



Girl Scouts of Southern Illinois
Board Meeting Minutes
Wednesday, September 17, 2025, 5:00PM
Zoom Meeting

PRESENT:

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

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

1. Mission Moment –

GSofSI Outreach Program Video – highlighting the work of our outreach program in the East. St. Louis school district.

2. Approval of the Consent Agenda

- Board of Directors Minutes 6.4.2025
- Finance Partial Packet 6.25.2025, 7.23.2025 & 9.3.2025
- GSEF Committee Partial Packet 8.26.2025
- Property Task Force Partial Packet 6.23.2025 & 7.28.2025

Motion: To Approve Consent Agenda Items.

Moved: Kevin Doak

Seconded: Gloria Sweida

MOTION CARRIED

3. CEO Summary

Gala – Income \$107,000 so far, with a goal of \$135,000 HUGE thank you to the Board for making the Gala a huge success.

GSUSA – met with Board member Mary Ann Altergott & Vision 2030 plan introduced – strategic plan for GSUSA. CEO/BC conference in October for Loretta & Linda. Total Girl membership down to 1.1 million overall. GSUSA taking a good look at membership decline

GSEF – Loretta & Donna Aaron have been meeting and talking about revamping the GSEF Policy, to see how we can increase usage of the fund, how to get the funds to reach more girls.

Funding – Grant writer, looking at local, state and federal grants in all areas to increase our grant generated funding.

Reduction in Force took place in August w/3 employees.

Sabbatical Leave – request from Loretta – needs to recharge, extended break. Oct 6 – Jan 5th Jess Upchurch will be stepping into Loretta's responsibilities while she is out.

Operations Update

FY 25: 6030 Girls – goal 6700, Adult members - 118% of goal, 102% total girl and adult membership. FY26 Goal 6400 girls – 52% currently, membership year doesn't start until Oct 1. Adult goal at 93%. Total membership – 65%.

Retail – Build a Bear Grand Opening – 147% of goal for August – got to meet founder of Build a Bear, Maxine Clark. Successful event.

Fall Product starts on Friday. Outreach program has started at the start of school year. Customer Care is succeeding.

4. Board Chair Summary

Met w/Central IL Council, trying to figure out how to collaborate with GSofSI, hopeful more meetings to come.

Town Hall Meeting – Sept 29th – membership meeting w/Volunteers.

Board Manual updated w/Board packet – please refer to it.

5. Finance Committee Updates

- **Finance Reports through 7/31/2025**

Nominal shortfall in FD compared to budget. Cookie shortfall forecasting \$960,000 deficit from operating. Balance sheet & expense side are all under control. Revenue forecasting has been the most difficult. Expenses are always in check compared to budget. Cookie Sale was the biggest issue with this budget.

Another Cohen Meeting in October, will be updated at next Board meeting

Motion: To Approve Financial Reports Through 7/31/2025.

Moved: Coming Out of Committee.

Seconded: Norma Trimble

MOTION CARRIED

Budget Presentation: \$852,000 Budget Deficit for FY25/26

Cookie Sale - Executive team & finance team will be watched closely; Cookie sale is Jan-March. Strategies in place if Cookie Sale is not going well by end of March. We are hoping this budget is worst case scenario. Cooke Sale budget is very conservative, using a Toolkit provided by Little Brownie Baker (our cookie baker) to figure how many girls & boxes of cookies we will be selling to figure our cookie goal. Cookie goal of 627,500 boxes at cost of \$6.50.

Motion: To Approve FY 25/26 Budget as presented.

Moved: Coming Out of Committee.

Seconded: Marianne Doll

MOTION CARRIED

6. Property Task Force

• Property Updates

- Camp Torqua Updates – Glen Carbon Parking lot, getting core samples done & get a proposal for what we need to get fixed, entrances will need poured concrete, parking lot asphalt.
- Discussed Glen Carbon office – future & other satellite locations, GC office is being used more efficiently than in the past. Will be open for discussion at the Property Task Force.
- The Pines Project

Motion: To Approve the use of the Lukas fund for the extra \$5700 that is needed to finish the ADA – Compliant concrete work at “The Pines”

Moved: Coming Out of Committee.

Seconded: Kevin Doak

MOTION CARRIED

- New Shower House- Grant Funded

Motion: To Approve that we take up to \$70,000 from the Lukas Fund to add to the \$95,000 grant from ACT to cover the rest of the Shower House project at Camp Torqua.

Moved: Coming Out of Committee.

Seconded: D-Lori Newsome-Pitts

MOTION CARRIED

- Lake Project – Update

Motion: To Approve giving Council permission to seek out grant funding from state and federal resources for the lake at Camp Torqua with expenses up to \$646,000.

Moved: Coming Out of Committee.

Seconded: Kevin Doak

MOTION CARRIED

- Camp Torqua Sub-Committee – reviewed data for FY, increased revenue and usage due to more time slots offered. Advertise increase usage & increase revenue instead of increased camp prices. We will be highlighting Camp Torqua at the Town Hall on Sept 29th to show off new upgrades.

7. Fund Development

- **Updates**

Giving Day Contest was discussed at last FD Committee meeting.

Gala Update – Michelle Yates, Gala Chair - Thank everyone to ALL board members for all donation, sponsoring, silent/live auction items, bringing guests and attending event, etc. \$107,000, goal \$135,000 a little short, still looking for donations to close gap. Lots of great feedback, great energy in the room, one of the best ones yet. Great programming!

8. Girl Scout Experience Fund Committee

Introducing a discussion at the committee level – we want more girls to be able use these funds. Loretta & Donna Aaron have been connecting on how we can do this differently. Discussions will be had at committee level & then back to Board for approval. Proposed Council contributed funds to each Troop \$48-\$50/per girl for example, making sure more girls are getting access to funds.

9. Governance

We've got a full board with 15 board members!

We have 1 applicant for the 4 ex-officio Girl Board Members vacancies: AnnaBelle Kennedy. We still have to interview her, but her application, plus the endorsement from Janice Monroe, makes her a strong candidate. (will give highlights about here here)

Looking ahead to the annual meeting (spring 2026), 4 board members will be up for reelection: Julia Deien, Kathryn Diak, Kevin Doak, and Michelle Yates.

Elizabeth Shore's term as 2nd Vice Chair will be up in 2026, so we'll need to put the 2nd Vice Chair on the ballot for election.

We currently have 4 of 5 positions on the Board Development Committee filled, so we have one vacancy. We need to have a minimum of 5 on the BDC, and they must be elected at the annual meeting. If anyone's interested, please let me know.

There are two members of the BDC that will need to be placed on the ballot for reelection — Melanie Mills and Janice Monroe

10. Open Discussion

- **2025 Save the Date's**
 - **Fall Town Hall Meeting – September 29 @6:30pM via Zoom**
 - **Board Meeting – November 12, 2025**
 - **Board Holiday Gathering – TBD**

11. Adjournment

Motion: To Adjourn September 17, 2025, Board of Directors Meeting.

Moved: Norma Trimble

Seconded: Beth Flowers

MOTION CARRIED

Submitted by:

Name: Norma Trimble, Board Secretary

Signature & Date: _____

Transcribed by:

Name: Ashley Green-Bryant

Signature & Date: _____

Adopted by the Board in the meeting

of _____,

(Date of Meeting)

(Signature of Presiding Officer)