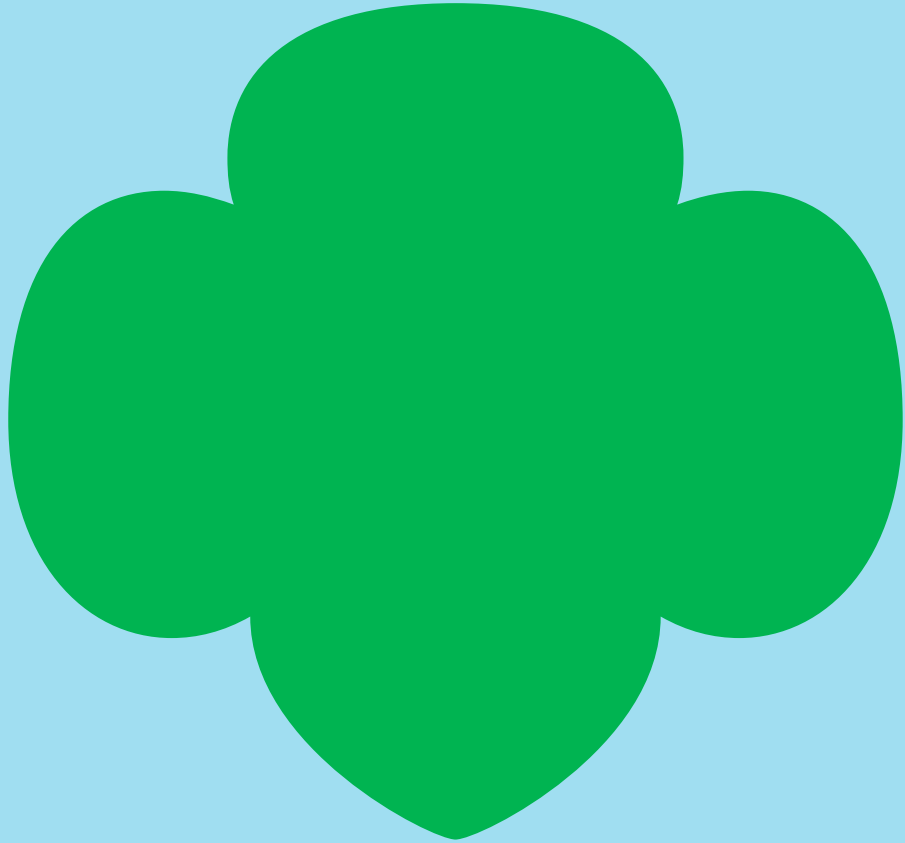


girl scouts  
of kentuckiana

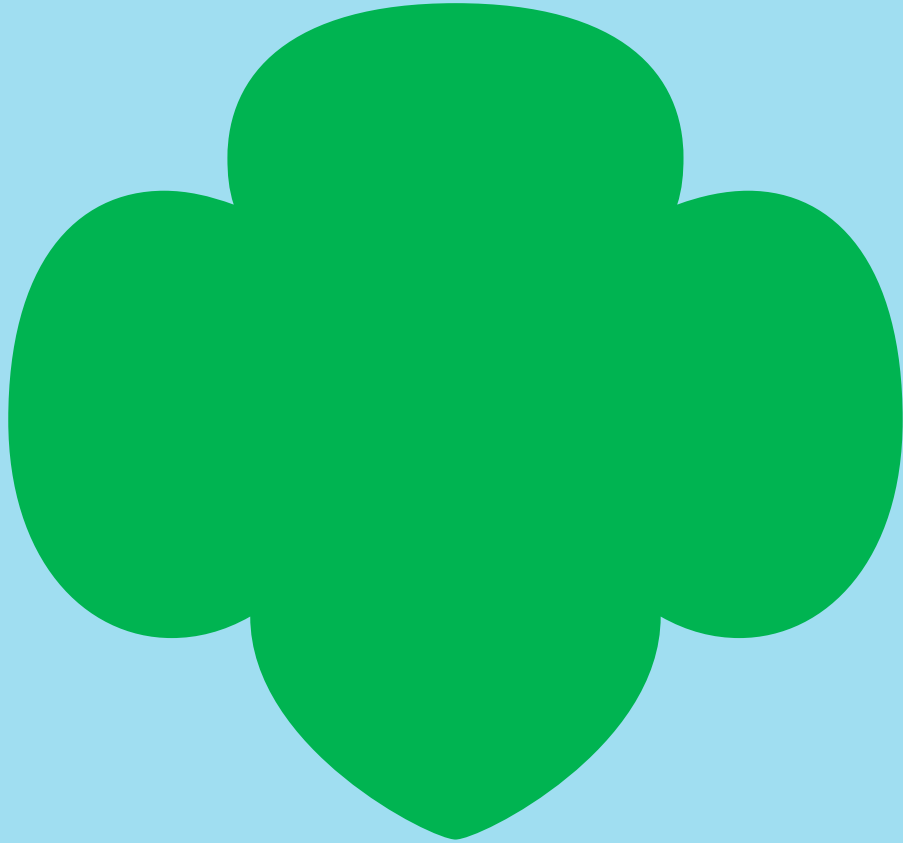
Annual Meeting  
April 13, 2024





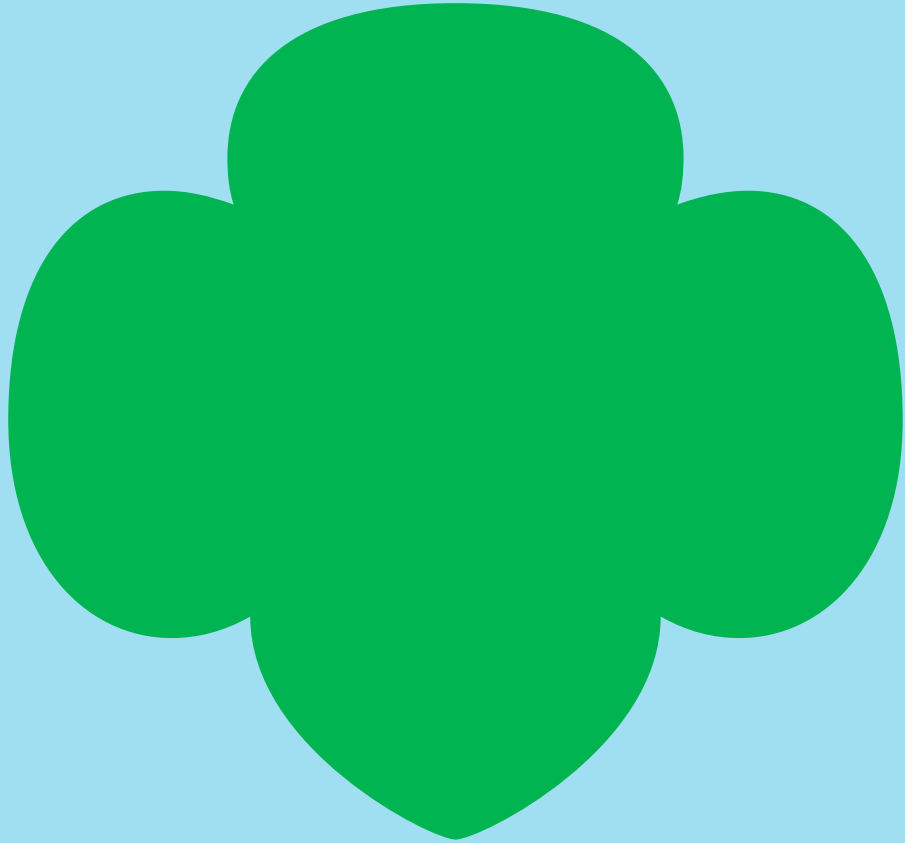
# Call to Order

Sharon Handy



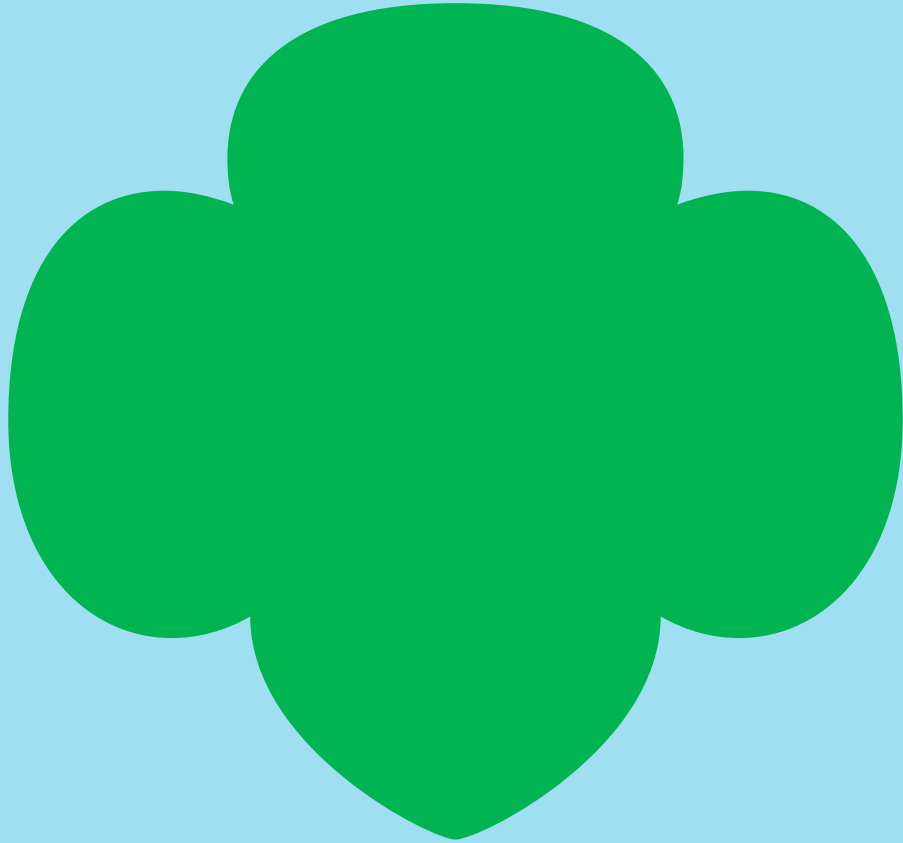
Opening Flag Ceremony,  
Pledge of Allegiance, Girl  
Scout Promise and Law

Troop 547



# Invocation

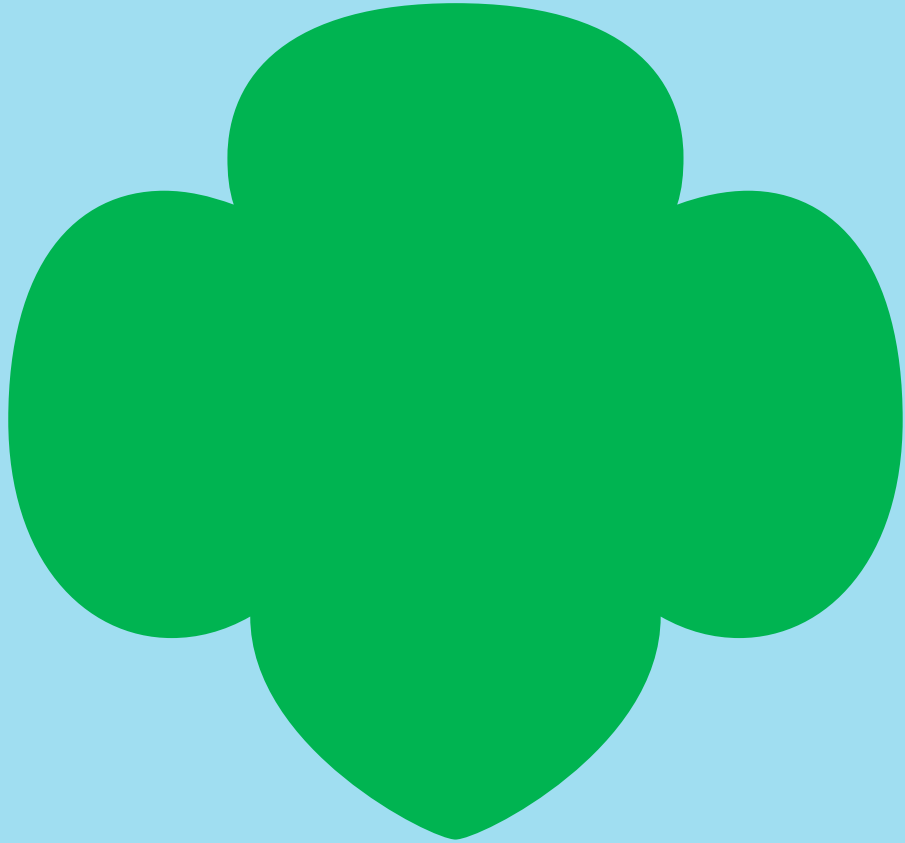
Claydean McCallon  
Board Member



# Welcome Speaker and Opening Remarks

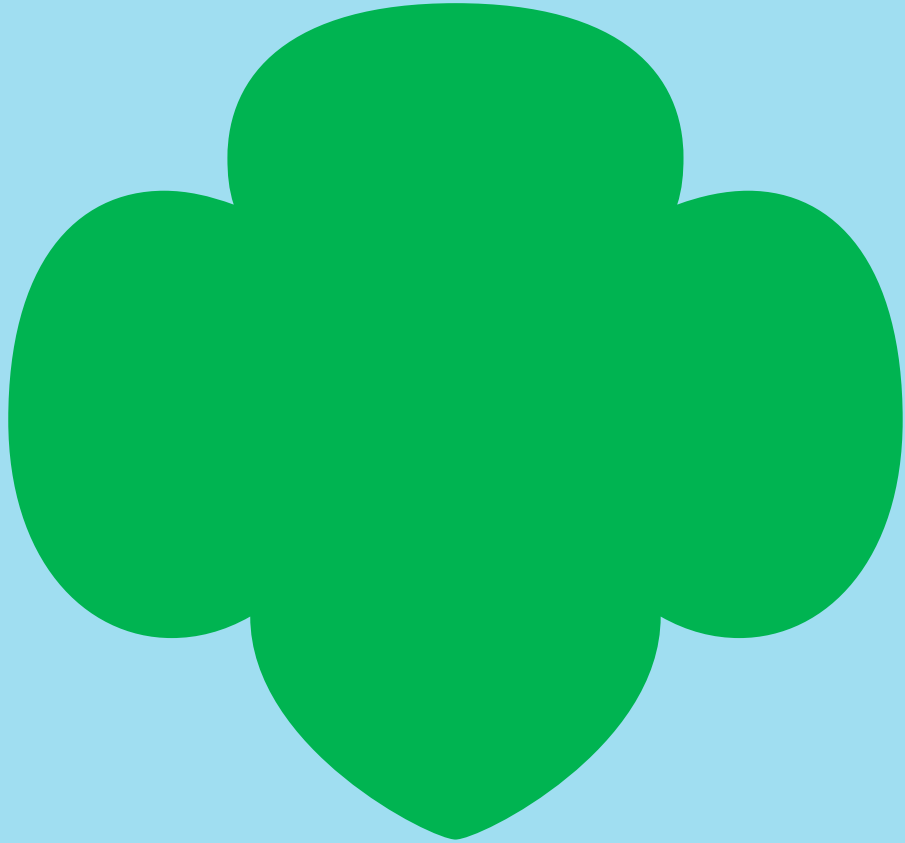
Dr. Martha Sales

Dean of Students, Assistant Vice President of  
Student Life, Western Kentucky University



