

SERVICE UNIT TEAM

Volunteer Recruiter Orientation Manual

Unlocking Leadership

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Volunteer Recruiter Position Description

Pathway: All

X Long-Term Direct Service Long-Term Indirect Service
 Short-Term Direct Service Short-Term Indirect Service

Time Commitment:

Duration 1 year(s) month(s) week(s) day(s)
For 5-10 hour(s) per year month week day

Summary: The Girl Scout Volunteer Recruiter is responsible for the recruitment of girls and adults within identified target market. Girl Scouts and adult volunteers are able to join the organization by one or more of the identified pathways to participation in the Girl Scout Leadership Experience. The GIRL SCOUT VOLUNTEER RECRUITER will be focused on identified potential audiences in their community to relay the message of Girl Scouting and the benefits to being involved with the organization. The nature of this position requires the individual to provide both direct and indirect service to girls and adults. This position may serve at either the local area or regional level depending on availability and interest.

Place of Service: Working within the local community to identify potential partners to relay the message of Girl Scouting and Girl Scout involvement including (but not limited to): schools, churches, fairs/festivals, homeschool groups, daycare/youth agencies, recreation/community centers, and etc.; may also specify one particular area/location to target service.

Reports to: Membership Delivery Manager

Responsibilities/Tasks: (one or more opportunities)

- Become/remain a registered member of the Girl Scouts of USA (GSUSA). Successfully complete all required documentation and screenings, including criminal background checks, according to Girl Scouts of Black Diamond Council (GSBDC) policy.
- Agree to be guided in all actions by the Girl Scout Mission, Promise and Law, and to comply with the policies of GSBDC and GSUSA.
- Work with the Membership Delivery Manager in the development and implementation of community-focused strategies for recruiting and engaging girls and adults through all pathways in assigned area.
- Provide potential girl and adult members with a consistent message about Girl Scouting and all the benefits and possible ways girls can participate in the Girl Scout Leadership Experience (GSLE).
- Facilitate recruitment nights and recruitment opportunities.
- Through recruiting events, assist in supporting the Membership Delivery Managers/Customer Service in providing timely registration information and placement of girls in desired program opportunities.
- Maintain current knowledge of the Girl Scout program, pathways and activities.
- Distribute brand accurate marketing materials and recruitment information.

- Remain informed about and comply with the most current policies, procedures and guidelines of GSBDC and GSUSA

Skills:

- Computer Skills-internet access with email capability. Competent use of Microsoft Word and possibly use of Excel
- Possess high level of administrative, time management and organization skills
- Have a well-rounded knowledge of the Girl Scout Leadership Experience, Girl Scout Mission, Promise and Law or be willing to learn.
- Exercise a high level of integrity, keeping confidential information secure.
- Serve as a positive example for girls by modeling desired attributes and behaviors such as reliability, respect for others, inclusiveness and a positive attitude.
- Remain flexible and tolerant in changing situations and surroundings.
- Value, develop, and celebrate group and individual diversity.
- Have experience in working in partnership with groups of adults.
- Remove barriers to participation.
- Listen to others and include their ideas.
- Express ideas and facts clearly and accurately.
- Ability to communicate effectively with girls and adults through public speaking and individually
- Encourage girl-adult partnerships that lead to opportunities for girl-leadership growth.
- Relates well with both youth and adults, understanding their needs and interests

Core Competencies-Required:

- Girl focus: Empower girls to lead activities, learn by doing, and cooperate with others on current issues that involve their interests and needs, while having fun
- Personal Integrity: Demonstrate dependability, honesty, and credibility
- Adaptability: Adjust, modify own behavior, and remain flexible and tolerant in response to changing situations and environments
- Oral communication: Express ideas and facts clearly and accurately
- Fostering diversity: Understand and embrace differences

Support:

The Volunteer Recruiter receives support, guidance and encouragement from the Membership Delivery Manager. She/he has access to relevant learning opportunities and materials that prepare for and support this role. This position will also be provided with email updates as needed, quarterly volunteer networking webinars/communications, and in-person meetings at the local level to ensure capability of fulfilling the responsibilities of the position.

