girl scouts

Blue Book

OF BASIC DOCUMENTS

2018

Revised October 2018

girl scouts

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2018

This edition supersedes all previous editions of the *Blue Book.*

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CONSTITUTION
OF GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Founded by Juliette Low, March 12, 1912
Chartered by special act of Congress
(Public Law 460; approved March 16, 1950)
Congressional Charter subsequently revised under Public Law 105-225;
approved August 12, 1998

PREAMBLE

PROMISE

THE 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.

LAW

THE 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.

BELIEFS & PRINCIPLES OF THE GIRL SCOUT MOVEMENT IN THE USA

BELIEFS AND PRINCIPLES
We, the members of Girl Scouts of the United States of America, united by a belief in God, hold that the Girl Scout Promise and Law is the cornerstone of our Movement,

FOUNDERS' NAMES

And inspired by the Founder of the Girl Scout Movement in the United States, Juliette Low, and by the aims of the Founder of the Scout Movement, Lord Baden-Powell, attest to the following:

MISSION

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

SPIRITUAL FORCE

SPIRITUAL FORCE
The motivating force in Girl Scouting is spiritual. The ways in which members identify and fulfill their spiritual beliefs are personal and private.

OPEN MEMBERSHIP

OPEN MEMBERSHIP
The Girl Scout Movement is open to all girls and adults who accept the Girl Scout Promise and Law and meet membership requirements.

PATRIOTISM, CITIZENSHIP, & COMMUNITY SERVICE

PATRIOTISM, CITIZENSHIP, AND COMMUNITY SERVICE
Local, national, and global service and action are core elements of the Girl Scout experience.

DIVERSITY & PLURALISM

DIVERSITY AND PLURALISM
Girl Scouts advance diversity and pluralism in our Movement and in the communities in which we live.

RESPONSIBILITY FOR MOVEMENT/DEMOCRATIC PROCESS

RESPONSIBILITY FOR THE MOVEMENT AND THE DEMOCRATIC PROCESS
The ultimate responsibility for the Girl Scout Movement rests with its members. We govern by an efficient and effective democratic process that demonstrates our leadership in a fast-changing world.

GIRL/ADULT PARTNERSHIP

GIRL/ADULT PARTNERSHIP
Adults partner with girls to guide and inspire growth and achievement. Volunteers are essential to the strength and capacity of our Movement.

WORLD ASSOCIATION

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS (WAGGGS)
We are active partners in a worldwide sisterhood through our affiliation with WAGGGS. We work with WAGGGS to address the needs of girls and to build a network of global citizens.

COMMUNITY PARTNERS

COMMUNITY PARTNERS
We take an active leadership role and are collaborative partners in the community.

VOICE FOR GIRLS

VOICE
We are a premier voice for girls and an expert on their growth and development.

NAME

ARTICLE I NAME OF THE CORPORATION

The name of this corporation is Girl Scouts of the United States of America.

PURPOSE OF CORPORATION

ARTICLE II PURPOSE OF THE CORPORATION

PURPOSE/JURISDICTION

The purpose of the corporation is to promote the Girl Scout Movement in the United States of America, which includes the United States, its territories, and possessions, by directing and coordinating the Movement and by providing and administering the Girl Scout program in accordance with the purposes set forth in its Congressional Charter.

GIRL SCOUT PROGRAM

ARTICLE III THE GIRL SCOUT PROGRAM

Grounded in the Girl Scout Promise and Law, Girl Scouting is a nonformal, experiential, and cooperative education program that promotes girls' personal growth and leadership development. Partnering with caring adults, girls design fun and challenging activities that empower them and raise their voices within a local, national, and global sisterhood.

NATIONAL COUNCIL

ARTICLE IV THE NATIONAL COUNCIL

CORPORATION MEMBERSHIP

1. The membership of this corporation shall consist of the members of the National Council of Girl Scouts of the United States of America, and the corporation in meeting assembled shall be known as the National Council.

POWERS

2. The National Council shall have all the powers conferred by the Congressional Charter and by other applicable laws, and shall exercise these powers with due regard for its position as the coordinating head of the Girl Scout Movement in the United States.

ELIGIBILITY FOR MEMBERSHIP

3. Only citizens of the United States who are members of the Girl Scout Movement in the United States and who are 14 years of age or over may be members of the National Council.

MEMBERSHIP

4. The membership of the National Council shall consist of:

a. delegates elected by Girl Scout councils who are registered through such local councils;
b. delegates from USA Girl Scouts Overseas;[1]
c. members of the National Board of Directors;
d. members of the National Board Development Committee;
e. Past Presidents of Girl Scouts of the United States of America; and
f. such other persons as may be elected by the National Council.

The total membership of the National Council shall not exceed 1,500, and at least four-fifths of the entire membership shall consist of delegates from local councils and from USA Girl Scouts Overseas.

FORMULA FOR DELEGATES

5. Each local council to which a charter has been issued and remains in force shall be entitled to the following delegates based on the number of girls under its jurisdiction who are members of the Girl Scouts of the United States of America as of September 30 of the year preceding the regular session of the National Council:

a. two (2) delegates;
b. one (1) additional delegate for up to 3,500 girls;
c. one (1) additional delegate for every 3,500 girls thereafter.

USA Girl Scouts Overseas collectively shall be entitled to the number of delegates according to the same formula prescribed for local councils.

The prescribed figure of 3,500 girls may be adjusted when necessary to keep the total membership of the National Council no larger than 1,500.

EXECUTIVE STAFF MEMBERS

6. Executive staff members employed by any local council shall be eligible for election as delegates to the National Council, provided that the number of such executive staff members from any local council shall not exceed the number of volunteers elected for the same period as delegates from that local council.

TERM FOR DELEGATES

7. Subject to the requirements of the preceding sections of this article, delegates elected by local councils shall serve as members of the National Council for three years from the date of their election or until their successors are elected, provided they remain the delegates of the local council which elected them; delegates from USA Girl Scouts Overseas shall serve as members for three years from the date of their selection or until their successors are selected, provided they remain delegates from USA Girl Scouts Overseas; members of the National Board of Directors and National Board Development Committee shall be members of the National Council during their term of office; those persons elected by the National Council shall serve until the next regular session of the National Council.

1. "Overseas" is a designation for the Girl Scouts of the USA program delivered outside the jurisdiction of a chartered Girl Scout council.

NATIONAL COUNCIL SESSIONS

ARTICLE V SESSIONS OF THE NATIONAL COUNCIL

REGULAR SESSIONS

1. There shall be a regular session of the National Council held triennially at such time and place as determined by the National Board of Directors. Notice of the time, place, and purpose of such session shall be mailed not less than 60 days before the session to each local council, to each USA Girl Scouts Overseas committee, and to each member of the National Board of Directors and National Board Development Committee.

RESPONSIBILITIES

2. The National Council at its sessions shall hold elections, amend the Constitution, establish requirements for credentials, and shall determine the general lines of policy of the Girl Scout Movement and program by considering and acting upon proposals directed toward the fostering and improvement of Girl Scouting, by receiving and acting upon reports of its National Board of Directors, and by giving guidance to the National Board upon general lines of direction of the Movement and program.

SPECIAL SESSIONS

3. Special sessions of the National Council shall be called by the President upon written request of a majority of the members of the National Board of Directors or twenty percent (20%) of the membership of the National Council, which shall represent at least twenty-five percent (25%) of the councils chartered by GSUSA. The purpose of the session shall be stated in the written request.

The purpose of the special session shall be limited to legitimate business of the National Council, and no other business shall be transacted except that for which the session has been specifically called.

Notice of the special session, stating the time, place, and specific purpose, shall be mailed not less than 30 days before the session to each local council, each delegate from USA Girl Scouts Overseas, each member of the National Board of Directors and the National Board Development Committee, each Past President, and each member elected by the National Council who is entitled to vote at such session.

QUORUM

4. Two hundred members of the National Council present in person shall constitute a quorum for the transaction of business at sessions of the National Council, provided, however, that delegates are present from one or more local councils in a majority of the geographical areas of the country as defined in the Bylaws. In the absence of a quorum, a majority of those present at the time and place set for a session may take an adjournment from time to time until a quorum shall be present.

VOTING

5. Each member present in person at the National Council shall be entitled to one (1) vote. Decision on membership dues shall require a majority of votes cast. All matters shall be determined by a majority vote of the members present and voting, unless otherwise provided by this Constitution.

PROPOSALS

ARTICLE VI PROPOSALS TO THE NATIONAL COUNCIL

ORIGIN OF

1. Proposals directed toward the fostering and improvement of Girl Scouting that are to be acted upon by the National Council may be originated (a) by the National Board of Directors and (b) by local councils. Proposals shall be submitted according to the following procedures:

BY NATIONAL BOARD OF DIRECTORS

a. Proposals originated by the National Board of Directors: (1) such proposals shall be sent to local councils for consideration prior to the next session of the National Council, together with the recommendations of the National Board of Directors; (2) action shall be taken on such proposals by the National Council at its next session.

