

My First Year Brownie

A complete guide for your first
year of leading a Girl Scout troop

Welcome to Girl Scouts!

Our Mission

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

Girl Scout Promise

On my honor, I will try:

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

Girl Scout Law

I will do my best to be

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

and to

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

“ Welcome to Girl Scouts and a great new adventure! Thanks to volunteers like you, a new generation of girls will get the courage, confidence and character they need to lead their lives and our world in the future. The Girl Scout team is here to support you, but YOU are enough – we couldn’t do this without YOU! ”

*Mary Mitchell & Christina Spicer,
GSACPC Co-CEOs*

Thank you!



Troop Co-Leaders

Help girls reach their potential as creative, courageous leaders

Create a space where girls try new things without worrying about failing

Teach lessons girls will use for decades to come

Try new things along with their girls

Develop leaders’ own organizational and leadership skills

Join a global community of sisterhood

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

Checklist for New Troop Leaders

Starting a New Girl Scout troop

Welcome!

You are now a part of the Girl Scouts Arizona Cactus-Pine Council. We serve two-thirds of the state of Arizona, our phone number is 602-452-7000 and our general email is reghelp@girlscoutsaz.org. You can find additional information and resources on our website at www.girlscoutsaz.org.

This New Leader Checklist was developed to assist in the onboarding process and to help guide you every step of the way. As you check off items from your list, we are here to support you through your training and onboarding progress. Please make sure to return to gsLearn and update your progress on the 607 New Leader Checklist course. You will be connected with three very valuable support assets.

The first asset is our Onboarding Specialist. Our Onboarding Specialist can be reached at 602-452-7016 or by emailing volunteerlearning@girlscoutsaz.org. As one of the tasks below, you will need to schedule an onboarding introduction as soon as possible. If at any time you get stuck in this checklist process, please reach out to us and we can help you navigate forward.

Our Onboarding Specialist will connect you with your Member Support Executive. Your Member Support Executive is the staff member who supports all the troops in your Service Unit. Make sure to save your Member Support Executive's contact information. You will be able to meet your MSE in-person at your Service Unit's Leader Meetings.

The final support system you have is your Service Unit Team. A Service Unit is a specifically defined geographic area designed best to serve the girls and volunteers in the area. The Service Unit Team is a group of volunteers who hold specific roles for the function of the Service Unit.

All the above-mentioned assets will help support you through your first year as a new leader. If you have any questions, please email us at volunteerlearning@girlscoutsaz.org

Please note: if you are joining an existing troop, you may not need to complete all these steps. (For example, the troop may already have a bank account set up and if needed can add you as a signer after you have completed your training)



15-Day Checklist (to be completed in the first 15 days)

- ☐ Complete a background check. You will receive an email invite from Asurint.
- ☐ Complete and Submit the [Volunteer Agreement](#).
- ☐ Look for a co-leader and invite girls to join your troop. (Making sure you have at least two unrelated leaders one must be female and five girls to start)
- ☐ Complete Onboarding Introduction Zoom Meeting with Onboarding Specialist. Contact our Onboarding Specialist at 602-452-7016 or volunteerlearning@girlscoutsaz.org
- ☐ Meet your Member Support Executive (MSE) and reach out to them with questions.
- ☐ Request to join the GSACPC New Leaders Group on Facebook.
- ☐ Complete the new leader training path – 607 – GSACPC Getting Started for New Leaders Part 1
- ☐ Meet with your co-leader to discuss initial troop details and parent/caregiver meeting. Use the co-leader questions available in the Additional References section.
- ☐ Secure a meeting place and time.
- ☐ Speak to your Member Placement Specialist: 602-452-7040 or reghelp@girlscoutsaz.org and set up your troop profile or complete the [Meeting Detail Update Form](#).

30-Day Checklist (to be completed within 30 days)

- ☐ Complete the 607 – GSACPC Getting Started for New Leaders Part 2.
- ☐ Submit the form to open a bank account once you have two volunteers who have completed the Troop Money Management module in the Getting Started Training Path.
- ☐ Explore the Volunteer Toolkit (VTK) and use it to start planning your Girl Scout year.
- ☐ Find your troop roster in the Volunteer Toolkit (VTK) or MYGS and contact new troop parents to introduce yourself. (This is a great time to ask if anyone is interested in being a co-leader)
- ☐ Hold Parent/Caregiver meeting using the parent meeting agenda available in the Additional References section. Make sure to have caregivers fill out the General Permission/Health History form for their Girl Scout and collect this form.
- ☐ Attend a leader meeting in your Service Unit, we strongly encourage you to attend or have a representative from your troop attend each month your SU meets.
- ☐ Familiarize yourself with the GSACPC website: www.girlscoutsaz.org



45-Day Checklist (to be completed within 45 days)

- ❑ Complete First Aid/CPR/AED Training from approved Instructors list. (Must be a registered background cleared volunteer who is present at all troop meetings. Doesn't have to be the troop leader.)
- ❑ Complete GSUSA Grade Level Essentials (Daisy, Brownie, or Junior) training course
- ❑ Engage parents/caregivers to assist with the troop.
- ❑ Learn more about the Product Programs from your Service Unit
- ❑ Establish a Troop Committee to help with the fall Product and/or Cookie Program
- ❑ Plan and hold your first troop meeting with the girls. Use the Troop Year Planner, and the Volunteer Toolkit (VTK).
- ❑ Complete your bank account set-up and make your first deposit.
- ❑ Complete check-in with our Onboarding Specialist at 602-452-7016 or email volunteerlearning@girlscoutsaz.org to schedule a check-in.
- ❑ OPTIONAL: If you have a younger troop (Daisies, Brownies, or Juniors) there may be some older Girl Scouts (Cadettes, Seniors, and Ambassadors) who can come lead an activity at your troop meetings. Many older Girl Scouts earning their leadership awards (Program Aide and Volunteer-In-Training) are looking for ways to assist younger Girl Scout troops. Now might be the time to check in with your Service Unit Manager to see if there are any older girls in your Service Unit looking for opportunities to work with younger girls.

