

GSHH Delegate Newsletter

September 15, 2021 | Volume 1, Number 7

“Girl Scouting is not just knowing...but doing...not just doing but being.” – Juliette Gordon Low

Delegate Calendar 2021-2022

Nov 8, 2021 (Virtual)

Fall Delegate Meeting

May 4, 2022

Annual Meeting

June 2, 2022

Spring Delegate Meeting

Nov 7, 2022

Fall Delegate Meeting

Board Governance Committee

Fay Casatuta (Board)

Kim Barnett (Board)

Ariel Yarmus (Board - Girl)

Sue Pulcare (Community)

Hada Reed (GSHH Staff)



A Letter from the Board President

Welcome to the new 2021-2022 Girl Scouting Year! I want to sincerely thank each one of you for your continued commitment to the Girl Scout Movement and for your willingness to serve our girls through your participation in the governance of Girl Scouts Heart of the Hudson (GSHH).

Governance is defined as "the process of decision-making and the process by which decisions are or are not implemented."

Your position as a Delegate, Alternate Delegate, Juliette Delegate-At-Large, or National Delegate is a very important position in GSHH's governance system. As such, you have a policy-influencing position that enables you to speak on issues before the Council and to give general direction to the Board of Directors.

We offer the world's best leadership experience for girls. Nowhere else do girls have the opportunity to run their own business to finance their dreams; learn about our democracy as a delegate or Girl Board Director; develop values to guide their actions and provide the foundation for sound decision making; or demonstrate leadership by earning the Bronze, Silver or Gold Award.

Your service and participation to this organization in the development of girl leaders is remarkable. I cannot help but feel hopeful when I look across our Council and see the talent and enthusiasm our girls possess. We know our program works! It's inspiring to see firsthand how these future leaders are already making the world a better place.

I look forward to working in partnership with you to make GSHH a stronger Council that continues to provide the best possible opportunities for all girls.

Again, thank you for your service to Girl Scouts Heart of the Hudson.

Yours in Girl Scouting,
Fay Casatuta
Board President

Mark Your Calendar for the Fall Delegate Meeting

Girl Scouts Heart of the Hudson holds two Delegate Meetings per year – one in the Fall and one in the Spring. These meetings are opportunities to:

- ◆ Improve your understanding of the policy-influencing process
- ◆ Allow for networking among attendees
- ◆ Create a forum in which changes to policy or the need for a policy can be identified and proposals to make those changes can be developed and evaluated
- ◆ Provide feedback on the implementation of new policies
- ◆ Offer opportunities to express concerns and recommendations for change at the Council level.

Please join us **virtually** on **Monday, November 8th** for our Fall Delegate Meeting. Details and RSVP will be forthcoming.

Delegate Feedback Needed for Fall Delegate Meeting

As we prepare to kick off the 2021/2022 Girl Scout year, the Board Governance Committee is requesting your feedback on the proposed time period change for the GSHH Annual Meeting beginning in 2023.

As you may recall, the date change was briefly discussed at the June 2021 Spring Delegate Meeting. Please see below for additional background information to use in discussions with your Service Units to then share with everyone at the November Fall Delegate Meeting.

Background

GSHH proposes changing the Annual Meeting time period based on the following reasons:

- ◆ Recent changes in GSUSA’s financial audit requirements for councils:
 - The GSHH audit must be approved by the Board of Directors prior to the Annual Meeting
 - GSHH must submit its audit and tax returns to GSUSA by February 15 each year
- ◆ Review of time periods councils across the Girl Scout Movement conduct their Annual Meetings for better alignment and synergy
- ◆ Response to feedback from Delegates/Alternate Delegates regarding conflicts with the current schedule due to sports, personal and religious commitments, and council-wide events
- ◆ Allow Delegates/Alternate Delegates to attend Service Unit meetings to present/discuss topics covered during Delegate meetings

“Make the most of yourself by fanning the tiny, inner sparks of possibility into flames of achievement.” – Golda Meir

Proposal

Using the information above, GSHH proposes to move the Annual Meeting from the current Spring schedule to the time period **between February 1 and March 31** of each year beginning in **2023**. A two-month time period is needed for scheduling and logistic purposes.

An Annual Meeting scheduled earlier in the calendar year will enable GSHH to better support the overall GSUSA change in their fiscal calendar, put GSHH in alignment with the majority of the other Girl Scout councils as it relates to the timing of their Annual Meeting, and address concerns voiced by Delegates/Alternate Delegates about the many schedule conflicts a Spring Annual Meeting creates. GSHH will make every effort to offer the option for Delegates/Alternate Delegates to participate in the Annual Meeting virtually.

