



RECRUITMENT PLAYBOOK



Thank you for serving as an ambassador for Girl Scouts, enthusiastically seeking to engage and recruit new members into the organization.

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

Qualities of a Great Girl Scout Leader



Honesty

You are a trusted representative of your service unit and of Girl Scouts. If you strive to make honest and ethical decisions, your team will too.



Ability to Delegate

Where there is trust, there is strength! The ability to delegate tasks to appropriate team members is one of the greatest skills you can have.



Communication

Be clear and be knowledgeable about what you want done or the information you wish to convey. If you can't explain it, they can't understand it.



Sense of Humor

Always try to find the smiles inside the struggles! If you strive to find the "punny" and positive side of any situation, your teammates will too!



Confidence

When setbacks occur, help assure everyone that everything is going to be OK. Be a source of encouragement and calm during life's little storms.



Commitment

Lead by example. If you expect your team to work hard and give of their time and talents, always do your best to do the same.



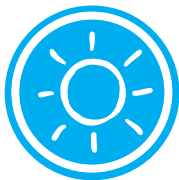
Positive Attitude

Help keep your team focused on the goals ahead by keeping a smile on your face and in your voice. Positive energy produces positive results!



Creativity

Problems don't always have clear solutions and sometimes the best ideas take a little time to find. Always try to think outside the box!



Ability to Inspire

Motivation is key to achieving your goals. Keep everyone's spirits high by appreciating hard work and recognizing team members' strengths.



Intuition

Use your best judgment. Trust your gut. When there is no roadmap telling you where to go or how to proceed, trust yourself and trust your team.



Girl Scouts of Eastern Washington and Northern Idaho

RECRUITMENT PLAYBOOK

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HOST A SUCCESSFUL COMMUNITY DISPLAY BOOTH

Make a list of upcoming community events, fairs and festivals. Share this list with other volunteers to see where someone might know someone who would donate a booth to your Service Unit. Identify which events, fairs and festivals you would like to attend and start asking for help! Connect with your council's External Recruiter to host a booth together! Prioritize by the potential for visibility to families and kids. Ask fellow volunteers to commit to manning the booth, make a schedule, and share it.

Prior to the event:

- Go to the organization hosting the event's or the festival's website. Read the vendor application information thoroughly. Forward any confirmation details to other volunteers helping out with your booth. Check for parking details, mandatory ending times, and extra fees for electricity. Pay special attention to the size of your booth space, this will often determine what type of craft/activity you can facilitate or whether you should stick with giveaways.
- If you are not connecting with the organizers via application or website, make sure to confirm load-in-time (set-up time) and load-out times with the event organizer. And be sure to ask questions so you feel prepared: i.e. Where is parking? What happens if it rains?
- Confirm volunteers and shifts to make sure you have help loading in, working the event, and loading out.
- Consider using or borrowing a wagon or dolly cart to help transport items.
- Organize material in a plastic tub or box to make setting up and breaking down easier.

What to bring:

- Table, canopy, chairs: Are these being provided by the event? Or will you need to bring them?
- Tablecloth: If your service unit doesn't have a Girl Scout tablecloth, consider investing in one (available at your council shop). Tablecloths are often available to check out from your External Recruiters as well.
- Girl Scout Service Unit banner or sign identifying who you are.
- Girl Scout materials: The council can provide the following to each Service Unit and will have additional resources available to download and print.
 - Recruitment Toolkits: Filled with fun Girl Scout giveaways, family guides, "How To Join" cards, financial reports, "Girl Scout DNA posters," and stickers.
 - Yard signs to post near your booth.
 - Flyers *Use our Volunteer Flyer Toolkit to help you create your own.
- Pens and clipboards
- Some optional booth ideas:
 - Giveaways: Check with the council about pencils, stickers, bracelets. Have girls make SWAPS. Pass out balloons or candy.
 - Crafts: Have a quick, simple craft girls can do while you are talking with their parents.
 - Supply box. Band-Aids, tape, zip ties, scissors, mini stapler, rubber bands, sun screen, trash bag
 - Tablet or Laptop. Have the "Join Today" page saved to your desktop. (www.gsewni.org). Also consider creating a slideshow of pictures from your troop or Service Unit. Remember to ask about electricity (consider bringing an extension cord and power strip) and make sure your battery is fully charged.



