



# OVERSEAS COMMITTEE GUIDE FOR THE GIRL SCOUT GOLD AWARD

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# The Girl Scout Gold Award

The Girl Scout Gold Award, the highest award in Girl Scouting, recognizes the leadership, effort, and impact girls 14-18 have had on their communities. Only about five per cent of eligible girls take the rigorous path towards earning this prestigious award, but those who complete the journey change the lives of others and their own in amazing and significant ways. The roots of the Girl Scout Gold Award are in the history of the organization, whose tradition of the highest leadership awards for Girl Scouts have included The Golden Eaglet of Merit (1916-1919), The Golden Eaglet (1919-1938), First Class (1938-1940), The Curved Bar (1940-1963) & The First Class (1963-1980).

## History of the Girl Scout Gold Award

- 1980 The Girl Scout Gold Award was introduced in ***You Make the Difference***. Council volunteers and staff received additional information on the Girl Scout Gold Award at the 1980 Program Conferences conducted around the country. This new recognition helped girls focus on four areas: skill development, leadership, service, and career exploration.
- 1987 A new handbook was developed for Cadette and Senior Girl Scouts. Minor changes were made to the Girl Scout Gold Award, including an added service project.
- 1990 Delegates to the 1990 National Council Session approved a proposal to keep the name of the Girl Scout Gold Award in perpetuity.
- 1993 The national Council Session approved the establishment of the **Girl Scout Gold Award Alliance**.
- 1995 New resources for Cadette and Senior Girl Scouts were developed with separate handbooks for each age level. Included was clarification on record-keeping for the Girl Scout Gold Award project.
- 2001 Research is done on what girls' 11-17 want and need, including suggestions about the Girl Scout Silver and Girl Scout Gold Awards.
- 2002 STUDIO 2B materials, the result of the research, are introduced at the GSUSA national council session in California. The Girl Scout Gold Award is revised to allow for Girl Scout STUDIO 2B Focus books.
- 2004 Girl Scout Gold Awards are revised to reflect girl and council suggestions and research; new materials are prepared for girls, advisors and councils. Updated requirements are introduced in spring 2004.



## Benefits of Earning the Girl Scout Gold Award

- The Girl Scout Gold Award is the highest award in Girl Scouting. A national award, with national standards, it represents girls' time, leadership, creativity and effort contributed to making their community better.
- A young woman who has earned the Girl Scout Gold Award has become a community leader. Her accomplishments reflect leadership and citizenship skills that set her apart.
- An increasing number of colleges and universities have recognized the *achievements* and leadership abilities of Girl Scout Gold Award recipients by establishing scholarship programs for them. Although Girl Scouts of the USA does not award scholarships to Girl Scout Gold Award recipients, GSUSA does publish the *Scholarships for Girl Scouts Directory*, which lists these schools. Copies of the directory are available at Girl Scout councils and online.
- The Elks Foundation presents scholarships to ten Girl Scout Gold Awardees who qualify for financial assistance annually. Information is available to councils and girls about special scholarships and other opportunities online on [studio2b.org](http://studio2b.org).
- Girls who have earned the Girl Scout Gold Award often enter the four branches of the United States Armed Services at an advanced level and salary, having been recognized for their level of leadership shown in earning the Girl Scout Gold Award.
- The achievements of Girl Scout Gold Award recipients are acknowledged by many government and non-profit organizations. A list of these organizations is available.
- The American Legion presents an American flag to each girl who earns the Girl Scout Gold Award. (Contact the local branch.)
- Many state and local organizations also acknowledge the recipients of the Girl Scout Gold Award.
- The Girl Scout Gold Award projects impact community issues and improve lives.
- The Girl Scout Gold Award process creates a plethora of positive opportunities for the community and the future.



## The Role of the Overseas Committee in the Girl Scout Gold Award Process

### Orientation

- **Girls** — Get the word out to girls in a variety of ways (see “Ways to Market the Girl Scout Gold Award” below). Provide orientation in a number of ways, so that girls don’t miss a “required” meeting on a busy Saturday. Provide a clear process for contacting the overseas committee or Girl Scout Gold Award Mentor Committee. Encourage girls to get their own “**Go for It**” **Girl Scout STUDIO 2B inserts**.
- **Troop/group advisors** — Arrange for dissemination of written materials and forms and help understand role and at what point a girl must have one.
- **Project advisors** — You can set up a system for recruiting and screening new project advisors. Circulate information to prospective project advisors in the community (see Appendix).
- **Girl Scout Gold Award Mentor Committee** (optional depending on the size and make up of your overseas committee). The committee members are not “quality control inspectors,” but rather girls’ strongest supporters. The leadership awards are about the girls — ensuring that they have a plan for reaching their goals. The mentoring role of the committee is supporting the girl.
- **USAGSO** — Provides up to date information on the award requirements to all Overseas Committee Chairs (OCC). OCC will disseminate Gold Award requirements to the advisors that are working with the girls.

### Ways to Market the Girl Scout Gold Award

- Present the requirements and “**Go for It**” **STUDIO 2B** insert for advisors of girls 14-17, and at events for girls 14-17.
- Submit articles for your advisor and girl newsletters.
- Make it a goal to promote the Girl Scout Gold Awards to girls and project advisors. Do **all** girls registered as Girl Scouts know about the Girl Scout Gold Award? Does the Overseas Committee provide outreach and actively seek recruitment of Girl Scout Gold Award Project advisors? Strategize how this can happen.
- Share the USAGSO Gold Award information and forms which will be available on [www.girlscouts.org](http://www.girlscouts.org) Information will also appear under “Girl Scouts Central” on the GSUSA Web site.
- Include information for girls at events for ages 11-17.

- Focus on what makes a *great project* by highlighting great projects from the past that are clearly above good service projects. (See “**From Good to Great Projects**,” page 40.) Customize this to include some of your girls’ best Girl Scout Gold Award Projects.)
- This could be an opportunity to “recreate” committees that are not functioning. Consider asking everyone to bring in some new members.
- Use pages from this guide for appropriate audiences. For example, comparison charts will be great for long-time leaders and girl members. Share girl resources with different audiences. The “**Benefits of the Girl Scout Gold Award**” page might be shared with girls and parents.
- Inform your community about the Girl Scout Gold Award through media outlets, speaking engagements, and community fairs. Actively recruit project advisors in the community.
- Engage parents in a girl’s leadership project. (See “**Ways Parents/Guardians Can Support Girls Working on the Girl Scout Gold Award**,” page 50.)
- Create a display with Girl Scout Silver and Girl Scout Gold Award materials at the overseas committee meeting place.

## Managing and Tracking

- Establish a tracking system for girls who are working on their Girl Scout Gold Awards (this can be done with the Girl Scout Gold Award Mentor Committee).
- Keep a data base of Girl Scout Gold awardees with the Overseas Committee by name and year. (This is for use by Girl Scout Gold Awardees, fund development and volunteer recruitment, as well as for establishing the Girl Scout Gold Award Alliance.)
- Send yearly information on Girl Scout Gold Award recipients to USAGSO for letters and documentation in the quarterly publication of names.

## Interpreting Money Earning Guidelines and Supporting Girl Projects

**Safety-Wise** and the **Blue Book of Basic Documents** are very clear about the role of the girl and the role of the adult in money earning activities in Girl Scouting. (See “**M\*O\*N\*E\*Y and Your Leadership Project**” on pages 41-44 in this document and information in the girl resource, “**Go for It**” **STUDIO 2B** insert.) Although troops cannot raise money for specific organizations or causes, they can decide to donate or use their money for specific actions, including a Girl Scout Gold Award project.

## Celebration and Recognition

- Provide recognition of Girl Scout Gold Award recipients — suggestions publish pictures and project descriptions in local papers or on a Web site, or post

celebratory signs and banners; provide a recognition ceremony; work together on a ceremony.

- If a ceremony is planned, set the date way in advance and inform all girls and advisors who need the information.
- Offer options to girls who do not complete their Girl Scout Gold Award project in time for a scheduled ceremony. For example, if a girl's peers are all being recognized, she can be recognized for the steps she has completed. Or she might be given the option of participating in next year's ceremony or a group ceremony after she has completed her project.

## USAGSO Forms (see Appendix)

- **“Interest Form for Girl Scout Silver and Gold Award Project Advisors”**
- **“Girl Scout Gold Award Project Proposal”** — must be signed by the girl's project advisor. **[Must be submitted to Overseas Committee Chair and approved by USAGSO before the actual project can be started.]** (posted on [girlscouts.org](http://girlscouts.org) under “Girl Scout Central”)
- Girl Scout Gold Award individual log for girls from **“Go for It” Girl Scout Gold Award STUDIO 2B** insert — can be submitted with final report and/or shared with advisor
- Girl Scout Gold Award proposed/actual budget for girls from **“Go for It” Girl Scout Gold Award STUDIO 2B** insert — should be submitted with “Girl Scout Gold Award Project Proposal” and “Girl Scout Gold Award Final Report”
- **“Girl Scout Gold Award Final Report”** (posted on [girlscouts.org](http://girlscouts.org) under “Girl Scout Central”)

## Tools and Resources

- The “**Go For It**” **Girl Scout Gold Award STUDIO 2B** insert for **STUDIO 2B Basics**
- **The STUDIO 2B Basics** binder
- **Interest Projects for Girl Scouts 11-17**
- **STUDIO 2B Focus Books**, especially **Write Now!**
- **Leader magazine insert** on the Girl Scout Silver and Girl Scout Gold Awards, Summer 2004
- **The STUDIO 2B Guide for Advisors**
- Your community and its many resources. Here's a list to start from:
  - ASPIRA, Inc.
  - Campus Girl Scouts
  - City Government offices
  - Chamber of Commerce
  - Elks Club
  - Employee groups
  - General Federation of Women's Clubs International
  - Girls' religious affiliation
  - Hispanic Chamber of Commerce
  - Kiwanis International
  - Lions Club International
  - Libraries
  - LULAC (League of United Latin American Citizens)
  - MANA—A National Latina Organization
  - National Coalition of 100 Black Women
  - National Council of La Raza
  - National government agencies with local offices e.g. US Forest Service, National Park Service
  - Peace Corps
  - Non-Profit organizations focusing on community issues
  - PTA
  - Rotary International
  - School principals
  - Soroptimist International
  - Special interest groups related to a girl's project, e.g. Society of Women's Engineers
  - State government offices
  - Tribal councils
  - Veterans of Foreign Wars (VFW)
  - Zonta International
  - Embassies
  - International Women's Club
  - Military Club/Group
  - MWR (Moral, Welfare, Recreation)



