



girl scouts
of northern california



Gold Award Packet

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Table of Contents

Gold Award Overview

The Gold Award Advantage.....	1
History of the Gold Award.....	1
Gold Award Project Essentials.....	2
Gold Award Requirements at a Glance.....	2
Projects Benefitting Girl Scouting.....	2

Accessibility and the Gold Award

Individually Registered Girl Scouts.....	3
Girl Scouts with Disabilities.....	3
Girl Scouts with Limited Technology Access.....	3

Gold Award Project Specifics – How to Earn the Gold Award

Steps to Earning the Gold Award.....	4
Gold Award Completion Example Track.....	5
Community Service vs. Take Action Projects.....	6
How to Choose a Gold Award Project.....	7
Conducting Research.....	8
Recruiting a Project Advisor.....	8
Gold Award Project Hours.....	9
Roles of Gold Award Volunteers.....	10

The Paperwork and Review Processes – Gold Award Proposals and Final Reports

The Gold Award Committee.....	11
Gold Award Proposal Submission Process.....	12
Gold Award Proposal Rubric.....	13
Potential Outcomes of the Proposal Review.....	14
Common Proposal Feedback.....	14
Enacting Your Project Plan.....	15
Submitting Your Final Report.....	15

Other Rules, Requirements, and Resources

Money and Your Gold Award Project.....	16
Travel and Your Gold Award Project.....	18
Safety, Insurance, and Your Gold Award Project.....	19
Media and Your Gold Award Project.....	20
Girl Scout Trainings.....	21
So What, Now What?.....	21

The Gold Award Advantage

Gold Award Girl Scouts don't just change the world for the better, they change it for good. The Gold Award is earned by girls in grades 9-12 who demonstrate extraordinary leadership in developing sustainable solutions to local, national, and global challenges. Since 1916, Girl Scouts have answered the call to drive lasting, impactful change. The Gold Award is the mark of the truly remarkable.

Girl Scouts should only "Go for the Gold" if it is something that they are **personally passionate** about. You should not undertake this process for your parent, troop leader, or anyone else. Earning the Gold Award takes a lot of work. A truly successful project is one you are genuinely interested in pursuing.

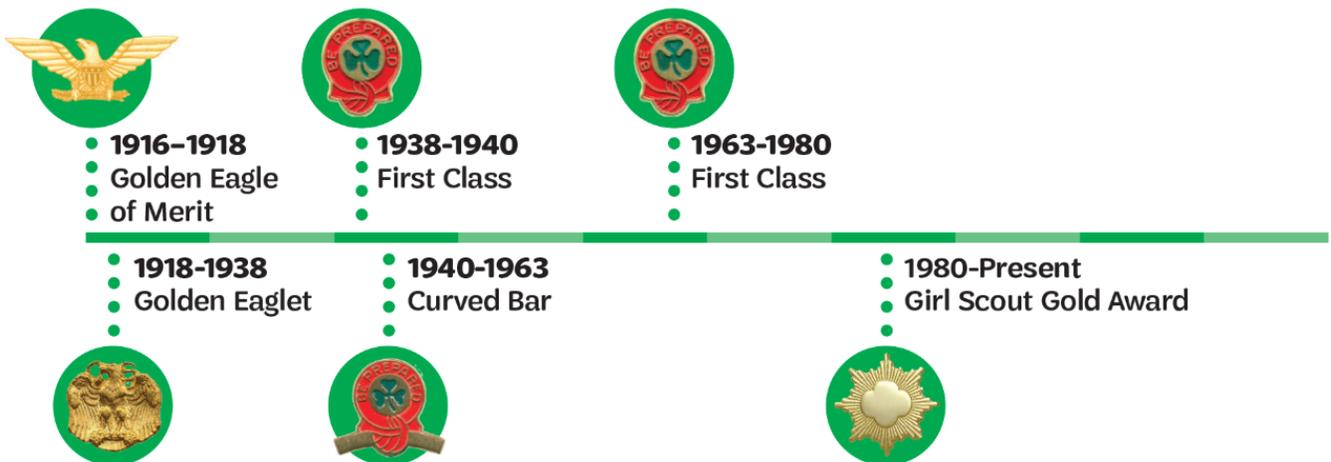
If Going for the Gold is something that excites you, there are many **benefits**. Some of these benefits include:

- Developing critical life and professional skills
- Distinguishing yourself in the college admissions process
- Earning college scholarships (<https://www.girlscouts.org/en/our-program/scholarships.html>)
- Enlisting in the military at a higher pay grade

History of the Gold Award

Girl Scouts has recognized girls who go above and beyond since 1916. Since 1980, the Gold Award has been the Highest Award in Girl Scouting. Let's take a look into the past...

- **1916-1918: The Golden Eagle of Merit** is the Highest Award in Girl Scouting. To earn it, girls had to earn fourteen proficiency badges chosen from a list of seventeen.
- **1918-1938:** The Golden Eagle of Merit is redesigned as **The Golden Eaglet**. According to the Girl Scout Collector's Guide, Juliette Low wrote that "the five requirements for winning the Golden Eaglet are character, health, handicraft, happiness and service."
- **1938-1940:** The Golden Eaglet is changed to the **First Class Award**.
- **1940-1963: The Curved Bar** becomes the Highest Award in Girl Scouting.
- **1963-1980:** The **First Class Award** makes a return.
- **1980-Present:** The Girl Scout **Gold Award** is the Highest Award in Girl Scouting.



Gold Award Project Essentials

Gold Award projects must meet the requirements that are key to taking sustainable action. Regardless of where a project takes place or the issue it tackles, it must...

- Make a **lasting difference** in the local community, region, Girl Scout Council, or beyond
- Put the **Girl Scout Promise and Law** into action
- Include provisions to ensure **sustainability**
- Identify **national and/or global links** to your selected issue
- If benefitting Girl Scouting, the project must fit the **Council's strategic goals and/or property plans** as identified by Council staff
- **Inspire** others



Gold Award Requirements at a Glance

- Before starting a Girl Scout Gold Award proposal or project, prospective candidates must meet the **prerequisites**. To be eligible to earn the Gold Award, Girl Scouts must have either:
 - Earned the **Silver Award** as a Cadette and completed **1 Senior or Ambassador Journey** (plus the Take Action project at the end), *or*
 - Completed **2 Senior or Ambassador Journeys** (plus the Take Action projects at the end)
- The Gold Award is **individually** earned by registered Senior or Ambassador Girl Scouts in grades 9-12 (or the equivalent). Only one Girl Scout may lead a given project.
 - You will earn the Gold Award individually, but will require a volunteer team to support you.
- Highest Award projects must qualify as **Take Action**—they are not community service projects, even if the community service project is very large and takes a lot of time and hard work.
- Project proposals must be approved to start by the Council Gold Award Committee **before** beginning work. Work completed before gaining approval may not be counted in the project hours. However, up to 8 hours of **research** conducted for the project prior to approval may be counted.
- Projects must take a **minimum of 80 hours** of work to complete.
 - 20% of total project hours must account for **leadership**—this is time spent recruiting/training volunteers, delegating tasks, and otherwise directing the work of others. No more than 10% of project hours may be from **money-earning** for your project.
- The **deadline** for project completion and final report submission is the **September 30th** immediately following your high school graduation or your **18th birthday**—whichever gives you more time.

Projects Benefitting Girl Scouting

GSUSA is now allowing Highest Award projects to benefit Girl Scouting under certain circumstances. In addition to meeting all of the standard requirements for the Gold Award, projects benefitting Girl Scouting must also **align with Council strategic goals and/or property plans**. Girls should **first** investigate an issue they care about (rather than a particular camp or part of Girl Scouting), and **then** determine if Girl Scouts is the most logical beneficiary of the project. This requires Council approval. To determine if your project idea meets these requirements, you will need to connect with awards@gsnorcal.org.



