



56th National Council Session

Delegate Workbook Addendum

To: Delegates to the 56th National Council Session/2023 Convention

From: Girl Scouts of the USA

Date: July 10, 2023

Re: Workbook Addendum

We are looking forward to gathering with our delegates and visitors at the 56th National Council Session/2023 Convention. As you prepare, please note the following updates to the 56th National Council Session Workbook:

Proposed Program for the 56th National Council Session

We are sharing the proposed program for the National Council Session in advance of the meeting.

Standing Rules

Clauses related to the consent agenda have been removed from the Standing Rules in response to delegate feedback related to the use of a consent agenda for the 2023 National Council Session. This has been corrected in the digital version of the Workbook (pages 74-75).

Proposal 2: Constitutional Amendment: Amend the Girl Scout Promise and Law to Use More Potent, Actionable Language. A scrivener's error omitted the "*" from the Girl Scout Promise text. This has been corrected in the digital version of the Workbook (page 57).

Slate Changes

There is a change to the slate of nominees for the National Board of Directors for the 2023- 2026 triennium. Eileen Drake and Venus Quates have withdrawn their nominations for the 2023-2026 National Board candidate slate. We thank Eileen and Venus for their dedicated service to the Board and the Movement.

To fill slate vacancies, the National Board Development Committee has nominated Jessie Kornberg and Ana Tavares Lattibeaudiere as members-at-large for the 2023-2026 triennium. Enclosed please find supplemental Workbook pages containing Jessie Kornberg's and Ana Tavares Lattibeaudiere's candidate biographies.

The GSUSA Board and NBDC Slate Statistics on pages 46-47 of the Workbook have also been updated accordingly and replacement pages are enclosed.

On page 18 in the print version of the Workbook, candidate Lupe Camargo's name was spelled incorrectly. This has been corrected in the digital version.

Delegates are reminded to frequently review the [delegate website](#) for updated proposal Q&As, recorded sessions of each proposal education session, parliamentary procedures, NCS discussion topic and much more!



Members-at-large



Jessie Kornberg
Los Angeles, California

President and CEO
Skirball Cultural Center

As an advocate, attorney, and nonprofit leader, Jessie's career has been dedicated to civil rights work and dismantling systemic inequality for two decades, with a special focus on creating equal opportunity for women and girls. This commitment began with frontline anti-poverty services at the largest provider of homeless family housing in New York City, where she encountered homeless families. These families were often led by African American women similar to Jessie in age and drive but excluded from the networks and resources critical to Jessie's own opportunities. This inspired her decision to attend law school, where she continued direct service work in unhoused communities in downtown Los Angeles. Jessie went on to work with the NAACP and NOW before assuming the directorship of Ms. JD, an online community dedicated to supporting and advancing the careers of women in the legal profession. She extols the importance of Girl Scouts and the powerful effect the Movement can have on the future of women and girls. Jessie is a Lifetime Member of GSUSA.

Prior to her current position as President and CEO of the Skirball Cultural Center, Jessie was the CEO of Bet Tzedek Legal Services, one of the nation's leading free legal aid providers. Under her leadership, the agency grew to address the most pressing legal issues facing low-income families, including rapid response advocacy for immigrant children seeking asylum, victims of wage theft and elder abuse, and the nation's first transgender medical-legal partnership. 75% of Bet Tzedek's clients were female. Jessie has extensive experience in change management, nonprofit governance, marketing, and fundraising.

She currently serves as a trustee for the Los Angeles Urban League, the Motion Picture & Television Fund, and UCLA School of Law, where she earned her JD. She lives in the Silverlake neighborhood of Los Angeles with her spouse and their two young children.



Ana Tavares Lattibeaudiere
Roswell, Georgia

Principal and Co-Founder
MTL Management

Ana is a Lifetime Member of GSUSA and passionate about gender equality and promoting women's involvement in the tech industry and developing their leadership potential. She created various programs while at GSMA to address the lack of diversity in tech and encourage girls to follow tech careers. Ana brought one of those programs—Tech4Girls—to Girl Scouts of Greater Atlanta and worked to introduce STEM programming and badges, bringing external funding to support the pilot, which was subsequently expanded. As part of this program, girls got to participate in a hands-on workshop (e.g. build a Google Home device from scratch) and meet women leaders and role models in the tech industry.