Training and Development:

Girl Scout Volunteer Manual and review questions

Requirements:

- Become a registered member of GSUSA

- Approved volunteer background check
- Signed Volunteer Position Agreement
- Be at least 18 years of age
- Accept the principles and beliefs of Girl Scouting and support local and national Girl Scout policies, practices and procedures
- Complete required training for position
- Remain in close communication with the Membership Delivery Manager on a regular basis

Safety-Related Matters:

See the volunteer policies procedures on our website under the Volunteer Resources section.

Agreement:

I have read the Volunteer Position Outline and agree to carry out my responsibilities as described. If for any reason I am unable to perform any of my responsibilities, the Council has the right to change my volunteer status. I will fulfill the outlined duties with no monetary compensation. I certify under penalty of perjury that I have not been convicted of any criminal offense. The Council will not knowingly accept voluntary services from a convicted sex offender. Volunteers are required to disclose to Council if they are living with a sex offender or have regular personal contact with a convicted sex offender, as well as the nature and the extent of such relationships or contacts. Volunteers who violate this procedure will be barred from any further participation in Girl Scout activities.

Name (print): _____

Email: _____

Home Phone: _____ Cell: _____

Address: _____

Signature of Volunteer: _____ Date: _____

Background and Mission Statement

About GSBDC: Girl Scouts of Black Diamond Council (GSBDC) serves nearly 10,000 girls and adults each year in 61 counties from West Virginia, Ohio, Virginia, and Maryland.

The Girl Scouting movement began in the United States in March 1912 when Juliette Gordon Low started the first troop in Savannah, Georgia. Inspired by her friendship with Lord Baden Powell, founder of the Boy Scouts in the United Kingdom, Low wanted to provide a similar opportunity for the girls in America. Although her first troop only had 18 members, the Girl Scout movement has since grown to include over 4 million girls in the United States alone.

Girl Scouts is, as it always has been, the organization best positioned to offer girls the tools they need to be successful leaders now and throughout their lives. The Movement is using its expertise and input from girls to create a completely new approach for what girls do in Girl Scouting, how they do it, and how they will benefit.

The new [Girl Scout Leadership Experience identifies](#) three "keys" to leadership - Discover: Girls understand themselves and their values and use their knowledge and skills to explore the world. Connect: Girls care about, inspire, and team up with others locally and globally. Take Action: Girls act to make the world a better place. All experiences in Girl Scouting incorporate the Discover, Connect, and Take Action keys to leadership. When Discover, Connect, and Take Action activities are girl-led—and involve learning by doing and cooperative learning—girls achieve the desired and expected short-term leadership outcomes, ultimately resulting in Girl Scouting achieving its mission.

Mission Statement: To build girls of courage, confidence, and character who make the world a better place.

Welcome to the Service Unit Team!

We want to thank you for taking on this recruiter position for the Girl Scouts of Black Diamond Council; these are exciting times for Girl Scouting. The expertise, interests, skills, and life experiences of our volunteers are essential to shaping fun and enriching leadership experiences for girls and inspiring them to reach their personal best.

As a recruiter, you are a key player who will bring the Girl Scout experience to life for girls and adults in your area, and are critical to the organization's success. Your commitment and passion to the Girl Scout Movement are indispensable. We value and celebrate your dedication, and THANK YOU for joining us as we embark on a new membership year.

Why do we recruit?

Why do we recruit? Juliette "Daisy" Gordon Low assembled 18 girls from Savannah, Georgia, on March 12, 1912, for a local Girl Scout meeting. She believed that all girls should be given the opportunity to develop physically, mentally, and spiritually.

With the goal of bringing girls out of isolated home environments and into community service and the open air, Girl Scouts hiked, played basketball, went on camping trips, learned how to tell time by the stars and studied first aid. Within a few years, Daisy's dream for a girl-centered organization was realized.

Today, Girl Scouts of the USA has a membership of over 2.5 million girls and adults, a significant growth from its modest beginnings more than a century ago. In fact, more than 59 million women in the U.S. today are Girl Scout alumnae.

Our alumnae were recruited or invited to join by a friend, by a neighbor, through a poster or flyer in their school or church. Most of them getting their introduction and invitation (just like what you're planning in your community). This is where it all begins for any girl or adult in Girl Scouting. It's how we let people know we're here, how to join, and what we're all about. There are many people involved in the recruitment process. The 2019–20 Membership Campaign is designed to be a comprehensive, engaging campaign for both girls and adults.