## WHAT'S OLD, WHAT'S NEW AND WHAT'S THE SAME WITH THE GIRL SCOUT GOLD AWARD®

2002-2003 Version

2004 Version

GIRL SCOUT GOLD AWARD GUIDELINES	GIRL SCOUT GOLD AWARD GUIDELINES
<ul style="list-style-type: none"> <li>• Guidelines outlined in handbook. Girls are asked to journal.</li> <li>• Project should expand upon the skills that have been gained by completing the first four requirements.</li> <li>• If working with a group, each girl must have a distinct part and put in the hours required.</li> <li>• Project should meet an expressed need in the community— Girls are encouraged to go beyond the Girl Scouting community. If it involves Girl Scouts, some part of the plan must involve the outlying community.</li> <li>• Girls may enlist others to help you, or work through organizations to put their project in place, but it is the girl's vision and leadership that should make it happen.</li> <li>• If the project is to be ongoing, a girl should plan how it can be sustained or maintained.</li> <li>• A girl should select a project advisor/consultant. Her troop/group advisor can assist the girl with this process if the girl needs help. If this role is filled by the troop/group advisor or a parent/guardian, the girl must seek guidance from a content expert for at least a part of the project.</li> </ul>	<ul style="list-style-type: none"> <li>• The <b>“Go For It” Girl Scout Gold Award STUDIO 2B</b> insert guides girls through progressive leadership processes. Girls keep records and journal in the insert.</li> <li>• Groundwork for the Gold Award project is laid though preceding requirements.</li> <li>• If working with a group, each girl must have a distinct part and put in the hours required.</li> <li>• <b>The project MUST be done to address a problem in a girl's community outside of Girl Scouting.</b></li> <li>• Girls may enlist others to help them, or work through organizations to put the project in place, but it is the girl's vision and leadership that should make it happen.</li> <li>• If the project is to be ongoing, the girl should plan how it can be sustained or maintained.</li> <li>• It is strongly recommended that a girl has a Girl Scout Gold Award project advisor <i>besides</i> her troop/group advisor — who is not her parent/guardian. <b>She must sign a contract with her advisor.</b> If her troop/group advisor is working with her on steps 1-4, she may do another contract with her Girl Scout Gold Award project advisor when she is recruited during STEP 4.</li> </ul>



GIRL SCOUT GOLD AWARD: WHAT'S OLD, WHAT'S NEW AND WHAT'S THE SAME?

2001-2004 Version

2004 Version

page 2 of 7

PROCESS	PROCESS
<ul style="list-style-type: none"> <li>• There are five parts to the Girl Scout Gold Award. The first four parts must be completed before the Girl Scout Gold Award project is undertaken.</li> <li>• A girl can begin work on her Girl Scout Gold Award when she is in the ninth grade (and no longer a Cadette Girl Scout) or 14 years old. She must complete it and the paperwork before age 18 or the end of her final girl membership year, September 30. (Note: Since young women who are developmentally delayed may retain their girl membership through their 21<sup>st</sup> year, they may have until that time to earn their Girl Scout Gold Award.)</li> <li>• Accomplishments prior to registration as a Cadette Girl Scout can not be used toward completion of the Girl Scout Gold Award.</li> <li>• Overseas committee approval must be given for any money earning and gift-in-kind solicitation activities (to be done by adults only) associated with the Girl Scout Gold Award Project.</li> <li>• A girl must work with the overseas committee on any project that will impact Girl Scouting or Girl Scout overseas committee property.</li> <li>• The Girl Scout Gold Award project must meet <b>Safety-Wise</b> and USAGSO guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>• There are <b>seven STEPS</b> to completing the Girl Scout Gold Award. The first four steps must be completed before the Girl Scout Gold Award project is undertaken.</li> <li>• A girl must be age 14 or going into grade 9 to work on steps 1-3 of her Girl Scout Gold Award. She must be <b>15 or going into</b> grade 10 to start work on STEPS 4-7. She must complete it and the paperwork before age 18 or the end of her final girl membership year, September 30. (Note: Since young women who are developmentally delayed may retain their girl membership through their 21<sup>st</sup> year, they may have until that time to earn their Girl Scout Gold Award.)</li> <li>• Accomplishments prior to age 14 or prior to going into ninth grade can not be used toward the Girl Scout Gold Award.</li> <li>• Overseas committee approval must be given for any money earning and gift-in-kind solicitation activities (to be done by adults only) associated with the Girl Scout Gold Award Project.</li> <li>• A girl and her Girl Scout Gold Award project advisor must work with the overseas committee on any project that might impact Girl Scouting or Girl Scout overseas committee property.</li> <li>• The Girl Scout Gold Award Project must meet <b>Safety-Wise</b> and <b>USAGSO</b> guidelines</li> </ul>
	<p><b>STEP 1: BUILD A FRAMEWORK</b></p>
	<ul style="list-style-type: none"> <li>• Read “Go for It” Girl Scout Gold Award <b>STUDIO 2B</b> insert pages</li> <li>• Meet with troop/group advisor OR Girl Scout Gold Award project advisor and develop a timeline for steps 2-4. Include some thinking about where STEP 5 might fit on your timeline.</li> <li>• Make an agreement with your adult advisor</li> </ul>

GIRL SCOUT GOLD AWARD: WHAT'S OLD, WHAT'S NEW AND WHAT'S THE SAME?

2001-2004 Version

2004 Version

page 3 of 7

<p>PART 1: Earn three Interest Project Awards or STUDIO 2B Charms</p>	<p>STEP 2: GIRL SCOUT GOLD LEADERSHIP AWARD <b>(charm)</b></p>
<p>(or a combination of both) on topics related to your Girl Scout Gold Award project (found in <b><i>Girl Scout Interest Projects for Girl Scouts 11-17</i></b> and <b>STUDIO 2B Focus books</b>.) You must work with your Girl Scout Gold award advisor to determine which interest projects correspond with your project.</p> <p>PART 3: Earn the Senior Girl Scout Leadership Award</p> <ul style="list-style-type: none"> <li>• Read chapter on leadership in handbook.</li> <li>• Log at least 30 hours or more on leadership activities inside or outside Girl Scouting.</li> <li>• Keep a log of experience.</li> <li>• Evaluate experience with advisor.</li> </ul>	<p>Girl Scout Gold Leadership Award now focuses on learning to live specific aspects of the Girl Scout Promise and Law through earning Interest Project Awards and a STUDIO 2B Focus book charm and then putting leadership into action.</p> <ul style="list-style-type: none"> <li>• Set the Spark: Earn <b>three</b> Interest Project Awards found in <i>Interest Projects for Girl Scouts 11-17</i> related to parts of the Girl Scout Law.</li> <li>• Do It Yourself! Choose a STUDIO 2B Focus Book and set goals to earn a charm.</li> <li>• Take Action: <b>30 hours</b> in a leadership role.</li> <li>• Use <b>“Go For It” Girl Scout Gold Award STUDIO 2B</b> pages to keep records and journal for discussion and evaluation with advisor.</li> </ul>
<p>Part 2: EARN THE CAREER EXPLORATION PIN</p>	<p>STEP 2: THE GIRL SCOUT GOLD CAREER AWARD</p>
<ol style="list-style-type: none"> <li>1. Read the discussion of careers in the handbook.</li> <li>2. Write your own resume.</li> <li>3. Do at least one of the following options:             <ul style="list-style-type: none"> <li>• Plan a career fair</li> <li>• Plan a trip to explore careers</li> <li>• Carry out a career internship</li> <li>• Get a paying job</li> <li>• Start your own business</li> </ul> </li> </ol>	<p>Do one or a combination of the following for a total of 40 hours:</p> <ul style="list-style-type: none"> <li>• Career-shadow one or more people.</li> <li>• Get an apprenticeship or internship.</li> <li>• Visit colleges or trade schools.</li> <li>• Organize a career fair.</li> <li>• Publish a newsletter or create a Web page about careers for school.</li> <li>• Use <b>“Go For It”</b> Girl Scout Gold Award STUDIO 2B insert to “journal it” for discussion and evaluation with advisor.</li> </ul> <p>Fast Track: If a girl currently has a paying job or has started her own business and has put in 40 hours on it, she can use this experience <b>in place of the above step.</b></p>

GIRL SCOUT GOLD AWARD: WHAT'S OLD, WHAT'S NEW AND WHAT'S THE SAME?

2001-2004 Version

2004 Version

page 4 of 7

PART 4: EARN THE GIRL SCOUT CHALLENGE PIN

STEP 4: THE GIRL SCOUT 4 B's CHALLENGE  
(charm)

Focuses on the four goals of Girl Scouting through activities related to each of those goals:

1. Developing your potential challenge — design a self development plan.
2. Relating to others — examine skills in relating to others.
3. Developing values for living — decide what you value most.
4. Contributing to Society Service Project (15 hours)
5. Helping others know about Girl Scouts — get involved in Girl Scouting beyond the troop/group.

Assessment questions

This challenge focuses on “become, belong, believe and build” and how activities relate to these concepts and the Girl Scout Law. The challenge is meant to lead a girl to a relevant Girl Scout Gold Award Project. (This is a good time for the Girl Scout Gold Award advisor to enter the picture. Use contract if contracting at this step.)

- **Become:** Assessment of skill set, setting and achieving two goals related to self-improvement.
- **Belong:** Create a community profile to find out more about the community needs and assets.
- **Believe:** Create a vision for change by focusing on community needs. Come up with an actual vision statement for one's Girl Scout Gold Award project based on challenge focusing.
- **Build:** Focus on developing a specific network of people who might help with the vision.
- **Use page 18 in Studio 2B Focus book: Write Now** on building persuasive skills to help persuade others to support your position on this issue.
- Use “**Go For It**” **Girl Scout Gold Award STUDIO 2B insert** to keep records and journal for discussion and evaluation with Girl Scout Gold Award project advisor.

**Note: Hours spent on the Girl Scout 4 B's Challenge can be applied to the Girl Scout Gold project hours.**

PART 5: DESIGN AND CARRY OUT A GIRL SCOUT GOLD AWARD PROJECT	STEP 5: Plan Your Girl Scout Gold Award Project
<p>Planning and action should take at least 50 hours of work. Keep a log.</p> <p><b>SUBMIT PLAN TO USAGSO-NY FOR APPROVAL</b></p> <ul style="list-style-type: none"> <li>• Submit at least six weeks prior to the date project is proposed to begin — <b>do not start on project until you receive go-ahead from USAGSO</b></li> <li>• Include plan and timeline</li> <li>• Adjust plans if necessary</li> <li>• Overseas Committee must approve any money earning or gift in kind plans related to the project</li> </ul> <p><b>USAGSO Approves Project</b></p> <p><b>Take Action</b></p> <ul style="list-style-type: none"> <li>• Put plans into action</li> <li>• Be flexible</li> <li>• Adjust plans if necessary</li> <li>• Keep a log</li> <li>• Carry out project</li> </ul>	<p>Planning and action steps should take <b>minimum of 65 hours</b>. Use “<b>Go For It</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert to keep records and journal for discussion and evaluation with advisor.</p> <ul style="list-style-type: none"> <li>• <b>Plan it:</b> Keep record of time and process using “<b>Go For It</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert.</li> <li>• <b>Know more about it</b> — research information on it.</li> <li>• <b>Choose it</b> — brainstorm ways to solve problem, create a budget.</li> <li>• <b>Map It</b> — create a timeline of project steps and list of resources needed. Fill out project plan for council.</li> <li>• Work with Girl Scout Gold Award project advisor.</li> </ul> <p><b>SUBMIT PLAN TO USAGSO-NY FOR APPROVAL</b></p> <ul style="list-style-type: none"> <li>• Follow USAGSO submission guidelines. A girl <b>can not</b> start on project until go-ahead is received from USAGSO.</li> <li>• Receive feedback from USAGSO.</li> <li>• Overseas Committee must approve any money earning or gift-in-kind plans related to project. (gift-in-kind adult generated only)</li> <li>• Adjustment of plans if necessary.</li> </ul> <p><b>STEP 6: TAKE ACTION</b></p> <ul style="list-style-type: none"> <li>• <b>Do it!</b> Put plans into action.</li> <li>• Be flexible</li> <li>• Adjust plans if necessary</li> <li>• Carry out project</li> <li>• Use “<b>Go For It</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert to keep records and journal for discussion and evaluation with Girl Scout Gold Award project advisor.</li> </ul>

GIRL SCOUT GOLD AWARD: WHAT'S OLD, WHAT'S NEW AND WHAT'S THE SAME?

