



Where Girls Grow!

The Sessions:

Planting the Seeds • Enriching the Soil • Built to Bloom

Planting the Seeds

Every big bloom starts with a single seed. This session is all about sowing the future, finding the right people, sparking curiosity, and helping new volunteers take root. Whether you're engaging communities through recruitment or welcoming new leaders, come learn how to grow your garden one connection at a time.

Enriching the Soil

Before anything can thrive, the soil needs care. This session digs into the Volunteer Toolkit, Experience Boxes, and the Girl Scout Leadership Experience that help volunteers feel nourished and empowered. From new skills to fresh resources, let's enrich the ground so growth isn't just possible, it's inevitable.

Built to Bloom

Every great garden needs a greenhouse, and every thriving volunteer community needs leaders who create the right conditions for growth. This session celebrates those who build structures, offer support, and make sure no one's left out in the cold. Because when leaders lead with care, everyone blooms brighter.

Girl Scout Foundations

Mission

To build girls of courage, confidence, and character, who make the world a better place.



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.

The Girl Scout Leadership Experience (GSLE)

Our research-based model describes what girls do in Girl Scouts, who they do it with, and how they benefit.

Regular Meetings & Activities • Emotionally & Physically Safe Space • Girl Scout Traditions

Variety of Activities

- National Program
 - Outdoor
 - Cookie Program
- Community Service
- Field Trips and Events



Supportive Relationships

This means their troop leaders

- Care about them
- Enable possibility thinking
- Are inclusive
- Provide a safe space

And they have positive peer relationships



Three Girl Scout Processes

- Girl Led
- Cooperative Learning
- Learning by doing



Five Girl Scout GSLE Outcomes

- Strong Sense of Self
- Positive Values
- Challenge Seeking
- Healthy Relationships
- Community Problem Solving

Diversity, Equity, & Inclusion Vision Statement



girl scouts of western ohio

We best achieve our mission when girls from all backgrounds feel like they belong in Girl Scouts.

Therefore, Girl Scouts of Western Ohio is committed to ensuring that every girl—each and every one—has the opportunity to be her best self in Girl Scouts.

- We actively ensure that our girl membership, adult volunteers, board, and paid staff reflect the demographics of the communities we call home.
- We proactively partner with each community to understand their unique assets and needs in order to give every girl access to the GSLE (Girl Scout Leadership Experience).
- Every staff member, volunteer, and supporter plays a role to fulfill this vision.
- We continuously measure ourselves against these goals, and when we fall short, we work to live up to these statements.

Girl Scout Programming

Girl Scouts just launched new Body Appreciation badges for every age level—from Daisy to Ambassador. From wiggling and dancing to celebrating what their bodies can do, these fun activities help girls feel strong, confident, and proud in their own skin. Plus, a new patch that let's you pick your own challenges with the Solutions Superstar Patch!



Daisy: Fun with Movement

Moving your body for fun, including the development of gross and fine motor skills.



Brownie: Me Time

Using your amazing body as a tool to help you feel your best.



Junior: Uniquely Us

Learning to appreciate differences, celebrate similarities, and accept your unique self.



Cadette: Outside the Mirror

Question beauty standards to find and appreciate your authentic self.



Senior: Mind, Body, Me

Supporting overall well-being.



Ambassador: Cheers to Every Body

Appreciate and celebrate uniqueness in yourself and others.



Solutions Superstar Patch

Tackle hands-on challenges and put your problem solving skills to the test through six fun activities brought to you!

Big News!

Volunteer Toolkit News

All badge booklets are now on the VTK as digital downloads.



Big Impact Starts with You




















Going for your Bronze, Silver, or Gold Award means taking the lead to make the world a better place—starting right in your community. Whether you're working with a team or leading one, you'll build confidence and real-world skills like teamwork, problem-solving, and planning. Each award is a chance to grow as a leader, take action on what matters to you, and make a meaningful difference—at any age.



Ready to go for the Bronze, Silver, or Gold Award?

Choose a program to get started—earning one fulfills the prerequisite for Girl Scouting's Highest Awards.

Highest Awards	Personal Leadership	Peer Leadership	Teaching Leadership	Community Advocacy	Journeys
Bronze Award	True North 		Junior Aide 	Take Action  Global Action 	One Junior Journey
Silver Award Earn the Bronze Award 	True North 	Silver Torch 	Program Aide 	Take Action  Global Action 	One Cadette Journey
Gold Award Earn the Silver Award 	True North 	Gold Torch 	Volunteer in Training  Counselor in Training I and II 	Take Action  Global Action 	One Senior or Ambassador Journey
Pro Tips	One Award Leads to the Next Already earned your Bronze or Silver Award? Great—each one counts as the prerequisite for the next!			Leadership that Counts Your Leadership Award doesn't just meet the prerequisite—it helps you build real-world skills you'll use on your Highest Award project and beyond.	Journeys Still Count Started one? Keep it going—it'll always count as a prerequisite, even after Journeys retire in 2026.

