

# Greenhouse Leadership

Nurturing Volunteers Through Structure, Support & Belonging

## What is Greenhouse Leadership?

Just like a greenhouse creates ideal conditions for plants to grow, greenhouse leaders create ideal conditions for volunteers to thrive. This style of leadership focuses on supportive systems, emotional care, and inclusive culture.

## 3 Core Elements of Greenhouse Leadership



### 1. Structure – *The Framework*

Structure provides the backbone for success. Volunteers grow best when there's a clear path ahead.

#### Includes:

- Consistent service unit meetings with clear agendas
- Advance notice of meetings through multiple methods of communication
- A collaborative annual plan for the year
- Well-communicated service unit events
- Defined roles and responsibilities
- Ending meetings at the scheduled time

*Why it matters:* Creates confidence, reduces confusion, and sets up teams for success.

### 2. Support – *Sunlight & Water*

Volunteers need regular care and attention to thrive — not just at the beginning.

#### Includes:

- Regular check-ins with new and returning leaders
- Sharing resources and information that volunteers can take back and use with their troops (ie. Fast Fundamentals, back pocket games/icebreakers, product training)
- Helping troubleshoot challenges
- Celebrating small wins

*Why it matters:* Keeps volunteers engaged, reduces burnout, and builds confidence.

### 3. Belonging - *The Warmth*

Belonging is the warmth that makes people want to stay and grow.

#### **Includes:**

- Welcoming new volunteers and families into the community
- Making sure new volunteers understand the Girl Scout lingo being used in conversation
- Assign new leaders a mentor from within the service unit
- Recognizing contributions and milestones (ie. Volunteer of the Quarter, years of service, event planned, etc.)
- Hosting inclusive events and fostering connections
- Listening to all voices (ie. Girl Led Committees, open discussions at SU meetings, etc.)
- Consider inviting anyone who wants to stay and chat after the meeting to do so.

*Why it matters:* When people feel they belong, they stay, contribute, and flourish.

**Greenhouse leadership is about growing people, not just managing tasks.  
When we lead with care, everyone blooms brighter.**

#### **Reflection Prompt:**

What's one way you can be a greenhouse leader this year?

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### **Big Tree:**

Write a commitment for the upcoming membership year and how you will support your Service Unit in your role on the leaf, cut it out, and add it to the tree.