# CEO Report

Maggie Elder



# Treasurer's Report

Theresa Batliner

# Assets

Assets	2022	2023
Cash	\$508,868	\$365,693
Accounts receivable	\$61,305	\$383
Promises to give, net	\$81,706	\$245,664
Grants receivable	\$246,000	\$236,249
ERTC receivable	\$1,115,511	\$ —
Prepaid expenses	\$71,683	\$52,550
Inventories	\$154,030	\$134,612
Investments	\$6,746,389	\$8,375,301
Beneficial interests in perpetual trusts	\$2,192,225	\$2,437,279
Land, buildings and equipment, net	\$8,005,349	\$7,905,334
Right of use asset - finance leases, net	\$ —	\$47,654
Right of use asset - operating leases, net	\$35,662	\$2,875
<b>Total Assets</b>	<b>\$19,218,728</b>	<b>\$19,803,594</b>





# Liabilities and Net Assets

Liabilities	2022	2023
Accounts payable and accrued expenses	\$258,597	\$199,509
Accrued vacation	\$177,876	\$200,153
Custodial funds	\$31,168	\$39,526
Deferred revenue	\$84,941	\$102,958
Security deposit	\$14,849	\$16,203
Notes payable	\$2,795,945	\$2,795,945
Lease liabilities - finance leases	\$ —	\$48,270
Lease liabilities - operating leases	\$35,662	\$2,875
<b>Total Liabilities</b>	<b>\$3,399,038</b>	<b>\$3,405,439</b>

## Total Liabilities and Net Assets:

**2022: \$19,218,728**

**2023: \$19,803,594**

Net Assets	2022	2023
<i>Without donor restrictions</i>		
Undesignated	\$4,835,325	\$4,610,365
Board designated	\$362,583	\$490,714
Land, buildings and equipment, net of mortgage	\$5,209,404	\$5,109,389
<b>Total Net Assets without Donor Restrictions</b>	<b>\$10,407,312</b>	<b>\$10,210,468</b>

Net Assets	2022	2023
<i>With donor restrictions</i>		
Restricted by purpose or time	\$2,023,916	\$2,548,548
Restricted in perpetuity	\$3,388,462	\$3,639,139
<b>Total Net Assets with Donor Restrictions</b>	<b>\$5,412,378</b>	<b>\$6,187,687</b>
<b>Total Net Assets</b>	<b>\$15,819,690</b>	<b>\$16,398,155</b>



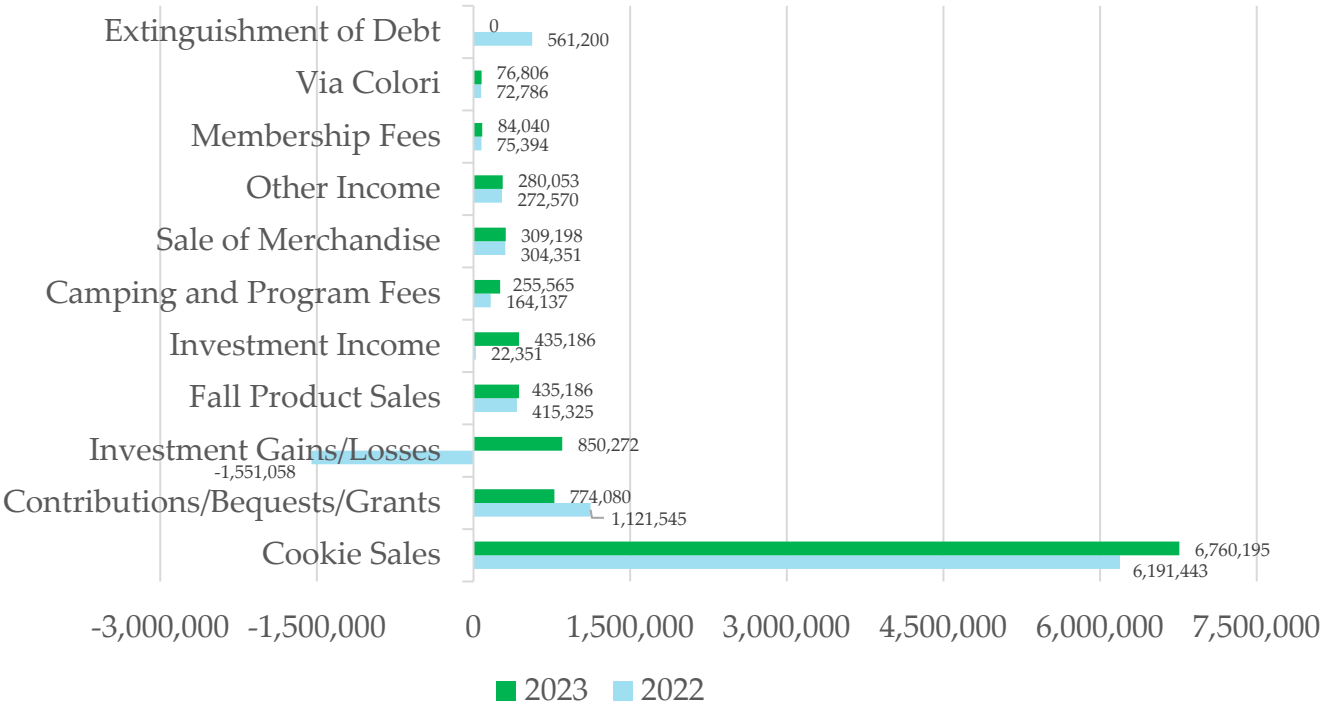
# Analysis of Total Revenue

2022	Amount	Percent
Contributions/Bequests/ Grants	\$1,121,545	14.7%
Via Colori	\$72,786	1.0%
Cookie Sales	\$6,191,443	80.9%
Fall Product Sales	\$415,325	5.4%
Camping and Program Fees	\$164,137	2.1%
Membership Fees	\$75,394	1.0%
Sales of Merchandise	\$304,351	4.0%
Investment Income	\$22,351	0.3%
Investment Gains and Losses	(\$1,551,058)	-20.3%
Extinguishment of Debt	\$561,200	7.3%
Other Income	\$272,570	3.6%
<b>Total</b>	<b>\$7,650,044</b>	<b>100%</b>
<b>Per Audited FS</b>	\$4,883,271	
<b>Add direct costs of revenue</b>	\$2,766,773	
	<b>\$7,650,044</b>	

2023	Amount	Percent
Contributions/Bequests/ Grants	\$774,080	7.6%
Via Colori	\$76,806	0.8%
Cookie Sales	\$6,760,195	66.3%
Fall Product Sales	\$435,186	4.3%
Camping and Program Fees	\$255,565	2.5%
Membership Fees	\$84,040	0.8%
Sales of Merchandise	\$309,198	3%
Investment Income	\$369,157	3.6%
Investment Gains and Losses	\$850,272	8.3%
Extinguishment of Debt	\$ —	0%
Other Income	\$280,053	2.7%
<b>Total</b>	<b>\$10,194,552</b>	<b>100%</b>
<b>Per Audited FS</b>	\$7,077,922	
<b>Add direct costs of revenue</b>	\$3,116,630	
	<b>\$10,194,552</b>	



# Analysis of Total Revenue



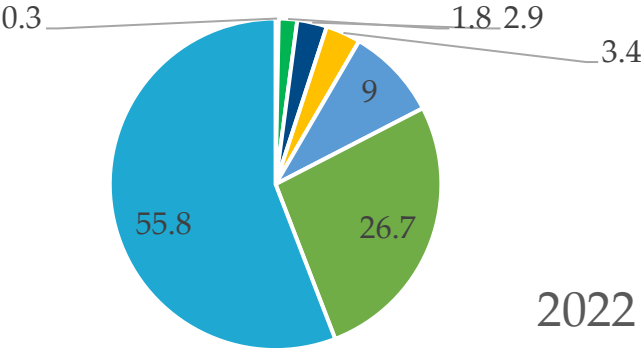
# Analysis of Total Expenses

2022	Amount	Percent
Via Colori	\$29,521	0.3%
Cookie Sales	\$2,289,812	26.7%
Fall Product Sales	\$290,418	3.4%
Sale of Merchandise	\$157,022	1.8%
Program Services	\$4,779,662	55.8%
Management and General	\$769,177	9.0%
Fundraising	\$251,402	2.9%
<b>Total</b>	<b>\$8,567,014</b>	<b>100%</b>
<b>Per Audited FS</b>	\$5,800,241	
<b>Add back direct costs</b>	\$2,766,773	
	<b>\$8,567,014</b>	

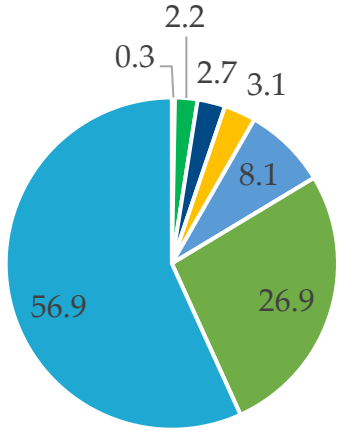
2023	Amount	Percent
Via Colori	\$24,117	0.3%
Cookie Sales	\$2,582,640	26.9%
Fall Product Sales	\$297,401	3.1%
Sale of Merchandise	\$212,472	2.2%
Program Services	\$5,467,069	56.9%
Management and General	\$776,968	8.1%
Fundraising	\$255,420	2.7%
<b>Total</b>	<b>\$9,616,087</b>	<b>100%</b>
<b>Per Audited FS</b>	\$6,499,457	
<b>Add back direct costs</b>	\$3,116,630	
	<b>\$9,616,087</b>	



# Analysis of Total Expenses



- Via Colori
- Merchandise
- Fundraising
- Fall Product
- Management/General
- Cookies
- Program

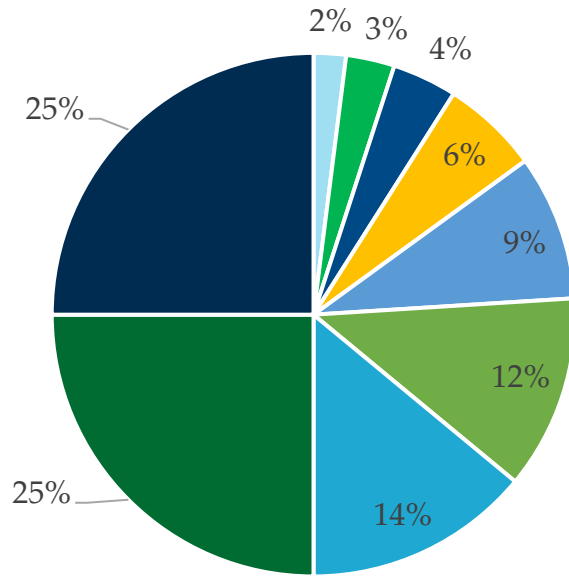


2023

- Via Colori
- Merchandise
- Fundraising
- Fall Product
- Management/General
- Cookies