What does this mean? It means that as a recruiter you will be implementing multiple methods of recruitment and promotion, as well as talking about and sharing your Girl Scout experiences. Because each Service Unit is unique in its needs, the roles of each specific person may be different. Work with your Membership Delivery Manager and Service Unit Team to establish what role each person will play in recruiting.

How we will recruit:

Get the word out to the local community about Girl Scouting and what we stand for. Be sure to share your experience and how it affects our girls.

Hold recruitment events/sign up nights to encourage adults to become Girl Scout Leaders/Co-Leaders and place girls in existing and new troops.

Help volunteers and girls get integrated into their new troop; help volunteers get their new troop up and running.

Visit the Black Diamond website for numerous ideas, tools and resources to make this the best Girl Scout year ever!

Know about the Benefits of Being a Girl Scout Volunteer:

- Opportunity to work with girls
- Chance to make memories with your daughter
- Opportunity for personal growth and development to enhance marketable skills
- Chance to lead in their community
- Sense of contribution and accomplishment
- Chance to be a positive adult role model
- Share knowledge and skills

Most importantly, no matter where or how they participate, girls get the guidance they need from adult volunteers to develop their leadership skills and understand how those skills can be used to make a difference in the world.

Tips on “Getting the Word Out”:

- Place posters on local bulletin boards.
- Place ads in local newspapers and community newsletters.

- Ask places of worship to announce your events. Learn the creed or mission of the group you are appealing to, and work it into your presentation.
- Ask organizations such as the PTA/O to put your information in their newsletters.
- Enlist the help of someone who belongs to the group or organization in which you are appealing to for help (i.e. teachers, pastors, and secretaries).
- Set up a Girl Scout information booth at the school registration days, PTA meetings, and school open house(s).
- Place an announcement in the school newspaper, webpage, school's marquee or school e-newsletter.
- Distribute recruitment fliers.
- Visit classrooms or at lunchtime and talk to girls about Girl Scouting.

Have a Plan!

Consider what you would like to have happen in your community. Plan to have 5–7 different means/ways of recruitment. Using different methods will ensure that you will reach your goal. You already know that everyone learns and retains knowledge in different ways. A person needs to hear and see something seven times to remember it. If they can be engaged with the item, they remember it even more! Talk to adults and girls who would not normally look at a flier or even know about Girl Scouting; share a story about your own experience or your daughter's as a Girl Scout.

Marketing Strategy

Promotion should be in the back of your mind from the time you call to schedule your event to day it happens. When talking with a school administrator, find out the best way to promote within that school environment. If only one suggestion is made, don't forget that promotion should be comprehensive (involve a variety of methods).

Here are a few promotional tips for marketing in schools:

- Utilize electronic media—school website, school e-newsletter. If the school administrator does not volunteer this is an option, ask if it is feasible to utilize the school webpage/newsletters.
- Distribute fliers a week prior to the event or when talking to girls at the school.
- Visit classrooms or lunchtime and talk with girls two-five days prior to the recruitment event.
- Utilize resources that already exist in the school—other Girl Scout troops. Girls and adults already involved in Girl Scouting. They are your best resource for promoting Girl Scouting. Have girls wear uniforms to school the day of the recruitment event. Invite a troop to attend the event to teach a song or game. Invite experienced leaders to talk to parents and potential volunteers.

Marketing Materials

Hosting a Girl Scout recruitment event is a great way to help new girls and families join the fun, and we have the tools you need to make your event a success. Whether you're opening a service unit event up to new girls, increasing visibility at a school or community event, or hosting a Girl Scout Information Meeting we've got the materials you need for a successful event.

You can now place orders for our Girl Scout Marketing Kits. These kits are specially designed with the event you are holding in mind.

Available kits:

- Open House Kit
- Girl Scout Sign-Up Kit
- School/Community Fair Kit
- Kindergarten Round-Up Kit

To place an order for a Recruitment Kit, please visit <http://bit.ly/GSRecruitmentKits> and simply fill out the form.

We request kit orders be placed at least two weeks in advance of your event.

