



GREENPRINT  
a community-first  
mission support model

# GREENPRINT

## get-ready guide

for current Service Unit volunteers

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# New Council Structure

## Council

Our Council, Girl Scouts River Valleys, is one of 112 local councils chartered by GSUSA and includes all members, volunteers, and staff.

### Areas

Our Council will have 57 Areas, each made up of 2-7 Communities. Area volunteers will have a bird's-eye view of their Communities and offer support and resources to their Communities' volunteers and Girl Scouts. Areas will work closely with staff to keep Communities strong.

### Communities

Our Council will have 208 Communities. Communities will support Girl Scout volunteers, troops, and Juliettes, much as Service Units do now.

### Troops & Juliettes

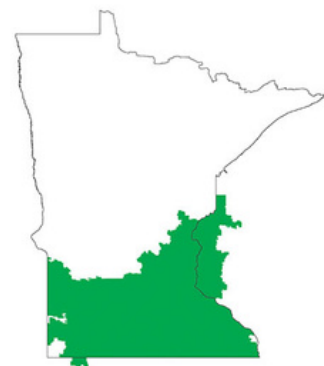
### Staff

A Volunteer Engagement Coordinator will support each Area and its Communities. These staff will help recruit, train, and support Area and Community volunteers. Additional staff from Product, Recruitment, Finance, and Program will also support Area and Community volunteers.

# Communities

## What are Communities?

“Community” is the new name for the geographic sections of our council that are currently called “Service Units.” Each Community will be led by a team of volunteers who provide support, training, guidance, programming, and more to local troop volunteers and Girl Scouts. While Communities will be the primary “home base” for troops, both troops and Communities can also receive support from Areas (see more below and on the next two pages).



Our council will have 208 Communities. Each Community’s name is based on its school district, city, or town name, or on volunteers’ recommendations. Community boundaries are largely based on school district boundaries. By using names and boundaries that local people are already familiar with, Communities will make it easier for current members to communicate about Girl Scouting with the public.

## Support Provided to Communities

Communities will receive support from their Areas and from River Valleys staff. Area volunteers will provide mentorship and support to Community volunteers. Area volunteers may also support a Community’s troops directly if that Community doesn’t have a particular role filled (see more on page 5). Volunteer Engagement staff help will Communities and Areas recruit, train, mentor, and appreciate volunteers. Staff from Product Program, Program, Finance, and Recruitment will also support volunteers in various roles.

## Community Roles

See pages 19-34 for detailed descriptions of each role.

- Community Leader
- Community Membership Leader
- Community Outdoor Leader
- Community Product Leader
- Community Program Leader
- Community Team Member
- Community Treasurer
- Community Troop Support Leader

# Areas

## What are Areas?

Areas are larger geographic spaces that will support Communities. Our council will have 57 Areas, each made up of 2-7 Communities. Areas will allow Communities to come together to organize events, programming, recruitment, and more.

Area volunteer teams will support their Communities in different ways depending on each Area's chosen role structure. Areas will have all the same roles available as Communities, and volunteers can choose whether to fill each role at the Area level, the Community level, or both (see more on the next page). This decision will impact how Area volunteers carry out their roles. For example, if every Community in an Area has its own Product Leader, the Area Product Leader might focus on mentoring and supporting those Community volunteers. If there are Communities without a Product Leader, though, the Area Product Leader could support those Communities' troops directly with their product sales.

## Support Provided to Areas

Areas will receive close support from staff. A Volunteer Engagement Coordinator will support each Area and its Communities, so that all volunteers in the Area will have the same go-to person for general support needs. These staff will help recruit, train, mentor, and support Area and Community volunteers. Areas will also receive support from staff in each functional department. Product Program, Program, Finance, and Recruitment will all work with Area volunteers.

Staff support will be especially important as Areas are first getting established. Volunteer Engagement staff will assist in recruiting new Area volunteers and helping them prepare for their roles. Area volunteers will receive online training, one-on-one support, and other resources to help them be successful in their new roles.

## Area Roles

See pages 19-34 for detailed descriptions of each role.

- Area Leader
- Area Membership Leader
- Area Outdoor Leader
- Area Product Leader
- Area Program Leader
- Area Team Member
- Area Treasurer
- Area Troop Support Leader

# How Communities & Areas Fit Together

## An Adaptable New Structure

The Area and Community structure is designed to provide you as volunteers with more flexibility in how you deliver the Girl Scout Leadership Experience.

You can decide how to structure your own volunteer team by choosing whether you fill each role at the Community level, the Area level, or both. Here's an example: An Area with many troops interested in outdoor programming may choose to have an Outdoor Leader in every Community, while another Area might only need one Area Outdoor Leader to serve all of its Communities.

The new structure will also allow more flexibility in how you work together with other volunteers. Communities that are excited to meet their neighbors might organize lots of events at the Area level, while Communities that like to be independent may plan their own events.

## Staff Recommendations, Volunteer Choice

We're here to help you get started! Staff are providing each Area and Community with tailored recommendations for your volunteer team rosters. These Greenprints are based on your current Service Unit roles, the feedback we've received from you so far about what you need and want, and how we think the boundary changes will affect your new Community.

Your Greenprint recommendations are just that—recommendations! As volunteers, you know best what your Community and Area need. Our staff are here to support you as you put your Greenprint into practice, whether you want to use it as-is or change it to meet your needs.

