



2025 Annual Meeting Workbook

Saturday, May 3, 2025
10:30 AM

Camp Bothin
Fairfax, CA

Message from the Board President and CEO

Dear Voting Members,

We are pleased to invite you to the 2025 Annual Meeting of Girl Scouts of Northern California on May 3! The meeting will begin at 10:30 AM and will be held in the Camp Bothin Dining Hall, located at 3125 Sir Francis Drake Blvd., Fairfax, CA 94930.

All delegates are asked to arrive by 9:45 AM to complete the credential process. You will also be able to take advantage of the time to connect with your fellow Girl Scouts.

The theme of this year's meeting is **Sisterhood: Strength in Community**. This theme highlights the power and resilience we gain from coming together as a community of Girl Scouts. Sisterhood is about fostering a sense of belonging, mutual support, and collective empowerment. By embracing this theme, we create a nurturing environment where every member can thrive, develop their unique strengths, and build lasting friendships. This theme underscores our commitment to empowering all of us to grow in courage, confidence, and character, making a positive impact on the world around us.

During the meeting, we will provide an update on the State of the Council, sharing the outcomes and financial positions of Girl Scouts of Northern California. We will conduct the business of the council, electing leaders to our board of directors and collecting input on key business decisions.

At this year's Annual Meeting, we will express our heartfelt gratitude and admiration for the dedication and commitment of this delegate body. Your guidance and purpose are invaluable as we grow our community. We aim to ensure that more families in Northern California believe Girl Scouts is for them, have access to the strong and vibrant community of Girl Scouts.

We look forward to seeing you there!

Warm regards,



Sandra Shirai
Board Chair



Mary-Jane Strom
CEO

Report of the Board Development Committee

Dear Voting Members,

As outlined in the bylaws of Girl Scouts of Northern California, the Board Development Committee (BDC) is pleased to submit the 2025 slate of nominees for each of the following:

- Board Directors-at-Large
- Board Development Committee Members
- 2025-2028 National Delegates and Alternates

BDC members met monthly to identify, interview, and select candidates for the Board and the BDC. Each candidate has expressed interest in serving in a governance capacity and a willingness to serve on the Board and/or BDC, if elected.

The BDC believes it is in the council's best interest to continue the momentum the Board has established and recognizes the importance of having Board members with diverse perspectives and experiences. The BDC also believes each candidate identified has the skills, background, passion, and connections to help move the organization forward.

In developing the Directors-at-Large slate, the BDC considered a wide range of experiences and skills required to support and sustain a diverse, high-performing Board. We also focused on identifying people with a commitment to building girls and youth of courage, confidence, and character. For Director-at-Large positions, we identified five new candidates and invited four Board members with expiring terms to serve an additional term. If elected, each candidate has agreed to serve a two-year term.

For Board Development Committee openings, we identified one new candidate and invited one member with an expiring term to continue their service.

In the year prior to the National Council Session, we are responsible for nominating adults, staff, and girls to represent GSNorCal as National Council Delegates. We are grateful for assistance from the volunteers and staff who reviewed applications to help expedite the process.

We also are responsible for naming two Girl Board Participants each year, who are appointed by the Board. This role is a great opportunity for high school students, and we would like to see even more youth apply in the future. On behalf of the BDC, we are grateful for council staff support in presenting this slate.

Respectfully submitted,

Jana Barsten

Jana Barsten

Board Development Committee Chair

Welcome to GSNorCal's 2025 Annual Meeting!

Join us at Camp Bothin for the Annual Meeting of Girl Scouts of Northern California! Members are invited to discuss the state of the council and voting members will elect a slate of nominees to the Board of Directors. Lunch will be provided. We also invite you to attend the Hub Dedication immediately following the Annual Meeting and participate in fun outdoor activities!

Date & Time

Saturday, May 3, 2025

9:45 - 10:30am (Registration) - Delegates are asked to arrive by 9:45am for credential purposes

10:30am - 1:10pm (Annual Meeting)

1:30 - 2pm (Hub Dedication)

2 - 4pm (Outdoor activities available)