Tips If Distributing Fliers through Schools:

Contact the Superintendent 2-3 weeks before event for approval (if needed) to disseminate fliers

Contact your school(s) about flier sorting and delivery—some schools prefer grouping fliers in sets of 10-12

Be sure to provide extra fliers.

Secretaries can be our best advocate. A sincere thank you or note is always appreciated.

Advertise More!

Distribute extra fliers to as many community places as possible since sometimes the fliers never make it home from school.

Possible locations of distribution may include:

- Doctor's/Pediatrician offices
- Civic Organizations/Chambers of Commerce
- Colleges/Universities/Educational Institutions
- Housing developments
- Day cares with after-school care
- Churches and religious groups
- Volunteer centers
- Libraries
- Corporations and small businesses
- Grocery stores
- Dance/Gymnastics/Cheerleading studios
- Services that deliver can also deliver brochures
- Beauty Salons and Barbershops
- Banks, Savings & Loans, Credit Unions

How Do I Recruit Girls?

A successful and growing Girl Scout community requires getting the message to girls and adults within the school. Special attention should be given to building positive relationships with school administrators and parent organizations. Be sure to consider:

School Recruitment Events

- Girls wearing uniforms to school can help recruit (as girls are attracted to the uniforms)
- Back to School Nights—may be an opportunity to distribute fliers
- Home School girls- websites, community information
- Churches and community centers are a great resource in recruiting girls

Sample Assembly (Girl Talk) Script

Opening

To begin the assembly, the rally leader takes a deep breath and says in a loud, clear, energetic voice, “Good Morning!/Good Afternoon!”

Introductions

“Hello, my name is _____, and I’m a Girl Scout.” At this point, any helpers also introduce themselves as Girl Scouts.

“Today we’re here to talk to you about becoming a Girl Scout. But first, we’d like to find out some things about you.” Raise your hands and cheer if you like to... (use appropriate activities based upon grade level of the girls—i.e. play games, go on field trips, talk with your friends, make crafts, sleepovers, swimming, animals, etc.)

“All of these activities and many others are possible in Girl Scouts.

Possible ideas to touch on:

- Different pathways
- Provide girl testimonials
- Show interesting items (old school uniform, patches, etc.)
- Talk about the types of experiences they will have
- Show crafts

“Best of all, any girl can be a Girl Scout! It doesn’t take a lot of money or a lot of time, but it can be a lot of fun! How many of you would like to be a Girl Scout?”

Meeting Announcement

“Terrific! We are having a very special meeting for your parents on” or “Terrific! We are having a very special program after school, just for girls on: Day-Date-Time-Location.”

“Today all of you will receive a flier.” Hold up the flier and walk in front of the first row. “This flier explains all the details of our meeting/program. It is very important that your parent come to this meeting/or sign this form. Be sure to confirm the details by having the girls repeat them back to you.

Conclusion

“Please make sure your parents see the flier and read it. Thanks for coming today, and have a great time in Girl Scouting!” Each helper takes a stack of fliers and gives these to the girls in rows or at the exit door. Girls should be encouraged to pass out fliers and stickers.

Implementation of an Event

The time has come for the recruitment event! You have promoted it, you have talked to adults and girls, you have passed out fliers, hung posters, enlisted other Girl Scouts... It's show time! As you prepare for the event, consider the following:

- What do you want meeting participants to know as they leave the event?
- What action do you want participants to take while at the event?
- What will inspire them to say "yes" to enrolling their girls and "yes" to volunteering?
- How do you want participants to feel during the event? How are you going to make that feeling happen?

As you can see, it is not enough just to implement the event. There is some thought and preparation that goes into a successful recruitment event. Be sure that you have a well thought out agenda and know how each aspect will be executed. Consider questions that might be asked and prepare some answers in advance.

Arrive early to set it all up long before the first person arrives. This allows you to give your full attention to everyone who walks through the door and sends a message to them that you are ready, willing to listen, and that you are glad they are there!