## Flexibility for the Future

When your needs change in the future, your Greenprint can too. Maybe your local membership or volunteer numbers change. Maybe your troops' interest shifts from one type of programming to another. Or maybe your volunteer team finds a new way of doing things that works better for you! Having the option to fill each role at the Community level, the Area level, or both creates more flexibility to adapt to these changes. By moving to a structure that can evolve over time, we are planting the seeds to keep Girl Scouting strong well into the future.

# Timeline

Below are dates and time frames for changes you can expect over the next program year. We will also continue to share just-in-time updates through the Greenprint Rallyhood site, Service Unit Monthly Meet-ups, and other places like email newsletters.

## Fall 2023

- November 13th: Volunteer Engagement Coordinators will start reaching out to current volunteers to discuss interest in Community and Area roles.
- Volunteers: Continue to share feedback on Community and Area names with your Volunteer Engagement Coordinator.

## Winter 2024

- January 1st: Community and Area names will be finalized.
- Volunteers: Continue having conversations with your Volunteer Engagement Coordinator to share and confirm your interest in Community and Area roles.

## Spring 2024

- April 1: As volunteers confirm interest in Community and Area roles, staff will begin adding them to the new roles (once the volunteer's membership is renewed).
- April: Community and Area training for some roles will become available in gsLearn.
- Community Organizers will start reaching out to Membership Leaders to begin training and preparation for fall recruitment season.

## Summer 2024

- Access to troop and volunteer information for new Areas will become available in Looker.
- Product Program staff will begin sharing information and updates about the 2024 Snacks and Magazines program with product volunteers.
- Fall Launch 2024: There will be more opportunities to engage and connect with Communities and Areas.
- Staff will share information, guidance, and timelines with volunteers regarding transitioning Service Unit bank accounts to Community bank accounts.

# Timeline (continued)

## Fall 2024

- September 30th, 2024: Last day Service Unit roles remain active.
- October 1: Communities and Areas launch! All programming, product sales, and operations will happen through the new structure.
- New resources and information for Community and Area volunteers will be available on the GSRV website.



# Training Opportunities

Staff are hard at work creating new trainings, shown in the table below, to support volunteers moving into the new Community and Area roles. These trainings will give you more accessible learning opportunities and clearer expectations so that you can have fun, take pride in your work, and feel ready to serve your Communities. You can see more information for each role now on pages 19-34, and we'll share more detail about what each training covers by April.

| Type of Training   | When   | Where                                 | Expectation |
|--|--|---------------------------------------|-------------|
| <u>Community &amp; Area Overview</u> : This training gives volunteers an introduction to River Valleys: our mission, purpose, and vision; our council geography and structure; and volunteer roles, systems, and resources.                          | After role consultation<br>(for your first Community or Area role) | gsLearn                               | ✓ Required  |
| <u>Role Orientation</u> : These trainings cover each role's responsibilities, expectations, typical timeline, and systems and resources available. The position agreement for each role will be available at the end of the role orientation module. | After role consultation<br>(when you start a new role)             | gsLearn                               | ✓ Required  |
| <u>In-Role Skill Training</u> : These trainings support volunteers in each role during their busiest season. They teach volunteers what systems and resources are available and how to use them.   | Just-in-time   | Live online;<br>role-specific Rallies | ✓ Required  |
| <u>In-Role Enrichment Training</u> : These trainings offer volunteers professional development and skill-building for personal growth.   | Year-round   | Live online;<br>gsLearn               | ● Optional  |

# Expectations for Volunteers

Volunteers have already done so much to support Greenprint: participating in the Listening and Learning Tour, letting us know your thoughts and questions on Rallyhood, sharing your suggestions for Community and Area names, and more. Thank you, thank you, thank you! We couldn't do it without you.

As we move forward, most of the action for volunteers to take with regards to Greenprint falls within the scope of your usual roles. Below are required and optional steps you can take to prepare for the changes ahead. We'll continue to notify you as soon as possible about Greenprint updates and action items through the usual channels: Service Unit Monthly Meet-ups, Rallyhood, and SUM Summaries.

## Required



**Connect with your Volunteer Engagement Coordinator to discuss the new roles.** Let them know if you're interested in a Community or Area role, or if you have someone you'd recommend.



**If you are currently a Service Unit Treasurer, make sure to fill out your end-of-year finance report.** Having this up-to-date finance info will help us ensure a smooth transition from your Service Unit bank account to your Community bank account.



**Continue with business as usual in your Service Unit this year:** You power the product sales, programming, and recruitment that make Girl Scouting strong. Keep up the good work!

## Encouraged



**Connect with volunteers and Girl Scouts in your new Community** to start getting to know each other and envisioning what you want for your new Community.



**Start sharing information about Greenprint with your troops.** You can share this guide with them, suggest that they join Rallyhood, or invite your Volunteer Engagement Coordinator to an upcoming Service Unit meeting.

# Expectations for Volunteers (continued)

## Encouraged (continued)



**Make sure you know how to log into gsLearn** so you can easily access the new trainings when they're available. Check out step-by-step login instructions here: <https://girlscoutsrv.app.box.com/s/vi0d2sul736uulmae1dea5htc6a3lr6a>



**Join the Greenprint Rallyhood site:** Ask questions, connect with peers, get info and more at <https://rallyhood.com/122281>



**Look up your new Community name** on the Greenprint Rallyhood and share any feedback you have with your Volunteer Engagement Coordinator.