Location

Camp Bothin

3125 Sir Francis Drake Blvd., Fairfax, CA 94930

Registration

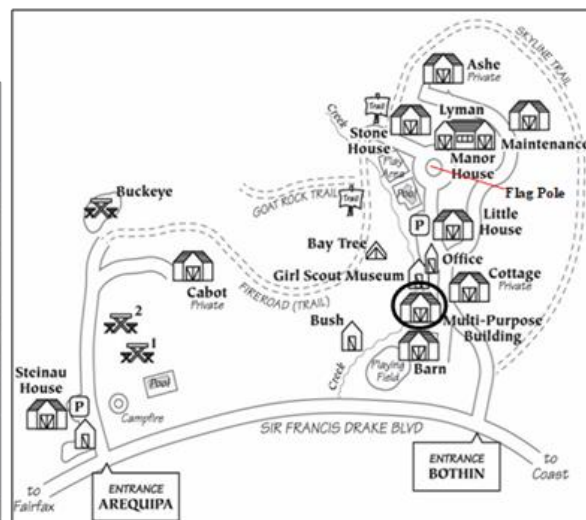
All participants in the Annual Meeting must [register](#) online by April 25, 2025. Participants must be 14 or older. The registration fee is \$20. If financial aid is needed, please contact us.

Questions?

Please contact Kristen Pierce at kpierce@gsnorcal.org with questions or assistance regarding the 2025 Annual Meeting.

Directions to Camp Bothin

- Take the Sir Francis Drake Boulevard exit (or 3rd Street exit) off of Highway 101 and continue about 10 miles through the town of Fairfax. The camp entrance is about 1.5 miles past the town of Fairfax.
- Turn left at the "Henry Bothin Youth Center" sign and reduce speed to 10 MPH.



Annual Meeting Agenda

Time	Meeting Topic
9:45AM - 10:30AM	Registration - Bothin Dining Hall (Delegates are asked to arrive by 9:45am to complete the credential process)
10:30AM - 1:10PM	ANNUAL MEETING
10:30AM - 10:35AM	Welcome (Board President)
10:35AM - 10:45AM	Call to Order & Flag Ceremony
10:45AM - 10:55AM	President's Remarks and overview of goals for the day
10:55AM - 11:55AM	State of the Council <ul style="list-style-type: none"> * Overview * Financial Report * Membership Report * Other Announcements
11:55AM -12:00PM	Election <ul style="list-style-type: none"> * Presentation of the Slates (Board Directors-at-Large, Board Development Committee, National Council Delegates) * Election
12:00PM - 12:45PM	Lunch
12:45PM - 1:00PM	Election Results & Installation: <ul style="list-style-type: none"> * Results and Installation of new Board, Board Development Committee members and National Delegates *Recognize outgoing Girl Board Participants
1:00PM - 1:10PM	Closing Remarks and Adjournment
1:10PM - 1:30PM	BREAK AND TRANSITION TO HUB DEDICATION
1:30PM - 2:00PM	Hub Dedication
2:00PM - 4:00PM	Outdoor activities available

Times during Annual Meeting included for planning purposes only

Rules Governing Debate

STANDING RULES

A motion at the beginning of the meeting will call for the adoption of the following Standing Rules for the council's Annual Meeting.

1. All discussions must be relevant to the subject that is immediately before the council.
2. No person may speak for more than two minutes at any one time.
3. No person may speak more than twice on the same motion.
4. Only voting members of the council may speak on questions requiring official action by the council.

In addition to the Standing Rules above, the following apply:

- Voting Members of the council, as defined in our bylaws, are Service Unit Delegates, Delegates-at-Large, National Delegates, members of the Board of Directors, Girl Board Participants, and members of the Board Development Committee.
- No Voting Member has more than one vote.
- According to our bylaws Article XIII, any proposed amendments to the bylaws must be included in the notice of the Annual Meeting which is this booklet. Therefore, no motions to amend the bylaws may be made from the floor.
- Delegates may be informed by the members they represent but not instructed about how to vote. All delegates are expected to come prepared to participate, listen, and learn, and to vote and make recommendations in the best interests of the council.
- All other rules and procedures for the Annual Council Meeting will be in accordance with Robert's Rules of Order, Newly Revised, 12th edition.

Board Slate Biographies

These individuals have been nominated by the Board Development Committee to serve as Board Directors-at-Large and Board Development Committee members. Voting Members should review these bios before casting their vote at the Annual Meeting.