Day of Event

- Tables should be inviting and well organized. To reduce clutter, store additional flyers, volunteer brochures, etc., behind the table and hand out only to people who are interested. This is also a good practice with Girl Scout giveaways, SWAPs, and candy so you won't run out before the event is over.
- If space allows, stand in front of your booth. You'll appear more welcoming.
- Smile. Be approachable. Let people see how happy you are to be a Girl Scout!
- Wear clothes that make you feel great! You'll be happier and more confident talking to potential members. Girl Scout gear is always a great option!
- Greet everyone. Make sure to talk to both moms and dads, engage a girl's sibling, talk to alumnae. You never know who might be your next member or next volunteer.
- Refrain from talking or texting on your cell phone unless it is necessary - have another volunteer cover the booth while you step away.
- Take a break and eat lunch away from the booth. It's a great idea to schedule more than one volunteer per event so people can eat and use the restroom.
- When packing up for the day, remember, a Girl Scout always leaves a place cleaner than how she found it.

What to Say

- Use your knowledge about Girl Scouts to generate excitement. Tell them why you joined. Tell them about the fun you've had with your troop. How much fun you have had experiencing new things with your girl. Share with them some of the great events and activities planned for the upcoming year.
- Find out the interest of the girl and tell them about opportunities that align.
- Remind them Girl Scouts is a volunteer organization and adults are vital to giving girls a great Girl Scout experience. Tell them about the training and support from other volunteers and the council.
- Get their information. Have them fill out the first page of the "Join Now" page online, complete the registration form online or just a sign-up sheet, but get enough information that allows council staff to follow-up with a membership registration email or provide the Adult Volunteer form.
girlscouts.secure.force.com
- Be realistic. Do not promise them immediate placement as troops are still forming. Say council staff will follow-up with them next week about available options, and make sure to ask them again about volunteering even if it is as an assistant, or co-leader for a troop.

Post-Event

- Organize all information received at the event. Each person who filled out the online form should receive an email or phone call the following week with additional information about troops, meetings, or volunteer applications. If you collected a list of names and contact information, this is a great list of people to invite to an upcoming Family Recruitment event.
- If there are no troops currently available, feel free to talk to the parents about volunteering. Tell them about your experience volunteering, the training and support they'll receive. Assure them they will have other volunteers guiding them on this fun adventure to being a troop leader, co-leader, or assistant. Share your own Girl Scout bonding experiences... What brought you to lead? Keep in mind, not everyone who is suited or ready to lead their own troop, and that is okay.
- In the case there is no leader, and no parents have agreed to volunteer, encourage them to choose "unsure" or "new troop" when they submit their registration. Council staff will be actively recruiting volunteers to form this new troop.
 - Thank volunteers who worked the event.
 - Celebrate your success!



AWESOME IN-SCHOOL RECRUITMENT

At the start of the school year, reach out to school administrators about ways Girl Scouts can participate at the school. Every district is different and what they will allow varies from school to school. This is why it is a good idea to connect with your External Recruiter about scheduling a meeting with administrators to discuss options ranging from an in-school day troop, assembly, after school participation, sending home recruitment event flyers, information on their website/newsletter, mention on their Facebook page, etc. These are all great places to start.

School Assembly

This is where all girls in a school are invited to a special assembly to learn about Girl Scouts. Girls often create a craft, play a game, sing a song, or learn about anti-bullying, community service, patriotism, etc. These can be done by Girl Scout grade levels, or the entire school depending on space and time limitations. Each girl should leave with information about joining Girl Scouts and an invite to an upcoming Family Recruitment Event. GSUSA's Youtube channel has great videos that you can show at an assembly.

[youtube.com/user/girlscoutvideos](https://www.youtube.com/user/girlscoutvideos)

Promote Your Event

See page 9 for ways to effectively promote your event.

