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**Live Oak  
Service Center**  
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**St. Augustine  
Service Center**  
117 Bridge Street  
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Girl Scouts of Gateway Council, Inc.  
1000 Shearer Street  
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1 800 347 2688

**Bruce Barcelo**  
MountainTop Institute  
100 Festival Park Avenue  
Jacksonville, Florida 32202

Dear Mr. Barcelo:

Our organization holds inclusion as a core value. But as we all know, walking the walk is much more difficult than talking the talk. A few years ago we started a journey to bring our operational reality closer to our inclusive vision. We have involved staff in Diversity Study Circles, offered trainings to better prepare volunteers and offered activities for girl members.

During the last few months we have been fortunate to have an opportunity to work with MountainTop Institute. Bryant and Shirley have facilitated 2 day retreats for our entire staff. These retreats, to use the words of famed food philosopher Emeril Lagasse, certainly "kicked it up a notch". They provided a safe environment where staff could openly and honestly discuss their similarities and differences, their concerns, their issues and their joys. They allowed us to acknowledge our personal and collective strengths and identify areas needing improvement. The retreats also built personal bonds across lines of department, physical location, position, race and gender.

We know our journey will continue. Our path seems clearer and our commitment is strengthened. This is difficult work but oh, so important. We look forward to continuing this work with Bryant and Shirley and MountainTop Institute.

To you and the board of MountainTop, thank you for your support in the development of the Institute and your commitment to this work. While you may be unable to personally experience what happens within a corporation or organization involved with MountainTop, please know that meaningful transformation is happening. I believe this transformation strengthens not only the business or organization but ripples outward into our community as well.

Sincerely,

Sandra B Tysver, CGSEO  
Chief Executive Officer

