

# History of the formation of the Southern Minnesota Girl Scout Council

**June 2005** First discussion papers sent out to Board Chairs discussing realignment

**October 2005** National Convention in Atlanta, GA.

- Minnesota/ND/WI Board Chairs (8 councils) meet to discuss vision for realignment in Minnesota
- Group agrees to continue the dialogue and agreed to collect and share the following information for a telephone conference call October 25.
  - Media Markets in Minnesota
  - Transportation Corridors in MN
  - Current High Capacity Criteria
  - Contact at Nationals for questions on realignment
  - Demographic information.

**October 25, 2005**

- Generally agreed that the foremost criteria for new council is
  - Resources to deliver consistent, outcome-based, girl centric GS program to girls in the jurisdiction.
  - Provide a funding base to support a budget adequate to hire top level CEO, COO, CFO, and Directors of IT, PR, HR, and Fund Development and offer professional salaries for membership staff.
- What is most important about reorganization?
  - Serving Girls
  - Getting Funds
  - Consolidating resources
  - Working jointly
  - Solving social woes
  - Integrating new immigrants
  - Broadening the cultural base

**November 15: Teleconference**

- Each council will develop a realignment proposal for possible agreement by all and submission to GSUSA
- Each council will send a recent financial statement to everyone in this group

**December 2** (MN Alliance Meeting)

- Chairs and CEOs reviewed proposals
- Vision at this time: Create new entity/entities to provide GS to all the girls in our area. We believe creating something new is a better way to accomplish realignment and to be accepted by the community than merger or acquisition.
- Committee receives Nonprofit Mergers Workbook, La Piana Associates, as reference book (Sarah Anderson)

### **February 2006 GSUSA work session in Florida.**

- GSUSA presents a first draft of new council jurisdictions. Southern MN jurisdiction includes the majority of 5 councils: Peacepipe, Greater Mpls, Cannon Valley, River Trails and St. Croix Valley
- CEOs/Chairs receive Council Realignment Guidebook

### **March to May –**

- Individual councils discuss map and submit alternate proposals to GSUSA

### **June 1 to July 31 –**

- National, team and demographer develop the final map of council boundaries.

### **June 17, 2006: Chairs and CEO MN Alliance meeting:**

- Agree to expand the CRC to two additional members from each council
- Believe high capacity councils are grounded in a culture of beliefs that clearly support the overall purpose of the organization and are harnessed in a way that produces high impact.

### **August 14, 2006:**

- First meeting with southern MN councils only (excluding new northern MN proposed council)
- First meeting with new CRC members.
- Bea Rocha GSUSA facilitates transitioning, visioning exercises
- Agree to the following ways of work:
  - Agree to make decisions by consensus with default method being 2/3 majority vote;
  - Agree to be open and innovative;
  - Agree to use principle based decision making processes;
  - Agree to recognize and be sensitive to each council's cultural and geographic difference.
  - Agree to not make assumptions
  - Agree to cooperate, not compete
  - Agree to avoid defensive behavior
- Action Plan
  - Shelley Jacobson (Greater Minneapolis) will draft good faith resolution and ways of work
  - Realignment budget will be a separate budget and the CRC members will work jointly to secure the funding. Mary Lee Hoffman (St. Croix Valley) will take lead – first draft will be e-mailed to committee by mid-September
  - CRC representation will be CEO, Chair and 2 volunteers from each council

### **August 2006**

- Map of council boundaries is approved by National Board

**September 2006**

- New map is shared with membership

**September 30, 2006**

- Deadline for all council boards to approve Good Faith Resolution
- Ratify jurisdiction of new council.

**October 6-8, 2006**

- All southern MN CEOs and chairs attend training in Chicago;
- CRC Core group selects co-chairs, Shelley Jacobson, CEO - Greater Minneapolis and Cathy Baumgartner, Board Chair - Peacepipe
- Agree to facilitator (Charles Skinner) for October 13 meeting

**October 13, 2006**

- Charles Skinner facilitates. Transitioning, visioning exercise. Matrix introduced
- Draft statement of where we are: “While we recognize our differences and similarities, our current strengths compliment one another as we begin to create a relevant, visible, respected, well-manages, well-funded, understood, easily accessible and culturally inclusive leadership organization that is the “place to be” for all girls.”
- Where we will be - Draft Vision: “The new council is a well-funded, high performing organization with premier programs that support and treat each girl as an individual; it is welcoming, inclusive, and is supported by a visionary, engaged staff, board and volunteers who create the “place to be.”

**November 13, 2006 Conference Call****January 12-13, 2007 CRC retreat**