Visit girlscouts.org/highestawards to get started.










Required Adult Trainings

Training Name	Description	Who	Frequency	Where	Length (approx.)
Troop Start-up	Troop Start-up Training will provide new leaders with the information needed to get your troop started or to take over a troop. Learn what girls do, how to guide your troop through their first meetings, troops safety, product program overview, troop finances and how to use the Volunteer Toolkit as a planning tool for your whole year.	For all new troop leaders	Once in your first 15 days as a new troop leader.	gsLearn, live virtual 1:1, or ask your CDM or service unit team	2 hours
Youth Protection	Youth Protection training will help volunteers understand their responsibilities as mandated reporters and learn how to identify and report suspected abuse.	All volunteers	Once in your first 15 days as a new volunteer, or before meeting with girls for returning volunteers.	gsLearn	15 minutes
Financing the Fun	Learn the requirements for opening troop/ service unit checking account, policies and procedures for using and tracking troop finances. (This is part of troop start-up training, it only needs to be taken once).	All troop assistants or service unit volunteers on bank account, prior to becoming an authorized signer	Once if you are new to troop or service unit bank account	gsLearn	15 minutes
Be a Sister to Every Girl Scout: Promoting Belonging	Create a sense of belonging in your troop by learning about the principles of belonging, grade level support, and how the Girl Scout Experience ties it all together.	All volunteers	Once or as often as needed.	gsLearn or in-person at service unit level	1 hour
Safety Beyond the Troop Meeting	This training prepares you to take your girls outside of your regular troop meeting space/location. You will review GSWO Troop Trip Approval process, how to prepare your girls for travel, additional insurance coverage possibly needed, safety, and transporting girls.	All volunteers	Once prior to meeting outside of your regular meeting space/ location.	gsLearn	1 hour
CPR/First Aid	CPR/First Aid is an in-person training for at least one volunteer per troop. The certification can be tracked in gsLearn.	One volunteer per troop	Every 2 years	In person (tracked in gsLearn)	3 or more hours
Lodge Camp Training	This training is designed to prepare volunteers to use GSWO facilities, whether for meetings less than 3 hours, for the day, or overnight. PREREQ: Complete Safety Beyond the Troop Meeting training.	One volunteer per troop/group	Once prior to using a council property	gsLearn, in person, or ask your CDM or service unit team	1 hour
Troop Camp Training	Participants develop camping skills to be used and taught to girls, ensuring a positive, fun, and safe outdoor experience. PREREQ: Safety Beyond the Troop Meeting and Lodge Camp Training.	One volunteer per troop/group	Once prior to camping at a council property tent unit or camping anywhere else.	In person (tracked in gsLearn)	6 hours

* Some trainings are required only once as long as you maintain your skills and don't have a gap in membership. Requirements are subject to change.

All troops must have two leaders who have completed Youth Protection Training within 30 days of starting their troop. Any volunteer who has not completed Youth Protection Training may not be responsible for girls, including to meet ratio at meetings or troop activities.