BY LOCAL COUNCILS

b. Proposals originated by local councils: (1) such proposals shall be sent to the National Board of Directors by such date as shall be determined by the National Board of Directors; (2) the National Board of Directors, in its sole discretion, shall determine whether such proposals relate to matters which should properly be acted upon by the National Council, except that a proposal submitted by a minimum of 15 percent of all Girl Scout councils holding a charter issued by the National Board of Directors of Girl Scouts of the USA as of September 30 of the year preceding the regular session of the National Council shall be determined by the National Board of Directors to relate to matters which should properly be acted upon by the National Council; (3) proposals which the National Board determines relate to matters which should properly be acted upon by the National Council shall be sent to local councils for consideration prior to the next session of the National Council, together with the recommendations of the National Board of Directors; (4) action shall be taken on such proposals by the National Council at its next session.

2. Any proposal involving a constitutional amendment shall be governed by the provisions of the article on amendments.

LOCAL COUNCILS

ARTICLE VII LOCAL GIRL SCOUT COUNCILS

Local Girl Scout councils shall be organized to further the development of the Girl Scout Movement in the United States; to establish local responsibility for leadership, administration, and supervision of the program; and to develop, manage, and maintain Girl Scouting in accordance with the terms of their charters.

CREDENTIALS

ARTICLE VIII CREDENTIALS

REQUIREMENTS

1. The National Council shall establish requirements for certificates of membership, local council charters, and all other credentials.

ADMINISTRATION

2. The National Board of Directors shall administer the requirements for the credentials established by the National Council, and may establish standards and issue standards, procedures, and interpretations regarding such requirements provided such standards, procedures, and interpretations are consistent with the requirements established by the National Council.

ISSUANCE REVOCATION

3. The National Board of Directors, in its sole discretion, shall have the power to issue these credentials subject to the requirements established by the National Council, and to revoke them when, in its opinion, the terms and conditions thereof or requirements therefore are being violated or when the best interests of Girl Scouting are not being furthered.

DURATION

4. Charters and other credentials shall be issued for no more than six years. Certificates of membership shall be issued for annual, lifetime, or other applicable periods. All the credentials shall bear the name of Juliette Low.

MEMBERSHIP DUES

ARTICLE IX MEMBERSHIP DUES

Every person accepting the principles of the Girl Scout Movement and desiring to be a member of the Girl Scout Movement in the United States of America shall pay annual, lifetime, or other applicable membership dues to Girl Scouts of the United States of America.

NATIONAL BOARD OF DIRECTORS

ARTICLE X NATIONAL BOARD OF DIRECTORS

MANAGEMENT OF CORPORATION/EXECUTIVE COMMITTEE

1. The affairs of the corporation between sessions of the National Council shall be managed by a National Board of Directors, except that the Bylaws may provide for an Executive Committee to exercise the powers of the National Board in the interim between its meetings.

COMPOSITION

2. The National Board of Directors shall consist of the President, the Vice Presidents, the Secretary, and the Treasurer; and 25 members-at-large. The Chair of the National Board Development Committee, if not already elected to the National Board, shall be ex officio a member of the National Board. The Chief Executive Officer shall be an ex officio member without vote. The National Board shall at all times be representative of the various geographical areas of the country.

ELECTION OF MEMBERS TERMS

3. All members-at-large of the National Board of Directors shall be elected by the National Council at each regular session to serve a three-year term beginning at the time of their installation at the session when elected and ending upon the installation of their successors at the next regular session of the National Council except that National Board members elected also as members of the National Board Development Committee shall have a three-year term to coincide with the term of National Board Development Committee members.

Of those nominated by the National Board Development Committee at least one-third shall be serving at the time of their nomination either a first or second term as members of the National Board of Directors.

NUMBER OF TERMS

Members of the National Board of Directors shall serve for no more than three consecutive terms, except that, regardless of the number of terms any person shall have served as a member of the National Board of Directors, such person may be eligible to be a member of the National Board when serving as an officer of the corporation elected by the National Council or as Chair of the National Board Development Committee.

NON-PARTICIPATING MEMBERS

4. Any National Board member who is absent from two consecutive National Board meetings in their entirety without good cause, acceptable to the President or designee, shall be removed from the National Board by a majority vote of the National Board members present and voting at any regular meeting of the National Board of Directors.

Further, a National Board member may be removed with or without cause by a three-fourths vote of the total number of the National Board of Directors.

VACANCIES

5. The National Board of Directors shall have the power to fill vacancies in its own membership until the next regular session of the National Council, including any vacancy created by the election of a member-at-large to another capacity on the National Board and installation in such capacity. In filling vacancies, the National Board shall conform to the requirement of Section 2 of this article.

EMERGENCY POWERS

TERM OF MEMBERS IN EMERGENCY

6. In the event of an emergency which makes it impossible for the National Council to meet, all the powers of the National Council, except the conducting of elections, shall, to the extent permissible by law, be automatically conferred on the National Board of Directors until such time as a session of the National Council can be held. Action taken by the National Board of Directors under these emergency powers shall be reported to the National Council at its next session. In such an emergency, the term of office of all members of the National Board of Directors and National Board Development Committee shall be extended until elections are held and successors installed at the

next regular session of the National Council. Such an extended term shall be considered to be one term of office.

OFFICERS

ARTICLE XI OFFICERS

OF THE CORPORATION

1. The officers of the corporation shall be the President, who shall have the working title Chair of the National Board of Directors; the First and Second Vice Presidents, who shall have the working titles of Vice Chairs; the Secretary; the Treasurer; the Chief Executive Officer; and such other officers as the Bylaws may provide.

ELECTION TERM

MAXIMUM NUMBER OF TERMS

2. The President, the Vice Presidents, the Secretary, and the Treasurer shall be elected by the National Council at each regular session to serve a three-year term beginning at the time of the installation at the session when elected and ending upon the installation of their successors at the next regular session of the National Council. Each person shall serve no more than three consecutive terms in any one or any combination of these offices. Regardless of the number of consecutive terms any person shall have served in any one or any combination of these offices other than that of President, such person shall be eligible for two consecutive terms as President.

CHIEF EXECUTIVE OFFICER & OTHER OFFICERS

3. The Chief Executive Officer shall be appointed by the National Board of Directors to hold office at its pleasure. Such other officers as the National Board of Directors may deem necessary may be elected or appointed by the National Board as provided in the Bylaws.

VACANCIES

4. A vacancy among the officers of the corporation shall be filled by the National Board of Directors for the remainder of the unexpired term.

PAST PRESIDENTS

5. In recognition of distinguished service, all Past Presidents of Girl Scouts of the United States of America shall be honorary officers and members of the National Council with full voting rights.

HONORARY OFFICERS

6. The National Council may elect distinguished citizens as honorary officers of the National Council.

NATIONAL BOARD DEVELOPMENT COMMITTEE

ARTICLE XII NATIONAL BOARD DEVELOPMENT COMMITTEE, NOMINATIONS, AND ELECTIONS

MEMBERSHIP RELATIONSHIP TO NATIONAL BOARD

1. The National Board Development Committee shall consist of seven (7) members, including the chair of the committee; the CEO of Girl Scouts of the United States of America shall serve as an ex officio nonvoting member. Between meetings of the National Council, the National Board Development Committee shall work in partnership with and report to the National Board of Directors.

COMPOSITION

2. At least two (2) members shall be members of the National Board of Directors and at least three (3) members shall be non-National Board members.

ELECTION

3. Members shall be elected by the National Council.

TERMS OF OFFICE

4. The term of office shall commence at the adjournment of the National Council Session when elected, and shall end at the adjournment of the next regular session, or until successors are elected and assume office.

TERM LIMITS

5. At least two (2) members, but no more than three (3), shall serve a second consecutive term. No individual shall serve more than two (2) consecutive terms as a member of the committee.

APPOINTMENT & APPROVAL OF CHAIR

6. The chair of the committee shall be appointed by the President from amongst the members of the National Board Development Committee and approved by either the Executive Committee or the National Board. Individual(s) shall serve no more than one (1) term as chair of the National Board Development Committee.

VICE CHAIR ELECTION

7. The committee shall elect a Vice Chair from amongst its membership.

VACANCIES

8. A vacancy in any position, including the chair, shall be filled by the National Board for the unexpired term.

SINGLE SLATE OF NOMINEES

9. The committee shall present at each regular session of the National Council a single slate of nominees for: a) the President; b) the Vice Presidents; c) the Secretary; d) the Treasurer; e) members-at-large of the National Board of Directors; and f) members of the National Board Development Committee. No member of the National Board Development Committee shall be eligible to be nominated for any officer position. A nominee for President shall be a current member of the National Board of Directors.

NOMINATIONS FROM FLOOR

10. Nominations may be made from the floor of the National Council Session provided that notice of such nomination and written consent to serve by the nominee(s) shall have been provided to the President and the Chair of the National Board Development Committee at least forty-eight (48) hours prior to the published time for the convening of the meeting at which the election shall be held.

VOTES REQUIRED FOR ELECTION

11. Election to any position on the National Board or the National Board Development Committee shall require a majority of votes cast by those present and voting at the National Council Session.

BALLOTS

12. Elections shall be by ballot, including electronic balloting, except if there is only one nominee for a position, the election may be held by acclamation.

REMOVAL FROM COMMITTEE

13. Any National Board Development Committee member who is absent from two (2) consecutive National Board Development Committee meetings in their entirety without good cause, acceptable to the National Board Development Committee Chair, upon recommendation of the National Board Development Committee to the National Board of Directors, shall be removed from the National Board Development Committee by a majority vote of the National Board members present and voting at any regular meeting of the National Board of Directors. Further, upon recommendation of the National Board Development Committee to the National Board of Directors, a National Board Development Committee member may be removed with or without cause by a three-fourths vote of the total number of the National Board of Directors.