60-Day Checklist (to be completed within 60 days)

- ❑ Complete the 607 GSACPC Preparing for Activities & Trips course.
- ❑ Check with your Service Unit about upcoming activities in your area.
- ❑ Take a look at the Council Activities Event Calendar on the GSACPC website to see what activities the Council has to offer.
- ❑ Continue attending your Service Unit Leaders' meetings or send a representative from your troop to attend.
- ❑ Complete the 607 – GSACPC Ceremonies in Girl Scouts training course.
- ❑ Plan and hold an Investiture and/or Rededication Ceremony.
- ❑ Review the Forms and Leadership Prep document found in the additional resources section.
- ❑ OPTIONAL: After completing 607 GSACPC Preparing for Activities & Trips course, if you feel ready, start planning a field trip with the girls. Use the Travel Progression Chart found in the 607 GSACPC Preparing for Activities & Trips course.



90-Day Checklist (to be completed within 90 days)

- ❑ If girls are progression ready, it may be time to take a planned field trip.
- ❑ Review the Outdoor Progression Chart found in the 607 GSACPC Preparing for Activities & Trips course.
- ❑ Explore gsLearn Content Library and see if there are any helpful trainings you would like to take. (For example, World Thinking Day, The Daisy Petal courses, Mental Wellness 101, Mental Wellness Patch Program, Math in Nature or Ready. Resilient.Strong.)

120-Day Checklist (to be completed within 120 days)

- ❑ Are you open to having more girls join your troop? If so, fill out the [Meeting Detail Update Form](#) to let Member Placement know.
- ❑ Contact our Onboarding Specialist at 602-452-7016 or volunteerlearning@girlscoutsaz.org for a check-in.
- ❑ OPTIONAL: If you are planning on getting the girls outdoors, complete Troop Camp Certification Level 1 at least 6 weeks prior to guiding girls on approved outdoor experiences. (Required for exploring the outdoors & beginner encampments. For example: an outing that lasts a half or full day in the outdoors, cold meals/ snacks – no outdoor cooking.)

150-Day Checklist (to be completed within 150 days)

- ❑ Complete final check-in call with our Troop Leader Volunteer Support Coordinator. Our Volunteer Support Coordinator can be reached at 480-318-7148 or schedule a call by emailing volunteerlearning@girlscoutsaz.org
- ❑ OPTIONAL - Complete Troop Camp Certification Level 2 at least 6 weeks prior to guiding girls on approved outdoor experiences that include fire building, outdoor cooking, and tent camping. (This training is only required if taking girls tent camping, any outdoor cooking using combustible fuel sources, campfires and knife safety.)



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Getting Started

New leaders often spend the first few weeks getting started and setting up their troop. Be sure to use your **checklist** inside of this handbook!



Setting up your troop

Once you know the details about your troop (when and where meetings will be), it is important to complete the [Meeting Detail Update form](#). Once completed, your Member Placement Specialist will update the troop details.

The number of girls to expect in your troop

As a new troop, you can expect to have 10-12 girls. Research has found this is the ‘sweet spot’ – small enough to encourage individual development and large enough to provide an interactive and cooperative learning environment. If your troop doesn’t have enough girls assigned or you would like a larger group, GSACPC is here to support you!

Looking to grow your troop more?

As a troop leader, you can make sure your troop is available in the opportunity catalog for new members to register at will, and you can also share a direct link for new families to register directly

in your troop through your myGS account. Adults and girls alike can join your troop this way. If you would like help growing your troop, contact your placement specialist at any time throughout the year.

Meeting Location and Times

Remember, set meeting times that work with your schedule! You will need to choose a location for regular meetings – a local park, library, school, private homes, faith community site – the troop can meet anywhere that follows the GS safety guidelines. You will also need to decide what day of the week and how often the troop will meet. Most of our troops meet twice a month.

Troop Interests/Goals/Personality

Think about what your troop will want to accomplish this year. What are some of your goals? Will the troop focus on one theme for the year? We want to know what type of activities you will plan to do throughout your first year. Every troop has a unique ‘personality.’ Let us know anything that is special about your troop! Do the girls speak multiple languages? Include girls with disabilities or learning differences? Do all the girls enjoy a specific sport or activity?

Building an Inclusive Troop

Establishing an inclusive environment that welcomes every girl, fosters a sense of belonging and provides a safe space for everyone should be a top priority. Girls have a better experience when they are warmly welcomed into a troop. Check out GSUSA Delivering Inclusive Program training course in [gsLearn](#).

New Leader Training

Required training is virtual, free and in **gsLearn!**

(Located in your [myGS account](#)) Plan to complete all three trainings within three months.

1. **607 – GSACPC Getting Started for New Leaders Part 1 and 2** (*required*)
2. **GSUSA Daisy/Brownie/Junior Grade Level Essentials** (*strongly encouraged*)
3. **607 – GSACPC Preparing for Activities & Trips** (*required to take girls on field trips and overnights*)
4. **Troop Camp Certification Level 1** (*required for exploring the outdoors & beginner encampments*)

Additional training you need to know about:

These courses include a fee and registration is in gsEvents

- At least one registered/background checked adult will need to take a qualifying CPR/First Aid training.
- Once your troop is ready for an outdoor overnight or camping trip, you will need to have a registered/background checked adult take **Troop Camp Certification Level 2** (*required for camping or activities involving fire*).



A New Leader's Support System

Getting Connected, Socially

GSACPC New Leaders Group is a special Facebook group just for GSACPC first year leaders! This cohesive community is a great forum to get questions answered in real time and to get ideas for activities during meetings, planning ideas, and events of all kinds. A special group of volunteer mentors and staff members moderate the group. This is also a great place to reach out for help at any time.

Also on **Facebook**, you will find:

[GSACPC Leaders Group](https://facebook.com/groups/gsacpc.leaders) – facebook.com/groups/gsacpc.leaders

[Girl Scouts-Arizona Cactus-Pine Council](https://facebook.com/gsacpc) – facebook.com/gsacpc

Your Support System

Girl Scouts is all about sisterhood. As a leader, you are not alone! Your troop co-leader(s) and parents are your primary team. Get to know them and allow them to help!

Check out page 8, the 4Her resources for more ideas!

Your Service Unit

What is a service unit? It is a geographically defined area that consists of Girl Scout troops that are in the same community. These troops are supported by a service unit team.

Service unit teams consist of experienced Girl Scout volunteers who are there to support one another through the Girl Scout year. The team includes a manager, finance specialist, product team, and more.

These volunteers work together to support you by providing activities and event opportunities in your area throughout the year. And, they also hold monthly meetings for leaders.

Service Unit Meetings

These meetings are usually held monthly and can be in person or virtual.

- Meet and network with fellow volunteers
- Learn about upcoming events and trainings, etc.
- Share resources and materials

Your Member Support Executive (MSE) can get you connected to the volunteers in your service unit.

