

Girl Scouts of Western Ohio
4930 Cornell Road
Cincinnati, OH 45242-1804
513-489-1025 or 1-800-537-6241
Fax: 513-489-1417
www.girlscoutsofwesternohio.org

Date: January 15, 2009
To: Board of Directors
From: Barbara J. Bonifas, CEO
Subject: Year-End Report of Ends and Executive Limitations

The attached document is an Executive Summary of the Ends report. Additional information is available for any interested board member and includes program effectiveness survey data.

CEO's Interpretation of the Ends: The Ends report (Attachment J) will provide baseline data only for the Ends. We have built a foundation for gathering data and reporting our Ends, but the short timeframe has not allowed for a full reporting beyond baseline information. In our first year of operation, staff of Girl Scouts of Western Ohio have focused on putting in place the infrastructure of the new council. This work lays the foundation by developing the systems and processes which have been shared with the board throughout the year.

Core and Enabling Processes Summary: Attachment K provides an overview of these systems and the work that has been accomplished in 2008. In future years, it will not be necessary to provide this report to the board, but in our first year, it was critically important that we build a strong foundation.

Executive Limitations: Over the course of the past year, we reported on several of the Executive Limitations. When the board developed the monitoring schedule, it was not expected that reporting would begin until late in 2008. Earlier reports were provided as a way to test reporting methods. Since board members have already received reports, we are not providing copies of the monitoring reports, which can be found in past board mailings and minutes. In addition, a direct inspection of financial policies was carried out by the audit committee in early December 2008. Reports were as follows:

- 2.2 Treatment of Paid and Volunteer Staff – June 2008
- 2.3 Compensation and Benefits – November 2008
- 2.4 Financial Planning and Budgeting – November 2008; direction inspection, December 2008
- 2.5 Financial Condition and Activities – November 2008; direct inspection, December 2008
- 3.6 Asset Protection – November 2008; direct inspection, December 2008
- 2.7 Ends Focus of Grants or Contracts – November 2008

Our Mission

*Girl Scouting builds girls of courage, confidence, and character,
who make the world a better place.*