Ana co-founded MTL Management to provide strategic leadership services and apply her over 20 years of experience in the telecommunications and tech industries and in nonprofit organizations. She is currently the Executive Director for GlobalPlatform, a nonprofit organization responsible for the standardization of secure components present in credit cards, SIM cards, and ePassports. She is also the Chief Strategy Officer for 10T Tech, a leader in eSIM as a service. Ana has a strong network of relationships across the world. Her areas of expertise include Internet of Things, strategy, technology, innovation, and advocacy/social impact.

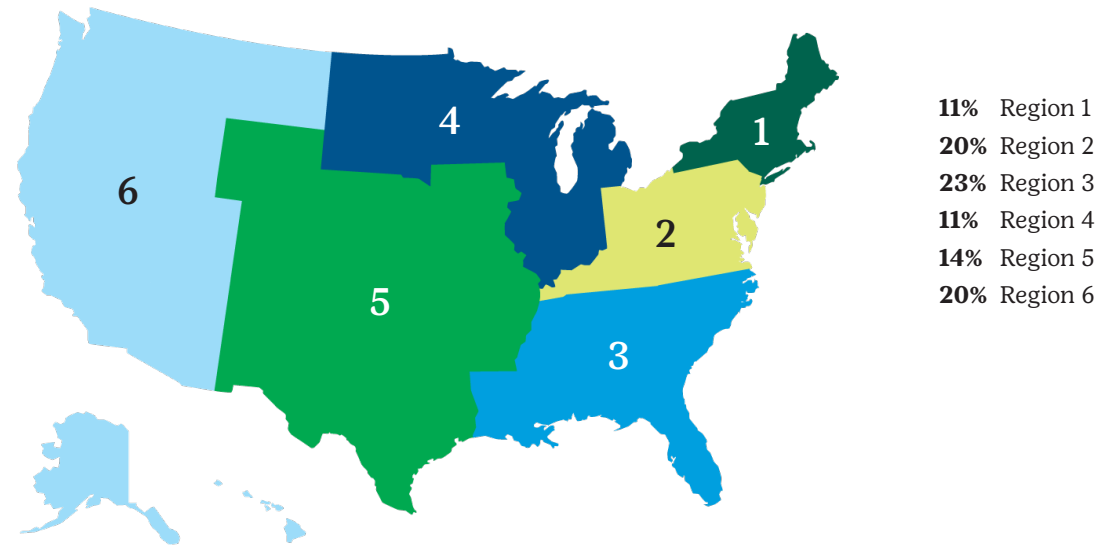
She volunteers as a Board Member for Global Telecoms Women Network, a C-level network of women executives dedicated to advancing diversity in the telecommunications industry. She is currently leading GTWN's efforts in digital equity following a call to action launched in February 2023.

Prior to her current role, Ana was the SVP of Strategy for XEO Air and held leadership positions at GSMA, Accenture, and Deloitte Consulting.

GSUSA Board and NBDC Slate Statistics

2023-2026 Triennium

Number of Board and NBDC Slate from Each Region



Slate Headlines

20%
are
Gold Award Girl Scouts.

31%
have
served as the **Board Chair of a Girl Scout council**, demonstrating knowledge and leadership at the council level.

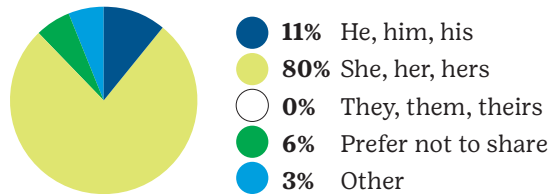
57%
have
council leadership experience, serving as board members and council delegates.

46%
have
troop leadership experience, delivering Girl Scouting directly to girls.

