

~ A ~

Accident-Injury Report

An online submittable or paper (pdf) form that is used to report any accident or injury occurring at a Girl Scout event, activity, meeting, campout, field trip, etc.

Additional Insurance

Beyond the Basic Insurance Plan that covers registered members for approved, supervised Girl Scout activities lasting two consecutive nights or less, additional insurance can be purchased to cover non-member participants, events that last longer than three days, illness, and out-of-state and international travel. Consult the **Safety-Wise** chapter of the *Volunteer Essentials* for more information.

Adult Background Check

To become an approved volunteer, adults are required to undergo an electronic background check.

Adult-to-Girl Ratio

The minimum number of adults needed to supervise a specific number of girls. The purpose of these ratios is to ensure safety & health of girls. Ratios must include at least 2, unrelated, approved adults (see Safety-Wise Chapter in *Volunteer Essentials* for more detail).

AED (Automated External Defibrillator)

A lightweight, portable device that delivers an electric shock through the chest to the heart. Referred to in First Aid training.

Alum Newsletter

GSUSA's monthly electronic newsletter that includes inspiring profiles of alums, career advice from woman paying it forward, and information about upcoming Girl Scout events.

Ambassador

A level in Girl Scouting. Girl Scout Ambassadors are in grades 11 and 12.

Annual Meeting

The yearly meeting a local Girl Scout council holds to elect its board of directors and conduct other business essential to Girl Scouting in the council.

Assistant Troop Leader

Sometimes referred to as the *Troop Co-Leader*. Registered and background checked individual who works alongside the troop leader to coordinate and organize meeting activities, communicates with girls, parents/guardians and families, and engage girls in their Girl Scout journey.

Awards

A category of achievements earned which include Journey Awards, Lifesaving Awards, Highest Awards, Leadership Awards, Adult Awards, and more.

~ B ~

Badges

Girls earn badges in a variety of skill areas to help them grow into well-rounded adults. Badges are official awards worn on the front of the sash or vest (tunic or vest for Daisies).

Bridging

When girls advance from one level of Girl Scouting to the next. Typically, bridging is celebrated with a ceremony that occurs during the spring/summer in preparation for the new school year. A bridging patch can be earned when a girl transitions to all levels.

Bridging Ceremony

A ceremony that celebrates the transition from one level in Girl Scouting to the next.

Bronze Award

The highest award a Girl Scout Junior (4th and 5th grade) can earn.

Bronze Cross

An award available for girls of all levels who have shown extraordinary heroism saving a life or attempting to save a life with risk to the candidate's own life.

Brownie

A level in Girl Scouting. Girl Scout Brownies are in grades 2 and 3.

Brownie Ring

The Brownie Ring is the planning portion of Brownie troop meetings, where decisions for the troop are made. Girls lead discussions and brainstorm ideas. A Ring Leader may be designated to lead discussions; this role should be rotated. The Brownie Ring is a good way to make major troop decisions from what badges to work on next to how to spend product program profits.

Buddy System

A safety system in which girls are paired to help and keep track of each other.

~ C ~

Cadette

A level in Girl Scouting. Girl Scout Cadettes are in grades 6 to 8.

Camp (Resident/Overnight or Day Camp)

A resident camp typically means there will be an overnight stay (over the course of a week or longer) at a Girl Scout-sponsored camp. Day camp usually means attending a camp during the day (under 12-hour period of time) at a Girl Scout-sponsored camp.

Camporee

A weekend camping event usually organized by a service unit to serve its members.

Case

Any inquiry by members is logged as a case in GSNorCal's membership system. A case is then handled by staff so that volunteers can get the answers they need as quickly and as accurately as possible. Members receive email notification that their case has been forwarded to the staff subject matter expert.

Certificate of Insurance (COI)

A Certificate of Insurance (COI) is an electronic or physical document that provides proof to our vendors that GSNorCal has a valid, active insurance policy. Meeting places, e.g., school districts, community centers, etc., and booth sales locations, e.g., shopping centers, local businesses, will often ask GSNorCal for a COI to prove that the council is insured should damage occur to their properties by Girl Scouts during the course of the Girl Scout meeting or event. COIs can be requested by submitting a *Certificate of Insurance Request Form* that can be found on the council website.

Cheddar Up

An online payment and collection platform that troop leaders and service units can use to manage their Girl Scout collections.

Cisgender

A term used for people whose gender identity matches their sex assigned at birth. For example, someone who identifies as a woman and was assigned female at birth is a cisgender. The term cisgender is the opposite of the word transgender.

Closing Ceremony (sometimes referred to as a "Friendship Circle")

A ceremony held at the end of Girl Scout troop meetings or gatherings. Girls gather in a friendship circle and sing "Taps" or "Make New Friends" and then end the meeting circle with a friendship squeeze.

