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GSNorcal Delegate Engagement Meeting

September 16, 2026

Agenda

1. Welcome from Ginger Bryant, GSNorCal Board President
2. Governance Announcements
3. Updates since Annual Meeting
 - a. Property Assessment
 - b. Fund Development
 - c. National Council Session
4. Next Delegate Engagement Meeting
5. General Q&A



Welcome!

Ginger Bryant
GSNorCal Board President

Announcements

Delegate Meetings 2026-2027

1. **Dec. 8, 2026 at 6:30:** Delegate Engagement Meeting (all MY26 delegates and MY27 nominated delegates invited)
2. **Monday in Late Jan/Early Feb, 2027 at 6:30:** Delegate Orientation (MY27 elected delegates)
3. **April 10, 2027 at Camp Bothin:** Annual Meeting (MY27 elected delegates + members 14 or older)

BONUS! April 2-4, 2027 at Camp Bothin: Voices for Change (youth delegates & older Girl Scouts)

Apply to be a
Youth Board Participant!

Applications Open October 1

What: Each year, we appoint two Youth Board Participants to serve on our Board of Directors and to lead the Youth Voices Task Group.

Who: Youth grades 9-11

Why: Take part in council **governance**, **advocate** for your peers, and gain first-hand **knowledge** of how an organization is run.

How: Applications open **October 1 - January 17**.
Apply using application form and 2 letters of reference

For more information: visit [GSNorCal Help Center](#)

Questions? Email jkubik@gsnorcal.org

Service Unit Delegate Self-Nominations & Elections

SUs Can Opt-In to Run Own Self-Nominations (& Elections)

- Better advertise opportunity, especially to older Girl Scouts, through local channels
- Know earlier about potential vacancies
- About 15% of SUs have enough nominations to require an election
- [Learn more & opt-in by October 28](#)
- SUs that do not opt-in will stay under council-run system from last year

Service Unit Delegate Nominations & Elections

Council Run SU Delegate Elections

- **November 1 – December 6:** Self-Nomination/Nomination Period
- **December 8:** Delegate Engagement Meeting, all MY26 delegates and MY27 nominated delegates invited
- **January 5 – 19, 2027:** Elections for contested races

Delegates at Large

Nov-Jan: staff reaches out to group to nominate their next delegate (each constituency group conducts own self-nomination/nomination process)

Feb 2027 Board Meeting: Board of Directors appoints delegates at large

Updates Since Annual Meeting

At the June Board meeting we reviewed **three significant findings from the property assessment:**



- Our camps and outdoor program spaces are highly valued by our membership.
- A few of our smaller leased Program Centers are underused and/or not in areas optimal for membership growth, according to future demographic projections.
- Much of our office space is underused and no longer essential to mission delivery.



Fund Development

Individual and Institutional giving are rooted in relationships.

GET INVOLVED

Join a Giving Circle in San Mateo or Santa Clara County or help start one in your area. Contact our Fund Development team to learn more.



Santa Clara County Giving Circle

Rainbows End Work Party
September 12

Camp CEO Camp Bothin

Mentors needed
October 2–4 at

Contact:
Alex Diaz, Adiaz@gsnocal.org



58th National Council Session

Delegates Report to Members

GSNorCal

GSNorCal NCS Team 2025-2028

Aaron Adams, delegate (adult)
Angelina Antony, alternate (youth)
Chhavi Bidhuri, alternate (youth)
Ginger Bryant, delegate (Board Chair)
Jeanne-Marie Carr, delegate (adult)
Emma Chang, alternate (youth)
Jessica Devine, delegate (adult)
Alex Diaz, delegate (staff)
Jen Friesen, delegate (adult)
Catalina Friesen, delegate (youth)
Tina Fontenot, delegate (adult)
Rachel Hernandez, delegate (youth)
Kara Hwang, delegate (youth)
Cheryl Kingham, alternate (adult)
Winnie Kubik, delegate (staff)
Anna Lomas, alternate (staff)

Vera Loui, delegate (youth)
Kindra Mendall, alternate (adult)
Sahiti Namburu, delegate (youth)
Maggie Nguyen, alternate (adult)
Belle Ramp, alternate (youth)
Charissa Ramp, alternate (adult)
Arzoe Saluja, delegate (youth)
Sriya Srinivasan, delegate (youth)
Mary-Jane Strom (CEO)
Ramya Vasu, delegate (adult)
Kris Visconti, alternate (staff)
Crystal Wang, delegate (adult)

Application for
the next cohort
opens in fall 2027!