**Attend our monthly Service Unit Volunteer Online Meet-ups** (or watch the recordings!) Look out for the email reminder each month.

# FAQ

## **What are the reasons behind the changes being made?**

To keep Girl Scouting strong, we need to make real, sustainable investments in volunteers. This means flexible ways to volunteer and opening doors to new volunteers. We looked to our sister councils who have boldly led this work. To ensure our membership reflects those in our communities, we will break down barriers to Girl Scouting and provide training and resources to make sure we are a place where all girls can know their worth to lead in their world. This is not a one-size-fits all model and we will partner with you to customize the support and resources we offer local Communities throughout our council.

## **How will volunteers move into new roles?**

Over the next year, our staff will work with current volunteers to help set them up in new roles or the same roles they've held. We will talk openly about those roles most needed by each Community and Area and work with volunteers to match their skills and interest to the roles. Remember, while the names of the roles have changed, the duties are very much the same as before.

## **Will there be term limits for any of the new roles?**

No. Term limits were previously in place for one role, Service Unit Manager. The prior reasons for term limits no longer apply as we support strong connections between staff and volunteers who are skilled at talking about when it's time for volunteers to pass the torch and make room for someone else to have an opportunity. We strive to set up opportunities for many voices and perspectives and we know many Service Units have struggled to bring new volunteers into roles. This change reflects our need to set up access and decrease barriers for our Communities.

# FAQ (continued)

## **How do we support our troops through this transition?**

Help troop volunteers and members know what to expect by giving clear, simple information and being open and curious about their questions and ideas. Encourage your troops to join the Greenprint Rallyhood, share this resource with them, and share relevant updates you hear at the Monthly Meet-ups. You could also host a Greenprint-focused Service Unit meeting and invite your Volunteer Engagement Coordinator to attend. It's okay to not have all the answers—we are a phone call or email away to provide guidance and support.

## **When will we know which troops are assigned to which Communities?**

We are currently working to determine troop assignments. We will be making changes to our internal systems in the spring and early summer of 2024. Community and Area volunteers will have access to review the troop assignments in Looker at that time.

## **How will troops be assigned to new Communities for those Communities either combining from multiple Service Units or moving apart?**

- Troops will fall into their existing Service Unit for Membership Year 24.
- Starting in Membership Year 25, troops will be assigned to their new Communities, in the same way they are assigned currently to Service Units.
- No troops will be split or merged during this process.
- Service Units/Communities with no boundary changes will have no changes to troop assignments.
- Service Units that are combining together with other Service Units to form one Community: All troops currently assigned to those Service Units will be assigned to the new Community.
- Service Units that are changing to become multiple Communities: Troops will be assigned to new Communities based on troop association to a school, city, or zip codes. We are also exploring options to connect with Service Unit volunteers and troops in these Communities in order to best serve all Girl Scouts and troops.
- There will be opportunities for troops and Community volunteers to request changes after the troops have been assigned to their new Communities.

# FAQ (continued)

## How will financing/funding be handled for Communities and Areas?

- We will continue to provide annual funding to Communities.
- Communities will continue to have opportunities to earn additional funding through participation in Fall Product and the Cookie Program.
- In collaboration with our Volunteer Advisory Team, we are looking at several options for Area funding as well as innovative ways to approach Community funding.
- For those Service Units that are changing (combining with other Service Units or separating into multiple Communities) we are working on all the details for how to make these changes as easy as possible and with Girl Scouts at the center.
- In the coming months, we will provide Service Units with complete instructions and information on how to manage and prepare your account for the next membership year (2024-25).

# Resources for Networking

We know that every Community will have different needs and interests during the planning period for Greenprint. Some have already asked if they can start collaborating with the other Communities in their Area, and others don't feel ready to start collaborating with their Area in the coming year. No matter where your team is on that spectrum, you can expect to receive some basic resources for your planning conversations. Please talk with your Volunteer Engagement Coordinator if there is specific information, materials or assistance (not listed below) that would be helpful in rolling out your Greenprint for your specific Community/Area.

## Information on Your New Area and Community

This fall/early winter you will receive a Greenprint summary from your Volunteer Engagement Coordinator. These Greenprints will include:

- Updated maps for your Community and Area
- Recommended priorities for your Community team roles
- An invitation to talk more specifically about your preferences, your interests, and your volunteer role with your Volunteer Engagement Coordinator.

Your Volunteer Engagement Coordinator will also help you connect by sharing volunteer rosters for the Communities in your Area. Only the contact information for current Service Unit volunteers will be shared. You will also be able to see the number and size of the troops currently in those Service Units. More updated troop info will be available in Looker starting in Summer 2024.

## Resources to Help You Plan and Connect

- In the early winter and spring you can start adding Greenprint planning to your team meetings (if you haven't already). We expect that most of these meetings will be facilitated by a member of your volunteer team, but you may also reach out to staff for help if you feel you need extra support. Check out the meeting resources on pages 16-18 as well!
- Once your Volunteer Engagement Coordinator has sent you contact information for volunteers in your Community and Area, you can start inviting your new neighbors to some of your meetings and events. This is optional—any “mixers” will be up to you, but you'll have the ability to reach out if you want. We heard from you that having this resource would make it easier to talk and plan for the future, and we're excited to be able to share it!

