



Courage.

Confidence.

Character.



Recruitment

girl scouts 
of northern california

SERVING MEMBERS IN 19 COUNTIES:

Del Norte, Siskiyou, Humboldt, Trinity, Shasta,
Tehama, Butte, Glenn, Mendocino, Lake,
Sonoma, Napa, Marin, Solano, Contra Costa,
Alameda, San Francisco, San Mateo, Santa Clara

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The Girl Scout Mission

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

The Girl Scout Promise

On my honor, I will try:

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

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



The Girl Scout Law

I will do my best to be

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

and to

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

“The Girl Scout Movement shall be open to all girls
and adults who accept the Girl Scout Promise and
Law.”

--The Constitution of Girl Scouts of the USA

All fun.

No filter.

Be a Girl Scout.



Thank You, Amazing Volunteers!



Why We Recruit

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

With the goal of bringing girls out of isolated home environments and into community service and the open air, Girl Scouts hiked, played basketball, went on camping trips, learned how to tell time by the stars, and studied first aid.

Within a few years, Daisy’s dream for a girl-centered organization was realized. Today, Girl Scouts of the USA has a membership of more than 2.6 million girls and adults, a significant growth from its modest beginnings nearly a century ago. In fact, more than 59 million women in the U.S. today are Girl Scout alumnae. Our alumnae were recruited or invited to join by a friend, by a neighbor, through a poster or flyer in their school or church. Most of them got their introduction and invitation to Girl Scouting from someone just like you.

With more than 59 million Girl Scouts and alumnae to cheer her on every step of the way, there is no adventure too big, no challenge she can’t face, and no fear she can’t conquer.

Thank you for lending your skills to **being the first impression** and voice that girls and families in your area who attend their first Girl Scout activity will see and hear.

As a membership organization our strength for the last 100+ years has always been our girl and adult membership. Girls everywhere **have been waiting for** someone to invite them to be a part of our organization. For some, it is because their mother or someone else in the family has told them great stories about their Girl Scout experience. Some girls have seen Girl Scouts portrayed in movies and on TV and all girls have seen girls laughing at cookie booths at their local grocery store for years.

In addition to engaging girls, **you are extending the invitation to those adults** who will make a commitment to girls in their community, inviting them to realize that they can introduce girls to new experiences that show them they’re capable of more than they ever imagined. We never know when a future astronaut or president will announce to the world, “I used to be a Girl Scout!”

Thank you again for giving a little more time to an organization that helps girls develop their values, strengthen their self-esteem, find their voice, and make their mark on the world!

Girl Scouts of Northern California



Frequently Asked Questions

What's the Purpose of a Recruitment Event?

To inspire new members, parents, volunteers, caregivers, and girls to get involved with Girl Scouting.

What is Considered a Recruitment Event?

◆ Tabling at a School or Community Event

This generates interest in Girl Scouts, and allows the recruiter to connect briefly with potential members, gathering contact information from them and handing out literature/giveaways.

◆ Parent Information Nights (PINs)

Adults are invited to attend a meeting, specifically to learn about Girl Scouts. There may also be activities designed to engage girls separately while adults are meeting with staff or volunteers.

◆ Youth-Facing Events

These events are primarily aimed at engaging girls. Follow-up with caregivers is required to form troops and/or place new members.

◆ Bring-a-Friend Events

Usually hosted by a specific troop which is looking to increase membership. Personal friends of existing Girl Scouts are invited to join a meeting or event.

What is My Role?

Local recruitment volunteers have a crucial role as they act as the intermediary between Service Unit volunteers and/or council staff and the community. You may be asked to:

- ◆ Use communication channels available to you to share flyers and information.
- ◆ Make arrangements for room rental.
- ◆ Coordinate other adult and girl volunteers.
- ◆ Attend the event to support.
- ◆ Identify tabling opportunities at your school/in the local area.

What Makes a Successful Tabling Event?

Have a professional, well organized and eye-catching display that entices people to come and ask questions.

Be prepared to be pro-active, and bring your energy - don't wait for people to come to you! You can hand out postcards and engage people while they wait in line.

At events where children will be present, providing a short activity for them to do at your table is a great way to bring them to the table and give you time to talk with parents.

Who Do I Connect With for Support?

The Membership Support Manager or other volunteer in the service unit who coordinates recruitment, and/or your council staff Community Manager.

What is the Troop Catalog?

