



Dear Prospective Board Member,

Thank you for your interest in Girl Scouts of the Desert Southwest – Southern New Mexico and West Texas (GSDSW). GSDSW is one of 111 councils nationwide chartered by Girl Scouts of the United States of America (GSUSA). As part of GSUSA, the largest organization for girls in the world, Girl Scouts of the Desert Southwest develops strength of character and self-confidence in girls, allowing them to become leaders in their communities and to make a difference in the world. Building on traditional values of the Girl Scout movement, we meet the needs of girls in Southern New Mexico and West Texas today.

Girl Scout programs serve girls K-12, and we have over 3,000 girl members. We offer day camp, resident camp, STEM programs, badge programs, overseas travel opportunities, outdoor exploration, traditional troop-based activities, and individual paths to leadership development. Girl Scouts provides a safe, inclusive environment for our diverse population of girls. GSDSW has over 1,200 adult members and 25 staff working with girls throughout our council's territory.

We need volunteers willing to think big and who can commit to being part of our success. Girl Scouts of the USA is almost 110 years old, and we have done amazing things for girls and women. In 1912, our founder, Juliette Gordon Low, wanted to give girls the opportunity to move beyond the home and hearth to experience the outdoors, careers, sports, and citizenship, at a time when women were not even allowed to vote.

We are the premier girl leadership program, and our alumni is strong – 55% of women in the 115th Congress were Girl Scout alums, 73% of female senators in 2018 were Girl Scout alums, and 53% of women business owners and CEOs learned how to be leaders in Girl Scouts. Every female secretary of state in U.S. history is a former Girl Scout. Women are the greatest untapped leadership resource and Girl Scouts is the proven pipeline for building women leaders.

Please look over the attached materials and think about how you can help strengthen our girls by strengthening GSDSW. We are looking for people to serve on our Board of Directors and board committees, as well as volunteers in program areas. There is a place for you.

Sincerely,

A handwritten signature in purple ink, appearing to read "Patty Craven".

Patty Craven
CEO, Girl Scouts of the Desert Southwest

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



Board of Directors

Summary of Governance Accountabilities

In carrying out its major responsibilities, the board of directors shall:

- Understand, accept and interpret the philosophy and purpose of Girl Scouting.
- Function as one body in deliberating and making policy decisions.
- Maintain the confidentiality of board work until such time as it is released for general information. Support and interpret board actions as necessary.
- Carry out its major responsibilities through strategic leadership and direction, stewardship of Girl Scouting and oversight of the corporation.
- Determine the vision of Girl Scouting and ensure that appropriate resources exist to carry out strategic priorities.
- Monitor and evaluate the organization's performance.
- Participate in annual meetings as members of that body.
- Ensure and maintain an understanding of demographic, cultural, social and economic trends and their implications for Girl Scouting.
- Ensure that fiscal and human resources exist to carry out the work of the council.
- Attend board and committee meetings; carry out assignments and prepare for active participation.
- Work in collaboration with the Board Chair and Board Development Chair to assess and evaluate Board performance.
- Support the work of the Board Development Committee by identifying talent for the Board.

ACCOUNTABILITIES:

Stewardship of Girl Scouting:

- Develop and maintain a culture of transparency. Build trust and involve a wider group of constituents in decision-influencing as appropriate.
- Ensure knowledge and understanding of national, regional and local demographic and social trends affecting Girl Scouting as it pertains to the Board's work.
- Promote the mission and Girl Scout brand.

- Serve as trustees of the Girl Scout values and principles.
- Establish policies necessary for the development and advancement of Girl Scouting in the council's jurisdiction.
- Select, appoint and evaluate the performance or release of the CEO.
- Gives input to the CEO on the performance of the CFO.
- Ensure that an appropriate compensation program exists.
- Register as a member of the Girl Scout Movement.
- Promote accessibility to Girl Scouting for all girls in the council's jurisdiction.
- Provide active leadership to promote diversity and ensure pluralism.

Oversight of the Corporation:

- Fulfill and ensure compliance with Girl Scouts of the USA charter requirements
- Adopt and keep current policies and guidelines that govern the acquisition and allocation of resources to support organizational priorities:
 - Adopt budgets
 - Monitor investments
 - Approve banking arrangements
- Approve and support the plans for funding council's strategic priorities:
 - Establish fund development policies compatible with the principles of Girl Scouting.
 - Commit to making an appropriate personal, family and/or foundation gift in support of Girl Scouts. Make Girl Scouts a top funding priority.
 - Facilitate the identification, cultivation, solicitation and stewardship of donors.
 - Embrace a culture of philanthropy and promote philanthropic values.
- Ensure all governance documents are updated and maintained appropriately (bylaws, articles of incorporation, minutes and legal documents).