How our delegation prepared and formed our opinions

- GSUSA-run webinars
- Written resources from proposing councils & GSUSA
- Collected feedback at Annual Meeting, SU meetings, other informal convos
- GSNorCal delegation meetings

*every delegate votes as an
individual; do not need
delegation consensus*

Actions Taken at the 58th National Council Session



58th National
Council Session

Girl Scouts Highest Awards Solicitation of Contributions Proposal

Girl Scouts Highest Awards Solicitation of Contributions

The proposal was adopted as presented:

Amend the first paragraph of the Solicitation of Contributions part of the Policies Section of the Blue Book of Basic Documents:

“Adult members in their Girl Scout capacities may not solicit financial contributions for purposes other than Girl Scouting. Adults may engage in combined fundraising efforts authorized by the Girl Scout council and in which the local council is a beneficiary. Girl members may not engage in any direct solicitation for money except **girl members** ~~for Girl Scout Seniors and Ambassadors, who~~ may solicit philanthropic donations to their councils of cash or in-kind goods for Girl Scouts **Bronze, Silver, and** Gold Award projects, provided they have secured prior written permission from their council’s Chief Executive Officer, Chief Development Officer, or their designee.

In addition, girls must abide by their own council’s policies and procedures with regard to this matter.”

Impact of Proposal

- Girl Scouts may fundraise to support their Bronze, Silver, and Gold Award projects, provided they have secured prior written permission from their council.
- Girls must abide by their own council's policies and procedures with regard to this matter.
- Each council has the ability to set its own local fundraising policies and rules on managing requests regarding Highest Awards, as all councils have for the Gold Award.
- Under the current policy, permission to fundraise must be granted by the council CEO, CDO, or their designee.

Impact of Proposal on GSNorCal

- Girl Scouts working on Bronze, Silver, or Gold Award projects can solicit donations
- Complete the Donation Form to report donations received directly by the Girl Scout/troops/caregiver
- Use the pass-through form for donations that are sent by the donor to GSNorCal so council knows where to send a check



58th National
Council Session

Membership Dues and Procedures for Registration Proposal

Membership Dues and Procedures for Registration

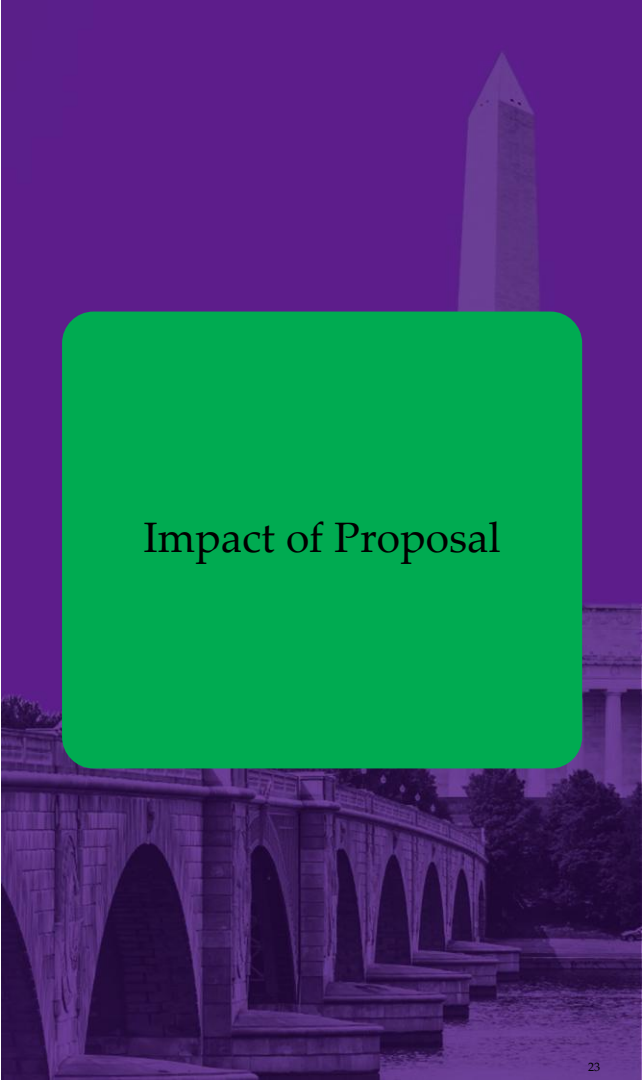
The proposal was adopted as presented:

Move that the Credentials Section of the *Blue Book of Basic Documents*, Membership Dues and Procedures for Registration be revised as follows:

“The National Board of Directors must obtain approval from the National Council whenever a planned dues increase will result in dues increasing more than a total of ~~25%~~ 15% in any one triennium.”