Tips for During an Event

- Clearly mark directions to the room both inside and outside of the building. Have girls/adults available to direct people.
- Check room set up, temperature, chairs and tables, and have name tags available.
- Be well organized—double check assignments with your helpers, post an agenda and stick to it.
- Have tables well labeled for each group—you may find it helpful to divide attendees by school, grade level, or other appropriate group.
- Have materials ready and in place—handouts, pens, forms, etc. Place membership registration forms and other handouts on tables or chairs.
- Check technical equipment if used for presentation (TV, DVD, laptop, microphone, etc.).
- Create an inviting and festive environment. Provide an engaging atmosphere so parents can listen and ask questions.
- Introduce team members and other volunteers and/or council staff who are present. Explain what will happen and how long it will last (should be about 30 minutes to an hour).
- Remember, the first four minutes of any presentation are the most important ones. First impressions are formed about you and about Girl Scouting the moment the parent or guardian and girl walk in the door—you ARE Girl Scouting to these potential members.
- Utilize the talking points and appendices provided in this packet
- Be short and to the point; share why you think Girl Scouts is a great organization and what opportunities are available for girls.
- Provide a fun activity for girls to do separate from the presentation area.

Sample Sign-Up Event Presentation

Recruitment Presentation Script

Good Evening!

My name is _____. Thank you for inviting me here to talk with you about Girl Scouts! I hope to make sure that you have all of the information you need and have answered your questions within the next half hour while your girls have a sample GS meeting run by some older GS. Girl Scouting is not for everyone, if at the end you don't feel like the program will work for your family please just let me know. Otherwise I will need 5-10 minutes more of your time to do some paperwork. Does that sound ok? Good.

For over 100 years, the GS mission is to build girls of courage, confidence and character that make the world a better place. Before I speak more on this I would like to ask you what brought you here today to explore GS for your girl. Are there any issues in your town or with the children that you hope GS will solve? Are there certain opportunities that you hope to achieve for your girls? What past experience with GS have any of you had? Do you think this has helped you in your life? (Allow for audience to speak, try not to fill silence gaps, keep asking questions and encourage conversation)

All of these things are important and Girl Scouts will benefit your girls in many ways that will help them right through adulthood by: (mention 3 benefits, not features that you feel strongly about or that reflect the concerns or wishes of adults present) i.e.:

- Building self-esteem and leadership qualities, finding their voice in a safe sisterhood environment
- Engaging in community service and stepping outside of their immediate life bubble
- Having opportunities to unplug and experience exciting outdoor opportunities while making lifelong friendships

Adult benefits of becoming involved are equally as appealing!

You have an opportunity to volunteer in your community and not only make a difference in your girl's life but in the lives of a group of girls

- Build friendships with the many volunteers in your town who meet regularly for social, thought provoking get-togethers
- Build your own resume with a recognized brand and add fun and adventure to your life!

Girl Scouts is affordable for everyone. Membership is \$25 and there is financial aid available for this. The real cost is the time you are willing to put into the program in order to reap all of the great benefits! How much time might you be willing to give a month?

Most troops meet every other week for one hour and are led by a team of 2-3 adults who share the troop meeting responsibilities. A huge benefit to being a part of this leader team is having the ability to pick when/where and how often the troop meets. The other adults in the troop take on roles that most appeal to them like treasurer or cookie chair. Are there any questions?

I would now like to allow you to volunteer so we can get the troops started!

Pass out the “please sign up to help!” sheet on a clipboard to each age level group and ask one adult to fill it out. Step back and allow them to figure this out but be nearby to answer questions that may come up.

Helpful if you have info to give each person on how to register on line.

To those that volunteer for leadership-have info on upcoming orientation sessions, if possible, and make sure they are registered.

Thank all for coming—make sure they all leave with info, program guide, your contact information, sign up online directions, etc.

Sample Girl Activities

S’more Mix Snack

Mix together Golden Grahams cereal, chocolate chips, and small marshmallows. Before event, add mix to snack size baggies for easy distribution.

Girl Scout Law coloring booklet

<https://makingfriends.com/girl-scout-law-coloring-book/>

Paper Dolls

<https://makingfriends.com/superhero-paper-dolls/>

Flower bookmark

<https://activitiesforkids.com/fun-foam-flower-bookmark/>

Flower Pencil toppers

<https://activitiesforkids.com/flower-pencil-topper/>

How Do I Recruit Adult Volunteers?