2001-2004 Version

2004 Version

page 6 of 7

STEP 7: THINK ABOUT IT	
<ul style="list-style-type: none"> <li>• Evaluate with Girl Scout Gold Award advisor.</li> <li>• Submit final Gold Award report to USAGSO.</li> </ul>	<ul style="list-style-type: none"> <li>• Use “Go For It” Girl Scout Gold Award STUDIO 2B insert to keep records and journal for discussion and evaluation with Girl Scout Gold Award project advisor.</li> <li>• Submit Girl Scout Gold Award Final Report to USAGSO.</li> </ul>
GIRL SCOUT GOLD AWARD RESOURCES:	GIRL SCOUT GOLD AWARD RESOURCES:
<ul style="list-style-type: none"> <li>• <b>Senior Girl Scout Handbook</b></li> <li>• <b>Interest Projects for Cadette and Senior Girl Scouts/ Interest Projects for Girl Scouts 11-17</b> (2003)</li> <li>• <b>STUDIO 2 B Focus books</b> (added 2003)</li> <li>• <b>The STUDIO 2B Guide for Advisors</b></li> </ul> <p>BEING REPLACED OR NOT BEING USED FOR NEW VERSION:</p> <ul style="list-style-type: none"> <li>• <b>Senior Girl Scout Handbook</b></li> <li>• <b>Council Guide: Cadette and Senior Girl Scout Program Resources</b></li> <li>• Girl Scout Senior Leadership Award Pin</li> <li>• From Dreams to Reality Award</li> <li>• Senior Girl Scout Challenge Pin</li> <li>• <i>Just 4 Girls Web pages</i></li> <li>• Sample Girl Scout Gold Award Final Report</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Interest Projects for Girl Scouts 11-17</b></li> <li>• <i>STUDIO 2 B Focus Books, especially Taking Charge! and Write Now!</i></li> <li>• <b>The STUDIO 2B Guide for Advisors</b></li> </ul> <p>NEW:</p> <ul style="list-style-type: none"> <li>• “Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>• <b>USAGSO Guide to Girl Scout Silver and Girl Scout Girl Scout Gold Awards</b> (May 2003)</li> <li>• Girl Scout Gold Leadership Award charm</li> <li>• Girl Scout Gold Career Award charm</li> <li>• Girl Scout Gold 4 B’s Challenge Award charm</li> <li>• <i>Revised <a href="http://girlscouts.org">girlscouts.org</a> Web pages: Girl Scout Central: Girl Scout Gold Award;</i></li> <li>• <i>studio2B.org Web pages</i></li> <li>• Girl Scout Gold Award Project Proposal form on <i>Web pages: Girl Scout Central: Girl Scout Gold Award</i></li> <li>• Girl Scout Gold Award Final Report form on <i>Web pages: Girl Scout Central: Girl Scout Gold Award</i></li> </ul>

GIRL SCOUT GOLD AWARD: WHAT'S OLD, WHAT'S NEW AND WHAT'S THE SAME?

2001-2004 Version

2004 Version

page 7 of 7

GIRL SCOUT GOLD AWARD ADMINISTRATION	GIRL SCOUT GOLD AWARD ADMINISTRATION
<ul style="list-style-type: none"> <li>• Letters, phone calls</li> <li>• System in place for honoring Girl Scout Gold Award recipients</li> <li>• System in place for maintaining records</li> </ul> <p>Dropping:</p> <ul style="list-style-type: none"> <li>• <b><i>Girl Scout Gold Award Resource Kit</i></b> notebook</li> <li>• Disk in kit with report forms for GSUSA</li> <li>• Girl Scout “leader” terminology (replaced by “advisor” for 11-17 year olds)</li> </ul> <p>Note: Girls may still refer to themselves as Cadette and Senior Girl Scouts, although GSUSA is now calling all girls 11-17 “Girl Scouts” in order to be more inclusive. (A much older tradition than the Cadette and Senior terminology, which has been in place since 1963.) The Cadette and Senior Girl Scout handbooks are still being carried by NES. It is expected that these resources will be phased out after the council session in 2006. Although the name of the Interest Project book is being changed in 2004, its content will not be updated until sometime in 2005.</p>	<ul style="list-style-type: none"> <li>• Letters, phone calls, e-mail</li> <li>• System in place for honoring Girl Scout Gold Award recipients</li> <li>• System in place for maintaining records for USAGSO use (Girl Scout Gold Award Alliance) and sending names into GSUSA data base</li> </ul> <p>New and/or improved:</p> <ul style="list-style-type: none"> <li>• More emphasis on planning process for girl</li> <li>• Detailed information for girls in “<b>Go for It!</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert</li> <li>• Emphasis on recruitment and integration of Girl Scout Gold Award Project advisor</li> <li>• Emphasis on making Girl Scout Gold Award info available to all girls</li> <li>• Girl Scout Central on <a href="http://gsusa.org">gsusa.org</a> and <a href="http://studio2b.org">studio2b.org</a>.</li> <li>• Girl Scout info on scholarships — being updated for <a href="http://studio2b.org">studio2b.org</a></li> <li>• <b>USAGSO Guide to Girl Scout Gold Awards</b> for Overseas Committees providing more useful information for dissemination to different groups affected</li> <li>• New forms for girls will be available online in “Girl Scout Central” on <a href="http://girlscouts.org">girlscouts.org</a></li> </ul>



## The Girl Scout Gold Award at a Glance

Girl Role	Overseas Committee Role	Advisor Role	Project Advisor Role
<p>Step 1: Build a Framework</p> <ul style="list-style-type: none"> <li>▪ Contact Girl Scout Overseas Committee</li> <li>▪ Review Overseas Committee information</li> <li>▪ Identify and meet with troop advisor</li> <li>▪ Create timeline for seven steps</li> </ul>	<ul style="list-style-type: none"> <li>▪ Appoint OC member to coordinate Girl Scout Gold Award process</li> <li>▪ Market the award to advisors, girls, parents and the community</li> <li>▪ Recruit, contract and orient an OC Girl Scout Gold Award Mentor Committee to assist girls (optional)</li> <li>▪ Keep “Go for It!” <b>Girl Scout Gold Award STUDIO 2B</b> inserts and related materials in stock</li> <li>▪ Provide an overview of the Girl Scout Gold Award for girls, troop advisors and Girl Scout Gold Award project advisors</li> <li>▪ Approve Girl Scout Gold Award project advisors</li> <li>▪ Help girls identify project advisors (See STEP 5 for further steps re. building framework.)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Learn the process</li> <li>▪ Provide support and encouragement</li> <li>▪ Share new information with girls</li> <li>▪ Start by reviewing the “Go for It! <b>Girl Scout Gold Award STUDIO 2B</b> insert with the girl</li> <li>▪ Help girl create timeline</li> <li>▪ Advise on safety and budget matters</li> <li>▪ Help girl identify options for Girl Scout Gold Award project advisor</li> </ul>	<p>Note: OC identifying project advisors for girls — an adult with expertise in the area covered by the project. This person can get involved early on or later, depending upon the needs of the girl and the OC.</p> <p>This role may be assumed by the troop advisor; however, if that is the case, USAGSO strongly encourages consultation with individuals in the community who have expertise in the project area.</p>
<p>Step 2: Girl Scout Gold Leadership Award</p> <ul style="list-style-type: none"> <li>▪ Three Interest Project Awards</li> <li>▪ STUDIO 2B Focus Book of choice</li> <li>▪ Leadership Role (30 hrs.)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Make interest project and STUDIO 2B Focus books available to girls</li> <li>▪ Create collaborations with community groups providing potential leadership opportunities for girls</li> </ul>	<ul style="list-style-type: none"> <li>▪ Advise on setting goals for each Interest Project and Focus Book</li> <li>▪ Encourage use of Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ Approve activities and sign off on award</li> <li>▪ Provide avenue for girl to mark milestone of achievement</li> </ul>	<p>Note: This person may not be on board at this step. If she is, follow advisor role.</p>

## The Girl Scout Gold Award at a Glance, page 2 of 4.

Girl Role	Overseas Committee Role	Advisor Role	Project Advisor Role
<p>Step 3: Girl Scout Gold Career Award</p> <ul style="list-style-type: none"> <li>▪ 40 hours career related activity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Network career related opportunities in the community</li> <li>▪ Create collaborations within the community for potential career activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Advise on related careers</li> <li>▪ Encourage use of “Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ Approve activities</li> <li>▪ Sign off on award</li> <li>▪ Provide avenue for girl to mark milestones of achievement</li> </ul>	<p>Note: This person may not be on board at this step. If she is, follow advisor role.</p>
<p>Step 4: Girl Scout 4 B’s Challenge Award</p> <ul style="list-style-type: none"> <li>▪ Become: Goals 1 &amp; 2</li> <li>▪ Belong: Community Profile and reflection on project planning</li> <li>▪ Believe: Develop vision statement</li> <li>▪ Build: Identify networks</li> <li>▪ <b>STUDIO 2B Focus Book: <i>Write Now!</i></b></li> </ul>	<ul style="list-style-type: none"> <li>▪ Help advisors give guidance on steps</li> <li>▪ Provide resources for community profile</li> <li>▪ Help identify community networks or create collaborations that will give entrée to networks and project advisors for girls (e.g., connect with women’s professional groups)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support where needed</li> <li>▪ Let go when needed</li> <li>▪ Help project advisor understand role</li> <li>▪ Help girl identify person who will be her project advisor (or act as project advisor with additional input from community specialist)</li> <li>▪ Sign off on Girl Scout Gold 4 B’s Challenge Award</li> <li>▪ Provide avenue for girl to mark milestones of achievement</li> </ul>	<p>Note: This person may not be on board at the beginning of this step. Girl may find project advisor during this exploration.</p> <ul style="list-style-type: none"> <li>▪ Advise on project timeline</li> <li>▪ Assist in shaping vision statement</li> <li>▪ Work with troop/group advisor if needed (see troop/group advisor role)</li> </ul>