PARTIAL TERMS

ARTICLE XIII PARTIAL TERMS

A person who has served more than half of a specific term, as that specific term is set forth in the Constitution or Bylaws, shall be considered to have served the full term.

FINANCE

ARTICLE XIV FINANCE

CONTRIBUTIONS

1. Contributions for the purposes of this corporation shall be collected only as authorized by the National Council or the National Board of Directors.

DEBTS

2. Debts of the corporation shall be incurred only as directed by resolution of the National Council or the National Board of Directors.

LIMITATIONS OF LIABILITY

3. The corporation shall not be liable for the debts of any local council or other unit holding a credential or any group of members of the Movement, or any representative of any such unit or group, or any representative of this corporation unless incurred by resolution of the National Council or National Board of Directors.

INSIGNIA

ARTICLE XV INSIGNIA

TREFOIL, BADGES, INSIGNIA & UNIFORMS

The official emblem of the Girl Scout Movement in the United States is the trefoil. The badges, insignia, and uniforms of Girl Scouts of the United States of America shall be protected to the fullest extent possible and shall be made available to and used only by members registered with Girl Scouts of the United States of America, or persons authorized by the National Board of Directors.

BYLAWS

ARTICLE XVI BYLAWS

ADOPTION

The National Council or the National Board of Directors shall have power to adopt Bylaws not inconsistent with this Constitution, the Congressional Charter, or other applicable laws.

AMENDMENTS

ARTICLE XVII AMENDMENTS

VOTE BY NATIONAL COUNCIL

RECOMMENDATION BY NATIONAL BOARD

AMENDMENT TO AN AMENDMENT

This Constitution may be amended by a two-thirds vote of those present and voting at any session of the National Council, provided that the National Board of Directors, in its sole discretion, shall have deemed the proposed amendment appropriate as an amendment and provided that it shall have been included in the call of the session together with the National Board's recommendation thereon. An amendment to an amendment properly before any session of the National Council may be made by a majority vote of those present and voting in accordance with the rules governing the session, provided the proposed amendment thereto does not alter the intent or increase the scope of the amendment acted upon by the National Board of Directors.

BYLAWS
OF GIRL SCOUTS OF THE UNITED STATES OF AMERICA

NATIONAL BOARD OF DIRECTORS

ARTICLE I MEETINGS OF THE NATIONAL BOARD OF DIRECTORS

REGULAR MEETINGS

1. The National Board of Directors (hereinafter referred to as the "National Board") shall hold at least two regular meetings a year. Meetings shall be held at such date, time, and place as the National Board may direct. Notice of date, time, and place of each meeting shall be provided to each member of the National Board not less than 10 days before the meeting.

SPECIAL MEETINGS

2. Special meetings may be called by the President and shall be called by the President upon the request of at least 10 members of the National Board. Notice of date, time, place, and purpose of a special meeting shall be provided in advance to each member of the National Board.

QUORUM

3. A majority of the National Board members must be present (in person or linked by telecommunication or by means such that all members participating in the meeting are able to hear one another) to constitute a quorum.

OFFICERS

ARTICLE II OFFICERS

DUTIES OF OFFICERS

1. The officers shall perform the duties prescribed in this Article and such other duties as are prescribed for the office in the Constitution or Bylaws of GSUSA, by the National Board, the Executive Committee, the National Council, the President, and in the adopted parliamentary authority, as well as such other duties as are usual to this office.

PRESIDENT

A. The President, who shall have the working title of Chair of the National Board, shall:

i. be the principal officer of the corporation;

ii. preside at all meetings of the National Council, the National Board, and the Executive Committee, except at such meetings for which the duty of presiding is delegated to the First Vice President, the Second Vice President, the Secretary, the Treasurer, or any member-at-large of the National Board of Directors;

iii. see that the lines of direction given by the National Council and the action of the National Board are carried into effect;

iv. report to the National Council and the National Board as to the conduct and management of the affairs of the corporation; and

v. serve ex officio as a member of all committees established by the National Board.

FIRST VICE PRESIDENT

B. The First Vice President, who shall have the working title of First Vice Chair, shall:

i. assist the President with any and all duties assigned by the President;

ii. preside at meetings of the National Council, the National Board, or the Executive Committee in the absence or inability of the President, or when delegated the responsibility of presiding; and

iii. in the event of the vacancy in the office of President, succeed to the office for the unexpired term.

SECOND VICE PRESIDENT

C. The Second Vice President, who shall have the working title of Second Vice Chair, shall:

i. assist the President with any and all duties assigned by the President;

ii. preside at meetings of the National Council, the National Board, or the Executive Committee in the absence of the President and First Vice President or in the President's and First Vice President's inability to preside or when delegated the responsibility of presiding; and

iii. in the event of the vacancy in both the offices of President and First Vice President, succeed to the office of President for the unexpired term.

SECRETARY

D. The Secretary shall:

i. ensure that proper notice is given for all meetings of the National Council, the National Board, and the Executive Committee;

ii. ensure that minutes of all meetings of the National Council, the National Board, and the Executive Committee are kept;

iii. have responsibility for the seal of the corporation and ensure its safekeeping; and

iv. preside at meetings of the National Council, the National Board, or the Executive Committee when delegated the responsibility of presiding.

TREASURER

E. The Treasurer shall:

i. provide effective stewardship, control, and oversight of the corporation's finances;

ii. execute directives of the National Board in connection with all financial issues including, but not limited to:

a. the receipt, custody, disbursement, and borrowing of money;

b. the receipt, custody, and disposal of securities;

iii. execute, in the name of the corporation, all contracts or other instruments authorized by the National Board;

iv. serve as a member, or chair, of the Finance Committee; and

v. preside at meetings of the National Council, the National Board, or the Executive Committee, when delegated the responsibility of presiding.

CHIEF EXECUTIVE OFFICER

F. The Chief Executive Officer, hereinafter referred to as the "CEO," shall:

i. be responsible to the National Board;

ii. serve ex officio without vote as a member of the National Board; and

iii. perform such duties as prescribed by the National Board.

INTERNATIONAL COMMISSIONER

ARTICLE III INTERNATIONAL COMMISSIONER

The President shall appoint from among the members of the National Board the International Commissioner, who shall assist the President in the work with the World Association of Girl Guides and Girl Scouts.

EXECUTIVE COMMITTEE

ARTICLE IV EXECUTIVE COMMITTEE

COMPOSITION

1. Composition. The Executive Committee shall consist of no more than 11 members, as follows:

A. The President, the First Vice President, the Second Vice President, the Secretary, and the Treasurer;

B. The Chair of the National Board Development Committee;

C. The International Commissioner;

D. Up to four members-at-large, appointed by the President;

E. The CEO, who shall serve as an ex officio member without vote.

DUTIES

2. Duties.

A. Authority Between Board Meetings. The Executive Committee shall exercise the authority of the National Board between meetings of the National Board except that the Executive Committee shall not (except in the case of an emergency when these powers are deemed to be delegated):

i. determine what reports and proposals are to be submitted to the National Council;

ii. approve the budget;

iii. adopt or amend the Bylaws of GSUSA;

iv. fill vacancies on the Board of Directors or on any committees of the Board.

B. Reports. The Executive Committee shall submit to the National Board reports of all actions taken between meetings of the National Board.

MEETINGS

3. Meetings. The Executive Committee shall meet as needed. Notice of date, time, and place of such meetings shall be provided in advance to each member of the Executive Committee. Such meetings shall be called by the Chair. Special meetings may be called by either the Chair or upon the written request of at least four members. Notice of date, time, place, and purpose of a special meeting shall be provided in advance to each member of the Executive Committee.

QUORUM

4. Quorum. A majority of the Executive Committee members then in office must be present (in person or linked by telecommunication or by means such that all members participating in the meeting are able to hear one another) to constitute a quorum for transaction of business.

COMMITTEES

ARTICLE V COMMITTEES

ESTABLISHMENT

1. The National Board has the authority to establish standing committees of the board and advisory committees. The National Board shall establish the functions of these committees, which shall operate under the general supervision of the National Board.

APPOINTMENT OF CHAIRS

TERM

2. Except where otherwise provided in the Constitution and Bylaws, the chairs of standing committees of the National Board shall be recommended by the President from members of the National Board, and approved by a majority of all the National Board members in office when the action is taken, for a term beginning at the time of the approval of the appointment and ending at the close of the next regular session of the National Council. No individual shall serve as the chair of the same committee for more than two consecutive terms.

APPOINTMENT OF MEMBERS

TERM

3. Members of standing committees established by the National Board shall be National Board members recommended by the President, in consultation with the chair of the respective committee, and approved by a majority of all the National Board members in office when the action is taken, for a term beginning at the time of the approval of the appointment and ending at the close of the next regular session of the National Council. No individual shall serve as a member of the same committee for more than three consecutive terms. Members of advisory committees need not be members of the National Board.

FINANCE

ARTICLE VI FINANCE

FISCAL YEAR

1. The fiscal year of the corporation shall begin on October 1 and shall end on September 30.

EXAMINATION OF ACCOUNTS

2. Certified public accountants shall be retained by the National Board to make an annual examination of the financial accounts of the corporation. The certified public accountants shall submit a report of this examination to the National Board.

