

BASIC LEADERSHIP TRAINING

PART ONE



The strength of the Girl Scout movement rests in the voluntary leadership of its adult members.



Thank You For Volunteering!

This training has been designed to provide you with information to make your experience with Girl Scouts Heart of New Jersey Council rewarding, challenging, fun and most of all safe!

Below are our learning objectives:

- Understand the Council structure
- Review expectations (job, safety, policy, and leadership)
- Learn about resources
- Explore opportunities

About Girl Scouts

- Did you know that we are the preeminent organization focused solely to girls ages 5-17?
- Girl Scouts is dedicated to building girls of courage, confidence and character who help to make the world a better place.
- We were founded on March 12, 1912, by Juliette Gordon Low.
- Girl Scouts' membership has grown from 18 members in Savannah, GA to over 3 million members throughout the United States and in more than 90 countries.
- We are revamping our program and volunteerism models, organizational and governance structure, funding and national branding to remain compelling and contemporary.

The Girl Scout Promise is the Way Girl Scouts Agree to Act Toward One Another and Other People; The Law Outlines a Way to Act Toward Others and the World

- 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.

* The word "God" can be interpreted in a number of ways, depending on one's spiritual beliefs. When reciting the Girl Scout Promise, it is okay to replace the word "God" with whatever word your spiritual beliefs dictate.

- 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.

About Girl Scouts

- Girl Scouts USA is governed by the National Council of Girl Scouts and the National Board.
- The National Council, which meets every three years, determines the general lines of policy of the Girl Scout Movement and elects the National Board.
- The National Board governs the organization between meetings of the National Council and charters Girl Scout councils.
- Each council elects local delegates who are members of the corporation and are responsible for electing a council's board of directors.
- The delegate system is a vehicle that allows the membership to influence major decisions made by the national organization and local councils.
- With input from delegates, the council board acts on behalf of the corporation between annual meetings to decide matters of overall policy.

There are Different Pathways to Participate In and Explore

- In troop pathways there are six levels of Girl Scouts:

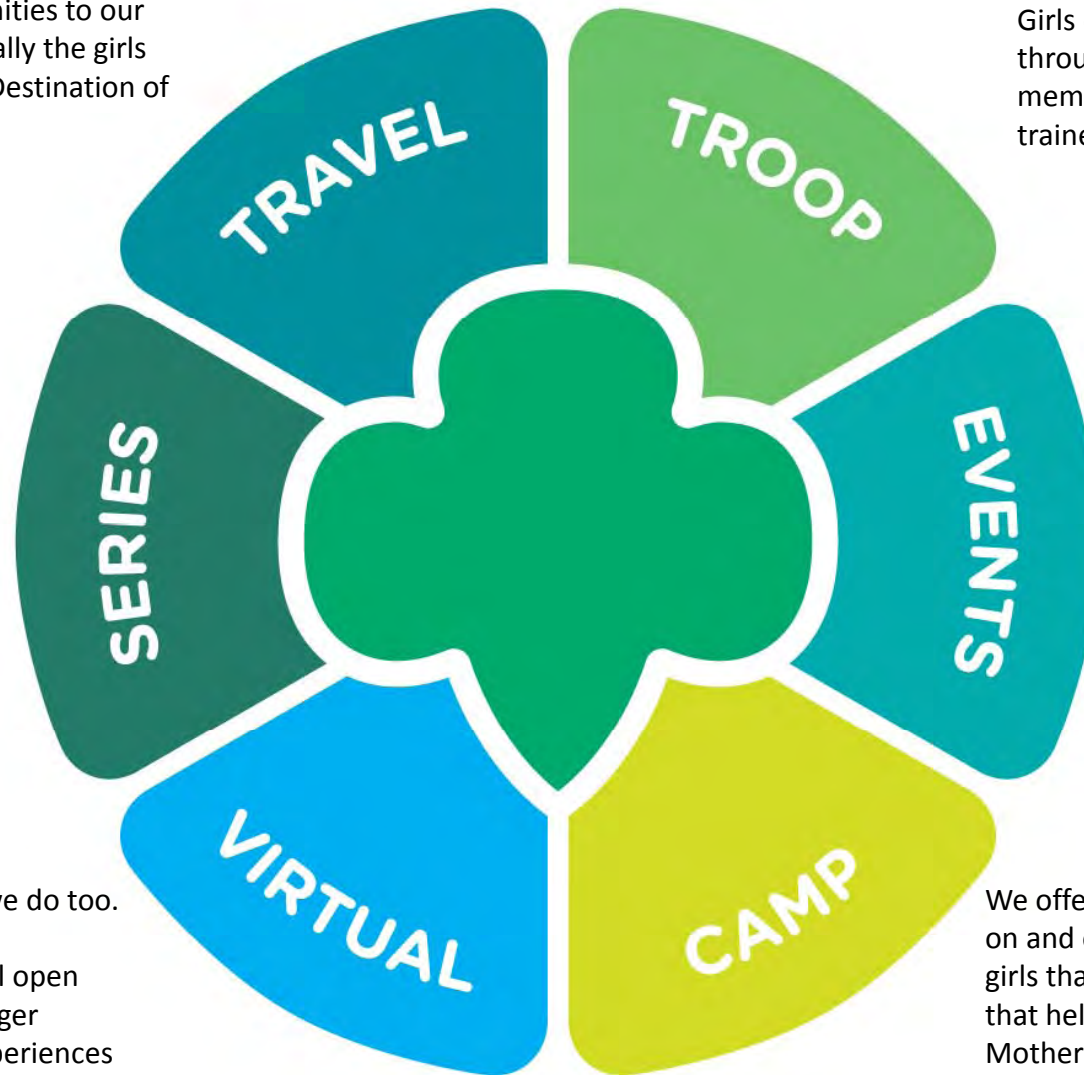
Girl Scout Daisy	Kindergarten - Grade 1
Girl Scout Brownie	Grades 2-3
Girl Scout Junior	Grades 4-5
Girl Scout Cadette	Grades 6-8
Girl Scout Senior	Grades 9-10
Girl Scout Ambassador	Grades 11-12