Prior to the National Board voting on **any change in membership dues**, GSUSA must still seek input from Girl Scout councils and National Council delegates

The National Board may not increase membership dues more than 15% in a triennium (the three years between regular sessions of the National Council) without National Council approval

The background of the right side of the slide is a purple-tinted photograph. It shows the Washington Monument in the distance, rising above a line of trees. In the foreground, there is a large stone bridge with multiple arches, likely the A. R. Ross Bridge over the Anacostia River. A large, rounded green rectangle is overlaid on the right side of the image, containing the text "Impact of Proposal".

Impact of Proposal



58th National
Council Session

A background image of the U.S. Capitol building in Washington, D.C., with a large green semi-circle on the right side.

Preservation of the Girl Scout Leadership Experience Relating to the Entrepreneurship Program

Preservation of the Girl Scout Leadership Experience Relating to the Entrepreneurship Program

The National Council determined that the proposal was out of order and did not consider it further.

Amend the GIRL SCOUT TRADEMARK section of the Blue Book of Basic Documents by adding the following:

“GSUSA, along with its alliances and relationships with corporations and businesses, shall not sell, license, or otherwise provide for sale any food product bearing the Girl Scout name or service mark when related to the flavors, branding or likeness of Girl Scout Cookies during the designated entrepreneurship program sales period of any Girl Scout council.”

Delegates voted to add a one-hour discussion of strategy for food product licensing and trademarks related to the Girl Scout brand and its impacts on the Entrepreneurship Program prior to consideration of Proposal 3.

In response to a point of order regarding whether the proposal was properly before the National Council for consideration, the National Council determined that the proposal was out of order and did not consider it further.