Board Directors-at-Large

2025-2027 Term

Pat Gillette

Pat spent most of her 40-year career in big law as a top-rated employment litigator, representing high profile individuals and large corporations. In 2015 she left the active practice of law to pursue her passion for empowering women through keynote speaking and writing and is now one of the most sought-after national speakers on gender equity and inclusion. Pat has received many awards for her work to increase gender equity, culminating with the ABA Margaret Brent Award, the highest honor given for advancing women in the legal profession. She founded the “Opt In Project”, one of the first nationwide initiatives advocating for change in law firm structures to foster gender equity. Pat’s advocacy to advance women lawyers has been widely published, including her book, *Rainmakers: Born or Bred*, now in its second Revised 10.1.24 edition. Pat has served on many non-profit boards including Equal Rights Advocates, Direct Women, Girls Leadership, and First Graduate as well as the Boards of Trustees for Windrush School and The College Preparatory School. Pat is active in politics and was an elected official in Kensington, California.

Paula Green

Paula Green is Senior Vice President of Human Resources and Facilities at Twist Bioscience where she has served in a leadership capacity since 2016. She is an experienced human resources executive with a track record of developing and delivering high-impact people strategies, solutions, processes, and tools that support leadership competencies to empower a high performing organization. Paula holds a B.S. in Organizational Behavior from the University of San Francisco. She is passionate about increasing the number of women and minorities into STEM related fields. She serves as a member of the DEI Task Force for Analytical, Life Science and Diagnostic Association (ALDA), and is President of the local chapter of Girl Friends, Inc. She resides in Oakland, CA.

Sally Jones

Sally is a healthcare industry leader with deep biopharma commercial experience spanning 15+ disease states and all stages of the product life cycle. A catalyst for innovation, she challenges leaders to think bigger and drive transformative change in patient and provider experiences. During her tenure at Genentech, Sally led commercial teams to accelerate adoption and adherence of new therapies. She spearheaded enterprise-wide initiatives in customer experience (CX), founding the company’s CX team and mobilizing executive leadership around a robust Voice of Customer program. She also secured a \$20M investment to launch The Studio, an innovation lab leveraging human-centered design to develop next-generation healthcare solutions. Beyond Genentech, Sally has advised healthcare startups and venture firms, including

Redesign Health and The Par Fund, helping refine go-to-market strategies and secure funding for women-led businesses. Earlier in her career, she excelled in pharmaceutical sales and management consulting and was the founder and CEO of a national healthy food company. A sought-after speaker and mentor, Sally has contributed to leadership development initiatives, competitive marketing strategy programs, and national forums such as the Digital Health Coalition. Sally holds a BS in Biology from Emory University and a MBA from Stanford University. Sally was a Brownie, Junior, and Cadette Girl Scout and served as her daughter's Burlingame Troop leader for two years.

Anne Kubek

Anne is currently the Senior Vice President of People & Operations for PaulHood, a financial and tax advisory growth stage company. Anne was a Senior Director for Evolve Ventures, a social impact investing fund. Previously she was the Chief Operating Officer at Verb, a learning and development SaaS solution, and at ReUp Education, a higher ed company. Anne held a variety of senior executive roles during a 20 year career with Borders Books and Music, a global Fortune 500 retailer. Anne's prior non-profit leadership roles include the Board Chair for the Book Industry Charitable Foundation and founder and Board President for the Bay Area Women in Publishing, a professional development non-profit, and she served on the Board of Governors at the Ross School of Business. Anne has been a member of women's professional groups including Chief and the Athena Alliance and is an active investor with How Women Invest.

Anne holds an MBA from Stephen M. Ross School of Business at the University of Michigan and a BA in English Language and Literature from the University of Michigan. Anne was a Brownie and a Girl Scout growing up in Michigan. She lives in San Rafael with her dog Charlie, and loves to cook, read, golf, and watch football.

Ann Monroe

Ann has been a member of the Girl Scouts of Northern California (GSNorCal) Fund Development Committee (FDC) since 2022, and she was elected to the role of FDC Chair in 2024. Ann's dedication to the Girl Scouts is further exemplified by her service as a National Delegate since 2020. Beyond her contributions to GSNorCal, Ann retired from Apple in 2020, where she served as the VP of Marketing and Customer Success for Claris. Her extensive professional experience and leadership skills are complemented by her volunteer work as a Cadette troop leader and Service Unit leader within the Girl Scouts community. Ann's volunteer contributions have been recognized with annual awards from GSNorCal since 2021. Ann is deeply committed to environmental advocacy and education, serving as the Board President of Green Foothills, a local non-profit dedicated to the 30x30 initiative to protect 30% of California's lands and coastal waters by 2030. She is currently pursuing a UC Climate Stewards certification. She shares her interest in the environment and outdoors with Girl Scouts by organizing many outdoor adventures. Ann holds a BS in Mechanical Engineering from Loyola Marymount University and an MBA from Stanford University.