Keep in mind that if a project could earn any of the other awards in Girl Scouting, it will **not** qualify for a Gold Award. For example, as a Gold Award project, girls cannot run badge days or camporees, take over a volunteer-run camp, or start a troop in an area that needs it. These are great things to do, but they are considered eligible for Service to Girl Scouting or Volunteer in Training awards.

Individually Registered Girl Scouts



Individually registered Girl Scouts, such as girls who are not members of a formal Troop or who participate in Girl Scouting through our Community Based Programs (Daughters of Farmworkers, Got Choices, or Camp CEO) are also eligible to earn the Girl Scout Gold Award! There are just a few items that these Girl Scouts must remember.

A registered adult Girl Scouts volunteer must be listed as the Girl Scout's Troop Leader, and sign off on your prerequisites. This person may **not** be the girl's parent/guardian or immediate family member. A Service Unit Volunteer, Troop Helper, other local Troop Leader, or Girl Scout staff member (if no volunteers can be found) may sign off in this capacity. If this volunteer does not have firsthand knowledge of the prerequisite completion, the Girl Scout should describe what she did and when before the volunteer provides verification.

If an individually registered Girl Scout wants to conduct **additional money-earning** for her project, she must participate in the Girl Scout Product Sale of another local Troop and meet the Product Sale minimum requirement. The troop must sell 48 items on average per girl in the Troop (including the individually registered Girl Scout joining them). You should first contact your Service Unit for help finding a Troop. If they cannot find one, you can contact Council Product Sales staff by calling 800-447-4475 ext. 0. Money earned from Product Sales or additional money-earning activities must go into a **bank account** held by a Girl Scout group, Troop, or Service Unit. Before earning any money, you need to work out a contract with the group to determine how the funds earned will be earmarked and dispersed for your project.

Girl Scouts with Disabilities

The Gold Award can be earned by any Girl Scout who puts her mind to it—it is **completed to the best of a girl's ability**. It is not necessary to have a separate set of requirements for girls with disabilities, because the Gold Award process allows flexibility and the recruitment of advisors who can work with the girl based on her individual needs. We believe in the power of all girls, and strive to make accommodations for Girl Scouts to achieve their goals on a case-by-case basis.



You, your guardian, or your Troop Leader should **inform the Council** of any circumstances that may impact your ability to work on your project, or that you may need support with. If you have any formal arrangements with your school such as an Individualized Education Program (IEP), our Awards team may use that as a basis for any accommodations in your Gold Award process. If you have a method of communication that you prefer (for example, if you prefer email because you are deaf or hard-of-hearing), we can ensure your Committee Coordinator and any other Council members who may need to connect with you are aware of that. The best way to contact us about this is by emailing awards@gsnorcal.org. We are also happy to schedule a phone call or in-person meeting if additional communication is needed.

Girl Scouts with Limited Technology Access



If a Girl Scout pursuing her Gold Award has **limited access** to necessary tools or resources such as home internet or a phone, contact our Highest Awards staff by emailing awards@gsnorcal.org or calling 800-447-4475 during regular business hours. If you are unable to do either of those, please enlist the help of your Troop Leader, Service Unit volunteer, or other trusted adult to help you make the connection to our staff by contacting us on your behalf.

We can work with you to **develop a plan** and/or help you find ways to gain access to the resources you need to complete your project. What this plan looks like will depend on your particular situation. We will make sure to inform your Gold Award Committee Coordinator during the review process of your needs or any obstacles you are facing so that they are aware of the situation and can also work with you as necessary. Make sure to contact us in advance—avoid waiting until the last minute to seek support.

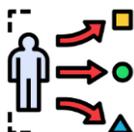


Steps to Earning the Gold Award



Complete the prerequisites and Gold Award training

If you earned the Silver Award as a Cadette, you must complete one Senior or Ambassador Journey (including the Take Action project at the end). If you did not earn the Silver Award, you must complete two Senior or Ambassador Journeys (including the Take Action projects).



Choose an issue

Use your values and skills to choose a community issue that you care about. Look into the issues that exist in your local or global community and identify the one that you actually care about! Your Gold Award project must address an issue in which you are interested.



Investigate it thoroughly

Use your sleuthing skills to learn everything you can about the issue you've identified. Talk to people involved with the issue and conduct academic research. You must examine the issue from all sides and look at all the input. What one person or a few people say is not necessarily the whole story. Document all of your research so you can include it in your proposal. Up to 8 hours of research conducted before gaining approval to start work may count towards your total project hours.



Get help and build your team

Form a team to support your efforts and help you take action. You will need a Project Advisor—an adult expert on the issue your project addresses who is not related to you and not your Troop Leader. The rest of your team may include other expert consultants and volunteers to help you carry out your work, such as friends, family, and community members.



Create a plan

Identify the root cause of your issue, then create a plan to tackle it. You can develop your Gold Award proposal in GoGold Online by answering the questions it will ask about your project. GSUSA is now allowing Gold Award projects to benefit Girl Scouting! This is where you may decide to benefit the Girl Scout community if a Girl Scout facility is the most logical beneficiary of the project. This decision should not happen before this step; you must first know the issue you want to address before deciding if it is a good fit for Girl Scouting.



Present your plan and gather feedback

Submit your Project Proposal to GSNorCal via GoGold Online for review and approval. Have your Troop Leader and other trusted adults review it first! The Gold Award Committee will read what you have written about your project and determine what follow-up questions and feedback they have for you. They will work with you to determine if your project as proposed meets all the requirements or how to get to that point. You may need to modify your plan!



Take action

Lead your team and carry out your plan. It is possible that you will run into roadblocks or need support—and that is okay! Always reach out to your Gold Award Committee Coordinator and keep them updated about what is going on with your project and what you may need.



Educate and inspire

Tell your story and share your results. You must complete your Gold Award Final Report in GoGold Online and submit it to the Council for approval by your deadline (either the September 30th immediately following your high school graduation or your 18th birthday—whichever gives you more time).

Gold Award Example Track

Not sure how to get started? This is an **example track** you can follow to get a sense for what earning the Gold Award looks like from beginning to end, and to ensure that you have enough time to complete your Gold Award. Please note that you are **not** required to begin the process in 9th grade, and in fact many girls start later than that. However, the steps should be completed in the same order as below.



9th Grade	10th Grade	11th Grade	12th Grade
<p>Complete prerequisites Two Senior or Ambassador Journeys are required if you did not earn the Silver Award. If you earned the Silver Award, it is one Senior or Ambassador Journey.</p> <p>Complete a GSNorCal Gold Award training</p> <p>Create a GoGold Online account Go to gogold.girlscouts.org to create a profile with the Girl Scouts of Northern California Council.</p> <p>Review Gold Award packet and other resources You can always refer back to trainings and resources, including expert written articles at trailhead.gsnorcal.org.</p>	<p>Develop your project plan Log in to GoGold Online and complete steps 1-4.</p> <p>Discuss your plan Review your ideas with your Troop Leader and Project Advisor.</p> <p>Present your plan Log in to GoGold Online and complete Step 5, then hit “submit”!</p> <p>Make necessary revisions Your Gold Award Committee Coordinator will ask questions and share feedback from the review.</p> <p>Reminder: Do NOT begin your Girl Scout Gold Award until you receive official approval to start work from your Committee Coordinator.</p>	<p>Take Action! Carry out your approved Girl Scout Gold Award project plan. The length of time it takes you to complete your project will depend on the time you spend and the nature of your project.</p> <p>Keep track of your progress as you go This includes your timeline and budget! Log in to GoGold Online to access step 6. Update your Gold Award Committee Coordinator at least once per month, even if you have not done any work that month.</p>	<p>Submit your Final Report Log in to GoGold Online and complete Step 7, then hit “submit”!</p> <p>Reminder: The final deadline to complete your project and submit your final report is the September 30th immediately following your high school graduation OR your 18th birthday, whichever gives you more time.</p> <p>Celebrate! Once you have gained final approval, you will be invited to attend a Gold Award Ceremony based on your region.</p>

Gold Award Proposals are typically reviewed monthly. Girls in the 12th grade are strongly encouraged to submit a complete proposal no later than May 1 the year they are to graduate, but should plan to submit much earlier. The proposal review and approval processes are not instantaneous, and completing projects often takes longer than Girl Scouts initially expect. You should plan for follow-up questions and proposal refinement.