Strategic Leadership and Direction:

- Articulate the mission and philosophy of Girl Scouting.
- Identify the capacity of the organization to fulfill the mission. Direct resources in full support of building girls of courage, confidence and character who make the world a better place.
- Provide strategic leadership to ensure the future of Girl Scouting.
- Work closely with the CEO to define strategic direction and to define organizational success.
- Conduct an annual organizational performance appraisal to monitor the achievement of strategic priorities.
- Ensure an effective democratic process that maintains channels of communication between registered members and the Board of Directors.
- Ensure that the council is positioned in the community to achieve the maximum benefit for all girls.



Girl Scouts of the Desert Southwest FAQs for Prospective Board Members

What are my responsibilities as a board member?

- Accept the organization's philosophy and policies
- Register as a member of the Girl Scouts Movement annually or become a lifetime member.
- Attend and actively participate in six (6) board meetings and any additional urgent meetings if needed.
- Attend Annual Meeting
- Complete a 2-year term
- Commit to Girl Scouts of the Desert Southwest's mission: Girl Scouting builds girls of courage, confidence and character who make the world a better place.
- Provide strategic direction for the council
- Engage in Girl Scout ceremonies Ceremony of Honors and Girl Scouts Bridging to Adult Volunteer.
- Participate in Women of Distinction event or other fundraising events.
- Obtain membership on a board standing committee or task group:
 - Audit Committee
 - Board Development Committee
 - Fund Development Committee
 - Finance Committee
 - Investment Committee
- Advocate for and be an ambassador to the community for Girl Scouts of the Desert Southwest
- Approve and monitor the annual budget and capital improvements and assist with securing income to ensure financial viability of the council.

Will I receive training to participate effectively as a partner?

- All newly elected board members will receive board orientation.
- All board members will receive continuous board training engagement opportunities.

How much time will I need to assume my responsibilities as a board member will require?

- Review board materials prior to each meeting.
- Attend six (6) board meetings per year. Each meeting averages 1.5 and 2 hours per meeting.
- Attend the annual meeting
- Review chosen standing committee documentation prior to meeting.
- Attend chosen standing committee meetings and actively participate.

What are my personal, financial obligations to the council?

- Become a member of the Girl Scouts Movement renewing annually or become a lifetime member. The annual fee is \$25 renewable each October.

- Each board member is expected to participate in supporting the goals of fund development by making an annual “give” amount that is personally meaningful to the them.
- Each board member is expected to assist the council to achieve fund raising goals by identifying, cultivating, and soliciting individuals, corporations, and foundations for financial support.

Are board members indemnified or covered by liability insurance?

- Yes

What are the next steps if you are interested in joining our Board of Directors?

- Fill out the Prospective Board Member Information Form
- Email the following items to BDC@GSDSW.org
 - Prospective Board Member Information Form
 - Short biography
 - Headshot
 - A short statement you are interested in becoming a board member
- If you have any questions, you may speak to the Board Development Committee member you have been talking to or reach out to GSDSW CEO – Patty Craven at pcraven@gsdsw.org or (915) 671-2233.



Who We Are

We're 2.5 million strong—more than 1.7 million girls and 750,000 adults who believe in the power of every [G.I.R.L. \(Go-getter, Innovator, Risk-taker, Leader\)™](#) to change the world.

Our extraordinary journey began more than [100 years ago](#) with the original G.I.R.L., [Juliette Gordon “Daisy” Low](#). On March 12, 1912, in Savannah, Georgia, she organized the very first Girl Scout troop, and every year since, we've honored her vision and legacy, building girls of courage, confidence, and character who make the world a better place.

We're the preeminent leadership development organization for girls. And with programs from coast to coast and across the [globe](#), Girl Scouts offers every girl a chance to practice a lifetime of leadership, adventure, and success.

Our Mission

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

Girl Scout Promise

On my honor, I will try:

To serve God* and my country,
To help people at all times,
And to live by the Girl Scout Law.

Girl Scout Law

I will do my best to be

honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,

and to

respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.

Our Program

At Girl Scouts, girls will prepare for a lifetime of leadership, success, and adventure in a safe, no-limits place designed for and by girls!

How? Through the **Girl Scout Leadership Experience**—a collection of engaging, challenging, and fun activities like earning badges, going on awesome trips, selling cookies, exploring science, getting outdoors, and doing community service projects.

At Girl Scouts, she'll get to lead her own adventure (it's her world!) and team up with other girls in an all-girl environment to choose the exciting, hands-on activities that interest her most.

The idea is to learn by doing, and at Girl Scouts, she'll do lots of it.

She'll be inspired to discover her talents and passions in a safe and supportive all-girl setting. She'll join with other Girl Scouts and people in her community—and *together*, they'll take action to change the world.

Along the way, she'll gain important skills in four areas that form the foundation of the Girl Scout Leadership Experience:

- [Science, technology, engineering, and math](#) (STEM)
- [Outdoors](#)
- [Life Skills](#)
- [Entrepreneurship](#)

While she may be exposed to these subjects at school, in other youth programs, or even on her own, at Girl Scouts she'll experience them in a unique way that puts her on a path to a lifetime of leadership, adventure, and success. And because our program is *girl-led*, girls decide what they'll do, together.