Request for Delegate/Alternate Delegate Feedback

1. Discuss the proposed time period change for the **2023** Annual Meeting with your Service Unit.
2. Bring your feedback to the **virtual** Fall Delegate Meeting on **November 8, 2021**. Details and RSVP will be sent soon.

GSHH Bylaws

Article II, Section 2.2 of the GSHH Bylaws will require an update for approval at the **May 4, 2022** Annual Meeting.

Current Text

The Annual Meeting shall be held each year between April 1 and May 30 at the place, time, and date as may be fixed by the Board, or, if not so fixed, as may be determined by the President of the Board, referred to herein as the President.

Proposed Text

The Annual Meeting shall be held each year between **February 1 and March 31** at the place, time, and date as may be fixed by the Board, or, if not so fixed, as may be determined by the President of the Board, referred to herein as the President.

The rewards a Girl Scout volunteer receives are infinite.

- Opportunity to be a positive role model
- Leadership development
- Conflict-resolution skills
- Life-long friendships
- Personal growth
- Employment skills
- Praise and recognition

Delegate Tips for Facilitating Discussion with your Service Units

Delegates may be asked to lead group discussions with their Service Units for informational purposes. Here are some tips to help that discussion move smoothly.

- ◆ Present the item(s) to be discussed.
- ◆ Foster full participation from the Service Unit and be aware of nonverbal communication.
- ◆ Gently draw Service Unit members into the process.
- ◆ Encourage Service Unit members to interact with one another.
- ◆ Be genuinely interested in Service Unit members thoughts and feelings; show it in your body language.
- ◆ Let the dialogue flow naturally with a minimum of intervention.
- ◆ Use paraphrasing as a way to clarify and present the items for discussion so that the Service Unit members have a clear understanding.
- ◆ Keep the Service Unit members on topic. Be careful to limit or reduce repetition.
- ◆ Remain completely nonjudgmental.
- ◆ Do not take comments personally.
- ◆ Use silence well. At times the hardest thing to do is nothing.
- ◆ Keep your sense of humor.

Delegate Responsibilities


Delegates have two responsibilities:

- ◆ To represent their Service Unit and all members of GSHH
- ◆ To communicate up, across, and down the governance channels.
- ◆ Alternate Delegates should be prepared to take on the Delegate's responsibilities at any time.


Represent

Delegates represent the opinions of their Service Unit members at all business meetings - Annual Meeting, Delegate Meetings, and Special Meetings of the council. If a Delegate cannot fulfill their duties temporarily or permanently, the elected Alternate Delegate will take their place.

At a business meeting or special meeting of the council, Delegates represent their Service Unit, but when casting their vote, they must also consider what is important for all members of GSHH. They come informed, but not instructed.



**INFORMED, BUT NOT INSTRUCTED
GIVES THE
DELEGATE FREEDOM TO TAKE
INFORMATION FROM THEIR SERVICE
UNIT AND FROM THE OTHER MEMBERS
OF THE CORPORATION INTO ACCOUNT
BEFORE CASTING THEIR VOTE**



Delegates should be informed about all the agenda items to be voted on, including the impact on their Service Unit and GSHH as a whole. Agenda items should be discussed with their Service Unit members so the Delegates can understand what items are supported and where the concerns lie. With this knowledge, the Delegates can speak for or against the agenda items, but they should come to the meeting with an open mind to hear other points of view before deciding on how they will vote.

Business Meetings

The Annual Meeting and any Special Meetings of the Corporation are where business is conducted. The Corporation must have a quorum of its membership present to conduct business. It is critical for Delegates and Alternate Delegates to attend to ensure a quorum.

Delegates have two primary roles at the Annual Meeting:

- The first duty is to elect Board officers, Members-at-Large, Board Development Committee (BDC) members, and National Delegates/ Alternates.
- The second duty is to review and act on reports and requests of the Board of Directors and/or Members of the Corporation, such as Bylaws changes.

In addition to the Annual Meeting and Special Meetings, Delegates and Alternate Delegates attend Delegate Meetings that are held twice yearly in the Fall and Spring to provide feedback on the implantation of new policies and to express concerns and recommendations for change at the Council level.



Communicate

Delegates communicate with their Service Unit, other Service Units, other Delegates, Members of the Corporation, the Board of Directors, and National Delegates.

Communicate Up

Delegates are communicating information to the Council Delegates and the Board of Directors by submitting proposals to change the Council Bylaws or Policies. They also offer suggestions to National Delegates regarding changes GSHH should propose to GSUSA and provide feedback on proposals National Delegates will vote on at the National Council Session.

Communicate Across

Delegates communicate with other Delegates and Alternates, Service Unit Managers, or Service Unit Teams across Service Units. They may discuss concerns and work cooperatively to develop and submit proposals for change within GSHH, or to offer suggestions to National Delegates to propose to GSUSA. Delegates may discuss proposals to be considered by GSUSA and provide feedback to National Delegates.