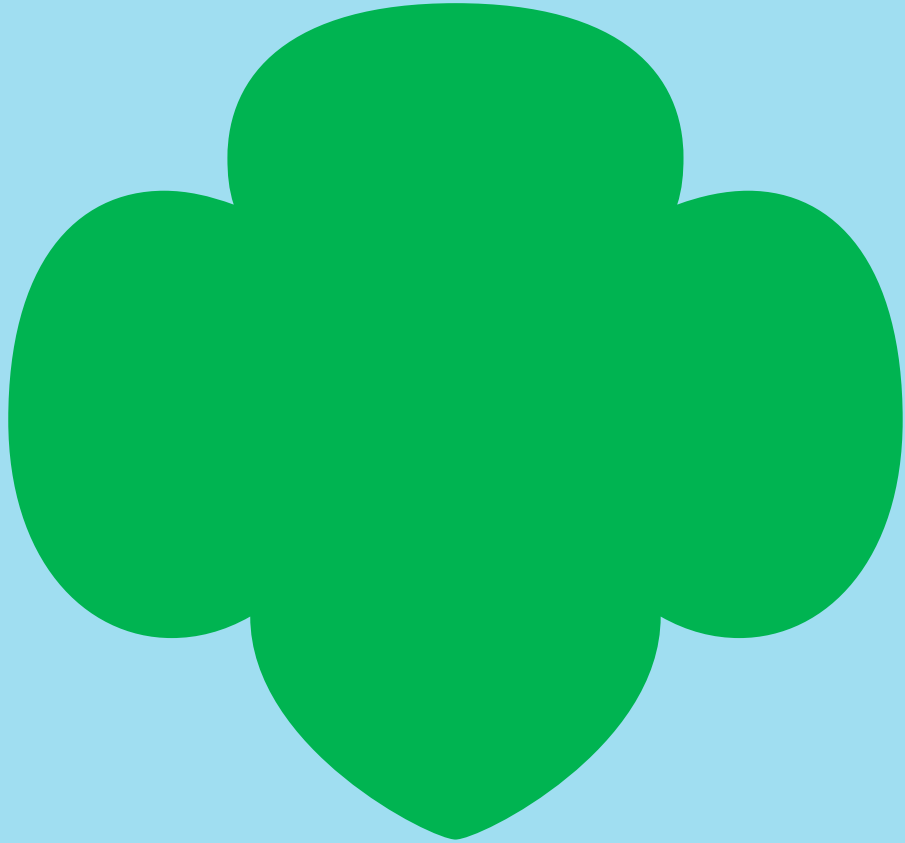


# How the Cookie Crumbles: Expenses by Function 2023



- Training
- Marketing
- Program
- Technology
- Member Recruiting
- Properties
- Fundraising
- Management/General
- Member Support





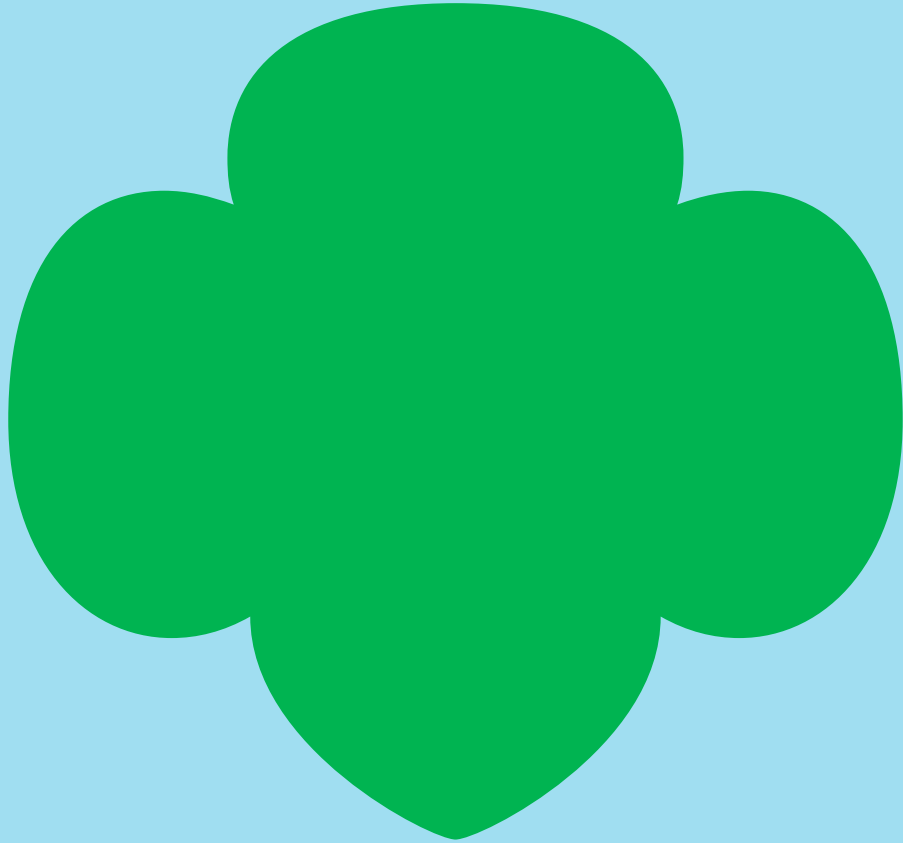
# Teller's Report

Terri Sanders  
Head Teller

# Standing Rules

1. Council delegates shall identify themselves before speaking. They shall give name, area, and town of residence.
  - No speaker shall speak longer than two minutes in debate. The timing of the two-minute period shall begin immediately following the required identification.
  - No speaker shall speak a second time on a question or on an open forum topic until all other council delegates wishing to speak a first time have done so.
  - No speaker shall speak more than twice on the same question or the same open forum topic without permission of the delegate body.
  - Only elected council delegates have speaking and voting privileges.
2. All debate must be relevant to the question immediately before the council.
3. Past presidents of the council shall have speaking privileges for discussion during this meeting, except when serving as parliamentarian.
4. Minutes of the Annual Meeting will be sent in draft form to all voting members after adequate time for preparation and distribution. They will be approved by the Board of Directors following time for member input.





# Proposed Changes to Council Governance Policies

Colleen Abate  
Board Member and Audit Committee Chair

## Proposed Changes to Council Governance Policies

A copy of how the applicable sections of our Governance Policies read now, a version of how the Governance Policies would read if the changes are adopted, and an explanation of the rationale for each proposed change can be found in the Annual Meeting Workbook page 7-12.

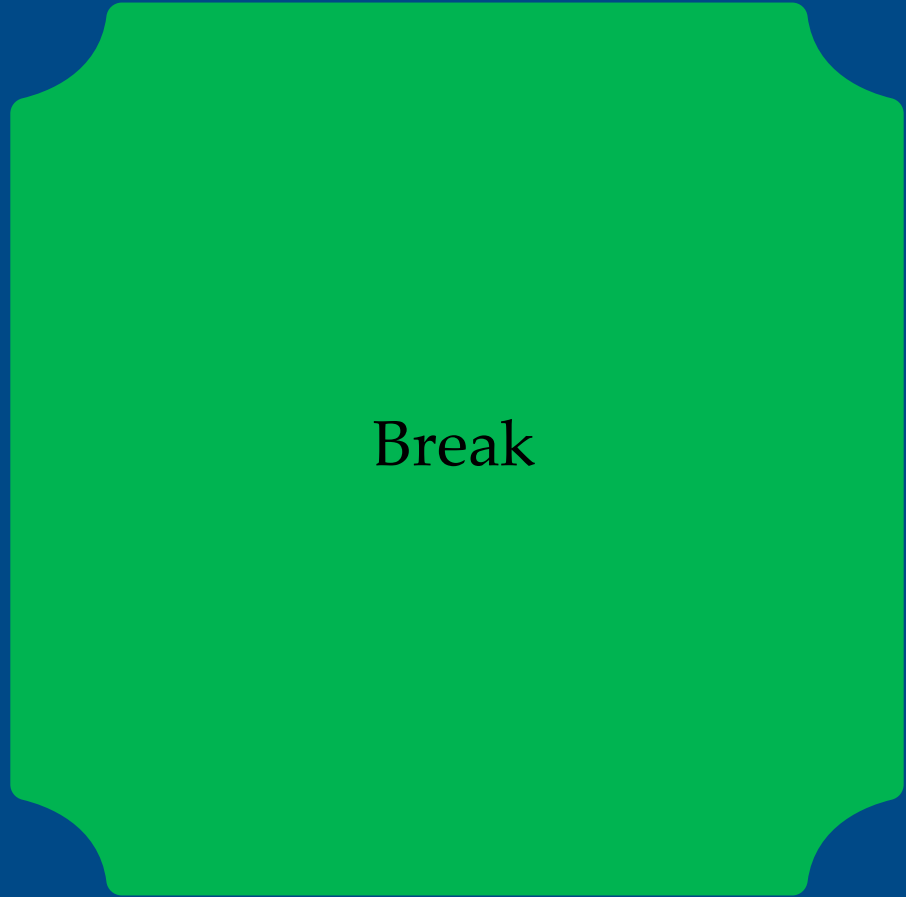
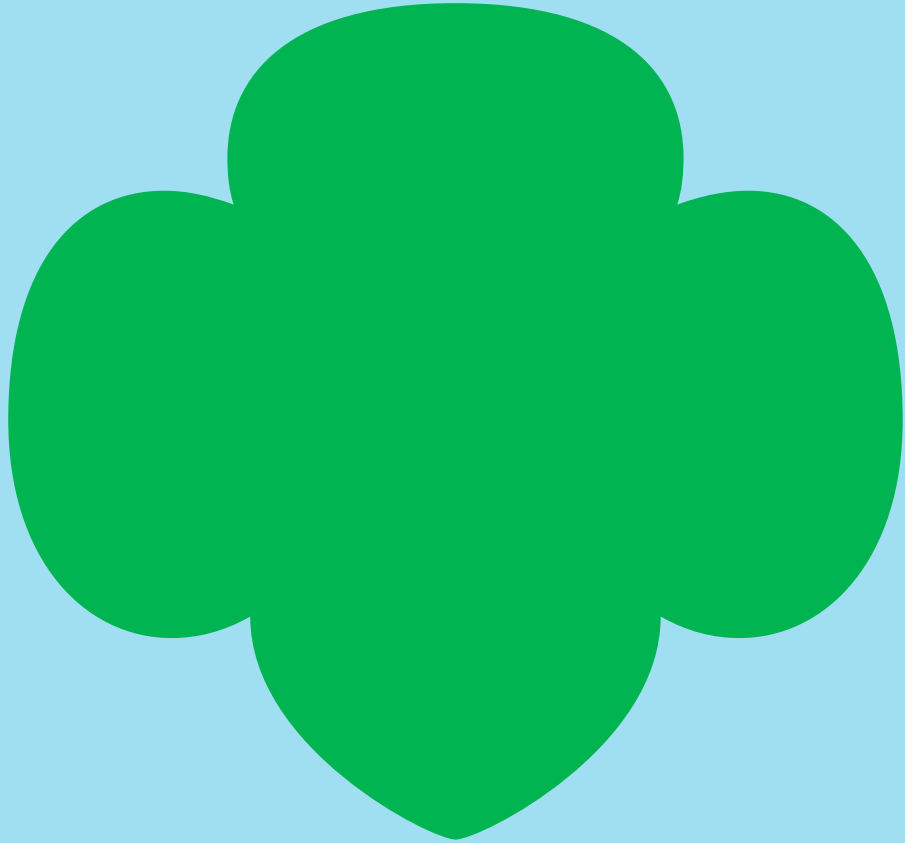
## Changes to Policy 1.5: Open Forum in Each Service Area

### **Adopted Policy:**

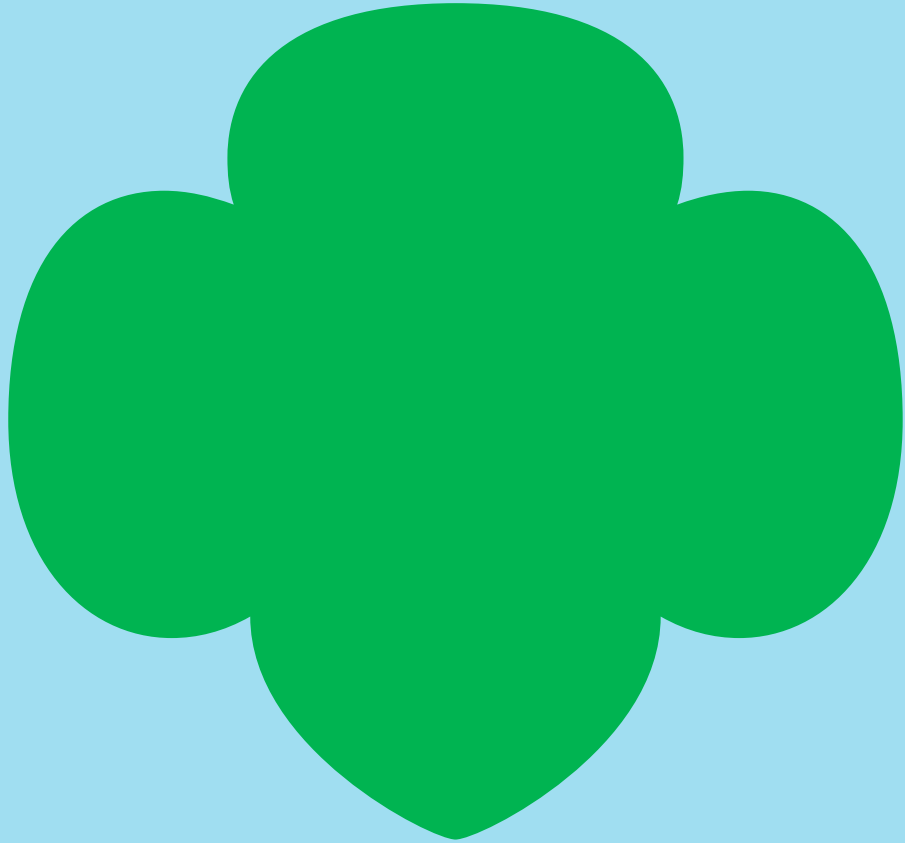
- Be held electronically council-wide, in addition to in-person meetings in each Service Area with a pre-registration of at least 5 people, at least annually.
- Be announced both council-wide and in Service Area via electronic and print communications, as appropriate.

### **Original Recommendation:**

- Be held electronically council-wide in addition to in-person meetings at least annually in each geographical area with a pre-registration of at least 5 people.
- Be announced both council-wide and in geographical areas via electronic and print communications, as appropriate.