BONDING

3. All persons having access to or responsibility for the handling of monies and securities shall be bonded.

APPROVED SIGNATURES

4. a. The National Board shall designate the monetary limit at which transactions as defined in 4c, in amounts equal to or in excess of the limit, shall require the signature/approval of the Treasurer, or one of the Treasurer's nominees, and the signature/approval of the CFO, or one of the CFO's nominees, such nominees having been approved by either the Executive Committee or the National Board.

b. Transactions as defined in 4c and in an amount less than the monetary limit designated

by the National Board shall require the signature/approval of the Treasurer, or one of the Treasurer's nominees, or the signature/approval of the CFO, or one of the CFO's nominees, such nominees having been approved by either the Executive Committee or the National Board.

c. Transactions shall include checks, drafts, notes, orders, sales of securities, electronic funds transactions, and other forms of electronic commerce that the National Board may deem appropriate.

d. The National Board shall approve means other than original signatures by which approval is effected.

ACCESS TO SECURITIES

e. Access to securities held by the corporation shall be by two persons, namely the Treasurer or President, or their approved nominees, and by the CFO or the CFO's nominees, such nominees having been approved by either the Executive Committee or the National Board.

INDEMNIFICATION

ARTICLE VII INDEMNIFICATION

This corporation shall indemnify directors and officers against losses actually and reasonably incurred in connection with the defense of any action, suit, or proceeding relating to the performance of their duties to the extent permitted by law.

BLUE BOOK OF BASIC DOCUMENTS

ARTICLE VIII *BLUE BOOK OF BASIC DOCUMENTS*

DISTRIBUTION
CONTENTS

A *Blue Book of Basic Documents* shall be published and distributed, which shall contain the Congressional Charter, the Constitution and Bylaws, requirements for credentials as established by the National Council, and such other material as the National Board shall direct.

GEOGRAPHICAL AREAS

ARTICLE IX GEOGRAPHICAL AREAS

Geographical areas, as referenced in the Constitution of GSUSA, shall consist of the following:

Geographical Area 1: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, Vermont, Puerto Rico, and the United States Virgin Islands

Geographical Area 2: Delaware, District of Columbia, Kentucky, Maryland, Ohio, Pennsylvania, Virginia, and West Virginia

Geographical Area 3: Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, and Tennessee

Geographical Area 4: Illinois, Indiana, Michigan, Minnesota, North Dakota, South Dakota, and Wisconsin

Geographical Area 5: Arkansas, Colorado, Iowa, Kansas, Missouri, Nebraska, New Mexico, Oklahoma, Texas, and Wyoming

Geographical Area 6: Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, American Samoa, Guam, and Northern Mariana Islands

PARLIAMENTARY AUTHORITY

ROBERT'S RULES OF ORDER NEWLY REVISED

ARTICLE X PARLIAMENTARY AUTHORITY

The current edition of *Robert's Rules of Order Newly Revised* shall be the parliamentary authority of Girl Scouts of the USA.

AMENDMENTS

ARTICLE XI AMENDMENTS

These Bylaws may be amended by a majority of those present (in person or linked by telecommunication as described under Article I, Section 3, of the Bylaws) and voting at any meeting of the National Board, or present and voting at any meeting of the National Council, provided that the proposed amendment shall have been included in the call for the meeting.

POLICIES
OF GIRL SCOUTS OF THE UNITED STATES OF AMERICA

ENDORSEMENTS/TRADEMARK/ MARKETING/INTERNET SALES

PERMISSION FOR COMMERCIAL ENDORSEMENTS
Permission to endorse commercial products or to give endorsement of such by implication must be obtained from Girl Scouts of the United States of America and shall be granted only when such endorsement is in keeping with Girl Scout principles and activities.

AUTHORIZATION OF BOOKS, PLAYS, MOTION PICTURES, RADIO AND TV PROGRAMS ABOUT GIRL SCOUTING
A book, play, motion picture, or radio or television program about Girl Scouts or Girl Scouting shall be accepted as authorized by Girl Scouts of the United States of America only when the script, manuscript, or proof has been approved by Girl Scouts of the United States of America.

INDIVIDUAL TESTIMONIALS
Individual members of the Girl Scout Movement shall not allow their names, in their Girl Scout capacities, to be used in advertising testimonials directly or indirectly endorsing any product or service.

POLITICAL AND LEGISLATIVE ACTIVITY
Girl Scouts of the United States of America and any Girl Scout council or other organization holding a Girl Scouts of the United States of America credential may not, nor may they authorize anyone on their behalf to, participate or intervene directly or indirectly in any political campaign on behalf of or in opposition to any candidate for public office; or participate in any legislative activity or function which contravenes the laws governing tax-exempt organizations.

GIRL SCOUT TRADEMARK
Every product sold in connection with a Girl Scout council-sponsored product sale shall bear the Girl Scout name and service mark, either on the product or on its packaging. Every item bearing any of the registered Girl Scout names, logos, or marks purchased or developed for resale,[2] including items to be sold in council-sponsored product sales, shall be purchased (1) from a GSUSA-licensed vendor, (2) from Girl Scout Merchandise, or (3) produced with prior approval from GSUSA *when items are not readily available from a licensed supplier.*

2. "Resale" is defined as any item resold or given away in connection with an event for which a fee, price, or admission is paid. This includes, but is not limited to, product sales.

Every item bearing the Girl Scout name and service mark, including items for resale or non-resale[3] by councils, shall conform to the Girl Scout *Graphic Guidelines* published by GSUSA. Items used for both resale and non-resale shall adhere to the stipulations stated above for resale items.

CAUSE-RELATED MARKETING
GSUSA may develop alliances and relationships with corporations and businesses for the purposes of advancing Girl Scouting. A Girl Scout council may develop similar alliances with businesses within its jurisdiction, or may work in partnership with GSUSA to develop strategic alliances outside of its jurisdiction. These corporations must have policies and operations compatible with the values of Girl Scouting. The guiding principles for such relationships shall be as follows:

- the Girl Scout image will be preserved and enhanced;
- significant revenue and/or visibility will be generated;
- program activities will be enriched;
- membership outreach efforts will be supported; and
- the integrity and financial well-being of GSUSA and Girl Scout councils will be maintained or enriched.

INTERNET SALES
For safety and security reasons, sales[4] and marketing[5] on the Internet for any Girl Scout troop/group money-earning activities may not be conducted by individual girls, parents, or other adults except as provided for in the Girl Scouts of the USA Product Sale Guidelines and with appropriate parental permission.

Sales on the Internet of Girl Scout merchandise, such as uniforms, insignia, publications, and equipment may only be conducted by duly authorized and licensed Girl Scout councils, council shops, retail agencies, and/or GSUSA-licensed vendors. Permission to sell on the Internet must be obtained from GSUSA.

3. "Non-resale" is defined as any item provided, consumed, or used for the promotion and delivery of Girl Scouts program. This includes items given as donor recognitions.

4. Sales on the Internet include any financial transaction concluded on any website, including online auctions or public sale sites.

5. Marketing includes advertising the sale and the solicitation and receipt of order commitments.

FUNDRAISING

FUNDRAISING METHODS

All fundraising methods employed by Girl Scout groups must be in keeping with the principles for which the organization stands.

FUNDRAISING BY GIRL SCOUTS OF THE UNITED STATES OF AMERICA AND GIRL SCOUT COUNCILS

Fundraising to promote the interests of the Girl Scout Movement may be conducted by Girl Scouts of the United States of America and Girl Scout councils both independently and collaboratively. GSUSA and councils are encouraged to work together to maximize contributions to Girl Scouting.

Solicitation of Corporations and Foundations

GSUSA requests for funding shall be initiated only after consultation with the council serving the jurisdiction where the funding source directs that solicitations be received. Prior to solicitation of a corporation or foundation located outside a council's jurisdiction, the initiating council shall consult with the council serving the jurisdiction where the funding source directs that solicitations be received.

OWNERSHIP OF ASSETS

All money and other assets, including property, that are raised, earned, or otherwise received in the name of and for the benefit of Girl Scouting must be held and authorized by a Girl Scout council or Girl Scouts of the USA. Such money and other assets must be used for the purposes of Girl Scouting. They are the property of and are administered by the Girl Scout council or Girl Scouts of the USA and shall not be sold, given, transferred, or conveyed to a third party for less than fair market value. Such assets are not the property of individuals, troops, geographic units, subordinate units, or communities within a Girl Scout council.

FAMILY SOLICITATION

Financial support for Girl Scout councils is derived from the broader community. Local councils are encouraged to solicit the families of girl members for voluntary financial support as one part of an overall fundraising campaign. This may be done at the time of membership registration. Any such family contribution shall be voluntary, not a prerequisite for membership, and not considered a fee for local council services.

SOLICITATION OF CONTRIBUTIONS

Adult members in their Girl Scout capacities may not solicit financial contributions for purposes other than Girl Scouting. Adults may engage in combined fundraising efforts authorized by the Girl Scout council and in which the local council is a beneficiary. Girl members may not engage in any direct solicitation for money except for Girl Scout Seniors and Ambassadors, who may solicit philanthropic donations to their councils of cash or in- kind goods for Girl Scout Gold Award projects, provided they have secured prior written permission from their council's Chief Executive Officer, Chief Development Officer, or their designee. In addition, girls must abide by their own council's policies and procedures with regard to this matter. The National CEO in consultation with the National Board Chair may give permission to raise money in times of a major national or international emergency, with prior written notice to the National Board. Councils will be notified of this action in writing.

