Board of Directors Regular Meeting
Meeting Minutes
June 18, 2026

Social & Refreshments 4:30 p.m.
Meeting 5:00-7:00 p.m.

Sacramento Regional Program Center
6601 Elvas Ave. Sacramento CA 95819

Meeting notification and packet emailed 6/8/26

ATTENDANCE:
Voting Members Present: Lisa Cardoza – Secretary (remote), Maddy de Lange, Kirpa Gill, Fran Halbakken – Vice Chair (remote), Robin Kren, Noor Latif, Kim Mayes – Chair, Lynne Meredith – Vice Chair, Jenni Murphy (remote), Kate Reid (remote), Adrian Ruiz, Rhonda Staley-Brooks (remote), Kathleen Webb – Treasurer, Jeannie Vance, Bianca Zitelli (remote)

Members Excused: Patty Estopinal, Myel Thelen

Staff: Desireé Aragon – CHRODO, Linda Farley – CEO, Lani Longacre – COO, Leslie Parker – Executive Administrator

Guests: Isabella Passerini, Gold Award Girl Scout and Kris, Isabella's mom.

Quorum needed: 9
Quorum established: 15
Meeting quorum max count: 15

Call to Order
Board Chair Kim Mayes opened the meeting at 5:07 p.m. with 15 Board members, four staff, and two guests in attendance.

Meeting Organization
Kim reminded the Board that arrivals and departures would be noted in the minutes to ensure quorum was maintained. She asked whether anyone had a conflict of interest related to the agenda or objected to recording the meeting for the purpose of accurate minute-taking. No conflicts or objections were raised.

Girl Moment
COO Lani Longacre introduced Isabella "Bella" Passerini, the 2026 Gold Award Board Scholarship recipient. Bella is an undergraduate student at George Fox University studying psychology with a minor in music. She has been a Girl Scout since she was five years old.

Bella presented several slides with photos of her Girl Scout experience from kindergarten through her senior year of high school and described the progression of her Bronze, Silver, and Gold Award projects. Her Gold Award project, *Breaking the Sound Barrier*, was motivated by her experience with hearing loss and focused on increasing awareness and inclusion for individuals who are deaf or hard of hearing. The project included educational articles, introductory American Sign Language videos and classes, and community workshops for children. She thanked the Board for their contributions to the scholarship she was awarded.

Discussion included Bella's interest in psychology and advocacy, her experience as a violinist, the effect of the COVID-19 pandemic on her troop experience, and the importance of understanding barriers before developing accessibility solutions. Board members congratulated Bella on receiving the scholarship and asked a few questions.

Consent Agenda

The consent agenda consisted of the minutes of April 16, 2026, Board meeting. With no objections, the consent agenda was approved as presented.

Financial Report

Due to illness, CFO Ann Frago was not at the meeting so was unable to present the scheduled financial statement overview and education session listed on the agenda.

April 2026 Financial Report

Treasurer Kathleen Webb moved to accept the April 2026 Financial Report. Robin Kren seconded the motion.

Discussion highlights: Kathleen commended Ann Frago for the new report's clear narrative format and reported that the Council remains in a strong financial position. Revenue was approximately 112% of budget, while year-to-date expenses were approximately 91% of budget.

Motion carried.

Resolution Authorizing Mortgage Refinancing

Treasurer Kathleen Webb moved to approve the resolution authorizing the refinancing of the mortgage on the properties located at 6601 Elvas Avenue and 6655 Elvas Avenue and authorizing the CEO and CFO to execute all related documents on behalf of Girl Scouts Heart of Central California. Lynne Meredith seconded the motion.

Discussion highlights: Kathleen explained that the existing loan was approaching maturity in August and that a Board resolution had been requested as part of the refinancing process. Questions were raised regarding whether the mortgage on 6655 Elvas Avenue had already been paid in full or been rolled into prior refinance action. The resolution is worded so that it provides authorization for both properties, if needed.

Motion carried.

VOLUNTEER POLICIES AND STANDARDS

Lani Longacre presented the proposed GSHCC Volunteer Policies and Standards. She explained that the document consolidates existing expectations and procedures related to volunteer appointments, conduct, suspension or removal, background screening, harassment, bullying, whistleblower protections, and other volunteer-management practices.

The standards were developed using materials from several Girl Scout councils and align with GSUSA's Blue Book of Basic Documents, Volunteer Essentials, and youth-serving organization best practices. The document was also reviewed by GSHCC's counsel for compliance with California requirements.

Jeannie Vance moved to approve the GSHCC Volunteer Policies and Standards as presented, effective July 1, 2026. Kathleen Webb seconded the motion.