Prior to the Event

- Confirm time and location with school contact. Where is parking? Do you need to check-in at the office?
- Drop off or email assembly information for school to put up.
- Ask for Girl Scouts to do the morning announcements that day. Work with your troop to prepare them for this exciting opportunity.
- Place yard signs at the school or pass out information in the parent pick-up lines.
- Confirm volunteers to make sure you have help loading in, working the assembly, and loading out.
- Consider using or borrowing or buying a dolly, or rolling cart to help transport items.
- Gather supplies and organize material in a plastic tub or box to make setting up and breaking down easier.
- Plan assembly activities:



- Crafts. Have a quick, simple craft girls can easily do. Look at various Girl Scout Pinterest pages for ideas. [pinterest.com](https://www.pinterest.com)
- Lyrics and motions to your favorite Girl Scout song. We love "Make New Friends" and "Boom, Chicka, Boom"!
- Photobooth. Consider setting one up for parents and caregivers to have fun.
- Technology. Create a slideshow of pictures from your troop or Service Unit, play fun girl music. Remember to ask about electricity and/or make sure your battery is fully charged.
- Giveaways. Check with the council about pencils, stickers, bracelets. Have girls make SWAPS.



What to Bring:

- Recruitment Toolkits: Filled with fun Girl Scout giveaways, family guides, “How To Join” cards, financial reports, “Girl Scout DNA” poster, and stickers!
- Girl Scout material. The council can provide the following to each service unit and will have additional resources available to download and print.
- Flyers *Use our Volunteer Flyer Toolkit to help you create your own.
- Craft supplies
- Giveaways - Additional bracelets, pencils, etc.
- Tablet or Laptop, or projector and screen.

Day of Event

- Arrive early to have plenty of time to set up for the assembly.
- Thank administrators and teachers for allowing you to host an assembly.
- Smile. Be approachable. Let girls see how happy you are to be a Girl Scout!
- Wear clothes that make you feel great! You’ll be happier and more confident talking to potential members. Girl Scout gear is always a great option!
- Greet everyone. You never know who might be your next member or volunteer.
- When packing up for the day, remember a Girl Scout always leaves a place cleaner than how she found it.

What to Say

- Use your knowledge about Girl Scouts to generate excitement. Tell them why you joined. Tell them about the fun you’ve have with your troop. How much fun you have had experiencing new things with your girl. Share with them some of the great events and activities that are planned for the upcoming year.
- And possibly, let Girl Scouts attending the assembly be prepared to share their excitement and Girl Scout experience, too.
- Find out the interests of the girls and tell them about opportunities that align with those interests.
- Let girls know that trying something new, such as Girl Scouts, can be fun, exciting, and worth it!

Post-Event

- Hand-write a thank you note to school administrators thanking them again for allowing the assembly.
- Thank volunteers who worked the event.
- Celebrate your success!
- Share your success! Let the council know how many girls attended the assembly and how many came to the Family Recruitment Event from the assembly. Share pictures.

After-School Participation

Many schools offer after-care to students. This is an awesome time for girls to get the Girl Scout experience and for schools to offer added value to their after-care programs. These troops are often led by after-school staff or a local service unit volunteer, with the staff/volunteers deciding on the grade levels, length and frequency of the meetings. Work with your External Recruiter to see if this is an opportunity for girls in your school’s after-school program(s).

These troops are set up like any other troop in your service unit, with the staff member registering, completing the background check and training. These troop leaders should be included in all service unit meetings and activities.



FAMILY RECRUITMENT EVENTS

There are several types of Family Recruitment nights you can host. Below are tips for carrying out two types.

Option 1: There is the FUN family night you can host for families where you can share the Girl Scout Experience with girls and provide parents with basic information about Girl Scouts and how to join. This event will likely prompt some of the girls in attendance to join the movement. You may also gain some new adult volunteers. This type of recruiting may work best for girls who already have the G.I.R.L. mentality (Go-getter, Innovator, Risk-taker, Leader) and parents who are already excited to join.

These events are the really fun ones! You can really create excitement and interest for Girl Scouts by hosting an event that welcomes the whole family to find out about the possibilities of Girl Scouts. Fun family nights invite girls from across the community to come out for a day or evening of excitement. And parents are able to get information about troops, activities, register and explore volunteer opportunities. Great places to host these events are at your local park, a skating rink or school gymnasium. Several Service Units host these events with a theme - such as a luau, carnival or game night. Get creative and have fun!