Fonz Morris

Fonz Morris is a well-respected growth design leader and entrepreneur with over 15 years of experience. He has worked with top companies like Coursera, Xfinity, and Netflix, where he has been instrumental in driving success by converting millions of users and generating billions of dollars. Fonz is a three-time startup founder and has proven his ability to create and scale

successful businesses. He is a certified Design Thinking professional from Stanford University and an active mentor and public speaker. He is set to release a memoir and an online course on Growth Design. Fonz is a Limited Partner in a VC fund, invests in startups, and loves to travel to over 30 countries, exploring new cultures and gaining new Revised 10.1.24 perspectives. As a Girl Scout dad for over 15 years, he is proud to see his niece and daughter involved in the organization.

Claudia Mueller

Claudia grew up in LaPorte, Indiana as the only child of parents who emigrated to the US from Germany. She attended Harvard College (1992 – Psychology and Folklore and Mythology). She obtained her PhD at Columbia University in 1997. For her dissertation, she worked with Carol Dweck to examine how praise after success affects academic achievement in some of the initial studies of growth mindset. Claudia stayed in NYC for medical school and general surgery residency at NYU. She then completed a fellowship in pediatric surgery at the University of Montreal Ste. Justine Hospital. Claudia moved to Palo Alto to be a pediatric surgeon in the Department of Surgery at Stanford University in 2008. She has worked for Stanford ever since and is currently an Associate Professor of Surgery. Since 2013, when her family moved to San Francisco, most of Claudia's clinical work has been performed at California Pacific Medical Center (CPMC) through its affiliation with Stanford Children's Hospital. Claudia currently serves as the Chair of Pediatrics as well as the Chief of Pediatric Surgery at CPMC in SF. Claudia's research still focuses on growth mindset, only now she studies how psychology can influence health. Claudia was a Girl Scout throughout elementary and middle school and had some of the best camping experiences of her life with her troop.

Sonya Simril

Sonya Simril has over 30 years of experience in the field of education. She is the Principal at Saint Leo the Great School where she oversees all operations. Sonya has secured funding through grants and donations to help offset budget cuts, equip the school's technology lab with desktop computers, provide Chromebook computers for all students in grades 4-8, support educational enrichments programs, advance school improvement projects, and award tuition assistance to families in need. Sonya fostered community partnerships and introduced her school community to service-learning activities with local charities and service organizations. While serving on the Oakland Zoo Board, Sonya assisted with the development of curriculum for the zoo's Education Center. She has also served as a board member of the Saint Mary's Senior Center, Saint Mary's College High School, and Carondelet High School. She currently serves as Director, National Trends and Services for The Links, Incorporated, a community service organization. Sonya holds a Master of Arts degree in Educational Leadership from the University of California at Berkeley and dual Bachelor's degrees in business management and education from Southern University. Sonya was a Girl Scout as a child and has supported Daisy, Brownie and Cadette Troops operating within her school.

Susan Weinstein

Before retiring, Susan worked at Stanford University managing two venture capital funds and spearheading key operations such as the Stanford Bookstore, University privacy, trademark licensing, and branding. She particularly enjoyed mentoring students prior to declaring their majors. Prior to her role at Stanford, Susan was responsible for Investor Relations at Wells Fargo

and business development for Wells Fargo's Online Banking Group. Susan began her career as a corporate attorney. Beyond her career, Susan is dedicated to giving back to her community. She serves as Secretary of the Board of Directors of the California Symphony, is a docent at the Bedford Gallery, and is a member of the Global Management Board of the Stanford GSB Women's Circles, among other activities. A firm believer in the values of the Girl Scouts, Susan is committed to helping young women reach their full potential, regardless of their backgrounds or interests. In her personal time, she enjoys playing Pickleball and the piano. Susan holds a BA and an MBA from Stanford University and a JD from the University of Washington.

Board Development Committee

2025-2027 Term

Sumi Jagannathan

Sumi is the Strategy and Go-to-Market leader at Opsera, a software technology start-up based in Palo Alto, CA. In her role, Sumi leads and advises market strategy, go to market plan, scaling and growth strategy, partnerships/alliances and investor relations. Prior to Opsera, Sumi was a Partner at EYParthenon in the Mergers and Acquisitions practice. She has over 15+ years of experience in deal advisory and due diligence, with a focus in technology strategy and digital transformations. In her career, Sumi has been the lead sponsor of 'Women in Technology' across various forums, as well as taught Women in Business classes at University of California, Berkeley. Sumi is a strong advocate of women empowerment and community building, values which were instilled in her as a Girl Scout of 8 years growing up in India. She firmly believes in Oscar Wilde's 'Be yourself, everyone else is taken'. Sumi holds an M.S degree from the University of Cincinnati (Electrical Engineering) and a second M.S from the University of Southern California (Engineering Management). In her spare time, she enjoys experimenting in the kitchen, skiing and reading (her all-time favorite is Lord of the Rings). She lives with her husband in the beautiful city of San Francisco.