Break



Reconvene



# Presentation of the 2024 Slate

Kenyatta Thomas  
Board Development Committee Chair

**Board of Directors  
At-Large Members**

**Terms Ending in 2027**

Colleen Abate

Gary Dryden

Ria Pruiett

Danielle Stallard

Kellie Watson

Daryl Williams

**Terms Ending in 2026**

Laura Zanewicz Hatfield

Board Development  
Committee Members

**Terms Ending in 2026**

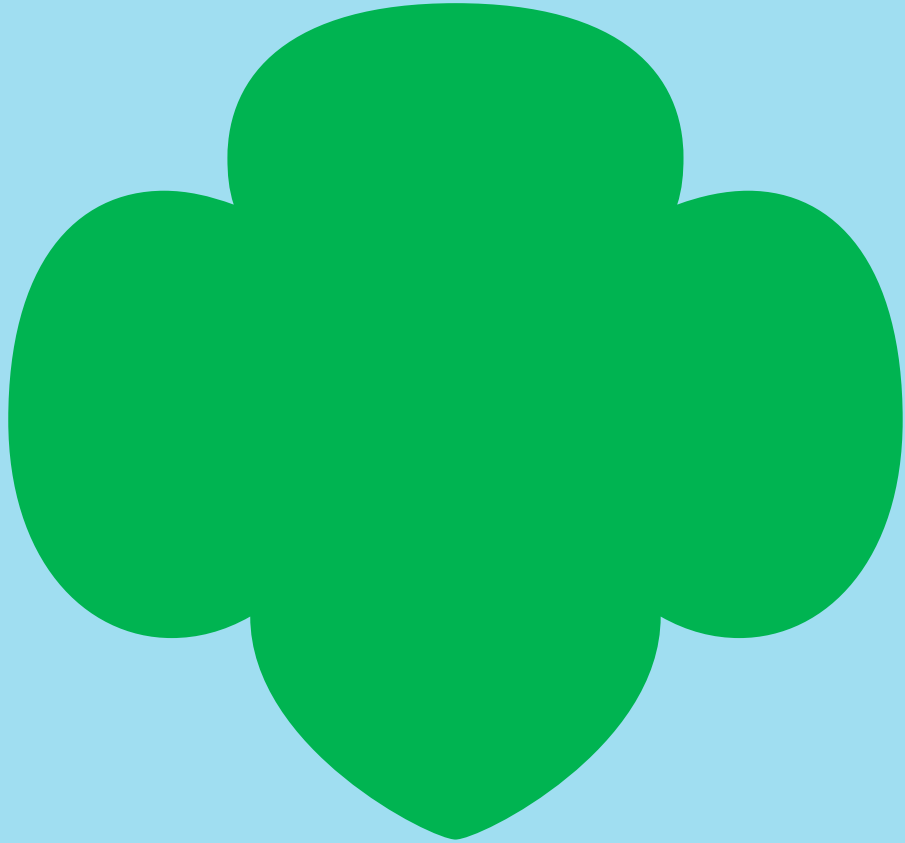
Cassie Blausey

Rev. Robert Drake

Melanie Samuels-Black

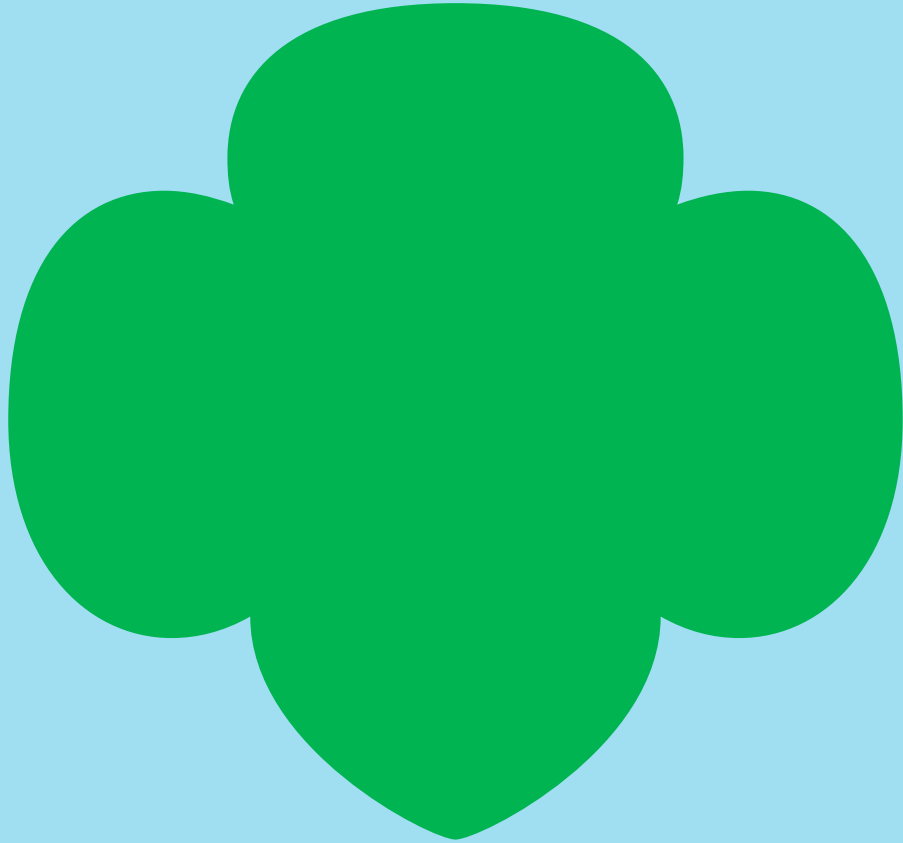
Clay Smalley, Jr.





Election of Board Members-  
at-Large and Board  
Development Committee  
Members

Sharon Handy



# Audit Committee Culture of Engagement Report

Colleen Abate  
Board Member and Audit Committee Chair

# Culture of Engagement

---

Survey Results 2023

**girl scouts**   
of kentuckiana



# Survey Distribution & Responses

- Open from October 11 to November 1.
- New for 2023 - Distributed to 4,752 Adult Members via email link. Their personalized link connects their demographics and volunteer data to their survey responses. The link keeps the responses anonymous.
- 407 Responses
  - Service Area representation, membership type (annual vs lifetime), and race are evenly distributed.
  - Respondents were disproportionately older and their years of service were higher than our membership.
  - Members who had renewed by September 15<sup>th</sup> were disproportionately higher than those who had not.

## Survey Responses (Response Rate)

2017	2019	2021	2023
274 (5.0%)	333 (7.3%)	204 (5.3%)	407 (8.6%)



**Satisfaction,  
Engagement,  
and Belonging**

# State of Membership

Our Post-Covid dedicated membership base provides a strong foundation for council growth.

## Steady Girl Membership Decline

Council Girl Membership in steady state of decline since 2008.

## Steady Girl Membership Growth

GSK has 3 years of growth for the first time since 2008.

2017

11,513 Girl Members  
65.7% Girl Retention

5,560 Adult Members  
70.7% Adult Retention

2019

10,383 Girl Members  
61.8% Girl Retention

5,502 Adult Members  
68.9% Adult Retention

2021

7,495 Girl Members  
65.5% Girl Retention

4,229 Adult Members  
71.1% Adult Retention

2022

8,106 Girl Members  
71.4% Girl Retention

4,684 Adult Members  
81.6% Adult Retention

2023

8,903 Girl Members  
68.9% Girl Retention

5,086 Adult Members  
78.8% Adult Retention

## Covid

Isolation and online schools had a negative impact on our membership.

## Post-Covid Base

Dedicated members provided a strong base for growth.

# Net Promoter Score Questions

The Net Promoter Score (NPS) is an indicator of both loyalty and growth. It is based on one question assessing the likelihood of recommending volunteering with Girl Scouts of Kentuckiana to others. The way people answer the question creates three ways to group members:

- **Promoters** rated the recommendation question a 9 or a 10. They are considered loyal enthusiasts who will refer others to Girl Scouting, fueling growth.
- **Passives** rated the recommendation question a 7 or an 8. They are satisfied, but unenthusiastic about Girl Scouts and are unlikely to recommend volunteering to others.
- **Detractors** rated the recommendation question a 6 or below. They are unhappy about their Girl Scout experience and can damage the brand and impede growth through negative word-of-mouth.

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## How to Calculate NPS Score

NPS = Promoters – Detractors

$$\text{NPS} = 48\% - 18\% = 30$$

## GSUSA NPS Benchmarking Scale

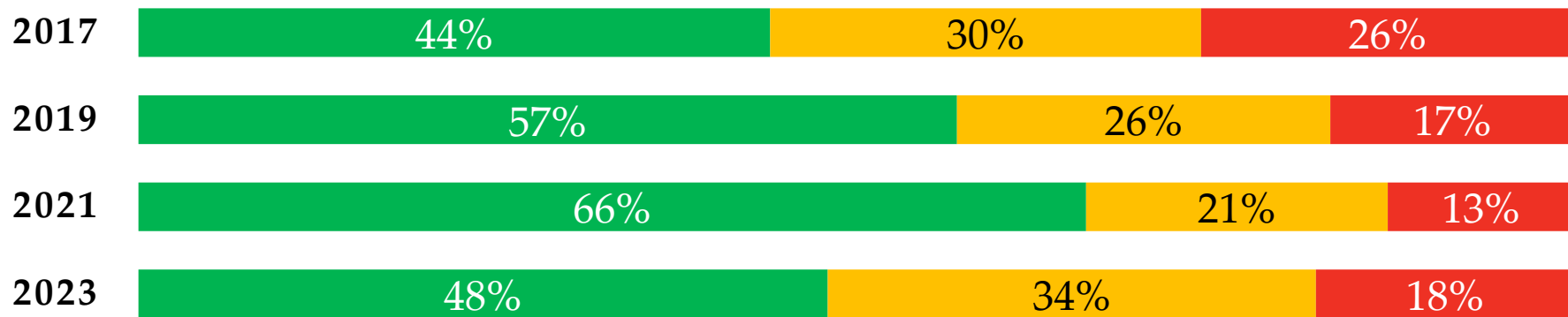
50+ = Exceeding Expectations

35-49 = Meeting Expectations

20-34 = Below Expectations

Less than 20 = At Risk

Based on your volunteer experience over the past troop year, how likely are you to recommend Girl Scouting as a good place to volunteer to a friend, family member, or co-worker?



■ Promoter ■ Neutral ■ Detractor

Net Promoter Score (NPS)

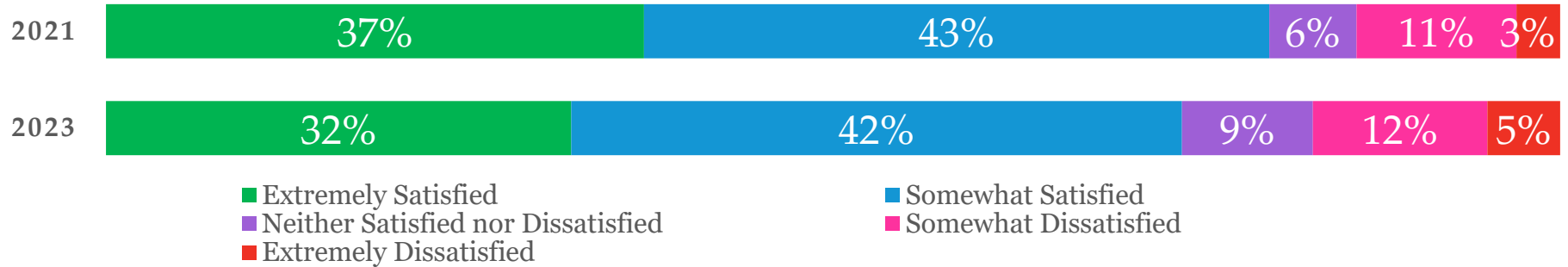


Responses:  
2021: 186  
2023: 384

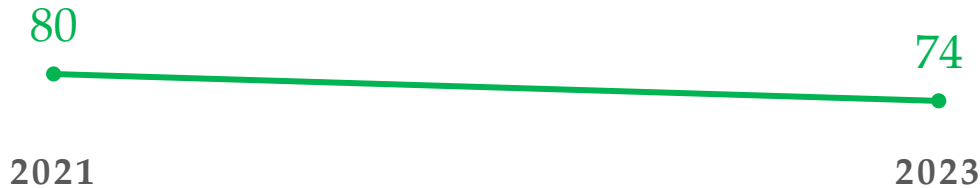
Scores are color coded based on the GSUSA NPS Benchmarking Scale.



# How would you rate your satisfaction with your volunteer experience at Girl Scouts over the last year?

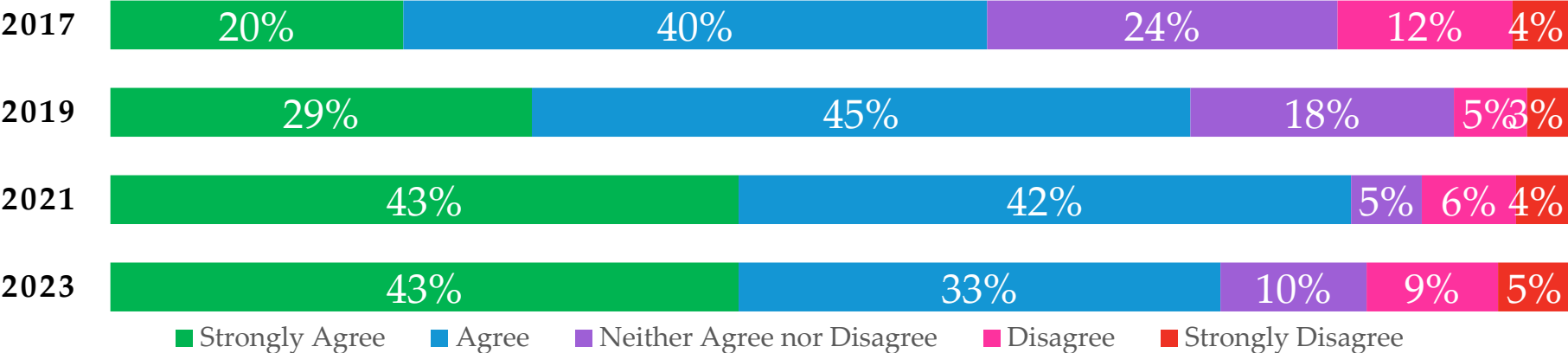


## Somewhat Satisfied & Extremely Satisfied



Responses:  
2021: 186  
2023: 385

Please rate your agreement with the following statement: Girl Scouts of Kentuckiana is a place where I feel a sense of community and feel valued, which inspires me to play an important role in changing the lives of the girls we serve.