You will need to have plenty of Girl Scouts and volunteers on hand to meet, greet and answer questions, as well as ensure adult-to-child ratios are being met while the parents meet and girls play.

Typically 4-6 weeks are needed to plan a Family Recruitment Event. If you have to provide everything at a park more time may be needed, a skate rink would typically take less time, but be sure to book ahead! The most important part is people get the information they need to join Girl Scouts.

Prior to Event

- Confirm time and location. Pay any necessary deposits.
- Drop off Family Recruitment Event information flyers for school to put in girls' folders.
- Create a yard sign for the drop off/pick up line entrance with event details.
- Order Recruitment Flyers from the council (see instructions pg. 4).
- Ask local businesses, libraries and town halls to hang posters in their windows.
- Submit events to online community pages and event calendars utilized by citizens in your town.
- Contact your local paper, radio station and TV station to request that the event be added to their community calendar.
- Plan for music and video.
- Refreshments. Plan and purchase any refreshments. Keep this simple so volunteers and girls are able to interact with potential new members.
- Confirm volunteers and troops to make sure you have help loading in, working the event, and loading out.
 - Troop leaders should be prepared to welcome new members and be able to access the Opportunity Catalog with parents to show dates, times and locations of upcoming troop meetings. Troop leaders should be able to share something that makes their troop special.
 - Try to have a troop leader from each age group present to talk specifically with parents about what to expect in the upcoming year.
 - Current Girl Scouts, they can lead a song or game, lead a flag ceremony or say the Promise and Law, even make a poster of their experiences. Older girls can speak best about the impact on their lives, or top awards.



- Create your supply box. Band-Aids, tape, zip ties, scissors, mini stapler, rubber bands, sun screen, trash bags, etc.
- Consider borrowing or buying a dolly, or rolling cart to help transport items.
- Gather supplies and organize material in a plastic tub or box to make setting up and breaking down easier.
- Plan event activities:
 - Crafts. Have a quick, simple craft girls can easily do.
 - Lyrics and motions to your favorite Girl Scout song. We love “Make New Friends” and “Boom, Chicka, Boom”!
 - Technology. Consider creating slideshow of pictures from your troop or service unit, play fun girl music. Remember to ask about electricity and make sure your battery is fully charged.
 - Giveaways. Check with the council about pencils, stickers, bracelets. Have girls make SWAPs. Pass out balloons or candy.

What to bring:

- Tables, tent, chairs: Are these being provided by the event? Or will you need to bring them?
- Tablecloth: If your Service Unit doesn't have a Girl Scout tablecloth, consider investing in one. They are available at your council shop and are often available for check out from your External Recruiters.
- Girl Scout Service Unit banner or sign identifying who you are.
- Girl Scout materials: The council can provide the following to each Service Unit and will have additional resources available to download and print.
 - Recruitment Toolkits: Filled with fun Girl Scout giveaways, family guides, “How To Join” cards, financial reports, “Girl Scout DNA” poster, and stickers!
- Recruitment flyer with Family Recruitment Night invite.
(Available at gsewni.org)
- Craft supplies
- Giveaways - Additional bracelets, pencils, etc.
- Pens, clip boards, large envelope to collect forms in, refreshments for volunteers.
- Supplies for planned event activities.
- Tablet or laptop, or projector and screen. Consider creating a slideshow of pictures from your troop or Service Unit. Remember to ask about electricity (consider bringing an extension cord and power strip) and make sure your battery is fully charged.
- Refreshments and plenty of trash bags.