Gold Award Final Reports are typically reviewed individually by Committee Coordinators as they receive them. This review and approval process is not instantaneous, either. Plan to answer questions and respond to feedback.

Community Service vs. Take Action Projects

Community Service projects help solve an immediate **need** (a condition requiring supply or relief) but do not impact the root cause of an issue. These often center on making and donating needed items or beautifying spaces. These projects are very important, but they do **not** qualify for the Gold Award.

Take Action projects help solve an **issue** (a community problem that must be addressed on a larger scale) by discovering the **root cause** (the reason the issue exists in the first place) and implementing a solution that reduces or eliminates that root cause. **Gold Award projects must be Take Action.**

Community Service Project	Take Action Project
Addresses an immediate need in the community	Addresses the root cause of an issue in the community
A project done for the community	A project done with the community
A one-time or short-term impact project that helps someone right now	A long-term project that makes a lasting impact and is fully sustainable

Community Service vs. Take Action Project Examples	
	<p>Issue: Popular local hiking trail is littered with trash</p> <p>Root Cause(s): Lack of awareness of trash impact; no trash cans on the trails themselves</p> <p>Community Service Project (not a Gold Award): Hosting a trash pickup day on the trail</p> <p>Take Action Project (potentially a Gold Award): Installing trash cans at regular intervals on the trail, coordinating with a junior ranger program to empty them. Creating a trash-cycle education program for the visitor center so hikers are informed about the impact of their trash</p> <p>How to measure your impact: Set up a comment system with the visitor center to track what people think about the trail condition. Compare the time the park ranger spends picking up trash now, vs. before the trash cans were installed</p> <p>How to make it sustainable: Coordinate with a junior rangers program to continue emptying the cans. Get the visitor center’s commitment to highlight your trash-cycle poster and education</p>
	<p>Issue: Unhoused people are sleeping outside during the winter months</p> <p>Root Cause(s): Limited shelter during cold winter months due to high demand</p> <p>Community Service Project (not a Gold Award): Holding a warm coat drive to provide individuals with a way to stay a little warmer if they cannot find shelter</p> <p>Take Action Project (potentially a Gold Award): Coordinating multiple community centers to hold weekly pop-up shelters on an ongoing basis</p> <p>How to measure your impact: Assess how many more unhoused folks have access to shelter (using insight from homeless shelter/community center staff, not random interviews!)</p> <p>How to make it sustainable: Petition shelters to host this program every year</p>
	<p>Issue: The art education program at a local elementary school is being cut</p> <p>Root Cause(s): Lack of funding to hire an art teacher or host a program</p> <p>Community Service Project (not a Gold Award): Hosting one art workshop at an assembly</p> <p>Take Action Project (potentially a Gold Award): Creating a 12-month elementary art curriculum that you and your volunteer team can host for elementary students during lunch or after school</p> <p>How to measure your impact: Track the number of students that attend (and return) to your workshop series. Collect survey information about their experience of the program/art enrichment</p> <p>How to make it sustainable: Create a partnership between your high school art department/service clubs and the elementary school to keep the program running</p>

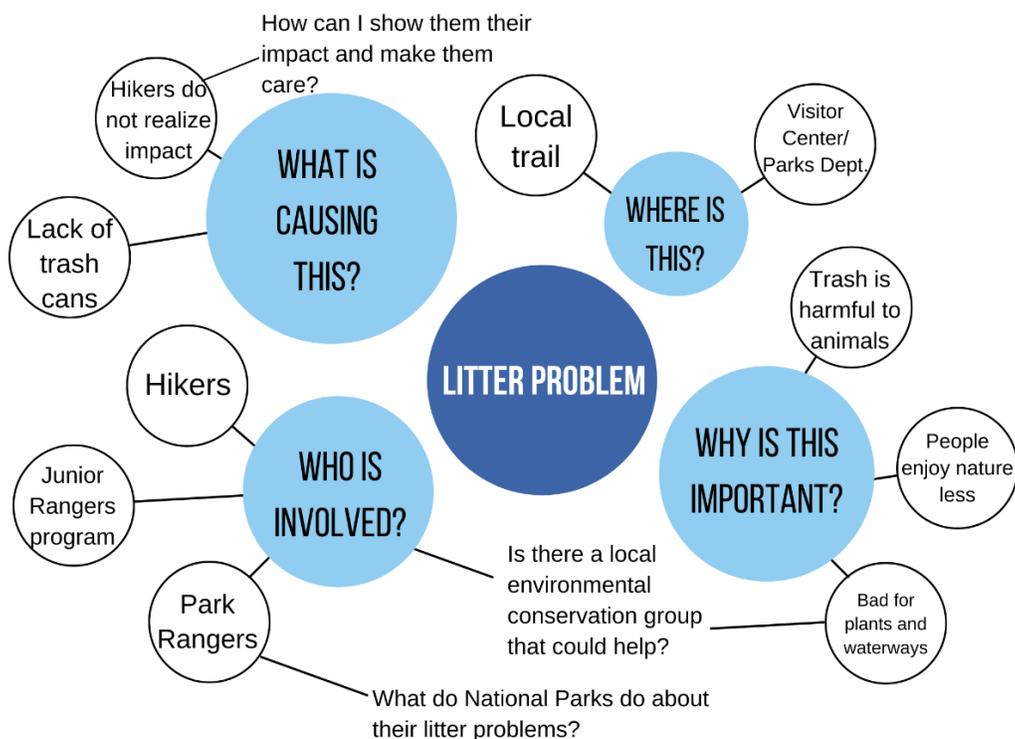
How to Choose a Gold Award Project

The issue you choose to address with your Gold Award project should be one you are **personally passionate** about—not one that someone else told you to do, or you think you “should” do.

Make a list of **ten issues** you care about—think about your skills, interests, and the needs of your community. From that list, narrow down your options to the three that are most interesting to you. Then, **create mind maps for those three most interesting topics**. Start with your basic issue or topic in the center, and build your map out gradually by asking yourself relevant questions, including:

- **Why** is this issue important?
- **What** is causing the issue in the first place? It is okay to make assumptions in the mind mapping phase as long as you follow-up with research and investigation later (which we’ll talk about on the next page).
- **Where** is this an issue?
- **Who** is involved? Who is impacted by the problem? Who are the subject-matter experts? What groups or organizations are already doing work on the topic?

This process will help you connect and organize your ideas, think about possible root causes, and identify which issue you are actually the most excited about as a possible project. Your mind map can look however you want it to and include any thoughts or ideas you have—this is just one example.



Important note: your Gold Award project **cannot**

- Be a fundraiser or generate profit for any organization, group, or individual, including Girl Scouts
- Be a recruitment push for any organization, including Girl Scouts
- Be an endorsement for a consumer product or political candidate
- Take a job away from someone, including store workers, gardeners, or other service providers

For more help developing a project, we strongly recommend reading our expert-written **Trailhead article** at this URL: <https://trailhead.gsnorcal.org/how-to-choose-a-girl-scout-gold-award-project/>

Conducting Research

In order to develop a successful project, you must conduct **research**. It is not enough to say that your topic is an issue because you assume it is, or because one or two other people said so. You must **investigate your issue thoroughly**.

You need to conduct research as you develop your proposal. Up to **8 hours of research** completed prior to gaining approval to start work may be counted in your timeline. However, you may **not** start work on your project beyond researching until it has been reviewed and approved by the Gold Award Committee.