Discussion highlights: Board members asked how volunteers would receive or acknowledge the standards. Lani reported that the document would be posted on the Council's website and referenced in required volunteer training. Discussion also addressed background checks and mandated reporter training. Staff confirmed that volunteers must complete the required screening and mandated reporter training before moving from pending status into a volunteer role.

A Board member asked about the Council Review Committee referenced in the standards. Lani explained that routine volunteer matters are handled by Customer Care and/or the Volunteer Support team. More complex issues involving multiple departments, service unit boundaries, volunteer conflicts, or troop finances may be referred to a cross-functional staff committee led by the Director of Customer Experience. Board members recommended establishing periodic reminders or refresher communications of the Volunteer Policies and Standards for long-term volunteers, potentially in connection with recurring background checks. Staff agreed that the background-check renewal process could provide an appropriate touchpoint.

Motion carried.

FUND DEVELOPMENT

Lani provided an update on the 2026 Big Day of Giving campaign last month. She thanked Board members for providing a $6,000 matching gift, which contributed to increased giving after the match was announced. The campaign finished approximately $1,300 below goal but exceeded the prior year's results by 2% and attracted 17 new donors.

Lani introduced naming opportunities at Camp Menzies. Donors may sponsor a bear box for $2,500 or a picnic table for $1,500, for example, in recognition or memory of an individual. Board members were encouraged to share the opportunity with alumni, families, and other supporters connected to Camp Menzies.

Discussion included the need for secure food-storage equipment as Camp Menzies expands troop camping opportunities. Staff reported that the recently purchased bear boxes and picnic tables represented a significant investment in camp infrastructure.

Board Recognitions Committee

On behalf of the Board Recognitions Committee, Robin Kren moved to approve the recognition award nominations as recommended by the committee.

Discussion highlights: Robin started by thanking committee members Toni Rubin, Chris Stincelli, Paula Hanson, and Erika McCall and staff who supported the nomination, review, and selection process. All of the recognitions presented for approval were Appreciation Pins.

Motion carried.

Board Development Committee

On behalf of the Board Development Committee, Fran Halbakken moved to approve the slate of directors for the GSHCC Board as recommended by the committee.

Discussion highlights: Fran reviewed the selection process for girl Board members. The three current girl Board members reviewed applications, conducted interviews, and forwarded recommendations to the Board Development Committee. Eleven girls applied, and the two top candidates were recommended. The Committee decided to present both girls' names to fill the two positions becoming vacant, rather than a single name as in the past.

The slate also includes Dr. Jahmese Williams. Two Board members who know Dr. Williams described her as a respected regional leader with strong professional and community experience, prior Girl Scout involvement, and the potential to contribute to the Council's representation and diversity, equity, and inclusion priorities.

The recommended slate:

- Shriya Banerjee
- Samaya Khunger
- Dr. Jahmese Williams

Motion carried unanimously.

[Jenni Murphy and Rhonda Staley-Brooks departed at 5:57 p.m. Quorum maintained at 13.]

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CEO Report

Council Dashboard

Linda Farley reviewed the Council dashboard. Volunteer-led membership remained below goal, with the primary challenge being the recruitment of new girls. Renewed-girl membership remained strong, indicating positive retention among current members.

The After-School Club (ASC) business unit continues to exceed its goals. ASC's secured 22 school-district contracts against a goal of 13, operated 68 clubs against a goal of 56, and served approximately 1,500 participating girls.

Financial indicators remained positive. The Council exceeded its Cookie Program goal, surpassed its Fall Product Program goal, received a $293,000 planned giving bequest, and have After-School Club contracts totaling more than $1 million. Revenue shown on the dashboard reflected amounts received through the financial reporting period.

Signature Events

Linda reviewed upcoming signature events and encouraged Board participation:

- Annual Meeting and Volunteer Recognitions — September 12, 2026
- Girl Scout Expo — October 10, 2026
- Cookie Drops — February 2027
- Outdoor Adventure Campout — April 17, 2027
- Highest Awards Ceremony — tentatively May 15, 2027

Linda emphasized that the Annual Meeting is a meeting of the Board and encouraged strong Board attendance. She also invited members to attend or volunteer at the Outdoor Adventure Campout at Lake Camanche, which served approximately 1,000 girls and adults in 2026 through outdoor activities including horseback riding, fishing, paddleboarding, outdoor cooking, and crafts.

State of the Girl Report Launch

Linda provided an update on the June 23 launch of the *State of the Girl* report at the California State Capitol. Approximately 180 attendees have registered, about 60 are youth Girl Scouts. Scheduled speakers include the California Surgeon General, Dr. Diana E. Ramos; Senate President pro Tempore Monique Limón; and the three girls whose essays were included in the report.