Your GSACPC Council Staff

We are here for you! Your Member Support Executive will be here reaching out to you throughout your first year as a troop leader. You will receive phone calls and emails from your Member Support Executive and Volunteer Support Coordinator through your first three months to help support you through the on-boarding process. If you have a private matter, a conflict to discuss, issues with registration or any other needs, GSACPC can help! Contact your Member Support Executive or Customer Care at 602-452-7030, or email reghelp@girlscoutsaz.org.

Co-Leaders, Leading Together

Each troop needs two unrelated adults who are Girl Scout members and have completed a background check. A friend, neighbor, co-worker, another parent are all great people to lead a troop with. If you need assistance recruiting a co-leader, talk to your placement specialist or Member Support Executive.

Before meeting with parents or the girls, make some decisions about your troop. Once you have your parent/caregiver meeting, you will include them in these decisions.

- Meeting logistics: When, where, how frequently and how long will the troop meet?
- The troop: Will the troop have girls in one grade or many?
- What kind of help will the troop need from parents?
- How will you support your own daughter during troop activities?
- What type of communication will you use with troop families?
- Troop finances: Will you have regular troop dues, a troop start-up fee? Who will be on the troop bank account?
- What would you like the troop uniform components to include? Will the leaders purchase for everyone with troop funds or will parents need to get this on their own?
- Plan out the parent/caregiver meeting.



Working with Parents/Caregivers

Parent/Caregiver Meeting Agenda

- Welcome and introductions to one another and to the Girl Scouts. Ask about each girl and get to know her a little.
- Share how important each family will be to the troop.
- Discuss meeting location, day and times, uniforms and troop dues (you may want to collect at the meeting).
- Set expectations for communication and response times and how parents can get involved to help the troop (4Her program).
- Have parents complete health history forms, and annual permission forms. Share contact info for all troop members.
- Discuss the types of activities the troop will participate this year (regular meetings, field trips, events, camping trips).
- Answer any questions the parents may have.

Helpful Tips!

- Don't try to do this alone! Ask parents directly to help with the troop – list out specific needs (4HER program).
- Invite a member of your service unit team to attend if you need help with this meeting.
- Have a “Get to Know my Girl” info sheet so that parents can share helpful info for working with their daughter.
- If girls will attend this meeting, have a craft or simple activity to keep them engaged.



Parents and other family members can take an active role in supporting your Girl Scout's experience. Use this chart to engage parents at your parent meeting.

The list below explains a number of roles your troop can use throughout the year.

4Her – make a commitment to volunteer 4 hours 4 her this year!

Help Needed	Description
Co-Leader	Partner with leader to provide regular support for all troop activities. Must be a member, background check and training required. Select "Troop Leader" when registering.
Meeting Helper/ Drivers	Assist leaders at meetings with activities. Drivers help drive girls to meetings and activities. Membership and background check required. Select "Family and Friends Volunteer" when registering.
Troop Treasurer	Help leaders with all money matters, budgets, deposits, etc. Membership and background check required. Select "Family and Friends Volunteer."
Camping Adult	Coordinate and attend troop campouts. Membership, background check and training required. Select "Family and Friends Volunteer."
CPR/First Aider	Attend outings outside regular meeting place. Membership, background check and certified training required. Select "Family and Friends Volunteer."
Troop Cookie Manager	Promote and run the cookie program for troop members. Membership, background check and training required. Select "Family and Friends Volunteer."
Supplies or Snack Coordinator	Provide assistance by providing or selecting snacks for troop meetings as needed. Collect/purchase troop supplies to be paid for by the troop for activities.
Communications Support	Share troop news, be the go to person to communicate Troop news, upcoming activities, etc. for the troop leaders.

If you have a talent not represented on this list, speak up and offer to share with the troop. From song and skit leaders to photographers, hobby experts, firewood suppliers and more, there is a place for you to volunteer with your Girl Scout troop. The help and engagement of every parent is important to the growth of the troop!

Pin and Badge Placement for Brownie Uniforms

Girl Scout Brownie Vest



Girl Scout Brownie Sash

Uniforms are not required to be a Girl Scout. Still, most girls enjoy having a sash or vest to display pins, badges & patches. shop@girlscoutsaz.org

If your family would like to receive a scholarship certificate, contact a staff person or complete this [form](#).



Place your Journey awards above your badges.

Girl Scout Troop Finances

Bank Accounts

- Two registered, background cleared, active troop volunteers must be on the bank account.
- Signers must complete the Troop Money Management Course found in gsLearn.
- Complete and submit the New Troop Bank Account Request Form.
- Upon completion of the form each signer will be emailed instructions for completing paperwork to the email provided in the request.
- The signers should complete all paperwork following the instructions in the email. If those options are unavailable, paper forms can be mailed to the Banking Coordinator at our Girl Scouts Council at 1611 E. Dobbins Road, Phoenix, AZ 85042
- Once all forms are returned, the Banking Coordinator will reach out via email with next steps to open the troop account.
- The troop should make a deposit and order debit cards at the time the account is open. You should set up the account to have Online banking and Online statements only within 7 - 10 days.
- Checks can be ordered by the troop using troop monies – follow guidelines in the Troop Money Management Manual.

Start-up Funds - The Council will fund each new troop account with \$100 that will be deposited in the troop account with the Council's next ACH once an account signer has given Council view account access to the troop account. This opening fund may be used to purchase troop checks, if desired. Troops not continuing should leave at least \$20 in their account to be used for other new troops starting up

Troop Budgets – Keeping good financial records is a must! Keep receipts and track troop activity costs. Use the troop finance report which can be found on website in the [forms](#) library. Troops should share financial information with parents 2-3 times a year. When planning make sure to keep the troop budget in mind

and to save money to help fund next year's activities, too. A [Troop Finance Report](#) must be submitted through the finance tab in the Volunteer Toolkit (VTK) by June 30th every year.

Troop Dues – Most troops have troop dues and/or troop start-up fees. Make sure to be flexible with families when collecting troop money. Troop dues/fees should be just enough to cover the cost of supplies, activity fees and badges/patches. Dues average \$3-5/meeting. Start-up fees range between \$5 and \$30 depending on the troop needs. Please make sure to be mindful when setting troop dues and start-up fees as every family has different needs. Make sure to have a discussion with parents to explain what the troop dues/fees will cover. Ensure that all dues/fees provide an equitable experience for all girls in the troop. Troop Leaders should not feel that they have to take on troop expenses for troop activities or troop start up supplies. Work with your Member Support Executive (MSE) if you have questions or need support with troop supplies.