Day of Event

- Arrive early to have plenty of time to set up for the event and check laptop, projector and music.
- Thank location for allowing you to host a recruitment event at their facility.
- Smile. Be approachable. Let girls see how happy you are to be a Girl Scout.
- Limit conversation with current parents and volunteers. These events are designed to welcome new families to Girl Scouts.
- Greet everyone. You never know who might be your next member or volunteer.
- When packing up for the day, remember a Girl Scout always leaves a place cleaner than she found it.
- We suggest you have the adults sit according to the grade level that their daughter is in. The goal is to encourage the adults to join together as leaders and co-leaders that night to form a leadership team.
- Setup a display table with Journey books, scrap books, uniforms, etc. to excite the parents and girls about the fun they will have in Girl Scouts.
- Include current Girl Scouts' participation with a song or game, lead the flag ceremony or say the Promise and Law.



Sample Agenda (What to Do & Say)

Although these events are a lot of fun, the main objective, of course, is to get girls to join and adults to volunteer. The best way to make sure you get this accomplished among all the fun is to create an agenda for the day.

Here is a sample agenda:

10 - 10:20 a.m. Meet and Greet – Welcome potential new members and the parents.

Invite girls and any siblings to join others in activities, games or crafts

While girls and siblings are entertained, ask parents to join you for more information.

10:20 – 10:50 Welcome the parents. - Introduce yourself. Make sure to say your name, how long you have been involved in Girl Scouts.

- Use your knowledge about Girl Scouts to generate excitement. Tell them why you joined. Tell them about the fun you’ve had with your troop. How much fun you have had experiencing new things with your girl. Share with them some of the great events and activities that are planned for the upcoming year.
 - ~ See Talking Points on page 14
- Remind them that Girl Scouts is a volunteer organization and that adults are vital to giving girls a great Girl Scout experience. Tell them about the training and support from other volunteers and the council.

10:50 – 11:00 Girl Scouts, girls and siblings perform new song.

11:00 - noon Registration, troop placement, volunteer sign ups

- Find out the interest of the girls and tell them about opportunities that align with those interests.
- Get their information. Have them fill out an interest indicator form, a registration form, or just a sign-up sheet, but get information that allows you to follow up with a membership registration form or volunteer application packet.
- Bring registration forms! Some people are ready to sign up on the spot. But be realistic. Do not promise them immediate placement as troops are still forming. Say you will follow up with them next week about available options, and make sure to ask them again about volunteering even if it is as an assistant, or co-leader for a troop.
- Inform potential new leaders about annual Girl Scout Registration of \$25 per member and an \$8 Background Check fee that covers them for 2 years.
- Current volunteers inform parents of troop meetings, activities, dues, etc.
- Brush up on “Volunteer Excuses” on page 15 to be ready to encourage people to volunteer.

Option 2: Host a Family Recruitment Night, where parents, guardians, and caregivers can share their concerns about raising a girl in today’s world. Identify concerns parents have and show how Girl Scouts differs from extracurricular activities that parents commonly seek out to help their girls gain confidence and engage in the world. These recruitment events will focus on parents driving the decision to join. They are most effective with parents who have common concerns about raising girls with character - even though these, almost universal, concerns are not commonly talked about. These events may bring girls to Scouting who really need it and adults to volunteer who are committed to the movement from the moment they sign up.

Open House or Information Night

Another type of Family Recruitment Event is an open house or information night - a more casual event allowing families to drop in at their convenience. You will want to set a start time and end time where people can come at their leisure to gain more information, join troops and register for the upcoming year.

Enlist as many current Girl Scouts and volunteers as possible to be on hand to meet, greet and answer questions, as well as volunteers who will lead girl and siblings in a craft, game and sing-a-long activity.

Parents will be able to get information about troops and activities. Have them fill out an interest indicator form, a registration form, or just a sign-up sheet, but get information that allows you to follow up with a membership registration form or volunteer application packet.



And just because it is called an “open house” doesn’t mean you can’t have this at a park, skating rink or school gymnasium. Several Service Units host these events with a theme - such as a luau, carnival or skate night. The most important part is people get the information they need to join Girl Scouts.

***Do not promise them immediate placement as troops are still forming. As stated before, say your council will follow up with them about available options, and make sure to ask them again about volunteering even if it is as an assistant, or co-leader for a troop.**



IDEAS FOR WORKING WITH GIRLS AT RECRUITMENT EVENTS

Here’s an example of some things you could do with girls and their siblings at a recruitment event. Use your imagination! Every Service Unit and recruitment event is different! Try one of these fun activities, or come up with your own!