JULIETTE LOW WORLD FRIENDSHIP FUND

All monies collected for the Juliette Low World Friendship Fund must be used "for the promotion of Girl Guiding and Girl Scouting throughout the world as a contribution toward world peace and goodwill" and shall be administered by the National Board of Directors of Girl Scouts of the United States of America in its sole discretion. (The resolution creating the Juliette Low World Friendship Fund was adopted by the National Council, October 1927.)

GIRL SCOUT COUNCIL/USAGSO

GIRL SCOUT COUNCIL AUTHORITY AND RESPONSIBILITY

Within the terms of its charter, a Girl Scout council shall have the authority and responsibility to: provide and safeguard the Girl Scout program, build an organization to serve its membership, secure and direct personnel, extend membership opportunities to all girls within its jurisdiction, finance its work, and develop its community and public relationships. *A Girl Scout council shall not have the authority to establish any form of local council membership dues; however, Girl Scout councils may charge an annual council service fee for girl members, not to exceed the amount charged by GSUSA for annual membership dues.** A Girl Scout council shall not use membership dues collected from girls and adults registering with GSUSA through the council as a source of investment income. The local council shall be accountable to the National Board of Directors of Girl Scouts of the United States of America for proper exercise of this authority.

*The annual council service fee was created by action of the National Council in 2011. It provides councils with the option of assessing a fee to help cover costs related to the administration of Girl Scout program for girls. The amount of the fee is determined by the individual council and cannot exceed the cost of the full-year annual membership dues set by GSUSA for the year that the annual council service fee is being charged. This is a girl fee and only applies to girl members.

Any council charging an annual council service fee must charge the fee consistently, to all girls, throughout the entire membership year, including early registration. Funds must be collected at the time that GSUSA dues are collected.

TROOPS AND COMMUNITIES WITHIN A GIRL SCOUT COUNCIL JURISDICTION

When a Girl Scout council is chartered and the territory in which it is to operate has been decided upon, all Girl Scout troops in all the communities within that territory shall be under its jurisdiction, and the Girl Scouts of the United States of America shall act through the local council in its relations with these troops and communities.

ADMINISTRATION OF GIRL SCOUT CAMPING

All types of Girl Scout camping must be under the administration of a Girl Scout council or group licensed by Girl Scouts of the United States of America, except that camping by members of USA Girl Scouts Overseas (USAGSO) may be authorized by a USAGSO committee.

USA GIRL SCOUTS OVERSEAS COMMITTEE RESPONSIBILITY

Every member of USA Girl Scouts Overseas must be affiliated with a USA Girl Scouts Overseas Committee, which shall accept responsibility for: seeing that overseas committee members, leaders, and girls meet individual membership requirements; seeing that each person subscribes to the purpose, adheres to the policies, and maintains the standards of Girl Scouts of the USA; securing and endorsing the leaders; and seeing that the work is financed and authorizing the methods and manner of collecting funds raised in the name of Girl Scouting.

MEMBERSHIP REGISTRATION/ SECURITY OF MEMBERSHIP DATA

MEMBERSHIP REGISTRATION

All girls and adults participating in the Girl Scout Movement shall be registered as members with Girl Scouts of the United States of America and individually pay the annual, or other applicable membership dues, except those adults who are lifetime members or who are working in a temporary advisory or consultative capacity.

SECURITY OF GIRL SCOUT MEMBERSHIP DATA AND RESTRICTED USE OF MEMBERSHIP AND MAILING LISTS

The release and distribution of any Girl Scout membership list to a Girl Scout council or non–Girl Scout entity, or the release of any data or information on Girl Scout members, is prohibited except upon approval by the Girl Scouts of the United States of America. All Girl Scout councils and USA Girl Scouts Overseas locations accessing or transmitting membership information electronically must be in compliance with this security policy and all other GSUSA security procedures, policies, and standards, as well as all applicable local, state, and federal laws.

Security of Membership Data

Girl Scout councils and USA Girl Scouts Overseas use the GSUSA membership technology platform to register members with Girl Scouts of the USA, and the following procedures are in effect:

- To obtain and retain access to the GSUSA membership technology platform, every Girl Scout council must sign a written agreement, which defines the terms and conditions established by GSUSA.
- Every Girl Scout council and USA Girl Scouts Overseas committee must abide by GSUSA's security policies, standards, and confidentiality and nondisclosure agreements.
- Every Girl Scout council must consent to periodic audits by GSUSA, such as the annual review, to ensure compliance with technical configuration standards, security policies, and GSUSA and governmental security and privacy standards.

PLURALISM AND DIVERSITY/ HUMAN RESOURCES

PLURALISM AND DIVERSITY IN GIRL MEMBERSHIP

All Girl Scout councils and USA Girl Scouts Overseas committees shall be responsible for seeing that membership is reflective of the pluralistic nature of their populations and that membership is extended to all girls in all population segments and geographic areas in their jurisdictions. A girl who meets or can meet membership requirements shall not be denied admission or access to Girl Scout program because of race, color, ethnicity, creed, national origin, socioeconomic status, or disability. Reasonable accommodations shall be made for girls with disabilities to ensure that girls have access to activities.

SELECTION OF ADULTS

Every adult volunteer and executive staff member in Girl Scouting must be selected on the basis of qualifications for membership, ability to perform the job, and willingness and availability to participate in training for it. In selection of adults, there shall be no discrimination on the basis of race,

color, ethnicity, sex, creed, national origin, or socioeconomic status. There shall be no discrimination against an otherwise qualified individual by reason of disability or on the basis of age. Members of Girl Scout council boards of directors and the National Board of Directors shall be selected so that the boards of directors represent diverse population groups and can bring to their deliberations a variety of points of view and life experiences, as well as access to cultural, religious, educational, civic, and economic resources. Executive staff shall be selected as needed to provide managerial and specialist expertise, research capability, and continuity to support the delivery of program to girls through volunteers.

AFFIRMATIVE ACTION FOR VOLUNTEERS
There shall be no discrimination against an otherwise qualified adult volunteer by reason of disability or on the basis of age. Furthermore, there shall be no discrimination on the basis of race, color, ethnicity, sex, creed, national origin, or socioeconomic status. In addition, to ensure full equality of opportunity in all operations and activities of the organization, affirmative action policies and procedures shall be utilized in the recruitment, selection, training, placement, and recognition of volunteers. Special emphasis shall be placed upon securing representation of underrepresented population groups.

EEO/AFFIRMATIVE ACTION FOR EMPLOYED STAFF
There shall be no discrimination on the basis of race, color, creed, sex, age, disability, national origin, citizenship, or marital status. In addition, to ensure full equality of opportunity in all operations and activities of the organization, every staff member employed in Girl Scouting shall be selected under fair employment procedures that provide equal employment opportunities to all people.

There shall be special efforts in affirmative action in the recruitment, hiring, training, and promotion of persons from underutilized ethnically and racially diverse groups and individuals with disabilities, and to make reasonable accommodations for physical and mental limitations of employees and applicants consistent with performance of essential job functions and the effective operations of the business.

GRIEVANCE/SEPARATION OF EMPLOYED STAFF
Every person employed in Girl Scouting shall be protected by fair personnel policies and procedures, including formal problem resolution procedures.

HEALTH AND SAFETY
Girl Scouts of the United States of America, local councils, other units holding a credential, and USA Girl Scouts Overseas committees shall be responsible for seeing that all activities are planned and carried out so as to safeguard the health, safety, and general well-being of the participants.

SELECTION OF NATIONAL MEETING PLACES
Gatherings planned and held by the national Girl Scout organization for nationwide attendance shall be held in communities where individuals attending will have freedom of choice in seating, eating, and living accommodations in hotels and buildings engaged by the organization.

SPIRITUALITY/RELIGION

FLEXIBILITY IN WORDING FOR SPIRITUAL BELIEFS IN THE GIRL SCOUT PROMISE
Girl Scouts of the USA makes no attempt to define or interpret the word “God” in the Girl Scout Promise. It looks to individual members to establish for themselves the nature of their spiritual beliefs. When making the Girl Scout Promise, individuals may substitute wording appropriate to their own spiritual beliefs for the word “God.”

PLACE OF RELIGION IN THE GIRL SCOUT PROGRAM
Girls are encouraged and helped through the Girl Scout program to become better members of their own religious group, but every Girl Scout group must recognize that religious instruction is the responsibility of parents and religious leaders.

RESPECT FOR RELIGIOUS OPINIONS AND PRACTICES
Every Girl Scout group shall respect the varying religious opinions and practices of its membership in planning and conducting activities.

TROOPS SPONSORED BY RELIGIOUS GROUPS
When a Girl Scout troop is sponsored by one religious group, members of different faiths or religious affiliations within the troop shall not be required to take part in religious observance of the sponsoring group.

CREDENTIALS
(SEE CONSTITUTION, ARTICLE VIII)

CERTIFICATE OF MEMBERSHIP

A certificate of membership is issued to each girl or adult who meets the requirements for membership. Credentials that the National Board of Directors issues, other than the certificate of membership, include the Girl Scout council charter, the Girl Scout license, and the federation certificate (not in use at present).