Why do you need to conduct research for your Gold Award project? Here are a few reasons:

- To learn more about the issue you have chosen and identify its root cause so you fully understand what is going on, what is causing it, and can develop a solution that makes sense
- To identify what work is already being done to address the issue, if any
- To hear from experts and people involved with the issue about what they think needs to happen

Research information from **books** and **reliable online sources**. You also need to talk to **subject-matter experts** in the field. These could be staff members at the organization you wish to partner with, people who teach about the topic, or others with professional or expert-level experience. You'll need to recruit a subject-matter expert to be your Project Advisor, so these interviews may help you.

Recruiting a Project Advisor



Who can be a Project Advisor?

A Project Advisor is an **adult subject-matter expert** on the issue your Gold Award project addresses, its root cause(s), and/or the solution the you wish to implement. Parents, caregivers, or troop leaders of Girl Scouts pursuing their Gold Awards **cannot** be the primary Project Advisors.

How can I find a Project Advisor?

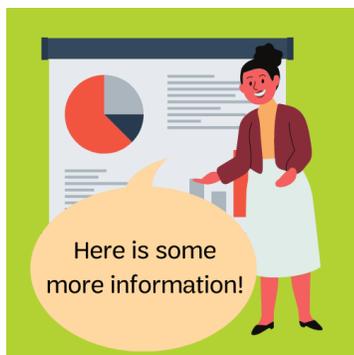
You must **investigate and ask!** You will usually recruit them during the “research” phase. If you are partnering with another organization, like a school or non-profit, your Project Advisor might be a staff member there. If your project does not directly involve another organization, you can still find experts by investigating people or organizations that are involved in the cause you are pursuing.

What is the role of a Project Advisor?

A Project Advisor offers **guidance and expertise as needed** during the planning and execution of the Gold Award project. Note that it's important that **the project and its core ideas be the Girl Scout's own**.

How can Project Advisors support Girl Scouts?

There are many things Project Advisors can do to help. This includes: letting you interview them to help explain the issue you are addressing. Referring you to colleagues or acquaintances for interviews or advice. Referring you to relevant books, web resources, and/or organizations. Help you brainstorm the metrics most useful in ensuring your project has a measurable impact.



Please note: You may have more than one Project Advisor, and may in fact want or need multiple consultants to advise you depending on your topic. However, at least one Project Advisor is required and must be recruited prior to submitting a Gold Award proposal.

Gold Award Project Hours

To earn your Gold Award, you must complete a **minimum of 80 hours** of your own work towards your project. You must plan a project that will take you at least that amount of time to complete—if the project you want to do will not realistically take 80 hours, it needs to be expanded or it may not be challenging enough to qualify for the Gold Award. So—what do those 80 hours look like?

Tasks You **Can** Count Towards Your Gold Award

- Up to **8 hours of research** (or up to 10% of your total hours in a project greater than 80 hours). Research should be conducted prior to gaining approval to start work on your project—all other tasks must wait until after gaining approval.
- Time spent doing **additional money-earning activities** or otherwise acquiring materials for your project. This should account for a maximum of 10% of your total hours.
- Time spent **leading your team**: recruiting/training volunteers, delegating tasks, otherwise directing the work of others. At least 20% of your total project hours must qualify as leadership.
- Time you spend **enacting your plan yourself**, whether that is building a structure, leading a workshop, facilitating an event, et cetera.

Tasks You **Cannot** Count Towards Your Gold Award

- Time spent completing **Gold Award prerequisites** (including Journeys, the Gold Award training, and your Silver Award project—even if it is related to your Gold Award topic).
- Time spent **writing and submitting** your Gold Award proposal or supplemental forms.
- Time spent **writing and submitting** your Gold Award final report or supplemental forms.
- Time spent participating in **Girl Scout Product Sales**, even if you are participating to earn money for your Gold Award project.
- Time spent **travelling** to and from different locations you may need to visit for your project (including but not limited to driving and flying).
- Time your team or **volunteers** spend doing work on your behalf.



It is also very important to note that the completion of your project is **not** measured solely by this hour requirement. If you complete 80 hours of work, but you have not enacted your entire plan or completed everything you and your Committee Coordinator agreed you needed to, then you are not done yet. 80 hours of work is not necessarily the finish line.



While you are developing your Gold Award Project Proposal in GoGold Online, you will be required to create an **estimated timeline**. The timeline will help you think through the major elements of your project, the sequence of events, whether you have enough hours planned, and key milestone dates and dependencies (which task must be completed before another task can start).

The timeline provides the Gold Award Committee a **clear outline** of the project plan so they can assess that plan for important tasks that may have been overlooked (missing from the timeline) and tasks that may not have been allotted sufficient time, so they can help you avoid any pitfalls.

The timeline needs to show the balance between “**working tasks**” vs. “**leadership tasks**”. Working tasks are those related to creating and building the content of the project. Leadership tasks are associated with coordinating and directing the work of the team. This includes delegating, planning meetings, training volunteers, resolving conflicts, and setting priorities. Time spent leading your team should account for a minimum of 20% of the total project hours.

Source: <https://trailhead.gsnorcal.org/gold-award-budget-timeline/>

Roles of Gold Award Volunteers

Although a Gold Award project is individually led by a single Girl Scout, it cannot be carried out alone. You will need the help and support of **volunteers** to elevate your project higher than you could by yourself, and create a space for you to demonstrate leadership—a key requirement of the project.



Parent/Guardian/Caregiver: Guardians provide positive encouragement to keep Girl Scouts going, transportation, proposal proofreading, and otherwise help their Girl Scouts when asked. They are **not** the ones to speak or ask questions for the girls, nor should they be the ones taking over or driving the project. Remember—the Gold Award is girl-led! They support with communication between girls and other adults if needed, but otherwise let the girl lead. Guardians should not be the ones to reach out to Council or Committee Coordinators only if needed.



Troop Leader (or other registered adult Girl Scouts volunteer): Troop Leaders support girls and ensure that what they are doing follows the Girl Scout rules and regulations as laid out in the Volunteer Essentials. They help advise on the project during the planning stages, verify prerequisite completion, and offer proofreading/advice on the proposal itself. If a Troop Leader is also a Girl Scout's parent or guardian, a **different registered adult Girl Scouts volunteer** must be listed as the Troop Leader and verify official materials in their place. This can be a co-leader, Troop Helper, Service Unit volunteer, or Girl Scouts staff member (only if no volunteer can be found).



Project Advisor: Project Advisors are **adult subject-matter experts** in the issue the Gold Award deals with, and/or a staff member of the organization the project will benefit. They offer guidance and expertise as needed, and help open doors girls may not have been able to open on their own. A project may have multiple Project Advisors or a broader consulting team, but at least one is required. Girls must recruit their own Project Advisors. This generally takes place as you are developing your plan and conducting research, and must be before submitting your proposal. Parents, guardians, immediate relatives, and Troop Leaders may **not** serve as Project Advisors. Project Advisors are not paid—you need to find someone who can volunteer with you on this endeavor.



