



**girl scouts**  
of wisconsin  
badgerland

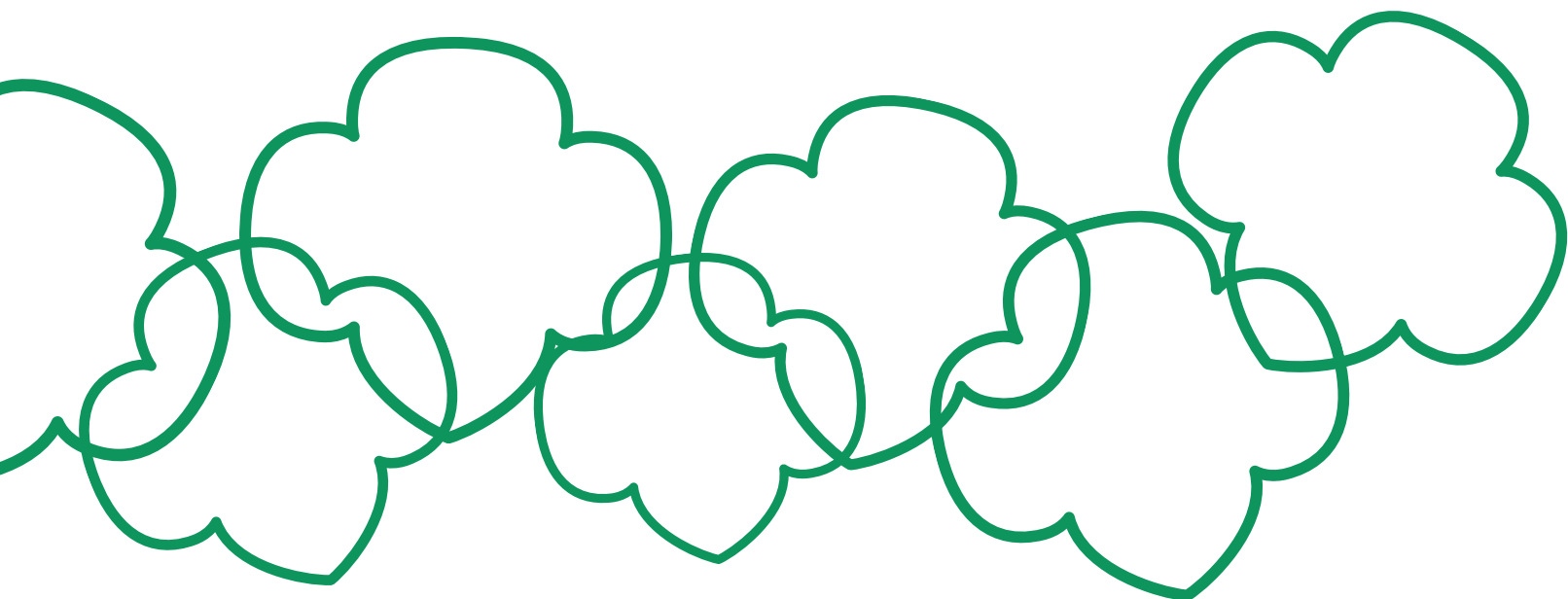
Volunteer Essentials

**Quick-Start Guide**  
**2014-2015**



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# Quick-Start Guide

Welcome to the great adventure of Girl Scouting! Thanks to volunteers like you, generations of girls have learned to be leaders in their own lives and in the world.

We know you're busy and need to be efficient with your time. For that reason, this Quick-Start Guide to *Volunteer Essentials* gives you the nitty-gritty—what you need to know now, as you plan for your first meeting with girls. We encourage you to read through these tips as soon as you can.

The rest of the *Volunteer Essentials Resource Guide*, located on the Badgerland Council website, is a reference for you to use only as needed. When you have a question, simply look up the topic in the Table of Contents, and you'll find your answer. Think of the *Volunteer Essentials Resource Guide* as your encyclopedia to Girl Scout volunteering: it's here when you need it, but there's no need to read it all today.

Ready to get started? Then read the following handy tips and you'll be on your way!

<b>Toll Free Number connects to all Badgerland Council Service Centers and Shops:</b>	<b>1.800.236.2710</b>
<b>Badgerland Council Girl Scout Service Centers:</b>	
<b>Beloit Service Center</b> 1201 Big Hill Court Beloit, WI 53511 608.276.8500 x3021	<b>La Crosse Service Center</b> 2710 Quarry Road La Crosse, WI 54601 608.276.8500 x4301
<b>Madison Service Center and Badgerland Council Corporate Headquarters</b> 2710 Ski Lane Madison, WI 53713 608.276.8500	<b>Platteville Service Center</b> 305 East Business Highway 151 Suite D Platteville, WI 53818 608.276.8500 x1175
<b>Badgerland Council website:</b> <a href="http://www.gsbadgerland.org">http://www.gsbadgerland.org</a>  <b>Badgerland Camps website:</b> <a href="http://www.badgerlandcamps.org">http://www.badgerlandcamps.org</a>	<a href="#">Badgerland Facebook page</a> <a href="#">Badgerland Twitter page</a> <a href="#">Badgerland Pinterest page</a> <a href="#">Badgerland YouTube channel</a>
<b>Badgerland Council Shops:</b>	
<b>Beloit Shop: 608.276.8500 x3021</b> <b>Madison Shop: 608.237.1173</b>	<b>La Crosse Shop: 608.276.8500 x4301</b> <b>Platteville Shop: 608.276.8500 x1175</b>

For a detailed listing of current staff and their direct contact information visit our website, <http://www.gsbadgerland.org>

# We Are Girl Scouts

Girl Scouts was founded in 1912 by trailblazer Juliette Gordon Low. We are the largest girl-serving organization in the United States and a member of the World Association of Girl Guides and Girl Scouts, a sisterhood of close to 10 million girls and adults in 145 countries.

## Our Mission and Vision

Girl Scouts builds girls of courage, confidence and character, who make the world a better place. We strive to be the premier leadership organization for girls, and experts on their growth and development.

## Girl Scout Promise

On my honor, I will try:

To serve God\* and my country,

To help people at all times,

And to live by the Girl Scout Law.

\*Girl Scouts of the USA makes no attempt to define or interpret the word "God" in the Girl Scout Promise. It looks to individual members to establish for themselves the nature of their spiritual beliefs. When making the Girl Scout Promise, individuals may substitute wording appropriate to their own spiritual beliefs for the word "God." **Note:** This disclaimer appears in the National Leadership Journey adult guides, but not in the girls' books. It is included here as a reminder to you, as a volunteer, that it's your responsibility to be sensitive to the spiritual beliefs of the girls in your group and to make sure that everyone in the group feels comfortable and included in Girl Scouting. Please feel free to share this information with girls' families.

## Girl Scout Law

I will do my best to be

honest and fair,

friendly and helpful,

considerate and caring,

courageous and strong,

and responsible for what I say and do,

and to

respect myself and others,

respect authority,

use resources wisely,

make the world a better place, and

be a sister to every Girl Scout.

## More than 3 Million Strong

We are urban, rural and suburban. We are in schools, churches, temples, mosques, public housing, foster homes and detention centers. We are in virtually every zip code and in 90 countries around the world.

- **2.3 million** girls 5 to 18 years of age
- **16,800** Girl Scouts overseas
- **888,000** adult volunteers
- **59** million alumnae
- **112 councils** throughout the United States

At any given time, approximately 10 percent of girls are Girl Scouts, and it's interesting to know that:

- 80 percent of women business owners were Girl Scouts.
- 69 percent of female U.S. Senators were Girl Scouts.
- 67 percent of female members of the House of Representatives were Girl Scouts.
- Virtually every female astronaut who has flown in space was a Girl Scout.

