early 2025, also selling 2/3floors of their New York City Corporate Building on 5th Avenue Some of the proceeds will be going to local Council property improvements, Fundraising – Death by Chocolate March 6, 2026 in Robinson, 2nd Death by Chocolate – looking at Mt. Vernon area – looking for volunteers in that area. Program – outstanding FY25, already at 3000 registrations for programs, not including day camps/over night camps. Day Camp/Overnight Camp registration will be online December 1st. Product program for Fall Sale, 3% over last year, made our budget goal. Cookie Trainings are ongoing through the month of November, lots of locations and hundreds being trained, adults and girls. Lots of good feedback from New Leader Trainings. Finance is preparing for audit, Insurance renewal is looking positive, not seeing double digit increases that some companies are seeing.

4. Board Chair Summary

BC/CEO Conference in October – lots of positive movement at the conference for leading Troops, individual GS's. More conversations about sharing services/admin positions, already started talking to Central Illinois, hoping to see cost savings in this initiative. Approved deficit budgets, almost every Council in the room approved a deficit this year, how do we sustain the councils who continue.

5. Finance Committee Updates

- **Finance Reports through 9/30/2025**

\$940,000 deficit, better than expected, cookie sale shortfall was the majority of this. Change in balance sheet of about \$200,000 – balance sheet had small reduction, even with the large deficit, balance sheet still looks good. These will be the audited financials that will be reviewed in Jan/Feb.

Motion: To Approve Financial Reports Through 9/30/2025.

Moved: Coming Out of Committee.

Seconded: Kevin Doak

MOTION CARRIED

6. Property Task Force Updates

New Shower is underway, \$90,000 grant funded

New sites and time slots are opened up to increase usage

Donors have pledged funds for cabins, but they will not be the super nice cabins at the Pines, maybe a more rustic cabin, not completely super nice AC/insulated cabins.

Torqua Sub-Committee has talked about ideas to increase usage. We can increase revenue by increase usage, continuing to look at data, which service units are using Torqua the most.

Trying to increase traffic from outlying areas, not just metro areas, advertising it as lodging instead of hotels, etc.

7. Fund Development

- Updates – Julia Deien nominated as the new FD Chair
- 30K in 30 Days Campaign Heidi informed us earlier about
- Cocktails at Camp revamping it so event is not confused with the Gala.
- Gala next year – Adult Girl Scout Event so it's not confused with Cocktails at Camp.
- Death by Chocolate in Robinson in March.

8. Girl Scout Experience Fund Committee

Looking at restructuring how funds are distributed, Looking at distributing it through the troops, some still think we should have individuals grants, lots of discussions going on. GSEF was established to help all girls to have a Girl Scout experience. Lots of girls in the Council not using the funds. Usage has increased, it's not equitable. 29% of girls use the fund. Another meeting next week, lots of discussions happening at these meetings. Wanting to make it more equitable, some feel it's not fair to take away individual grants.

Discussion at the Board level.

Spending the annual earnings is the goal. Scholarship Process discussed.

9. Governance

1. The BDC is in prep mode for the Annual Meeting on 4/25/26.
2. The 2nd Vice Chair, Elizabeth Shore, will be up for re-election at the Annual Meeting. This also means that whoever might be interested in running for the position of 2nd Vice Chair can throw their name in the hat. If you're interested, please let me, Ashley, or anyone on the BDC know.
3. Five board members' terms will be expiring, and all are eligible for another term. We on the BDC will be contacting you to determine your interest in serving another term on the board. The five members are: Julia Deien, Kevin Doak, Kathryn Diak, and Michelle Yates. We heard from Michelle that she won't be running for another board term, and she's willing to continue serving on the BDC as a volunteer.
4. So far, we have one definite opening on the board that we'll need to fill at the Annual Meeting. Please send any potential candidates our way!
5. We have two openings on the BDC for board members to fulfill (we need a minimum of 5 members, and half must be current board members. If Michelle stays on the BDC and is not on the board, we'll need 2 additional members who are on the board), so if you're interested in serving on the BDC, please let me or anyone on the BDC know.
6. We have an ex-officio girl member candidate for the board — Annabelle Kennedy. She's still pending an interview, and we hope she'll be joining us soon.

10. Open Discussion

- **2025 Save the Date's**
 - **Death By Chocolate, March 6, Robinson IL**
 - **Board Meetings 2026 – TBD**
 - **Board Holiday Gathering – TBD**
 - **Annual Meeting & Board Training – Saturday, April 25, 2026, Mt. Vernon**

11. Adjournment

Motion: To Adjourn November 12, 2025, Board of Directors Meeting.

Moved: Kevin Doak

Seconded: Gloria Sweida

MOTION CARRIED