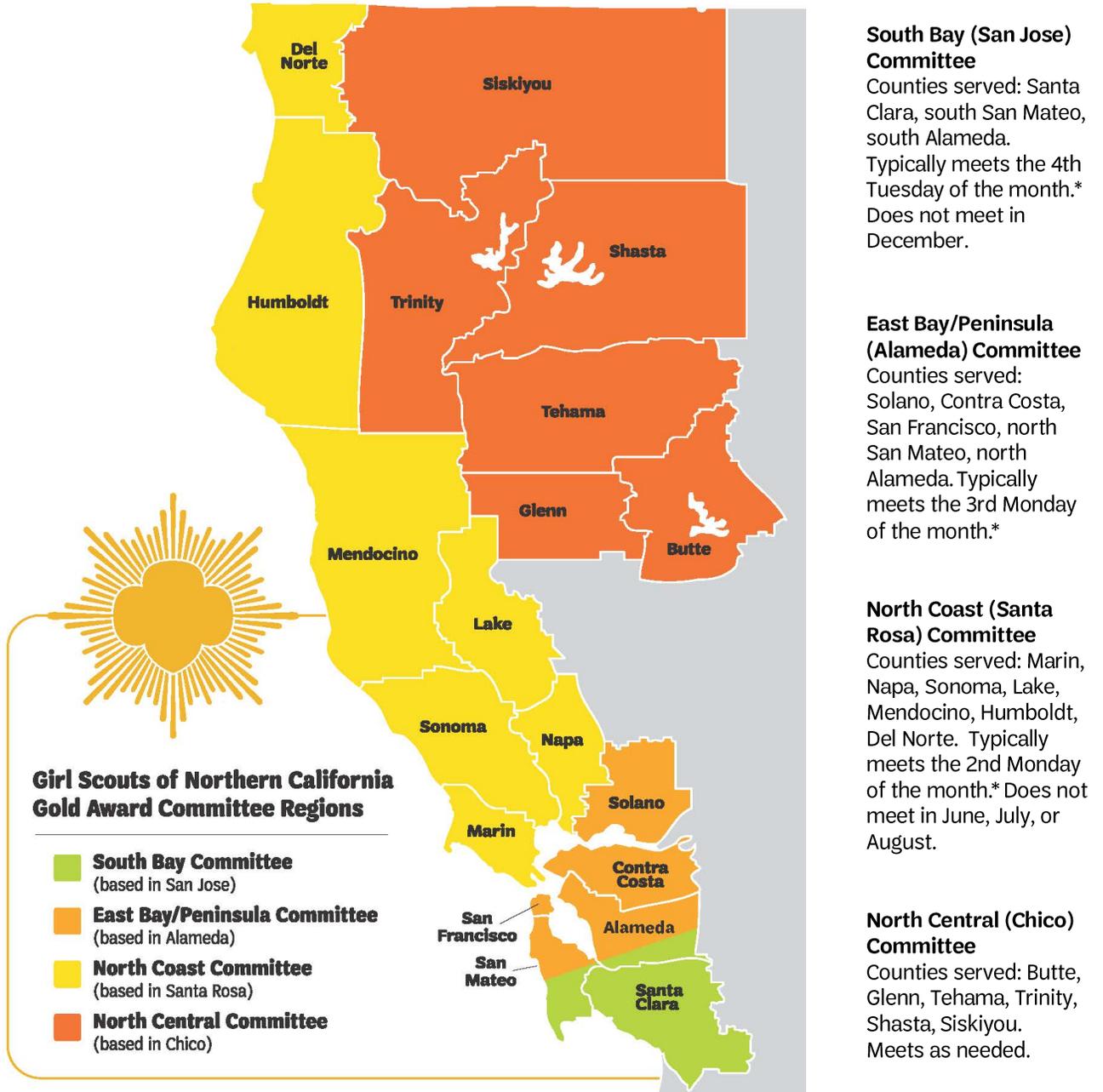
Volunteer Team: Volunteers are the people you will recruit/train, delegate tasks to, and direct the work of as they help you with your project. This is how you demonstrate **leadership**. The precise number of people you need will depend on the size and scope of your project, but **every project requires a volunteer team**. Think about what tasks need to be accomplished. Who can help you get things done? Teams may include family, friends, troop members, peers, neighbors, members of the organization you are working with... anyone who can help. Your team should extend outside your immediate family.



Gold Award Committee Coordinator: The **expert Girl Scouts volunteer** assigned to you by Council after your project is reviewed. After your complete Gold Award proposal is submitted to GSNorCal via GoGold Online, it will be reviewed by the Gold Award Committee, and assigned to a Committee member. Your Committee Coordinator will communicate the group's feedback and questions about your project, and work with you to ensure your ideas meet all requirements for the Gold Award. They will provide **approval to start work** on the project once all requirements are met, and will conduct the **final review** of your project when it is completed.

The Gold Award Committee

GSNorCal is a large Council, spanning nineteen counties from the greater San Francisco Bay Area to the Oregon border. To serve all of our prospective Gold Award Girl Scouts, we have **four volunteer Gold Award Committees** that support applicants by region. Each Gold Award Committee reviews and approves Gold Award proposals as a team. Your individual Committee Coordinator will review your final report.



*Meeting dates are **typical** as of most recent packet revision, but subject to change situationally.



To ensure that your proposal is reviewed at your region's upcoming Committee meeting, submit it to Council via GoGold Online **at least 10 days in advance of that meeting**. We receive many proposals, and it takes time to process them. If you submit an incomplete proposal (missing research, key details, supplemental forms, etc.) or have not taken the required GSNorCal Gold Award training prior to submitting, it will **delay** when your proposal is reviewed.

GoGold Online Proposal Submission Process



1. Create an account on GoGold Online and complete your profile.

Make sure you register in the system as a member of the Girl Scouts of Northern California Council. You should register with your own personal email address, rather than a parent's or shared address. Please note: if this is an obstacle because you do not have any access to the internet, contact the Awards team by emailing awards@gsnorcal.org or calling 800-447-4475 during regular business hours. Ask to speak with the staff member that manages the Gold Award.



2. Answer all of the prompts and questions as clearly as possible.

Take your time going through GoGold Online's steps 1 through 5. This is the first time the Gold Award Committee will see your proposal, so show them you know what you are talking about and explain why your project is valuable. This means multiple full sentences. Make sure to cite your research.



3. Complete and upload our Council's supplemental forms.

This means filling out all fields and collecting all required signatures. Take special note of our Council's supplemental budget and timeline. Your budget must be balanced (income and expenses match) and your timeline must be carefully planned out, totaling a minimum of 80 hours.



4. Request verification from your Troop Leader and Project Advisor through GoGold Online.

You can do this in Step 5 - Present Your Plan. Both parties must verify your project before it comes through to our Awards Team. Remember: your parent / guardian / immediate relative cannot sign off as either your Troop Leader or your Project Advisor!



5. Make sure your proposal is complete, and hit submit!

You will receive an email confirming your proposal was received. If your proposal is incomplete or you have not taken a Gold Award training, this will delay your review. If you do not receive a confirmation email from GSNorCal within one week of submission, email awards@gsnorcal.org.

REVIEW



6. The Gold Award Committee will review your proposal at their next meeting.

After the meeting, an individual Gold Award Committee Coordinator will reach out to provide feedback and ask follow up questions determined by the group.

7. Work with your Committee Coordinator to gain approval to start work.

You may not start work on your project until you gain official approval to do so.



8. Update your Committee Coordinator at least once per month.

Even if you have not done any work in a given month, they want to know if you are still pursuing your Gold Award. It is especially important to connect if you are hitting a roadblock or setback—they want to help, and can adjust plans if needed.