Strongly Agree & Agree



Responses:  
2021: 186  
2023: 377

Scores are color coded based on the GSK Likert Benchmarking Scale.



**Recommendations**

# Recommendations

## 1. Survey Administration

- Fix: Add a Back Button to the Survey: Several comments were made in the “What is it about your volunteer experience that makes you "strongly disagree" with the statement in the previous question?” that they had answered incorrectly but could not go back to correct their answer.
- Fix: Add Council Delegation Filter to Embedded Data Pull
- Annual survey distribution will provide consistent trend data.

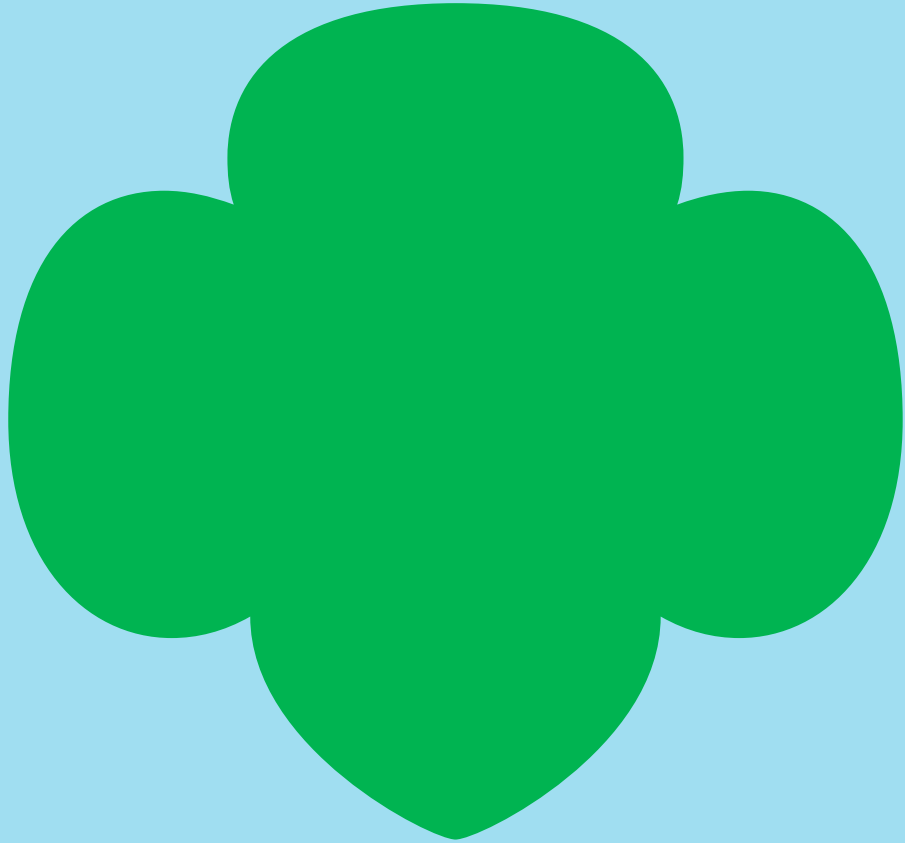
2. Watch - Revisions to the survey attaching our member demographics to all responses means we do not have comparative data from 2021. We need to watch results in subgroups to determine if there are specific strategies needed next year.

3. Further Analysis – Complete troop engagement analysis that includes data from Culture of Engagement, *Voices Count*, and membership data.

4. Review and Analyze GSK Support Function Results and Where GSK Can Have Impact versus where GSUSA controls much of the work.

## 5. Vision and Strategy Review in 2024

- Survey results should be referred to as the council updates its Vision and Strategies.



# Decision Influencing Questions

Sharon Handy

# Decision Influencing Question Feedback Form

- Complete the pink and purple half sheets marked “Decision Influencing Question #1 and #2” for the appropriate question.
- Each delegate should give a completed form to the microphone attendant when you approach the microphone to speak.

# Delegates Approach the Microphone

- Only the voting delegates of this assembly may speak during today's business meeting.
- Council delegates shall identify themselves before speaking. They shall give name, area, and town of residence.
- A green card will be held up, and your time will begin once you start your remarks (immediately following the required identification).
- A yellow card will be held up once you have been speaking for 1 minute and 30 seconds.
- A red card with a bell sound will be heard once you have been speaking for 2 minutes, and at which point you must stop talking immediately and step away from the microphone.
- No speaker shall speak a second time on a question or on an open forum topic until all other council delegates wishing to speak a first time have done so.
- No speaker shall speak more than twice on the same question or the same open forum topic without permission of the delegate body.

# Decision Influencing Question #1

To ensure we are relevant for girls today and in the future, we must be open to change as a Council and as a Movement. What can we do individually and together to create a culture that adapts and thrives in constantly changing environments and that includes and values all viewpoints?

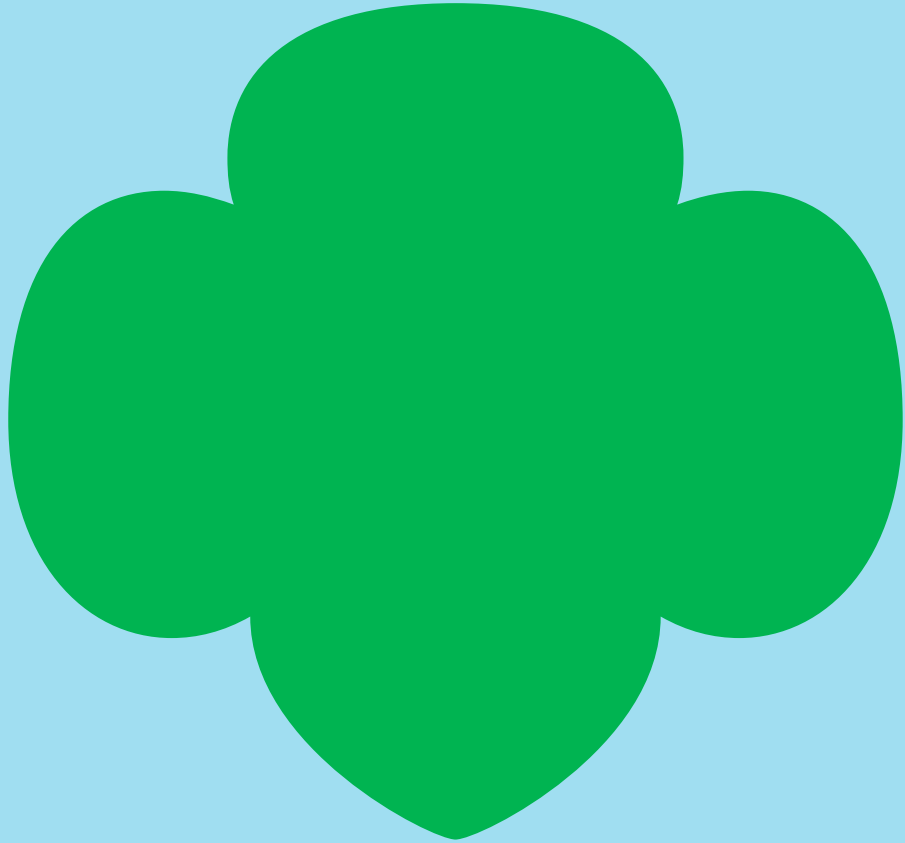
Please reference page 20 in the workbook.



# Decision Influencing Question #2

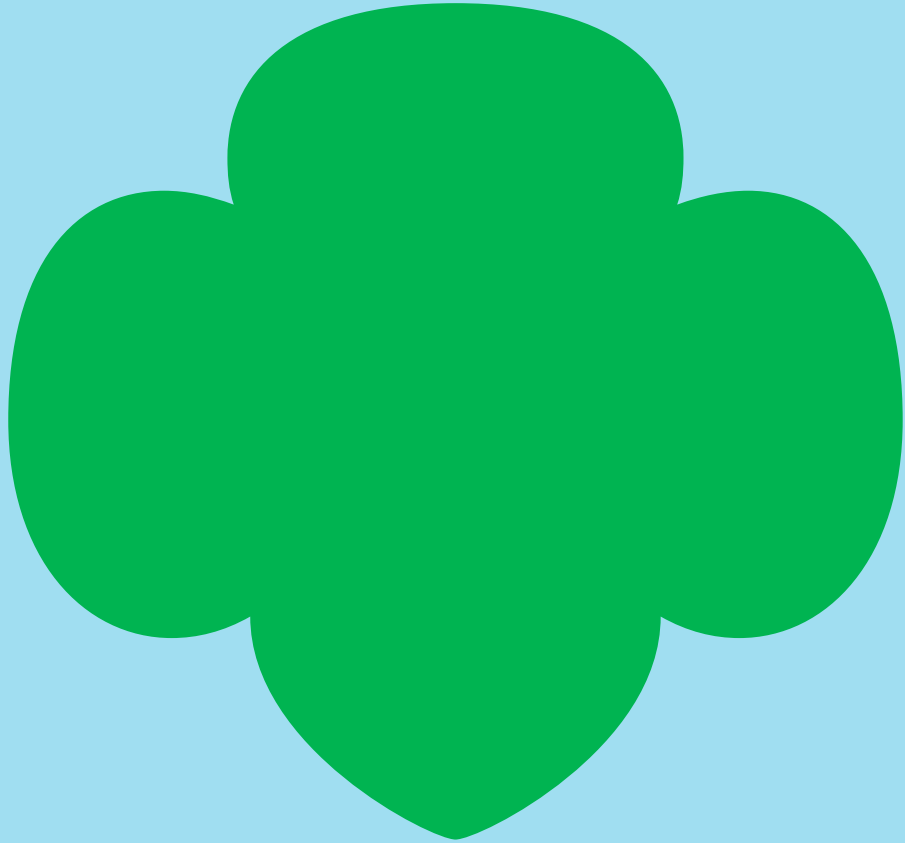
How can Girl Scouts of Kentuckiana become more environmentally sustainable? What ideas do you have and how could you, as a Girl Scout, implement these strategies?

Please reference page 21 in the workbook.