Girl Scouts of the United States of America authorizes USA Girl Scouts Overseas in communities outside the U.S.A. where there is no chartered Girl Scout council. These troops are known collectively as USA Girl Scouts Overseas.

MEMBERSHIP REQUIREMENTS

Membership as a Girl Scout is granted to any girl who:

- has made the Girl Scout Promise[6] and accepted the Girl Scout Law;
- has paid annual, or other applicable membership dues;
- meets applicable membership standards.

Membership as a Girl Scout adult is granted to any person who:

- accepts the principles and beliefs as stated in the Preamble of the Constitution;
- has paid annual, lifetime, or other applicable membership dues;
- meets applicable membership standards.

Lifetime membership as a Girl Scout adult is granted to any person (18 years of age or older or a high school graduate or equivalent) who:

- accepts the principles and beliefs as stated in the Preamble of the Constitution;
- has paid lifetime membership dues;
- meets applicable membership standards.

APPLICABLE MEMBERSHIP STANDARDS
Membership standards are not credentials. They are included here only for ready reference in relation to membership requirements. Applicable membership standards are as follows:

Girl Scout Membership Levels

Kindergarten–1	Girl Scout Daisy
Grade 2–3	Girl Scout Brownie
Grade 4–5	Girl Scout Junior
Grade 6–8	Girl Scout Cadette
Grade 9–10	Girl Scout Senior
Grade 11–12	Girl Scout Ambassador

Girl Scout Adults
Minimum age—18 years of age or a high school graduate or equivalent.

MEMBERSHIP DUES AND PROCEDURES FOR REGISTRATION

In order to be a member of the Girl Scout Movement in the United States of America, a person must register with and pay annual, lifetime or other applicable membership dues to Girl Scouts of the United States of America. This is done locally through the Girl Scout council or USA Girl Scouts Overseas committee with which she or he is affiliated or through national headquarters if she or he has no council affiliation. Girl Scout councils account for membership dues in the custodian fund and transmit to GSUSA within two months of receipt all monies received for membership dues. These funds are not to be invested by the council for the purpose of generating income for the council.

The **Girl Scout membership year** is October 1 through September 30.

New girl members pay $25 when they initially become members of the Movement.*

New adult members pay $25 when they initially become members of the Movement.*

6. See page 24, "Flexibility in Wording for Spiritual Beliefs in the Girl Scout Promise."

* Effective May 1, 2018, new girl and adult members who sign up on or between May 1-September 30 of a membership year may elect to pay $35 and their membership will start immediately and continue through the end of the following membership year. This discount (comprising the tail of an existing membership year and the full following membership year) is available on a one-time basis for new girl and adult members only; upon renewal, such individuals pay $25 for a regular membership year.

Continuing members, both girls and adults, pay $25 when they renew their membership at the beginning of each membership year.

Lifetime members pay $400 lifetime membership dues at the time they become lifetime members; discounted lifetime membership dues of $200 shall be offered to anyone who was a registered Girl Scout member before the age of 18 and is under the age of 30 at the time of becoming a lifetime member.

When a member transfers from one troop/group or position to another or to another local council, the member does not re-register until her/his current membership expires at the beginning of the next membership year.

The national organization determines the system and method for registering members through Girl Scout councils. Each Girl Scout council verifies the accuracy of the troop/group and/or individual member information and forwards it with the membership dues directly to national headquarters.

National Board members, other National Board committee members, including Advisory Committee members, other national volunteers, and other adult members who have their contact only with the national organization use registration forms received from the national organization. They forward the completed registration forms and dues directly to national headquarters.

USA Girl Scouts Overseas use registration forms received from the national organization. They also forward the completed registration forms and dues directly to national headquarters.

The membership dues of one person may not be transferred to the credit of another person. Membership dues are not refundable.

Adults serving in more than one Girl Scout position pay membership dues only once annually.

GIRL SCOUT COUNCIL CHARTER

A Girl Scout council charter is a credential issued by the National Board of Directors of Girl Scouts of the USA in accordance with the Constitution of Girl Scouts of the USA, Article VII and Article VIII. A Girl Scout council charter defines the relationship between a council and Girl Scouts of the USA. It binds the elements of Girl Scouting across the nation into one large and cohesive Girl Scout Movement and gives us a common purpose.

A Girl Scout council charter is issued by the National Board of Directors of Girl Scouts of the USA to an organization exclusively devoted to the Girl Scout Movement in the United States, granting it the right to develop, manage, and maintain Girl Scouting in a specified area of jurisdiction, which is established by the National Board of Directors, and to call itself a Girl Scout council. A Girl Scout council charter is issued for no more than four years.

REQUIREMENTS FOR A GIRL SCOUT COUNCIL CHARTER

To receive and retain a charter, a Girl Scout council agrees:

- to subscribe to the purpose, adhere to the policies, and be guided by the standards of Girl Scouts of the USA.
- to develop, manage, and maintain Girl Scouting throughout the areas of its jurisdiction, in such manner and subject to such limitations as prescribed in the Constitution, Bylaws, and policies of Girl Scouts of the USA.
- to participate in the activities and business of Girl Scouts of the USA.
- to make reports of its work to Girl Scouts of the USA; pay its charter fee, have at all times a registered board of directors; and make sure that all persons affiliating with the council meet individual membership requirements.

CONDITIONS FOR A GIRL SCOUT COUNCIL CHARTER

The work of a Girl Scout Council shall be based on the charter criteria.

The charter Criteria are:

- A chartered Girl Scout council maximizes delivery of the Girl Scout mission by engaging and supporting volunteers and others to provide a nationally consistent quality leadership experience that achieves positive girl outcomes and reaches increasing numbers of girls.

- A chartered Girl Scout council advances the movement through strategic governance and leadership that employ effective systems and structures to deliver the Girl Scout mission.

- A chartered Girl Scout council advances organizational impact by growing resources, effectively promoting a unified national brand and standing up for girls on issues that affect their well-being.

In addition, a Girl Scout Council must:

- comply with federal, state, and local laws as well as Girl Scouts of the USA policies.

- regularly review and file with Girl Scouts of the USA bylaws, articles of incorporation, and board-adopted strategic priorities.

- provide the following documents to Girl Scouts of the USA:

Audit and management letter	Annually
990 Form	Annually
Current Board Member List	Update when changes occur
Board Minutes/Board Packets	After each board meeting
Name of CEO and Board Chair	When there are changes
Headquarters Address	When there are changes

- forward membership dues to Girl Scouts of the USA in a timely manner (within two months of receipt).

- participate in an annual review process with Girl Scouts of the USA and implement any agreed upon follow-up.

The Charter, when issued to a Girl Scout council, will confer the following rights:

- the right to be identified with the Girl Scout Movement in the United States of America, which is directed and coordinated by Girl Scouts of the USA, a member of the World Association of Girl Guides and Girl Scouts.

- the right to use the words “Girl Scouts” as part of the designation of the council (whether or not incorporated).

- the right to use Girl Scout program and the right to use Girl Scout insignia in connection with that program.

- the right to use the trademark “Girl Scouts” and the service mark as defined in Girl Scouts of the USA’s *Graphic Guidelines*, on products or merchandise obtained and used for the day-to-day operations of the council, including stationery, office supplies, items with council and camp names, and symbols, brochures, newsletters, and such items as Girl Scouts of the USA may hereinafter designate. Any other use of marks or insignia owned by Girl Scouts of the USA on products or merchandise must be approved by Girl Scouts of the USA. This includes but is not limited to merchandise to be sold by the council. This right is nonexclusive and nontransferable.

- the right to develop, manage, and maintain Girl Scouting throughout the jurisdiction of the council.

- the right to receive services from Girl Scouts of the USA.

- the right to respond to requests for proposals (RFPs) that are sent out from time to time by Girl Scouts of the USA.

- the right to raise funds in the name of Girl Scouts within the council’s jurisdiction.

- the right, through delegates elected to the National Council of Girl Scouts of the USA, to participate in the business of Girl Scouts of the USA.

In accepting a Charter, a Girl Scout Council assumes the following obligations:

- We understand and agree that, in carrying out the terms and other obligations of the charter, we will

act in accordance with the Constitution and Bylaws of Girl Scouts of the USA and that the rights and responsibilities granted in the charter are limited to the aforesaid Constitution and Bylaws.

- We also understand and agree that the rights and responsibilities granted by the charter cannot be delegated, nor can the jurisdiction for which the charter is sought be changed without the written authorization of Girl Scouts of the USA.

- By agreeing to adhere to the policies of Girl Scouts of the USA, we understand and agree to operate as a council in accordance with and to be limited by policies so identified, published, and distributed to councils by Girl Scouts of the USA, accepting them as binding on the council, on all its members, officers, employees, and those affiliating with it.

- By agreeing to be guided by the standards of Girl Scouts of the USA, we understand that as a council we have committed ourselves and those affiliating with us to follow and be guided by the standards published from time to time by Girl Scouts of the USA.

- We understand and agree that it is the council's responsibility to see that each person affiliating with it meets at all times the individual membership requirements established by Girl Scouts of the USA, and to register with Girl Scouts of the USA all girls and adults participating in Girl Scouting within its jurisdiction, whether in pathways or in any other capacity, except those adults working in a temporary advisory or consultative capacity.