Highlights of Discussion Topics

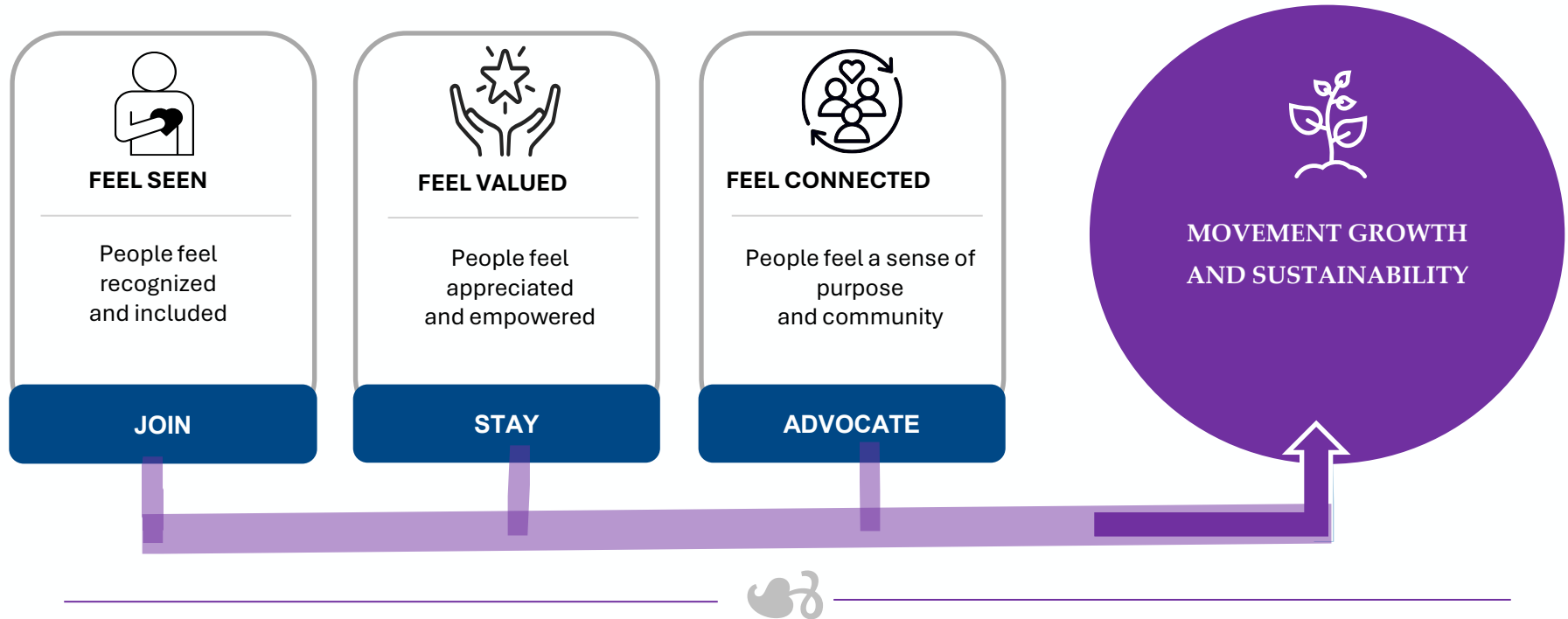


58th National
Council Session

Amplify Impact: Building Connections with Our Communities

Why Belonging Matters

When we are purposeful about belonging, people...



Belonging does not happen because we *believe* in it – it happens when our intentions turn into daily actions

How do we build belonging together?



Voice and Relational Communications

Shifting how we speak *to* and *about* each other by building real connections through mutual understanding and positive intent



Interact with Objectivity

Focusing on how we treat one another by bringing civility, understanding, and showing up for others into our daily habits



Belonging Matters

Having the confidence to start, the motivation to keep building skills, and a shared commitment to creating an inclusive environment



Employing a Growth Mindset

Being willing to look inward and self-reflect, taking actionable steps to pause, learn from one another, and support our continuous growth

Amplify Impact Initiatives in Our Council

Ongoing

- Commitment to Camp Culture Code
- Staff dedicated to reaching Latinx and AAPI communities
- Document translation team



58th National
Council Session

Revolutionize Engagement: Girl Scouts Her Way

Families of K-12 Girls: Key Findings

What caregivers and girls are looking for*

Prioritizing family time

Grow whole selves, not just one skillset.

Space to explore and discover organically.

Deep friendships, mentorship, and a sense of belonging they don't always find with classmates or teammates.

Top caregiver concerns related to Girl Scouts*

Difficulty in finding a good troop “fit”

Packed family schedules

Time / commitment to lead a troop

Limited opportunities to “try” Girl Scouts

* Shine Scout, Known, GSUSA Brand Positioning

Exploring A Broader Range of Ways to Be a Girl Scout

Optimize

Girl Scout
Troops

Regular get-togethers
for a variety of fun,
girl-led experiences



Optimize

Girl Scout
Camp

Try new things and
build bravery during
day and overnight
camp experiences



New

Caregiver + child
experiences

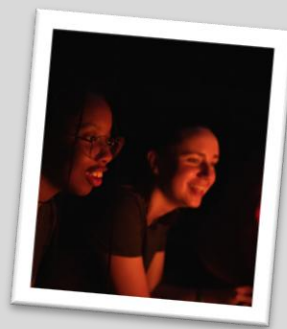
Unique and fun
experiences for adult
and girl pairs