# Resources for Networking (continued)

## Resources to Help You Plan and Connect (continued)

- If you decide to plan collaborative meetings with other volunteer teams in your Community or Area, you can use the Sample Agenda for Greenprint Conversations and the Getting-to-Know-You Activities and Icebreakers included in the next three pages.
- Starting this winter, there will be dedicated time in the Service Unit Monthly Meet-ups to connect with your Area. We'll create breakout rooms where you can meet and talk with other volunteers who will be in your Area.
- In the early spring and summer, your VEC will begin talking with your team about what roles they might like to have in the new program year. If you have decided to collaborate as an Area, your VEC can help you in those conversations if you'd like.
- Fall Launch 2024 will have additional opportunities for connection and strategizing before the Greenprint year starts in October 2024.



# Sample Agenda for Greenprint Conversations



This agenda is an example you can use to guide a discussion with other volunteer teams in your Community or Area. The goal is to help you connect, brainstorm, and start planning how your teams might want to collaborate. You can change the timing or activities based on your teams' specific needs and schedules. For example, you could easily separate this agenda into two meetings, with the break being the closing time for the first meeting.

**Welcome and Introduction (5 minutes):** Welcome and introduce team members from all volunteer teams. Do a brief overview of the agenda and goals for the collaboration session.

**Icebreaker Activity (20 minutes):** Select an icebreaker activity to facilitate introductions and set a positive, interactive tone for the session.

**Understanding Each Other's Strengths and Roles (20 minutes):** Hold a presentation or brief discussion where each team shares their strengths, expertise, and the roles they play within their respective teams.

**Identifying Common Goals and Opportunities (20 minutes):** Form smaller groups to identify common objectives, shared challenges, and potential collaborative opportunities between the two teams.

**Brainstorming Session (15 minutes):** Come together for a joint brainstorming session to generate ideas for collaborative projects or activities that align with shared goals and interests. If collaboration is not desired or possible after the brainstorming, then the group can end by discussing how they would best like to receive updates or information sharing.

## **Break (10 minutes)**

**Review of the Brainstorming Session - Prioritizing and Planning (30 minutes):** Talk about how to prioritize the ideas you generated and plan the initial steps towards collaboration.

**Creating Action Plans (20 minutes):** Form smaller groups to outline action plans, responsibilities, timelines, and resources needed for collaborative projects you identified.

**Presentation and Feedback (15 minutes):** Have each group present their action plans to the larger gathering, followed by feedback and constructive suggestions from both teams.

**Closing Remarks and Next Steps (10 minutes):** Summarize key points discussed during the session. Discuss follow-up steps, including communication channels and timelines for further collaboration.

**Wrap-Up and Thank You (5 minutes):** Share concluding remarks, express gratitude for participation, and close the collaboration session.

# Getting-to-Know-You Activities and Icebreakers



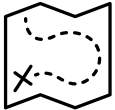
Consider using one of these icebreakers to help your group connect a little better, be a little bit more mission-centered, and remember why Girl Scouts is important to you. These questions can help you initiate engaging conversations in a more structured way, whether you're talking with your regular team or introducing new people to each other during an Area meet-up.

1. What's the most surprising/unexpected thing you've experienced as a Girl Scout volunteer?
2. If you could invent a new Girl Scout badge, what would it be for?
3. Describe a funny or memorable mishap during a scouting activity.
4. What's one thing you wish more people knew about the Girl Scouts?
5. Share a moment where a Girl Scout made a lasting impact on your life as a volunteer.
6. Describe your favorite service project or volunteering experience with your troop.
7. What's the most valuable lesson you've learned from working with young Girl Scouts?
8. Share a book or resource that has inspired your approach to Girl Scout leadership.
9. If you could have any historical figure join your troop for a day, who would it be and why?
10. What's your go-to outdoor skill that you love teaching the girls in your troop?
11. Share a scouting-related skill you've learned since becoming a volunteer.
12. Describe a moment when a Girl Scout surprised you with their creativity or leadership.
13. What's one thing you've discovered about yourself through volunteering with Girl Scouts?
14. Share a piece of advice a fellow volunteer gave you that impacted your approach.
15. Describe a memorable bonding activity you've had with your troop.
16. If you could have a conversation with the founder of Girl Scouts, what would you ask?
17. Share a favorite memory from your time as a Girl Scout or as a volunteer.
18. If you could travel anywhere for a Girl Scout adventure, where would you go?
19. What's the most rewarding thing about being involved with the Girl Scouts?
20. Share a skill or hobby you'd love to teach the girls in your troop.
21. What's a scouting tradition or activity you'd like to introduce to your troop?
22. What's the most important lesson you've learned through your time with Girl Scouts?
23. If you could meet any woman who made history, who would it be and why?
24. What motivates you to continue volunteering with the Girl Scouts?

# Getting-to-Know-You Activities and Icebreakers

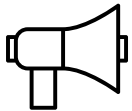


These games and activities aim to foster communication, teamwork, and a deeper understanding among Girl Scout volunteers. Pick the ones you like or add your own!



## **Map Your Scouting Journey:**

Provide a map or a timeline template. Ask volunteers to mark significant milestones or memories from their scouting journey. This activity helps in understanding individual experiences and shared connections within the group.



## **Name Chain:**

Volunteers stand in a circle. One person starts by saying their name and an associated gesture or movement. The next person repeats the first person's name and movement, adds their own, and so on. It's a fun way to remember names and energize the group. Also good if you are meeting new people in your Area because you can learn names and be silly and laugh at the same time!