The California Commission on the Status of Women and Girls is scheduled to lead a vision board activity following the formal remarks. Council CEOs and/or staff representing Girl Scouts of California, the coalition of the eight California Girl Scout councils, and representatives from the Center for the Advancement of Women at Mount Saint Mary's University, which authored the report, will also attend. A smaller group of girls is scheduled to present the report to the California First Partner at her office on June 24. Media outreach is being supported through pro bono assistance from Lucas Public Affairs, and a related *Studio Sacramento* interview is expected to air after the launch.

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Linda reported that the Council's advocacy messages with state legislators will focus on continued state support for expanded-learning funding, particularly as California approaches a change in gubernatorial administration. Each California council will present to their own legislators.

Volunteer-Led Troop Business Unit Status and Update

Lani presented a review of the volunteer-led membership business unit and the proposed strategy for Membership Year 2027.

Approximately 80% of GSHCC members participate through volunteer-led troops, and the model serves girls throughout all 18 counties. Volunteer-led membership also generates approximately 81% of the Council's operating revenue.

Lani reported that volunteer-led girl membership had declined approximately 25% over the previous three years. The most significant decline occurred among newly recruited girls, while retention of current girls remained comparatively strong. National Girl Scout membership reflected a similar downward trend.

Discussion included several factors contributing to the decline:

- Changes in volunteer availability and preferences;
- Increased numbers of two-working-parent households;
- Preference among younger parents for shorter-term volunteer commitments;
- Limited access to schools and school districts for recruitment;
- Competition for family time and household resources;
- Turnover among service-unit volunteers and Council staff;
- Heavy dependence by some volunteer communities on relationships with individual staff members; and
- Concern regarding the increase in annual national membership dues from $25 to $65.

Board members discussed the cumulative financial pressure on families with multiple children and multiple activities. Staff noted that the Council had not yet seen conclusive data showing that the $65 fee was preventing participation but would continue to monitor the issue and maintain financial-assistance options.

The Board also discussed the broader decline in volunteerism across nonprofit organizations and corporations. Suggestions included exploring partnerships with employers, alumni, the California volunteer infrastructure, and statewide organizations to support renewed civic participation.

[Lisa Cardoza departed from the meeting at 6:30 p.m. Quorum maintained at 12.]

Membership Year 2027 Strategy and Goals

Lani reported that 86% of GSHCC's membership is concentrated in five of the Council's 18 counties. The proposed strategy therefore prioritizes the highest-opportunity

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communities, with an emphasis on elementary schools and girls in kindergarten through third grade.

Staff developed five forecasting models using recent membership trends, longer-term averages, service-unit health, growth assumptions, and school-market opportunity. The forecasts were within approximately 5% of one another, increasing confidence in the recommended target.

The Membership Year 2027 goal is:

- 8,200 volunteer-led girls; and
- 2,100 After-School Club girls.

The strategy is intended to stabilize overall volunteer-led membership while rebuilding the new-girl recruitment pipeline.

Recruitment tactics include:

- Concentrating outreach in the five largest membership counties;
- Prioritizing schools with higher girl enrollment;
- Improving and maintaining contact information for principals and superintendents;
- Increasing staff participation in back-to-school nights;
- Expanding school flyer distribution;
- Developing shorter-term and more flexible volunteer opportunities;
- Promoting friendship-based troop formation; and
- Continuing retention support for existing girls and volunteers.

Board members emphasized the importance of tracking results and receiving regular progress updates.

The planned presentation on brand positioning was deferred to the September meeting because of time constraints.

Board Chair Report

Kim recognized Maddy de Lange and Noor Latif for their excellent service to the Board. Board members thanked them for their contributions, perspectives, and engagement and wished them well in their future education and activities. Members had contributed words for a Trefoil Word cloud for each girl. A signed certificate with the trefoil was presented to them.

Kim thanked the Board members for their continued participation in meetings and council events, especially the contributions for the Staff Appreciation Breakfast. Special thanks to Fran for arranging the entire breakfast. She also thanked Jeannie and Rhonda for helping at and Bianca for her attendance at the Highest Awards ceremony and Jeannie for her firm’s sponsorship of the Highest Awards Ceremony.

Executive Session
The Board adjourned into executive session at 6:54 p.m. The staff were excused for the session.

ADJOURNMENT
The Board returned from executive session at 7:02 p.m. Kim thanked everyone for a productive meeting and with no further business, adjourned the meeting at 7:04 p.m.

Respectfully submitted,

Leslie S Parker
Leslie S Parker, *PACE*
Executive Administrator
Recording Secretary

Kim Mayes
Kim Mayes
Board Chair

Lisa Cardoza
Lisa Cardoza, Ed.D.
Board Secretary

These minutes were approved as [indicate one: presented, corrected, amended] at the September 17, 2026, Board Meeting.