New

Short-term topic
deep dives

Girls dive deeply into
topics they love



New

Experience Girl
Scouts in more
places

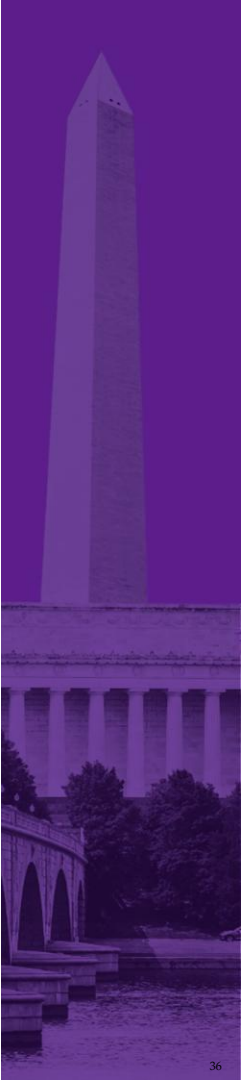
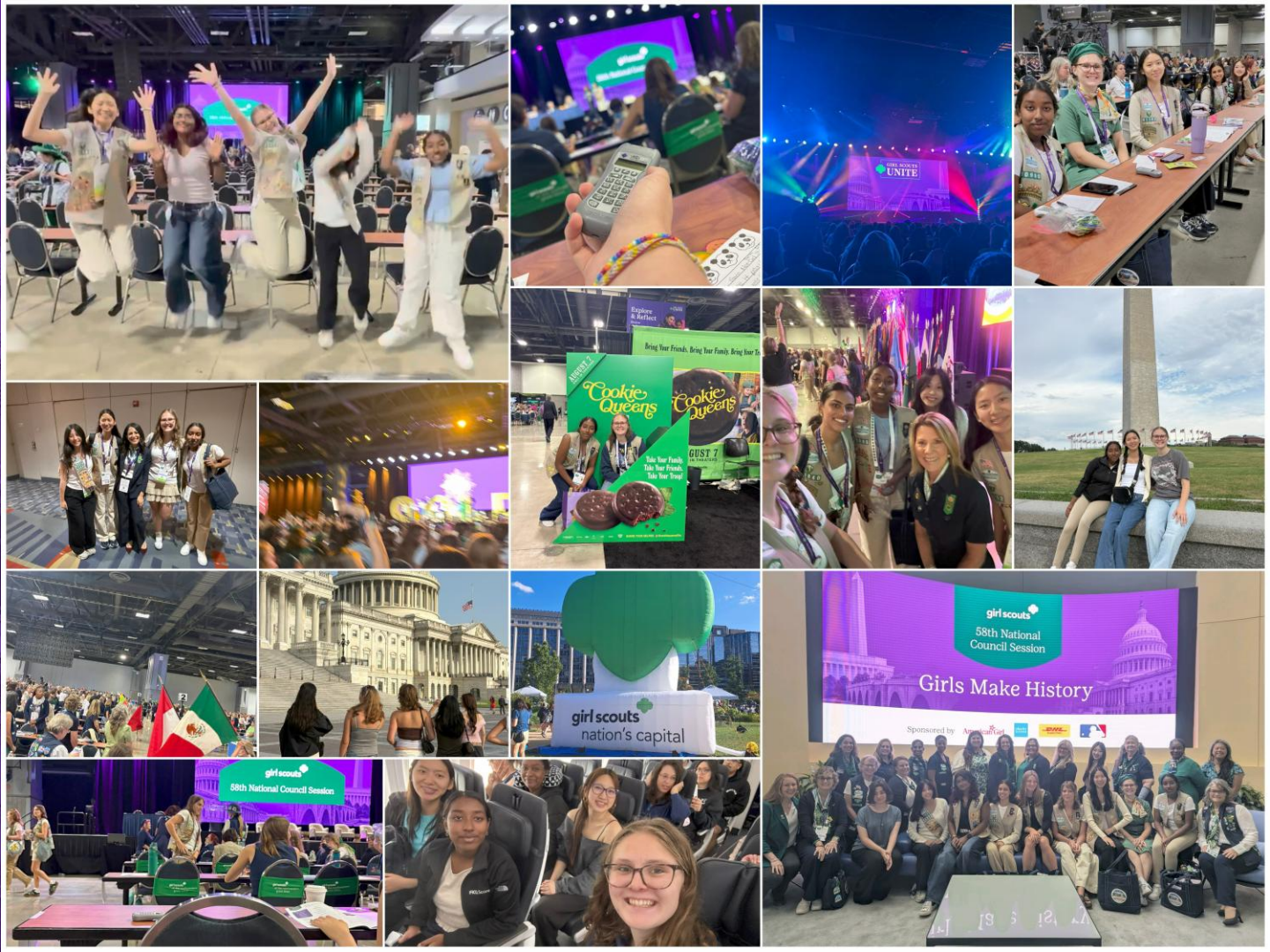
Self-serve experiences
for Girl Scout families
and friends -- anytime
and anywhere



Revolutionize
Engagement Initiatives
in Our Council

New for 2026-2027

- [Club Juliette](#) – quarterly, virtual meet-up for Juliettes
- [Girl Scout Club](#) – staff-led troops in Fremont and San Jose







58th National Council Session

Thank You

Next Delegate Engagement Meeting

We Want to Hear from
You!

1) Take information from tonight's call to your SU/constituent group

2) Bring your ideas for Annual Meeting discussion topics

- What do YOU and your constituent group think we should be talking about?
- Should be strategy oriented—think big picture—as opposed to day-to-day operations

Q & A

Thank You!

Recording will be posted to
gsHelpCenter within 48 hours