Pathways to Participation

You don't have to be in a troop to enjoy Girl Scouting

Each age level will bring new travel opportunities to our Scouts, eventually the girls going off on a Destination of their choice

Girls can participate through troop membership led by trained adult volunteers



Our Journeys take them through our three keys: **Discover** – Discovering themselves, their values; **Connect** – connecting with their team, their troop, their family; then **Take Action** – taking action together to make the world a better place

Program is offered to individuals as well as troops, allowing Scouts to go on an adventure with or without their troop

As your girls grow, we do too. We offer them tech experiences that will open their eyes to the bigger picture of life's experiences

We offer camp experiences on and off season to give our girls that "Outdoor" exposure that helps her appreciate Mother Earth

Basic Information About Girl Scout Councils

- A council is made up of registered members in a specific geographical area.
- The buildings in the Council are generally referred to as “Service Centers” (usually where the shops can be found, along with meeting venues and administrative staff); Program and training may also be presented at these building.

The Council is divided up into "Service Units" and these service areas are created based on town boundaries or numbers of troops in a specific area.

Girl Scouts Heart of New Jersey

East Service Center



120 Valley Road, Montclair, NJ 07042

(908) 518-4400

Girl Scouts Heart of New Jersey

Central Service Center



201 Grove Street East, Westfield, NJ 07090

(908) 518-4400

Girl Scouts Heart of New Jersey

West Service Center



1171 Route 28 West, North Branch, NJ 08876
908-518-4400

GSHNJ Camps

- Resident Camp:
 - Camp Lou Henry Hoover Middleville, NJ

- Summer Day Camps:
 - Camp Agnes DeWitt Hillsborough, NJ
 - The OVAL Maplewood, NJ

Girl Scouts Heart of New Jersey Serving 138 communities in 7 counties



Our Council is made up of 62 Service Units. Find out which Service unit you belong to, [follow this link](#).

About Heart of New Jersey

- Official debut: October 1, 2008; GSHNJ is chartered by Girl Scouts of the USA
- The merger that resulted in the formation of Girl Scouts Heart of New Jersey is part of the national realignment plan led by Girl Scouts of the USA
- Comprised of the counties of Hudson, Essex, Union, Somerset, Hunterdon, and portions of Middlesex and Warren
- Number of communities served: 138; range from very rural to very urban
- Serves three of NJ's largest cities: Newark, Elizabeth, and Jersey City
- Approximately 25K girls and 11K adult members
- Dedicated Council staff stands at 60
- GSHNJ is a tax-exempt 501 (c) 3, non-profit organization

Resources

- To find out more, we have the following resources:
 - GSHNJ website: www.gshnj.org
We also invite you to join our E Newsletter to receive the latest news and updates – just sign up on our home page
 - GSHNJ Service Centers provide support and resources
 - [Programs From The Heart](#) which is available on our website
 - Safety-Wise/[Safety Activity Checkpoints](#)
 - [Blue Book of Basic Documents](#) available on our website