Gold Award Proposal Rubric

	Does not meet standard	Needs improvement	Meets required standard	Exceeds required standard	Far exceeds required standard
Eligibility	Applicant is not in grades 9-12; unregistered		Applicant is in grades 9-12; registered Girl Scout with GSNorCal		
Prerequisites	Prerequisites and training not complete		Prerequisites and Gold Award training complete		
Led by...	Project is led by a group		Project is led by an individual		
Troop Leader	Leader signing off on materials is the parent/guardian/immediate relative of the applicant		Leader signing off on materials is NOT the parent/guardian/immediate relative of the applicant		
Project Advisor	Project advisor is applicant's immediate relative or troop leader, lacks professional expertise in the topic, and/or is not an adult		Project advisor is NOT applicant's immediate relative or troop leader, has professional expertise in the project topic, and is an adult. They have already agreed to serve as the Project Advisor		
Issue	Does not seem to reflect a real community issue	Vaguely described with some detail; issue is real but lacks research	Clearly explained and backed up with sufficient research; a community concern	Very clearly explained, backed up with significant research	Very clearly explained and thoroughly researched; advanced insight
Root Cause	Not identified	Vaguely explained; insufficient research	Clearly identified through sufficient research	Clearly identified through significant research	Multiple root causes identified through significant research
Project Plan	Addresses immediate need with short-term solution, or is a "canned" (pre-existing) project	Vaguely explained and/or does not directly address the root cause	Clear and actionable, directly addresses the root cause. New take on an existing solution/new solution	Clear and actionable, directly addresses the root cause and demonstrates strong attention to detail	Clear, actionable, directly addresses the root cause(s). Detailed plan is innovative/creative
If Benefiting Girl Scouting	Reflects community service or other GS award project	May align with strategic goals and/or property plans but needs staff approval	Staff endorsed; aligns with Council strategic goals and/or property plans	Has potential to benefit GSNorCal and broader community	Has potential to benefit many Girl Scout Councils and broader community
Target Audience	Not identified, will not logically benefit from project, or applicant's immediate network only	Needs to be expanded, or unclear exactly how they will be reached	Identified logical project beneficiary; it is clear how they will be reached	Identified logical project beneficiary; has potential to reach several other communities as well	Identified logical project beneficiaries; has potential to reach many other communities
Measurability	No realistic way to measure impact	Vaguely explained, or insufficient method to measure impact	Goals are clearly explained and method to measure impact makes sense	Has potential to significantly impact issue; many methods to measure identified	Significant impact; many creative/innovative methods to measure identified
Sustainability	No plan to continue project identified, or cannot be feasibly continued	Plan to continue project lacks sufficient measures, i.e. static website	Clear plan to sustain impact beyond applicant's direct involvement	Clear plan to continue project/sustain impact through several measures	Innovative or creative plan to continue project is strong, self-sustaining
Leadership	No volunteer team identified	Volunteer team does not align with project scope or roles are vaguely defined	Project-appropriate volunteer team is identified, roles are clear	Team includes diverse skill-sets/expertise; broader community	Engaged, expert-dense team; potential to spark greater community action
Timeline	80-hour requirement is not met; project scope cannot be logically expanded	80-hour requirement is not met but project scope can be logically expanded	Meets 80-hour and leadership requirement, reflects a realistic plan	Meets or exceeds 80-hour and leadership requirement; reflects a clear/realistic plan	Exceeds 80-hour and leadership requirement; plan is realistic/creative
Budget	Does not consider expenses/material needs	Underestimates expenses/material needs, budget is not balanced	Expenses/material needs align with project scope and can feasibly be met; budget is balanced	Expenses/material needs align with project scope; several varied ideas to meet those needs	Expenses/material needs align with project scope; many varied ideas/backups to meet those needs

Potential Outcomes of the Proposal Review

The rubric on the previous page shows you what the Gold Award Committee is looking for when they review a Gold Award proposal. Projects often look very different from one another in terms of topic and scope, but all proposals **must meet or exceed the required standards** for each criterion before the Gold Award Committee can approve your project to start work. There are four potential outcomes of the review process:



Approved as submitted

The Gold Award Committee has approved your project to start work. Your proposal meets or exceeds the required standards on all criteria, and you have provided all necessary information to demonstrate that you will have a successful project.



Conditionally approved

The Gold Award Committee has conditionally approved your project. Your proposal meets or exceeds the required standards in most criteria, but needs improvement or clarification in a few key areas. Once modifications have been made, your Gold Award Committee Coordinator will approve your revised project to start work.



Revisions required

The Gold Award Committee believes that your proposal has the potential to meet Gold Award requirements. Your project meets the required standards in some areas, but needs improvement or clarification in several key areas. You will need to review criteria and speak with your Committee Coordinator, then revise and resubmit your proposal to the Gold Award Committee for review.



Denied

The Gold Award Committee does not believe the project can be adapted or expanded to meet Gold Award requirements, and the proposal is denied. You will need to review criteria and choose a different project to pursue, then resubmit the new project to the Gold Award Committee for review. This may be the outcome of your review if you are trying to implement a “canned” (pre-developed) project, a community service project, or have not identified a true issue within the community through research. This does not mean that your idea is not good—just that it does not qualify for the Gold Award.

It’s true that there are a lot of project requirements, and the review process may seem a little scary or intimidating at first. But remember—challenging yourself to try new things helps you build **courage**, **confidence**, and **character**. Plus, the Gold Award Committee genuinely wants to help you succeed.

Common Proposal Feedback

Issue and root cause: Be very specific about defining the issue you want to address, and its root cause(s). Cite your research to demonstrate that this is a true community problem. (You may count up to 8 hours of research in your timeline).

Project plan: Explain specifically what you want to do and why you want to do it. It should be clear how your project plan will directly address and reduce or eliminate the root cause(s) of your issue. Cite your research.

Target audience: Your target audience must agree your project is needed and be committed to working with you before you submit your proposal.

Leadership: You need to identify a project-appropriate volunteer team including people outside of your immediate family, and your project must present the opportunity for you to lead them.

Measurability: Identify your goals—the desired outcomes of your project. How will you know you have achieved your goals? What will be the observable change?

Sustainability: It is usually not enough to create a video or website; find a way to actively continue your impact.

Timeline: Break down your tasks into specific and realistic blocks of time. Leadership must be 20% of hours.

Budget: Income and expenses must match.

Enacting Your Project Plan

Once you have gained **official approval to start work** from the Gold Award Committee, it is time to enact your project plan. Your proposal will be marked as “approved” in GoGold Online, which will allow you to proceed to Step 6 in the interface. This is one potential place you can keep track of your work.



Remember: you must keep track of your work as you go along, and you may use the GSNorCal timeline or one of your own (as long as you distinguish working and leadership hours). 80 hours is a lot, but you may find that the time starts to add up more quickly than you expect if you are keeping an active log of your work.

Make sure that you update your Committee Coordinator at least **once per month** regarding your progress, even if you have not done any work on your project that month. They will not judge you, they just want to know if you are still pursuing your Gold Award. It is especially important to let your Committee Coordinator know if you run into any **obstacles** or **setbacks**—they may be able to help. Additionally, you may not change or revise your approved project plan on your own. If something happens that is outside of your control but will impact your ability to work on your project or meet your approved goals, your Committee Coordinator needs to know. They may be able to adjust the agreements you made about your project depending on your circumstances and what else may be possible for you to do.

Recall the **Gold Award Example Track** from page 5. When you start your project and when you complete your project will depend on a number of different variables. There is no set amount of time it will take you to complete your project—it could be 6-months, 12-months, or even multiple years depending on the time you spend, your specific goals, and the size and scope of your project. Completing your project means meeting the required standard for all Gold Award criterion and following through on the agreements made with your Committee Coordinator.



Keep your **project deadline** in mind. You need to complete work on your Gold Award and submit your final report to the Council no later than the **September 30th** immediately after you complete high school, or your **18th birthday** (whichever gives you more time).

Submitting Your Final Report

When you have completed your project, it is time to **submit your final report** to Council. You have until your project deadline to do this, but if you finish before then (and do not plan to expand any further on what you have accomplished) do not put it off. We do not want you to find yourself in a bad situation—for example if it is 11:59pm right before the deadline and your internet goes out, or you submit on your deadline date and your final project cannot be approved as submitted. Plan ahead to the very end.

You will submit your final report through **GoGold Online**. Your proposal should have previously been marked as “approved,” allowing you to move into steps 6 and 7. Be sure to include our Council’s final supplemental forms with your report. If you find that you cannot access or edit your GoGold Online account, contact the Awards Team at awards@gsnorcal.org or 800-447-4475.



Your complete Gold Award final report will be processed by Awards staff (you will receive confirmation that we received it) and sent to your individual Gold Award Committee Coordinator for their review—plan to respond to questions and feedback. Final approval does take time as well, so please be patient.

Money and Your Gold Award Project

Most Gold Award projects have financial or material needs, and therefore involve money in one way or another. It is important to understand what you may and may not do to fund your Gold Award project.