The Girl Scout Gold Award at a Glance, page 3 of 4

Girl Role	Overseas Committee Role	Advisor Role	Project Advisor Role
<p>Step 5: Project Plan</p> <ul style="list-style-type: none"> <li>▪ Put the project plan on paper</li> <li>▪ Get USAGSO <b>approval</b></li> <li>▪ Make adjustments</li> </ul>	<ul style="list-style-type: none"> <li>▪ Make forms available</li> <li>▪ Provide definition for projects and partnerships which are appropriate for your community</li> <li>▪ Review proposed projects</li> <li>▪ Provide feedback on projects if needed</li> <li>▪ Provide guidance on projects that are done by more than one girl</li> <li>▪ Approve any money earning or gifts-in-kind plans (adults only)</li> <li>▪ Send to USAGSO for project approval</li> </ul>	<ul style="list-style-type: none"> <li>▪ Support where needed</li> <li>▪ Doing the ask for any solicitation of funds</li> <li>▪ Let go when needed</li> <li>▪ See project advisor steps if acting as project advisor</li> </ul>	<ul style="list-style-type: none"> <li>▪ Contract with girl</li> <li>▪ Advise on budget, safety matters</li> <li>▪ Make the ask for any solicitation of funds</li> <li>▪ Establish regular touch base meetings with girl</li> <li>▪ Coach girl in project planning</li> </ul>
<p>Step 6: Track the 65 Project Hours</p>	<ul style="list-style-type: none"> <li>▪ Be there for Girl Scout Gold Award project advisors and girls who are working on projects</li> <li>▪ OC member(s) might attend girl event or visit project for photo opportunities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide support</li> <li>▪ See project advisor steps if acting as project advisor</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coach girl in record keeping</li> <li>▪ Coach girl in project implementation</li> <li>▪ Coach in safety and topic areas</li> <li>▪ Sign off on hours for project and project planning</li> </ul>

## The Girl Scout Gold Award at a Glance, page 4 of 4

Girl Role	Overseas Committee Role	Advisor Role	Project Advisor Role
<p>Step 7—Reflection and Evaluation</p>	<ul style="list-style-type: none"> <li>▪ Provide opportunity for reflection and evaluation via Girl Scout Gold Award Final Report that must be submitted to USAGSO</li> <li>▪ Sign off on the project evaluation after the Girl Scout Gold Award project advisor</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provide support where needed</li> <li>▪ See project advisor steps if acting as project advisor</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coach girl with self evaluation</li> <li>▪ Coach girl for presentation of project if needed</li> <li>▪ Sign off on the project evaluation and final report</li> </ul>
<p>Celebrate</p> <ul style="list-style-type: none"> <li>▪ Be a role model for younger girls</li> <li>▪ Create an invitation list for the Girl Scout Gold Award ceremony</li> <li>▪ Possibly help with the planning process</li> <li>▪ Attend a Girl Scout Gold Award ceremony</li> <li>▪ Enjoy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Publicize a girl's achievements</li> <li>▪ Honor a girl's achievements</li> <li>▪ Coordinate the Girl Scout Gold Award ceremonies</li> <li>▪ Recognize advisors, parents</li> <li>▪ Collect data on a girl's achievements</li> <li>▪ Request Girl Scout Gold Award letters of congratulation from community and national organizations</li> <li>▪ USAGSO will request Girl Scout Gold Award Certificate and CEO/National President letter from GSUSA</li> <li>▪ USAGSO will request the President's Volunteer Service Awards (project hours can count toward these awards). See <a href="http://presidentalserviceawards.gov/">presidentalserviceawards.gov/</a></li> </ul>	<ul style="list-style-type: none"> <li>▪ Enjoy</li> <li>▪ Possibly help with the planning process</li> <li>▪ Possibly do the introduction of the girl at the ceremony</li> </ul>	<ul style="list-style-type: none"> <li>▪ Enjoy</li> <li>▪ Possibly do the introduction at the ceremony</li> </ul>



## USAGSO RESPONSIBILITIES

<p>1. Provide Girl Scout Gold Award procedure packet to all USA Girl Scout Overseas Committees.</p>	<p>2. Receive and review Gold Award Project Plan Application and Final Report for completion and quality. USAGSO review process may take up to 2 weeks for each following receipt.</p>
<p>3. Notify the Gold Award Applicant and Gold Award Advisor of <b>approval</b> to implement Gold Award Project Plan.</p>	<p>4. Notify the Gold Award Applicant and Gold Award Advisor of <b>Final Approval</b> of Gold Award Final Report.</p>
<p>5. Give approval for the purchase of the award.</p>	<p>6. Enter the recipient's name and other pertinent information in the USAGSO Gold Award database.</p>
<p>7. <b>**Congratulate</b> each Girl Scout Gold Award Recipient upon receipt of the Girl Scout Gold Award Final Project Report.</p>	<p>8. <b>**Request</b> the White House congratulatory letter from the President for the Girl Scout Gold Award recipient.</p>
<p>9. <b>**Make</b> a copy of the Gold Award report and forward it to the Program Department for processing, which includes requests for congratulatory letters and certificates for award recipients from: <b>A:</b> The Chair, National</p>	<p>Board of Directors, Girl Scouts of the USA <b>B:</b> The Chief Executive Officer, Girl Scouts of the USA. <b>**Please</b> notify USAGSO if Overseas Committee would like the Gold Award Certificate and congratulatory letter to be forwarded to the Overseas Chair.</p>



## Advisor Tips for the Girl Scout Gold Award

Steps	Resources for Advisors	Tips
<p>Step 1: Building a Framework</p> <ul style="list-style-type: none"> <li>▪ Contact USAGSO</li> <li>▪ Review Overseas Committee information</li> <li>▪ Identify and meet with advisor</li> <li>▪ Create timeline for seven steps</li> </ul> <p>RESOURCES FOR GIRLS</p> <ul style="list-style-type: none"> <li>▪ GSUSA publications for girls</li> <li>▪ The “Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ <i>Interest Projects for Girl Scouts 11-17</i></li> <li>▪ <b>STUDIO 2B Focus books</b></li> <li>▪ <a href="http://studio2b.org">studio2b.org</a> Web site</li> <li>▪ <a href="http://girlscouts.org">girlscouts.org</a> Web site</li> <li>▪ Overseas Committee orientation/training for girls</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b><i>The STUDIO 2B Guide for Advisors</i></b></li> <li>▪ Overseas Committee Guide</li> <li>▪ <b>Leader</b> magazine insert on the Girl Scout Gold Award, Summer 2004</li> <li>▪ <a href="http://girlscouts.org">girlscouts.org</a> Web site</li> <li>▪ Your community and its many resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Get up to date on advisor philosophy and latest techniques for working with 14-18 year olds, as well as Girl Scout Gold Award requirements.</li> <li>▪ Girls must be a registered Girl Scout and be 14-18 (grades 9-12) to work on STEPS 1-3 leading up to the Girl Scout Gold Award Project. Girls must be 15-18, or grades 10-12, when working on STEPS 4-7 related to the Girl Scout Gold Award project.</li> <li>▪ Encourage each girl to have her own copy of “Go for It”</li> <li>▪ The Girl Scout Gold Award is something that has to come from self motivation — you can’t do it for a girl.</li> <li>▪ As an advisor, encourage your girls to find out all they can about “going for the Gold.” If the Overseas Committee provides training, help provide transportation.</li> <li>▪ If you are an experienced advisor, be sure you look at the comparison charts between “old” and “new” requirements.</li> <li>▪ Find out about the role of project advisor from your Overseas Committee. This is an adult who has expertise to expand a girl’s skills and network in the area of her project — someone who mentors and oversees the nitty gritty of the planning and implementation of the project. Troop advisors may play this role, but the addition of an adult with specific expertise or connections may be able to take a girl further in her learning, particularly if each girl in a group is doing a different project. The Overseas Committee can assist with identifying a project advisor, or a girl may identify that person when she starts focusing on her goals and begins networking process in STEP 3. Also, know who your OC “go-to” person is for the process.</li> </ul>

Advisor Tips for the Girl Scout Gold Award, page 2 of 8.

Steps	Resources for Advisors	Tips
<p>Step 2: Girl Scout Gold Leadership Award</p> <ul style="list-style-type: none"> <li>▪ Three Interest Project Awards</li> <li>▪ <b>STUDIO 2B Focus Book</b></li> <li>▪ Leadership Role (30 hours)</li> <li>▪ Put it together</li> </ul> <p>RESOURCES FOR GIRLS</p> <ul style="list-style-type: none"> <li>▪ The “Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ <i>Interest Projects for Girl Scouts 11-17</i></li> <li>▪ <b>STUDIO 2B Focus Book of choice</b></li> <li>▪ Troop/group advisor and/or Girl Scout Gold Award project advisor</li> <li>▪ Internet</li> <li>▪ Library</li> <li>▪ Community networks</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>The STUDIO 2B Guide for Advisors</b></li> <li>▪ OC orientation/training for advisors and Girl Scout Gold Award project advisors</li> <li>▪ OC publications for advisors</li> <li>▪ <i>Leader</i> magazine insert on the Girl Scout Gold Award, Summer 2004</li> <li>▪ <a href="http://girlscouts.org">girlscouts.org</a> Web site</li> <li>▪ Your community and its many resources</li> <li>▪ Overseas Committee members and Girl Scout Gold Award Mentor Committee</li> <li>▪ Parents</li> </ul>	<ul style="list-style-type: none"> <li>▪ Help girls purchase or borrow interest project and <b>STUDIO 2B Focus books.</b></li> <li>▪ Network leadership opportunities for girls (e.g., actively recruit new adults and communicate with the council).</li> <li>▪ If girls are working together on interest projects or <b>STUDIO 2B Focus books</b>, help them to individualize their experience, as well as to work as a group.</li> <li>▪ Brainstorm with girls (no value judgments) when they are having difficulties seeing relationships between Interest Project topics and the Girl Scout Promise and Law.</li> <li>▪ Provide a forum for discussion.</li> <li>▪ Create an atmosphere of support and acceptance.</li> <li>▪ Encourage girls to do their own planning and make their own choices.</li> <li>▪ Help girls match their interests to their leadership opportunities, to stretch themselves, and to use the activities they are already involved in for hours.</li> <li>▪ Advise girls about the FAST TRACK OPTIONS in activities that they may already be involved in, such as LIT, CIT or PA. Make sure that their supervisors understand the evaluation process.</li> </ul>