## The Girl Scout Leadership Experience

We have identified Three Keys to Leadership: girls Discover themselves and their values; Connect with others; and Take Action to make the world a better place. At Girl Scouts, everything centers around the girl: activities are girl-led, which gives girls the opportunity to learn by doing in a cooperative learning environment.

## Connect Online

Connect with Girl Scouts of the USA at [www.girlscouts.org](http://www.girlscouts.org), [www.facebook.com/GirlScoutsUSA](https://www.facebook.com/GirlScoutsUSA), [twitter.com/girlscouts](https://twitter.com/girlscouts) and [www.pinterest.com/GSUSA](https://www.pinterest.com/GSUSA).

Your local council also shares event information, learning opportunities, tips and advice at [www.gsbadgerland.org](http://www.gsbadgerland.org), [Facebook](https://www.facebook.com/gsbadgerland) and [Twitter](https://twitter.com/gsbadgerland). See fun ideas on Badgerland's [Pinterest](https://www.pinterest.com/gsbadgerland) page and [YouTube](https://www.youtube.com/channel/UC...) channel.

### I Can't Wait To

"I Can't Wait To" is a multi-year campaign that focuses on getting the fun of Girl Scouts into the lives of young girls (K–5), their parents and caregivers, and you, the volunteer. We are heading into the second year of "I Can't Wait To," and the promotions, games, and contests keep coming.

Your council will be in touch with you and other volunteers about what is happening locally with this campaign, so keep an eye out!

### ToGetHerThere

At Girl Scouts, we know that when girls are given the opportunity, they change their world. Every girl has an important role to play, and every girl deserves the confidence to achieve anything she sets her sight on. But we need help to ensure that girls in every U.S. zip code develop the confidence that Girl Scouts nurtures. That's why we've launched ToGetHerThere, the largest fundraising campaign for girls in history.

ToGetHerThere is a Movement wide fundraising campaign with the goal of raising \$1 billion for girls by 2020. Every gift to every Girl Scout Council counts toward the goal. Together, we will get her there - to help lead her troop, her family, her community, her company, her country and her world. To learn more about joining the largest campaign for girls visit [www.girlscouts.org/invest](http://www.girlscouts.org/invest).

# Who Can Join Girl Scouts—and How?

Girl Scouts is about sharing the fun, friendship and power of girls and women together. Any girl—from kindergarten through 12th grade—can join Girl Scouts. Girl Scout volunteers are also a diverse group—you may be a college volunteer working on a community-action project, a parent volunteer ready for an outdoor adventure with your daughter’s group, or any responsible adult (female or male, who has passed the necessary screening process) looking to help prime girls for the day when they’ll lead—however and wherever they choose.

What all members share, both girls and adults, are the Girl Scout Promise and Law. Each member also agrees to follow safety guidelines and pay the annual membership dues of \$25 for girls and \$15 for adults. (Adults have the option to purchase a lifetime membership for \$375).

## Girls at Every Grade Level

After girls join, they team up in the following grade levels:

- Girl Scout Daisy (grades K–1)
- Girl Scout Brownie (grades 2–3)
- Girl Scout Junior (grades 4–5)
- Girl Scout Cadette (grades 6–8)
- Girl Scout Senior (grades 9–10)
- Girl Scout Ambassador (grades 11–12)

## Flexible Ways to Participate

Across the country, the Girl Scout community is hard at work on a whole new approach to make sure that everyone can participate in Girl Scouting in the ways they want to. As a volunteer, you can choose from flexible ways to participate that can be tailored to fit your schedule and lifestyle. You can also volunteer behind the scenes, in your council office, instead of volunteering directly with girls.

Girls can choose any one, all, or some of the options—camp, events, series, troop, travel and virtual\*— within a single membership year. (\*Note that virtual is still in development.) As a volunteer, you, too, have the option of partnering with girls throughout a membership year or committing to an opportunity for only a few weeks or months. Based on independent research and extensive surveys with thousands of council staff members from around the country, we have a good sense of which options will interest girls, based on their grade levels. These are reflected in the chart on the right.



GRADES	K	1	2	3	4	5	6	7	8	9	10	11	12
TROOP													
CAMP													
SERIES													
EVENTS													
TRAVEL													
VIRTUAL													

### Tip Box

#### **Who needs to be a registered member?**

Any girl participating in Girl Scout activities as well as any adult acting in a leadership role. An active leadership role is defined as someone who is the leader, co-leader or assistant leader of the troop, is handling any finances or product (ie. Cookie Coordinator), or is chaperoning a trip or event and is one of the adults necessary to meet the adult-to-girl ratios. The number of “ratio adults” needed for your specific level is on page 19. Please note: Badgerland Council runs background checks on all volunteers, ensuring the safety of the girls and our finances.

# Membership and Volunteer Standards

## Girl Membership

Membership as a Girl Scout is granted to any girl in grades K-12 who has made the Girl Scout Promise and accepted the Girl Scout Law and has paid annual membership dues of \$25 (financial assistance is available). A girl who meets membership requirements shall not be denied admission to any troop or group because of race, creed, religion, sexual orientation, citizenship, ancestry, physical or mental disability, health status, socio-economic/public status, or national origin.

## Adult Membership

Membership as a Girl Scout adult is granted to any person who accepts the principles and beliefs as stated in the Preamble of the Constitution, has made the Girl Scout Promise, accepted the Girl Scout Law and has paid the annual membership dues of \$15 for adults (financial assistance is available), or paid the lifetime membership dues of \$375. Adults participating in the Girl Scout Movement who meet GSUSA membership standards, shall agree to abide by the policies and principles of GSUSA and the Girl Scouts of Wisconsin – Badgerland Council, and register as a Girl Scout. An adult who meets membership requirements shall not be denied admission to any troop or group because of race, creed, religion, sexual orientation, citizenship, ancestry, physical or mental disability, health status, socio-economic/public status, or national origin.

Lifetime membership as a Girl Scout adult is granted to any person 18 years of age or older or a high school graduate or equivalent who: accepts the principles and beliefs as stated in the Preamble of the Constitution; has made the Girl Scout Promise and accepted the Girl Scout Law; and has paid lifetime membership dues of 25 times the annual membership dues. Lifetime membership dues of 13 times the annual membership dues shall be offered to any girl who is a registered Girl Scout Ambassador at the time of her high school graduation or equivalent, and be available to her before the girl's current membership expires.

## Registration Policies

All girls and adults planning to participate in Girl Scout activities including troop meetings must be registered members. Registrations must be completed online or received by the troop leader no later than the first troop meeting or activity they attend. Any adult in a leadership role must be registered before meeting with or chaperoning girls. All registrations for returning members need to be completed online or are due to the local Service Center no later than September 30.

The membership year is from October 1 to September 30. Girl Scouts welcomes new members year round. Registrations are due before a girl or adult participates in Girl Scouting. Registration can be completed online (paperless) by accessing the E-Biz registration portal on the Badgerland Council website. Paper forms are available from your local Girl Scout Service Center or on the Badgerland Council website.