The largest, single reason people volunteer is because someone ASKS them. For over 100 years, Girl Scouting has been successful in attracting thousands of volunteers to help provide programs for girls and young women. Adult leadership needs to exist in order for the Girl Scout Leadership Experience to be delivered to girls. Setting up a solid foundation for successful troops and girl recruitment requires adults to be in place before the first girl is recruited.

What Adults NEED to Know

Remember that most—if not all—of the adults who come to a recruitment event have very little (or no) understanding of what Girl Scouts really is. It is even likely that they will THINK they know things about Girl Scouts that are actually incorrect. In addition to providing information, you’ll need to counter the misinformation that they came in with.

The True Benefits of Girl Scouting

Help volunteers understand that Girl Scouts is more than just a social club; it's a path that can help girls make good choices for their lives and succeed in the future.

Girl Scouts is a Volunteer-Run Organization

Some individuals may assume that Girl Scout Leaders are all paid staff. It's important to clarify that there are no Girl Scout troops without volunteers to lead them.

We Are a Values-Based Organization

The Girl Scout Promise, Law, Mission, and Program Outcomes all provide the foundation for the Girl Scout Leadership Experience. If possible, provide individuals with handouts of this information to take home with them.

We Serve Girls Grades K-12

Provide a quick run-down of the Girl Scout grade levels. Also, let them know that girls of all ages are "real" Girl Scouts, since some will assume that younger girls are not.

General Information on GS Troop Leadership

Discuss how new troops are formed. Share with them that there is training and an approval and background check process for volunteering—they will be trained for their role and asked to complete a criminal background for the girl safety. Also important is to get parents in the right mind-set by letting them know up front that every parent will need to help the troop provide Girl Scouting to their girls.

Cost

In addition to the \$25 per year national dues, explain how troop dues are decided and additional program fees that may arise. Three other things you'll want to let them know relating to cost:

It can be useful to point out that the \$25 per year cost is possible because we are a volunteer-run organization. So, rather than spending hundreds of dollars to pay staff, instead they'll be asked to give their time supporting and helping with the troop.

One of the benefits of the GS Cookie program is so that girls can earn money to pay for their own activities. This reduces the cost of participating for the families and puts all the girls on an even footing no matter what their parent's financial situation. It also teaches the girls five skills of Goal Setting, Decision Making, Money Skills, People Skills and Business Ethics.

This is also a great time to let them know that Financial Assistance is offered.

Girl Scouting is about Role Modeling

Unlike programs where parents just pick-up or drop off, in Girl Scouts we want the families to participate; to support the troop in providing a wonderful program for their daughters, share in activities, spend quality time, and build memories together.

Inspiring to Lead

Is this the day you decide to make a difference in the lives of young girls?

With the guidance of passionate volunteers, girls are standing up, standing out, and standing tall in every aspect of their lives.

Everyone has something to offer, whether it's leading a troop or parent support.

The common denominator for girls who are successful in Girl Scouts is that they have positive adult role models who share their unique talents to help girls become the kind of leaders they want to be.

Volunteers are empowered to connect with girls, do quality activities with their daughters and influence the development of the Girl Scouts they interact with.

Talk to the adults about becoming volunteers and make a deliberate ask, "Would you like to be a Girl Scout volunteer?"

- Making a difference in girls' lives
- Sharing their knowledge, experience, and skills
- Contributing to their community

- Impacting the community for the better
- Discovering outlets for creative expression
- Enjoying opportunities for recreation & fun
- Serving as a role model to girls
- Making New Friends
- Turning belief into action
- Gaining marketable skills and experience for careers
- Growing on a personal level
- Feeling needed
- Getting the satisfaction of serving and helping others

Battling Excuses

I'll think about it.

Of course! If I don't hear from you by ___ (2-3 days), I will call you to see if I can answer any questions.

Here's a volunteer registration form, in case you do decide to help with your daughter's troop. However, we don't want the girls to wait too long. They are excited and we want the troop to get started as soon as possible.

Talk to your daughter's friends' moms, your co-workers, neighbors, women at church, etc. See if any of them would like to be your co-leader.

If you have questions, that's what I'm here for. Don't be afraid to ask.

I am just not creative.