SAFETY

- Safety-Wise is a guidebook on safety practices for all types of Girl Scout activities. It includes first aid basic requirements, and guidelines for trips and events that volunteers must follow. Safety-Wise will be replaced shortly with Volunteer Essentials
- The [Safety Activity Checkpoints](#) and [girl/adult ratios](#) (currently on our web site, www.gshnj.org, under “For Adults”) must be reviewed prior to all outdoor activities

Girl/Adult Ratios

- The National Standard Adult-to-Girl Ratios set by GSUSA, must be followed when planning any meeting, event, trip, and/or camping experience
- When arranging for sleeping accommodations, adults and girls ideally should sleep in separate rooms/tents/cabins, so that girls will have their own room and adults will have their own space
- If adults and girls must share the same sleeping accommodations, the ratios must be adhered to at all times
- There may be trips when men or boys are part of the groups; they may participate only if separate sleeping quarters and bathrooms are available for their use
- Remember, one adult cannot meet alone with girls; always follow the Adult-to-Girl Ratios as established by GSUSA in the Safety Activity Checkpoints

Girl/Adult Ratios

National Standard Adult-to-Girl Ratios – Girl Scout Grade Levels				
Girl Scout Grade Level	General Meetings Two Unrelated Adults (At Least One Of Whom Is Female) For Each Number Of Girls	Plus One Adult For Each Additional Number Of Girls	Events, Trips, And Camping: Two Unrelated Adults (At Least One Of Whom Is Female) For Each Number Of Girls	Plus One Adult For Each Additional Number Of Girls
Girl Scout Daisy (K-Grade 1)	12	6	6	4
Girl Scout Brownie (Grades 2-3)	20	8	12	6
Girl Scout Junior (Grades 4-5)	25	10	16	8
Girl Scout Cadette (Grades 6-8)	25	12	20	10
Girl Scout Senior (Grades 9-10)	30	15	24	12
Girl Scout Ambassador (Grades 11-12)	30	15	24	12

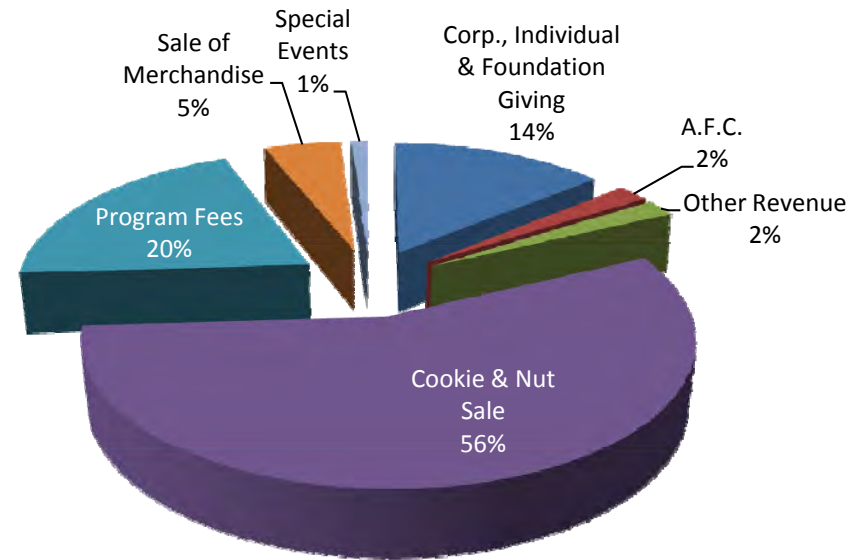
Culture of Philanthropy

- All of the \$12 membership fee goes to Girl Scouts of the USA to provide support for councils nationwide (insurance for girls and adults, program development, strategic leadership and girls' advocacy in Washington, D.C.).
- It costs GSHNJ \$220 per girl to deliver one year of programming.
- The product program sales net revenue, program, and camp fees raise about \$178 per girl – this means that each year we need to raise funds to support the remaining \$42 cost per girl.
- Here's how your and others' gifts benefit all girls:
 - \$12 per girl could support ongoing volunteer education and screening
 - \$25 could pay for program materials that guide a girl toward earning the Gold or Silver Award
 - \$44 per girl could maintain and operate our 7 camp properties, offices, and program centers
 - \$60 could support each girl who participates in volunteer-led Girl Scout experience
 - \$100 could purchase all the materials for one girl for one year
 - \$250 could provide supplies, training, manual and materials for 10 volunteers