## Council Service Fee (CSF)

The Council Service Fee (CSF) helps generate funds dedicated to providing the Girl Scout Leadership Experience to Badgerland Girl Scouts. All Girl Scouts (girls and adults) pay the annual \$15 membership fee that goes directly to Girl Scouts of the USA to support national programs, girl research and training. Though collected locally, none of the annual membership fee stays at the council level. The Council Service Fee is used to help meet programming needs and offset the increasing cost of providing wide-ranging opportunities in our communities. **Total Girl membership dues are \$25.** Parents/guardians and/or troops make a convenient single payment for girl membership dues.

Badgerland Council Service Fee Breakdown:

\$15	Girl Scouts USA Membership Fee (supports nationwide program initiatives)
+ \$10	Badgerland Council Service Fee (supports programs and services to Badgerland girls)
<b>\$25</b>	<b>Total Annual Badgerland Council Girl Scout Membership for Girls</b>

*The Council Service Fee only applies to girl registrations because our service is to the girls.*

*Adult registration dues are \$15.*

## Becoming a Volunteer

To become a Girl Scout volunteer, simply complete a Badgerland Volunteer Background Check. You can find a secure, online link on [Badgerland Council's website](#). Once your background check has been processed, you will receive an email welcoming you as a volunteer with Badgerland Council. All volunteers are required to have a current background check on file with Badgerland Council. This criminal and credit history is done to ensure the safety of our girls and our finances and is not reflected on a credit report. Depending on the outcome of a background check, some volunteers may have limitations defined such as not being able to handle finances or drive girls other than their own. In those instances, someone may still volunteer with Girl Scouts, but with restrictions that will be clarified by Badgerland Council staff.

Starting with the 2013/14 Membership Year, after an initial Volunteer Background Check has been submitted, background checks are required every 3 years. Volunteers must notify Badgerland Council's Director of Member Services immediately of any legal or criminal actions brought against them. In addition, Badgerland Council reserves the right to perform background checks as necessary during a volunteer's time. Failing to adhere to the responsibilities outlined in the *Volunteer Essentials Resource Guide* may result in termination as a volunteer with Girl Scouts of Wisconsin - Badgerland Council and/or possible legal prosecution.

## Male Volunteers

These policies and procedures are designed for the protection of the adult male volunteers as well as the girls. Girl Scouts of Wisconsin - Badgerland Council recognizes and supports the essential role men play in the lives of girls. Men are encouraged to participate as co-leaders and/or as support to the troop at program events.

- Males serving in the role of Troop Leader must have an unrelated, female co-leader. If a husband and wife are serving as leaders, there must be a third, unrelated, female co-leader as well.
- On overnights, males are not allowed to sleep in the same space with female members.
- A male volunteer should never be alone with an unrelated girl.

Males may participate in overnights only if separate sleeping quarters and bathrooms are provided. If a male is sleeping in an area totally removed from the group, the adult-to-girl ratio will need to be adjusted. Any requests for exceptions to this policy must be submitted to the Badgerland CEO or designee.



## Volunteer Positions

If you have adults in your troop that are required to become a registered member or complete a background check as noted below, please direct them to the Badgerland Council website, [www.gsbadgerland.org](http://www.gsbadgerland.org).

Position Code	Position Name	Example	Background Checked Adult and/or Registered with GSUSA
01	Leader	Leader or co-leader of troop that works directly with girls; may handle finances and/or product sales	All 01 leaders must have a current background check on file <b>and</b> be a registered member with GSUSA
02	Assistant Leader	Assistant Leader of troop that works directly with girls; may handle finances and/or product sales	All 02 assistant leaders must have a current background check on file <b>and</b> be a registered member with GSUSA
03	Troop Support	Friends, family or adults supporting the troop; may handle finances and/or product sales, may drive and chaperone girl members	Any 03 driving girls or spending time alone with girls or chaperoning overnights as the required adult-to-girl ratio adult, must have a current background check on file <b>and</b> be a registered member with GSUSA
11 / 12	Service Team Members (MALT) / Adult Facilitator	MALT (Membership Area Leadership Team) members or adult facilitators	All 11 and 12 volunteers must have a current background check on file <b>and</b> be a registered member with GSUSA

- Current Background Checked Adults have completed a background check and have been approved by Badgerland Council.
- Registered Adults have completed the GSUSA Membership Registration form and paid the annual \$15 dues.

Please note that Financial Assistance is available for part of or all of the annual membership dues. Please refer to the [forms section](#) on the Badgerland Council website for the *Financial Assistance Application for Membership Dues and Council Shop Items*.

# Girl Scouts' Organizational Structure

Girl Scouts is the world's largest organization of and for girls, currently encompassing 2.3 million girl members and nearly one million volunteers! Three core structures support all these members: the national headquarters, your council and your support team.

## National Organization and Worldwide Sisterhood

The national office of Girl Scouts of the USA (GSUSA), located in New York City, employs roughly 300 employees. GSUSA is a member of the World Association of Girl Guides and Girl Scouts (WAGGGS). (Visit [GSUSA online](#), where you'll find a wealth of resources for both girls and volunteers.)

Global Girl Scouting ensures that girls have increased awareness about the world, cross-cultural learning opportunities and education on relevant global issues that may inspire them to take action to make the world a better place. Visit [Global Girl Scouting online](#) for additional information.

Since 1925, USA Girl Scouts Overseas (USAGSO), a division of Global Girl Scouting, has helped ease the transition for American families relocating overseas by offering the familiar traditions and exciting opportunities of Girl Scouting to girls abroad. USAGSO now serves thousands of American girls living overseas, as well as girls attending American or international schools. Through Global Girl Scouting, members participate in World Thinking Day on February 22, visit the four WAGGGS world centers, participate in international travel, promote global friendship and understanding by supporting the Juliette Low World Friendship Fund, and take action on global issues.

## Badgerland Council

Girl Scout councils are chartered by the national office to attract and retain members in a geographic area, provide ways for girls to participate in Girl Scouting, create an environment that reflects Girl Scout values and ideals, manage volunteers' experience with Girl Scouting, and keep girls and volunteers as safe as possible. The national office provides support materials to all councils to ensure that the Girl Scout experience is nationally consistent.

Girl Scouts of Wisconsin - Badgerland Council, Inc., is chartered by Girl Scouts of the USA to provide Girl Scouting in south-central and southwest Wisconsin. Badgerland Council serves girls in the following 21 counties in Wisconsin: Buffalo, Columbia, Crawford, Dane, Dodge, Grant, Green, Iowa, Jackson, Jefferson, Juneau, La Crosse, Lafayette, Monroe, Pepin, Richland, Rock, Sauk, Trempealeau, Vernon, and Walworth counties plus northern Winnebago County in Illinois, Houston County in Minnesota and Allamakee County in Iowa.

Girl Scouts of Wisconsin - Badgerland Council currently serves nearly 10,000 girls and over 3,500 adults from all socio-economic, ethnic, racial, religious, rural, and urban populations.

Badgerland Council is committed to being the premier leadership experience for girls in south-central and southwest Wisconsin.

## Membership Area Structure

Girl Scouts of Wisconsin - Badgerland Council's jurisdiction is made up of 32 different membership areas that help with the administration of Girl Scouts within the council. Each membership area has two council staff members specifically assigned to support them.

The Recruitment Specialist develops, manages and promotes Girl Scouting within a membership area, working closely with schools, libraries and community organizations to provide opportunities for new girls and adults to join Girl Scouts.

The Member Services Specialist provides ongoing support to volunteers in the membership area once troops and volunteers have been established. They also work with the Membership Area Leadership Team (MALT) to schedule and conduct leader meetings for each membership area. These meetings are held several times a year and are used to distribute information, conduct trainings, provide leader support and plan Girl Scout activities in each membership area.