Fund Raising – A troop's primary money earning should come from the GSACPC fall product sale and Cookie Program. Once a troop has participated in the annual cookie program, they are able to participate in other troop money earning activities such as garage sales or car washes. Before planning a money-earning project and at least three weeks before implementing it, the troop leader must submit a [Money-Earning Project](#) Application online or via email to moneyearning@girlscoutsaz.org.

Financial Assistance

Financial assistance is available to all members and covers the cost of membership to help girls continue their Girl Scout Journey. Girl Scouts. For more information visit: girlscoutsaz.org/financial-assistance

For more information about finances check out our [Volunteer Essentials](#) page at girlscoutsaz.org/volunteer-essentials.

Girl Scout Traditions

Hand Sign – Raise three fingers of the right hand with the thumb holding down the pinky. The 3 fingers represent the three parts of the Girl Scout Promise.

Handshake – Shaking hands with the left hand and make the GS sign with the right hand. The left hand is nearest to the heart and signifies friendship.

Friendship Circle – The unbroken chain of friendship. Girl Scouts stand in a circle crossing their right arms over their left, and clasping hands with their friends on both sides.

Friendship Squeeze – Once girls are in the friendship circle and everyone is silent, the squeeze starter squeezes with her right hand and

puts her right foot forward. The next girl does the same and the squeeze continues to be passed around the friendship circle. Once the squeeze reaches the last girl, all the girls step onto their right foot and lift their hands over their heads as they spin out of the circle saying “Goodbye Girl Scouts.”

SWAPS – Small tokens of friendship that girls often make and take to events or while traveling to swap with other Girl Scouts – “Special Whatchamacallits Affectionately Pinned Somewhere”.

Kaper Charts – A chart dividing up troop responsibilities. Indicates all the jobs available and who is responsible during a meeting or a camp-out.

Keeping Girls Safe and First Aid Kits

Make sure a general first-aid kit is available at your group meeting place and accompanies girls on any activity (including transportation to and from the activity). Please be aware that you may need to provide this kit if one is not available at your meeting place. Purchase a Girl Scout first-aid kit, you can buy a commercial kit, or you and the girls can assemble a kit.



Check the kit regularly. Make sure the flashlight batteries work. Check expiration dates and replace any used or out-of-date contents.

Items to include:

- Adhesive bandages
- Sterile gauze pads
- Antibiotic ointment packets
- Hydrocortisone ointment packets
- Antiseptic wipe packets
- Non latex gloves
- Instant cold compress

Keep your kit and your emergency card with the troop at all times.

Troop Communication

Good communication is essential to a well-run troop. It's a great idea to discuss how troop communications will be handled. Does everyone need to be in a special troop Facebook group, an email group? Will you make phone call reminders or text? Be sure to include response expectations in this conversation. A good idea is to always provide a deadline for communication responses. Do you have a parent who will be the designated communications person?

It's also important to keep an open and honest communication line with parents regarding behavior and/or special needs of girls and the troop.



Forms, All Kinds of Forms







As a troop leader, you will find that [forms](#) are a necessity! Some useful forms you will need include:

- **Girl Information and Health History** – To be completed by care givers each year.
- **Adult Information and Health History** – To be completed by troop volunteers each year. Fill out the [form](#).
- **Specific Event Permission Slip** – This form is required for Girl Scout events or activities that are away from their normal meeting place or may require extra levels of safety, care or permission.
- **Opening or changing a Girl Scout bank account** – see finances section, page 10.
- **Troop Meeting Detail Form** – [Updating meeting information](#) and troop description.

Girl Scout Year

OCTOBER	NOVEMBER	DECEMBER
<ul style="list-style-type: none"> • National Disability Employment Awareness Month • Italian American Heritage Month • Participate in Fall Product Program • Register to attend community and council-sponsored Girl Scout events • Make a Difference Day is the Fourth Saturday in October. How will your troop make a difference?  <p>Special Girl Scout Day – October 31st is Founder's Day (Juliette Gordon Low's Birthday)</p> <p>Troop Leader Tip: Encourage more girls and adults to join the troop.</p>	<ul style="list-style-type: none"> • Native American Heritage Month. Celebrate Native American Heritage Month by having fun learning about all the communities it represents while earning a new patch! • Complete Cookie Program Training • World Kindness Day – November 13 • National Hiking Day – November 17 • Plan a Troop Holiday Celebration or Potluck with a Court of Awards • Council offices closed for the Thanksgiving Holiday  <p>Troop Leader Tip: Enjoy at least one troop activity in the outdoors each month.</p>	<ul style="list-style-type: none"> • Prepare for the Girl Scout Cookie Program - work with girls to set goals and plan activities, secure troop volunteers to help with cookie booths and any other help you need before the program begins. • Schedule a Family Cookie Information meeting for Early January. • Share troop finances with parents. • Start talking about summer camp with girls • National Brownie Day – Dec. 8 • Plan a Holiday Activity / Celebration <p>Reminder: Council offices closed for Christmas and New Year's Day</p> <p>Troop Leader Tip: Explore more stuff to do council partner programs and community service opportunities</p>
JANUARY	FEBRUARY	MARCH
<ul style="list-style-type: none"> • Hold Family Cookie Information Meeting in early January.  <ul style="list-style-type: none"> • Participate in the Girl Scout Cookie Program. • Registration available for Summer Camp for girls who have previously attended. <p>Troop Leader Tip: Share information regarding My Promise, My Faith and Girl Scout Religious Awards with families. Explore any additional awards like the Safety Award Pin, Community Service Bars, Service to Girl Scouting Bars, Torch Awards, Journey Summit Award Pin, Cookie Entrepreneur Family Pin, or President's Volunteer Service Award with the girls in your troop. Click here to find out more about these awards.</p>	<ul style="list-style-type: none"> • Black History Month. Celebrate Black History Month by having fun learning about all the communities it represents while earning a new patch. • Plan with girls any spring outdoor, community service and/or special event field trips for the troop. • Earn the Cookie Entrepreneurial Family Pin • Special Girl Scout Day – World Thinking Day takes place on February 22. Don't forget to check out the World Thinking Day badges in the VTK and the resource video on gsLearn  <p>Troop Leader Tip: Explore additional awards available to girls</p>	<ul style="list-style-type: none"> • Irish-American Heritage Month • Women's History Month  • International Women's Day – March 8 • Final cookie payments are due to Council • Special Girl Scout Day – March 12 is Girl Scouts Birthday. The week of March 12 is Girl Scout week including Girl Scout Sabbath and Girl Scout Sunday. Council Religious Awards Celebration <p>Troop Leader Tip: Begin to think about bridging ceremony if your troop is moving to a new scouting level in the fall. Have the girls decide on theme, location and decorations!</p>