Advisor Tips for the Girl Scout Gold Award, page 3 of 8

Steps	Resources for Advisors	Hints
<p>Step 3: Girl Scout Gold Career Award</p> <ul style="list-style-type: none"> <li>▪ 40 hours career related activity</li> </ul> <p>RESOURCES FOR GIRLS</p> <ul style="list-style-type: none"> <li>▪ The “Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ Advisor and/or career advisors</li> <li>▪ Network career related opportunities in the community</li> <li>▪ High school counselors</li> <li>▪ Work supervisors</li> <li>▪ Internet</li> <li>▪ Library</li> <li>▪ Community network</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>The STUDIO 2B Guide for Advisors</b></li> <li>▪ Overseas Committee for advisors and Girl Scout Gold Award project advisors</li> <li>▪ Women’s professional or service groups</li> <li>▪ Colleges</li> <li>▪ Young adults</li> <li>▪ <a href="http://girlscouts.org">girlscouts.org</a> Web site</li> <li>▪ Your community and its many resources</li> <li>▪ Troop sponsors</li> </ul>	<ul style="list-style-type: none"> <li>▪ If doing this as a group, make sure that each girl has an opportunity to explore her own career interests.</li> <li>▪ Check with your OC and parents for community networking opportunities.</li> <li>▪ Utilize college job fairs, community college resources and trade school options.</li> <li>▪ Provide a forum for discussion and sharing of experiences.</li> <li>▪ Advise girls about the FAST TRACK OPTION. Make sure that they are able to evaluate their experience with yourself or their supervisor.</li> </ul>

Advisor Tips for the Girl Scout Gold Award, page 4 of 8

Steps	Resources for Advisors	Hints
<p>Step 4: Girl Scout 4 B's Award</p> <ul style="list-style-type: none"> <li>▪ Become: Goal 1 &amp; 2</li> <li>▪ Belong: Community profile and reflection on project planning</li> <li>▪ Believe: Develop vision statement</li> <li>▪ Build: Identify networks</li> </ul> <p>RESOURCES for GIRLS</p> <ul style="list-style-type: none"> <li>▪ The "Go For It" Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ Studio 2B Focus book: <i>Write Now!</i></li> <li>▪ Girl Scout Gold Award project advisor</li> <li>▪ Girl Scout Gold Award Mentor Committee</li> <li>▪ Your many community resources</li> <li>▪ Overseas Committee data</li> <li>▪ City government</li> <li>▪ Census reports</li> <li>▪ Local library, Internet</li> <li>▪ Chamber of commerce</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>The STUDIO 2B Guide for Advisors</b></li> <li>▪ Orientation training for advisors and Girl Scout Gold Award project advisors</li> <li>▪ Women's professional or service groups</li> <li>▪ Colleges</li> <li>▪ <a href="http://girlscouts.org">girlscouts.org</a> Web site</li> <li>▪ Your community and its many resources</li> <li>▪ Overseas Committee data</li> <li>▪ City government</li> <li>▪ Census reports</li> <li>▪ Local library, Internet</li> <li>▪ Chamber of commerce</li> </ul>	<ul style="list-style-type: none"> <li>▪ Be positive in helping a girl with self-assessment, but help her identify areas she might work on.</li> <li>▪ Check with the council for resources on developing a community profile.</li> <li>▪ <b>Under Believe and Build:</b> The final focus here does not have to be the girl's final blueprint for her Girl Scout Gold Award project. A girl might discover a related direction once she starts putting her project to the paper and speaking with her community networks. Reality checks and adjustments, as well as compromises are part of life.</li> <li>▪ Ideally, a girl should be working with her Girl Scout Gold Award project advisor as soon as possible after identifying her focus area. That person should help her craft her vision statement, or be able to help her redefine it.</li> <li>▪ <b>Remember that the focus is the community <i>beyond</i> the Girl Scout community.</b> You can start by identifying the role Girl Scouting plays and the community organizations that it networks with, but expand the vision until networks that might assist her with her vision can be identified.</li> <li>▪ If the project is to be global in impact, identify non-governmental organizations that are addressing the issue on a global scale and look for local contacts. (Avoid a project that hinges on a support system for administration that does not exist. If working with an NGO, make sure it has a good track record and is approved by the council.)</li> </ul>

Advisor Tips for the Girl Scout Gold Award, page 5 of 8

Steps	Resources for Advisors	Tips
<p><b>STEP 5: PROJECT PLAN</b></p> <ul style="list-style-type: none"> <li>▪ Put the project plan on paper</li> <li>▪ Get Overseas Committee approval for any money earning or gifts in-kind</li> <li>▪ Make adjustments to plan and money earning as agreed to with project advisor and/or OC</li> </ul> <p><b>RESOURCES FOR GIRLS</b></p> <ul style="list-style-type: none"> <li>▪ The “Go For It” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ USAGSO “Girl Scout Gold Award Project Proposal” form</li> <li>▪ Girl Scout Gold Award project advisor</li> <li>▪ Girl Scout Gold Award Mentor Committee</li> <li>▪ Internet</li> <li>▪ Library</li> <li>▪ Community network</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>The STUDIO 2B Guide for Advisors</b></li> <li>▪ Orientation/training for advisors and Gold Award project advisors</li> <li>▪ Women’s professional or service groups</li> <li>▪ Colleges</li> <li>▪ <a href="http://girlscouts.org">girlscouts.org</a> Web site</li> <li>▪ Your community and its many resources</li> <li>▪ Overseas Committee data</li> <li>▪ City government</li> <li>▪ Local library</li> <li>▪ Internet</li> <li>▪ Chamber of commerce</li> </ul>	<ul style="list-style-type: none"> <li>▪ Transition from 4B’s into this step may be a logical progression if the girl has been very focused in her journey. However, she may change her direction as a result of that journey. That is fine. Her hours spent in the 4B’s count toward the project hours, as do these planning hours.</li> <li>▪ Use budget sheet in “Go for It” Girl Scout Gold Award insert</li> <li>▪ Put it on paper using project planning steps found in “Go for It”</li> <li>▪ Develop a logical project timeline — allow for council approval time in doing this. Allow maximum 8 weeks for council approval process unless told otherwise.</li> <li>▪ Remember that any money earning or gifts-in-kind are part of the project — OC must approve this.</li> <li>▪ Make sure that budget and timeline are reasonable</li> <li>▪ Encourage the girl to use the community as a resource for helping to implement the project. This might be done by asking for skilled volunteers to fix up houses or getting the local college to field coaches for a summer program.</li> <li>▪ Help the girl involve people who might be affected by the project in the planning in the spirit of teamwork.</li> </ul>



Advisor Tips for the Girl Scout Gold Award, page 6 of 8

Steps	Resources for Advisors	Tips
<p>STEP 6: TRACKING THE 65 PROJECT HOURS</p> <ul style="list-style-type: none"> <li>▪ Keep records while doing it</li> </ul> <p>RESOURCES FOR GIRLS</p> <ul style="list-style-type: none"> <li>▪ The “<b>Go For It</b>” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ Girl Scout Gold Award project advisor</li> <li>▪ Girl Scout Gold Award Mentor Committee</li> <li>▪ Internet, e-mail</li> <li>▪ Overseas Committee, troop/group, family members, peers, place of worship</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>The STUDIO 2B Guide for Advisors</b></li> <li>▪ Orientation/training for Girl Scout Gold Award project advisors</li> <li>▪ E-Mail</li> <li>▪ Girl Scout Gold Award Mentor Committee (optional)</li> </ul>	<ul style="list-style-type: none"> <li>▪ The person acting as the Girl Scout Gold Award project advisor is the person who signs off on hours.</li> <li>▪ Ongoing evaluation should be part of the advisor/girl relationship so that a girl is on focus and major glitches can be anticipated.</li> <li>▪ Arrange for meetings to touch base with the girl to check progress.</li> <li>▪ Have girl use the “<b>Go For It</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert to log her hours — each girl in a group should log her own hours working as part of the group and as an individual and have a part of the project that is “her own.”</li> <li>▪ Encourage girls to take pictures to document the steps in their project. Photo releases are available at Girl Scouts Central/Forms on <a href="http://girlscouts.org">girlscouts.org</a> or through the council.</li> <li>▪ If a girl is unable to complete her Girl Scout Gold Award project because of illness or an unplanned emergency (weather, family illness, etc.) be flexible and work with the individual to help her attain her goals whenever possible.</li> <li>▪ It is critically important to have ongoing evaluation at each major step to avoid major issues at project completion. A Girl Scout Gold Award does not “fail” if the girl has put in the hours in good faith and all her goals are not met. (For example, she does everything, but because of bad weather only 20 people show instead of 200. Could the low attendance have been avoided by having a rain date or backup venue, or was it because people just didn’t want to travel in bad weather?) A girl must demonstrate that she has learned something from the process. Learning may come from problems as well as successes.</li> </ul>

Advisor Tips for the Girl Scout Gold Award, page 7 of 8

Steps	Resources for Advisors	Tips
<p>STEP 7: REFLECTION AND EVALUATION</p> <ul style="list-style-type: none"> <li>▪ Fill out the evaluation</li> <li>▪ Thank those who have helped</li> </ul> <p>RESOURCES FOR GIRLS</p> <ul style="list-style-type: none"> <li>▪ The “<b>Go For It</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert</li> <li>▪ GSUSA “Girl Scout Gold Award Final Report” form</li> <li>▪ Girl Scout Gold Award project advisor</li> <li>▪ Girl Scout Gold Award Mentor Committee</li> <li>▪ Parents</li> <li>▪ Participants or volunteers involved in the project</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>The STUDIO 2B Guide for Advisors</b></li> <li>▪ Orientation/training for Girl Scout Gold Award Project Advisors</li> <li>▪ Girl Scout Gold Award Final Report</li> </ul>	<ul style="list-style-type: none"> <li>▪ The person acting as the Girl Scout Gold Award project advisor is the person who determines if the girl has fulfilled the intent of the Girl Scout Gold Award and works with the girl to evaluate the project.</li> <li>▪ The Girl Scout Gold Award project advisor, along with the Girl Scout Gold Award committee may sign off on the completed project report.</li> <li>▪ If the project is an event involving participants and/or volunteers, the girl might include an evaluation activity as part of her project wrap-up that can be used to help her evaluate the project and her role.</li> <li>▪ Project approval comes after an evaluation of the project based upon questions in the “<b>Go For It</b>” <b>Girl Scout Gold Award STUDIO 2B</b> insert and the Girl Scout Gold Award Final Report.</li> <li>▪ Help the girl evaluate what steps might have been taken to make it a better project, while recognizing the things that worked well.</li> <li>▪ If a girl does not complete her Girl Scout Gold Award project, recognize her for the STEPS that she has completed</li> </ul>