Volunteer Awards

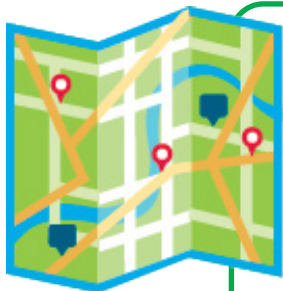
Award	Award Purpose	Award Requirements
 Green Badge of Courage	<p>Recognizes a volunteer who has performed a courageous act or met a challenge in a creative way within their role as a Girl Scout volunteer. <i>Candidate: A volunteer who continued service to Girl Scouts that has overcome a personal challenge or major personal obstacle.</i></p>	<p>Required – 2 Endorsement Forms Optional – Additional Documentation</p>
 Service Team Star	<p>Recognizes a volunteer who is or has been a service unit team member or appointed administrative volunteer who has gone above and beyond their appointed role and has helped a service unit achieve one of their core responsibilities: recruit and retain members, direct support to leaders & girls, educating community about Girl Scouting, act as a communication center for Girl Scout volunteers, provide activities that reflect the Girl Scout Leadership Experience or providing on-going coaching and education to volunteers. <i>Potential Candidate: Any service team member going above and beyond their role.</i></p>	<p>Required – 2 Endorsement Forms Optional – Additional Documentation</p>
 Volunteer of Excellence	<p>For outstanding service while partnering directly with girls to implement the Girl Scout Leadership Experience through the use of Girl Scout Journeys, the Girls Guide to Girl Scouting, The Volunteer Toolkit or any other GSUSA resource. <i>Potential Candidates: Troop Leader, Troop Assistant, day camp volunteer, service team member and many more.</i></p>	<p>Required – 2 Endorsement Forms Optional – Additional Documentation</p>
 Appreciation Pin	<p>Recognizes a volunteer for outstanding service to one service unit or geographic area. <i>Potential Candidates: Day camp volunteer, Troop Leader or series facilitator who has gone above and beyond their role.</i></p>	<p>Required – 2 Endorsement Forms Optional – Additional Documentation</p>
 Honor Pin	<p>Recognizes a volunteer for outstanding service to two or more service units or geographic areas. <i>Potential Candidates: Learning facilitator, volunteer serving on council or regional task group, board member who has gone above and beyond their role.</i></p>	<p>Required – 3 Endorsement Forms Optional – Additional Documentation</p>
 Thanks Badge	<p>Recognizes a volunteer for outstanding service that has benefited the entire council or Girl Scout Movement. <i>Potential Candidates: Council task group chair, board member, a volunteer who increased program opportunities for girls, council learning facilitator who developed new resources.</i></p>	<p>Required – 4 Endorsement Forms Optional – Additional Documentation</p>
 Thanks Badge II	<p>Recognizes a volunteer for outstanding service that has benefited the entire council or Girl Scout Movement who has already received the Thanks Badge. <i>Potential Candidates: Council task group chair, board member, a volunteer who increased program opportunities for girls, council trainer who developed new resources.</i></p>	<p>Required – 4 Endorsement Forms Optional – Additional Documentation</p>
 Membership Year Pin	<p>This pin indicates the total number of years as a registered member of Girl Scouts, including girl and adult years. The pin comes in 5-year increments: 5, 10, 15, etc.</p>	<p>Volunteer completes Membership Year Pin Request Form</p>
 Years of Service Pin	<p>Recognizes a registered adult member for the numbers of active service as a volunteer. The council will purchase pins for 20 years and above. The pin comes in 5-year increments: 20, 25, 30, etc.</p>	<p>Volunteer completes Volunteer Years of Service Pin Request Form</p>

Pink indicates Girl Scouts of Western Ohio awards; Green indicates GSUSA awards.

Service Team Calendar

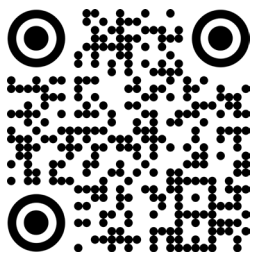
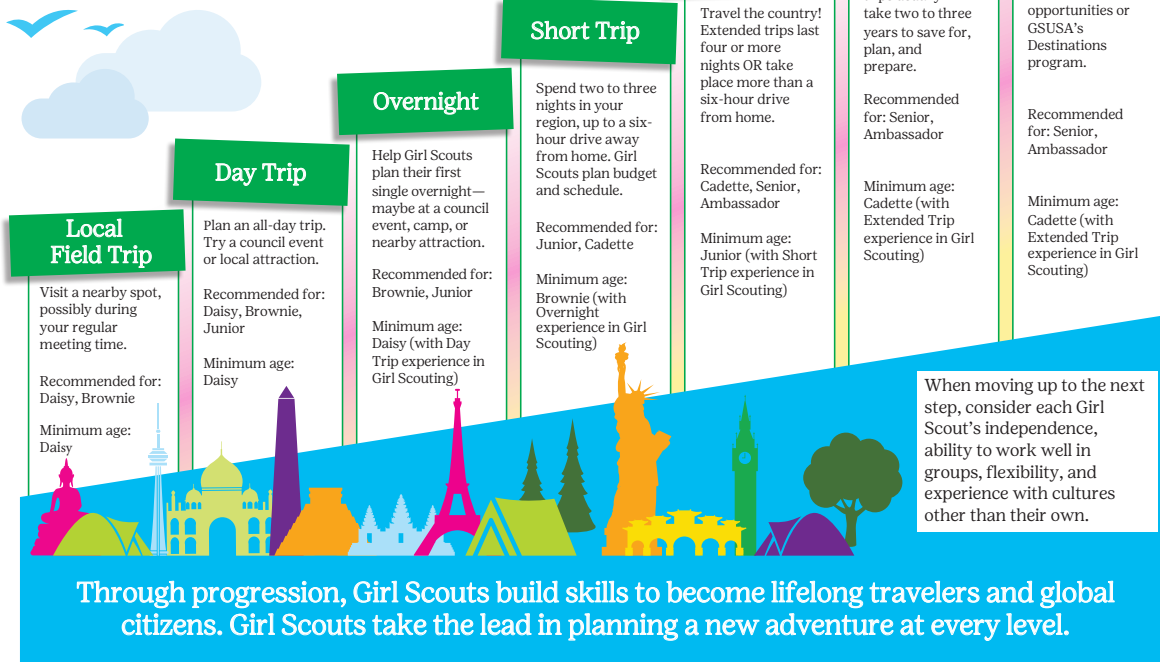
Save the date for 2025-26 Roundtables and service unit tasks.
Register at gswo.org/roundtable