This is the catalog of troops with open spaces for new girls and adult volunteers. Ask your staff member for an up-to-date print out of troops with openings prior to your recruitment event. Prospective members can access the catalog at www.gsnorcal.org/join

What Recruitment Resources Are Available?

- ◆ Business cards for recruiters
- ◆ One-pagers (included in this manual)
- ◆ Postcards
- ◆ Flyers
- ◆ Yard signs
- ◆ Giveaways - items vary but often include stickers, pencils, bracelets, bookmarks

How Do I Prepare for a Tabling Event?

- ❖ Check in with your SU recruitment specialist or staff member and let them know about your event.
- ❖ Bring recruitment resources to pass out to potential members. This could include informational postcards and/or flyers inviting them to an upcoming event.
- ❖ Bring display items: anything you have available! Could include:
 - Uniforms.
 - Sample books, handbooks, year plans.
 - Trifold display of photos and information.
 - A smile!
- ❖ Don't forget sign-in sheets, or printed QR codes, and pens.



Parent Information Nights (PINs)

The Purpose of PINs

A PIN is an opportunity for parents to find out more about the Girl Scout program, ask any questions they have, and, ultimately, start or join a troop. Check with your SU recruitment volunteer and/or your staff member - they will be able to support a PIN at your school or community venue, but if you are comfortable doing so, you may lead a PIN yourself.

Checklist

- ☐ Select a date, location, and time - partner with your recruitment specialist for support if needed.
- ☐ Reserve an appropriate location with a bathroom e.g. school MPR, community room, place of worship, at least 1 month in advance, and arrange for additional insurance. NB: if a contract is required, this must be signed by GSNorCal staff.
- ☐ Advertise the event through any channels available to you. Your staff member will be able to help with a flyer if needed.
- ☐ Arrange for volunteers (including older Girl Scouts) to run activities for girls if included in your plan.
- ☐ Arrive at least 30-45 minutes early to ensure you have room access, and tables/chairs are set up. Set up your materials, sign-in station, and girl activity if using.
- ☐ Check technology and wifi.
- ☐ Have parents sit according to their girl's grade level. The goal is to encourage the adults to talk with each other, and join together to form a new troop.
- ☐ Have level-based resources available at each table for parents to preview.
- ☐ Ensure that any youth-focused activities are situated away from the parent meeting area, to enable adults to have a conversation without too much noise disturbance.

Did you know?

Girl Scouts fuels the female leadership pipeline.



50%
OF FEMALE
BUSINESS
LEADERS



80%
OF FEMALE
TECH LEADERS



76%
OF FEMALE
U.S. SENATORS

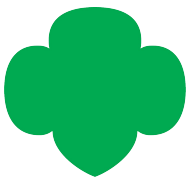


100%
OF FEMALE
U.S. SECRETARIES
OF STATE

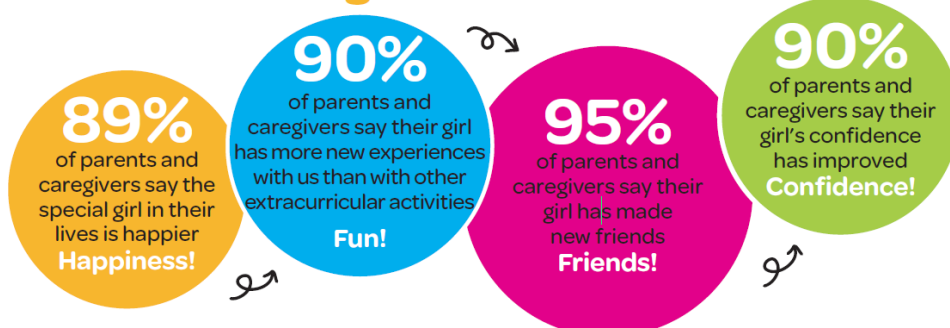
...WERE GIRL SCOUTS.

% of parents who say girl improved in these areas because of her Girl Scout experience

- Ability to work well with others on a team (77%)
- Taking responsibility for her actions (77%)
- Knowledge of how she can make a difference in her community (75%)
- Communication skills (74%)
- Confidence (73%)
- Friendships (73%)
- Empathy and caring for others (71%)
- Leadership at home, school or in community (70%)



With Girl Scouts she'll gain:



Talking Points and Common Questions

As potential members arrive, be sure to welcome them, direct them to sign in, and provide some program materials for them to look at as they wait.

Start with an introduction - who are you, what is your experience with Girl Scouts.