- We understand and agree that the charter, if accepted may be revoked or terminated by Girl Scouts of the USA under the provisions of its Constitution, that the rights conferred by the charter cease to exist upon termination or revocation of the charter, and that upon revocation or termination of the charter, the council can no longer and, therefore, will not exercise any of the rights granted to it therein.

- We understand and agree that the council's articles of incorporation and bylaws which are attached to the Girl Scout Council Charter Agreement are a part of this agreement. Furthermore, we agree that any changes or amendments to these documents will be filed with Girl Scouts of the USA in a timely manner.

- We understand and agree to pay the council's charter fee as indicated on the Girl Scout Council Charter Agreement.

PROCEDURES FOR REVIEWING AND ISSUING GIRL SCOUT COUNCIL CHARTERS

The council is issued a charter, and the charter is renewed subject to the steps outlined in the charter procedures:

1. The council engages in a strategy process resulting in council priorities and goals that are in alignment with GSUSA priorities and goals.

2. The council completes an Annual Review and submits such other documents or information as GSUSA requires to evaluate its performance compared to key national benchmarks and its own goals. Results of this review are reported to the council Board of Directors and included in a report to the National Board.

3. Following action by the National Board of Directors to reaffirm a council's charter, a letter is sent from the National Secretary to the Chair of the Board and the CEO of the council confirming this action. GSUSA processes the charter agreement and a charter certificate is sent to the council.

4. If multiple key indicators show shortfalls or negative trends, an On-Site Review may be initiated by the council or GSUSA to review key indicators and identify action plans and support needed. The review team can include national staff, national volunteers, and council representatives from the council being reviewed. The review team delivers an in-person report to the council Board of Directors following the review. A written report of the action plan is forwarded to GSUSA.

5. A Viability Review may be initiated by Girl Scouts of the USA if there is evidence or reason to believe one or more of the following circumstances exists:

a. Action that threatens to undermine the mission and/or damage the brand.

b. Risk of financial failure or failure to meet financial obligations.

c. Corporate malfeasance.

d. Disregard for mission-critical GSUSA policies, priorities and goals or other direction given by the National Board or CEO.

e. Governance system in violation of US law, council bylaws, and/or GSUSA policies; and is not consistent, visible, or effective.

f. Performance against national benchmarks and council goals continues to be consistently and critically below standard after an On-Site Review has been conducted.

g. Any act or omission, or any course of conduct that, in the opinion of the National Board of Directors, is not in the best interests of Girl Scouting.

PROCEDURES FOR A CHARTER VIABILITY REVIEW

The review can begin with a minimum of five (5) days notice. The communication concerning the review will include the specific concerns that need to be addressed and a timeline for the review. If circumstances warrant, the Viability Review can be initiated immediately. The Viability Review Process includes the following steps.

1. Following National Board action, GSUSA staff advises the council that a Viability Review will take place. GSUSA defines the scope of the review based on presenting issues and appoints an appropriate review team which will include council and national personnel. The review team is constituted based on the circumstances warranting the review. The council shall cooperate with the Viability Review and provide requested information.

2. Results of the review, including the prescribed action plan, are shared in a face-to-face meeting with the council Board Chair, CEO and subsequently with the council Board of Directors. The Viability Review team presents the findings with the expectation that the council takes immediate corrective action. In most cases Girl Scouts of the USA will develop the corrective action plan.

3. GSUSA monitors the execution of the prescribed action plan to ensure progress. Possible monitoring actions include:

a. Monthly review meeting (on site/phone) with a member of the National Staff to evaluate progress.

b. Placement of a monitor in/with the council to provide on-the-ground support to the Board and the staff and to measure the report progress.

c. Immediate targeted, onsite support, as needed to key functions, i.e., staff development for membership staff, financial management and can include placement of interim staff in key roles.

d. Provide documentation to GSUSA in a timeframe prescribed.

4. If there is a cause for urgent action, GSUSA may request an immediate meeting of the council Board of Directors or take other appropriate action to address the situation and agree on an action plan for moving forward.

PROCEDURES FOR NON-ISSUANCE OR REVOCATION OF CHARTERS

1. The National Board of Directors takes action on the recommendations of the CEO of Girl Scouts of the USA, if any of the following circumstances occurs in a council:

A. Deficiency in respect to its resources, finances, personnel, administrators, manner of supervising the program, effectiveness in its attempt to reach and serve all girls within its jurisdiction or otherwise, such that, in the opinion of the National Board of Directors, it appears that such council is unable adequately to develop, manage, or maintain Girl Scouting within its jurisdiction; or

B. Any act or omission, or any course of conduct that, in the opinion of the National Board of Directors, is not in the best interests of Girl Scouting; or

C. Failure to comply with any policy, credential standard, or directive issued or established by or under the authority of the National Board of Directors; or

D. Violation of any term, condition, or requirement of its charter.

2. In the event that charter revocation or non-issuance is contemplated, notice of reason will be provided to the council along with a reasonable time period for response. A time and location will be provided where the council can review and discuss the issue(s) with a team representing the National Board.

3. Following the meeting, the National Board will in its sole discretion, take action that it deems appropriate including revocation or non-issuance and will communicate the action to the council with follow-up measures. The decision of the National Board shall be final.

STANDARDS FOR A GIRL SCOUT COUNCIL JURISDICTION

The requirements of local council charters are established by the National Council. The National Board administers the requirements for such credentials and may establish standards, procedures, and interpretations regarding requirements. The National Board sets council jurisdictions and has determined that it is in the best interests of Girl Scouting to establish minimum criteria for council jurisdictions except as prohibited by law. These criteria include an available girl population in the range of 100,000 or more and an aggregate household income in the range of $11 billion or more except in cases where these criteria cannot be met even within an entire state or states. Other criteria which will be considered include regional identification, diverse population, anticipated population growth or decline, established transportation patterns, state or municipal boundaries, geographic barriers, and media markets. The standard will enable local councils to have sufficient resources to support membership growth and diversity, differentiated program opportunities, and specialized council staff.

Except as provided above, all councils who do not meet the basic jurisdictional requirements will be expected to work in close collaboration with their neighbors in a way that brings benefit to all. Annual charter-related conversations will be driven by each council's performance against charter criteria and standards and by work with neighboring councils to develop joint programs, share services, and/or collaborate in a way that improves Girl Scouting in each of the jurisdictions. The National Board retains the right to initiate merger proceedings in any jurisdiction when the National Board deems it appropriate in the best interests of Girl Scouting and will, on a case-by-case basis, work with councils that do not meet the jurisdictional requirements to develop plans for jurisdictional changes as necessary and in accordance with the law.

PROCEDURES FOR CHANGING A GIRL SCOUT COUNCIL JURISDICTION[7]

In all matters concerning jurisdictional lines, the National Board of Directors has the authority to make the final decision, either during the term of a charter or upon issuance of a new charter.

SECTION I

When two or more Girl Scout councils agree to combine jurisdictions to create a new council:

1. Each council's board of directors must approve the decision to engage in the jurisdictional change, which must be carried out in compliance with the council's bylaws and the laws of the state in which the council is incorporated.

2. The councils develop a plan and timeline for carrying out the proposed changes in jurisdiction.

3. Each council's board of directors must vote on the plan of merger, consolidation, or other corporate reorganization and distribution of assets, and refer it to the council's membership for a vote according to the laws of the state of incorporation.

4. Following the completion of the process to establish the new council, an Application for a Charter for a New Girl Scout Council is submitted to Girl Scouts of the USA for action by the National Board of Directors.

5. Following approval of the National Board of Directors, Girl Scouts of the USA processes the application, makes the necessary changes in the official records, and notifies each council chair of the board and CEO of the approval of changes in jurisdiction. The councils notify their membership of the changes in jurisdiction.

SECTION II

When two or more Girl Scout councils agree to transfer a part of one council jurisdiction to another council:

1. Each council's board of directors must approve the jurisdictional change.

7. All actions taken must be consistent with state law.

2. An Application for Change in Girl Scout Council Jurisdiction is completed by each council and sent to Girl Scouts of the USA.

3. Girl Scouts of the USA records the changes in jurisdiction in the official records. Notification of the decision related to the changes of jurisdiction is sent to board chairs of the councils involved. The councils shall notify their membership of the changes in jurisdictions.

Note: This process may be initiated by a single Girl Scout council, by several Girl Scout councils together, or by an individual community within a Girl Scout council. If an individual community within a Girl Scout council wishes to be removed from the council's jurisdiction and added to that of another council, the community initiates the request by sending it, in writing, to its own council board chair.

SECTION III

The following steps are taken if or when agreement cannot be reached between the boards of directors of the Girl Scout councils to combine or transfer jurisdiction:

1. A board chair of at least one affected council must notify Girl Scouts of the USA that their boards are unable to reach agreement on the combination or transfer of jurisdiction.

2. A national team, including a National Operational Volunteer, will invite all affected councils to provide information on how the requested change will impact the delivery of Girl Scout program. Community leaders from the affected councils also may be invited to provide their reaction to the requested change. A summary of the data collected will be shared with each council board involved in the process.

3. Using the data provided from council and community sources, the national team will develop a recommendation for jurisdictional boundaries and forward it to the affected councils. The national team completes an Application for Change in Girl Scout Council Jurisdiction pursuant to the recommendations.

4. After the Application for Change in Girl Scout Council Jurisdiction is completed, the CEO of Girl Scouts of the USA reviews the application and recommends action to the National Board of Directors.

