

**BOARD OF DIRECTORS**

The regular meeting of the Board of Directors of Girl Scouts of Western Ohio was held at the Girl Scout office in Dayton. President, Ellen Iobst, was in the chair and Bill Schretter, Acting Secretary, took the minutes.

**BOARD MEMBERS  
PRESENT**

Board members present:

Ellen Iobst, Chair  
Victoria Nilles, 1<sup>st</sup> Vice Chair  
Ann Hartmann, 2<sup>nd</sup> Vice Chair  
Zo Redman, Treasurer  
Cassie Barlow  
Colleen Bell\*  
Alex Bielecki\*  
Patrice Borders  
Sue Gantz Matz  
Shannon Glass  
Theresa Hirschauer  
Michelle Krummen  
Roni Luckenbill, CEO\*  
Jenny Michael  
Susan Redman-Rengstorf  
Bill Schretter  
Jody Wainscott\*  
Rebecca Westlake  
\*ex officio

**BOARD MEMBERS  
ABSENT**

Board members absent:

Kimber Fender  
Angela Granata  
La Costa Moore  
Pat Neal-Miller  
Barb Oostra

**STAFF MEMBERS  
PRESENT**

Staff members present:

Marcia Dowds, Chief Development Officer  
Cheryl Drinnen, Assistant to the CEO  
Linda Odenbeck, Chief Financial Officer  
A.J. Office, Director of Research & Evaluation  
Susan Osborn, Chief Operating Officer

**PRE-MEETING  
MATERIALS**

Materials mailed:

Agenda Board of Directors Meeting  
Consent Agenda Memo  
September 2016 Board Meeting Minutes  
October 2016 Special Board Meeting Minutes  
Fund Development Task Group Charges  
Fund Development Dashboard  
Board Development Committee Memo – Prospective Board Members  
Board Assessment Summary Memo  
Board Assessment Survey Results

Governance Task Group Charges  
Board Task Group Planning Worksheet  
Board Monitoring Memo & Form  
Girl Scout Property Update & Recommendations  
Recommendations for Decision Making on Council Property  
Administrative Facility Recommendations  
Camp Property Proposed Improvements  
Outdoor Experience & Property Task Group Charges  
Investment Update

## **HANDOUTS**

Materials distributed:

Annual Campaign Board Ask

Reference materials for Girl Panel discussion on Saturday:

2015 Program Effectiveness Impact Report

5 Ways Girl Scouts Builds Girl Leaders

Panel Discussion Fact Sheet

## **CALL TO ORDER**

The meeting was called to order by Chair, Ellen Iobst, at 6:05 pm.

## **APPROVAL OF AGENDA MOTION**

A motion was made to approve the agenda. Motion approved.

## **APPROVAL OF CONSENT AGENDA MOTION**

The consent agenda was approved. The following agenda items were included on the consent agenda:

- Minutes of the September 2016 Board Meeting
- Minutes of the October 2016 Special Board Meeting
- Appointment of the following officers to the CEO Performance Review Task Group
  - Ellen Iobst, Chair
  - Victoria Nilles, 1<sup>st</sup> Vice Chair
  - Ann Hartmann, 2<sup>nd</sup> Vice Chair
  - Kimber Fender, Secretary
  - Zo Redman, Treasurer

## **OPENING COMMENTS**

Ellen Iobst, Chair, provided an update on the GSUSA Board Chair/CEO Retreat that she and Roni Luckenbill, CEO, attended. She shared that GSUSA has developed a new Movement Strategy which will provide unifying elements to make us not only stronger as a council, but also stronger as a national organization. The elements include Girl Scout Brand, Girl Experience, and Operating Models. There are five movement strategies that are organized into three main categories:

1. Experience of Girl Scouts
  - Reach more Girls
  - Higher Impact
2. Business of Girl Scouts
  - Increased Investments
  - Effective Operations
3. Story of Girl Scouts
  - Stronger Brand

In addition, we will now be moving from 15 outcomes to 5 outcomes: 1) Strong Sense of Self; 2) Positive Values; 3) Challenge Seeking; 4) Healthy Relationships; and 5) Community Problem Solving.

**FUND DEVELOPMENT  
TASK GROUP**

Theresa Hirschauer, Task Group Chair, announced that both the monetary goal and 100% participation goal has been met for the board leadership campaign. She then shared her story of why she gives to Girl Scouts. The board was divided into small groups to discuss: how can we strategize as board members to help further our cause; how can I as a board member utilize my network; and how can I help support staff efforts? After discussion, the small groups shared their information with the entire board.

**BOARD DEVELOPMENT  
COMMITTEE REPORT**

Zo Redman, Board Development Committee Chair, highlighted the list of ideal board skills and attributes that were developed at the last board meeting and asked members to notify her if there is any information missing from the list. She also reminded board members to assist the committee in identifying potential board members by completing a prospect form that is located on the board website.