Both membership specialists are available to address questions in the membership area ranging from resources available and managing conflict, to brand management and council related questions.

To find your Membership Area and Membership Specialists, see the Badgerland Council website under '[Join Us.](#)'

## Your Badgerland Membership Area Leadership Team

Your local Membership Area Leadership Team (MALT) is a geographically-based team of volunteers who can provide you with assistance and support. As a volunteer, you will have the most contact with your Girl Scout support team of membership specialists and your MALT. This support team is the one you can look to as your experts in all things Girl Scouting. If you have questions about the Girl Scout program, resources in the National Program Portfolio (leadership Journeys and *The Girl's Guide to Girl Scouting*), working with girls, planning events, or selling Girl Scout Cookies and other products, go to this team of volunteers for the answers and the ongoing support you need. Your Member Services Specialist will give you contact information for volunteers in your area who are part of the MALT.

### **Tip Box**

#### **What positions are on the MALT?**

Most Membership Areas have at least one volunteer in the following positions:

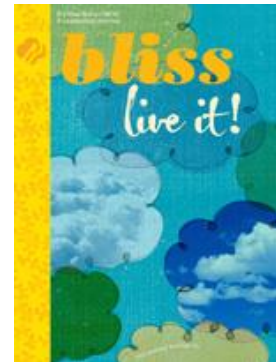
- Volunteer Support Coordinator
- Events Coordinator
- Treasurer
- Recruitment Coordinator
- Public Relations Coordinator
- Product Sales Manager

Contact your Member Services Specialist to learn more about these and other positions and to find out who is on the MALT in your area.

# Getting Started with the National Leadership Program through Journeys

The Girl Scout program is based on the Girl Scout Leadership Experience (GSLE), in which girls Discover themselves, Connect with others, and Take Action to make the world a better place—all within the safety of an all-girl environment where girls take the lead, learn by doing and learn cooperatively.

At the core of the GSLE are National Leadership Journeys, fun and challenging experiences grouped around a theme and spread over a series of sessions. Each Journey has all the important components of the GSLE sewn right in. So, to guide girls on a great Journey, all you need is enthusiasm and a sense of adventure. Before you dive in, try these six simple tips:



1. **Check out the Journey maps at [www.girlscouts.org/program/journeys/maps](http://www.girlscouts.org/program/journeys/maps).** These maps show you how all the fun and meaningful traditions of Girl Scouting fit right into any National Leadership Journey. There, you can also find information about the topics that each Journey covers, which you can share with girls. And you'll find even more fun traditions to complement your Journey in *The Girl's Guide to Girl Scouting*, a resource for each grade level of Girl Scouting.
2. **Choose a Journey.** Because Girl Scouting is girl-led, it's important to give girls the chance to pick the Journey they want to do. Talk to them about what each Journey for their grade level is about and let them choose one.
3. **Get to know the Journey.** Pick up a girls' book and an adult guide. Read the girls' book for the pleasure of it, just to get an overview of the Journey's theme and content.
4. **Review the sample session plans in the adult guide.** These sample session plans give you ideas about bringing the Journey to life with girls while leaving plenty of room for creativity and customization.
5. **Invite girls (and their parents/guardians) to use their imaginations** to make the Journey come to life in ways that excite them. Remember that you and the girls don't have to do everything exactly as laid out in the sample sessions.
6. **Step back and watch** how the girls, with your knowledge, support and guidance, have enormous fun and a rewarding experience. Celebrate with them as they earn their National Leadership Journey awards—and perhaps some Girl Scout badges, too!

## Tip Box

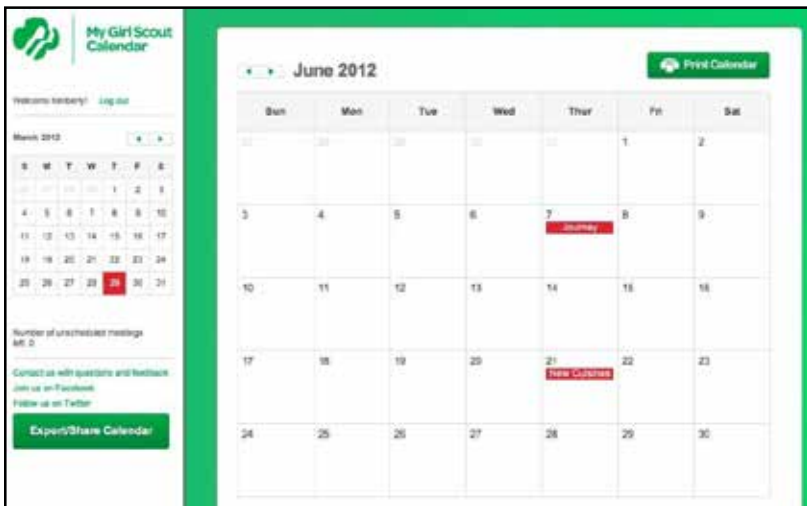
### **Which Journey book should I read first?**

Many leaders have found it helpful to read the girls' book for the Journey before reading the adult guide. This may make it easier to plan activities if you know what the girls are supposed to get out of the Journey. Follow up with the adult guide and use the sample sessions as needed.

# Planning in a Girl-Led Environment

To start planning your time with girls, consider the following questions and begin to map out your Girl Scout year:

- How many times each month will you meet? When do you plan to break for holidays?
- How many weeks do you need to allocate for the Girl Scout Cookie Program?
- Will you have time in your schedule for guest speakers and other visitors?
- If you've worked with this group before, what are their preferences: badge work? field trips? other activities? For specific ideas on how to incorporate badges, trips and other Girl Scout traditions into a Journey, check out the online [Journey maps](#) for the grade level of the girls you're partnering with.



If your group will be meeting for less than a year (such as at a resident camp or during a series), you'll adjust the calendar to suit your needs. In the same way, if you're planning a multi-year event (such as a travel excursion), add one or two more years to the framework.

After you've drafted a loose framework, ask the girls what they think. Or, create an online calendar together! Remember that you want girls to lead, but younger girls will need more guidance, while older girls will require much less. Seniors and Ambassadors may not even want you to draft a calendar in advance, so if they balk at what you've done, let them take the reins. (Journeys for older girls include planning pages specifically designed to help them customize their Journey.) Daisies and Brownies, on the other hand, may enjoy your calendar and just fill in a few ideas here and there, which will clue you in to their interests.

As your group starts its Journey, get a discussion (or debate!) going on the Journey's theme and what it means to the girls. Probe to find out what they're most interested in accomplishing during their time together, and then help them connect those interests to their Journey.

## **Tip Box**

Contact the Membership or Program teams at Badgerland Council to discuss options of Girl Scout friendly online sites to use to set-up a calendar for your troop and troop members to use.

# Badgerland Council Year at a Glance

There are so many exciting events during the Girl Scouting year, here's a glance at some highlights. Be sure to check the Badgerland newsletter for up-to-date information.

**January:** Look for your Camp Brochure in the mail and watch the Badgerland newsletter for webinars and open houses to learn more and get all your camp questions answered.

**February – March:** Cookie Program! Be sure to get trained so you and your girls have a great sale.

**February 22:** World Thinking Day. Find out at your local Membership Area leader meetings about World Thinking Day events in your area—or plan one for your troop. It's a great opportunity for girls all over to see what a big world Girl Scouting is. Check [www.girlscouts.org](http://www.girlscouts.org) for ideas. You can also check out world flags from your local Service Center.