Community-Based Programs

GSNorCal's community-based programs help fill gaps in the educational, developmental, and social needs of almost 3,000 low-income, high-need girls each year. Our signature programs include:

- Girl Scouts Discover Together, our award-winning STEM and environmental science enrichment series
- Got Choices, serving girls who are involved or are at risk of becoming involved with the juvenile justice system
- Daughters of Farm Workers, a leadership and skill-building program for girls from marginalized farmworker communities

Community-Based Program Manager (CBP)

GSNorCal staff member who manages troops at local community centers and afterschool programs for girls who might otherwise not be able to participate in Girl Scouts.

Community Partner

Community members and/or groups who share a common goal and work together to improve the community in specific ways. By having community partners, Girl Scouts can have a greater reach in the community with a more sustainable program.

Community Partner Award

A service unit award recognizing individuals or groups within the community who have had a positive impact on the service unit by volunteering, providing donations, or providing other outstanding support to Girl Scouts.

Community Service

A way for Girl Scouts to give back to the community by providing services that fulfill the Girl Scout Mission of making the world a better place.

Community Service Bar

Earned by Cadette, Senior, and Ambassador girls who make a difference in the community while practicing Girl Scout values. Details are available in *The Girl's Guide to Girl Scouting*.

Cookie Entrepreneur Family Pin

All girls who participate in the Girl Scout Cookie Program are eligible to earn the annual Cookie Entrepreneur Family Pin, which they earn by developing essential business skills. This pin is available to all grade levels.

Cookie Program

Part of GSNorCal's Product Program, the Cookie Program is the largest girl-led financial literacy program in the country. Girls learn 21st entrepreneurial skills like goal setting, decision making, people skills, money management, and business ethics all while earning money to fund their Girl Scout adventures.

Council

Our council is Girl Scouts of Northern California (GSNorCal). We are chartered by Girl Scouts of the USA (GSUSA) to organize and deliver Girl Scout Program in our geographic area. Council membership includes all girls and adults the council has registered and its corporate body, nominating committee, and board members, committees and task groups, as well as its employed staff. Currently, there are 112 Girl Scout councils in the USA.

Council Board of Directors

A board elected by members of the local Girl Scout council and, between annual meetings, empowered to act for it within the framework of the council's bylaws. Board members represent many aspects of the community as well as of Girl Scouting.

Counselor-in-Training (CIT)

This award is earned by Girl Scout Seniors and Ambassadors experienced campers by combining their love for the outdoors with their leadership skills and goals.

Court of Awards

A ceremony where girls receive awards for their achievements.

Culture Code

A statement that recognizes GSNorCal's mission to be a part of a movement that builds equity, inclusion, diversity, and belonging for all.

**Daisy**

A level in Girl Scouting. Daisy Girl Scouts are in kindergarten-grade 1.

Daisy Circle

The planning portion of Daisy troop meetings, where decisions for the troop are made. In the circle. Girls learn communication and decision-making skills by participating in a large group discussion. The Daisy Circle can begin or end a meeting and is recommended to only last 5-15 minutes.

Day Camp

Programs conducted within a twelve-hour period over three or more days, occasionally including an overnight stay.

Delegates-at-Large

A Girl Scout member, 14 years of age or older, elected to a voting position in the council. Delegates serve as the primary communication link between girl and adult members and GSNorCal's Board of Directors. They provide input to the Board on our Council's strategy and elect the Council Board of Directors.

Destinations

Girl Scout activities/events/trips that individual girls aged 14-17 can opt to participate in to broaden their perspectives. Destinations can take place nationally or internationally.

Digital Cookie™

An electronic platform that allows girl entrepreneurs to customize the way they learn and earn during the Girl Scout Cookie Program, using technology in new and engaging ways, all while earning cookie badges along the way.

Disbanding/Disbandment

The process that is followed when troops will not continue the following year. Troops disband for different reasons, most often when the girls age out of Girl Scouts, or when a leader can no longer lead the troop and no other leader has been identified. When a troop disbands, GSNorCal will work with parents/guardians to place girls in other troops if they would like to remain in Girl Scouts.

Discoveree

A fun learning event for adult volunteers held in early February every year.

Diversity and Inclusion

These are core values of Girl Scouts since its founding in 1912. GSNorCal and GSUSA are committed to assuring equal opportunity for all volunteers, valuing diversity regarding race, color, creed, ethnicity, religion, age, disability, sexual orientation, gender identity or expression, national origin, ancestry, veteran status, citizenship, pregnancy, childbirth or other related medical condition, marital status, political persuasion, or any other classification protected by federal, state, or local laws, or ordinances.



Early Bird Registration

Spring registration of currently registered girls and adults for the following membership year.

eBuddle

The program used by volunteers and parents during the Girl Scout Cookie Program.

EGSE (Essential Girl Scout Experience)

A roadmap to help troops reach the goal of great outcomes for girls. This roadmap focuses on the basic Girl Scout concepts of **Sisterhood**, **Supportive Adults**, and **Special Experiences**, along with **Troop Fundamentals** and **Camp Fundamentals** to help troop leaders lead a rich experience with their troops.