Month	Task/Topic	Dates <i>*All Roundtables are 6:30 - 8 p.m.</i>
August	Sign Service Unit Commitment Form	Due by August 1
September	Cultivating Connection: Tools to Grow Your Service Unit Team	<ul style="list-style-type: none"> Lima - Sept. 22 Toledo - Sept. 23 Dayton - Sept. 23 Cincinnati - Sept. 25
October	Trellis Talk: Supporting Growth for CSA	<ul style="list-style-type: none"> Toledo - Oct. 28 Dayton - Oct. 28 Cincinnati - Oct. 23 Lima - Oct. 27
November	Tending the Garden: State of the Movement	TBD (Virtual, Councilwide)
December/January	Mid-Year Check-Ins	Volunteer will connect in person with individual service team members or the entire service team to review: Annual Plan/Service Unit Assessment/Service Unit Statistics.
January	Harvesting Highlights: Service Unit Success & Support	Tuesday, January 27 (Virtual, Councilwide)
February	From Roots to Results: Voices Count	Tuesday, February 24 (Virtual, Councilwide)
March	No Meetings	
April	Planting with Purpose: Annual Planning	<ul style="list-style-type: none"> Toledo - Apr. 28 Dayton - Apr. 28 Lima - Apr. 27 Cincinnati - Apr. 30
May/June	Annual Planning	Membership Staff will connect in person with individual service team members or the entire service team to review: Annual Plan/Service Unit Assessment/Service Unit Statistics.



girl scouts

Travel Progression



gsw.org/travelchart

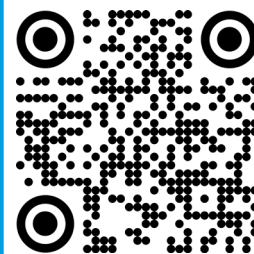
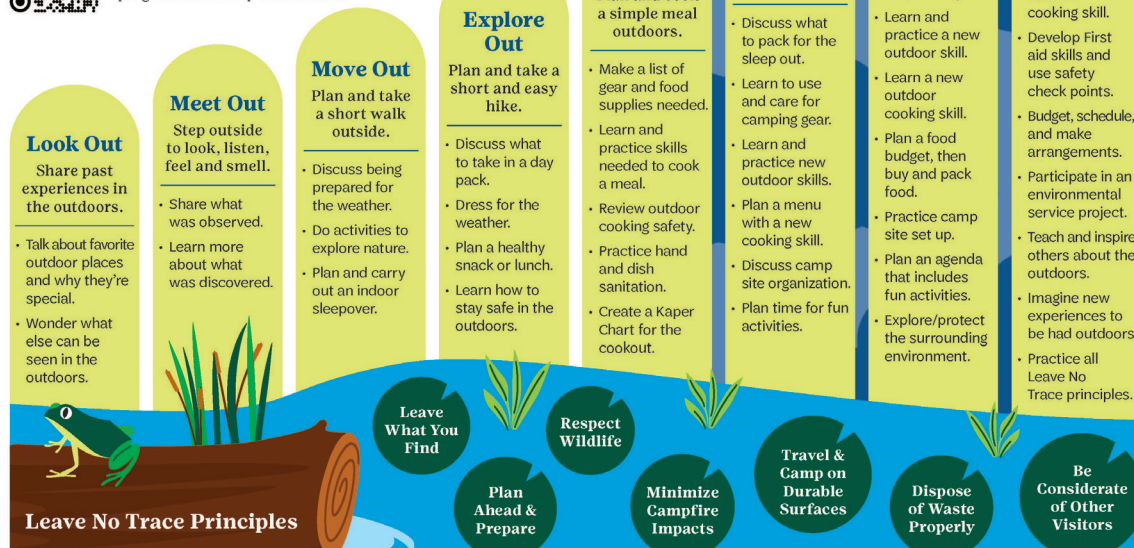
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Outdoor Progression

Progression allows girls to learn the skills they need to become competent in the outdoors, including how to plan and organize outdoor activities. Acknowledge a girl's mastery of an outdoor skill and invite her to challenge herself further by taking that next step up and out! Outdoor fun can be endless when girls lead.