Communicate Down

Delegates are the primary contact with their Service Unit members, including the Service Unit Manager, Service Unit Team, leaders, parents, and girls. Multiple forms of communication may be needed to reach this wide audience, such as verbal reports or handouts at Service Unit meetings, email, group texts, social media, or other electronic means. Delegates receive information from the following sources to share, as appropriate:

Annual Meeting

Special Meetings

Delegate Meetings

Delegate Newsletter

National Delegate Communiqués

Governance Committee

Governance & Delegates page on the GSHH website

CEO

Girl Scouts Heart of the Hudson – Delegate Pin Recipients by County

The Governance Committee would like to congratulate the Delegates and Alternates who fulfilled the following requirements:

- Elected by your Service Unit
- Sign and return to Council the Delegate/Alternate Volunteer Position Description agreement
- Complete the Council offered Delegate/Alternate webinar training
- Attend at least 2 of the 3 Governance Meetings – the Spring/ June, the Fall/November, and the Annual Meeting.

Please review the list below for those delegates/alternates that will receive this award at the November Delegate meeting. If you have met the requirements above and do not see your name on the list, please send an e-mail to delegates@girlscoutshh.org so that we can further research.

Service Unit	First Name	Last Name	SUT Position
Germonds	Cathy	Tanchoco	DELEGATE
Harlem Valley	Rachel	Kennedy	DELEGATE
Larchmont/Mamaroneck	Jamie	Winter	ALTERNATE DELEGATE
Liberty	Joan	Evans	DELEGATE
Mahopac	Ruth	Greenfield	DELEGATE
Mahopac	Lauren	Nachstein	DELEGATE
Misty Mountains	Phoebe	North	DELEGATE
New Rochelle	Hayden	Roberge	DELEGATE
New Rochelle	Kathleen	Jones	DELEGATE
Northern Dutchess	Stacey	Dorval	DELEGATE
Peekskill	Rosie	Goldman	ALTERNATE DELEGATE
Peekskill	Ciera	McCellan	DELEGATE
Tappen Zee	Lori	Frohmann	DELEGATE
Washingtonville	Carla	Hosein	ALTERNATE DELEGATE
West Nyack	Gennifer	Kelly	DELEGATE
Yorktown	Kristina	Archer-Wilkins	DELEGATE



Board Development Committee Update

In June, Board Director Anna May Wiede joined the Board Development Committee (BDC). Anna May replaces Board Director Jolene Borell who moved to the Board Investment Committee.

Anna May will remain on the BDC until the 2022 Annual Meeting. She has served on the BDC many times through the years, most recently as a community member 2020-2021.

Thank you, Jolene and Anna May for your Board service!

Adult & Girl Leadership Opportunities

Applications are being accepted for the positions below. To learn more, visit the governance page of the Girl Scouts Heart of the Hudson, Inc. website: [**GSHH Delegates & Governance**](#)



Join the Board of Directors!

The Board of Directors is an elected group of volunteers and business professionals who represent our council's membership and reflect its racial, ethnic, geographic, gender, and age diversity. Applications should be submitted by 1/31/2022.

Be a Girl Board Director!

Girl Scouts who will be 16 by May 4, 2022, can apply to serve a 1-year term on the Board of Directors. Take an active role in council decision making and bring the girl perspective to the board. Applications are due by midnight on 12/13/2021.

Be a Juliette Delegate- at- Large!

Bring the voice of the Juliette membership to the delegate body. Girls who will be 16 by May 4, 2022, are eligible to apply to serve a 1-year term. They are interviewed and selected by the Board Development Committee. Applications are due by midnight on 12/13/2021.

Join the Board Development Committee!

Interview and nominate candidates to be elected at the Annual Meeting. Committee members are elected by the delegate body to serve a 3-year term. Applications should be submitted by 1/31/2022.

Coming Soon! GSHH National Delegates

National Delegates are elected to serve a three-year term and represent Girl Scouts Heart of the Hudson at the GSUSA National Convention.

Applications will be available online and should be submitted by 1/31/2022.

Apply today for the GSHH
Girl Advisory Team!



GSHH Girl Advisory Team

GSHH is forming a Girl Advisory Team to represent the voice of girls throughout the Council. Team members will have the opportunity to collaborate with GSHH staff to work on key projects and initiatives. Members of the Girl Advisory Team will gain experience through creating change, developing leadership skills, and professional development. Girl Advisory Team members will serve a one-year term. Girls in **Grades 9 - 12** are invited to apply at this [link](#).

GSHH National Delegates – Virtual Coffee House



You're Invited to a Virtual Coffee House!