1. Make friendship bracelets to exchange with each other.
2. Create a SWAP to trade with new girls.
3. Decorate a wooden picture frame with foam shapes.
4. Have a Dance Party where you teach cool new dance moves.
5. Set up a fun photo booth.
6. Do a hula hoop competition.
7. Make a pipe cleaner bouquet to give to parents.
8. Have a face painting station.
9. Teach the “Boom Chicka Boom” song.
10. Teach the Promise and Law and make a color coded bead bracelet.
11. Make indoor S’mores with graham crackers, marshmallow whip and Hershey’s chocolate spread.
13. Do the Girl Scout Law Word Search. gsewni.org
16. Make a paper plate Dream Catcher (Pinterest)
17. Make a washer necklace (Pinterest)
18. Teach the “Make New Friends” song to perform for parents.
19. Make Button Bracelets. (Pinterest)
20. Make a Plastic Lace/ Boondoggle Keychain. (Pinterest)



PROMOTE YOUR EVENT

Sending Home Recruitment Flyers

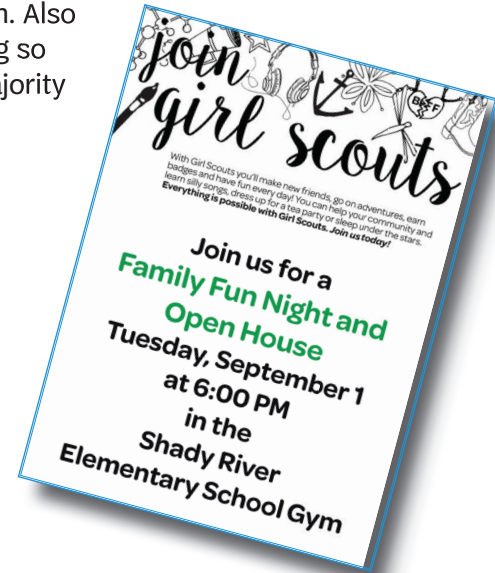
One of the very best ways to communicate directly with parents and girls!

Flyers are the perfect way to invite girls to an upcoming Family Recruitment Night. Ask to see if your school(s) will put the flyers in teachers' boxes to include in girls' homework folders. Make sure to find out when folders go home and plan to get the flyers to the school in plenty of time for insertion. Also be sure to find out how many girls are enrolled in the grades you are targeting so you will know how many flyers to print and send. Our research shows the majority of new members are in grades K-5.

Be sure to provide the following information:

- Family Recruitment Event date, time, location
- Service Unit contact name, email and/or phone number
- Total flyers needed for school
- In-hand date to school
- Any specific details you would like listed
- If shipped to you: name, complete address and phone number
- If shipped to school: contact name, complete address and phone number

You will need to provide post-event information to your External Recruiter. This includes number of attendees, girls registered, volunteers registered and pictures.



School Website or Social Media

Does your school(s) have a website where you could place an ad? Maybe the school would be willing to post about the Girl Scout Family Recruitment Event on their Facebook page?

Get creative!

PTA/PTG

Parent Teacher Associations/Groups are another great avenue for recruiting girls and volunteers. Ask to be a guest speaker at an upcoming meeting or see if you can set up a Community Display Booth (pg. 1) with information.

Get Local Businesses Involved

Many local businesses are happy to let you hang a poster in their window to promote an upcoming Girl Scout Recruitment Event. Talk to fellow parents and volunteers to help spread the word with businesses. Some may even be willing to share on their own website or Facebook page.

Ask Your Local Paper, Radio and Television Stations to Announce

Most all media outlets have a community calendar. This is a great place to request that your information be shared. Work with your Service Unit to help promote the event to local media outlets.

List it in Your Church Bulletin

Churches will often list or announce Girl Scout Recruitment Events. Talk with your fellow parents and volunteers to see if their home church(es) will help promote the event.



Youth Groups, Clubs and Other Organizations

We all want to see our children succeed, and many other youth-serving organizations will help promote a Girl Scout Recruitment Event. Ask about their website, Facebook or newsletter. Consider hanging a poster at the community center or ballpark. Ask your local government to announce on their website or social media sites.



