

**Girl Scouts of Greater Mississippi  
Board of Directors Meeting Conference Call  
Tuesday, July 25, 2023 10:00 a.m.**

**Members in Attendance:** Henry Michel, Jennifer Hall, Betty Mallett, Meredith Aldridge, Lauren McGraw, Connie Moran, Laura Hearn, Pam Ware, Ron Mumbower, Mary Hill, Tina Lakey, Robby Lockett, Kimberla Little and Kearn Cherry.

**Members Absent:** Dan Robinson, Charlotte Seals, Cindy Hollingsworth, Barbara Travis, Robin Robinson, Sarah Palmer, and Kathy Northington.

**GSGMS staff members:** Becky Traweek, Pam Britt and Sarah Edwards.

The meeting was opened at 10:05 by Betty Mallett, standing in for Robin Robinson.

**Minutes:** The minutes of the March 28, 2023 meeting were presented. A motion was made by Pam Ware to accept the minutes as presented. It was seconded by Lauren Hall. Motion passed unanimously.

The minutes of the April 22, 2023, meeting were presented. A motion was made by Kearn Cherry to accept them as presented. It was seconded by Ron Mumbower. Motion passed unanimously.

**Financial Report:** Laura Hearn presented the financial report. We are in a very strong cash position. We have over \$214,000 more than this time last year. There is upcoming work on the Jackson office parking lot, new flooring in the Jackson office, and continuing work on Camp Iti Kana. Our expenses overall are under budget. The highlights of the financial statements included in the packet were reviewed.

Jennifer moved to accept the report. Meredith Aldridge seconded the motion. Motion passed unanimously.

**Property Report:** The parking lot in the Jackson office has been paved. The striping for parking spaces is not yet complete, but will be done in the coming weeks. Work on Camp Iti Kana was suspended during camp and will be resumed once the Civitans are done with their summer camp. The next project at Iti Kana is converting an old building used for craft activities into a troop house, which will be a dormitory style

sleeping unit that can accommodate a whole troop. The work in Dogwood unit is complete. The Civitians are loving the air conditioning.

We are working with someone from Homeland Security to provide safety awareness at all times to volunteers, including safety awareness at our camps.

We finished our American Camping Association accreditation process. Our inspection visitors have been to the camps. We passed the inspections. It will be October before we get the official approval, but we do not anticipate any issues.

In a conversation with our insurance carrier, we have been made aware that insurance coverage premiums are going up everywhere and to expect an increase when we renew. They also recommend a formal leasing agreement with the Civitans.

A motion was made by the committee to accept the report. It was seconded by Kearn. It was approved unanimously.

**Human Resources:** The last update to our employee handbook was made in 2011. The new Employee Handbook has lots of updates to be in line with the law, including a flex time policy. Also updated was the disciplinary process, the dress code, social media code and updated FMLA guidelines.

A motion to approve was made by Tina Lakey. It was seconded by Robby Lockett. The motion passed unanimously.

## **CEO Report**

Becky delivered the CEO report which is included in the meeting packet.

Our Little Brownie representative was with us in June. Although the bakery is trying to forecast better, we are still concerned about their ability to deliver the quantity of cookies we normally order. We were 3<sup>rd</sup> in the country for growth in 2023.

A motion was made by Ron Mumbower to accept the report. It was seconded by Connie Moran. The motion passed unanimously.

## **COO Report**

Sarah delivered the COO report which is included in the meeting packet.

We will end the 2022-2023 membership year with a 9% increase in girl members over the previous year.

There was a motion to accept the report by Connie Moran, seconded by Robby Lockett. The motion passed unanimously.

**Executive Committee:** There was no executive committee meeting.

There was no new business.

A motion to adjourn was made by Mary Hill. It was seconded by Kimberla Little. The meeting ended at 10:39 am.