Upfront contract - how long will the meeting take, what will you cover, what is the anticipated outcome, what is the planned follow-up?

Remember - this is a conversation, not a lecture. Ask your audience what their prior experience is, what they are hoping for their girls to gain from Girl Scouts, what are they anxious about.

Provide some information about the Girl Scout program - include program pillars, troop fundamentals, what girls do in troops, how parents are involved, approximate cost (most troops cover most or all of their costs through product program). Refer back to the prior conversation and be sure to note the program areas which will be of particular interest to them (e.g. getting outdoors, making friends, building leadership skills).

Emphasize that we are a volunteer-run organization and that parent involvement is key to their child's and the troop's long-term success. Outline adult roles and how everyone will work together to ensure that no single individual has too much to do.

Include your own personal anecdotes which highlight key parts of the program including leadership outcomes, fun activities that your girl/s have participated in, events that are traditionally provided in your service unit, and also adult volunteer benefits such as friendships, experiences, and personal growth.

Pause for questions throughout, and engage the audience. What are they most interested in for their girl, what skills/interests do they have which they would like to share with the troop.

What is needed in order to start a new troop in terms of adult roles, time commitments, process (i.e. applying for troop number, registration, background check, online training, connecting with staff member and/or SU volunteer).

Finish with next steps - link back to your upfront contract and desired outcomes. If new troops are needed and you have attendees who would be able to form a troop together, small group discussion is ideal - allow them the space to connect and discuss volunteer roles. If girls need placement, refer to the troop catalog for available troop spaces. Parents can access from their phones and register immediately. Ideally, have a printed copy of the catalog spaces with you.

Membership dues: \$40/youth/yr and \$25/adult/yr plus cost of background check. Financial aid is available. During extended year period (April - July), new members will join for the remainder of the current year and will automatically be renewed for the next membership year. Cost for extended year membership is \$50/youth and \$35/adult.

Product Program: participation is not mandatory, but this is a financial literacy program which is the primary means of budgeting, goal setting, and self-funding troop experiences so we encourage troops and girls to participate.

Troop logistics: responses depend on your area and can include typical troop structures - numbers of girls, single or multi-level, frequency of meeting, availability of room rentals in your area.

Scouts BSA: refer to talking points included in this packet. Emphasize that they are different programs with a different focus. Girl Scouts is youth-led which means the activities are more variable and different troops are able to have a different focus according to the members' needs, wishes, and interests.

Can adult males volunteer? Yes! We encourage all adults to get involved, and adult males are welcome to volunteer in any role. A male troop leader will need an unrelated female co-leader and there must always be at least one registered and screened female in attendance at all troop activities.

Recruiting more members: staff or local volunteers will support with flyers and existing interest lists if more members are needed to start a new troop. Connecting via their school communication outlets is ideal - e.g. Facebook groups, room parents, teachers, PTA newsletters, direct communication channels.

Time commitment: be honest, but emphasize that troops are able to decide for themselves how active they will be, and they can determine their own meeting and activity schedule according to their bandwidth. Support will be provided to co-ordinate a parent meeting with interested families where logistics and specific roles can be discussed and selected.

Financial commitment: Girl Scouts is designed to be low cost and financial aid is available for memberships, uniforms, and council events and camp. Most troops fund their activities almost entirely through product program participation.

Remember: you are not expected to know everything! If you are asked questions that you are unable to answer, offer to have someone reach out to them, or guide them to attend an online Open House through council.

Registration Process

If members and volunteers complete the joining process, they will receive follow up emails for:

- ◆ Membership receipt confirmation
- ◆ Girl role confirmation
- ◆ Background check invitation if the adult registered and selected a role.

If members or volunteers stop at any point in the process, they will receive automated emails.

New Troops

If a new troop is formed, one adult will need to complete the troop number request form. This person will be the designated contact for the new troop, and should be the Troop Leader or Co-Op Troop Admin. They will then receive follow up emails for:

- ◆ Completing their membership registration
- ◆ Background check invitation
- ◆ Once those are completed, they will receive an email with a link to the troop's catalog listing that they can share with other families.
- ◆ An invitation to a welcome session with a staff member, who will be available to support them as they get started.

Available Support

New troops are directly supported by council staff throughout the process. Once the troop is set up and registration and screening have been completed for the primary contact person (Leader or Admin), a staff member will reach out to introduce themselves and invite the new troop leadership to meet with them. The staff member will be available to guide them through the process and answer questions that they have.