Susan Weinstein

See bio provided above under Board Directors-at-Large.

National Council Delegates & Alternates Slate

The following candidates are nominated by the Board Development Committee as delegates and alternate delegates to the National Council of GSUSA for the 2025-2028 term. GSUSA uses a formula based on girl membership to determine how many voting members each council may send to the National Council Session (NCS). GSNorCal received 18 delegate spots for the next NCS, which will convene July 20-22, 2026 in Washington, D.C.

National Council Delegates	Alternates
<u>Girls/Youth:</u> Angelina Antony (11th grade, NW Santa Clara) Catalina Friesen (10th grade, North Coast) Rachel Hernandez (10th grade, Alameda) Vera Loui (10th grade, SE Santa Clara) Sahiti Namburu (9th grade, North Coast) Arzoe Saluja (10th grade, Contra Costa) Sriya Srinivasan (11th grade, Solano/ Upper Contra Costa)	<u>Girls/Youth:</u> Chhavi Bidhuri (11th grade, Contra Costa) Emma Chang (11th grade, NW Santa Clara) Kara Hwang (10th grade, San Francisco/San Mateo) Chrystabelle Ramp (10th grade, North Coast)
<u>Adults:</u> Aaron Adams (North Central) Jeanne-Marie Carr (North Central) Jessica Devine (Alameda) Tina Fontenot (SE Santa Clara) Jennifer Friesen (North Coast) Ramya Vasu (NW Santa Clara) Crystal Wang (Alameda) Alexandra Diaz (Staff) Winnie Kubik (Staff)	<u>Adults:</u> Cheryl Kingham (Redwoods) Kindra Mendall (Alameda) Maggie Nguyen (SE Santa Clara) Charissa Ramp (North Coast) Anna Lomas (Staff) Kristin Visconti (Staff)

NOTE: Per the Council Bylaws Article IX, the "President and the Chief Executive Officer or their designees shall be National Council Delegates by virtue of their positions". Therefore, the President and CEO at the time of NCS or their designees will serve as National Council Delegates but will not appear on your ballot for voting.

2025 Board Terms

Newly Nominated Members (Term 2025-2027)	Current Members Nominated for Another Term (Term 2025-2027)	Current Members Continuing Term (Term 2024-2026)	Outgoing Members (Term Expires 2025)
<u>Board Officers</u>	<u>Board Officers</u>	<u>Board Officers</u> Sandy Shirai (President) Neeracha Taychakhoonavudh (1 st Vice President) Jana Barsten (2 nd Vice President) Eunice Kim (3 rd Vice President) Ginger Bryant (Treasurer) Gretchen Hoff Varner (Secretary)	<u>Board Officers</u>
<u>Board Directors-At-Large</u> Sally Jones Anne Kubek Ann Monroe Claudia Mueller Susan Weinstein	<u>Board Directors-At-Large</u> Pat Gillette Paula Green Fonz Morris Sonya Simril	<u>Board Directors-At-Large</u> Tina Amber Jaime Barclay Claudia Barria Heith Sandy Jacobs Sumi Jagannathan Amy Love Peg McAllister Tracy Teale	<u>Board Directors-At-Large</u>
<u>Board Development Committee</u> Susan Weinstein	<u>Board Development Committee</u> Sumi Jagannathan	<u>Board Development Committee</u> Jana Barsten (Chair) Jaime Barclay Sandy Jacobs Eunice Kim Shoba Krishnan	<u>Board Development Committee</u>
<u>Girl Board Participants</u> <i>(appointed by Board)</i> Azra Emekci Zahra Torabi	<u>Girl Board Participants</u> <i>(appointed by Board)</i>	<u>Girl Board Participants</u> <i>(appointed by Board)</i>	<u>Girl Board Participants</u> <i>(appointed by Board)</i> Reese Furhman Saisha Pal

SPECIAL THANKS to our members of the **Board of Directors** and **Board Development Committee, Girl Board Participants, Esther A. Heller, PRP**, Council Parliamentarian, and all of our volunteer and staff helpers.