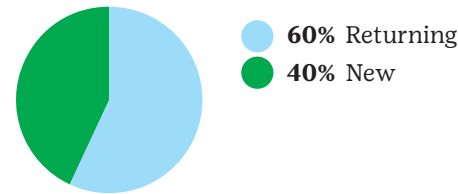
57%
indicate a **race or ethnicity other than white.**

54%
were able to **experience Girl Scouting as a child.**

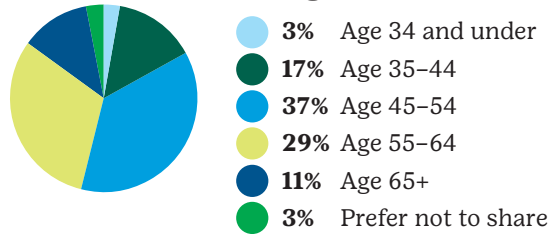
Gender



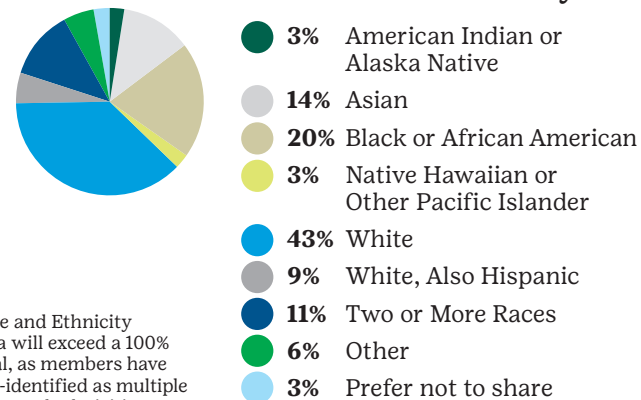
Tenure



Age

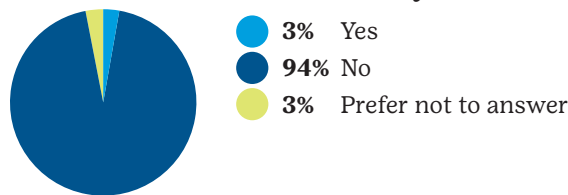


Race and Ethnicity*



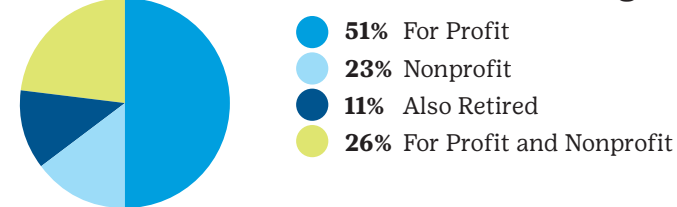
*Race and Ethnicity data will exceed a 100% total, as members have self-identified as multiple races and ethnicities.

Disability

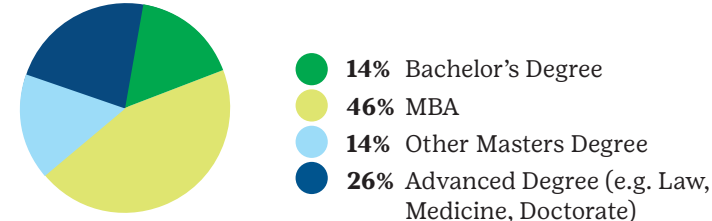


Professional Expertise and Experience of Candidates

Professional Background



Education



Top Three Skills/Expertise*

- 43% Strategy
- 31% DEIRJ
- 29% Finance
- 29% Change Management
- 26% Technology, Innovation & Computer Science

*Candidates were asked to rank their top three skills/expertise. Top five displayed.