Online Resources

All adults in volunteer roles will be provided with access to online training to prepare them for their role. Some training is mandatory: all adults must complete Mandated Reporter training through the state, upload their completion certificate, and take the GSNorCal policies and procedures modules. Troop Leaders/Admins must complete the New Leader Training Course, and adults in other roles will take training so they understand their role and responsibilities.

Many online resources are available to support new troops and caregivers, including the Volunteer Toolkit, which contains meeting plans for all official badges, and Volunteer Essentials, which is an online resource covering GSNorCal policies and procedures for every eventuality.

Wanting The Best For Children - So They Can Be Their Best

Thanks to technology, today's children have access to all the information they will ever need – but having millions of facts at their fingertips isn't enough. To be ready for college and a globally competitive workplace, children need more. They need to:

- ◆ Learn how to **dig deep** by thinking critically about all the information at their fingertips, analyzing facts across disciplines, developing insights and then applying them in new ways.
- ◆ Be able to **communicate persuasively** about their ideas so they can influence others.
- ◆ **Understand and practice empathy**, because it is the root of innovation – and because it creates the kinder, more reasonable world we all want.
- ◆ Know how to **create healthy relationships** – to create ever-expanding circles of belonging for themselves and others. (And don't forget the number one competency needed on every job – people skills.)
- ◆ **Learn how to learn**. Many jobs of the future haven't been invented yet. The key to success will be the ability to learn new skills as needed.

Educators, families, youth development experts, and out-of-school-time-providers – we all want our children to have these skills.

The challenge: How do we provide the higher order thinking skills and social/emotional skills that children need when the school day is only so long, families are busier than ever, and resources are often scarce?

One solution: Working together to make better use of what has been traditionally thought of as "after school time" so that children can have quality learning experiences anytime, anywhere.

What would this look like?

- ◆ A child would do an activity after school that fires their imagination, inspires their curiosity, and sends them back to school the next day eager to learn more.
- ◆ They would learn a concept in class and then get to do an experiential, project-based activity after school that brings that idea to life.
- ◆ Quality learning for kids would become a 360° experience – surrounding kids with fun and purpose!

Girl Scouts of the USA: Part of the Solution

Girl Scouts of the USA offers **innovative and fun approaches** to learning for **girls in every zip code** across the country.

Our learning and development model is based on our historic commitment to civic engagement, insights drawn from best practices in youth development and education, and our own research and expertise.

Simply put, we promise girls and their families that Girl Scouting will help girls:

Discover Self (develop confidence by building skills and learning new things);

Connect with others (learn how to work as a team, resolve conflicts, and treat others with respect);

Take Action (develop projects, based on their own interests and values, that make their community a better place).

And we promise that Girl Scouting will be delivered in ways that engage girls:

Girl-Led (from the youngest ages, girls have the chance to make decisions and shape their own experiences);

Learning By Doing (girls get to do hands-on experiential activities); and

Cooperative Learning (girls team up on projects so that everyone learns).

The Girl Scout Leadership Experience is delivered through our national program, which includes our leadership development curriculum and our iconic badges.

Benefits for Girls

According to a study by the Girl Scout Research Institute, women who were Girl Scouts:

- ♦ Go on to more successful careers - More than half (52%) of women in business are Girl Scout alumnae and 54% of alumnae attribute their success in life to their time spent in Girl Scouts.
- ♦ Are more active as community members and volunteers - 66% of Girl Scout alumnae have been mentors or volunteer with children's groups, and 41% are currently involved with volunteer work.
- ♦ Vote more regularly - Over 77% of women who were Girl Scouts say they nearly always or always vote in elections.
- ♦ Are better educated - 38% of Girl Scout alumnae have completed their undergraduate or postgraduate degree.
- ♦ Enjoy higher household and personal income - On average, Girl Scout alumnae earned over \$10,000 MORE per year than their non-Girl Scout counterparts.

Benefits for Volunteers

According to a study through the Girl Scout Research Institute:

- ♦ 94% of volunteers have made new friends.
- ♦ 88% believe their life is better because they volunteer with Girl Scouts.
- ♦ 2/3 of volunteers believe their experience has helped them professionally.
- ♦ 95% of Girl Scout volunteers are happy knowing they are making girls' lives better.

Sandler Sales Model | Recruitment Event Step-by-Step Process

Bonding and Rapport: Don't get in the way of where you want your potential members to go by being too enthusiastic or passive.