Girl Scout Year

APRIL	MAY	JUNE
<ul style="list-style-type: none"> • National Deaf History Month • Early Bird Membership Renewal Begins • Attend GSACPC Annual Meeting – open to all members • Start planning end of year ceremonies If girls are moving up to the next Girl Scout level, have them look at earning their Bridging Award and plan a bridging ceremony   • Earth Day – April 22 – Have girls plan to do something nice for the earth <p>SPECIAL GIRL SCOUT DAY – April 22 is Girl Scout Volunteer Day</p> <p>Troop Leader Tip: Explore Council Badges and Patch Programs available to the girls</p>	<ul style="list-style-type: none"> • Asian American Native Hawaiian Pacific Islander HeritageMonth. Celebrate AANHPI month by having fun learning about all the communities it represents while earning a new patch! • Jewish American Heritage Month • Continue with Regular Troop Meetings and activities • Recognize troop volunteers • Have a girl-planned end of the year celebration and/or bridging ceremony  <p>Troop Leader Tip: Girls who renew membership early are more likely to return in the fall.</p>	<ul style="list-style-type: none"> • LGBTQ+ Pride Month. Celebrate LGBTQ+ Pride Month by having fun learning about all the communities it represents while earning a new patch! • Participate in summer troop activities and / or camp  • GS summer camp begins • Flag Day – June 14 • Juneteenth – June 19 • Submit annual troop Finance Report in the VTK by June 30th • Early re-registration ends – make sure adults renewed their volunteer role and you renewed your troop leadership role so you will have access to VTK <p>Troop Leader Tip: Send letters to any of your girls at camp.</p>
JULY	AUGUST	SEPTEMBER
<ul style="list-style-type: none"> • Get together as a troop for a fun summer activity • Meet with co-leaders to start planning for next year • Start a new year plan in the VTK • Prepare for back to Troop and First Caregivers' meeting of the year  <p>Troop Leader Tip: Take some time to relax</p>	<ul style="list-style-type: none"> • Update troop info in MYGS • Plan Fall Investiture/Rededication • Have a new year family meeting • Begin regular troop meetings • National S'mores Day is Aug 10  • Women's Equality Day – Aug 26 <p>Troop Leader Tip: Get together as a troop with a fun family activity to kick off the year</p>	<ul style="list-style-type: none"> • Hispanic Heritage Month (September 15 - October 15) Celebrate Hispanic Heritage Month by having fun learning about all the communities it represents while earning a new patch! • Have Investiture / Rededication Ceremony for new and returning members • Partner with girls to plan activities and set the troop budget • Plan Fall Community Service Projects and Take Action Projects • Make sure everyone who will be continuing in your troop is register for the next scouting year to begin next month! • Adult recognition nominations are due <p>Troop Leader Tip: Connect with parents who might be interested in volunteering with the troop this year. This is a good time to see who can help as the Troop Product Manager.</p>

Product Sales Program

5 Skills + Financial Literacy

Each year, troops have two opportunities to participate in council sponsored money earning activities: the Fall Product Program and the Girl Scout Cookie Program. Each of these programs offer girls and troops the opportunity to earn funds to power their Girl Scout adventures, as well as rewards to keep girls engaged and motivated.

Through their participation in product sales programs, girls are able to launch their very own businesses while learning important life skills along the way:

Goal Setting

Decision Making

Money Management

People Skills

Business Ethics

There are also cookie business badges and curriculum that help troop volunteers guide girls on this journey to developing their confidence in having a voice to set their goals, decide what they want to do with the money earned and understanding how to successfully run their Cookie Program.

- With the support of a volunteer in your Service Unit and the Council Product Program Team, you will be connected to resources and support to ensure that you and your troop have everything that you need to have a successful experience.
- It's important to remember that any funds earned through money earning activities become property of the troop as a whole to further the Girl Scout experience.
- It must also be a girl-led decision on how these funds should be spent. Troop funds can be used towards meeting supplies, badges, field trips and activities, camping, experiences and more.

Fall Product Program | October – November

This is a great way to get girls and families comfortable with participating in council sponsored money earning activities.

- **What:** Girls sell nuts, candy and magazines online to family and friends.
- **How:** Customers can select to have their order delivered by the Girl Scout or shipped directly to them. Products to be delivered by girls will be available in November for distribution to girls and families.
- **Why:** Troops earn \$1 on \$1-9.99 per snack item or \$2 on \$10-19.99 per snack item and \$2 per magazine item sold.

Cookie Program | December – February

The Girl Scout Cookie Program is the largest girl-led entrepreneurial program in the world! The bulk of the troop's funds are earned through girls' participation in the Cookie Program and it's where they truly get to put the 5 Skills they have learned into action.

- **What:** Girls sell cookies to customers near and far online, in-person, and at booth sales.
- **How:** Family and friends support their favorite Girl Scout by purchasing cookies to help her reach her goal. With the support of parents/caregivers and troop volunteers, girls can also participate in booth sales at local grocery stores, restaurants and more.
- **Why:** Troops earn proceeds on each package of cookies sold and girls earn rewards based on the number of packages they sell.

Ready, Set, Take Action

Community Service and Take Action Projects

Make the world a better place. For over 100 years, Girl Scouts have been encouraged to do anything they set their sights on and as a result, Girl Scouts continue to make an impact locally and globally.

Community Service Projects

Community service projects address an immediate need in the community and are appropriate for every Girl Scout Daisy through Ambassador! A great definition of community service is, “Community service makes the world a better place for some people right now.”

Take Action Projects

Take Action projects transform a community service project into a long-term, lasting impact for the community. With Take Action projects, girls are challenged and encouraged to research, plan, and lead projects that tackle the root of a local, national, or global problem. Girls think bigger and are encouraged to solve and address the problem in a way that will prohibit the problem from reoccurring. Take Action projects aim for long-term benefits that change the world in a meaningful, measurable, and sustainable way!

What is Take Action?

Girls will create and carry out a Take Action project with every Journey they complete. The Girl Scout Bronze, Silver, and Gold Awards all require the completion of a Take Action project.