Program

Tuesday, July 18, 2023, 1:00 p.m.–6:30 p.m.**NCS Pre-session Proposal Q&A Breakouts, 1:00 p.m.–1:30 p.m.****Opening Ceremony****Business Meeting 1**

- Call to Order
- Adoption of Credentials Report
- Adoption of Standing Rules
- Adoption of Program
- Stewardship Report
- Debate and Vote on Proposal 7 - Girl Scouts Gold Award Scholarship Fund
- Debate and Vote on Proposal 6 - Timing of Delegate Allotment
- Adjournment

Delegate Reception, 7:00 p.m.–9:00 p.m.**Wednesday, July 19, 2023, 8:30 a.m.–5:30 p.m.****Business Meeting 2**

- Call to Order
- Credentials Report Update
- Keynote speaker
- Debate and Vote on Proposal 3 - Council Representation on the National Board Proposal
- Debate and Vote on Proposal 5 - Formula for Delegates Proposal
- Debate and Vote on Proposal 1 - Allowing the Possibility of Virtual Attendance for National Council Sessions and for Special Sessions of the National Council
- Democratic Process and Delegate Voice Discussion Part 1
- Debate and Vote on Proposal 4 - DEIRJ Language Proposal
- Elections
- Address by National President, Karen P. Layng
- Adjournment

Thursday, July 20, 8:30 a.m.–1:00 p.m.**Business Meeting 3**

- Call to Order
- Final Credentials Report
- Debate and Vote on Proposal 2 - Amend the Girl Scout Promise and Law to Use More Potent, Actionable Language
- International Commissioner Report
- Democratic Process and Delegate Voice Discussion Part 2
- Installation of The National Board
- Incoming President Keynote
- Adjournment
- Highest Awards
- NCS Closing
- Move to Hall of Experiences Preview and Lunch



PROPOSAL 2

Constitutional Amendment: Amend the Girl Scout Promise and Law to Use More Potent, Actionable Language

Originated by

Girl Scouts Heart of New Jersey

Proposal

THAT the Preamble of the Constitution of the Girl Scouts of the United States of America be amended to delete the words “try,” “to,” and “do my best” and to insert the word “will.”

Rationale Submitted by Originating Council

Girl Scouts is an organization committed to providing a safe space for young people while encouraging sampling, civil discourse, social-emotional growth, and grit, all to produce sensitive, successful change-makers. Yet Generation Z, current teens and young adults, is the most cynical generation of our lifetime according to The New York Times. Growing up in social turmoil—unrepentant mass shootings in schools, racially-motivated violence, alarming climate change, a bungled response to global pandemic, unprecedented uncertainty—Gen Z’s disaffection for legacy institutions is justified. As Sofia Chang was welcomed as National CEO, she noted that “as Girl Scouts [enters] its 110th year of service, the mission to develop and create opportunities for all girls is more critical than ever.” If Girl Scouts wishes to “grow, become more inclusive, and positively impact the lives of all girls and young women,” then the Movement must take bold steps to modernize—beginning with our core values: the Promise and Law.

The proposed change to the Girl Scout Promise and Law is inspired by Troop 20923 when they learned of the teachings of Dr. Cindy Wahler, a psychologist and expert in human behavior. Dr. Wahler posits that individuals who use more potent, actionable language are more successful. In September 2021, Dr. Wahler offered a virtual session on Impactful Communication to 120 council leaders, which may be viewed as a recording (passcode: GSHNJ#IWill). In her lecture, Dr. Wahler points out that American women tend to diminish the power of their own communication through word choices like, “It’s just my opinion, but...” Further, women’s habitual resistance to self-promote leads them to interject phrases like, “I hope to...” or “I would like to...” as opposed to using declarative, deliberate language like, “I will...” Individuals who use impactful language to clearly articulate ideas and goals are more likely to receive an interview, be promoted, and find success. Troop 20923 instinctively understood this, noticing that even in their fourth-grade class, differences in behavior—and resulting outcomes—were a reflection of divergent communication styles. If the line between childhood self-identity and future ambition is clear, then Girl Scouts plays a key role in teaching one million of tomorrow’s leaders to express themselves with authority and assurance.