Up-Front Contract: Always set clear expectations and define a clear future after the event. Then, jump into a short (30 seconds or less) explanation of Girl Scouts, and give permission for attendees to ask questions.

Pain: There is a gap between where your attendees are, and where they want to be. It's your job to figure out what your attendees want. Ask questions and highlight outcomes that you feel strongly about and reflects their concerns. Focus on the benefits for adults, too.

Budget: People purchase things from people they can trust. Be truthful and sincere when asked about money and time commitments. Uncover if participants are willing and able to invest what is necessary. Time is historically the most crucial aspect of this step.

Decision: You must uncover who the actual decision maker is. Don't be afraid to accept "no" as an answer, but have attendees understand the significance of being involved in their daughter's Girl Scout experience.

Fulfillment: If possible, walk adults through the registration process and/or the troop number request form. If not, make sure that you follow up with them the next day to offer assistance with registering.

Post-Sell: After the event, reflect on your approach, and talking points. Debrief with those who assisted.

Sandler Sales Model / Pain

Pain is defined as the gap between where the attendees are, and where they want to be. It is our job to figure out what the attendees want. What is their real reason for considering Girl Scouts, and what are their concerns?

Youth-centric Pain Points	
Spends too much time indoors	Girl Scouts experience adventure in the outdoors and healthy living. More than 70% of girls said they first tried an outdoor activity in Girl Scouts. 50% said they could not have done one if not for Girl Scouts.
Has not yet learned to manage conflict	In Girl Scouts, youth members work together to reach group decisions in a fair and cooperative manner. They learn different techniques for managing disagreements.
Hasn't had much opportunity to experience activities outside of home and school	Girl Scouts get the chance to do big things. The Girl Scout Leadership Experience is a collection of activities and experiences girls have as they earn badges, sell cookies, go on exciting trips, explore the outdoors, do Take Action projects that make a difference, and more.
Prefers solitary activities	As Girl Scouts progress through the program they learn to work together with their peers to plan activities, accomplish goals, and have fun!
Concern about restrictive school curriculum and lack of hands-on education	The Girl Scout program is designed to offer developmentally-appropriate hands-on activities which allow youth to learn by doing. The program pillars include life skills, STEM, outdoor skills, and financial management and are aligned to core curriculum standards.
Isn't learning any life skills	The Girl Scout program contains many badges focused on life skills, and participation in the product program leads to financial literacy skills which will last a lifetime!
Wants to encourage child to be more civically minded and get involved in the community.	Community service is one of the pillars of the Girl Scout program - each year, troops are encouraged to hold at least 1-2 community service activities or projects, and to learn how to take action to make the world a better place.
Doesn't like to try new things	Girl Scouts provides a safe and supportive environment where youth members are encouraged to take risks and try new challenges.
Lacks confidence	In Girl Scouts, youth are gently encouraged to speak up, share their opinions, work together to choose their experiences, and try new things in a safe environment where they can build confidence.
Thinks she cannot do things because she is a girl	Girl Scouts learn that they can truly make a difference in the world, and to celebrate and take pride in their accomplishments.
Has few friends	In Girl Scouts she will build strong relationships with others in her community through sharing fun experiences, working together to make a difference, facing challenges, supporting each other, and growing together. This sisterhood is often enduring and lifelong - many Girl Scout alums maintain strong relationships with their troop members.

Adult-centric Pain Points	
I wasn't a Girl Scout/don't know about the program	More than 50% of our current volunteers were not Girl Scouts growing up! Full meeting plans are provided, and learning alongside your girl is part of the fun.
Is unable to spend much time with their child	In Girl Scouts, adults are encouraged to participate with their child's troop and share experiences together. Typically, all caregivers in a troop partner together to facilitate Girl Scout activities and chaperone at meetings and fun events, so adults are able to spend this time enjoying Girl Scouts side by side with their child.
Is a caretaker for younger children	While we encourage troops to provide a troop-only space as often as possible, other family members can also be present when necessary.
I don't have the skills	We provide the resources and support to ensure that every volunteer's experience is a positive one right from the very start. This includes access to training, staff support, and tools such as the Volunteer Toolkit which help volunteers and girls
Afraid of doing it alone	Co-op troops are a great option to share the responsibilities amongst all families and ensure that other parents are involved.