# Board Chair's Report

Sharon Handy



# Board Installation and Rededication Ceremony

Lauren Yowell  
Ambassador Girl Scout  
Troop 941

Outgoing Board  
Development Committee  
and Board of Directors  
Thank You

**Board Development Committee**

Leonor Linares

Lisa Pigman

Christa Shouse

Christine Vaughan

**Board of Directors**

Alyse Adkins

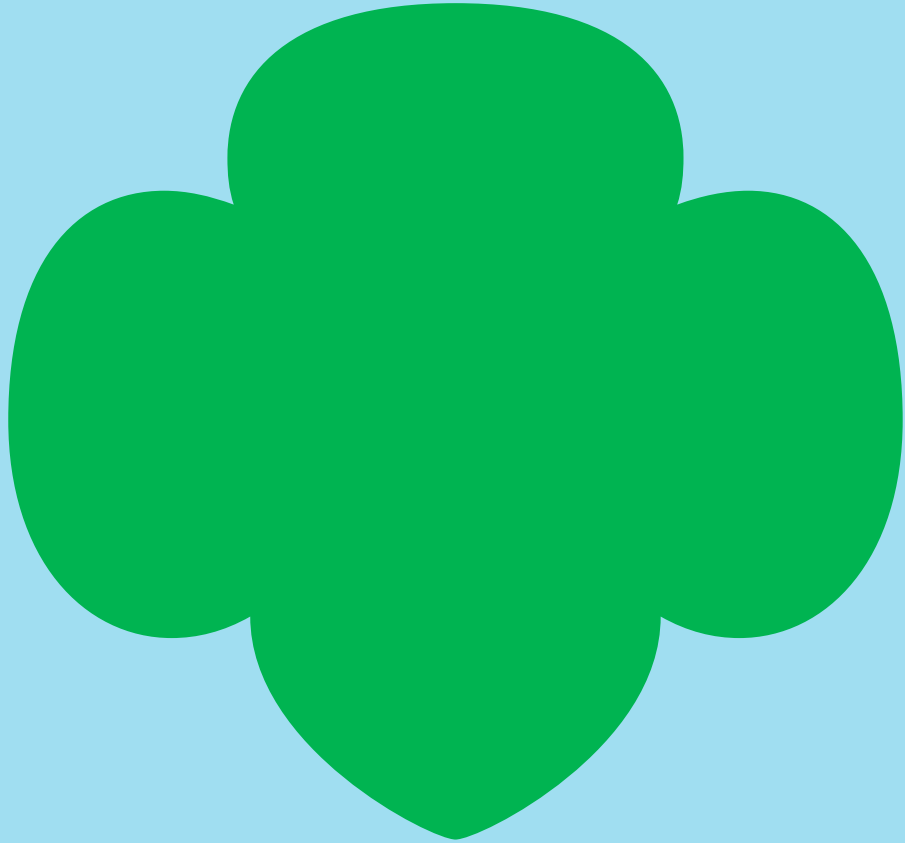
Shannon Montgomery

Christine Vaughan

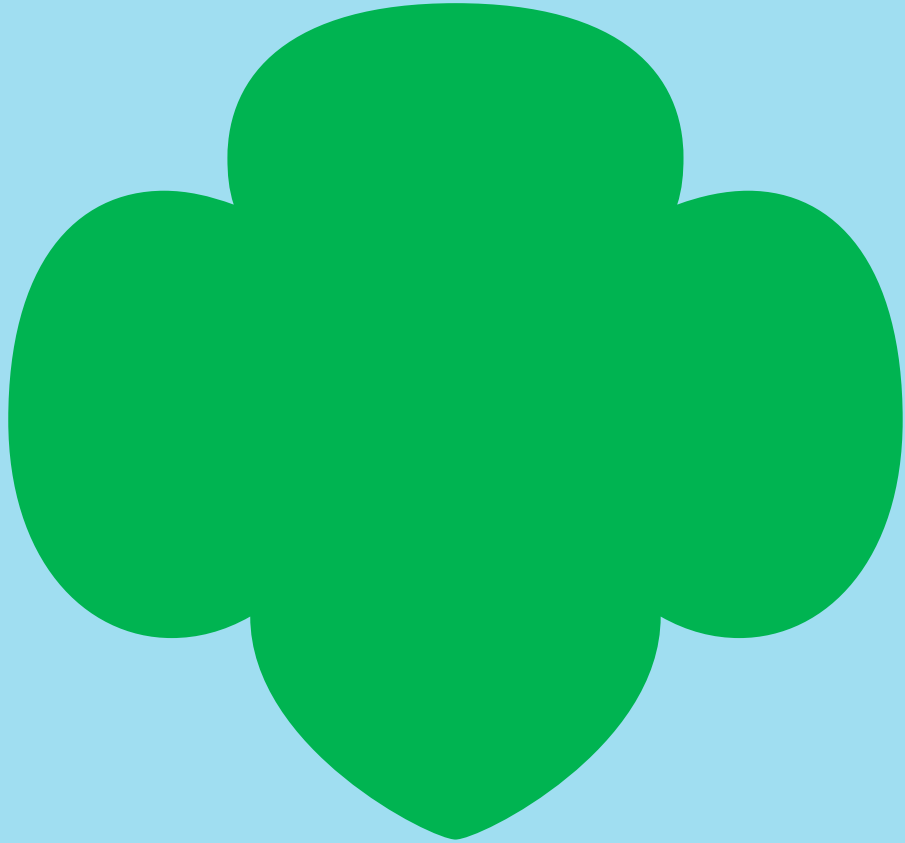
**Girl Board Members**

Leah Niemann

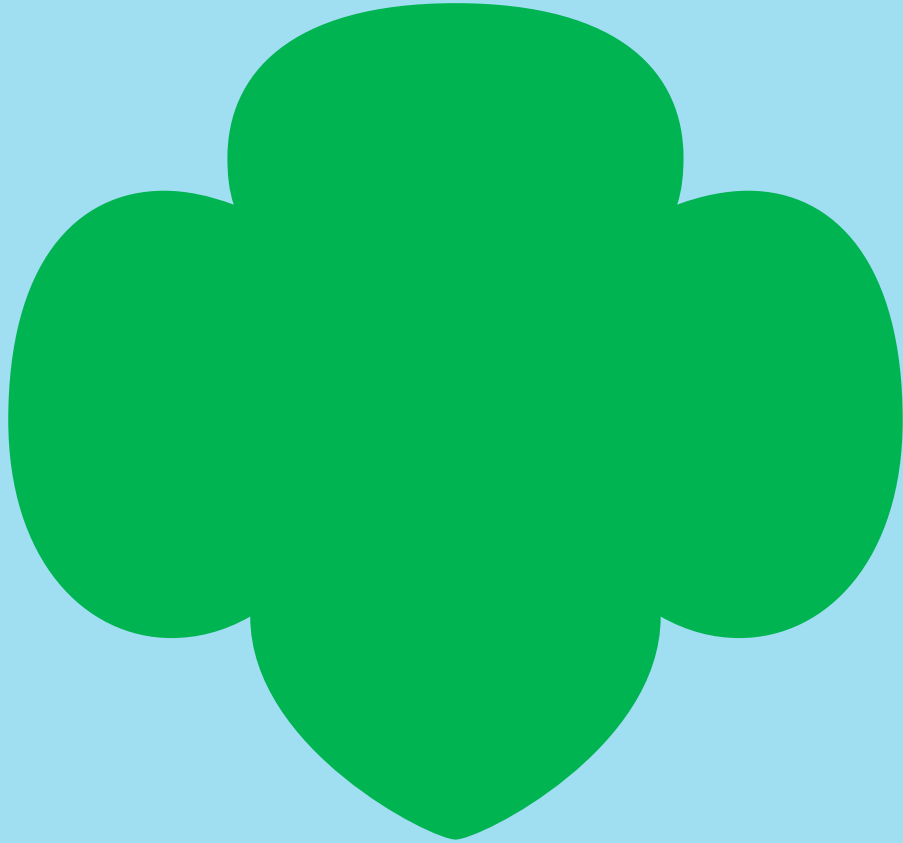
Lyric Thomas



Break for Lunch



Reconvene



## Older Girl Recognition

Terri Massey, Board First Vice-Chair and  
Nancy Ana Cremona, Gold Award Girl Scout



Gold Award Girl Scouts



Gold Award  
Girl Scouts  
Change the  
World





Gold Award Girl Scouts

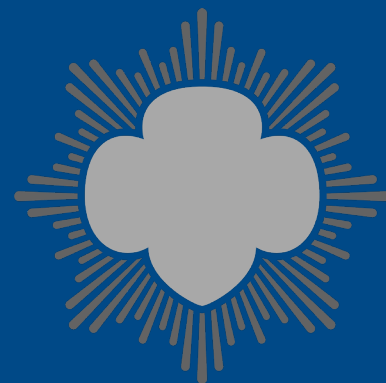
# Silver Award Girl Scouts 2024

Cadence Adams  
Ellie Akers  
Briana Alexander  
Kayla Alexander  
Tabitha Alexander  
Jordyn Ammons  
Samantha Bell  
Willow Carpenter  
Reece Caswell  
Stevi Clair  
Kaylee Clark  
Lilith Dixon  
Kirby Drake  
Kadence Dunn  
Meredith Dyer  
Evelyn Ferguson  
Hayden Fleming  
Trinity Franklin  
Caroline Gallagher  
Charlotte Garman  
Marilyn Gelineau  
Penelope Gibes

Hanalyn Goemmer  
Railee Gordon  
Ava Gott  
Rachael Hammons  
Abby Helfrich  
Noelle Henderson  
Britton Henning  
Elena Hinze  
Alexandra Hopkins  
Madeline Howay  
Cecilia Huggins  
Sofia Hughes  
Katie Jackson  
Ellie Leonard  
Jordyn Leonard  
Madisyn Lisco  
Layla Mattingly  
Molly Mattingly  
Kinsey McClure  
Annalise Morton  
Evelyn Nichols  
Natalie Nolan

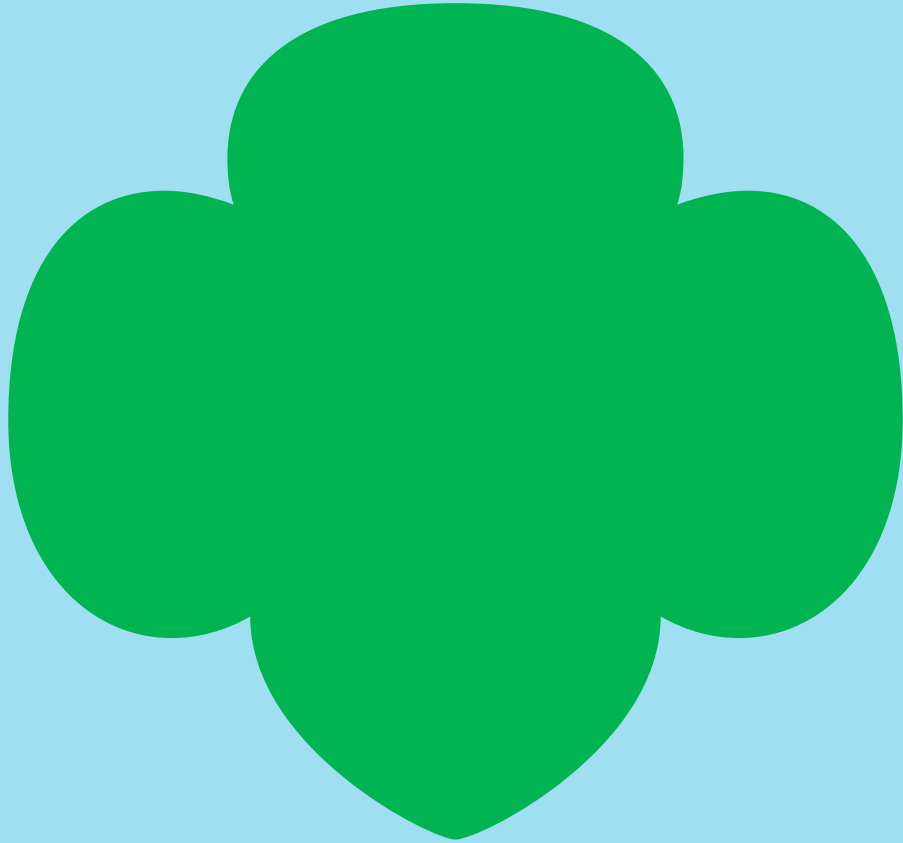
Olivia Norris  
Elizabeth Oldaker  
Savannah Perkins  
Breeyan Plunkett  
Madeline Provost  
Mia Pryor  
Greta Raderer  
Ava Rager  
Izabelle Reed  
Tess Reiter  
Sarah Reynolds  
Raelyn Rivera  
Erin Rogers  
Jenna Schaefer  
Chloe Schultheis  
Nora Siegel  
Dara Simonis  
Sadie Smith  
Jillian Spalding  
Sammy Spiers  
Isabella Thomas  
Zetta Toler

Kyleigh Toppett  
Tessa Traversa  
Whitney Weferling  
Olivia Welty  
Caitlin Wheat  
Addison Williams  
Samantha Wolf  
Zoe Workman  
Alexandra Wright



# Graduating Seniors 2024

Eden Ahern	Calista Eckhart	Avery Hoekstra	Jenna Mullins	Kirsten Sexton
Aeris Andrews	Maya Elder	Madison Honaker	Maddison Musson	Olivia Shelden
Elizabeth Ashford	Meghan Emrich	Latia Hudson	Makayla Nation	Cadence Sherwood
Campbell Baete	Bethany English	Shelby Hudson	Presley Neagle	Madysen Shipp
Erica Ballew	Farrah Everhart	Dixie Hurt	Hannah Nunley	Audrie Skirvin
Julia Barsch	Emma Figert	Caecilia Isenhardt	Kimberley Owens	Lucia Smith
Leah Bates	Ella Finley	Freya Isenhardt	Norah Parks	Margaret Smith
Michelle Blackburn	Madeleine Flack	Parrys Jewell	Olivia Parsley	Elise Soloby
Amira Bowman	Giselle French	Elizabeth Johnson	Ashlyn Pedigo	Taylor Striet
Caitilin Boyd	Gabrielle Fugate	Chloe Johnston	Esmeralda Perez	Suwaibah Talpur
Charity Brown	Taylor Fuqua	Faith Jones	Makayla Peterson	Cayden Taylor
Sarah Brown	Katherine Gdowski	Melissa Kenney	PawSayRoe Po	Lyric Thomas
Gabrielle Butler	Jenna Ginn	Isabella Lassere	Alayna Poole	Brooklin Thompson
Whitney Byrd	Carolyn Graves	Kenzleigh LeFlore	Rachel Provost	Savannah Thompson
Caroline Byrms	Aurora Green	Morgan Lincoln	Emma Raque	Alice Tomasovic
Megan Cain	Madison Gritton	Madison Livers	McKinley Richardson	Claire Walsh
Lexi Carmack	Ella Ground	Leni Logsdon	Lucy Riggins	Alaina Walton
Macy Casner	Leah Groves	Jasmine Looi	Clara Riley	Sophia Whitlock
Kylie Chapman	Avery Grumley	Cadence Lovelace	Caroline Risimini	Rowan Williams
Sophia Cheever	Gracie Hafley	Faith Lyvers	Ella Risimini	Trinity Winburn
Haleigh Coleman	Hadley Harmon	Hope Lyvers	Rianna Rivera	Sophie Winstead
Courtney Crittenden	Haley Harmon	Toynelia Malone	Anna Robertson	Kaitlyn Witzel
Ava Culver	Ella Harris	Kimberly Mattingly	Danielle Robinson	Jasmine Wix
Marlee Davenport	Emily Hawes	Daisy Mayes	Shayera Rosson	Madison Woodall
Reagan Davis	Bailey Haws	Ava McClain	Katie Roth	Marie Wright
Sarah Delozier	Avery Hayes	Kailen McGregor	Anabelle Ruiz	Vivienne Yan
Lorelai Dixon	Abby Heinz	Adren Miller	Addison Russo	Kasey Young
Sydney Doyle	Sarah Hellmann	Libby Mook	Abigail Rux	Kelsey Young
Morghan Dunn	Lilly Hile	Olivia Moore	Emma Sackett	Paige Zur
Morgan Dyer	Mckenzie Hill	Victoria Moorman	Abby Scott	



## Older Girl Recognition Ceremonies

Elizabethtown Performing Arts Center  
323 Morningside Dr, Elizabethtown, KY  
Sun, April 21, 6:00 pm-8:00 pm EDT