Emergency Medical Services (EMS)

Also known as *ambulance services* or *paramedic services*, Emergency Medical Services. EMS provide urgent pre-hospital treatment and stabilization for serious injuries and transport to medical care. Referred to in GSNorCal first aid training.

Emergency Medical Technician (EMT)

The most common type of providers in EMS. Referred to in GSNorCal's first aid training.

Essential Life Skills

Five skills every girl learns by participating in the Girl Scout Cookie Program:

- 1) Goal Setting
- 2) Decision Making
- 3) Money Management
- 4) People Skills, and
- 5) Business Ethics

Events Calendar

Formerly called the Activity Finder, the *Events Calendar* can be found on the GSNorCal website. It is the easy way to find fun Girl Scout events to help troop leaders plan their troop year. Troop leaders can choose between list, calendar, and day views, and filter activities by grade, location, price, audience, program theme, length of program, location, and more.

Extended Troop Travel

A trip lasting three nights or more that requires GSNorCal approval, additional insurance coverage arranged through GSNorCal, and an updated Health History Form with health examination.

~ F ~

Faith-Based Awards

Girls can learn what their faith and Girl Scouting have in common through earning faith-based awards including the My Promise, My Faith pin and Religious Recognitions. Girls can earn the My Promise, My Faith pin once a year, every year they are in Girl Scouts. Details can be found in *The Girl's Guide to Girl Scouting* for the five steps to earn the pin.

Fall Festival

A fun learning weekend event for adult volunteers held in October every year.

Fall Take Action Program

An important Community Service piece of the Essential Girl Scout Experience. Taking part in the program gives girls the opportunity and equity to give back to their community while funding their dreams of making a difference.

Family of the Year Award

A service unit award recognizing families who have contributed outstanding service to troops and/or service unit in supporting their troop, camp, special events, product programs, etc.

Family Camp

Families of all shapes and sizes can explore camp in an open-house format while trained, experienced camp staff offer swimming, high ropes course programming, singing around the campfire, and more.

Five Outcomes

Validated measures closely connected to the Girl Scout Mission and program activities. When girls participate in Girl Scouts, they benefit in five important ways:

- A strong sense of self,
- Positive values,
- Challenge seeking,
- Healthy relationships, and
- Community problem solving.

Flag Ceremony

Honors the American flag as a symbol of our country and all the hopes, dreams, and people it represents. Learning to perform a flag ceremony is a great troop meeting activity and gives girls a chance to learn the history of the American flag and all of the rules surrounding it.

Fly-up Ceremony

The event at which a Girl Scout Brownie receives her Brownie Wings and becomes a Girl Scout Junior.

Forms Index

Located on the GSNorCal website in the Forms section and organized by category and topic, the Forms Index displays forms and resources available to volunteers and staff members.

Founders Day

October 31 marks the birthday of the founder of Girls Scouts of the USA, Juliette Gordon Low, in Savannah, Georgia in 1860.

Four Pillars

Four areas that form the foundation of the Girl Scout Leadership Experience (GSLE). Girls will gain important skills: **STEM** (science, technology, engineering & math), **Outdoor**, **Life Skills**, and **Entrepreneurship**.

Friendship Circle

A circle formed by Girl Scouts standing and clasping hands. The circle represents the unbroken chain of friendship and is usually used as a closing ceremony at meetings and events.

Friendship Squeeze

A hand squeeze that travels around a friendship circle from one person to another after someone starts it.



G.I.R.L.

Referred to in the Girl Scout program, acronym for **Go-Getters** who strive for what they want to accomplish, **Innovators** who think outside the box, **Risk-Takers** who aren't afraid to try new things or to fail, and **Leaders** who are confident, responsible, and committed to changing the world.

Gender Queer

A term used for a person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.

Girl Guide

The term used to identify girls and adults who are members of the Girl Guiding Movement in many countries. Girl Guides and Girl Scouts are part of the World Association of Girl Guides and Girl Scouts (WAGGGS).

Girl-Led

Girl Scouts incorporates girl leadership into virtually every component of our program. We encourage girls to take ownership of projects, meetings, and planning opportunities. Girls partner with adults to facilitate meetings and other Girl Scout programs. As girls get older, the level of responsibility and leadership opportunities increase.

Girl Scout

A member of Girl Scouts of the USA or another country's national Girl Scout organization.

Girl Scout Adult

An adult member of the Girl Scouts who is at least 18 or older or has completed high school.

Girl Scout Birthday

The official birthday of Girl Scouting is March 12. It is celebrated during Girl Scout Week and marks the first meeting of a Girl Scout troop held in Savannah, Georgia, in 1912.

Girl Scout Gold Award

The highest award in Girl Scouting. Earned by girls aged 14-17, this award recognizes the leadership, efforts, and impact girls have had on their communities.