Things you **can** do to fund your project:

- **Use money earned from Girl Scout Product Sales.**
You may use money earned from Girl Scout Fall Product and/or Cookie Program towards your Gold Award. To do so, you must be part of or participate with a Troop. Money you earn through product program is Troop money and is held in a Troop bank account, so you need to work out an agreement with your Troop ahead of time about how much (if any) money is to be used towards Gold Award projects. The entire Troop must agree, and it is a good idea to write the agreement down so it is not forgotten.
- **Use Product Program reward card conversions.**
You may convert Girl Scout Product Program reward cards to Troop funds for your Gold Award. To do so, you must be part of or partnering with a Troop/Service Unit to hold your money. Money in a Troop bank account is Troop money, so you need to work out an agreement and contract with the entire group. You will need to fill out the [Reward Card Conversion](#) form on [gsnorcal.org/forms](#).
- **Ask for in-kind donations.**
You may ask businesses or other groups for gifts of supplies, equipment, meeting spaces, or other services (NOT money). If you receive in-kind donations, you need to fill out the [Donation Form](#) on [gsnorcal.org/forms](#), and specify that the donation was for a Gold Award.
- **Hold additional money-earning activities.**
These are activities planned and carried out by girls to earn money for their Gold Awards. Examples may include garage sales, bake sales, or car washes. To be eligible to host these events, Troops must have participated in the Fall Product or Cookie Sale in the last 12 months. They must have met the minimum level of 48 items on average per registered girl in the troop sold. You must submit the Money-Earning application on [gsnorcal.org/forms](#) at least 4 weeks before the activity. Additional money-earning activities may not take place during any portion of the Fall Product or Cookie Programs.
- **Participate in cause-related marketing.**
This is when a business donates a percentage of their sales/profits when customers bring in promotional flyers distributed by the Girl Scouts. You need to fill out the Donation Form on [gsnorcal.org/forms](#) after the event takes place, and specify that the donation was for a Gold Award.
- **Apply for grants.**
Grants are sums of money given by organizations for a specific purpose, like an award project. You can research and apply for grants that may apply to your approved project. Make sure the grant you are applying for is youth-based (for students/individuals only). You will need to check with Fund Development before applying for a grant that is >\$250 and/or not youth-based. Contact: helpdeskfdmailbox@gsnorcal.org.
- **Conduct fundraising.**
At the Gold Award level only, Girl Scouts may directly ask businesses, organizations, or individuals for money for their projects as long as they have prior Council approval. Otherwise, fundraising is the sole responsibility of adults. Neither Girl Scouts nor adults may use crowdfunding sites. If girls wish to ask for money directly, email awards@gsnorcal.org with a description of what you are doing, who you plan to ask, and how much you plan to ask for. Check with Fund Development by emailing helpdeskfdmailbox@gsnorcal.org before soliciting a donation of \$500 or greater. Donations of \$500+ must have a written plan and budget for its proposed use. Any financial donations MUST have a [Donation Form](#) submitted to GSNorCal.
- **Use personal money.**
You may use your own personal money, such as from a job or allowance, to fund your Gold Award. However, the Gold Award is not meant to be a financial hardship on any family or individual, and we encourage girls to pursue other or additional avenues to fund their projects.

There are also some things that you are not permitted to do when earning money to fund your Gold Award project/with the money you earn. Please be sure to review this list carefully.

Things you **cannot** do to fund your project or with your money:

- **You may not ask businesses or friends/neighbors for money by yourself.** Without Council permission, solicitation of money from organizations is only done by adults.
- **You may not sell retail items or sell via the internet to earn money.**
- **You may not hold raffles, bingos, poker nights, or other games of chance to raise money.** These are considered gambling, Girl Scouts does not support.
- **You may not host money-earning projects where you are potentially doing an activity that someone else is normally hired to do.** You cannot take a job away from someone, including store workers, maintenance staff, gardeners, cleaners, or other service providers.
- **You may not host a project where GSUSA or GSNorCal might be perceived as endorsing a product, political viewpoint, or cause.** This includes retail product sales, demonstration parties, being paid to pass out flyers for a candidate, or giving out freebies from a business (with the exception of restaurant nights).
- **You may not host projects where the money goes to an individual rather than to the Troop.** Independently registered members should partner with their Service Unit or another local troop to hold their money for them, with an understanding of how the money is to be earmarked.
- **You may not engage in crowd funding opportunities, such as GoFundMe.**
- **You may not use your project as a fundraiser for any organization, including Girl Scouts.** Donating money to an organization, group, or individual is not allowed, even if you have money that is left over from your project. Leftover money must be used to further your project materially or returned to its source.

Money - Frequently Asked Questions

If I don't participate in Girl Scout Product Sales, can I still earn the Gold Award?

Yes! Participation in Girl Scout Product Sales is a requirement if you want to do additional money-earning for your project, but not for the Gold Award itself. We do however recommend participating in Product Sales.

What if my project costs more money than I can potentially earn?

If you are concerned that you may not be able to fully fund your project, but it's what you truly want to do, think creatively about how to get what you need in other ways. You may be able to solicit in-kind donations, apply for grants, or any of the other approved methods of funding. We have had girls build hospital wings without spending a dime of their own money.

Can I charge for a Girl Scout event to earn money?

If you are conducting an event as a Girl Scout (such as a badge workshop) and plan to charge a fee above the cost of materials, you must first have this approved by submitting the Money-Earning form. In addition, you must be clear in your advertisements and materials that this is a money-earning event for your Girl Scout Gold Award project, not for Girl Scouts of Northern California. The money you earn must go into a Girl Scout account. This is generally your Troop, and they must agree to be the custodial account. If your troop does not agree to be the custodial account, you can get help from your Service Unit.

I cannot raise money for other organizations for my Gold Award, but can I do it on my own?

As an individual, you can volunteer for other organizations and raise money on their behalf. However, any funds raised cannot be put towards your Gold Award project, nor can you count the hours in your project timeline. You may not represent yourself as a Girl Scout to the public since you are volunteering for another organization. For example, if your local Red Cross chapter is raising money to purchase training dummies, you may participate as their volunteer. However, you cannot count that service as part of your time toward any Girl Scout award or service hours. However, you can plan a Gold Award project using the equipment that was purchased as part of your efforts as a volunteer for that organization.

Travel and Your Gold Award Project

All Gold Award projects involve **travel** at some level. This might be **driving** to a school or other local organization close to home, or it might mean **flying** to another country. All award projects need to follow the Girl Scouts of Northern California travel regulations.

A Girl Scout trip for a Gold Award project is defined as **any time you are in charge of transporting people from one place to another**. For example: After one of your troop meetings, your troop decides to go to the site of your project together. Since everyone is going together and carpooling, it is considered a trip. Before travelling, ensure that you have an adult with the relevant training in place for the following roles.



- **Troop Trip Organizer** – Assists girls in planning, budgeting, and organizing short outings, overnights, or longer trips. Training for this role is required.
- **Troop Driver** – Drives girls and adults for trips and outings to ensure that the proper safety procedures are followed while transporting girls. Training for this role is required. As a Girl Scout, you are not allowed to drive volunteers for your Gold Award project.
- **First Aider** – Provides aid as needed during trips/group activities. Must have a current First Aid/CPR certification and have completed GSNorCal online Girl Scout First Aider course. Training for this role is required.

Before any trip, make sure that you do the following:

1. If you need to travel somewhere far away, potentially dangerous, or plan to stay overnight, fill out the [Trip or High-Adventure Approval Form](#) at least 4 weeks to 1 year in advance of your activity.
2. Review the Safety Activity Checkpoints related to the activity/trip.
3. If the trip involves High-Adventure Activities, vendors/facilities must be approved by Council. To find a list of High-Adventure Approved Vendors, go to our website [here](#).
4. Ensure that all drivers have complied with the troop driver guidelines and have completed the troop driver training. The troop trip organizer is responsible for receiving a copy of a current state-issued driver's license for each driver for any trip requiring Council approval. The troop trip organizer is responsible for ensuring that each vehicle to be used in transporting girls for any trip has current insurance coverage. If groups rent a vehicle, they can also purchase Girl Scout auto insurance.