You don't have to be! We provide training and have sample meetings to get you started. Plus, I'm sure your co-leaders will be able to help come up with ideas.

We have a wonderful digital resource called the Volunteer Toolkit! The online toolkit has meeting plans for all the badges and journeys Girl Scouts offers. With the click of a button, you can have your entire meeting

planned, right down to supplies and what to say to the girls! The age level books, leader guides, and journey books can also will help you plan your meetings.

Plus a big part of Girl Scouts is for the girls to be able to decide what they want to do, with your guidance of course.

If you still feel like you need ideas, we have special workshops, the internet has tons of resources, and other leaders would love to help.

Our troops are assigned to areas, called Service Units. They meet once a month to keep you up-to-date on council news, upcoming events, and more. They also have local events like father-daughter dances or celebrate GS holidays. But by getting to know the other leaders at the SU meetings, you will really feel like you have a lot of help.

I work full time.

The great thing about Girl Scouts is that it's flexible. You can meet every week or only once a month. You decide!

And meetings don't have to be after-school. They can be at night, or even on the weekends. If you meet then, you'll probably get more help from other parents anyway.

Plus, most of our troop leaders work too!

I hate camping.

Every troop gets to decide what they want to do. If you don't want to camp, you don't camp, or enlist the help of another parent in the troop who loves camping. If you like traveling, you can take trips every week.

We certainly don't have rules that say you must camp! Girl Scouts are all about providing outdoor experiences for girls, but that doesn't mean it has to be camping. There are many other ways to get girls outdoors.

I don't know anything about Girl Scouts/I was never in Girl Scouts.

You don't have to know about Girl Scouts; that's why we have training. Volunteer Essentials will teach you about the history of Girl Scouting, why we do what we do, how we do things, etc. Our new leader online training is about how to plan your troop meetings so that we make sure the girls are developing leadership skills in Girl Scouts.

There is no wrong way/right way either....every troop is different!

And honestly, you'll learn a lot as you go!

I can help, but I can't be the leader.

Would you consider being a co-leader? Maybe you and 1 or 2 other adults could divide up the jobs so it's not so much for 1 person. One could handle the paperwork, one could plan the meetings, and one could handle the cookie sale. What do you think of that?

I'm sure there are many ways the troop could use your help: planning meetings, helping with crafts, driving, maybe writing a troop newsletter.

Go ahead and complete the registration form and we'll work on just how the troop can use your extra set of hands.

That's okay! Your daughter will be so excited to have you with her at all of the meetings.

I don't have time.

The new Volunteer Toolkit has everything a leader needs—ideas, calendars, lists of supplies and so much more!

I understand; everyone is so busy these days. The good thing about being a leader is that you get to decide when Girl Scouts works for you. You get to set the day of the week and the time! I know your daughter would really enjoy having that special girl time together at Girl Scouts.

Think of it this way: Most troops only meet during the school year. Say you only meet two times per month. That's only eighteen meetings. If you have another parent that would help plan every other meeting that means you are only in charge of nine meetings. Nine Meetings: some doing badge work, one or two doing a community service project, one taking a fieldtrip, one going to a council program, one getting ready for the cookie sale, one doing a ceremony, one celebrating a GS holiday....shoot, your year is over!

Plus the Journey books are designed to be done over 6-8 meetings, and the girls will give you lots of ideas too!

How do I become a volunteer?

- Visit gsbdc.org and click Volunteer.
- Fill in your membership information and select how you'd like to volunteer.
- Become a registered Girl Scout member and pay for your membership.
- You'll receive an email with instructions on how to complete the mandatory background check.
- Once you're approved, you will be contacted by a Membership Delivery Manager to set up a new leader orientation.
- New leader trainings can be done online at www.bdgsc.org/volunteer.

Service Unit Recruitment Events and Kick-Offs

The following are just a few ideas for events that can help girls and adults understand how fun and exciting Girl Scouts can be.

Girl Scout for a Day—engage current troops to host a booth about a certain Girl Scout activity (crafts, camp, songs, games, s'mores, journeys, etc.). Distribute fliers to schools in the service unit inviting them to attend and discover the world of Girl Scouts! Have a table or time out for parents so you can inform them about becoming leaders.