Girl Scout Handshake

A formal way of greeting other Girl Scouts and Girl Guides. You shake hands with the left hand and give the Girl Scout sign with your right hand.

Girl Scout Law

Along with the Girl Scout Promise, the Girl Scout Law is the credo of Girl Scouting. A girl lives the 10 parts of the Girl Scout Law to fulfill the Girl Scout Promise.

*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 so,
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.*

Girl Scout Leader/Volunteer/Advisor (See also Troop Leader)

A registered and trained adult with an approved electronic background check on file with GSNorCal who meets regularly with girls to help them achieve the purposes of Girl Scouting.

Girl Scout Leader Appreciation Day

A day of appreciation for Girl Scout leaders and adult volunteers in Girl Scouting celebrated every year on April 22.

Girl Scout Leadership Experience (GSLE)

These are the 3 keys to girl leadership:

- **Discover** where girls find out who they are, what they care about, and what their talents are,
- **Connect** where girls collaborate with others to make the world a better place, and
- **Take Action** where girls do something to improve their world.

Girl Scout Membership Year

A term of membership that begins October 1 and ends September 30 of each year.

Girl Scout Mission Statement

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

Girl Scout Motto

“Be Prepared”

Girl Scout Playbook

An electronic troop guide ideal for new troop leaders. Provides tips for planning a successful troop year.

Girl Scout Program Levels

Program levels are divided by grade level. The levels are:

- Daisy (K-1st grade),
- Brownie (2nd-3rd),
- Junior (4th- 5th),
- Cadette (6th-8th),
- Senior (9th-10th),
- Ambassador (11th-12th)

Girl Scout Promise

Along with the Girl Scout Law, the Girl Scout Promise is the foundation of the Girl Scout movement; the pledge that binds members together as part of the Movement. A girl must make the Promise to become a Girl Scout member:

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.

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

Girl Scout Sign

The sign is made by raising three fingers of the right hand, which is held shoulder high. This is the official Girl Scout greeting. The three raised fingers stand for the three parts of the Promise. The sign is made when Girl Scout members recite the Girl Scout Promise and Law.

Girl Scout Silver Award

The second highest award in Girl Scouting, earned by girls aged 11-14.

Girl Scout Voices Count Survey

USUSA’s annual survey to learn how girls, parents/caregivers, and troop leaders experience Girl Scouting.

Girl Scout Volunteer’s Day

A day of appreciation for adult volunteers in Girl Scouting held on April 22 every year.

Girl Scout Week

The week containing March 12, Girl Scout’s birthday. This observance is celebrated each year, starting with the Sunday on or preceding the 12th.

Girl Scouts' Own

These are girl-planned inspirational ceremonies held in the troop or at camp.

Girl's Guide to Girl Scouting

Girl program resource that includes fun activities, an all-in-one badge book, and a handbook. This resource complements the Girl Scout Journeys. There is a different guide for every Girl Scout program level.

Golden Gate Bridging

GSNorCal's annual bridging event for Junior Girl Scouts bridging to the Cadette level at the end of their 5th grade year. Girls come from across the nation to participate. The day begins with the girls walking across the Golden Gate Bridge with their troop leaders. Throughout the day, they participate in fun activities on Crissy Field, followed by the largest friendship circle ever!

"GORP"

A camp snack favorite. An acronym that stands for *Good Old Raisins and Peanuts* or *Granola, Oats, Raisins and Peanuts*, whichever you prefer.

Governance

The policy-setting system from which GSNorCal is run.

Green Angel Award

A service unit award recognizing volunteers who bring Girl Scout program to their service unit in the most creative or innovative way.

GSLE (Girl Scout Leadership Experience)

The national Girl Scout program, sometimes referred to as the Three Processes. By participating in the program activities in the Journeys and *The Girl's Guide to Girl Scouts*, girls learn leadership skills. Every activity that girls do in Girl Scouting should deliver the benefits of the GSLE. Girls **Discover**, **Connect**, and **Take Action** in a girl-led, cooperative learning, and learning by doing way so that they can become leaders who can make the world a better place.

GSUSA: Girl Scouts of the United States of America

The name of our national organization. The national headquarters is located in New York City.



Health History Form

An updated record of a girl's past and present health status that includes allergies, chronic illnesses, injuries, etc., which her parent/guardian completes for Girl Scouts. Adults who volunteer with girls may also be required to provide a health history form, especially those who will be travelling with girls on overnight or extended trips.

Heritage Committee

Volunteer committee responsible for keeping Girl Scout history alive by creating wonderful exhibits at museums, in some council office locations, and at its stand-alone museum at Camp

Bothin. The committee also maintains a collection of uniforms and equipment that is available to loan out for public displays and fashion shows.