The Jeffersonian  
10617 Taylorsville Rd, Louisville, KY  
Sun, June 2, 2:00 pm-4:00 pm EDT



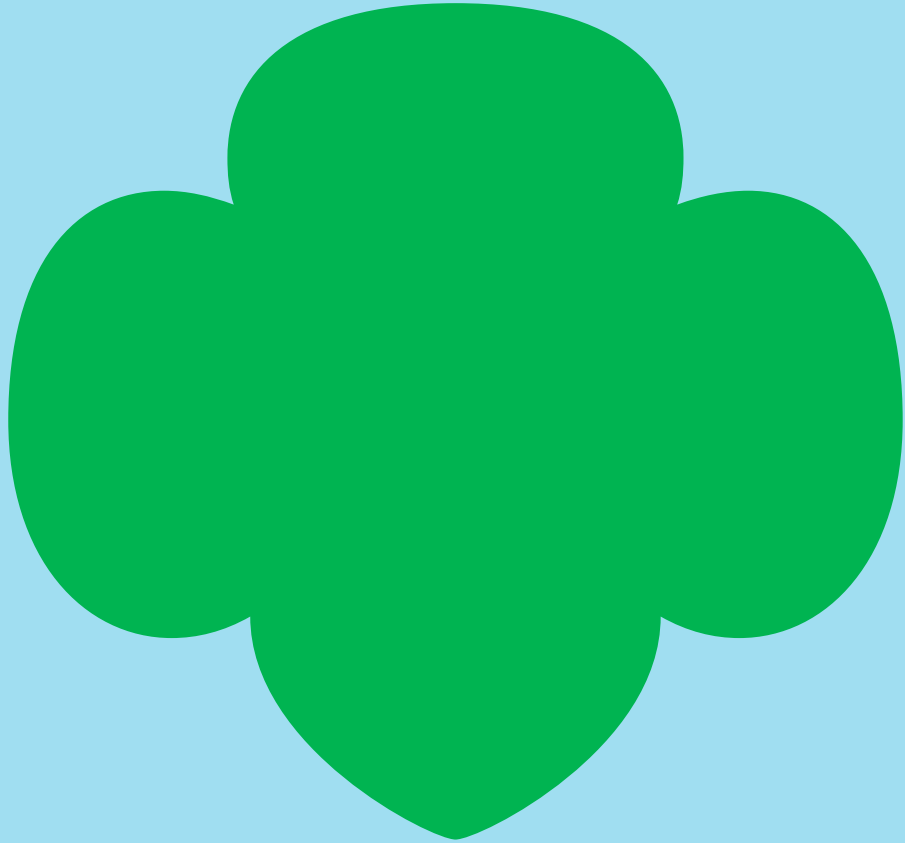
## Invitation to Give

Charmaine Powell  
Board Member and Fund Development  
Committee Chair

Promise 365

Scan the QR code or visit  
[www.gskentuckiana.org/donate](http://www.gskentuckiana.org/donate)  
to join Promise 365 today!

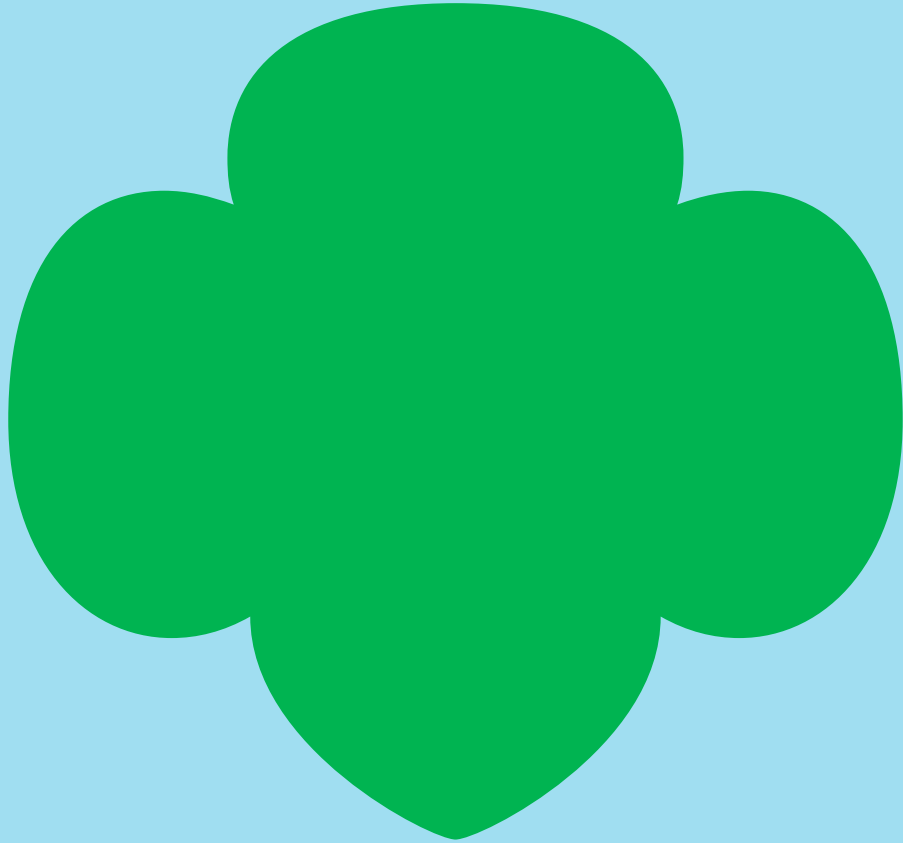




# Medal of Honor Award Ceremony

Maggie Elder and Ellie Huntt





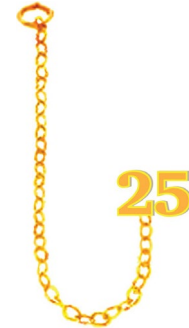
# Adult Awards and Recognition Ceremony

Jen Walters Petry and Amber Huggins

# Years of Membership Pins

## **Years of Membership Pin**

represents both girl and adult years. The pin is a number on a chain guard that attaches to the membership pin. These pins are presented in 5-year increments. 25 and above are recognized at Annual Meeting.

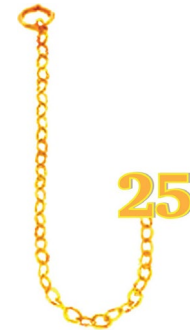


# 25 Year Membership Pins

Kate Blough, Area 15, Southern Indiana

Tammy Francis, Area 14, Metro

Sierra Rogers, Area 19, Pennyroyal



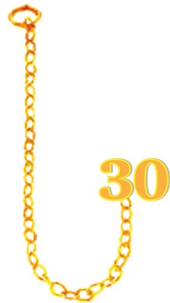
Sharon Handy, Area 15, Southern  
Indiana

Lori Kimble, Area 18, Pennyroyal

Beth Mans, Area 13, Metro

Linda Miles, Area 10, Metro

Tammie Peer, Area 10, Metro



# 30 Year Membership Pins

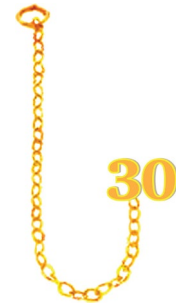
# 30 Year Membership Pins

Nicole Raymond, Area 8, Metro

Christine Seelbach, Area 10, Metro

Judith White, Area 19, Pennyroyal

Kara Williams, Area 19, Pennyroyal



Irene Adams, Area 17, Caveland

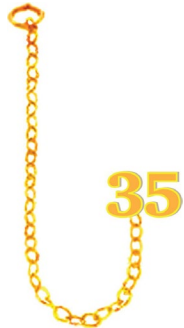
Johnetta Anderson, Area 9, Metro

Barbara Broughton, Area 9, Metro

Deborah Dawdy, Area 24, Bear Creek

Rebecca Everhart, Area 15, Southern  
Indiana

Bethany Gibson, Area 17, Caveland



# 35 Years Membership Pins

# 35 Years Membership Pins

Laura Hatfield, Area 8, Metro

Elizabeth Johnson, Area 13, Metro

Leonor Linares, Area 13, Metro

Margaret Meador, Area 17, Caveland

Sue Meador, Area 17, Caveland

Ann Russo, Area 13, Metro



# 40 Years Membership Pins

Karen Blandford Rogers, Area 14, Metro

Nancy Beanland, Area 8, Metro

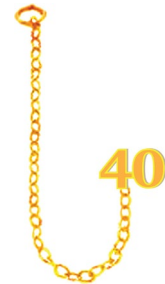
Margaret Evans-Dulin, Area 9, Metro

Don Meredith, Area 17, Caveland

Stacie Turner, Area 17, Caveland

Amy Young Allen, Area 26, Bear Creek

Barbara Young Christopher, Area 23,  
Bear Creek





Christy Blandford, Area 14, Metro

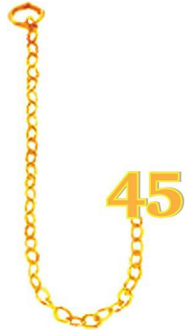
Deanna Campbell, Area 15, Southern  
Indiana

Deborah Giles, Area 3, Southern Indiana

Sharon Mathis-Satterly, Area 13, Metro

Judy Steinhauer, Area 10, Metro

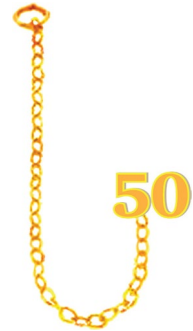
Jennifer Thomas, Area 17, Caveland



# 45 Years Membership Pins

# 50 Years Membership Pins

Cheryl Meredith, Area 17, Caveland



Barbara Gage, Area 16, Caveland

Barbara Harned, Area 4, Heartland

Ann Kowalkowski, Area 5, Heartland

Kerry Morris, Area 13, Metro

Kathy Osborne, Area 11, Metro

Wilma Pence, Area 13, Metro



# 55 Years Membership Pins

# 55 Years Membership Pins

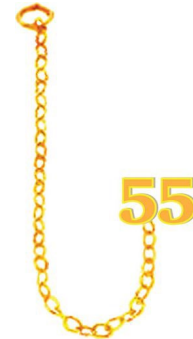
Leanna Ryan, Area 1, Southern  
Indiana

Bonnie Sammons, Area 16, Caveland

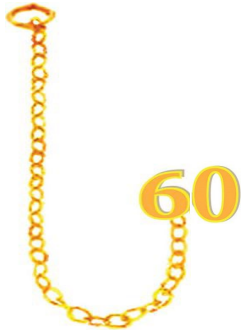
Terri Sanders, Area 8, Metro

Karen Smallwood, Area 14, Metro

Sharon Taylor-Carrillo, Area 17,  
Caveland



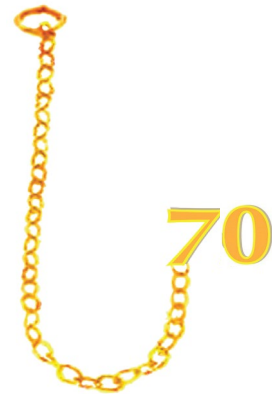
Diane Sands Fuchs, Area 12, Metro



# 60 Years Membership Pins

# 70 Years Membership Pin

Margaret Moorman, Area 18,  
Pennyroyal



# Years of Volunteer Service

Total number of active years of adult volunteer service in five-year intervals. 25 and above are recognized at Annual Meeting.



Leslie Kulig, Area 6, Heartland  
Sylvia Scott, Area 15, Southern  
Indiana



25 Years of  
Volunteer  
Service



# 30 Years of Volunteer Service

Jan Walker, Area 13, Metro

Judith White, Area 19, Pennyroyal



Kandace Huston, Area 24, Bear  
Creek

Claydean McCallon, Area 24,  
Bear Creek

Ann Russo, Area 13, Metro

Cynthia Weller, Area 13, Metro

Marsha York, Area 16, Caveland



35 Years of  
Volunteer  
Service

# 40 Years of Volunteer Service

Vivian Reverman, Area 14, Metro



Bea Cooper, Area 17, Caveland  
Judy Steinhauer, Area 10, Metro  
Sharon Taylor-Carrillo, Area 17,  
Caveland



45 Years of  
Volunteer  
Service

# 60 Years of Volunteer Service

Margaret Moorman, Area 18,  
Pennyroyal



# Service to Volunteers

This award recognizes an active staff member for outstanding service to volunteers above and beyond the requirements of their job description.

# Service to Volunteers



Tonya Schweitzer

# Service to Volunteers



Chris Sherrard  
EB Willenbrink



# Volunteer of Excellence

This GSUSA award recognizes volunteers who give outstanding service while partnering directly with girls to implement the Girl Scout Leadership Experience or in support of the council's mission delivery to girl and adult members.



# Volunteer of Excellence



Kim Evans, Area 8, Metro

# Volunteer of Excellence



Catherine Metry, Area 10, Metro

# Volunteer of Excellence



Melanie Samuels-Black, Area 17,  
Caveland

# Volunteer of Excellence



Stephanie Skirvin, Area 5, Heartland

# Volunteer of Excellence



Maryanna Spiers, Area 5, Heartland

# Volunteer of Excellence



Angie Arbaugh, Area 14, Metro

Sonya Barnes, Area 11, Metro

Lori Bohnert, Area 11, Metro

Jessica Easterling, Area 8, Metro

Laura Fribley, Area 2, Southern Indiana

Autumn Geraghty, Area 10, Metro

Sue Griffin, Area 12, Metro

Audra Grogg, Area 10, Metro

Doug Grogg, Area 10, Metro

Jaclyn Hafley, Area 19, Pennyroyal

Diana Latham, Area 19, Pennyroyal

# Volunteer of Excellence



Maria Maresca-Thomas, Area 8, Metro

Kari Meier, Area 2, Southern Indiana

Vicki Morgan, Area 24, Bear Creek

Jennifer Naive, Area 8, Metro

Jessica Noland, Area 24, Bear Creek

Jessica Owsley, Area 24, Bear Creek

Tesia Rivera, Area 5, Heartland

Angela Scott, Area 13, Metro

Leslie Shockley-Steele, Area 17, Caveland

Stephanie Siegel, Area 10, Metro



# Appreciation Pin

This GSUSA award recognizes exemplary service in support of delivering the Girl Scout Leadership Experience with impact on one geographic area of service (troop, service unit, area, service area, council, Girl Scout Movement, etc.)