**March 12:** Girl Scouts' Birthday

**April:** Badgerland Council Camporee Weekend. Look in the PathFinder for details.

**April 22:** Volunteer Appreciation Day. The perfect time to thank your fellow volunteers.

**May:** Bridging Ceremonies. Are your Girl Scouts moving to the next level? See tips on planning ceremonies in the Volunteer Essentials Resource Guide.

Re-register for the new Girl Scout Year. The year isn't over yet, but now is the time to get your Girl Scouts re-registered for the next year so they're ready to go in the fall.

**June – August:** Camp Season. How about planning a troop camp weekend? Or attend a day camp all together. Lots of troops meet over the summer, you can too!

**August:** Fall PathFinder Program Guide unveiled. Read about all the programs you and your Girl Scouts can enjoy. Let your girls read it and tell you what they really want to do!

Kick-off Meetings for Volunteers. Join other volunteers for this once-a-year opportunity to hear updates, learn new skills and connect with other leaders from across the council.

**September:** Annual Meeting and Adult Recognition. An opportunity to learn what Badgerland Council is planning for the future, and for all Girl Scout adults to celebrate their fellow volunteers nominated for official Girl Scout awards.

**October:** Girl Scout Membership Year officially begins

'in a nutshell...nuts, magazines and sweets' program

**October 31:** Founder's Day, Juliette Gordon Low's Birthday

**December:** Winter and Spring PathFinder Program Guide unveiled. Check out all the great events happening now.

# Meeting with Girls for the First Time

When you first get together with girls (and this meeting may also include parents/guardians, or you may decide to hold a separate meeting for the adults), you'll want to get to know the girls, and give them a chance to get to know one another.

Icebreaker games that let girls share simple details about themselves are a great way to start off your first gathering. Journeys often start with such an icebreaker, so if you're digging into a Journey right away, you'll be all set. You can also checkout Badgerland Council resources or search the Internet for "icebreakers for kids" to find more ideas.

If you already know which Journey the girls want to do, you'll find it useful to accomplish some of the following during this meeting. (Note that all these points are detailed in the adult guide for each Journey, too.) If your girls haven't chosen a Journey yet, you can spend time during the first meeting talking about the themes of the three Journeys that are available for their grade level and find out which one the group would like to do. You can then discuss these points in the next meeting, if you run out of time.

1. **Introduce the Journey, its theme and its ties to leadership.** Each Journey's adult guide gives you ideas for talking with girls and their parents/guardians about the Journey's theme and the Three Keys to Leadership.
2. **Find out what interests the group (and be sure to include the other adult volunteers), so that you and the girls can begin to customize the Journey.** Do the girls want to dig deeper into a particular aspect of the Journey? Without promising anything (yet!), ask the girls to talk about what they're passionate about, what they've always wanted to do and how they would spend their time if money and other barriers were no object. Build off the ideas shared, but be sure to include opinions from **all** the girls. Ask direct questions of those who seem to be holding back or are unsure about answering, so everyone is included.
3. **Get the girls talking about how they want to schedule their time together.** Use the planning pages from their Journey (referring to your draft calendar only as needed, so that the girls lead). Consider questions like these:
  - Can girls organize and plan a field trip or longer travel opportunity that will allow them to learn more about a particular Journey topic or theme?
  - Is there an event that meshes with this topic or area of interest?
  - Can the girls locate and communicate with an expert in the field via email or social media?
  - Can they invite a guest speaker to answer questions or demonstrate particular skills?
  - Which badges can the group choose to work on that will deepen their skills in this particular area?
  - If they are Juniors or older, are they interested in pursuing their Girl Scout Bronze, Silver or Gold Awards?
  - Do they have ideas for activities that will involve younger or older girls?

## Tip Box

### **What resources are available to me to help plan troop meetings?**

Badgerland Council offers Daisy and Brownie Leader Level trainings that are a great way to learn how to set-up, manage and run your troop successfully. Included in these trainings are the Leader Guides that walk you through the first 7 meetings as well as give you helpful suggestions on how to first meet with the parents and girls of your troop.

Also offered are Older Girl Leader Level trainings (for Junior – Ambassador leaders) that provide great suggestions on how to engage and retain older girls in Girl Scouts.

More troop meeting resources can be found by connecting with your Member Services Specialist.

# Holding Troop Meetings

The sample sessions in the Leadership Journey adult guides and *The Girl's Guide to Girl Scouting* will give you ideas about how to plan and hold successful troop meetings that allow girls to Discover, Connect, and Take Action as they have fun with a purpose. Many volunteers find it helpful to think of meetings having six parts, as outlined below, but feel free to structure the meeting in a way that makes sense for you and the girls.

Be sure to plan with your co-leader and communicate who is leading each part of the meeting, and what supplies are needed. It's also a good idea to have a game or two in your back pocket when your Girl Scouts need to let some energy loose. Simon Says and Freeze Dance are often favorites among Girl Scout Daisies and Brownies!

In general, troop meetings last between 60-90 minutes. Remember to be flexible, this is a guide to use in your planning. You may find that the needs of your Girl Scouts change over time.

<p><b>As girls arrive</b> 5-10 Minutes</p>	<p>Start-up activities are planned so that when girls arrive at the meeting they have something to do until the meeting begins. For younger girls, it could be coloring pages or snack if you meet right after school; teen girls might jot down a journal entry or just enjoy a little time to talk.</p> <p><b>Tip!</b> Find Daisy Flower Friends coloring pages in your Badgerland Daisy Leader Guide found on the Badgerland Council website.</p>
<p><b>Opening</b> 5-10 Minutes</p>	<p>The opening focuses the meeting and allows girls to start the meeting. Each troop decides how to open their own meeting—all should begin with the Girl Scout Promise and Law, and then add a simple flag ceremony, song, game, story or other ceremony designed by the girls. Girl Scout Brownies, for example, might create a new tradition by skipping in a circle while singing a song. Ceremonies, even when brief or humorous, make Girl Scout time special. The Journey adult guides contain ideas about openings that correspond to Journey themes.</p> <p><b>Tip!</b> Find fun ice-breaker available in the <a href="#">Volunteer Resources-Activity Resource Guide</a> on the Badgerland Council website.</p>
<p><b>Business</b> 5-10 Minutes</p>	<p>Troop business may include taking attendance, collecting dues, making announcements, and planning an upcoming event or trip or deciding on the kapers (jobs) for each girl that day. This is a good time for girls to take turns leading, especially as they grow up! (Some troops may move the business portion of the meeting to an earlier or later slot.)</p> <p><b>Tip!</b> Google “kaper charts for Girl Scouts” and you’ll find lots of great ideas online!</p>
<p><b>Activities</b> 30-40 + Minutes</p>	<p>Activities will depend on what the girls want to do in their troop and how they want to spend their collective time. Outdoor time is important, so encourage the girls to do an activity in a park or forest. If girls are interested in animals, encourage the girls to plan a visit to a zoo or animal shelter. As you engage in one of the three National Leadership Journeys, review the “Sample Sessions at a Glance” in the adult guide for Journey activity ideas. You’ll also find <i>The Girl's Guide to Girl Scouting</i> a great way to guide your activities depending on the badges the girls are most interested in earning.</p> <p>If your troop chooses to include snacks, guide them to consider the health of a potential snack, as well as possible food allergies. Enlist the help of parents or guardians by asking them to sign up and bring a snack. You’ll also find plenty of snack ideas and signup forms in the adult guide of most Leadership Journeys.</p>