Ice Cream Social—Set up photo displays of activities troops and service unit have done. Invite the community to come and see Girl Scouts in action! Allow time for them to mingle and socialize, then gather the parents for a presentation on Girl Scouts while the girls learn some songs or play a game.

She & Me Tea or He & Me Dance—Host an event for potential Girl Scouts and their “she” or “he” to come and have some fun while learning about Girl Scouts. Have some troops there to be able to talk to and mingle with the potential Girl Scouts and their parent.

Taste of Camp—Invite troops to host activities with different aspects of Girl Scout camp. Flier schools to come and learn about what Girl Scout camp is and how to do things like roll a sleeping bag, set up a tent, build and edible fire, sing camp songs, and do outdoor cooking.

Troop Recruitment Event Ideas

Host a Girl Scout Spirit Day—Ask everyone in your troop to come to school in her Girl Scout uniform. Perform a flag ceremony or community service project for the school. Ask the principal for ideas about projects girls can do.

Discover Girl Scout Camp Night—Invite the community to come and learn about Girl Scout day and resident camps. Sing camp songs, have camp snacks and have girls talk about their experiences at camp. Have camp brochures available, or the camp website open on a computer for anyone who wants to register for camp.

Girls Night Out—Great for older girls! Invite girls to bring a friend to participate in games and activities tailored to teens.

Host a Bring-a-Buddy event—Ask girls to invite non-members and a parent to a troop picnic, meeting, or party.

Host an event for girls entering kindergarten—Advertise in the school's kindergarten information packets and get the girls and their parents thinking about Girl Scouts now.

Hold an open house at any Girl Scout property.

DIY Spa Day—nails, hair braiding, etc.

Girl Scout Level Recruitment Events

Daisy Events

Daisy Low Storyteller—Tell the Juliette Low story, perhaps in costume character.

Giant Show & Tell—Daisy scrapbooks and crafts, with Daisy girls in their tunics/vests.

Teddy Bear Tea—Have girls bring their Teddy Bear and have a Tea Party! Teach simple first aid using the Teddy Bear as a “patient,” teach songs, make a hat for the animal, etc. Parents meet separately and learn about Girl Scouts and leadership.

Brownie Events

Try it & Take it—Sample a badge activity with items to take home. If the girls earn a badge, give them a certificate stating that if they join Girl Scouts they could then purchase the badge and wear it on their uniform.

Juliette Low Birthday Party—Provide cupcakes and party games for all in a school multipurpose room. Hand out information on how to get into Girl Scouting.

Make New Friends Event—Teach girls a song and make multi-cultural wooden friendship doll sticks

Brownie Dessert or Ice-Cream Social—Serve a variety of brownies/ice cream and present information on Girl Scouts.

Junior Events

Tent Talk—A variety of tents set up with Junior, Cadette, Senior, and/or Ambassador Girl Scouts sharing stories, songs and showing badges.

“Girl Only” clubhouse—Use big appliance boxes to build a clubhouse with photo displays, posters, etc. inside.

Act Locally—Set an entry fee of cans, cake mix, pet food, baby food, books, toys, and use the event as a service project. You can even have people help sort and pack up. Give out Girl Scout Information to participants.

Follow Up & Placement

Online Girl registration Steps

Set these instructions out at your recruitment table to help parents register their daughters on the spot!

Girl Registration Steps*

1. Parents: use your personal smart phone/device and go to bdgsc.org/join.
2. Next, click on Join—Become a G.I.R.L.
3. Complete your information and click next.
4. Know the number of the troop you'd like to join? Enter the number in the Troop/Group # box and click Search. Select the correct troop from the search results and click next.
5. Unsure of the troop number? Type in your zip code to search for troops near you. If you can't find the right troop, click Unsure and type in the text box any information you think GSBDC staff should know (the troop number you are looking for, the troop leader's name, etc.). A staff member will be in touch with you to help find the perfect troop!
6. Select the correct troop and click next.
7. Complete the additional membership information, accept the Girl Scout Promise/Law, and choose the payment option, then click Submit.
8. Complete payment information and click Process Charges.
9. Complete Race, Ethnicity, and Number of Years in Scouting information and click Submit.
10. Registration is complete!
11. *Contact your GSBDC Membership Delivery Manager for troop numbers.