High-Adventure Activities

Activities that must be approved prior to the activity by GSNorCal's Risk Management team. These activities involve a reasonable expectation of physical risk to the girls and/or a legal risk to the adults and/or the council. A list of these activities can be found in the Safety-Wise Chapter of the *Volunteer Essentials*.

Highest Awards

The highest awards, sometimes referred to as "Older Girl Awards", are the highest honors a Girl Scout can earn in the Girl Scout program. There are three high awards:

- Bronze, earned by Girl Scout Juniors
- Silver, earned by Girl Scout Cadettes
- Gold, earned by Girl Scouts Seniors and Ambassadors

These awards give girls a chance to take action in their community and make a difference. There are specific requirements in order to earn each award.

Honor Pin

A national award for adults recognizing outstanding service to two or more communities.

Hoppers

A camp tradition where meals served family style have a "hopper" designated for each table. The hopper collects the meal dishes before the meal and delivers it their table and "hops" from table to table during the meal to request more food if their table runs out of a dish. At the end of the meal, the hopper collects their tables' used dishes and returns them to the dish cleaning station.



Incident Report

Form used to report any non-injury incident that occurs which may result in future problems or repercussions for the people involved or for GSNorCal. Incidents might include:

- A serious argument
- A physical altercation
- A non-injury accident of any sort where police are summoned
- Possible or threatened legal proceedings
- Possible or threatened adverse report(s) to the media

Inclusion (See also Diversity and Inclusion)

The deeply held belief subscribed to by all members that all girls must be included in Girl Scout activities.

Individual Registered Member (IRM)

Also called a "Juliette", this is a term for a Girl Scout who is not a member of a traditional troop program. IRMs enjoy the same components of the Girl Scouts program, i.e., badges, journeys, etc., but they do not belong to a troop. They can participate in council events, camp, and travel.

Insignia

The umbrella term for earned age-level awards, religious and other awards, emblems, and participation patches and pins. Girls wear all insignia, except participation patches and pins, on the front of their Girl Scout uniform. Adult insignia includes the volunteer pin, level pins, position pins, numeral guards, and years of service pins.

Interest Form

Prospective girl or adult members can complete the online interest form, which will trigger staff to help them get started.

Investiture

A special ceremony in which a new member makes her Girl Scout Promise, receives her membership pin, and is formally welcomed into Girl Scouting.



Journey

A program for each level of Girl Scouting that takes the girls through a series of age-appropriate activities to help them discover, connect and take action to lead with courage, confidence and character to make the world a better place.

Journey Summit Awards

Awards earned by girls at all levels who have completed three National Leadership Journeys at their grade level. The colored border around each pin corresponds to their grade level. This is the highest award that a Girl Scout Daisy and a Girl Scout Brownie can earn.

Juliette

Also called an "IRM" or "Individual Registered Member", term for a Girl Scout who is not a member of a traditional troop program. Juliettes enjoy the same components of the Girl Scouts program, i.e., badges, journeys, etc., but they do not belong to a troop. They can participate in council events, camp, and travel.

Juliette Gordon Low

The founder of the Girl Scout Movement in the United States born in Savannah, Georgia in 1860. Her nickname was Daisy. Juliette's birthday is celebrated every year on March 12.

Junior

A level in Girl Scouting. Junior Girl Scouts grades 4 and 5.



Kaper Chart

A chart that shows the delegation of temporary jobs and rotation of responsibility with the troop or group. The chart typically rotates or can be easily so that everyone experiences each job and has the opportunity for leadership.

~ L ~

Leader Support Manager (LSM)

This is a service unit volunteer responsible for supporting and retaining existing leaders and girls. The LSM plans and facilitates ongoing service unit meetings and support for volunteers.

Leadership in Action Award (LiA)

An award for Cadette girls, LiA candidates share their organizational skills, use special talents, teach Brownies something important from their Journey, and reflect on their Girl Scout experience.

Learning Facilitator (LF)

A volunteer who represents council in facilitating Adult Learning courses and/or supporting volunteers.

Lifetime Membership

Granted to any person 18 years of age or older or a high school graduate. There are two fee structures:

- \$400 (one-time fee) for any adult 18 years of age or older who is not a former girl member, or a former girl member who is 30 years or older
- \$200 (one-time fee) for any former girl member who is 18-29 years old.

~ M ~

Medal of Honor

This award, available to girls in all Girl Scout levels, is earned by a girl who has shown presence of mind and true Girl Scout spirit saving a life or lives or attempting to save a life or lives without risk to the candidate's own life.

Membership Development Manager (MDM)

MDMs are council staff members who work with volunteer Troop Support Managers to recruit new girls and adult members into troops and support them through their first year in Girl Scouts.

Membership Year

The membership year begins on October 1 and ends on September 30.

Money-earning Activities

When a troop needs to supplement its dues and product program earnings for a special trip or event, the troop may plan a money-earning event to help with the costs. Money-earning events should be girl-led and require approval by the service unit or council.