TALKING POINTS

Welcome, introduce yourself, and tell a story about Girl Scouts

Think about what you can share from your Girl Scout experience that will illustrate why you and your family are engaged with Girl Scouts?

There is greatness in every girl; Girl Scouting helps her find it

- By participating in Girl Scouts, girls discover the fun, friendship, and power of girls working together.
- Girls benefit by developing social skills, building confidence, and pursuing interests, causes, and leadership roles that matter most to them.
- Cookies, camping, and craft activities are wonderful Girl Scout traditions, but leadership development in girls is our organization's unique purpose.
- When a Girl Scout sells cookies, she's doing more than just handing customers a box; she's creating a plan, interacting with customers, and working on a lifetime of skills and confidence. Participating in the Girl Scout Cookie Program teaches goal setting, decision making, money management, people skills, and business ethics – lifelong skills that will benefit every girl.
- What is leadership development? Learning how to work well with others, resolving conflicts, becoming problem-solvers, and developing critical thinking skills.
- Girls who are Girl Scouts are more likely to achieve academically, graduate from high school and college.
 - Girl Scouts have the opportunity to earn their Bronze, Silver, and Girl Scout Gold Awards. These awards ask the girls to discover their passion and help solve community issues by taking action and helping to find sustainable solutions. By doing so, girls can earn college scholarships, join the military one or two ranks higher, and become lifelong learners and active citizens.
 - Girl Scout Gold Award recipients can earn college scholarships! And Girl Scouts looks great on college applications!



Now that we know the benefits for girls in our premier leadership program, is this the day you decide to make a difference in the lives of your daughter and her friends?

- Everyone has something to offer, whether it's as a troop leader, co-leader or parent support. Troops need people to volunteer for snacks, or field trip transportation, or maybe just an extra hand in passing out supplies at a meeting.
- The common denominator for girls who are successful in Girl Scouts is they have positive adult role models who share their unique talents to help girls become the kind of leaders they want to be.
- With the guidance of passionate volunteers, girls are standing up, standing out, and standing tall in every aspect of their lives.
- Volunteers are empowered to connect with girls, do quality activities with their daughters, and influence the development of the Girl Scouts with whom they interact.
- When we say "Girl Scouting builds girls of courage, confidence, and character..." it isn't just the girls who grow! Your example of moving through uncertainty with courage and developing your OWN confidence is exactly the kind of "character" we want girls to see modeled.

What is expected of a Girl Scout volunteer?

- Girl Scout volunteers must complete a background check and register as a Girl Scout member, as well as complete mandatory volunteer training.
- The best thing about volunteering for Girl Scouts is you are not alone! You have a whole Service Unit there to help you, guide you, and answer questions you may have. Plus, council staff is just a phone call, or email away.
- Girl Scout volunteers receive training prior to meeting with girls, so you are totally prepared for your first troop meeting. And with additional training opportunities throughout the year - from troop camping to making SWAPs - you will be prepared for whatever, wherever your troop may take you.
- Volunteers use Girl Scout materials such as the Girl's Guide to Girl Scouting and Journeys to guide them on flexible, fun, age-appropriate, girl-led activities. Complete meetings are outlined in the facilitator guides.
- Skill-building badge activities are outlined in the Girl's Guide to Girl Scouting.



COUNTERING EXCUSES TO VOLUNTEERING

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

- "We have resources that do a great job of teaching the basic Girl Scout values and processes, and amazing volunteers who have great fun supporting each other. You won't be in this alone!"
- "You'll learn a lot as you go!"
- "There is no wrong way/right way either...every troop is different!"

I don't have time.

- "That's why you'll have a whole team of parents to work with! Girl Scouting is all about sharing responsibility and leadership, not doing it all on your own!"
- "The good thing about being a leader is you get to decide when Girl Scouts works for you. You get to set the day of the week and the time!"

I work full time.