Advisor Tips for the Girl Scout Gold Award, page 8 of 8

Steps	Resources for Advisors	Tips
<p><b>CELEBRATING</b></p> <ul style="list-style-type: none"> <li>▪ Attend a Girl Scout Gold Award ceremony</li> <li>▪ Become a role model for younger girls</li> </ul> <p><b>RESOURCES FOR GIRLS</b></p> <ul style="list-style-type: none"> <li>▪ The “<b>Go For It</b>” Girl Scout Gold Award STUDIO 2B insert</li> <li>▪ Girl Scout Gold Award Project advisor</li> <li>▪ Troop advisor</li> <li>▪ Troop</li> <li>▪ Parents</li> <li>▪ Girl Scout Gold Award Mentor Committee</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b><i>Ceremonies in Girl Scouting</i></b></li> <li>▪ Overseas Committee member assigned to Girl Scout Gold Award</li> <li>▪ Girl Scout Gold Award Mentor Committee</li> <li>▪ Overseas Committee calendar</li> <li>▪ Parents</li> <li>▪ GSUSA’s National Equipment Service catalog</li> </ul>	<ul style="list-style-type: none"> <li>▪ If the Girl Scout Gold Award ceremony is OC-wide and on a yearly schedule, make provisions for girls who do not meet the deadline. Give options for participating in another or next year’s ceremony. A girl has until age 18 or until September 30 following her senior year in high school to complete the paperwork on the project.</li> <li>▪ Awards of insignia for STEPS 1-4 can happen within the Girl Scout troop prior to the awarding of the Girl Scout Gold Award, or can be given at the Girl Scout Gold Award Ceremony.</li> <li>▪ Determine proper procedures for publicizing in coordination with Girl Scout media staff</li> <li>▪ Follow OC procedures for requesting letters of congratulations, certificates and providing Girl Scout Gold Award pin. (Is this the responsibility of the Girl Scout Gold Award Mentor Committee or a specific staff person, or does the troop advisor do some of the work?)</li> </ul> <p>NOTE: The OC must send in the request for certificates, folders and letters from the GSUSA CEO and National President. It should be sent in at least a month ahead of when they are needed. <b>Please do not send requests from groups, advisors or service units.</b></p> <p>It is also recommended that the coordinate requests to other groups at the community or national level. Again, contact these groups at least a month prior to when the letters are requested.</p>



## The Girl Scout Gold Award Mentor Committee Responsibilities (optional depending on size of overseas committee)

### Purpose of the Girl Scout Gold Award Mentor Committee

The Girl Scout Gold Award Mentor Committee exists to support girls 14-18 in their journey to earn the Girl Scout Gold Award, the highest award in Girl Scouting. Its role may include ensuring:

- A system for orienting Girl Scout Gold Award Project advisors and girls prior to embarking upon projects.
- A quality learning experience for the individual girl, based upon her needs and abilities.
- An expanding network of adults available to provide expertise to girls.
- Coaching opportunities for girls to make projects even better.
- Timely council project approval based upon correct interpretation of Girl Scout and council safety and program guidelines, particularly those related to safety, money earning and use of the Girl Scout name.
- A system for honoring girls who have attained the award.

**Note:** There is not a GSUSA mandate for a girl to come in person before the Girl Scout Gold Award Mentor Committee in order to have her project reviewed/approved. Avoid placing girls in a “hearing” situation. Any meetings should be informal and supportive and have some form of documentation of changes agreed upon in writing. A girl and her project advisor should be allowed to approach the committee together, with the girl taking the lead in asking questions and responding.

### Qualifications for Girl Scout Gold Award Mentor Committee Members

The Girl Scout Gold Award Mentor Committee can be comprised of young women who have earned their Girl Scout Gold Awards, community members, educators, and Girl Scout trainers and advisors for the 14-18 age level. It reports to an OC staff person who oversees Girl Scout Gold Awards. Each member should demonstrate their:

- Ability to be flexible and consider a variety of options
- Familiarity and support of the STUDIO 2B “By girls, for girls” philosophy
- Recognition of, and ability to relate to a diverse community
- An ability to communicate respect for girls 14-18
- Understanding of developmental needs of girls 14-18
- Knowledge of *Safety-Wise* and council guidelines
- Knowledge of community needs, networks and/or project management
- Agreement to the purpose and job responsibilities of the Girl Scout Gold Mentor Award Committee as outlined in current GSUSA materials

## Menu of Specific Responsibilities for Committee Members

- Learn the Girl Scout Gold Award process via training and materials.
- Assist in disseminating information and opportunities around the Girl Scout Gold Award through training, community networking as assigned.
- Assist in the recruitment of project advisors in the community.
- Assist in establishing and/or administering a special OC fund for Girl Scout Gold Award projects through a grant application process, particularly for individual member girls.
- Attend Girl Scout Gold Award Mentor Committee Meetings as required.
- Assist in the review of Girl Scout Gold Award projects as assigned.
- Send to USAGSO for final approval.
- Develop a system for acknowledging receipt of the plan and notification of the agreement to proceed. Contact should be made within one month upon project submission. If there is a delay, girls must be contacted and informed of the delay.
  - If the application is missing project information, contact the girl as soon as possible to maintain any missing details.
  - Approval must come within a timely manner. Both the girl and Overseas Committee should agree that the GSGA project plan is acceptable. If there are suggestions for change or community contact, they should be in writing.
  - Any money earning or gift-in kind requests slated to be part of the Girl Scout Gold Award process must be approved according to Overseas Committee policies.
- Keep channels of communication open and clear.
- Consider each project as individual. Avoid comparing projects with one another.
- Review the Girl Scout Gold Award Final Report.
- Inform the girl about Girl Scout Gold Award ceremony options.
- Request letters of congratulations and certificates from USAGSO.
- Assist with publicizing the Girl Scout Gold Award projects through the Overseas Committee.
- Network information regarding Girl Scout Gold Award scholarships and special recognitions at community and national level.

## Suggested Ways of Work

- It is recommended that Overseas Committees create a Girl Scout Gold Award e-mail account that can be overseen by committee members for questions, submission of reports, etc.

Avoid: Being perceived as the “Girl Scout Gold Award Police” and imposing additional requirements for awards — for example, the absolute final date for submission of project plans imposed as an Overseas Committee policy. A girl has until September 30 of the year she is a graduating Senior or 18 years old to complete her project and paperwork by national standards. If there is an Overseas Committee awards cycle, it is all right to announce a final date for public recognition that year so that girls may use that for a milestone. However, the girl can return to the Overseas Committee for the next year’s ceremony or be honored by a local council if she is no longer overseas but now living in the US.

Limiting options for girls is not a function of this group. Instead, work with individual girls so that they might experience learning and success in their journey to the Girl Scout Gold Award through options that allow flexibility when needed.



## Orientation Topics for Girl Scout Gold Award Mentor Committee

### 1. Girl Scout Gold Award Background

- What is the Girl Scout Gold Award? Brief history.
- Review characteristics of girls 14-18
- Discuss goals of the Girl Scout Gold Award for girls
- Review girl and advisor materials
- Review changes in Girl Scout Gold Award activities and processes (see chart provided)
- Review *Safety-Wise* and money earning issues around budget approvals

### 2. Roles in the Girl Scout Gold Award Process

- Review different roles in the Girl Scout Gold Award process (see chart provided)
- Discuss the difference that might exist between troop/group advisor and Girl Scout Gold Award project advisor
- Brainstorm ways to assist girl with finding advisors or how the group might develop an advisor pool for girls looking for advisors
- Review and discuss the role of the Girl Scout Gold Award Mentor Committee (see job description)
- Review role in a Girl Scout Gold Award grant resource (especially for individual members)

### 3. Ways of Work

- Review how to work with a 14-17 year old — possible role play or “walk in my shoes” exercise
- Discuss how RESPECT can be an issue with teens — its all in how you say it
- Discuss BEING FLEXIBLE and ways to approach this with committee work and girl projects
- Review the difference between a service project and a Girl Scout Gold Award project, and how to mentor a girl from a good service project to a great Girl Scout Gold Award project
- Go over several Girl Scout Gold Award projects as individuals or group — discuss how to assist a girl who needs help in some way, how to present suggestions, how to leverage community contacts, how to look at a budget
- Determine how to divide up the work to hasten the approval process
- Establish communication channels
- Develop a yearly calendar based upon tasks and Overseas Committee sponsored Girl Scout Gold Award ceremony (or other milestones)
- Go over other duties as assigned, for example, Girl Scout Gold Award Ceremonies, letters of congratulations, certificate requests, working with internal staff

## Orientation Topics for Girl Scout Gold Award Mentor Committee — 2

### Resources

- ***The Ten Emerging Truths: New Directions for Girls 11-17***, Girl Scout Research Institute (2002)
- Community groups
- Overseas Committee members
- Past Girl Scout Gold Award recipients
- ***Safety-Wise*** (each committee member and advisor should have one)
- ***The STUDIO 2B Guide for Advisors***
- The “Go For It” Girl Scout Gold Award STUDIO 2B insert for girls
- ***Interest Projects for Girl Scouts 11-17***
- Possible handouts from ***Girl Scout Gold Award OC Guide***:
  - ❑ “What’s Old, What’s New, What’s the Same with the New Girl Scout Gold Award Project” chart
  - ❑ “Advisor Tips for the Girl Scout Gold Award” chart
  - ❑ “Roles in the Girl Scout Gold Award At A Glance” chart
  - ❑ “From Good to Great: Successful Girl Scout Gold Award Projects”
  - ❑ “Benefits of Earning the Girl Scout Gold Award”
  - ❑ “Ways Parents/Guardians Can Support Girls Working On Their Girl Scout Gold Award”
  - ❑ “FAQ’s About the Girl Scout Gold Award”
  - ❑ “Orientation Topics on the Girl Scout Gold Award for Girls 14-17”
  - ❑ GSUSA “Girl Scout Gold Award Project Proposal” form
  - ❑ GSUSA “Girl Scout Gold Award Final Report” form”
  - ❑ “Money and Your Leadership Project”





## Orientation Topics for Girl Scout Gold Award Project Advisors

### 1. Girl Scout Gold Award Background

- What is the Girl Scout Gold Award? Brief history.
- Discuss goals of the Girl Scout Gold Award for girls
- Review girl and advisor materials
- Review changes in Girl Scout Gold Award activities and processes (see chart provided)
- Review *Safety-Wise* and money earning issues around budget approvals
- Girl Scouting 101 if needed, including “By Girls, For Girls” STUDIO 2B philosophy
- Review flexibility in mixing and matching requirements and awards for the transition years (2004-2005)

### 2. Roles in the Girl Scout Gold Award Process

- Review different roles in the Girl Scout Gold Award process (see chart provided)
- Learn the difference between group advisor and Girl Scout Gold Award project advisor roles and when and options for when project advisor can integrate into the process
- Discuss the benefits of helping a girl seek out a project advisor
- Review and discuss the role of the Girl Scout Gold Award Mentor Committee (see job description)
- Go over FAQ'S

### 3. Ways of Work

- Discuss your role during the Girl Scout Gold Award process: STEPS 1-3 — coach, cheerleader, clarifier
- Review the difference between a service project and a Girl Scout Gold Award project — ways to move girls from good to great in STEPS 4-5
- Discuss “green tape” and your role in the approval process and in overseeing safety and money earning issues
- Discuss strategies for group projects and girls working together within the context of the Girl Scout Gold Award requirements
- Review the adult role in the “ask” for money and gifts-in-kind and how the girl may help
- Discuss the importance of communication and working with the girl's advisor and Girl Scout Gold Award Mentor Committee
- Discuss when to let go, when to help out
- Review ways to coach girls
- Identify the OC contact person for questions
- Review how to keep parents in the loop
- Discuss the paperwork — where to find it and how to help the girl sort it out