## **The Human Knot:**

Volunteers stand in a circle, reach in and grab someone else's hand (not of the person next to them). They then have to untangle themselves without letting go of each other's hands. It encourages teamwork and communication.



## **Bucket List:**

Have each volunteer share one thing they'd love to achieve or experience related to their involvement with the Girl Scouts. It's a way to understand shared goals and aspirations within the team.

# Area Leader



## Summary

Help to recruit, train, and mentor Community Leaders. Provide Community Leaders with additional support and guidance as needed. As an Area Leader, you'll help with local plans and goals, and facilitate area collaboration. In the absence of a Community Leader, assist the Community volunteer team and participating troops with navigating the Girl Scout Program.

## Appointment and Support

This position is appointed by Girl Scout River Valleys' Staff on the Volunteer Engagement Team. Area volunteers partner with River Valleys staff for ongoing support throughout the year.

## Term of Appointment

Area Leaders are asked to fulfill a one-year renewable term. Area Leaders are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

You will build long-term relationships and develop leadership skills, an excellent way to give back to the community while gaining valuable personal and professional opportunities to share your knowledge and experience with others.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | ..  | .   | .   | ... | ... | .   | .   | ..  | ..  |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Set Local Plan and Goals
- Support and Recruit Fellow Community Team Members
- Facilitate Girl Scout Area Communications and Engagement Opportunities
- Promote Girl Scouting
- Communicate and collaborate with Girl Scout River Valleys' staff

## Core Competencies

- Team Facilitation and Communication
- Conflict Management and Problem Solving
- Collaboration & Delegation
- Planning
- Inclusiveness

# Community Leader



## Summary

Lead your Community volunteer team in creating an amazing Girl Scout experience for local troops, families, and volunteers! You'll help set local plans and goals, support and recruit fellow Community team members, and facilitate Community meetings.

## Appointment and Support

Volunteers partner with Girl Scouts River Valleys staff on the Volunteer Engagement team for appointment to the position and ongoing support throughout the year.

## Term of Appointment

Volunteers are asked to fulfill a one-year renewable term. Community Leaders are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

You will build long-term relationships and develop leadership skills. Volunteering with Girl Scouts is an excellent way to give back to the community while gaining valuable personal and professional opportunities to share your knowledge and experience with others.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | .   | .   | .   | ... | ... | .   | .   | ..  | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Help Initiate Local Plans and Goals
- Facilitate Girl Scout Community Communications and Engagement Opportunities
- Recruit and Support Fellow Community Team Members and Volunteers
- Promote Girl Scouting
- Communicate and collaborate with Girl Scout River Valleys Staff

## Core Competencies

- Team Facilitation and Communication
- Collaboration & Delegation
- Planning
- Problem Solving
- Conflict Management
- Inclusiveness

# Area Membership Leader



## Summary

The Area Membership Leader collaborates with fellow Girl Scout Community and Area volunteers to help grow Girl Scouts and promote how to join in every Community. You'll facilitate strategies to support recruitment efforts and reach new members. In partnership with GSRV staff, Area volunteers assist with promoting, recruiting, and mentoring Community Membership Leaders in their Area. In the absence of a Community Membership Leader, the Area Membership Leader will coordinate recruitment and troop expansion campaigns for the Community.

## Appointment and Support

This position is appointed and trained by Girl Scouts River Valleys staff. Area Membership Leaders partner with their volunteer team and River Valleys' staff for ongoing support and resources throughout the year.

## Term of Appointment

Area Troop Support Leaders are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

You will build long-term relationships and develop leadership skills. Volunteering with Girl Scouts is an excellent way to give back to the community while gaining valuable personal and professional opportunities to share your knowledge and experience with others. Have fun earning volunteer service hours and recognition.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Ago | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | .   | .   | ..  | ..  | .   | ..  | ... | .   | .   | ..  | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Promote Girl Scouts
- Support year-round recruitment campaign strategies and tactics
- Partner with fellow Area and Community volunteers
- Communicate with GSRV staff
- Stay up to date with role-specific information

## Core Competencies

- Empathy
- Positive outlook
- Energetic
- Flexible/adaptable
- Facilitation
- Event planning
- Delegation
- Inclusivity

# Community Membership Leader



## Summary

Grow Girl Scouts in your Community! You'll lead efforts to recruit new Girl Scouts and volunteers by connecting with schools and local organizations, facilitating events, and promoting Girl Scouts locally.

## Appointment and Support

This position is appointed and trained by Girl Scouts River Valleys staff. Community Membership Leaders partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Community Membership Leaders are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Apply your transferable skills and expand your community network. Practice public speaking and gain experience in executing promotional and marketing strategies. Be part of a team. Earn volunteer service hours. Be part of a team that has fun and builds community while getting experience and recognition at Girl Scouts.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | ..  | ..  | .   | ..  | ... | .   | .   | ... | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Promote Girl Scouts
- Organize year-round recruitment campaign strategies and tactics
- Facilitate recruitment events and other grassroots promotions
- Communicate with schools, volunteers, potential Girl Scouts, and GSRV staff
- Stay up to date on role-specific information

## Core Competencies

- Empathy
- Positive outlook
- Energetic
- Flexible/adaptable
- Facilitation
- Event planning
- Delegation
- Inclusivity



# Area Outdoor Leader



## Summary

Promote and organize outdoor activities in your Area! You'll complete your own outdoor safety training and partner with other Outdoor Leaders to ensure volunteers throughout the Area have the training needed to lead Girl Scout activities and badges outdoors. You might also plan day camps and collaborate with Program Leaders.