Girl Scouts’ recent rebrand is already demonstrating impactful communication principles: “To move our story forward, we use a voice that’s encouraging, emotive, thoughtful, inclusive, and bold. As Girl Scouts, we speak and show up distinctly.” Our brand tenets include being emotive and substantive, speaking thoughtfully but unreservedly, with bold determination. Removing “try” from the Promise and Law is all that is necessary to transform them into potent, motivating calls to action, fully embracing and internalizing Girl Scouts’ aspirational brand. Removing “try” signals Girl Scouts’ willingness to examine traditions, remaining faithful to customs that serve our members and doing away with those that are no longer relevant to this generation.

“Trying” remains the key inspiration for Girl Scout programming at all levels: exploring, experimenting, failing, innovating, growing. The Girl Scout Law, however, describes foundational behaviors—a moral compass—instilled into every member who promises to live by them. They are universal values, evolving over time, meant to affirm every Girl Scout’s potential and ambition regardless of culture, religion, or family history. There is no space for “trying” when it comes to morality or core values.

Current Wording	Proposed Amendment	If Adopted, Will Read
<p>THE GIRL SCOUT PROMISE:</p> <p>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.</p> <p>THE GIRL SCOUT LAW:</p> <p>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.</p>	<p>THE GIRL SCOUT PROMISE:</p> <p>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.</p> <p>THE GIRL SCOUT LAW:</p> <p>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 will respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.</p>	<p>THE GIRL SCOUT PROMISE:</p> <p>On my honor, I will: Serve God* and my country, Help people at all times, And live by the Girl Scout Law.</p> <p>THE GIRL SCOUT LAW:</p> <p>I will be honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, and will respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.</p>

Proviso: this change would take effect with the 2024 Membership Year, with printed items to be fully refreshed by the start of the 2025 Membership Year.

* Members may substitute for the word God in accordance with their own spiritual beliefs.

In the increasingly competitive youth development market, there is no space for disregarding the impact of today's social chaos on our youth. Over the four years that Troop 20923 has been advocating for this change, they've discovered an increasing appetite for participating in traditions while adapting them for modern self-expression. A national survey following national delegates' discussion of this topic during the 2020 National Council Session suggests a high tolerance for this change, and an agreement on its timeliness within the context of our current political and social climate.

Gen Z is a nuanced, politically motivated group, seething with moral passion and ready to create cultural transformation. Girl Scouts can lead the charge. Girl Scouts will lead the charge.

Financial Impact Statement Submitted by Originating Council

GSHNJ is not in a position to calculate exact budgetary costs for a change of this type as we do not have access to GSUSA's vendor agreements. However, we offer that in the digital age, Girl Scouts are being encouraged to forgo printed materials or provide "print on demand" resources rather than consuming expensively-produced printed materials that minimize the need for retroactive editing of the Girl Scout Promise and Law.

If Girl Scouts makes a change of this type on the national stage, a collective call to the media will result in a net positive impact on the Movement by boosting the visibility of the brand and offering another opportunity to address the "scout" confusion in the marketplace. Local councils could leverage increased national media attention to generate more membership and volunteer leads, provide dynamic corporate partnership opportunities, and explore new avenues of revenue and program diversification.

Recommendation of the National Board

The board remains neutral on adoption of this constitutional amendment because:

- the Promise and Law language is a complex multifaceted issue;
- historically, extensive Movement-wide research and discussion has occurred prior to this type of significant change to the Promise and Law to thoroughly assess child development research, consider impact on program changes and council support, etc. This research and impact assessment has not taken place; and
- no Movement deliberative group, taskforce, working group or otherwise, has presented a recommendation to inform a board position on this issue.

Words matter. In addition to the literal meaning of a word, words also evoke ideas and feelings. The same word can create different ideas or feelings for each person hearing or reading that word. The focus of this proposal on the words "will" and "try" is likely to bring up different feelings and ideas for different individuals.

The Promise and Law reflect the most important words in Girl Scouting. They summarize who we are, what we believe, and how we commit to act in our daily lives. The words we use to describe these values have evolved over time as our Movement has evolved and when changes were considered, done with significant reflection, input, and deliberation. That is the rationale for the historical use of taskforces or other Movement-wide groups to gather input, research, and feedback prior to making changes to our Promise and Law.