Culture of Philanthropy

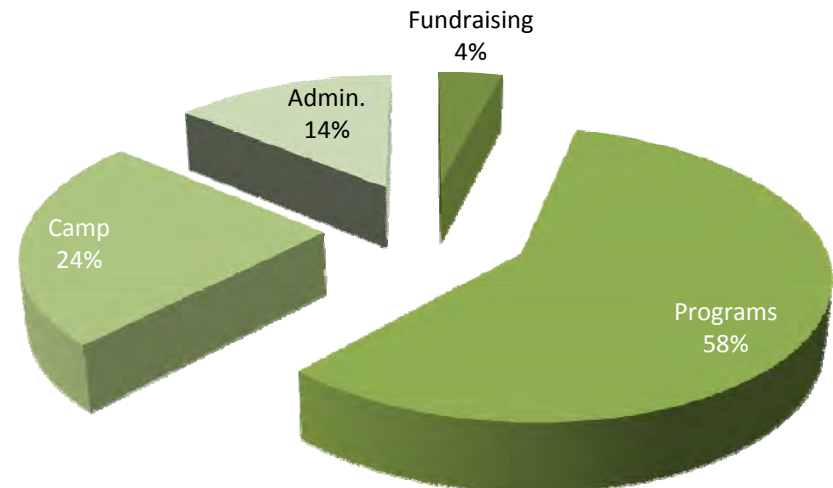
Funding Comes From:

- Product Program Sales
- Program Fees
- Corporations, Individuals, and Foundations
- Merchandise Sales
- Annual Family Campaign (AFC)
- Other
- Special Events



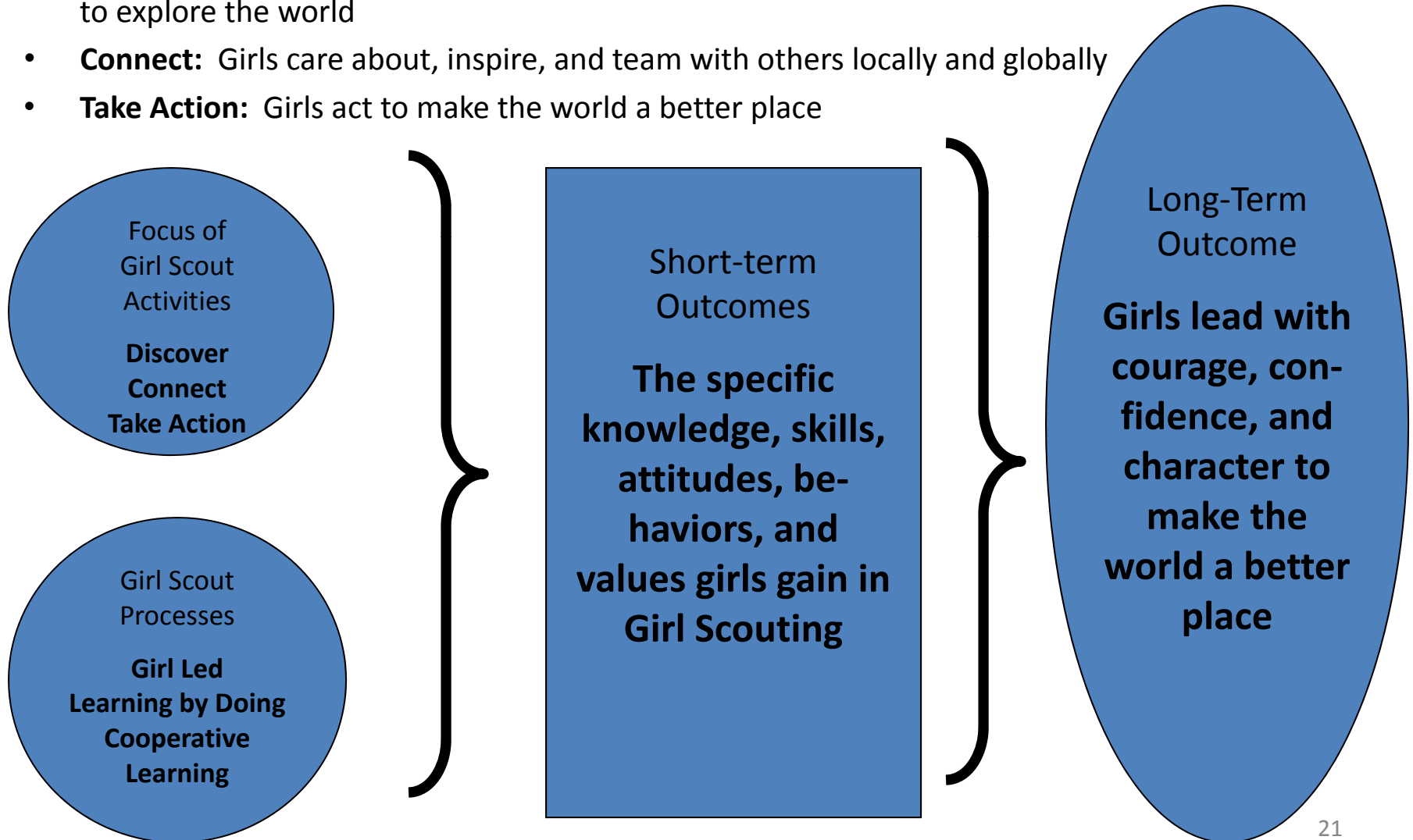
Funding Goes To:

- Financial Aid
- Program Development and Delivery
- Camp Programs
- Council Support Staff



With your help, we are transforming leadership

- **Discover** : Girls understand themselves and their values and use their knowledge and skills to explore the world
- **Connect**: Girls care about, inspire, and team with others locally and globally
- **Take Action**: Girls act to make the world a better place



We deliver girl programs in five important areas

- Financial Literacy
- Arts and Culture
- STEM (Science, Technology, Engineering, Math)
- Health and Fitness
- Community Advocacy and Service

Girl Scouting...

- helps girls and adults become well-rounded individuals
- offers girls and adults an ideal environment to explore cultures and better understand others
- is committed to promoting inclusion
- prepares girls to become leaders - "Leadership is a matter of how to be, not how to do." Frances Hesselbein, Former President Girl Scouts USA
- gives the highest honor, Gold Award, as the pinnacle of a Girl's Scouting experience
- encourages girls to make decisions, plan activities, and set goals in partnership with adults

The All-Girl Environment

- Research shows that girls often receive less attention and fewer leadership opportunities when in groups with boys.
- An all girl setting allows girls to test their abilities without pressure and competitiveness.
- When girls first develop skills in all-girl settings, they are more likely to use these skills in mixed groups.
- In Girl Scouting, girls are the focus of an environment that aims to provide them with skills and self-confidence.
- Girl Scouting provides girls with an opportunity to routinely see women in positions of authority which helps them understand that women can and do excel in leadership positions, different careers, and endeavors.

GSHNJ Departments

Program (Council Programs and Product Program Sales)

Membership (Volunteer Recruitment, Training, and Support)

Fund Development (Annual Family Campaign and Fundraising)

Retail (Online and Physical Stores)

Camp Program and Property (3 Camps; 3 Service Centers)

Human Resources

Information Technology

Finance

Marketing and Communications

Please [follow this link](#) to a “Who’s Who” contact information sheet

Responsibilities of a Volunteer

- Become a registered Girl Scout member.
- Know the [Girl Scout Bylaws](#) and [GSHNJ Volunteer Policy](#).
- Participate in training sessions sponsored by our Council.
- Foster to create an inclusive and pluralistic environment.
- Become familiar with the basic developmental characteristics and needs of girls.
- Be a role model and mentor for other Girl Scouts.
- Live up to the ideals expressed in the Promise and Law.
- Learn new things and have new adventures.
- Encourage and coordinate the participation of people.

Here Are Other Ways Adult Members Can Contribute to Girl Scouts

- Troop Leader
- Delegate
- Service Unit Manager
- Service Unit Team member (Treasurer, Registrar, Cookie Manager, Nut/Candy Manager, Level Consultant, Organizer)
- Short Term: Trainer, Program Presenter, Camping, Chaperone, First Aider
- Board Member or Board Committee Member

What's Next?

After this training, you can take specific training for what you have volunteered to do:

- Basic Leadership Training (BLT) Part Two
(if you are going to be a troop leader or advisor)
- Outdoor Training
- First Aid Training
- Product Program Sales Training (Cookie or Nuts/Candy)

Please visit our website for additional training courses, dates, and times

Mandatory Training Survey

- It is mandatory that you fill out our training survey by [clicking on this link](#).
- Your survey is your proof and verification that you have completed BLT.
- If you have further questions and/or needs, please email the Training Department at training@gshnj.org , call (908) 518-4407, or visit our website.
- We appreciate your help in taking the time to fill in our survey; your comments and questions help us to continually improve our training.

Welcome To The Wonderful World of Girl Scouting!

You have now completed Basic Leadership Part One – Volunteers

CONGRATULATIONS!