Overview of Take Action

A Take Action project is a chance for girls to partner with others in their community to solve a problem. They learn about getting to the root causes of issues, mobilizing and engaging community members and volunteers, and striving toward creating a lasting change in their world. An important component is to understand and address the cause of a problem.

Girls must also make sure each project is sustainable and that the impact is measurable.

- **Sustainable:** Girls must make arrangements to ensure that the project creates lasting change and is not a one-time event. (Collaborate with community leaders and/or organization; creating relationships with mentors)
- **Measurable:** The success of the project can be determined based on the number of people the project helped, the number of people who were involved, any reduction in the community’s need, and other concrete numbers.

Steps of a Good Take Action Project

1. Girls identify assets and needs in a community.
2. Girls reach out beyond their circle to meet others. Try to meet people affected by your issue and people who are trying to solve it.
3. Girls make a decision about what they will take action on.
4. Girls learn the steps needed to carry out an action plan.
5. Girls assist with project logistics.
6. Girls take action alongside community members.
7. Girls reflect on their action and assess what they gained from it. Girls celebrate their community accomplishments.

Girl Scout Camps

When Girl Scouts get outside and connect with nature in a girl-led setting, they grow in self-confidence, develop their leadership skills, and foster a passion for environmental stewardship. Many Girl Scouts will tell you that camping trips and summer camp are some of the best things about their Girl Scout experience.

Our Camp and Outdoor Program

With a troop camp-certified adult along, girls can go troop camping at one of our five beautiful camps throughout the school year. Summer brings sleep away camping, and fun summer day camps for our girls to enjoy. For more information visit girlscoutsaz.org/camp.

Camp Properties

Camp Maripai is located just outside of Prescott. The beautiful scenery provides several short hikes and nature trails throughout the property. The camp facilities include rustic cabins, fire-pits, flushing toilets, covered program ramadas, and an archery field. At certain times of the year, this camp offers horseback riding lessons.

Parsons Leadership Center for Girls and Women at Camp South Mountain is fully

ADA accessible and nestled in the foothills of South Mountain in Phoenix. A perfect desert oasis, it features two pools, an archery and slingshot range, STEM lab, a field for sports and games, as well as space for a additional activities including music, dance, nature appreciation, arts & crafts, and exploring literature.

Shadow Rim Ranch is located near Payson. The ranch has open meadows surrounded by pine and some deciduous trees. Supervised canoeing is allowed in one of the ponds. Ranch facilities include multi-use buildings, a ramada, and four cabins units.

Camp Stephens is about 10 miles east of Kingman. The mountainous terrain is full of boulder fields, pine, walnut and oak trees. The camp facilities include multi-use buildings, program deck campfire area with bench seating and several short nature trails.

Willow Springs Program Center is a modern program center located near Prescott. The mountainous terrain is full of boulder fields, pine and other deciduous trees, and an intermittent creek runs through the camp. Camp facilities include multi-use buildings, dormitories, tent units, a sports field and hiking trails. Willow Springs can provide weekday program support as well as pre-planned activities for troops and groups.

Highest Awards

Once your troop becomes a Junior Girl Scout troop, they are able to complete the first level of our higher awards – **The Bronze Award**.

Girl Scout Juniors team up to make a difference in their community. They learn important leadership skills, discover new passions, and watch how seemingly small actions make a big difference. Girls may earn individually or as a troop. Earning the Bronze award includes the completing of a

GS Journey and a suggested 20+ hours of project planning, implementation and promotion. Learn more about the Bronze award at girlscoutsaz.org under Programs and Highest Awards.

Cadette Girl Scouts may earn the **Silver Award**, our second-highest award and Seniors and Ambassadors may earn the highest award, the **Gold Award**. For more information about these awards, visit our website girlscoutaz.org/awards.

The Volunteer Toolkit: Your Digital Troop Assistant

The Volunteer Toolkit (VTK)

This web-based program allows you more time to focus on your girls. It makes managing your troop and planning your meetings smooth and easy all year long. Inside, you'll find meeting overviews, activity plans, badge and journey outlines, meeting aids, Girl Scout resources and more!

Plan and Customize Your Year

At Girl Scouts, we know that when girls take part in shaping their Girl Scouts experience and adventures, they will be more engaged and will have more fun! The VTK makes it easy for troop co-leaders and girls explore meeting topics and ideas available for their grade level together and select what they want to include in their year. Co-leaders can take this information to plan and customize the troop's year using the VTK's pre-populated meeting plans, agendas, supply lists, and activity instructions.

Manage Troop Rosters, Attendance, and Accomplishments

With the VTK you will be able to view your troop roster, update contact information, record attendance at meetings, track girls' badge and Journey achievements, and renew memberships.

One-Click Communication

The VTK is not just for co-leaders, it's for parents, too! With its unique parent-view, parents can keep up with troop activities, meeting information, and what badges and Journeys their girls are working on. You can also email upcoming meeting agendas and troop plan to them with just one click.

Learn more about the VTK

For more information about the Volunteer Toolkit, visit girlscoutsaz.org/vtk

Easy Navigation at Your Fingertips!

Here are just a few of the many features you'll find inside the VTK. We strongly encourage troop co-leaders to utilize the VTK to streamline their troop management and planning. GSUSA continues to update and enhance the VTK with additional resources, features and functions.

My Troop

- View, edit, download and print rosters.
- Edit contact info.
- View achievements and attendance.
- Email families.
- Renew memberships.

Year Plans

- Specify meeting dates and locations.
- Preview and choose pre-populated year plans.
- Add and/or combine meeting plans to customize your year.
- Add custom troop activities like celebrations, field trips, camping trips, etc.

Meeting Plans

- View, download, or print individual meeting summaries, activity plans and supply lists.
- Track attendance and achievements.
- Search and print meeting aids such as name tags, handouts, and more.

Resources

- Access award logs, badge charts, meeting plans, and more.
- Access council specific resources on troop leadership, safety, training, GS traditions and awards, trips and travel, GS product sale, and camp and outdoor programs.

Finances

- Submit the annual troop finance report.

How Many Volunteers Do You Need?

Troop co-leaders are responsible for arranging and maintaining proper adult supervision for meetings and activities. Each troop meeting or Girl Scout group must have at least two unrelated adult members and a background check on file present at all times, plus additional adult volunteers as necessary. Adult volunteers must be at least 18 years old and one adult in every group must be female.