The Result? A Lifetime of Leadership!

At Girl Scouts, "Can I?" quickly turns into "I will!" as girls transform their ideas into action, turn their questions into adventure, and grow their confidence through practice. And with more than 60 million other G.I.R.L.s to cheer them on every step of the way, there's no limit to what they can—and will—accomplish.

In fact, being a Girl Scout helps girls thrive in five key ways. As a Girl Scout, she:

- Develops a strong **sense of self**
- Displays **positive values**
- Seeks **challenges and learns** from setbacks
- Forms and **maintains healthy relationships**
- Learns to **identify and solve problems** in her community

Delivering Fun with Purpose

To bring the Girl Scout Leadership Experience to life, activities are led by girls themselves, feature cooperative learning, and highlight learning by doing. Girls come up with their own ideas, build teams, and experience the joy of making a positive impact.

At Girl Scouts, she will:



Discover Find out who she is, what she cares about, and what her talents are.



Connect Collaborate with other people, both locally and globally, to learn from others and expand her horizons.



Take Action Do something to make the world a better place.

Recognizing Achievement

As Girl Scouts progress from Daisy to Ambassador, the awards they earn symbolize new and higher levels of achievement—and ultimately a deeper understanding of what it means to be a leader.

Some awards are related to specific activities (the [Global Action award](#), for example), while others, like the Girl Scout [Bronze, Silver, and Gold Award](#), recognize larger projects that girls complete with their troop or on their own. And based on their achievements, Girl Scouts can qualify for [special scholarships](#), or even be selected as one of GSUSA's [National Gold Award Girl Scouts](#).

All the steps girls take toward earning awards are built into every part of the Girl Scout Leadership Experience. Guidebooks for parents and volunteers also suggest meaningful ways to help girls celebrate earning awards and reflect on their accomplishments.



Girl Scouts of the Desert Southwest Board Sub-Committees

Audit Committee

The Audit Committee has been established by the Board of Directors (Board) to assist the Board in fulfilling its fiduciary responsibilities of Girl Scouts of Desert Southwest. Working under the supervision of the Board, the Audit Committee oversees proper external review of the not-for-profit audited financial statements, as well as the organization's risk management to include monitoring the internal control environment, compliance with the conflict-of-interest policy and the council's whistleblower policy. Each member shall be free of any relationship that, in the opinion of the board, would interfere with her or his individual exercise of independent judgment.

Board Development Committee

The Board Development Committee

- Solicits and recruits qualified candidates for all elected positions on the Board of Directors,
- Develop in conjunction with the Board orientation and education materials, development materials,
- Succession planning and perform the annual assessment materials for the performance of members of the Board of Directors.
- Conduct Board of Directors orientation and development training sessions as needed.

Finance Committee

The Finance Committee has been established by the Board of Directors to assist the Board in fulfilling its fiduciary responsibilities of *Girl Scouts of Desert Southwest*. Working under the supervision of the Board, the Finance Committee monitors appropriate and effective resource allocation by:

- Safeguarding the Council's assets
- Providing guidance about developing and applying financial policies decisions and plans
- Bringing expertise regarding appropriate financial benchmarks, trends, and changes
- Advising the Board with respect to making significant financial decisions

Fund Development Committee

The Fund Development Committee has been established by the Board of Directors and ensures the advancement and future security of the Girl Scouts of Desert Southwest by:

- Providing governance oversight to and leadership of the council's fundraising efforts;
- Partnering with the Board of Directors, CEO, and fund development staff in raising significant financial resources and building strong connections to key external audiences
- Reviewing strategies for achieving the council's fundraising goals.

Investment Committee

The Investment Sub-Committee, established by the Board of Directors, is an oversight committee that sets direction and guidelines for investment-related actions of the Girl Scouts of Desert Southwest (the "Organization" or the "Council"). The full Board has the ultimately responsibility for oversight, which is particularly crucial during periods of market turmoil.

The sub-committee members are not actively performing investing activities but providing the required supervision of investment managers/advisors in carrying out the council's investment policies. The Investment Sub-Committee has the right to exercise any and all power and authority of the board with respect to matters within the scope of this charge, subject to the ultimate power and authority of the board.

As a sub-committee of the Finance Committee, the Investment Sub-Committee shall have no authority to bind the Corporation but shall be advisory to the Finance Committee and board. The sub-committee works closely with council staff that is responsible for implementing board approved investment policies and decisions.

To fulfill its responsibility, the Investment Sub-Committee has the authority to set aside for payment, pay and direct the payment of the independent investment manager/advisors for their services and analysis of investment statements as reflected in the operating budget.

Property Committee

The Properties Committee has been established by the board of directors of Girl Scouts of Desert Southwest (the "board") to assist the board in fulfilling its fiduciary responsibilities. The Properties committee oversees proper management of the council's real estate, its usage for council and revenue-producing purposes, and its related capital and operating accounts.