5. Following action by the National Board of Directors, Girl Scouts of the USA records the changes in jurisdiction in the official records of Girl Scouts of the USA. The action of the National Board of Directors shall be considered final. Notification is sent to each affected council board chair. The councils shall notify their membership of the change in jurisdiction.

PROCEDURE FOR CHANGING A GIRL SCOUT COUNCIL NAME

To select or change its name, a council should follow the procedure outlined below (Girl Scouts of the USA will provide guidelines for a council to select or change its name):

1. The council submits a proposed name (and up to two alternates) to Girl Scouts of the USA for review.

2. Girl Scouts of the USA notifies the council that the name(s) are consistent with the guidelines. The council starts proper legal proceedings to effect the change in name in the state in which the council is incorporated.

3. When the council receives permission or approval from its state of incorporation to use the new corporate name, the council notifies Girl Scouts of the USA that the corporate name has been approved by the state on a specified date and sends the amended articles of incorporation to Girl Scouts of the USA.

CRITERIA AND STANDARDS
FOR AN EFFECTIVE GIRL SCOUT COUNCIL

The criteria and standards for an effective Girl Scout council are established by the National Board of Directors to delineate the way in which Girl Scout councils are expected to fulfill their charter requirements. Essential to the charter criteria and standards is the expectation that all Girl Scout councils fully support and promote the Girl Scout mission of building girls of courage, confidence, and character who make the world a better place. Leadership development is how we achieve our mission and is critical to the advancement and stewardship of the Girl Scout brand.

The criteria cover broad areas of a council's responsibility. Standards are developed to support and further define each criterion. They are the foundation on which the work of the council should be built. Measures and benchmarks have been developed to gauge performance and are reviewed regularly.

CRITERION I: MISSION DELIVERY

A chartered Girl Scout council maximizes delivery of the Girl Scout mission by engaging and supporting volunteers and others to provide a nationally consistent quality leadership experience that achieves positive girl outcomes and reaches increasing numbers of girls.

STANDARD 1
Girl program throughout the council demonstrates the outcomes of the Girl Scout Leadership Experience and the Girl Scout Promise and Law in action.

STANDARD 2
Based on a thorough understanding of the populations within its jurisdiction and consistent with its strategic priorities, the council attracts and retains an increasing number of girl members representing all segments of its population and geographic areas.

STANDARD 3
Using the National Program Portfolio, with enrichments that meet the needs and interests of girls in the jurisdiction, the council provides program delivery options through which girls participate in the Girl Scout Leadership Experience.

STANDARD 4
Through a comprehensive volunteer management system the council attracts, develops/trains, and retains diverse volunteers who support the Girl Scout Mission and deliver program to girls.

STANDARD 5
The health, safety, and security of participants is protected in all program delivery, including program delivery using electronic means.

CRITERION II: GOVERNANCE AND ADMINISTRATION

A chartered Girl Scout council advances the movement through strategic governance and leadership that employ effective systems and structures to deliver the Girl Scout mission.

STANDARD 1
The council utilizes an integrated strategy development and management planning system to maximize its capacity to deliver on the Girl Scout mission.

STANDARD 2
The council actively seeks to strengthen the stakeholder involvement and interaction to ensure that the membership is involved in influencing major policy decisions and helping to set strategic direction.

STANDARD 3
The council has a board of directors and board development committee that is elected or appointed in a manner consistent with the bylaws, has the experience and skills necessary to provide leadership and direction to the council, and reflects the diversity of the jurisdiction.

STANDARD 4
The council board of directors ensures compliance with policies, standards, and procedures as related to its stewardship responsibilities.

STANDARD 5
The council fulfills its corporate obligations as required by local, state, and federal law, and through the rights and obligations defined in the Girl Scout council charter agreement.

STANDARD 6
The council's human resources policies and practices attract, develop, and retain employed staff reflecting all areas of its jurisdiction and all segments of its population.

STANDARD 7
The council utilizes a movement-wide common technology platform with respect to membership, volunteer management, delivery systems and data analytics and reporting to better serve Girl Scout volunteers and members and enhance the Girl Scout brand.

CRITERION III: RESOURCE DEVELOPMENT AND COMMUNITY ENGAGEMENT

A chartered Girl Scout council advances organizational impact by growing resources, effectively promoting a unified national brand and standing up for girls on issues that affect their well-being.

STANDARD 1
The council builds a culture of philanthropy by accepting and carrying out their responsibility to increase funds raised to support the council's work, and they do so using methods in keeping with Girl Scout policies and standards.

STANDARD 2
The council board and management demonstrate financial leadership to provide for the perpetuation of Girl Scouting within its jurisdiction.

STANDARD 3
The council, utilizing national brand strategies and associated guidelines, promotes and protects a nationally consistent Girl Scout Brand to educate and engage diverse audiences in support of the Girl Scout Mission.

STANDARD 4
The council advocates individually, regionally, and as part of a national movement on issues that affect girls' well-being.

CONGRESSIONAL CHARTER
OF GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Girl Scouts was first incorporated in 1915 under the corporate laws of the District of Columbia. A Congressional Charter was conferred upon Girl Scouts of the United States of America in 1950 by a special act of Congress. In 1998, Congress revised the language of all congressional charters, including the charter conferred upon Girl Scouts of the United States of America in 1950. The purpose was to ensure uniformity rather than make substantial changes in the content. Legislation was introduced and legislation HR. 1085/S.2264 was approved by Congress and signed into Public Law 105-225 on August 12, 1998.

CHAPTER 803—
GIRL SCOUTS OF THE UNITED STATES OF AMERICA

Sec.

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§ 80301. ORGANIZATION

(a) Federal charter.—Girl Scouts of the United States of America (in this chapter, the "corporation") is a body corporate and politic of the District of Columbia.

(b) Domicile.—The domicile of the corporation is the District of Columbia.

(c) Perpetual existence.—Except as otherwise provided, the corporation has perpetual existence.

§ 80302. PURPOSES

The purposes of the corporation are—

(1) to promote the qualities of truth, loyalty, helpfulness, friendliness, courtesy, purity, kindness, obedience, cheerfulness, thriftiness, and kindred virtues among girls, as a preparation for their responsibilities in the home and for service to the community;

(2) to direct and coordinate the Girl Scout movement in the United States and territories and possessions of the United States; and

(3) to fix and maintain standards for the movement that will inspire the rising generation with the highest ideals of character, patriotism, conduct, and attainment.

§ 80303. GOVERNING BODY

(a) National Council.—

(1) There shall be a National Council of Girl Scouts. The number, qualifications, and term of office of members of the Council are as provided in the constitution of the corporation, except that members of the Council must be citizens of the United States.

(2) The Council may adopt and amend a constitution and bylaws and elect a board of directors, officers, and agents.

(3) The constitution may prescribe the number of members of the Council necessary for a quorum. That number may be less than a majority of the entire Council.

(4) Meetings of the Council shall be held as provided in the constitution to hold elections and receive reports of the officers and board of directors. Special meetings may be called as provided in the constitution.

(b) Board of directors.—

(1) To the extent provided in the constitution and bylaws, the board of directors shall have the powers of the Council and manage the activities of the corporation between meetings of the Council. The number, qualifications, and term of office of directors are as provided in the constitution.

(2) The constitution may prescribe the number of directors necessary for a quorum. That number shall be at least 20 or two-fifths of the entire board.

(c) Executive and other committees.—The bylaws may provide for—

(1) an executive committee to carry out the powers of the board of directors between meetings of the board; and

(2) other committees to operate under the general supervision of the board of directors.

(d) Location of meetings and records.—The Council and the board of directors may hold meetings and keep the seal and records of the corporation in or outside the District of Columbia.

§ 80304. POWERS

The corporation may—

(1) adopt and amend a constitution, bylaws, and regulations, including regulations for the election of associates and successors;

(2) adopt and alter a seal;

(3) have offices and conduct its activities in the District of Columbia and in the States, territories, and possessions of the United States;

(4) acquire, own, lease, encumber, and transfer property, and use any income from the property, as necessary to carry out the purposes of the corporation;

(5) sue and be sued within the jurisdiction of the United States; and

(6) do any other act necessary to carry out this chapter and the purposes of the corporation.

§ 80305. EXCLUSIVE RIGHT TO EMBLEMS, BADGES, MARKS, AND WORDS

The corporation has the exclusive right to use all emblems and badges, descriptive or designating marks, and words or phrases the corporation adopts, including the badge of the Girl Scouts, Incorporated, referred to in the Act of August 12, 1937 (ch. 590, 50 Stat. 623), and to authorize their use, during the life of the corporation, in connection with the manufacture, advertisement, and sale of equipment and merchandise. This section does not affect any vested rights.

§ 80306. RESTRICTIONS

(a) Profit.—The corporation may not operate for profit.

(b) Political activities.—The corporation shall be nonpolitical and nonsectarian.

§ 80307. ANNUAL REPORT

Not later than April 1 of each year, the corporation shall submit a report to Congress on the activities of the corporation during the prior fiscal year. The report shall be printed each year, with accompanying illustrations, as a separate House document of the session of the Congress to which the report is submitted.**

**Note: Chapter 803, Girl Scouts of the United States of America, Section 80307. This requirement was terminated effective May 15, 2000. See Pub.L. 104-66, § 3003, set out as a note under 31, U.S.C.A. 1113, and H.R. Doc. No. 103-7, at 200.