Scan the QR code or visit gsw.org/campchamp to explore each step of the outdoor progression chart with the Camp Champ Core Patch program and Camp Extensions.



gsw.org/outdoorchart

Resources

Service Unit Resources

New Leader Onboarding Process for SU

A breakdown of the process of onboarding a new leader in the service unit.

Service Unit Meeting Guide

A comprehensive guide on how to run a service unit meeting.

Fast Fundamentals

Short, 15-30 minute trainings that can be held at the SU level.

Volunteer Appreciation Packet

Learn about the different volunteer awards and how to nominate/endorse a volunteer for those awards.

Service Unit Event Planning Guide

A comprehensive guide on how to run an event with your service unit.

Service Unit Monthly Newsletter and Overview

This monthly communication found on the Roundtable Rally keeps service team informed with timely updates from Girl Scouts of Western Ohio and guidance for local success. Each issue includes important council news, upcoming deadlines, and highlights of what each service team position can focus on that month to best support troop leaders and families.

Service Unit Position Trainings

GSWO has created trainings for each position on the service unit team. Each position is required to have this training before starting their role.

New GSLE Position Guide

This guide contains information on the GSLE Chair position and dividing responsibilities into 3-part GSLE committee.

GSWO Resources

gsLearn

gsLearn is Girl Scouts' online learning platform, which houses a variety of learning modules that can be completed at your own pace, meaning you can start and stop at your convenience.

GSWO's YouTube Channel

Find trainings, badge activities, songs, and more! Follow us at youtube.com/girlscoutswoh.

Volunteer Vibe

A weekly email for Girl Scout volunteers as a one-stop-shop for the latest information in one place!

Rallyhood

Connect with other service team volunteers and get access to Roundtable resources on Rallyhood! Plus, be the first to view the monthly Service Team Newsletter and get the latest updates.

Join the Rally at gswoweb.org/roundtable

Learn more about Rallyhood and create an account today! Visit gswoweb.org/rallyhood

Resource Centers

A library of books, guides, activity kits, flags and more for troops to checkout for a ceremony, troop meeting or other activities are found at each Girl Scout Center. Learn more and reserve resources at gswoweb.org/resourcecenter.

Resources

Leader Resources

Volunteer Toolkit (VTK)

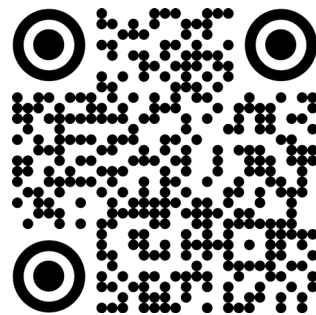
The VTK is your official source for delivering easy, fun troop meetings year-round! This fully customizable digital planning tool provides you with Girl Scout program content, award requirements, and other resources so you can keep your Girl Scout year running smoothly.

Troop Year Planner

Ready to plan your troop year? Our age-appropriate troop year plans are the best tool for first year troop leaders to get started with Girl Scouts without getting overwhelmed. The entire year is mapped out—just follow along to help your Girl Scouts complete badge activities, improve their communities, and explore the world around them.

Service Unit Forms

- **SU Allocation Form:** Service Teams can receive money to help them run their service unit. Filling out this form allows council to determine the financial state of the service unit.
- **SU Postage Reimbursement Form:** Service units can be reimbursed for the money spent on postage by submitting this form.
- **SU Annual Plan:** A document service unit teams use to help plan out their year. Includes: SU Priorities, SU Roster, Calendar, and Dashboard.



gswa.org/serviceunit



Service Unit Spotlight gswa.org/spotlight

You're doing amazing things in your service unit. We want to know more about them and share them with others! Send us a short story with pictures for a chance to be featured on our website and monthly newsletter!



Volunteer of the Quarter gswa.org/awards

From planning a big event to the small special moments shared with the girls—all their efforts are appreciated and important to building girls of courage, confidence, and character! Each quarter, one volunteer will be selected in every region of western Ohio for Volunteer of the Quarter.

- A signed certificate from our CEO, Aimée Sproles
- \$25 gift certificate to our council shops
- Social media recognition

Reflections

Three things I learned today:

1

2

3

Two things I will take back to my service unit:

1

2

One thing that resonated with me personally:

1