**GOVERNANCE PROCESS**

Ellen Iobst, Chair, presented the results of the board assessment survey and asked if there were any questions or discussion about the results. She also suggested that the board consider more frequent phone meetings and have only two in-person meetings due to the growing challenge of more members participating by phone instead of in-person. After some discussion, it was suggested to change the September meeting from a conference call to an in-person meeting, so there would be three in-person meetings. A revised 2017 calendar will be sent to the board.

Ellen then led a discussion regarding board task groups and the suggestion to have just three task groups: 1) Fund Development Task Group, 2) Outdoor Experience and Property Task Group, and 3) Governance Task Group. Theresa Hirschauer will chair Fund Development, Sue Matz will chair Outdoor Experience and Property, and Victoria Nilles will chair Governance. Each member was then asked to select a task group to serve on and breakout into groups and complete the Board Task Group Planning Worksheet listing out the task group goals, action steps, target dates, roles and responsibilities, supports and resources needed, and measures of success. Each task group reported out on their plans.

**HOW DID WE WORK?**

Susan Redman-Rengstorf, November Board Monitor, reported on her assessment of the board's performance during this board meeting. She used the monitoring evaluation and shared her assessment of the board's compliance. The evaluation form is used at each meeting and kept with board files.

**AGENDA PLANNING**

The following agenda items will be included in the January meeting, which is scheduled on Tuesday, January 24, 2017, 4:30 pm via conference call as:

- Year End Management Report
- 2016 Audit Report
- Fund Development Task Group Report
- Outdoor Experience and Property Task Group Report
- Governance Task Group Report
- Board Development Committee Report

**ADJOURNMENT**

The meeting adjourned at 8:21 pm.

**BOARD OF DIRECTORS**

The regular meeting of the Board of Directors of Girl Scouts of Western Ohio was reopened on Saturday, November 12, and was held at the Drury Inn & Suites in Dayton. President, Ellen Iobst, was in the chair and Bill Schretter, Acting Secretary, took the minutes.

**BOARD MEMBERS PRESENT**

Board members present:

Ellen Iobst, Chair  
Victoria Nilles, 1<sup>st</sup> Vice Chair  
Ann Hartmann, 2<sup>nd</sup> Vice Chair  
Zo Redman, Treasurer  
Cassie Barlow  
Colleen Bell\*  
Alex Bielecki\*  
Patrice Borders  
Sue Gantz Matz  
Shannon Glass  
Michelle Krummen  
Roni Luckenbill, CEO\*  
Jenny Michael  
La Costa Moore  
Susan Redman-Rengstorf  
Bill Schretter  
Jody Wainscott\*  
Rebecca Westlake  
\*ex officio

**BOARD MEMBERS ABSENT**

Board members absent:

Kimber Fender  
Angela Granata  
Pat Neal-Miller  
Barb Oostra

**STAFF MEMBERS PRESENT**

Staff members present:

Marcia Dowds, Chief Development Officer  
Linda Odenbeck, Chief Financial Officer  
A.J. Office, Director of Research & Evaluation  
Susan Osborn, Chief Operating Officer  
Cindy Smith, Program Manager

**CALL TO ORDER**

The meeting was called to order by Chair, Ellen Iobst, at 9:00 am.

**VOICES OF GIRLS**

Cindy Smith, Program Manager, led a panel discussion with six girl members and the board.

**OUTDOOR EXPERIENCE & PROPERTY TASK GROUP REPORT**

Sue Matz, Task Group Chair, presented an overview of the administrative center recommendations that included the Need, Proposal and Cost for each of the centers. She then had the board break into small groups and to review the recommendations and use the Criteria for Decision Making on Camp Property that was previously approved by the board. Each group should answer the following: Do plans meet established criteria; what excites you about the plan or opportunities this offers; and what questions, concerns or additional information is needed. After discussion, groups shared their responses with the entire board. Sue then provided an

overview of the planning process and priorities for the camps, which will be taking place over the next three years.

Following discussion, the following motions were made:

- MOTION That the board supports the recommendations for the multi-year camp plan and the administrative facility plan. Motion approved.
- MOTION That the board supports taking action to market and prepare to sell the empty lot in Lima and the Toledo office. Motion approved.
- MOTION That the board supports investigating the purchase or lease of a new Toledo office, using the funds from the sale of the current Toledo office. Motion approved.
- MOTION That the board authorizes \$1.7 million for the administrative facility renovations, including Dayton Option #1 – Deck Enclosure, Parking and Geothermal Improvements, and Dayton Option #2a – Improve Conference Rooms with Video Conferencing Capability, using the proceeds from the Lake Pointe property, the Lima empty lot and the asset replacement fund. Motion approved.

**ADJOURNMENT** The meeting adjourned at 12:00 noon.



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Bill Schretter, Acting Secretary