~ N ~

National Delegate

Elected representative of GSNorCal who attends the National Council Session of the Girl Scouts of the USA. This position is responsible for determining the direction Girl Scouting will take throughout the country. Adult and girl members aged 14+ are eligible to apply for this position.

National Proficiency Badges

Badges that enable girls to explore their interests and learn new skills. Details can be found in *The Girl's Guide to Girl Scouting*.

National Program Portfolio (NPP)

Series of resources that bring Girl Scout Leadership Experience (GSLE) to life for girls. It includes *The Girl's Guide to Girl Scouting*, Journeys, and national program awards (badges and pins). These are the foundation of the Girl Scout Program.

New Leader's Guide to Success

A guidebook for new troop leaders with key information to help them get their troop started.

Non-Binary

This term represents a spectrum of gender identities that are not exclusively masculine or feminine. Non-binary identities can fall under the transgender umbrella, since many non-binary people identify with a gender that is different from their assigned sex.

~ O ~

Opening Ceremony

An official way to start a troop meeting or Girl Scout event. In the troop meeting setting, girls are invited to sit or stand in a circle and participate in an opening activity, e.g., performing a simple flag ceremony, reciting the Girl Scout Promise, singing a Girl Scout song, sharing a favorite poem, or having each girl share a part of her day. In larger Girl Scout events, the Opening Ceremony include a flag ceremony, reciting the Girl Scout Promise, and welcome information to participants.

Othering

To treat, view, or make someone feel like they do not belong.

~ P ~

Pansexual

A term used for people who are not limited in sexual choice with regard to biological sex, gender, or gender identity—a wide variety of sexual preferences.

Parent Meeting

The initial meeting every troop should have at the beginning of each school year, or when a new troop first starts. At this meeting, the troop leaders meet the parents, collect forms and payments, and decide on ways parents can be involved in the year.

Participation Catalog

Formerly called the Troop Catalog or Opportunity Catalog, the **Participation Catalog** is a great way to find Girl Scouting options that works for a girl's schedule, location, and interests. The catalog includes troop descriptions so that girls can find a troop that matches what they would like to do.

Participation Patches and Pins

Supplementary insignia received by girls for simply participating in an event or activity. Commonly called "fun patches". Girls wear participation patches and pins on the back of their Girl Scout uniform.

Pathways

The ways in which girls and adults experience Girl Scouting. The most common are Troop, Camp, and Series, but also included are Event, Travel and Virtual.

Patrols

A form of troop government in which the troop is divided into small group of girls that plan and carry out activities within the troop.

Permission Forms

There are two permission forms used most often. *The Annual Permission form* is filled out at the beginning of the school year by parents/guardians who provide permission for girls to:

- Attend and participate in short, nearby troop and council-sponsored activities that are not of a high-adventure nature,
- Participate in virtual meetings and activities,
- Participate in the Product Program,
- Have their photographs, electronic images, etc., used in Girl Scout media,
- Receive emergency medical treatment, in the event of an emergency when the parent/guardian, or their designated emergency contact cannot be located,
- Participate in council survey.

The *Activity/Event Permission form* is filled out by parents/guardians when girls will be participating in any activities or events that will take place on a different day, time, or location from their regular troop meetings.

Petals

These are earned awards by Girl Scout Daisies. Girls earn the Promise Center by showing they understand the Girl Scout Promise. Girls earn Petals by showing they understand the 10 parts of the Girl Scout Law.

Playbook

This go-to guide for planning a successful troop year pulls together key resources and best advice in one key place for new and experienced troop leaders. It can be launched from the GSNorCal website.

Policy

An established course of action that must be followed.

Product Program

Council-wide girl-led entrepreneurial program where girls participate in the Girl Scout Cookie Program and the Girl Scout Fall Take Action Program. Girls develop life skills, such as leadership, teamwork and commitment, along with business skills in marketing, project management, and budgeting.

Program Aide (PA) Award

This award, for Cadette girls, is achieved by earning a Leader in Award (LiA) badge, and assisting younger girls by sharing their skills, passion, and experience over the course of six activity sessions. Learn more in the [Program Aide Girl Workbook](#).

Program Support Manager (PSM)

This is a service unit volunteer responsible for ensuring that all service unit program activities and events deliver the Girl Scout Leadership Experience benefits.

Progression

Term used to describe an approach that enables girls to gradually grow their skills that will enrich their experiences in an age-appropriate way.

Property Rentals

Eleven camps and properties spread throughout Northern California are available for rental during the off-season (non-summer months) to GSNorCal troops, volunteers, and to the public. Information can be found at www.camp.gsnorcal.org/ rentals.



Queer

An umbrella term for sexual and gender minorities who are not heterosexual or are not cisgender.

Quiet Sign

Raising the right hand over the head to signal for attention and quiet at any Girl Scout gathering. When the hand goes up, mouths go quiet, and everyone joins in giving the quiet sign.