- “Most of our troop leaders work so we try to make volunteering as easy as possible.”
- “Meetings can be at night, or even on the weekends. You decide!”
- “Volunteering with Girl Scouts is a fun way to get to be with your daughter.”
- “The good thing about being a leader is you get to set the time, location, and frequency of meetings to fit YOUR family’s schedule! Lots of troops meet in the evening, or on weekends, weekly, bi-weekly, or monthly. It’s up to you.”

I’ll think about it.

- “I understand. However, we don’t want the girls to wait too long. They are excited and we want the troop to get started as soon as possible.”
- “Talk to your daughter’s friends’ moms, your co-workers, neighbors, women at church, etc. See if any of them would like to be your co-leader.”

I am just not creative.

- “You don’t have to be! We provide training to get you started.”
- “The grade level books, leader guides, and Journey books will help you plan your meetings.”
- “We want the girls to be able to decide what they want to do, with your guidance of course.”
- “The girls will give you lots of ideas too.” (Give examples of what troops have done.)

I hate camping.

- “Good News! There’s no rule that says you HAVE to camp!”
- “Every troop gets to decide what they want to do. If you don’t want to camp, you don’t camp. If you like traveling, you can take trips every week.”

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

- “I’m sure there are many ways the troop could use your help: planning meetings, helping with crafts, driving, maybe writing a troop newsletter.”
- “Would you consider being a co-leader? Maybe you and one or two other moms could divide up the jobs so it’s not so much for one person. One could handle the paperwork, one could plan the meetings, and one could handle the cookie sale. What do you think of that?”
- “Go ahead and complete the volunteer application and we’ll work on just how the troop can use your extra set of hands.”

I don’t know if I could do it.

- “When we say that “Girl Scouting builds girls of courage, confidence, and character...”, it isn’t just the girls who grow! Your example of moving through uncertainty with courage and developing your OWN confidence is exactly the kind of “character” we want girls to see modeled.”
- “Girl Scouts is a leadership development program. Girls AND adults learn and grow together!”
- “This is actually a great way to build your own resume. We have great trainings, and certifications. We make sure you’ve got the tools and resources you’ll need at every step along the way.”
- “Our curriculum is really easy to use. You can pull it off the shelf and run meetings straight out of the notebook...
- ...OR customize it and use all your creativity. It’s up to you!”

I wouldn’t know where to start.

- “Simple! We always start with the registration and background check. We have an online orientation you can complete anytime called **Girl Scouting 101**, and then you can participate in **Volunteer Basics**, which is a workshop with a facilitator and other new leaders. We’ll walk you through the basics of Girl Scouts, safety information, financial guidelines and ways to best utilize your troop parents.”



But I don't have a daughter.

- “Which means you might not even know what a wonderful example you would be to girls out there who might not have the best role models in their own lives!”
- “You don't have to have a girl of your own to be a terrific leader.”
- “We have girls in your area who have just been waiting for someone to step up and be their leader.”
- “You know, I've heard grown women say their Girl Scout leader was the one person in their life they could count on, and that Girl Scouting saved their lives. You could be that point of stability in the midst of all the challenges of growing up female in this society.”

But I'm a guy! How can I be a Girl Scout Leader?

- “Oh, we SO need dads to step up! And they DO! We have lots of dads who have discovered how amazing it is to be a Girl Scout Leader and are participating in our “Man Enough to be a Girl Scout” program. It gives them a wonderful way to connect with their daughters and make sure those girls have excellent male role models in their lives. “
- “I know lots of dads who are proud, card-carrying Girl Scouts!”
- “I'll bet you have some great skills you could share with girls. What do you enjoy doing? Outdoor activities? Financial management? Construction skills? Auto mechanics? Wouldn't you want your daughter to learn those skills, too?”

But I already did that for my girls, and they're all grown now.

- “Which means you have the core of Girl Scouts already in your bones! Some things may have changed, but the core never will.”
- “You could be an amazing co-leader to a younger mom who is just starting out. Your skills and experience would be invaluable to her.”
- “You don't have to be the one who runs a marathon with your girls! You may just be the one who teaches them how to use that marathon to raise money for a special troop cause.”



THANK YOU for your continued dedication to Girl Scouts, our mission, and to Girl Scouts of Eastern Washington and Northern Idaho! We appreciate you!