General Guidelines:

- There must be at least one adult **First Aider** travelling with the group.
- GSUSA recommends **2 adults to each car**.
- Each vehicle should be supplied with a **First Aid kit**.
- Ensure you have the proper **adult-girl ratio** for the trip.
- **Additional Accidents and Sickness Coverage** must be purchased for trips lasting 3 nights or more, or trips that are out of state or international.



Remember: time that you or your volunteers spend traveling for your project (by car, plane, bike, et cetera) does not count towards your project timeline! Your project timeline reflects the hours you spend actually working on your project, not the time you spend getting to key locations.

Safety, Insurance, and Your Gold Award Project

It is very important to be aware of all safety requirements and complete all necessary paperwork that may pertain to your project so that **girls are safe, adults are protected from liability, and you can be found in case of emergency.** Please review the following situations and the types of insurance required.

Situation Requiring Insurance	Type of Insurance Required
Your project utilizes a facility that requires a Certificate of Liability Insurance. Check with the location’s facility manager to make sure required contracts are signed/obtained.	If the facilities and city managers for the sites you will be using/visiting for your project require that a contract be signed and/or a Certificate of Liability Insurance be issued, fill out the Certificate of Insurance Request form . This form can be found on our website in the forms and documents section.
Your project includes the participation of non-Girl Scout participants (such as your volunteers).	Plan 2 is recommended for non-member insurance. This covers all non-Girl Scout participants who will be working with or alongside you during your project.
Any participants in your award project do not have personal health insurance.	If you or any participants do not have personal insurance, Plan 3P is recommended to cover all participants during the days of your award project.
You are traveling outside the state of California or country.* Your project requires you to be away from home for 4 or more consecutive days.*	If you are travelling outside the state of California, Plan 3E is required. This insurance must cover all days you will be travelling and working on your project. Insurance must be purchased for each participant (including non-Girl Scouts) for each day. The form must be filled out completely, and you must indicate which award you are pursuing. If you are travelling internationally for your project, Plan 3PI insurance is required to cover you and everyone participating in your award project. This insurance will need to be submitted with the roster of all participants.
Your project includes any activities that are considered “ High Adventure. ” *	Check with Council to make sure the activity and vendor you plan on using for your activity are approved. For most High Adventure activities, an approved vendor must be used and a First Aider is required.
* For all projects involving “ High Adventure or trips, ” you must submit a High Adventure and Travel Approval form. This can be found on our website in the forms and documents section. Do not proceed with your trip without approval. Contact travel@gsnorcal.org or call 510-562-8470 x 1104 with questions.	
Note on all forms that you are requesting insurance for your Gold Award project.	
All forms must be submitted 2-4 weeks before your event for processing —the earlier the better. In all cases, a confirmation of processing and approval will be mailed out.	
All insurance is non-refundable and all dates must be accurate , as these cannot be changed. Council will support each girl to the best of our ability in providing liability and plan insurance, but Girl Scouts who do not follow the guidelines provided will not be covered under Girl Scout insurance.	
For other questions about insurance or support with purchasing, contact insurance@gsnorcal.org .	



Please note: most Girl Scout Gold Award projects will require insurance at some point!

Media and Your Gold Award Project

Media is present in some capacity in most award projects. Media includes (but is not limited to) **videos, photos, websites, blogs, brochures, and flyers**. Any media that will be shared publicly must be approved by Council staff before distributing. Email awards@gsnorcal.org with the subject line “Gold Award media review” at least 2 weeks in advance of when you need to release your materials to have them reviewed. When creating any media for your project, keep the following rules and guidelines in mind:



Protect your privacy. Do not use your full name, disclose where you live or go to school (this includes by accident—is your street name visible in a photo?) or provide any other information that could be used to contact you. Do not provide personal phone numbers, email addresses, or home addresses to anyone. If you need people to be able to contact you, create an email address that is specific to your project and use only that address.



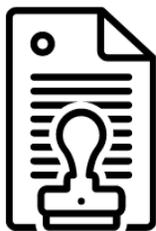
You need consent from others. When using images or video of other people in your media, you need their written consent to show the material publicly. If the person in the video/photo is a minor (including young adults that are 18 years old but still in high school), you must get their guardian’s signature on the consent form. Adults in the video/photo must also provide a signed consent form. Make sure to keep these forms for your records.



Be clear that your media is for your Girl Scout Gold Award Project, not created by GSNorCal or GSUSA. We have to be careful to avoid confusion amongst members—we do not want them to think that an event is one thing when it is actually another. You also deserve the credit for your hard work! Example: do not write something like “Girl Scouts of Northern California Presents: Movie Night!” on a flyer. You could write something like: “Presenting: Movie Night Benefitting Alex’s Girl Scout Gold Award Project!”



Media you develop must be a unique creation. It cannot be directly copied from another source and added to yours. Cite your sources. It also should not be a document or online source (like a website) that covers the same thing other sources already cover in the same way. Before planning to create a new website or piece of media, do an online search for what may already be out there.



Copyright permission is required to use copyrighted materials. This may apply if you want to screen a movie, play a song, display a photo, or use written materials like scripts or worksheets. Copyright permission must be obtained from the copyright holder to use these materials. If you cannot get copyright permission for the materials you want, you should investigate works that are now in the public domain—the public, rather than a particular person owns these. There may also be some materials that are exempt from copyright under Fair Use—limited performance of certain materials for educational, non-profit purposes with credit given. Please review the [Copyrights and Trademarks FAQ](#) published by GSUSA for further info.



You need to follow the guidelines in the Internet Safety Pledge. The [Internet Safety Pledge](#) provided by GSUSA outlines the expectations for girls using the internet or publishing materials online.



Remember: in most situations, creating a website, video, blog, or other social media for your Gold Award project will **not** be enough to ensure that your project is sustainable. Just because something will exist on the internet for a long time (or forever) does not mean the **impact of your project** will be sustained beyond your involvement. Check out trailhead.gsnorcal.org for more on sustainability!

Girl Scout Trainings

The Gold Award demands a lot! There are trainings and resources available on our website, gsnorcal.org, to help you further navigate the award process and the specifics of certain components.

- **Gold Award Training***: This training covers the Gold Award from start to finish and is a great resource for both girls and adults. You must take this training before submitting your proposal.
- **Safety Wise** and **Girl Scout First Aider**: These trainings review general Girl Scout first aid procedures. First Aiders are required during part of most Gold Award projects. Your First Aider will need to take these trainings and be First Aid/CPR certified.
- **Event Manager***: For most events, fairs, workshop series, or other programs you host for your project, you will be required to take the Event Manager training.
- **Money Matters**: This training reviews money management as it relates to troop funds. Since Gold Award money management is handled in the same way that troop funds are, this is a great training to ensure you know how to manage your money and the relevant rules and restrictions.
- **Volunteer-Run Camp Director**: This training reviews what is required of a volunteer-run camp and of its director. This is helpful if your Gold Award project includes camp or a camp-like component.
- **Troop Driver**: This training is great for anyone who plans to drive others around for your Gold Award project. If you are providing transportation for anyone, you must take this training and be a licensed driver. Anyone under the age of 18, still in high school, or still registered with Girl Scouts as a girl member is not allowed to serve as a Troop Driver.

So What, Now What?

Now that you have all of the information you need, it is time to go out there and **earn your Girl Scout Gold Award!** Remember to abide by the Girl Scout Promise and Law through your project and beyond. Make sure to **use your resources wisely**. Use this **packet**, the **Girl Scout trainings**, our **Trailhead blog**, and your **support network** to Go for the Gold.

Never be afraid to ask for help. If you cannot find answers to your questions in the resources listed above, our **Awards staff** is happy to assist you. Email awards@gsnorcal.org or call 800-447-4475 during regular business hours.

Once you earn your Gold Award, you can **celebrate** your achievements! There are a few regional Gold Award Ceremonies hosted by Council and Alumnae groups throughout the year that you will be invited to. You may also celebrate with your Troop, Service Unit, and beyond! Tell the world your story.