	<p><b>Tip!</b> Be sure to get prior permission from your Girl Scout families if you're doing an activity outside of your regular troop meeting time and location. The form is available on the Badgerland Council website and is easy to personalize and email to your families.</p>
<p><b>Clean-up</b> 10 Minutes</p>	<p>Clean-up is a great habit for girls to get their meeting space back to the way it was when they arrived—maybe even cleaner! Girls can also take leadership of the cleaning themselves, deciding who does what.</p> <p><b>Tip!</b> To learn more about the age level you're working with, take a look in the <i>Volunteer Essentials Resource Guide</i> at the chapter Engaging Girls at All Grade Levels. You might be surprised at what Juniors are ready for, or what Daisies aren't ready to do on their own yet.</p>
<p><b>Closing</b> 5-10 Minutes</p>	<p>The closing lets the girls know that the troop meeting is ending. Many girls close with the friendship circle, in which each girl stands in a circle, puts her right arm over her left and holds the hand of the girl standing next to her. The friendship squeeze is started by one girl, and then passed around the circle until it comes back to the girl who started it. When the squeeze is finished, girls twist clockwise out of the circle lifting their arms and turning around and out of the circle. In addition, you may find some helpful, Journey-related closing ceremony ideas in the Journey's adult guide.</p> <p><b>Tip!</b> Many troops will also sing a song as part of their closing. Make New Friends is always a favorite. You can find more song ideas on the Badgerland Council website. To see lyrics and hear songs live, go to <a href="http://www.songsforscouts.com">www.songsforscouts.com</a>.</p>

You help each troop member do her part to ensure the meeting and activities are enriching and fun. Based on their grade levels and abilities, girls may decide and plan opening and closing activities, bring and prepare treats, teach songs or games, and clean up. As girls grow, they can show and teach younger members about Girl Scouting. They can also assist you in preparing materials for activities. For trips, campouts, parent meetings and multi-troop events, girls may be responsible for shopping, packing equipment, handing out programs, cleaning up, gathering wood, and so on. As long as you pay attention to grade level and maturity, what girls can do is endless!

Here are some additional online resources to use in your planning:

[www.gsbadgerland.org](http://www.gsbadgerland.org) - Badgerland Council information and resources

[www.badgerlandcamps.org](http://www.badgerlandcamps.org) - Badgerland Council resident and day camp information

[www.girlscouts.org](http://www.girlscouts.org) - GSUSA National site

[www.girlscoutcookies.org](http://www.girlscoutcookies.org) - Where to find cookies in your area

[www.gsmakeyourown.com](http://www.gsmakeyourown.com) - Make Your Own Badge, design tool for girls to create unique badges

[www.juliettegordonlowbirthplace.org](http://www.juliettegordonlowbirthplace.org) - Information on Juliette Gordon Low, the founder of Girl Scouts, and her birthplace in Savannah, Georgia

[www.songsforscouts.com](http://www.songsforscouts.com) - Interactive site to see lyrics and hear songs

[www.worldthinkingday.org](http://www.worldthinkingday.org) - Resources and ideas for the yearly celebration in February

[www.gsswaps.net](http://www.gsswaps.net) - Photos and information from Girl Scouts all over the world on making and sharing SWAPS (**S**pecial **W**hatchamacallits **A**ffectionately **P**inned **S**omewhere)

[www.makingfriends.com](http://www.makingfriends.com) - Craft project sheets, recycled ideas and free printables

# Using Safety Activity Checkpoints



When preparing for any activity with girls, start by reading the Girl Scout Safety Activity Checkpoints for that particular activity. You can find these on the Badgerland Council website [www.gsbadgerland.org](http://www.gsbadgerland.org).

Each Safety Activity Checkpoint offers you information on where to do this activity, how to include girls with disabilities, where to find both basic and specialized gear required for the activity, how to prepare yourselves for the activity, what specific steps to follow on the day of the activity, and so on.

In addition to reading these checkpoints yourself, you can email or print them for co-volunteers, parents/guardians, and the girls themselves. The checkpoints are formatted as checklists, so that you, your co-volunteers, and the girls can check off each step that has been accomplished.

In keeping with the three processes of the Girl Scout Leadership

Experience, be sure that:

- **All activities are girl-led.** Take into account the age and abilities of the girls. Older girls can take the bulk of the responsibility for carefully planning and executing activities, while younger girls will require more of your guidance but should still be deeply involved in making decisions about their activities.
- **Girls have the chance to learn cooperatively.** Have girls teach each other new skills they may need for the activities, rather than hearing all that from you.
- **Girls learn by doing.** If research or special equipment is needed, they'll learn better by doing that research themselves than by having you do the legwork and report back to them. Even Daisies can do basic research and give reports or do show-and-tell for each other. Ambassadors may need you only for moral support as they research, teach each other and plan every detail of their excursions.

If Safety Activity Checkpoints do not exist for an activity you and the girls are interested in, check with your council **before** making any definite plans with the girls. A few activities are allowed only with written council pre-approval and only for girls 12 and over, while some are off-limits completely:

- **Caution:** You must get written pre-approval from your council for girls ages 12 and older who will operate motorized vehicles, such as go-carts and personal watercraft; use firearms; take trips on waterways that are highly changeable or uncontrollable; experience simulated skydiving and zero-gravity rooms; or fly in noncommercial aircraft, such as small private planes, helicopters, sailplanes, untethered hot air balloons and blimps.
- **Warning:** The following activities are never allowed for any girl: potentially uncontrolled free-falling (bungee jumping, hang gliding, parachuting, parasailing, and trampolining); creating extreme variations of approved activities (such as high-altitude climbing and aerial tricks on bicycles, skis, snowboards, skateboards, water-skis, and wakeboards); hunting; shooting a projectile at another person; riding all-terrain vehicles and motor bikes; and taking watercraft trips in Class V or higher.

**An additional note:** Girl Scouts welcomes and serves girls and families from a wide spectrum of faiths and cultures. When girls wish to participate in discussions or activities that could be considered sensitive—even for some—put the topic on hold until you have spoken with parents and received guidance from your council. When Girl Scout activities involve sensitive issues, your role is that of a caring adult who can help girls acquire skills and knowledge in a supportive atmosphere, not someone who advocates a particular position. You are required to obtain permission slips signed by the girls' parents/guardians; see the "Engaging Girls at All Grade Levels" chapter of the *Volunteer Essentials Resource Guide* for more information.

# Understanding How Many Volunteers You Need

Girl Scouts' adult-to-girl ratios show the **minimum** number of background checked and registered adults needed to supervise a specific number of girls. These supervision ratios were devised to ensure the safety and health of girls—for example, if one adult has to respond to an emergency, a second adult is always on hand for the rest of the girls. It may take you a minute to get used to the layout of this chart, but once you start to use it, you'll find the chart extremely helpful.

Please note, the ratios are different for troop/group meetings and events/travel.