# Appreciation Pin



Colleen Abate, Area 13, Metro

# Appreciation Pin



Stephanie Hair, Area 10, Metro

# Appreciation Pin



Melanie Helfrich, Area 10, Metro

# Appreciation Pin



Sandra Lawson, Area 11, Metro

# Appreciation Pin



Amy Pooler, Area 10, Metro

# Appreciation Pin



Jessica Schulte, Area 10, Metro

# Appreciation Pin

Cindy Hardin, Area 8, Metro

Sara Manchak, Area 8, Metro

Mikal Marzian, Area 10, Metro

Melissa Mitchell, Area 11, Metro

Shannon Montgomery, Board of Directors

Angela Rake, Area 10, Metro





# Silver Cardinal

This GSK award honors outstanding or exemplary service that benefits at least one service unit.



# Silver Cardinal



Michelle Eckhart, Area 10, Metro

# Silver Cardinal



Stephanie Gibes, Area 3, Southern Indiana

# Silver Cardinal



April Herndon, Area 17, Caveland

# Silver Cardinal



Shawn Smith, Area 8, Metro

# Silver Cardinal



Kim Doyle, Area 8, Metro

# Honor Pin

This GSUSA award recognizes exemplary service in support of delivering the Girl Scout Leadership Experience with impact on two or more geographic areas of service (troop, service unit, area, service area, council, Girl Scout Movement, etc.) allowing the council to reach or surpass its mission delivery goals.



# Honor Pin



Theresa Hundley, Area 6, Heartland



# Honor Pin



Leslie Kulig, Area 6, Heartland

# Honor Pin



Amy Ryan, Area 10, Metro

# Gold Cardinal

This GSK award honors outstanding or exemplary service that benefits an entire service area or the entire council.



# Gold Cardinal



Denise Davis, Area 10, Metro

# Gold Cardinal



Christine Vaughan, Area 13, Metro

# Heart of Gold

This GSK award recognizes continuous notable service at any level from troop to Board of Directors. Typically awarded to a volunteer who has been awarded the Daisy, Pillar of Support, Appreciation Pin, Volunteer of Excellence, Juliette Low, and may have received other awards, and continues to provide devoted, dependable service to girls and/or adults.



# Heart of Gold



Vivian Blade, Area 10, Metro

# Heart of Gold



Erin Simmons, Area 10, Metro



# Thanks Badge

The Thanks Badge is one of the highest awards in Girl Scouting. The service performed by the candidate is truly outstanding, benefits the entire council or the Girl Scout Movement, and is so significantly above and beyond the call of duty that no other award would be appropriate.



# Thanks Badge

Ann Dever, Area 14, Metro



# Thanks Badge

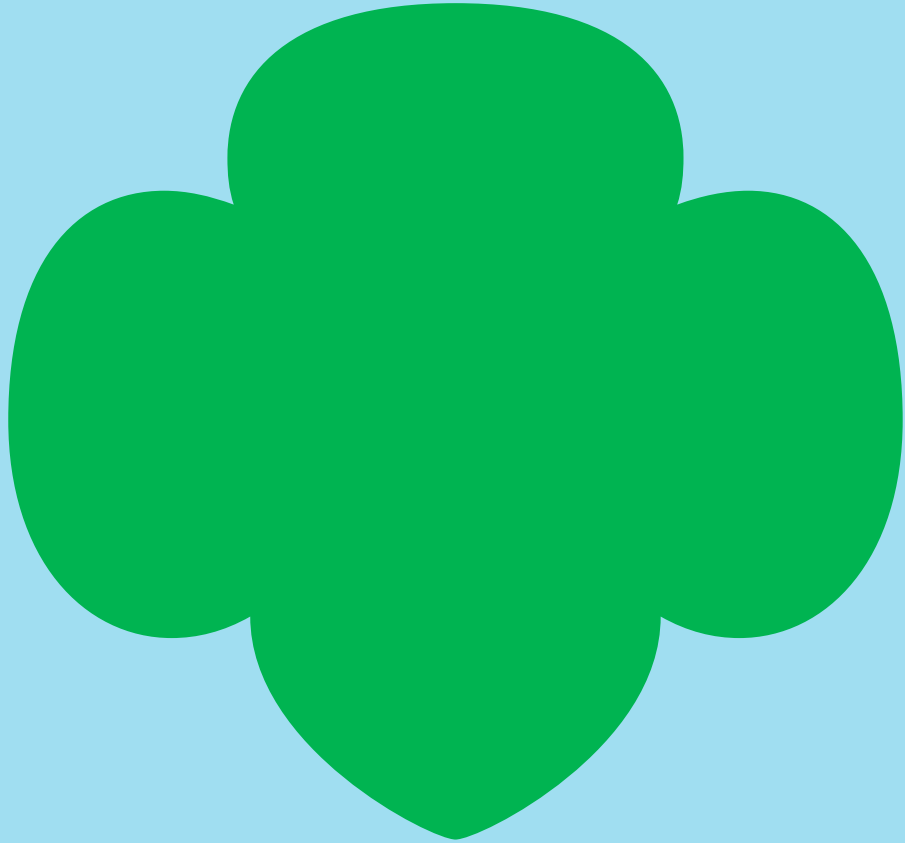
Leonor Linares, Area 13, Metro



# Thanks Badge

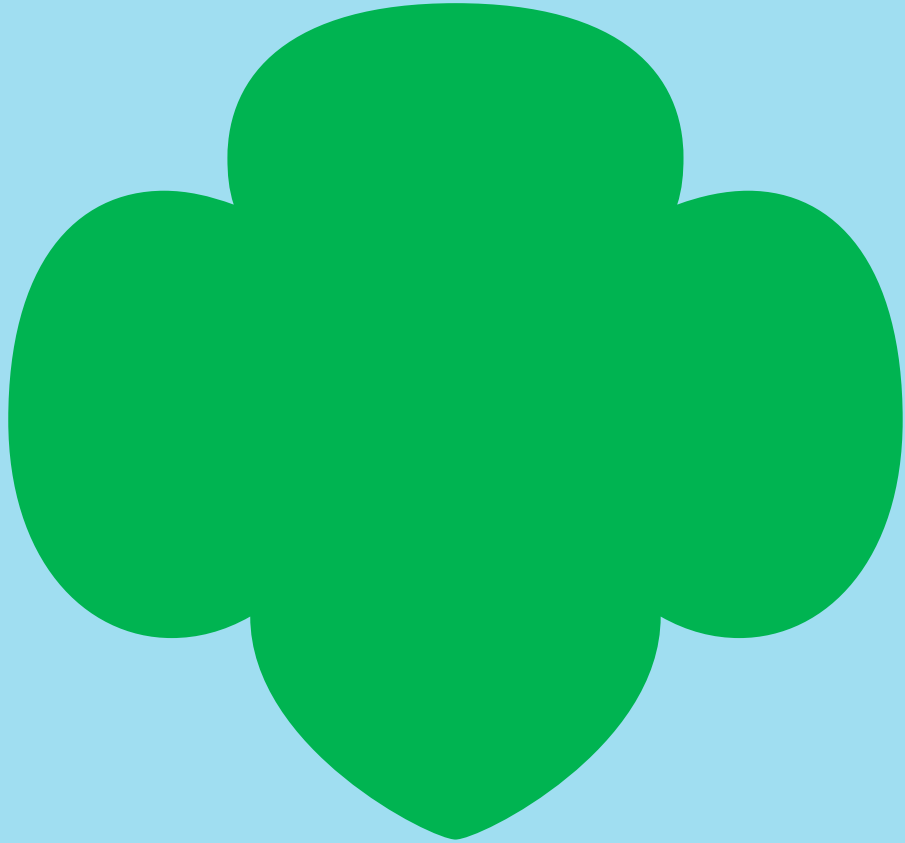
Karen Bhatt, Area 8, Metro





Adjourn

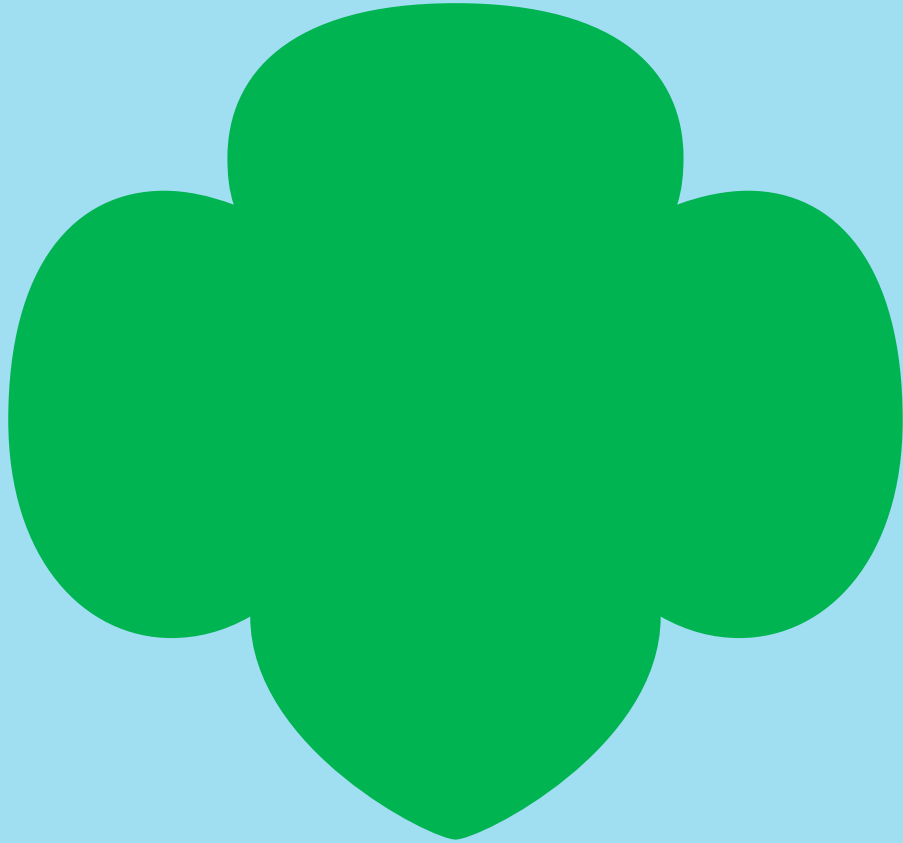
Sharon Handy



## Post-Event Survey

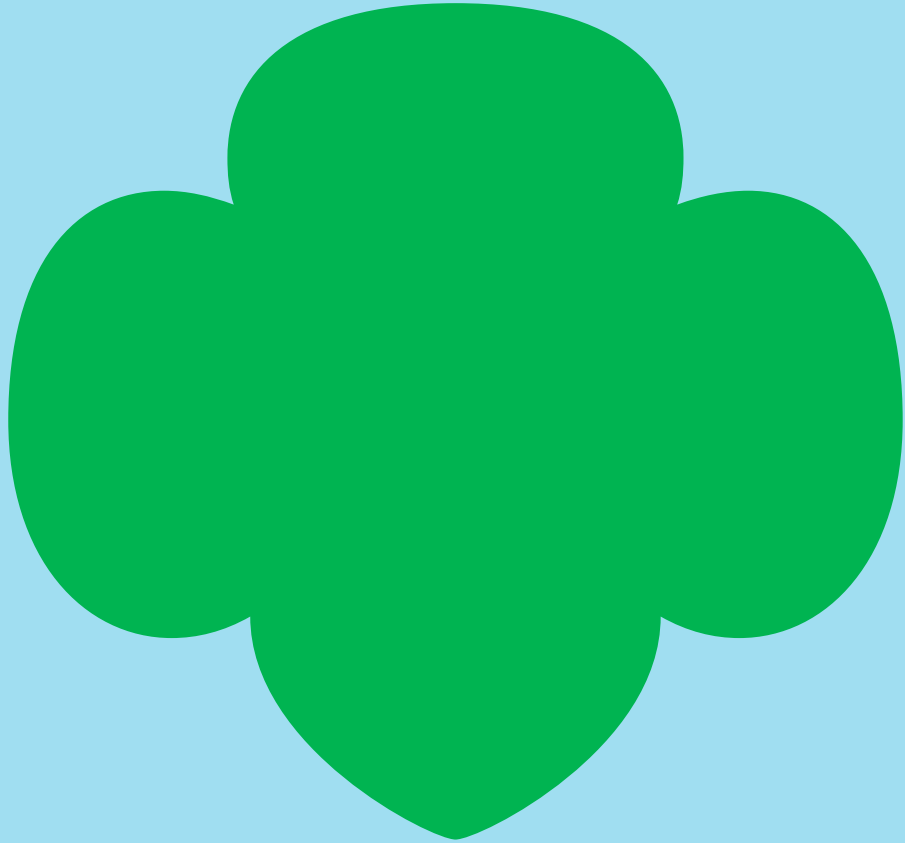


[bit.ly/SurveyAnnualMeeting](https://bit.ly/SurveyAnnualMeeting)



# Closing Flag Ceremony

Trefoil Guild of Kentuckiana



## Post-Event Survey



[bit.ly/SurveyAnnualMeeting](https://bit.ly/SurveyAnnualMeeting)