Rededication Ceremony

A formal ceremony at which a girl or adult, who was previously invested into Girl Scouts, renews their Girl Scout Promise.

Religious & Other Awards

Official awards earned for completing requirements set by religious/other organizations or by Girl Scouts of the USA. These awards are all worn on a similar place on the Girl Scout uniform.

Resident Camp

Also called “sleepover camp”, resident camp is an essential step in every Girl Scout’s development, building independence and leadership while making life-long friends and memories.



Safety Activity Checkpoints

Safety guidelines that provide valuable information and tips for planning specific activities. If an activity is not found in the *Safety Activity Checkpoints*, the general guidelines in the Safety-Wise chapter of the *Volunteer Essentials* should be checked to ensure that the activity is allowed and does not require approval from the GSNorCal Risk Management team.

Safety Award

For all grade levels, Safety Awards are earned by following a five-step process for being safe, tailored for each grade level. More information can be found in *The Girl’s Guide to Girl Scouting*.

Safety-Wise

This is an online training course, designed to keep girls safe and be prepared by following safety guidelines and procedures. It also signifies following the safety guidelines contained in the Safety-Wise chapter of the *Volunteer Essentials* and the *Safety Activity Checkpoints*.

Senior

A level in Girl Scouting. Senior Girl Scouts are in grades 9 and 10.

Sensitive Issues

Topics highly personal in nature or rooted in beliefs and values, e.g., child abuse, human sexuality, and religion, etc. If these issues are going to be discussed in a troop meeting, troop leaders are advised to have parents/guardians fill out a special *Sensitive Issues Permission Form* that can be found on the council website.

Service to Girl Scouting Bars

For Cadette, Senior, and Ambassador Girl Scouts who volunteer at least 20 hours for the Girl Scouts. Some volunteer ideas include volunteering to help with a special event for younger girls, be an office assistance for GSNorCal or service unit, or help with special projects.

Service Unit (SU)

A geographic subgroup within the council that includes area Girl Scout troops, girls, and their leaders. Troop Leaders within each service unit are encouraged to attend regularly scheduled service unit meetings where they obtain information and support and help plan service unit activities for area Girl Scout troops.

Service Unit Delegates

Serve as the primary communication link between our girl and adult members and Northern California's Board of Directors, provide input to the Board on our Council's strategy, and elect the Council Board of Directors. Adult and girl members age 14+ are eligible to nominate themselves for Service Unit Delegate positions.

Service Unit Finance Report

Online form prepared and submitted by Service Unit Treasurers to record their service unit's annual income and expenses. The report is due to council by September 30 each year.

Service Unit Team

A group of adult volunteers that facilitates service to girls through its volunteers in a service unit.

Silver Award

The highest award a Girl Scout Cadette (grades 6-8) can earn.

Sit-Upon

A lightweight pad or mat used when sitting on the floor or ground. This is a popular craft activity for Daisy and Brownie Girl Scout.

STEM

An acronym for **Science, Technology, Engineering** and **Mathematics**. Sometimes called "STEAM"—the "A" stands for **Arts**. GSNorCal offers STEM programming that supports girls in exploring new opportunities in these fields.

SWAPS (Special Whatcha-ma-call-its Affectionately Pinned Somewhere)

Small tokens of friendships made by Girl Scouts to exchange with Girl Scouts they meet while traveling or while attending Girl Scout events.



Thanks Badge

This is a national award for adults that recognizes outstanding service that benefits the entire council or Girl Scout Movement.

Thanks Badge II

This is a national award that recognizes outstanding service council-wide or beyond for adults having already received the Thanks Badge.

Torch Award

Award for Cadettes, Seniors, and Ambassadors who are leaders in their community. Girls must complete one Leadership Journey and serve a full term in a leadership position at her school, place of worship, library, community center, or other organization that is important to her.

Traditions

The Girl Scout culture comprised of our shared history, stories, traditions, uniforms, songs, language, values, and experiences. We express who we are as Girls Scouts through our traditions.

(The) Trailhead

GSNorCal's troop volunteer support blog that are archived on the council website.

Trip or High Adventure Approval Form

Online form submitted to GSNorCal that requests approval for a troop activity that involves a trip further than 60 miles from the troop's regular meeting place and longer than 6 hours in duration, overnight trips not hosted by a service unit, trips for 3 nights or more, and/or any event or trip of any length that includes a high-adventure as outlined in the *Volunteer Essentials* Safety-Wise chapter.

Troop

Group of 8-10 girls or more, led by volunteers (often parents, friends, or family members). Troops allow girls to work as a team to enjoy their Girl Scout experience while building friendships to last a lifetime.

Troop Cookie or Fall Product Program Manager

This volunteer helps the troop set up booth locations, manage inventory, and money.

Troop Crest

A Girl Scout tradition—a Girl Scout patch worn on the front of the Girl Scout uniform designed to help troop leaders identify girls belonging to different troops while attending activities where multiple troops are present.

