

## Girl Scouts of New Mexico Trails

### Minutes of 12<sup>th</sup> Annual Meeting

November 14, 2020

Location: Zoom Webinar

<b>Date</b>	Saturday, November 14, 2020
<b>Time</b>	10:00 a.m.
<b>Location</b>	Zoom Webinar
<b>Presiding</b>	Karen Bergren, Board of Directors Chair
<b>Call to Order</b>	10:00 a.m.
<b>Flag Ceremony</b>	A special flag ceremony was presented via video courtesy of several Girl Scouts from around the council.
<b>Introductions and Thank You: Karen Bergren, Chair</b>	Panelists: Karen Bergren, Chair Molly Emkes, Secretary John Trujillo, Treasurer Rebecca Latham, CEO Martha Benn, Chair, Board Development Committee  Audience: Board of Directors Board Development Committee Volunteers Staff
<b>Credential Report: Molly Emkes, Secretary</b>	The by-laws for Girl Scouts of New Mexico Trails state that a quorum is one-third (1/3) of the members of council then in office. To be counted in a quorum, a voting member shall be present or shall have submitted a proxy, executed in writing, prior to the Annual Meeting; provided that a majority of the council's Service Units are represented by at least (1) Delegate or Delegate Alternate.  Based on the registrations this morning, we have 16 Service Units represented and 31 delegates in attendance, 18 members of the Board of Directors, 1 Board Development Committee Member, and 35 guests of which, based on the by-laws, is a quorum.
<b>Standing Rules: Karen Bergren, Chair</b>	<u>Motion</u> made and seconded to adopt the Standing Rules as included in the delegate packets.

	<b><u>Motion Carried.</u></b>
<b>Adoption of Agenda: Molly Emkes, Secretary</b>	<p>The final copy of the business meeting agenda was emailed to the delegates on Thursday (November 12, 2020).</p> <p><u>Motion</u> made and seconded to adopt the Business Meeting Agenda for the 2020 Annual Meeting of the Girl Scouts of New Mexico Trails.</p> <p><b><u>Motion Carried.</u></b></p>
<b>Appointment of Tellers: Karen Bergren, Chair</b>	<p>Tellers for the Annual Meeting are: <u>Melissa Bruney</u> and <u>Bernadette Romero</u>.</p> <p>Jena Schutz and Sarah Ruiz will serve as timekeepers for the Annual Meeting. Each registered delegate, guest and member were given the opportunity to indicate whether they would have a question or comment at the time of registration.</p> <p>Our standing rules as adopted allow speakers to speak for two minutes.</p>
<b>Appointment of Minutes Reading Committee: Karen Bergren, Chair</b>	<p>A committee to review the minutes of the 2020 Annual Meeting shall be appointed to make any corrections needed and to file those minutes for the next Annual Meeting. The minutes will be posted on the website prior to the 2021 Annual Meeting.</p> <p>The 2020 Annual Meeting Minutes Review Committee are:  Rebecca Haulenbeek, Chair  Claudine Schilke  Callie O’Buckley</p>
<b>Approval of the November 2019 Annual Meeting Minutes: Molly Emkes, Secretary</b>	<p>The Review Committee for 2019 minutes consisted of:</p> <p>Edith Benson, Chair  Amanda Reyes  Beth Barringer</p> <p>The minutes of the November 2019 Annual Meeting were reviewed. Other than minor grammatical changes that did not change the content, the 2019 minutes were approved as corrected.</p>
<b>Leadership Report: Karen Bergren, Chair</b>	<ul style="list-style-type: none"> <li>• “A lot has happened in this past year. We said good-bye to Peggy Sanchez-Mills &amp; wished her well in her retirement. Annette LeFebre stepped up, once again, to assume the role of interim CEO &amp; led us for several months at the beginning of 2020.</li> </ul>