Date: September 28, 2021
Time: 6:30 pm to 7:30pm
Place: Zoom
Hosted By: GSHH Current National Delegates

Join us to learn how **YOU** can become a GSHH National Delegate for the 56th National Council Session

July 2023 in Orlando, Florida

To register send an email to Delegates@girlscoutshh.org
Zoom credentials will be sent to you

GSUSA CEO Update

After months of screening and due diligence with GSUSA's search partner Spencer Stuart, the GSUSA CEO Search Committee has begun conducting first round interviews with exceptional candidates. The committee also wanted to ensure that girls' voices are incorporated into the CEO-hiring process. As such, the committee is including questions submitted by Girl Scouts as it interviews CEO candidates over the next few months.

In addition, although you may recall that our Interim CEO Judith Batty's initial agreement was to stay on for a year or until the search was completed, whichever was earlier, she has graciously agreed to remain serving as Interim CEO. This will allow the search committee to complete their critical work, continue their thorough and comprehensive process, and welcome the next transformational CEO.



“The most difficult thing is the decision to act, the rest is merely tenacity.” – Amelia Earhart

Elevating the Gold Award and Providing the Pipeline of Future Women Leaders

The GSUSA Gold Award Scholarship Task Force continues their work to raise the profile of the Gold Award, increase college and university engagement, identify business and other not-for-profit partnership opportunities, and draw on National Board Members' vast networks to provide Gold Award Girl Scouts with professional internships and opportunities. The Task Force has also been working on generating funds to support increased scholarship opportunities that would benefit every Gold Award Girl Scout who matriculates to a college or trade school.



One such initiative has already born significant fruit. National Board Member Eileen Drake, the CEO of Aerojet Rocketdyne, has made two incredible opportunities available to GSUSA and our Girl Scouts. First, she supported her company's efforts to hire six Gold Award Girl Scouts for 2021 summer internships. To the left is a photo of Gold Award Girl Scout interns from Girl Scouts of the Nation's Capital at Aerojet's Orange, Virginia site learning about tactical missile production.

Second, through Eileen's efforts and her personal generosity, \$60,000 has been donated to sponsor at least five new GSUSA national teams to compete in the 2022 Aerospace Industry Association Rocketry Challenge. Learn more about the contest at this [link](#).

Watch GSUSA social media accounts in the coming months for updates on these incredible Girl Scout scientists and other Gold Award Girl Scouts and alums.

“You can never leave footprints that last if you are always walking on tiptoe.” – Leymah Gbowee



"It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent." – Madeleine Albright

Inspiring News of Women in Leadership Roles



One of the key goals of the Girl Scout movement is the development and empowerment of girls today to become the future women leaders of tomorrow. As mentioned in the May 2021 edition of the GSHH Delegate Newsletter, Girl Scout alumnae have some impressive statistics when it comes to leadership as noted in the facts below that were shared earlier this year by the Girl Scout Research Institute.

- More than one in three women in the United States were Girl Scouts at some point in their lives.
- There are currently more than 50 million Girl Scout alums.
- Girl Scout alums say they have Girl Scouting to thank for many of their life achievements.
- Girl Scouts:
 - Set them on a path for achievement and success
 - Connected them to a network of girls and women around the world
 - Developed their passions and interests in the outdoors; business and science, technology, engineering, and math (STEM).
- Nearly nine in ten Girl Scout alums (88%) are satisfied with their lives today, and 87% say they have successfully met their life goals.
- Girl Scout alums are civically engaged—86% are registered to vote and 73% vote always or nearly always.

...and many prominent women leaders wore Girl Scout green as girls.



To further encourage and inspire our GSHH Delegates and Alternates, please see links below for recent news from around the world recognizing women leaders in different industries who are making a difference in the world today.

[Women Leaders Recognized in Technology](#)

[Women Leaders Recognized in Cosmetics & Beauty](#)

[Women Leaders Recognized in Finance](#)

[Women Leaders Recognized in Computer Technology](#)

"It's one of the greatest gifts you can give yourself, to forgive. Forgive everybody." – Maya Angelou



Want to Catch Up?

Past issues of the Delegate Newsletter can be found on the **Structure** page of the GSHH website - [Past Issues of Delegate Newsletter](#)

Your Opinion Counts!

We love hearing from all of our delegates! Please continue to share your ideas, questions and suggestions for content in this newsletter by sending an e-mail to delegates@girlscoutshh.org.

Girl Scouts Heart of the Hudson, Inc.

2 Great Oak Lane

Pleasantville, NY 10570

Customer Care:

1-855-232-GSHH (4744)

<https://www.girlscoutshh.org/>

Customercare@girlscoutshh.org