While Movement-wide research and testing has not been done, this is the third consecutive triennium where a proposal on revising the Promise and Law in this way has been suggested for placement BY GIRLS on the NCS agenda. Prior to COVID-19 requiring a virtual meeting, the board planned to hold a discussion on this proposal. As NCS 2020 was virtual, GSUSA supported the originating council in conducting an attendance-optional virtual discussion in 2020 to seek girl input on the Promise and Law. As this is a recurring topic, the board is placing the proposal for a vote.

The NCS Advisory Team recommended this be placed as a discussion topic.



Elections

The National Council will elect the officers and members-at-large of the National Board of Directors and the members of the National Board Development Committee. (See pages 9–47)

NCS Standing Rules

1. Credentials

- A. Credentials must be worn and easily visible at all times.
- B. Delegates may give their credentials to someone else only when they are permanently leaving the National Council Session, and only when the steps on page 79 are followed. If the steps on page 79 are not followed, that delegate position is forfeited.

2. Amendments

- A. Before being introduced on the floor, amendments to proposals must be submitted in writing on the form provided.
- B. No amendment to a proposal may be introduced until at least two National Council Members have spoken in favor of the proposal and two National Council Members have spoken in opposition to the proposal.
- C. Amendments to correct grammar, spelling, or punctuation are out of order. The CEO and National Board Chair may make any such necessary changes.

3. Debate on Motions

- A. National Council Members recognized to speak must first self-identify by saying their name and council, USA Girl Scouts Overseas, or position. If applicable, the Member must also state the number of the Speaker Identification form submitted.
- B. Each National Council Member may speak two times on each motion, and following self-identification, for up to two minutes each time.
- C. No more than four delegates from a single council or four members of the National Board may speak on the same side of a motion.
- D. If no National Council Member is seeking recognition to speak on one side of a motion, debate will be closed, and a vote will be taken.
- E. A National Council Member may not move the Previous Question until at least four National Council Members have spoken in debate on the motion.
- F. A National Council Member moving the Previous Question must do so immediately after self-identification and may not do so after first making comments in debate.

4. Voting

- A. Electronic voting shall be the default voting method, but the presiding officer shall have discretion to use other voting methods (e.g., unanimous consent, voice, hands, standing, and ballot) to expedite business.
- B. National Council Members may vote on a proposal only from their seat but may vote on any other motion while standing in line to speak.
- C. National Council Members who leave the meeting room must give their electronic voting device to an usher. They may not take their electronic voting device from the room or leave it at their seat.

5. Nominations and Elections

- A. National Council Members making a nomination from the floor shall state only the name of the nominee and the position for which the individual is nominated.
- B. Nominations are not debatable.
- C. Printed biographical information for nominees from the floor is the responsibility of the individual making the nomination and may be provided to National Council Members on the floor of the National Council Session only if
 - i. at least 1,500 copies of the information are delivered to the Coronado Springs Convention Center at least 48 hours before the published start time of the meeting at which the election will occur; and
 - ii. the information is in the same format and length as the information in the *Workbook* for individuals nominated by the National Board Development Committee.
- D. After the opening ceremony, ushers will distribute any printed biographical information for nominees from the floor at a time when the National Council Session is in recess by placing it on each National Council Member's seat. Printed information shall not be distributed at any other time.
- E. Write-in votes are not permitted.

6. Minutes

The National Board of Directors is the 2023 National Council Session Minutes Approval Committee, authorized to approve and distribute the minutes of the National Council Session.

7. National Council Member Comfort

Questions and remarks related to delegate comfort shall be addressed to the ushers, not the presiding officer.

8. Electronic Devices

Electronic devices must be silenced, and no electronic device shall be used to record any part of the National Council Session.

9. Procedures

Everyone attending the National Council Session shall follow the procedures on pages 79–81 of the *Workbook*.