	<ul style="list-style-type: none"> <li>• “We said hello to Rebecca Latham as our new CEO. Within weeks of Rebecca’s joining us the world changed. Everything that was in place – in place for years – as to how GSNMT functioned changed. And thanks to Rebecca’s courage, strength, leadership &amp; passion for girl scouting our council didn’t miss a beat.</li> <li>• “Programming went virtual – we have an entire catalog of programs, new badges were developed, &amp; girls continued to remain engaged.</li> <li>• “The staff stayed safe by working from home. Even under these challenging conditions GSNMT thrived. The Board &amp; I are so very proud of all of them. They pitched in to, not only keep things moving, but make incredible progress. They helped each other, they helped me &amp; other Board members when we needed them &amp; they persevered bringing us where we are today – being ready to face the future, whatever that may be.</li> <li>• In August, Maribeth Thornton, the Board Chair made a very difficult decision. Because of her increased job responsibilities due to the pandemic, she felt that she couldn’t continue as the Board Chair, so she resigned. She will remain a friend to us &amp; we do hope that she’ll be back with us someday soon. “Per our by-laws the Vice Chair assumes the role of Chair in a vacancy.</li> <li>• “In preparing for our <u>first ever virtual</u> annual meeting I had a concern as to how this was going to come about. Rebecca, very calmly &amp; confidently, said to me, we’ll use ZOOM webinar. I said, do we have anybody on staff that knows how to do that? And, she said “we’ll figure it out”. Many thanks to Rebecca &amp; our staff who has worked so diligently in putting this event together.</li> <li>• “The 55<sup>th</sup> National Council Session of GSUSA was held in October. Rebecca, Amanda Reyes, Alex Burnham &amp; I were the 4 delegates from our council.</li> <li>• “2020 has been a crazy year - whirlwind at times – uncertain at other times &amp; maybe a little scary. I look forward to the next year to be able to report to you even more progress &amp; success. I sincerely hope that we can all be together, in person, next November.”</li> </ul>
<p><b>Leadership Report: Rebecca Latham, CEO</b></p>	<p>A full transcript of Ms. Latham’s comment can be found at Girls Scouts of New Mexico Trails website.</p> <ul style="list-style-type: none"> <li>• “Last year when I attended the Annual Meeting as a troop leader as a curious observer, I never could have predicted what was ahead for me, for the Council, for the country, and even as I began this release as your CEO. On March 2, which feels like an eternity ago, I still don't think any of us could have predicted what has taken place over the past eight months. And while I</li> </ul>

	<p>still cannot predict what's ahead, I can tell you with absolute certainty that I could not be prouder of how this Council, all 5000 of us, have handled this crisis.”</p> <ul style="list-style-type: none"><li>• Girls are facing unprecedented challenges brought on by Covid 19. Research is showing that school aged girls, more so than boys, are at a higher risk for feeling isolated and depressed due to the disruption of their education and the opportunities for socialization. Girls are facing the pressure of trying to connect with their teachers and their classmates and stay on top of their schoolwork with the lack of predictability, the lack of the lack of routine and the confusion that comes between responsibilities at home versus in the classroom. That's where GSNMT comes in. Girls need access to our formative experiences and programming now more than ever. Girl scouting is critical.</li><li>• March 16th GSNMT shut everything down and the council transitioned to a virtual program. Ongoing virtual troop meetings are happening all over our 23 counties with adult volunteers who are specialists providing support and facilitating a sense of community and giving girls a safe place to feel connected to other girls who are facing the same uncertainty. Girl Scouts at home programs are bringing high quality hands-on lessons and stem entrepreneurship, outdoor education, and life skills directly to girls.</li><li>• Taking our core programs virtual allowed us to reach twice as many girls and offer twice as many programs in a similar time period. We were able to double the number of girls that we were able to reach and the programs we were able to offer.</li><li>• It was a tremendous honor to be asked by GS USA to share what we're doing and how we're doing it on a recent national mission and delivery webinar.</li><li>• We've had a very difficult time reaching new girls and starting new troops, despite our very best efforts to do that online, much like every other council in the country. Our membership is down significantly as are the donations and the corporate sponsorships that allow us to keep the lights on.</li><li>• The statewide shutdown with two weeks left of our cookie selling season could not have come at the worst time, but despite that obstacle, our product program is a bright spot for us today and we owe that to all the volunteers who helped us figure it out. We could not have figured out cookie season without all our volunteers and the members of the community who rallied around us, and the girls never gave up or lost sight of their goals.</li><li>• There was also so much community support. We partnered with other organizations, and we were able to really make a difference donating cookies to both hometown heroes and to truck drivers at a very important time when we did our donations for driver campaign. Through the guidance of troop leaders and product chairs, girls learned the skillful art of</li></ul>
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	<p>adaptation, sales moved online and were redirected towards direct ship, or honoring our hometown heroes: donating to sheriff's offices and hospitals and fire departments. We partnered with organizations like Dion's and Nusenda Credit Union, Loves Travel Centers, PNM and Sandia National Labs. Those partnerships made it possible for us to, again, keep the sale going and get through the rest of the cookie selling season.</p> <ul style="list-style-type: none"> <li>• One of the toughest things we've had to figure out is how to celebrate and recognize the girls who earn trips and excursions, and awesome things for being top sellers. Every girl will receive the rewards that she has earned. It's not going to look like we originally planned but as soon as it is safe for us to gather and as soon as we have permission from GS USA to travel, we will make it up to them.</li> <li>• Looking ahead to 2021, health and safety is going to remain our highest priority for the cookie sale. Additional investments have been made in digital cookie to make cookie season completely virtual giving families the option to turn off girl delivery, while still helping girls accomplish their goals. All our 2021 cookie rewards have been planned with safety in mind.</li> <li>• The decision to close camps was difficult but we're moving ahead with the plans for open houses and big cleans this spring. A big difference for summer 2021 is that we're going to operate camps consecutively instead of concurrently. Camp programs at Rancho del Chaparral will operate for four weeks, beginning in June, followed by four weeks at Camp Elliott Barker in July.</li> </ul>
<p><b>Treasurer's Report:</b> <b>John Trujillo, Treasurer</b></p>	<p>The unaudited financials for the year show total revenue for the Council at \$2,974,280, up \$245,664 from last year; with total expenses of \$2,264,384, down by \$524,491 from last year.</p> <p>Our financials for the year show total assets of \$3,882,757, down \$229,439 from last year. Liabilities are down from last year, at \$488,619. As compared to fiscal year 2019, current assets are up \$141,546, investments are down \$244,929 and liabilities are down \$777,766. Our master development strategic vision continues to be a priority as well as increasing our non-product sales revenue. We experienced an increase in cookie revenue by \$688,314 this most recent year. We did invest contributions raised into the properties as these are our most important financial assets that we have a fiduciary responsibility to care for and maintain. We always hope for a strong return on our Fund Development efforts and increasing new revenue sources each year. We remain diligent and conservative in managing our assets and plan for the future with the same.</p>

