

July 24, 2023

On behalf of the Board of Directors, I am happy to share the following highlights from the July 24, 2023 meeting of the Board of Directors of Southern Arizona. This meeting was conducted in person and by Zoom. As per our bylaws, we did have a quorum to conduct business.

Terry Flores
Board Chair

Present in person:

Lynn Borders, Maggie Shafer, Bella Duncan, Terry Flores, Carly Kaplan, Pamela Treadwell Rubin, Nicholle Zarkower

Present via Zoom: Tia Tsosie Begay, Melissa Lopez, Kabrina Lee, Elaine Becherer, Anne McLain Whipple, Dr. Cheree Meeks,

Staff present in Person: Kristen Hernandez, Niki Hoffman, Timalee Nevels, Elizabeth Locke Thomas, Melissa Tomlinson

Staff present via Zoom: MacGyver Tank

Terry Flores, Board Chair convened the meeting 5:00pm

Mission Moment

Terry briefly shared about the recently completed National Council Session trip and Directors shared about their visits to our camps and their personal reflections.

CEO Update

Kristen Hernandez, CEO

Kristen shared a brief update with the following highlights:

- Camp season has wrapped up. It was a great year at camp with minimal issues
- Attendance was down and we will be more conservative in our forecasting
- We are having a mid-summer office closure this week, and are considering that be added to personnel policies
- The market pay analysis is complete, and you'll hear from Lemon Consulting today during executive session
- We have experienced some recent success in hiring:
 - We have brought on a consultant from another council- specializing in highest awards
 - Former Council member and returning to Yuma along with another Specialist there
 - Strong, well connected Specialist in Nogales
 - Just 2 positions remain- Product Program and Sierra Vista membership

CFO Report

Melissa Tomlinson, CFO

Melissa Tomlinson, Consulting CFO, reviewed the financials from months ending April, May and June 2023. These documents were reviewed and approved by the Finance Committee last week.

April variance is due to reward travel expenses paid during this month. This variance is reversed in the following months. These are just timing issues and moving forward we will shift our budget to accommodate travel trends and spending for rewards.

May held with expenses close to budget and revenue considerably better than budget.

June revenue was significantly better than budget and an excellent month for investments.

9 months into our fiscal year and we are doing exceptionally well. \$120,000 in investment income is realized, so that will not go away. We are likely going to end the year in a surplus above the line rather than the projected/budgeted loss.

The balance sheet is very strong. We are holding a larger share in cash right now, as we are laddering some CD's and seeing good yield on return.

There was a discussion about the planned deficit budget. The operations budget historically, has not been able to fund the NGSRP and depreciation. It was an intentional decision to keep these items below the line this year. We also intentionally wanted to fully fund staff this year in an effort to build membership so that we can incorporate those items above the line in the future.

Motion: Motion to approve the financials as put forward by the Finance Committee. Motion by Nicholle Zarkower/Second by Lynn Borders. **Motion Passes**

Budget process update

The budget process for the new fiscal year is underway and Melissa shared the process that the staff are utilizing. Department leaders have been working with their teams on departmental budgets based on their plans of work. Those budgets have all been turned in now and the C-Suite will review next week and begin to refine the budget.

Product Program update

Elizabeth Locke Thomas, CMDO

9/9 is volunteer summit- sold out and then opened to more spots. We would love for you to attend, as it is filled with amazing mission moments.

Staff led department has gotten back into Pima County Juvenile Detention Center and program is resuming for the first time since the pandemic. Girl Scouts Beyond Bars is also resuming at this time. The progress comes at the hard work and connections of Director Angie Lopez.

E shared that she has been traveling with Girl Scouts for 15 years thru cookie program. For the first time, on the trip to Japan, she witnessed truly seismic shifts in our participants. The kimono experience was transformative in terms of seeing themselves and their worth and was beautiful to see.

Development update

Niki Hoffman, Chief Marketing and Dev. Officer

We have already surpassed our goal at this point, with several months and two events to go.

Thin Mint Sprint is 9/24. We are trending really well. Corporate giving is coming in about \$6,000 more than we have had in the past. We have great in kind donations rolling in as well. Registrations have been a little slow, and we feel the extreme heat warnings are the issue. No one is thinking about running a 5k at this time.

Over the Edge is on 11/11 and this is our largest event of the year. We are at the same building for the 8th year. To mix things up and keep it exciting, we will be doing a night rappel this year. The event has been growing every year, and we hope that that trend will continue. We have 7 participants who are actively fund raising already. Terry will donate a spot again and encourages other directors to chip in and sponsor a spot again. Maggie makes a challenge to split a spot as well.

We are at 65% for board giving, and we need to be at 100%, so please check your records to be sure that you've made a gift this fiscal year.

National Council Session

Terry Flores and MacGyver Tank

Terry and MacGyver gave an update on the National Council Session from which they just returned. Our Girl Scout Delegates took their roles very seriously and represented us well. Results of the votes for each of the proposals will be shared out with our membership as well as the Board as soon as GSUSA makes the official information public.

Governance update

Terry Flores and Anne McLain Whipple

Terry Flores shared that Dena Richter has resigned and a vote is called to accept that resignation.

Motion: Motion to accept the resignation of Dena Richter from the Board. Motion by Nicholle Zarkower/Second by Maggie Shafer. **Motion Passes**

Governance Committee member Anne McClain Whipple shares that we have a candidate, Rukiya Higgins put forward by Raytheon to fill an empty board position for the remainder of the year. If appointed in the interim, she will be on the slate next April.

Motion: Motion to appoint Rukiya Higgins to an open position on the Board. Motion by Dr. Cheree Meeks/Second by Lynn Borders **Motion Passes**

Consent agenda

Motion: Motion to accept the consent agenda. Motion by Pamela Treadwell Rubin / 2nd Nicholle Zarkower

Motion Passes

Executive Session- The Board moved to Executive Session at 612 pm and all staff and non-voting directors were excused