Use the table to identify how many adults you need based on the number of girls participating:

	TROOP MEETING		FIELD TRIPS, TRAVEL, CAMPING	
	The adult-to-girl ratio is two unrelated volunteers, including one female, for up to this number of girls:	There should be one extra adult for every additional:	The adult-to-girl ratio is two unrelated volunteers, including one female, for up to this number of girls:	There should be one extra adult for every additional:
Daisies K-grade 1	12 Girl Scouts	1-6 Girl Scouts	6 Girl Scouts	1-4 Girl Scouts
Brownies grades 2-3	20 Girl Scouts	1-8 Girl Scouts	12 Girl Scouts	1-6 Girl Scouts
Juniors grades 4-5	25 Girl Scouts	1-10 Girl Scouts	16 Girl Scouts	1-8 Girl Scouts
Cadettes grades 6-8	25 Girl Scouts	1-12 Girl Scouts	20 Girl Scouts	1-10 Girl Scouts
Seniors grades 9-10	30 Girl Scouts	1-15 Girl Scouts	24 Girl Scouts	1-12 Girl Scouts
Ambassadors grades 11-12	30 Girl Scouts	1-15 Girl Scouts	24 Girl Scouts	1-12 Girl Scouts

Safety Responsibilities for Girls

Girls who learn about and practice safe and healthy behaviors are likely to establish lifelong habits of safety consciousness. For that reason, each Girl Scout is expected to:

- Assist you and other volunteers in safety planning.
- Listen to and follow your safety instructions and suggestions.
- Learn and practice safety skills.
- Learn to “think safety” at all times and to be prepared.
- Identify and evaluate an unsafe situation.
- Know how, when, and where to get help when needed.
- Practice the buddy method when participating in troop activities.

Let's Go!

Your First Troop Meeting

Your first troop meeting is a great chance to get to know the girls and brainstorm all the exciting things they want to do in the year to come. If you're feeling a little nervous about leading troop meetings and experiences with your girls, that's OK! Just remember that:

It doesn't need to be perfect. Did an activity run over time? Or, maybe a field trip didn't go according to plan? Take a deep breath, roll with the changes, and have fun! The girls aren't expecting perfection from you: your time, attention, and guidance are the best part of your leadership.

Learn with your girls. Keeping activities girl-led also means that at some point, the girls will want to earn a badge or complete a project in a subject unfamiliar to you. Don't let that hold you back. Be open with the girls and when you don't know something and that you will be learning together. You'll show them that learning is a lifelong process and that with an open mind, they can overcome any challenge that comes their way.

Six Elements of a Great Troop Meeting

The only requirement for your troop meetings is that your girls are engaged and having fun! Many leaders use this basic structure for troop meetings:

1. **Pre-Meeting Activity** – plan an activity for girls upon arrival at the meeting so they have something to do before the meeting begins. Plan about five minutes for this, it could be snack, or creating a thank you card, coloring a page to donate, etc.
2. **Opening** – Each troop decides what they will do regularly. Most begin with the reciting the Girl Scout Promise & Law, a song, game, story, or other activity designed by the girls. Plan 5-10 minutes for this.
3. **Troop Business** – Collect dues, take attendance, make announcements or plan

upcoming activities while parents may be present.

4. **Let the fun begin!** This is your activity for the meeting, work on a badge, journey, or complete other activities during this time plan 30 minutes to 1 hour according to your meeting time.
5. **Clean Up** – Girls clean up all supplies and always leave a place cleaner than they found it. Plan about five minutes.
6. **Closing** – As a troop, girls decide how they will end each meeting – a song, a game, a Girl Scout tradition. Plan 5-10 minutes for this.

Got Snacks?

Snacks are optional, but if your troop has chosen to include snacks, guide families to consider healthy snacks and always share any food allergies the girls in your troop may have. Include snack time as part of your troop meeting.

First Meeting Checklist

- ☐ Cover the basics. Review the details about when and where the meeting will take place and make sure parents/caregivers are aware.
- ☐ Get ready. Use the VTK to verify your troop roster and email parents. This might be a great time to remind parents to send health history forms, uniform orders, and troop dues to the meeting.
- ☐ Know the agenda. Refer to the Six Elements of a Troop Meeting list and your meeting agenda/plans
- ☐ Review and practice your agenda. You'll feel calmer during the actual meeting and ready to make adjustments as needed.
- ☐ Prepare for Fun! When girls and parents see you're prepared for the meeting and ready to have a great time, they'll follow your lead!

Working with Brownies

Girls at this age have a variety of skills at different levels. Reading abilities, attention spans, and small motor coordination are still developing. As you get to know your troop, you'll better help them plan activities and adjust your own expectation levels. Be sensitive to their feelings about their differences and remember that each girl is an individual.



*Girl Scouts
is girl-led!*

Brownies (2nd/3rd Grade Girls)	This means
Have lots of energy and need to run, walk, and play outside.	Taking your session activities outside whenever possible.
Are social and enjoy working in groups.	Allow girls to team up in small or large groups for art projects and performances.
Want to help others and appreciate being given individual responsibilities for a task.	Let girls lead, direct, and help out whenever possible. Allow group decisions about individual roles and responsibilities.
Are concrete thinkers and focused on the here and now.	Do more than just reading to girls about the Brownie Elf's adventures. Ask questions to gauge understanding and allow them to role-play a pretend visit to a new country.
Need clear directions and structure, and like knowing what to expect.	Offer one direction at a time, and have girls create the schedule and flow of your get-togethers and share it at the start.
Are becoming comfortable with basic number concepts, time, money, and distance.	Offer support only when needed. Allow girls to set schedules for meetings, count out money for a trip, etc.
Are continuing to develop their fine motor skills and tie shoes, use basic tools, beginning to sew, etc.	Encourage girls' creative expression by making things with their hands. They may still need some assistance with things like holding scissors or threading needles.
Love to act in plays, create music, and dance.	Girls might like to create a play about welcoming a new girls to their school or telling a story through dance or creative movement.
Know how to follow rules, listen well, and appreciate recognition of a job done well.	Acknowledge when the girls have listened or followed directions well, which will boost their motivation to listen and follow directions again.

Letting Brownies take the lead:

- Encourage girls to be creative and add their own flair to projects and activities.
- Let the girls try new things and make mistakes in the attempt.
- Let the girls do the talking with meeting guests, their troop mates, other troops, or the service units.
- Ask thoughtful questions instead of just providing answers.
- Let girls make decisions between multiple options.
- Use the buddy system with Brownies at each meeting or outing.
- Brownies can lead meetings with a caregiver or as a small group with adult guidance!