<p><b>Presentation: Natalie Aulwes, Girl Scouts National Gold Award</b></p>	<ul style="list-style-type: none"> <li>• For Natalie's Gold Award project, she designed and built a helicopter pad at the Puerto Rico ski area so snowmobiles and toboggans could take patients directly to the designated transportation site.</li> <li>• She started a mentorship program for girls to get into engineering because she was in engineering classes with only boys, so she developed a mentorship program for Girl Scouts across the US.</li> <li>• She has been working with ski patrol since she was 16 and she has been skiing since she was five. And when you're on the Hill for so long you notice how dangerous it can be. The original helicopter pad at her ski hill needed multiple transportation, so for her Gold Award project she was inspired to build a new helicopter pad to transfer patients more efficiently.</li> <li>• She is currently at Texas A&amp;M studying biomedical engineering. "And I think that the Gold Award helped me out, not only get into the school but additionally helped me win some of the local scholarships. My girl scout community mentioned that I could work on possibly patenting my idea. And I think even just being able to research that a little bit more kind of gave me a jumpstart on my career path as an engineer. I think what definitely helped me was having Girl Scouts and robotics combined because I did learn the skills that I needed early on."</li> </ul>
<p><b>Presentation: Alex Burnham</b></p>	<p>Ambassador Girl Scout, Service Unit 101, Farmington, and National Council Delegate</p> <ul style="list-style-type: none"> <li>• Never felt more respected and welcomed.</li> <li>• Impressed by other girl delegates and how they were accepted.</li> <li>• Grateful for the opportunity.</li> </ul>
<p><b>Board of Directors Nomination: Martha Benn</b></p>	<p>The nominees for the board of directors and the Board Development Committee are:</p> <p>Board of Directors:</p> <p style="padding-left: 40px;">Duane Trythall Linda Deck Gil Berry Shunnae Love Karen Bergren Molly Emkes Marti Fournier-Revo Sheree Anderson</p> <p>The Board Development Committee:</p> <p style="padding-left: 40px;">Callie O'Buckley</p>

	<p>No nominations were received from the floor were received by the Board Chair at least 72 hours in advance of this meeting.</p> <p>The vote on the proposed slate was held by a show of hands.</p>
<b>Open Forum</b>	<p>This is the point in the meeting where membership can ask questions or give comments. Each registered delegate, guest and member were given the opportunity to indicate whether they would have a question or comment at the time of registration. Also, if anyone has a question or comment that came up during the meeting, (today or any day) they are encouraged to contact the office at <a href="mailto:CustomerCare@NMGirlScouts.org">CustomerCare@NMGirlScouts.org</a> or email Rebecca Latham directly at <a href="mailto:RLatham@NMGirlScouts.org">RLatham@NMGirlScouts.org</a>.</p> <p>Our standing rules as adopted allow speakers to speak for two minutes.</p> <p>The following members requested, in advance, to speak. A full transcript of questions, comments and answers can be found at Girls Scouts of New Mexico Trails website.</p> <ul style="list-style-type: none"> <li>• Kelly Jones, Service Unit 42 in Springer/Maxwell.</li> <li>• Amy Trevino, Service Unit 71 in Taos</li> <li>• Zanet Benavidez, parent volunteer, troop 10689, Santa Fe</li> <li>• Tasha Martinez, troop 10546</li> <li>• Abigail Trujillo, Ambassador Girl Scout, Service Unit 184</li> </ul>
<b>Installation of New Board of Directors Members: Becky Teague</b>	<p>Reading of the Girl Scout Promise and Law and pinning of the new board members.</p> <p style="text-align: center;">Shunnae Love Sheree Anderson Callie O’Buckley</p>
<b>Recognition of Outgoing Board Members; Karen Bergren, Chair</b>	<p>These incredible board members have reached the maximum number of years allowed by the bylaws to serve on the board.</p> <p style="text-align: center;">Mary Hockaday. Jodi Maheras Barbara Leppala, girl board member.</p>
<b>Adjournment:</b>	11:40 a.m.
<b>Submitted by:</b>	Molly Emkes, Secretary
<b>On:</b>	December 8, 2020