## Appointment and Support

Area Outdoor Leaders are appointed, onboarded, and trained by Girl Scout River Valleys staff. All Community and Area volunteers partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Area Outdoor leaders are asked to fulfill a one-year renewable term. Area Outdoor Leaders are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Knowledge of Girl Scout badges and journeys. Develop outdoor skills. Learn best practices in adult learning and training, event planning, and evaluation. Receive safety certifications, volunteer service hours, and access to free training. Enjoy GSRV properties.

## Term of Appointment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Ago | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| .   | .   | ..  | ..  | .   | ..  | ..  | ... | ... | ... | ..  | .   |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Promote outdoor opportunities
- Provide basic outdoor safety training for troop leaders and volunteers as needed
- Partner with Program Leaders on applicable program opportunities
- Stay up to date on role-specific information
- Communicate with GSRV staff

## Core Competencies

- Passion & knowledge of the outdoors
- Training
- Facilitation
- Creativity
- Flexible
- Safety awareness
- Inclusivity



# Community Outdoor Leader



## Summary

Promote outdoor activities in your Community! You'll complete your own outdoor safety training, then train troop volunteers to safely lead Girl Scouts in outdoor activities and badges. You might also plan day camps and collaborate with the Program Leader.

## Appointment and Support

Community Outdoor Leaders are appointed, onboarded, and trained by Girl Scout River Valleys staff. All Community and Area volunteers partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Community Outdoor Leaders are asked to fulfill a one-year renewable term. Community Outdoor Leaders are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Knowledge of Girl Scout badges and journeys. Develop outdoor skills. Learn best practices in adult learning and training, event planning, and evaluation. Receive safety certifications, volunteer service hours, and access to free training. Enjoy GSRV properties.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| .   | .   | ..  | ..  | .   | ..  | ..  | ... | ... | ... | ..  | .   |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Promote outdoor opportunities
- Provide basic outdoor safety training for troop leaders and volunteers
- Partner with Program Leaders on applicable program opportunities.
- Stay up to date on role-specific information
- Communicate with GSRV staff

## Core Competencies

- Passion & knowledge of the outdoors
- Training & facilitation
- Creativity
- Flexible
- Safety awareness
- Inclusivity

# Area Product Leader



## Summary

The Area Product Leader collaborates with fellow Girl Scout Community and Area volunteers championing the Cookie and Snacks and Magazines Programs. You'll support others to ensure Girl Scouts in all Communities have the opportunity to participate. In partnership with GSRV staff, Area volunteers assist with promoting, recruiting, and mentoring Community Product Leaders in their Area. In the absence of a Community Product Leader, the Area Product Leader will coordinate the Cookie and Snack and Magazines Programs for the Community.

## Appointment and Support

This position is appointed and trained by Girl Scouts River Valleys staff. Area Product Leaders partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Area Product Leaders are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

As an Area Product Leader, you will be part of a team, build long-term relationships, and develop your leadership skills. Volunteering with Girl Scouts is an excellent way to give back to the community! While gaining valuable personal and professional connections, you'll have opportunities to share your knowledge and experience with others.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ..  | ..  | ..  | ... | ... | ... | ..  | ... | .   | .   | .   | ..  |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Provide leadership for program planning and execution
- Facilitate program delivery
- Facilitate cookie inventory transfers
- Coordinate program rewards distribution
- Collaborate with fellow volunteers
- Promote Girl Scouts
- Stay up to date on role-specific information
- Communicate with GSRV Staff

## Core Competencies

- Time management
- Communication
- Tech-savvy
- Organized
- People skills/sociable
- Ability to present information to a group
- Ability to communicate via multiple avenues

# Community Product Leader



## Summary

Champion the Cookie and Snacks and Magazines Programs for your Community! You'll train volunteers, distribute materials and rewards, help troops with the online system, and more.

## Appointment and Support

This position is appointed and trained by Girl Scouts River Valleys staff. Community Membership Leaders partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Community Product Leaders are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

As a Community Product Leader, you will be part of a team, build long-term relationships, and develop your leadership skills. Volunteering with Girl Scouts is an excellent way to give back to the community! While gaining valuable personal and professional connections, you'll have opportunities to share your knowledge and experience with others.

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ..  | ..  | ..  | ... | ... | ... | ..  | ... | .   | .   | .   | ..  |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Provide leadership for program planning and execution
- Facilitate program delivery
- Facilitate cookie inventory transfers
- Coordinate program rewards distribution
- Collaborate with fellow volunteers
- Promote Girl Scouts
- Stay up to date on role-specific information
- Communicate with GSRV Staff

## Core Competencies

- Time management
- Communication
- Tech-savvy
- Organized
- People skills/sociable
- Ability to present information to a group
- Ability to communicate via multiple avenues

# Area Program Leader



## Summary

Plan and facilitate program opportunities for the Area. Manage the event logistics, create a budget, and adhere to Safety Activity Guidelines. Coordinate communication and recruit help. In partnership with GSRV staff, Area volunteers assist with promoting, recruiting, and retaining Program Leaders for the Area. In the absence of a Community Program Leader, the Area Program Leader will promote program participation, communicate options, and coordinate events opportunities for the Area.