	Troop/Group Meetings		Events, Travel, and Camping	
	<i>Two</i> unrelated, background checked, registered adults (at least one of whom is female) for this number of girls:	Plus <i>one</i> additional background checked, registered adult for each additional number of this many girls:	<i>Two</i> unrelated, background checked, registered adults (at least one of whom is female) for this number of girls:	Plus <i>one</i> additional background checked, registered adult for each additional number of this many girls:
<b>Girl Scout Daisies (K–grade 1)</b>	12	6	6	4
<b>Girl Scout Brownies (grades 2–3)</b>	20	8	12	6
<b>Girl Scout Juniors (grades 4–5)</b>	25	10	16	8
<b>Girl Scout Cadettes (grades 6–8)</b>	25	12	20	10
<b>Girl Scout Seniors (grades 9–10)</b>	30	15	24	12
<b>Girl Scout Ambassadors (grades 11–12)</b>	30	15	24	12

Here are some examples: If you're meeting with 17 Daisies, you'll need three background checked and registered adults, at least two of whom are unrelated (in other words, not your sister, spouse, parent or child), and at least one of whom is female. (If you follow the chart: For a troop/group meeting, you need two adults for 12 Daisies and one more adult for up to six more girls. You have 17 girls, so you need three adults.) If, however, you have 17 Cadettes attending a group meeting, you need only two unrelated, background checked and registered adults, at least one of whom is female.

**Please Note:** Additional Adults, after the adult-to-girl ratio has been met, who are attending meetings/events and are responsible for other girls beside their daughter, need to be background checked and are encouraged to become registered members but are not required.

# Following the Girl Scouts Safety Guidelines

Every adult in Girl Scouting is responsible for the physical and emotional safety of girls, and we all demonstrate that by agreeing to follow these guidelines at all times.

1. **Follow the Safety Activity Checkpoints.** Instructions for staying safe while participating in activities are detailed in the Safety Activity Checkpoints, available on the Badgerland Council website. Read the checkpoints, follow them and share them with other volunteers, parents and girls before engaging in activities with girls.
2. **Arrange for proper adult supervision of girls.** Your group must have at least two unrelated, background checked and registered adult volunteers present at all times, plus additional adult volunteers as necessary, depending on the size of the group and the ages and abilities of girls. Adult volunteers must be at least 18 years old (or the age of majority defined by the state, if it is older than 18) and must be screened by your council before volunteering. One lead volunteer in every group must be female.
3. **Get parent/guardian permission.** When an activity takes place that is outside the normal time and place, advise each parent/guardian of the details of the activity and obtain permission for girls to participate.
4. **Report abuse.** Sexual advances, improper touching and sexual activity of any kind with girl members are forbidden. Physical, verbal and emotional abuse of girls is also forbidden. Follow Badgerland Council's guidelines for reporting concerns about abuse or neglect that may be occurring inside or outside of Girl Scouting.
5. **Be prepared for emergencies.** Work with girls and other adults to establish and practice procedures for emergencies related to weather, fire, lost girls/adults, and site security. Always keep handy a well-stocked first-aid kit, girl health histories, and contact information for girls' families.
6. **Travel safely.** When transporting girls to planned Girl Scout field trips and other activities that are outside the normal time and place, every driver must be an approved adult volunteer and have a good driving record, a valid license and a registered/insured vehicle. Insist that everyone is in a legal seat and wears her seat belt at all times, and adhere to state laws regarding booster seats and requirements for children in rear seats.
7. **Ensure safe overnight outings.** Prepare girls to be away from home by involving them in planning, so they know what to expect. Avoid having men sleep in the same space as girls and women. During family or parent-daughter overnights, one family unit may sleep in the same sleeping quarters in program areas. When parents are staffing events, daughters should remain in quarters with other girls rather than in staff areas.
8. **Role-model the right behavior.** Never use illegal drugs. Don't consume alcohol, smoke or use foul language in the presence of girls. Do not carry ammunition or firearms in the presence of girls unless given special permission by your council for group marksmanship activities.
9. **Create an emotionally safe space.** Adults are responsible for making Girl Scouting a place where girls are as safe emotionally as they are physically. Protect the emotional safety of girls by creating a team agreement and coaching girls to honor it. Agreements typically encourage behaviors like respecting a diversity of feelings and opinions; resolving conflicts constructively; and avoiding physical and verbal bullying, clique behavior, and discrimination.
10. **Ensure that no girl is treated differently.** Girl Scouts welcomes all members, regardless of race, ethnicity, background, disability, family structure, religious beliefs and socioeconomic status. When scheduling, helping plan, and carrying out activities, carefully consider the needs of all girls involved, including school schedules, family needs, financial constraints, religious holidays, and the accessibility of appropriate transportation and meeting places.
11. **Promote online safety.** Instruct girls never to put their full names or contact information online, engage in virtual conversation with strangers, or arrange in-person meetings with online contacts. On group websites, publish girls' first names only and never divulge their contact information. Teach girls the [Internet Safety Pledge](#) and have them commit to it.
12. **Keep girls safe during money-earning activities.** Girl Scout cookies and other council-sponsored product sales are an integral part of the program. During Girl Scout product sales, you are responsible for the safety of girls, money and products. In addition, a wide variety of organizations, causes and fundraisers may appeal to Girl Scouts to be their labor force. When representing Girl Scouts, girls cannot participate in money-earning activities that represent partisan politics or that are not Girl Scout-approved product sales and efforts.

# Glossary of Terms

**There are words or phrases specific to the world of Girl Scouts. Here are some of the most common terms used in Girl Scouts today.**

**Badge** - Embroidered recognition patches for Girl Scouts at all levels to indicate increased knowledge and skill in a particular subject. Official badges earned through *The Girl's Guide to Girl Scouting* and the Journeys are displayed on the front of the uniform.

**Badge Activity Sets** - There are 3 sets of additional badge requirements available for each level of Girl Scouts, and can be inserted into *The Girl's Guide to Girl Scouting*. Badges earned through the Badge Activity Sets are displayed on the front of the uniform.

**Bridging** - The move from one program level of Girl Scouting to the next (e.g. from Girl Scout Junior to Girl Scout Cadette).

**Buddy System** - A safety practice in which girls are paired to help and keep track of each other.

**Court of Awards** - A ceremony that can be held any time during the year at which badges, recognitions and awards are presented.

**Day Camp** - Camping by the day; may be a single day program or a multiple day program.

**Destinations** - Girl Scout travel opportunities that take girls outside their own troop or council.

**Dunk Bag** - A mesh cloth bag with a drawstring, used to sterilize and hang dry eating utensils when washing dishes.

**Fly-Up** - The ceremony in which a Girl Scout Brownie "graduates" to Girl Scout Junior.

**Founder's Day** - Juliette Low's birthday, October 31.

**Friendship Circle** - A symbolic gesture in which Girl Scouts form a circle by clasping each other's hands and pass around a silent, gentle squeeze. It is often used at a closing ceremony.

**Girl Guides** - The original name for Girl Scouts, a term still used in many countries; name originated in England.

**Girl Scout Birthday** - March 12 marks the first meeting of Girl Scouts in Savannah, Georgia, in 1912.

**Girl Scout Handshake** - A formal way of greeting other Girl Scouts by shaking left hands while giving the Girl Scout Sign with the right.

**Girl Scout Leader's Day** - April 22, a special day to honor Girl Scout leaders and volunteers.

**Girl Scout Leadership Experience** - Girl Scouts centers around three keys to leadership. Girls **Discover** themselves and their values, **Connect** with others and **Take Action** to make the world a better place. These three keys make up the GSLE.

**Girl Scout Sign** - The official Girl Scout sign to be used as the Girl Scout Promise is being recited and may be used as the Girl Scout Law is recited (optional). It is also used during Girl Scout handshake. The right hand is raised shoulder high with the three middle fingers extended and the thumb crossing over the palm to hold down the little finger.

**Girl Scouts' Own** - A quiet inspirational ceremony that has a theme and is planned by Girl Scouts and their leaders.

**Girl Scout Week** - An annual celebration during the week of March 12th, the Girl Scout birthday.

**Girl's Guide to Girl Scouting** - Along with the Journeys, this is part of the National Program Portfolio and is the heart of the Girl Scout Leadership Experience. Inside each guide are badge requirements, stories and activities for all levels of Girl Scouts.