Troop Finance Report (TFR)

A financial report prepared by the troop leader or troop treasurer and submitted to council. The TFR, due in May every year, accounts for incomes and expenses associated with the troop for the previous year. The TFR is prepared via the Volunteer Toolkit (VTK).

Troop Government

A governmental system that encourages girls to take a leadership role in how their troop is governed and how troop decisions are made.

Troop Helper

Assist the troop leader as a team to coordinate troop activities, e.g., field trips or driving, chaperoning cookie booths, participating in outdoor adventures, planning meeting activities, etc. Troop Helpers who volunteer with girls must be registered and undergo a background check.

Troop Leader

A registered and background checked adult who has gone through troop leader training. This individual coordinates and organizes meeting activities, communicates with girls, parents/guardians and families, and engages girls in their Girl Scout journey.

Troop Leadership Volunteer

Adult members in charge of facilitating troop operations and management tasks.

Troop Support Volunteer

Adult members who support the troop leadership volunteers and girls.

Troop Treasurer

This registered and background checked adult manages troop funds and the troop's bank account. This trustworthy and reliable volunteer works with the girls and troop leader to develop the troop budget, makes sure dues and payments are collected at meetings, manages the troop bank account, and shares the troop balance with girls and parents/guardians.

Three Processes

See Girl Scout Leadership Experience (GSLE).

Transgender

An umbrella term that describes people whose gender identity or expression does not match the sex they were assigned at birth.

Troop Camp

Troop camping is a great way for troops to start on the path of outdoor adventuring together. GSNorCal staff provide expertise to support fun camp activities that participating girls and adults sign up to participate in.

Troop Government

The various ways a troop ensures that girls lead the planning and decision-making for their Girl Scout experiences.

Troop/Group Money-Earning

An activity planned and carried out by girls to earn money for troop/group expenses.

Troop Support Manager

A service unit volunteer responsible for developing membership growth by recruiting girls and adults and assisting them in forming new troops/groups.



Unit

A small troop formed at a day camp or resident camp. Girl Scouts assigns campers to a unit based on age or interest. Also refers to a portion of a campsite designated as the living and working area for a group of campers.



Volunteer Development Manager (VDM)

VDMS are members of council staff who work with troops, service unit teams, and LSMs. Their focus is to support troop leaders and service unit leadership.

Volunteer Essentials

This online guide contains policy, procedures, and guidelines for the members of Girl Scouts of Northern California (GSNorCal). This Glossary is a part of the *Volunteer Essentials*.

Volunteer Learning Portal (VLP)

GSNorCal's online learning platform for troop leaders, troop support volunteers, service unit volunteers and GSNorCal staff to access the online learning for their role.

Volunteer Policy

Updated and approved by the GSNorCal Board of Directors annually. The Volunteer Policy shares information and expectations regarding training and learning opportunities for volunteers, Girl Scout community values, taking charge of physical and emotional safety, holding ourselves accountable, and so much more.

Volunteer Toolkit (VTK)

Comprehensive digital tool accessible via the web on home computers, smartphones, and tablets. Provides troop leaders, service unit volunteers, parents/guardians and Juliettes/individually registered members with access to Girl Scout programming, badge and award requirements, meeting plans, resources, and more.

Volunteer-In-Training (VIT)

Senior and Ambassador Girl Scouts earn this award by mentoring younger Girl Scouts outside of the camp experience. Girls' VIT project should span a three-to-six-month period. More information can be found in *The Girl's Guide to Girl Scouting*.

Volunteer Run Camp

Usually a weeklong or twilight program organized by volunteers or council staff to serve current registered girls and/or girls who are interested in joining Girl Scouts.

Volunteer View

Monthly newsletter emailed to all registered troop and service unit volunteers of the first day of each month. Volunteers can sign up to receive it on the GSNorCal website.



Welcome Troop

Starter troops that serve a specific community. New members form a troop in their community during a series of six introductory meetings for parents/guardians and girls. The Welcome Troop is a great way to get started with Girl Scouts.

Widegames

A themed event with a number of stations. Groups rotate between the stations, completing activities at each one.

World Association of Girl Guides and Girl Scouts (WAGGGS)

An association of Girl Scout and Girl Guide national organizations around the world. GSUSA is one of 146 members. The mission is to inspire girls and young women to reach their fullest potential as responsible citizens of the world.

World Centers

Five program centers owned by the World Association of Girl Guides and Girl Scouts (WAGGGS). The centers are located in Africa, India, Mexico, Switzerland, and the United Kingdom. Girl Scouts from around the world are welcome to visit the world centers and many GSNorCal Girl Scouts visit the world centers every year.

World Thinking Day

World Thinking Day, also called Thinking Day, is celebrated by Girl Guides and Girl Scouts around the world on February 22. At World Thinking Day events, girls participate in activities that help them learn about the lives of their sisters around the world.