## Orientation Topics for Girl Scout Gold Award Advisors — 2

### Resources

- ***The Ten Emerging Truths: New Directions for Girls 11-17***, Girl Scout Research Institute (2002)
- Community groups
- Overseas Committee members
- Past Girl Scout Gold Award recipients
- ***Safety-Wise*** (each committee member and advisor should have one)
- ***The STUDIO 2B Guide for Advisors***
- The “**Go For It**” Girl Scout Gold Award STUDIO 2B insert for girls
- ***Interest Projects for Girl Scouts 11-17***
- **Variety of STUDIO 2B Focus books**, especially ***Write Now!***
- [girlscouts.org](http://girlscouts.org) and [studio2B.org](http://studio2B.org) Web pages
- Possible handouts from ***Girl Scout Gold Award Council Guide***:
  - ❑ “What’s Old, What’s New, What’s the Same with the New Girl Scout Gold Award Project” chart
  - ❑ “Advisor Tips for the Girl Scout Gold Award” chart
  - ❑ “Roles in the Girl Scout Gold Award At A Glance” chart
  - ❑ “From Good to Great: Successful Girl Scout Gold Award Projects”
  - ❑ “Benefits of Earning the Girl Scout Gold Award”
  - ❑ “Ways Parents/Guardians Can Support Girls Working On Their Girl Scout Gold Award”
  - ❑ “FAQ’S About the Girl Scout Gold Award”
  - ❑ “Orientation Topics on the Girl Scout Gold Award for Girls 14-17”
  - ❑ GSUSA “Girl Scout Gold Award Project Proposal” form
  - ❑ GSUSA “Girl Scout Gold Award Final Report” form”
  - ❑ “Money and Your Leadership Project”



## Girl Scout Gold Award Orientation Topics for Troop/Group Advisors

### 1. Girl Scout Gold Award Background

- What is the Girl Scout Gold Award? Reasons for earning it.
- Goals of Girl Scout Gold Award for girls
- Review girl and advisor materials
- Review changes in Girl Scout Gold Award activities and process (see chart provided) if necessary
- Review of *Safety-Wise* and Money Earning issues around budgeting approvals
- Review “By Girls, For Girls” STUDIO 2B philosophy for girls 14-17
- Review flexibility in mixing and matching requirements and awards for the transition years (2004-2005)

### 2. Roles in the Girl Scout Gold Award Process

- Review and discuss the role of the Girl Scout Gold Award Mentor Committee (see job description)
- Review different roles in the Girl Scout Gold Award process (see chart provided)
- Learn the difference between group advisor and Girl Scout Gold Award project advisor roles and when and options for when project advisor can integrate into the process
- Discuss the benefits of helping a girl seek out a project advisor
- Discuss the advisor contract and the importance of keeping commitments on both sides
- Discuss ways that advisors can work with project advisors, or assume the role themselves if need be
- Go over FAQ'S

### 3. Ways of Work

- Discuss your role during the Girl Scout Gold Award process: STEPS 1-3 — coach, cheerleader, clarifier
- Review the difference between a service project and a Girl Scout Gold Award project — ways to move girls from good to great in STEPS 4-5
- Discuss “green tape” and your role in the approval process and in overseeing safety and money earning issues
- Discuss strategies for group projects and girls working together within the context of the Girl Scout Gold Award requirements
- Review the adult as the person who does the “ask” for money and donations and how the girl can help the adult
- Discuss the importance of communication and working with the girl’s project advisor and Girl Scout Gold Award Mentor Committee — avoid multiple messages to girl
- Discuss when to let go, when to help out
- Review ways to coach girls
- Identify the council contact person for questions
- Review how to keep parents in the loop
- Review the paperwork — where to find it and how to help the girl sort it out

## Orientation Topics for Girl Scout Troop/group Advisors — 2

### Resources

- ***The Ten Emerging Truths: New Directions for Girls 11-17***, Girl Scout Research Institute (2002)
- Community groups
- Overseas committee members
- Past Girl Scout Gold Award recipients
- ***Safety-Wise*** (each committee member and advisor should have one)
- ***The STUDIO 2B Guide for Advisors***
- The “Go For It” Girl Scout Gold Award STUDIO 2B insert for girls
- ***Interest Projects for Girl Scouts 11-17***
- **Variety of STUDIO 2B Focus books**, especially ***Write Now!***
- [girlscouts.org](http://girlscouts.org) and [studio2B.org](http://studio2B.org) Web pages
- Possible handouts from ***Girl Scout Gold Award Council Guide***:
  - ❑ “What’s Old, What’s New, What’s the Same with the New Girl Scout Gold Award Project” chart
  - ❑ “Advisor Tips for the Girl Scout Gold Award” chart
  - ❑ “Roles in the Girl Scout Gold Award At A Glance” chart
  - ❑ “From Good to Great: Successful Girl Scout Gold Award Projects”
  - ❑ “Benefits of Earning the Girl Scout Gold Award”
  - ❑ “Ways Parents/Guardians Can Support Girls Working On Their Girl Scout Gold Award”
  - ❑ “FAQ’S About the Girl Scout Gold Award”
  - ❑ “Orientation Topics on the Girl Scout Gold Award for Girls 14-17”
  - ❑ GSUSA “Girl Scout Gold Award Project Proposal” form
  - ❑ GSUSA “Girl Scout Gold Award Final Report” form”
  - ❑ “Money and Your Leadership Project”



## Girl Scout Gold Award® Orientation Topics for Girls 14-18 or Grades 9-12

### 1. Girl Scout Gold Award Background

- What is the Girl Scout Gold Award? Brief history. Why earn it?
- Goals of Girl Scout Gold Award for girls
- “By girls, for girls” philosophy
- Possible display of Girl Scout Gold Award projects — pictures, scrapbooks, etc., from past Gold Award recipients

### 2. Roles in the Girl Scout Gold Award Process

- Review different roles in the Girl Scout Gold Award process (see chart provided)
- Discuss options for recruiting a Girl Scout Gold Award project advisor
- Difference between group advisor and Girl Scout Gold Award project advisor role and when and how to bring the Project Advisor into the process
- Create a contract with your advisor and discuss how to keep commitments on both sides
- Review and discuss the role of the Girl Scout Gold Award Mentor Committee

### 3. Ways of Work

- How to create a timeline for the whole process up to, and including, the project
- STEP by STEP: 1-3 — review girl materials
- Focus on importance of STEP 4 for laying groundwork on your project and finding a vision
- Community networking 101
- Discuss productive ways to work with an advisor
- Importance of communication between you and Girl Scout Gold Award project advisor and Girl Scout Gold Award Mentor Committee
- How to create a budget
- **Safety-Wise** and money earning issues — girl’s role in the “ask” working with adults
- Review changes in Girl Scout Gold Award activities and process (see chart provided) if necessary
- Review flexibility in mixing and matching requirements and awards for the transition years (2004-2005)
- OC contact person for questions
- How to keep parents in the loop
- Go over the paperwork — where to find it and how to do it
- Questions and commitments

## Resources for Girls:

- The “**Go For It**” Girl Scout Gold Award STUDIO 2B insert
- Variety of Studio 2B Focus books, especially **Write Now!**
- **Interest Projects for Girl Scouts 11-17**
- Community groups
- Directory of Girl Scout Gold Award project advisors
- Overseas Committee members
- **Safety-Wise** (each troop/group advisor should have one)
- Troop advisor
- Unit
- Girl Scout Gold Award project advisor
- [girlscouts.org](http://girlscouts.org) and [studio2B.org](http://studio2B.org) Web pages
- Possible handouts from **Girl Scout Gold Award Overseas Committee Guide:**
  - ❑ “What’s Old, What’s New, What’s the Same with the New Girl Scout Gold Award Project” chart
  - ❑ “Roles in the Girl Scout Gold Award At A Glance” chart
  - ❑ “From Good to Great: Successful Girl Scout Gold Award Projects”
  - ❑ “Benefits of Earning the Girl Scout Gold Award”
  - ❑ “Ways Parents/Guardians Can Support Girls Working On Their Girl Scout Gold Award”
  - ❑ GSUSA “Girl Scout Gold Award Project Proposal” form
  - ❑ GSUSA “Girl Scout Gold Award Final Report” form
  - ❑ “Money and Your Leadership Project”



## From Good to Great: Successful Girl Scout Gold Award Projects

A Girl Scout Gold Award project is different from a good community service project. It should involve girl planning, leadership and decision making and focuses on addressing a real need in your community. When working as a group, each girl needs to play an individual role. Here are several examples of good service projects that have expanded into great Girl Scout Gold projects.

Good Service Project	Great Girl Scout Gold Award Projects!
Volunteering many hours at a Park Service site picking up litter.	Reseeding an area with native vegetation and ridding area of non-native vegetation. Creating an interpretive guide on what the area was like 50 years ago and why it is important to preserve native species.
Working at the local library doing children's story hours or conducting a book drive for the juvenile detention center.	Creating a reading program for a migrant work camp in the summer. Assuring that each child receives a book (bilingual) of their own. Matching young children with volunteer tutors from the high school Spanish club to create an ongoing service project.
Volunteering to collect games and food at the mall for a teen center.	Creating a health access booklet for teens in the community; culminating with a teen health fair with various organizations presenting their services. Admission is canned goods for a teen center.
Acting in a play to commemorate the 100 <sup>th</sup> anniversary of a community.	Researching and writing a script for a cemetery tour focusing on the founders of the community. Casting parts, creating costumes and arranging for a series of evening cemetery tours to kick off the founding of the community.
Planting flowers in a park during a community service day.	Working with the city parks department to start a public gardening project in your community. Providing food to a food bank from the garden. Using a greenhouse at a school to start plants yearly with kids and retired folks as mentors.



## M\*O\*N\*E\*Y and Your Leadership Project

(adapted from "Go for It" STUDIO 2B Girl Scout Gold Award insert)

One of the challenges facing every girl "going for the Gold" is financial. Often, when the planning gets serious, adjustments have to be made in the doing. On the one hand you are asked to meet a need in your community; on the other hand, you have some major constraints outlined in *Safety-Wise* and by your OC. So what's a girl to do?

OK. The reality first. Then some possible ways to approach it. Think of those who have gone before you. They figured it out, and so can you! Then clear the adjustments you have made in your plan with your Girl Scout OC.

1. You can't ask for money as a girl member of Girl Scouts. You can't ask for materials or services (technically called gifts-in-kind) either. This asking is considered fundraising by the IRS and Girl Scout policies — and for a lot of reasons (legal and otherwise); adults are the only people who can raise money for Girl Scouting.

What you can do: Since adults can solicit money, work with an adult partner if you really need to get a donation of materials or need some funds. You **can** describe your project to others, write a letter, create a PowerPoint presentation or write the grant, but an adult has to do the actual ask and sign on the dotted line. And don't forget to clear the solicitation with your OC. No way around it.

2. You can't raise money for another organization as a Girl Scout. That means you can't have a bake sale and tell people that you are giving the proceeds to a homeless shelter for meals, you can't ask for pledges for a walk-a-thon to benefit breast cancer research, and you can't hold a benefit dance to raise money for Sally's kidney operation.