**GSUSA** - Girl Scouts of the United States of America; our national organization.

**Investiture** - A special ceremony in which a new member makes her Girl Scout Promise and receives her membership pin.

**Juliette Gordon Low** - (nicknamed Daisy) - Founder of Girl Scouting in the United States, she formed the first troop that met in Savannah, Georgia on March 12, 1912.

**Kaper Chart** - A chart that shows the delegation of tasks and rotation of responsibility day-by-day and/or meal-by-meal.

**Membership Area** - A geographic subdivision within Badgerland Council.

**Membership Area Leadership Team (MALT)** - A group of adult volunteers responsible for organizing and delivering service to Girl Scouts in a geographic area.

**Motto** - "Be Prepared."

**National Program Portfolio** - This is the leadership experience for Girl Scouts using the Journey books and *The Girl's Guide to Girl Scouting* together.

**Participation (fun) patches** - Optional patches worn on the back of a uniform. These patches are for activities or outings that are not part of earning an official badge through the Journeys or *The Girl's Guide to Girl Scouting*. Examples of these activities are bowling, pumpkin patches or hay rides.

**Petal(s)** - Petal-shaped embroidered recognition patches for Girl Scout Daisies to indicate increased knowledge and understanding of the Girl Scout Promise and Law. Suggested activities to earn the petals can be found in *The Daisy Girl's Guide to Girl Scouting*.

**Program Aide** - Girl Scout Cadettes, Seniors and Ambassadors who have been trained to assist younger Girl Scout groups with songs, games, crafts, ceremonies or outdoor skills.

**Quiet Sign** - The Girl Scout signal for silence in a group situation. The person in charge raises her/his right hand and the Girl Scouts present fall silent and raise their right hands.

**Rededication** - A formal ceremony for girls or adults, previously invested, can renew her Girl Scout Promise.

**Resident Camp** - A sustained camping experience with an overnight sleeping experience.

**Safety Activity Checkpoints** – GSUSA's safety program standards and guidelines found on [www.gsbadgerland.org](http://www.gsbadgerland.org).

**Sit Upon** - A "cushion" often made by Girl Scouts to use when the ground is damp or to keep their clothes clean.

**Slogan** - "Do a good turn daily."

**SWAPS** - **S**pecial **W**hatchamacallit **A**ffectionately **P**inned **S**omewhere, a keepsake exchanged as a perfect way for Girl Scouts to meet each other and promote friendship.

**Trefoil** - The international symbol of Girl Scouting; the three leaves of the Trefoil represent the three parts of the Promise.

**World Association of Girl Guides and Girl Scouts (WAGGGS)** - An international educational association for girls with a membership of eight million.

**World Thinking Day** - Celebrated by Girl Guides and Girl Scouts throughout the world, February 22 is the birthday of Lord Baden-Powell and Lady Baden-Powell. This is the day for Girl Scouts and Girl Guides to think about their sisters around the world, through special projects, international programs, activities or pen pal projects.

**World Trefoil Pin** - A pin worn by all Girl Scouts and Girl Guides.

**World Centers** - Four program activity centers owned by WAGGGS. The centers are located in Mexico (Our Cabana), England (Pax Lodge), India (Sangam) and Switzerland (Our Chalet).

# WE ARE THE LEADERS BEHIND THE LEADERS

We hold ourselves and each other accountable for living up to the Girl Scout Mission, Promise and Law. We lead with courage, confidence, and character. We make the world a better place.

We are sisters to every Girl Scout.

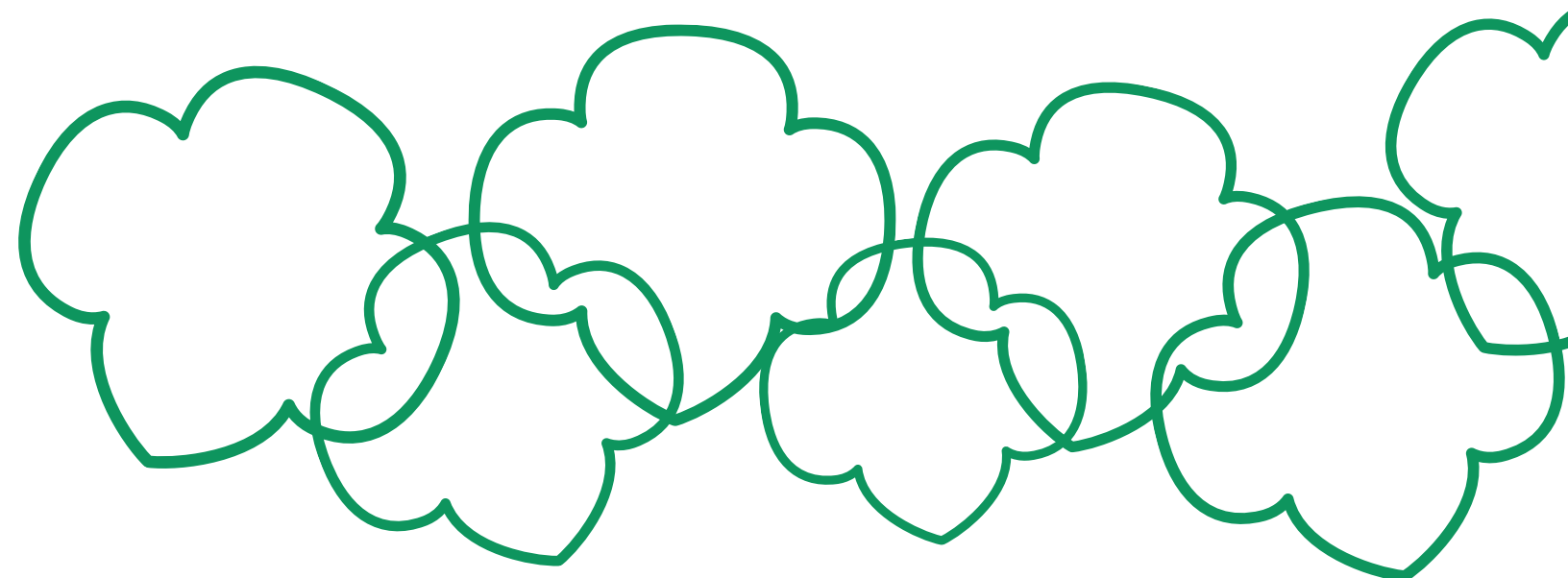
We proudly embrace our role as leaders of the Movement, with full knowledge and appreciation of the fact that we are, in essence, the leaders behind the leaders. Through our actions we inspire girls to do great things.

We take our role as mentors seriously, knowing that girls look to us and will learn as much—if not more—from how we treat each other than from how we treat them. We practice what we preach: there is no gap between what we say and what we do.

As the premier leadership development organization for girls, we embrace our role as champions of the Girl Scout Leadership Experience. We understand it, embrace it, and live by it. We guide girls—literally and figuratively—on their leadership journey.

We commit ourselves, every day, to being the leaders girls aspire to be and the leaders that girls need us to be.

We are the leaders behind the leaders.





**Building girls of  
courage, confidence,  
and character,  
who make the world  
a better place.**

**Girl Scouts of Wisconsin - Badgerland  
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Madison, WI 53713**

**[www.gsbadgerland.org](http://www.gsbadgerland.org)**