Meeting as a Troop

Your Troop Year at a Glance

We have found that troops who meet twice a month have the best experience! Make sure you mix it up and that meetings and outings capture the interests of the girls in your troop! In the rest of your handbook we have provided a simple set of meeting plans for you to use. More information on leading these badges can be found in your **Volunteer Toolkit**.

This is a great starting place for a troop to get started, but a troop isn't just about earning badges or Journeys, it really about making sure that the girls are making age appropriate decisions and having fun. To that end, you will want to weave a variety of activities into your Girl Scout year. Girls will enjoy getting outdoors, performing community service, going on field trips, just hanging out together having fun and having new experiences. Two pieces of advice: keep it girl-led and keep it fun!

To help you create a well-rounded year in Girl Scouting, set up your troop calendar in your **Volunteer Toolkit**.

Progression is Key

Girl Scouts is a great place for girls to learn how to plan and take exciting adventures Girl Scout travel is built on a progression of activities—that is, one activity leads to the next Girl Scout Daisies, for example, can begin with a discovery walk As girls grow in their travel skills and experience and can better manage the planning process, they progress to longer trips
For example:

- Short trips to points of interest in the neighborhood (Daisies and older) A walk to the nearby garden or a short ride by car or public transportation to the firehouse or courthouse is a great first step for Daisies
- Day trip (Brownies and older) An all-day visit to a point of historical or natural interest (bringing their own lunch) or a day-long trip to a nearby city (stopping at a restaurant for a meal)—

younger girls can select locations and do much of the trip-planning, while never being too far from home

- Overnight trips (Brownies and older) One or two nights away to a state or national park, historic city, or nearby town for sightseeing, staying in a hotel, motel, or campground These short trips are just long enough to whet their appetites, but not long enough to generate homesickness
- Extended overnight trips (Juniors and older) Three or four nights camping or staying in a hotel, motel, or hostel within the southwest region Planning a trip to a large museum—many offer unique opportunities for girls to actually spend the night on museum grounds—makes for an exciting experience for girls
- National trips (Cadettes and older) Travel anywhere in the country, often lasting a week or more Try to steer clear of trips girls might take with their families and consider those that offer some educational component—this often means no Disney and no cruises, but can incorporate some incredible cities, historic sites, and museums around the country
- International trips (Cadettes, Seniors, and Ambassadors) Travel around the world, often requiring one or two years of preparation; when girls show an interest in traveling abroad, contact your Council to get permission to plan the trip and download the Global Travel Toolkit

Resources For Planning Meetings

Troop Year Planner

Our age-appropriate troop year plans are the best tool for first year troop leaders to get started with Girl Scouts without getting overwhelmed. The entire year is mapped out - just follow along to help your Girl Scouts complete badge activities, improve their communities, and explore the world around them.

<https://www.girlscoutsaz.org/en/members/for-volunteers/troop-year-planner.html>

Planning Your Girl Scout Year

- Choose your dates – be sure to consider holidays and schedules.
- Decide how many Girl Scout meetings/activities a month the troop will do.
- We recommend you let the girls vote on the order of badges.
- Decide how the troop will choose meeting topics and activities. Remember to keep it girl-led.
- Have a list of ideas for the girls to vote on doing and when to do each, or have the girls bring ideas to your meeting for a vote.
- Alternate regular meetings with fun outings, field trips or events.
- Include a wide variety of activities for the girls to participate in throughout the year.
- Keep it age appropriate.
- Consider what the troop will do during inclement weather, illness, etc. Is virtual an option for your troop?
- Will the troop do one activity each month during the summer or be on a break?
- Remember to be flexible – be prepared for a meeting plan to run askew and adjust – keep it fun! If girls miss a meeting, it's okay. Making up a badge is voluntary.
- Take time to get to know the girls and their interests – make sure at least one meeting meets each girl's individual interests.
- As you plan your year, engage the parents with the girls – have each girl sign up to lead a meeting with her caregiver, she chooses the badge/activity and you serve as their mentor.

4 Girl Scout Pillars and The Girl Scout Promise & Law

- STEM
- Outdoors
- Life Skills
- Entrepreneurship

Other ideas to include

- Field trips
- Service unit events
- Community service
- Council-led events
- GSACPC patch programs

Resources to help you plan

- Volunteer Toolkit
- Service unit leader meetings
- Get ideas from experienced troop leaders
- GSUSA Badge booklets & Journeys
- GSUSA & GSACPC patch programs

Example of how to plan your calendar

For meeting 1 & 2 each month – rotate badges/activities based on the 4 pillars

Month 1 Meeting 1 Meeting 2 Additional?	Month 2 Meeting 1 Meeting 2 Additional?	Month 3 Meeting 1 Meeting 2 Additional?	Month 4 Meeting 1 Meeting 2 Additional?	Month 5 Meeting 1 Meeting 2 Additional?	Month 6 Meeting 1 Meeting 2 Additional?
Month 7 Meeting 1 Meeting 2 Additional?	Month 8 Meeting 1 Meeting 2 Additional?	Month 9 Meeting 1 Meeting 2 Additional?	Month 10 Meeting 1 Meeting 2 Additional?	Month 11 Meeting 1 Meeting 2 Additional?	Month 12 Meeting 1 Meeting 2 Additional?

Your Brownie Year-at-a-Glance

The Brownie Smile Song

I've got something in my pocket, it belongs across my face.

I keep it very close at hand, in a most convenient place.

I'm sure you couldn't guess it if you guessed a long, long while.

So I'll take it out and put it on, it's a Great Big Brownie Smile!

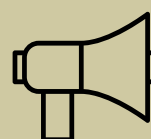


Learn more about earning badges in your Volunteer Toolkit found in your myGS account at girlscoutsaz.org.

The Girl Scout Secret Sauce

WHAT:

Girl Scouts do activities in Four Pillars



Traditions | Troop Meetings | Field Trips
Badges | Patches | Journeys | Camp
Cookie Business | Take Action Projects

HOW:

Girl Scouts experience our unique environment and three processes

Environment = all-girl safe space with supportive adult mentors (you!)

Three processes = girl-led, learn by doing, cooperative learning

The “**secret sauce**” is the vehicle that distinguishes Girl Scouts from other youth organizations and the driver of amazing leadership outcomes!

WHY:

Girl Scouts become people of courage, confidence, and character who make the world a better place.

Outcomes, or benefits, of the Girl Scout experience include:

Sense of Self • Positive Values
Healthy Relationships • Challenge Seeking
Community Problem Solving