## Appointment and Support

Area Program Leaders are appointed, onboarded, and trained by Girl Scouts River Valley staff. Volunteers have access to a variety of resources including event planning guides, budget worksheets, and the Safety Activity Checkpoints. Program Leaders receive ongoing support and resources throughout the year.

## Term of Appointment

Area Program Leaders are asked to fulfill a one-year renewable term. Area Program Leaders are encouraged to renew their membership and volunteer role yearly in the spring after checking in with the Volunteer Engagement staff.

## Benefits

Hone your knowledge of Girl Scout badges while helping coordinate program events for Girl Scouts. Develop and strengthen transferable skills like event planning and marketing. Expand your professional network, make new friends, and meet other Girl Scouts. Gain experience while earning volunteer service hours and recognition. Have fun and make the world a better place!

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | .   | .   | ..  | ... | .   | .   | ..  | .   | .   | .   | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Facilitate program opportunities
- Promote GSRV programs and events
- Partner with fellow Area or Community volunteers to provide programming and support to all troops
- Adhere to Safety Activity Guidelines
- Promote Girl Scouts

## Core Competencies

- Empathy
- Positive outlook
- Energetic
- Flexible/adaptable
- Facilitation
- Event planning
- Delegation
- Inclusivity

# Community Program Leader



## Summary

Make fun happen in your Community! You'll plan and spread the word about local program opportunities, manage event logistics and budgets, and adhere to Safety Activity Guidelines. Assist with day camps and collaborate with Outdoor Leaders as needed.

## Appointment and Support

Community Program Leaders are appointed, onboarded, and trained by the Girl Scouts River Valleys staff. Volunteers have access to a variety of resources including event planning guides, budget worksheets, and the Safety Activity Checkpoints. Program Leaders receive ongoing support and resources throughout the year.

## Term of Appointment

Community Program Leaders are asked to fulfill a one-year renewable term. Community Program Leaders are encouraged to renew their membership and volunteer role yearly in the spring after checking in with the Volunteer Engagement staff.

## Benefits

Hone your knowledge of Girl Scout badges while helping promote and facilitate program events for Girl Scouts in your community. Develop and strengthen transferable skills like event planning and marketing. Expand your professional network, make new friends, and meet other Girl Scouts in your community. Gain experience while earning volunteer service hours and recognition from fellow volunteers. Have fun and make the world a better place!

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | .   | .   | ... | ... | .   | .   | ..  | .   | .   | .   | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Promote staff and volunteer led programs and events
- Facilitate participation options
- Partner with other volunteers on applicable program opportunities.
- Adhere to Safety Activity Guidelines
- Stay up to date on role-specific information
- Communicate with GSRV staff

## Core Competencies

- Empathy
- Positive outlook
- Energetic
- Flexible/adaptable
- Facilitation
- Event planning
- Delegation
- Inclusivity

# Area Team Member



## Summary

Offer support to your local Girl Scout adult volunteer team when you can! You might help other volunteers during their busiest seasons, fulfill episodic needs identified in your Community and Area, or learn more about the different volunteer opportunities.

## Appointment and Support

This role offers flexible and low-commitment volunteer opportunities that work with your availability. Community and Area Team members partner with fellow Girl Scout volunteers and River Valleys staff to identify volunteer opportunities, and the support and resources needed.

## Term of Appointment

Volunteers are asked to fulfill a one-year renewable term. All Area and Community volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Girl Scouts is an excellent way to give back to the community! Strengthen transferable skills and receive free training. Expand and diversify your professional network; meet new people, engage with others in your community, and be a part of a volunteer team. Earn volunteer service hours, gain experience and have fun doing it.

## Time Commitment

This volunteer role offers a range of flexible options based the C/A needs and your interests and availability. Volunteer on a periodic or recurring basis rather than in an ongoing capacity. C/A Member volunteering includes periodic, short-term, time-limited, irregular, or reoccurring opportunities ranging from an afternoon, a day, a weekend, or even a month with no long-term commitment.

## Responsibilities

- Partner with fellow Area or Community volunteers
- Communicate availability & interests
- Promote Girl Scouts

## Core Competencies

- Empathy
- Positive outlook
- Energetic
- Flexible/Adaptable
- Inclusive & welcoming
- Direct communication

# Community Team Member



## Summary

Offer support to your local Girl Scout adult volunteer team as when you can! You might help other volunteers during their busiest seasons, fulfill episodic needs identified in your Girl Scout Community, or learn more about the different volunteer opportunities.

## Appointment and Support

This role offers flexible and low-commitment volunteer opportunities that work with your availability. Community and Area Team members partner with fellow Girl Scout volunteers and River Valleys staff to identify ways you can help, connect you with volunteer opportunities, and provide the support and resources you need.

## Term of Appointment

Volunteers are asked to fulfill a one-year renewable term. All Area and Community volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Girl Scouts is an excellent way to give back to the community! Strengthen transferable skills and receive free training. Expand and diversify your professional network; meet new people, engage with others in your community, and be a part of a volunteer team. Earn volunteer service hours, gain experience and have fun doing it.

## Time Commitment

This volunteer role offers a range of flexible options based the C/A needs and your interests and availability. Volunteer on a periodic or recurring basis rather than in an ongoing capacity. C/A Member volunteering includes periodic, short-term, time-limited, irregular, or reoccurring opportunities ranging from an afternoon, a day, a weekend, or even a month with no long-term commitment.