Incorporating Sandler Sales Techniques into Recruitment

Have a conversation: While there are some important aspects of Girl Scouts that you will want to ensure your audience hears, remember that you should be listening just as much as you are speaking, if not more. In order to identify their pain points (i.e. their needs and wishes) you will need to ask questions. Begin by asking about their Girl Scout experience, if they have any, and what they are looking for from Girl Scouts for their child. Answers to these questions will tell you what they are excited about and will let you know what to focus on when you are talking about the program. You can incorporate a slideshow presentation into your PIN but ensure you leave enough time for these conversations.

Restate and reinforce: Show that you were listening - remember what people's responses were to your open ended questions and come back to them. E.g. if a parent mentions that they have recently moved to the area and their child doesn't have many friends, you will want to get them excited about the prospect of making friends in Girl Scouts, using both general points ("Girl Scouts is such a great way to make friends!") and specific anecdotes ("A friend of mine was in Girl Scouts as a child and even now, 30 years later, she still keeps in touch with her troop and they arrange annual camping meet ups!"). If a parent is concerned that their child has too much screentime and doesn't spend enough time outdoors, remember to bring this up later when discussing the outdoors options ("There's a Girl Scout camp property local to this area which is a great place to take the troop for a first camping trip - they can really get away from their screens and connect with nature!")

Next steps: Make sure that you are very clear when it comes to what will happen next, and the expected timeline. If someone has volunteered as a troop leader or troop admin, explain what their follow-up will be ("I'll be working with Sarah for a few days to get that troop number issued and get the troop open for registration - Sarah, look for an email from me tomorrow with all the information you'll need to submit that request and get started on your training. You'll hear back from my colleague within a couple of days with a link to register, and then you'll do your background check. Everyone else, please consider which of the troop committee positions you may be able to support with and let Sarah know within the next few days. As soon as the troop is set up and open for registration, I'll send that link out to you all. If all goes smoothly that should take approximately one week.")

Troop Team Committee

All parents might not be able to attend all troop meetings, but there are so many other things that they can do to support their girl and her troop. The list below notes some of the most important things that go into making a great troop. Encourage the adults to make an investment of time by sharing their skills and talents. Invite them to think of another parent, friend, or community member to be a co-helper with them and do it as a team.

Yes, I can do this	Positions	Quick Description (may not include all duties) Adult Volunteer Positions
	Troop Leader and Co-leader	<ul style="list-style-type: none"> Serves as the main council contact for the troop Keeps troop records Works with co-leader and girls to plan meetings/activities Attends troop meetings and service unit meetings
	Troop Treasurer	<ul style="list-style-type: none"> Opens and maintains bank account and financial records for the troop. Completes annual financial report.
	Troop Fall Product Manager	<ul style="list-style-type: none"> Manages and coordinates troop participation in the Fall Product Program Trains girls and parents/guardians at troop meeting Confirms orders with parents/guardians and distributes inventory
	Troop Cookie Manager	<ul style="list-style-type: none"> Manage and coordinate troop participation in the Girl Scout Cookie Program Trains girls and parents/guardians at troop meeting Confirms orders with parents/guardians and records all data Manages troop inventory and booth sign-ups
	Troop Trip Coordinator	<ul style="list-style-type: none"> Takes care of paperwork and logistics for troop trips Coordinates trip chaperones Ensures health and safety guidelines are followed for all trips
	Troop First Aider	<ul style="list-style-type: none"> Holds current CPR/First Aid certification Maintains the troop first aid kit Attends trips and activities where a first aider is needed
	Troop Helper/Chaperone	<ul style="list-style-type: none"> Plans/attends/leads meetings and/or trips as needed Ensures health and safety guidelines are followed
	Troop Outdoor Coordinator	<ul style="list-style-type: none"> Plans and coordinates outdoor experiences for the troop Coordinates camping trips

NOTES

Connect with Girl Scouts!

Facebook

www.facebook.com/groups/gsnorcal

Event information, adult learning news and updates, photos of girls in action, tips and tricks for volunteers, and more!

Instagram

www.instagram.com/gsnorcal

Fun photos from across the council.

Twitter

www.twitter.com/GSNorCal

Tweets about informative articles, blogs, and breaking general news of interest to our members, volunteers, and supporters.

LinkedIn

www.linkedin.com/company/girl-scouts-of-the-usa

Links to articles about the Girl Scout Movement and topics related to the health, development, and support of girls.

Visit our website

gsnorcal.org



girl scouts 
of northern california

1.800.447.GIRL

Email: info@gsnorcal.org

www.gsnorcal.org