## Responsibilities

- Partner with fellow Area or Community volunteers
- Communicate availability & interests
- Promote Girl Scouts

## Core Competencies

- Empathy
- Positive outlook
- Energetic
- Flexible/Adaptable
- Inclusive & welcoming
- Direct communication



# Area Treasurer



## Summary

Model money management for Girl Scouts in your Area! As Treasurer you'll manage your Area's financial records, bank account, expense reimbursements, and annual finance report(s). In partnership with GSRV staff, Area volunteers assist with promoting, recruiting, and retaining Treasurers for the Communities in their Area. In the absence of a Community Treasurer, the Area Treasurer will manage the Community finances and coordinate support for troops as needed.

## Appointment and Support

This position is appointed and trained by Girl Scout River Valleys staff. Area Treasurers partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Area Treasurers are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Strengthen transferable skills. Be a part of a team. Engage with others in your community. Expand and diversify your professional network. Make new friends. Earn volunteer service hours. Gain experience and Girl Scout recognition. Make the world a better place!

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | .   | ..  | .   | .   | ... | ... | .   | .   | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Manage the Area bank account
- Record, track, and review all transactions
- Pay expenses, issue reimbursements, and make deposits
- Provide monthly financial updates
- Submit the annual finance report
- Partner with fellow Area or Community Treasurers in supporting troops with finance- and bank-related questions
- Stay up to date on role-specific communications
- Communicate with GSRV staff

## Core Competencies

- Ability to obtain & maintain a bank account
- Comfortable with numbers and basic budgeting
- Detail oriented
- Protective of confidential and sensitive information
- Inclusivity



# Community Treasurer



## Summary

Model money management for Girl Scouts in your Community! As Treasurer you'll manage your Community's financial records, bank account, expense reimbursements, and annual finance report(s). You'll also support troops with their finance questions.

## Appointment and Support

This position is appointed and trained by Girl Scout River Valleys staff. Community Treasurers partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Community Treasurers are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Strengthen transferable skills. Be a part of a team. Engage with others in your community. Expand and diversify your professional network. Make new friends. Earn volunteer service hours. Gain experience and Girl Scout recognition. Make the world a better place!

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | .   | ..  | .   | .   | ... | ... | .   | .   | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Manage the Community bank account
- Record, track, and review all transactions
- Pay expenses, issue reimbursements, and make deposits
- Support troops with banking and finance questions
- Provide monthly financial updates
- Submit the annual finance report
- Communicate with GSRV staff
- Stay up to date on role-specific communications

## Core Competencies

- Ability to obtain & maintain a bank account
- Comfortable with numbers and basic budgeting
- Detail oriented
- Protective of confidential and sensitive information
- Inclusivity

# Area Troop Support Leader



## Summary

The Area Troop Support Leader collaborates with fellow Girl Scout Community and Area volunteers to ensure there is support for troops in every Community. In partnership with GSRV staff, Area volunteers assist with promoting, recruiting, and retaining Troop Support Leaders for the Communities in their Area. In the absence of a Community Troop Support Leader, the Area Troop Support Leader will coordinate support for troops and welcome new troop leaders.

## Appointment and Support

This position is appointed and trained by Girl Scout River Valleys staff. Area Troop Support Leaders partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Area Troop Support Leaders are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Practice transferable skills. Be a part of a team. Engage with others in your community. Expand and diversify your professional network. Make new friends. Earn volunteer service hours. Gain experience and Girl Scout recognition. Make the world a better place!

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | ..  | ..  | .   | ..  | ..  | .   | .   | .   | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Support troops with general questions related to the troop experience
- Welcome and support new troops
- Partner with fellow Area or Community volunteers to provide support to troops
- Stay up to date on role-specific information
- Communicate with GSRV staff

## Core Competencies

- Empathy
- Positive outlook
- Sociable
- Flexible/Adaptable
- Inclusive
- Comfortable with conflict
- Problem Solving

# Community Troop Support Leader



## Summary

Use resources wisely by being a resource for Girl Scout troops. Use your knowledge and experience to coach and mentor troops in your Community. Welcome in new troops, answer questions, and be a support for new troop leaders navigating their first year.

## Appointment and Support

This position is appointed and trained by Girl Scout River Valleys staff. Community Troop Support Leaders partner with their volunteer team and River Valleys staff for ongoing support and resources throughout the year.

## Term of Appointment

Community Troop Support Leaders are asked to fulfill a one-year renewable term. All Community and Area volunteers are encouraged to renew their membership and volunteer role yearly in the spring after connecting with the Volunteer Engagement staff.

## Benefits

Strengthen transferable skills. Be a part of a team. Engage with others in your community. Expand and diversify your professional network. Make new friends. Earn volunteer service hours. Gain experience and Girl Scout recognition. Make the world a better place!

## Time Commitment

| Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| ... | ..  | .   | ..  | .   | .   | ..  | ..  | .   | .   | ..  | ... |

... = High Activity    .. = Medium Activity    . = Low Activity

## Responsibilities

- Support troops with general questions related to the troop experience.
- Welcome and support new troops
- Stay up to date on role-specific information
- Communicate with GSRV staff

## Core Competencies

- Empathy
- Positive outlook
- Sociable
- Flexible/Adaptable
- Inclusive
- Comfortable with conflict
- Curiosity
- Problem Solving