What you can do: This is where it gets a bit tricky. Your troop **can** hold a bake sale or birdhouse sale and can charge a fee to an approved event that you put on to earn money **for your troop activities**. However, **your troop must have OC permission for any money-earning activity**. **Your troop may then decide to use that money toward** the completion of a Girl Scout Gold Award Project, such as the purchase of materials. It must be a troop/group decision on how to allocate the funds, which can be used for group or individual projects.





## Hot Group Money-Earning Ideas

Reminder: All Girl Scout activities should meet **Safety-Wise** and council guidelines.

1. Provide childcare at special events during the holiday season or community events. (Be sure to have an adult trained in first aid present.)
2. Recycle aluminum cans. (How about a community can-a-thon? Involve small businesses as well as families.)
3. Put on a gigantic garage sale. Don't forget to make refreshments to sell!
4. Offer clown activities and face painting at family events or malls.
5. Wrap gift packages at holiday fairs.
6. Hold a penny drive. Appeal to friends and family members to save loose change for you. (Donations of coins can accumulate really fast, and can present you with the nice problem of hauling a heavy load to the bank.)

### Do *Not* Engage In The Following Kinds Of Activities:

1. **Money-earning projects where you are performing an activity that someone normally gets paid to do** — in other words, taking jobs away from people, such as store workers, maintenance staff, or service providers. (**However**, if certain activities — for example, cleaning a stadium after a game or gift wrapping at a store — have previously been defined clearly as opportunities for nonprofits to earn money, you can undertake these activities **with OC approval**.)
2. **“Cheap labor” projects disguised as money-earning projects.** At first it may sound like a great idea, but you are actually being taken advantage of and taking away the job of someone who should be paid more money than you are being offered. That's why there are child labor and minimum wage laws!
3. **Money earning projects where Girl Scouts of the USA might be perceived as endorsing a product or political viewpoint or cause.** This includes getting paid to pass out flyers for political candidates or freebees at a business opening. When in doubt, check with your OC.
4. **Money earning projects where the money goes to individuals rather than to your group as a group donation.** You cannot be employed as a *Girl Scout* to earn money.
5. **Selling anything on the Internet as a Girl Scout.** Safety issues are of primary concern here.

## Some Frequently Asked Questions on Money

Q: Can I use my own money on the Girl Scout Gold Award Project?

A: Yes. If you want to use your own money, you can. You may receive help from your family, too. However, we encourage you to work with others to earn the money. That's part of the process. "Going for the Gold" is not meant to be a hardship on a family or individual.

When designing your project, it's important to think creatively about how you can make a difference with little or no money. Then talk to your OC and advisor about ideas for financing the project or arranging for the donation of materials and services.

Some individual activities with great potential:

1. Pet walking and pet care
2. Babysitting
3. Lawn mowing, leaf raking
4. Plant sitting
5. Recycling
6. Tutoring younger kids
7. Providing respite care for family caregivers
8. Refereeing sports games
9. Party giving (clowning, magic shows, game leading)
10. Making or repairing jewelry
11. Creating hand-made greeting cards
12. Providing a calligraphy service for addresses on special invitations

Q: Can I ask friends and neighbors for help?

A: You shouldn't ask for donations of money, but you can ask for donations of time and stuff, such as clothing for a clothing drive or that pile of bricks left over from your neighbor's backyard project. **However, if the neighbor wants to claim the donation as a tax deduction, he or she will need to make the donation to the Overseas Committee for IRS purposes and get a receipt signed by the Overseas Committee Chair person.**

Q: What if what I want to do costs too much?

A: It's better to succeed with a smaller project that is within your budget than to be unable to complete a larger project because it exceeds your budget. Be realistic about what you can and can't do. Work with your adult advisor to develop a reasonable budget for your project. If your resources are not sufficient for you to realistically accomplish your goal, then you need to rethink the project. Planning is the key to a good Girl Scout Gold Award Project. You should be prepared with a budget for your project before you meet with your Overseas Committee/ Girl Scout Gold Award Mentor Committee. Think it through and do your homework! Your committee has the right to put a cap on spending, as well as to request that large donations go through the Overseas Committee. Work with them. See your **"Go for It!" Girl Scout Gold Award STUDIO 2B** insert for more on creating a realistic budget.

Q: Is it all right to seek help from other organizations when doing my Girl Scout Gold Award?

A: Yes, with some qualifications. Many service organizations have budgets for community projects. You can use their interests (e.g., Lions Club International focus on vision care, while Soroptimists may have a committee on literacy) as leverage to support your project and get volunteers to help you. Research local service organizations, even some businesses give workers time for community service hours and projects.

Q: I know you can't raise money as a Girl Scout for other organizations, but can I do it on my own?

A: As an individual, you can volunteer for other organizations, but you should not identify work that you do to raise funds for another organization as part of your time going toward the Girl Scout Gold Award. Additionally, you may not present yourself as a Girl Scout to the public in this process since you are a volunteer for another organization. For example: If your local Red Cross needs money to purchase training dummies, you may participate under their supervision as an individual volunteer to raise funds, but you cannot count that service as part of your time toward any Girl Scout award or service hours. However, you can plan a Girl Scout Gold Award project using the equipment that was purchased as part of your efforts as a volunteer for that organization.

Q: Can we charge for a Girl Scout event to earn money?

A: If it is a service project, a fee can be collected to cover the cost of materials. The project ceases to be a service project if you are charging a fee for the event above cost, in which case the hours cannot go toward service hours in any award. If you are doing an event as a Girl Scout (e.g., a Badge Workshop, Bike Rodeo, etc.) and are planning to charge a fee **above** the cost of materials, you **must first** clear this with your Girl Scout Overseas Committee. Provisions should be made for scholarships for troops who cannot afford fees to your event and you must be clear in your advertisements and materials that this is a money-earning event for your troop.



## Girl Scout Gold Award® FAQ'S:

(Some FAQ's adapted from "Girls Want to Know" section in "Go for It" STUDIO 2B Girl Scout Gold Award insert)

- Q: Who can earn the Girl Scout Gold Award?
- A: Girls must be a registered Girl Scout and be 14–18 (grades 9–12) to work on STEPS 1-3 leading up to the Girl Scout Gold Award Project. Girls must be 15–18, or grades 10–12, when they work on STEPS 4-7 related to the Girl Scout Gold Award Project. Remember, as always, the project must be completed by September 30 following the girl's senior year in high school. If she graduates early, she has until she is 18 to complete the project.
- Q: Can a girl work on the prerequisites for her Girl Scout Award Bronze, Silver or Gold Awards the summer after she has bridged, rather than wait until the new membership year begins October 1.
- A: YES! We want girls to be excited about these awards and to use the time they have, rather than trying to cram it all into the school year or lose the momentum and interest over the summer. (**Safety-Wise** will be changed to reflect this change as soon as we can do it.) Alternatively, caution volunteers about pressuring girls to begin award related projects before they are ready and excited.
- Q: When the Focus books were first introduced, we were told that the charms were the equivalent of an Interest Project patch and could substitute in the pre-requisites for the Silver or Gold. Is this still the case with the new guidelines?
- A: No, the feedback from staff and volunteers in 2003-2004 was that substituting IP's and Focus Books was unacceptable. Based on this feedback we've now tried to integrate both IP's and Focus Books into different steps in the Girl Scout Silver and Girl Scout Gold Award process. Those girls who started doing Focus Books only or IP's only can continue during the transition period.
- Q: Can girls earn the Girl Scout Gold Award if they are in a STUDIO 2B group?
- A: Girls who participate in a STUDIO 2B group are Girl Scouts. As always, if a girl meets the age and membership requirements, she can work towards her Girl Scout Gold Award.
- Q: Is the Girl Scout Gold Award Project an individual project, or can it be worked on by a team of girls?
- A: This requirement has not changed. Girls may work with other girls, but they must keep track of their specific work and hours. Working on a project team is a life-skill and there are many different ways of assuming leadership.

Q: How could this project be expanded into a group project? (Example of an art therapy project for a nursing home is given.)

A: For more than one girl to earn her Girl Scout Gold Award doing a similar project, the girls might:

- Meet with and form collaborations with other community organizations that focus on serving the elderly.
- Expand the number of nursing homes served.
- Secure a larger grant for the project.
- Design a way for the activities to continue even after the girls have earned their awards: for example, working with the local colleges and the nursing homes to set up internships for college credit for students who participate in the project.
- Offer a greater menu of art therapy activities.
- Train a wider pool of volunteers.
- Create a tool kit or packet for nursing homes and residents that defines the project, lists available activities, and provides community contacts.

Q: Can a girl earn the Girl Scout Gold Award even if she hasn't been in Girl Scouts very long?

A: Yes! She just needs to be a registered Girl Scout and be willing to complete the hours necessary to earn this award.

Q: Does a girl have to have earned the Girl Scout Silver Award in order to do the Girl Scout Gold Award?

A: No. Not at all. However, it's a great foundation for the process.

Q: Does a girl need to do the steps in any particular order?

A: She can do the Girl Scout Gold Leadership Award and the Girl Scout Gold Career Award in any order, even work on them simultaneously, but she should do STEP 4, the Girl Scout Gold 4 B's Challenge prior to working on the Girl Scout Gold Award project, STEP 5. STEPS 1-4 must be completed and the girl must be 15 or in 10<sup>th</sup> grade to begin STEP 5. A girl MUST receive approval before starting the Girl Scout Gold Award project (STEP 5).

Q: What is the difference between a troop/group advisor and a Girl Scout Gold Award project advisor in the Girl Scout Gold Award process? Do girls need both?

A: A troop/group advisor is the adult who is working with an ongoing troop or group. She works with girls in the first three steps of their Girl Scout Gold Award — helping them get initial information, working on the Girl Scout Gold Leadership Award, and the Girl Scout Gold Career Award. Some resource consultants may be brought in while girls are working on specific Interest Project Awards, but the advisor will help girls keep on track and lay out an overall timeline. The troop/group advisor may help girls with the initial activities in working on the 4B's. Once a girl (or girls) develops her vision statement, the advisor might help her identify a person in the community who might be a great project advisor. Girls are encouraged to go beyond the group when seeking specific knowledge for a project. However, the troop/group advisor may act as the project advisor if she can fulfill that role and it is a decision arrived at by the girl and herself.

The Girl Scout Gold Award project advisor is an adult who has received training or will receive training on how to work with girls on the Girl Scout Gold Award project. She will have specific experience related to the project. For example, if a girl is doing a project to address a concern about AIDS in her community, the advisor might be someone from a

non-profit that works with teens and health issues or an AIDS educator, or if girls are doing a literacy project for children of migrant workers, the project advisor might be an “English as a second language” teacher or a social worker giving assistance to the migrant camp. It is also possible that the troop/group advisor can work in partnership with the project advisor.

Q: At what point should a Girl Scout Gold Award project advisor be identified?

A: Ask the Overseas Committee about any plans in place for recruiting project advisors. It's great to have a project advisor to expand the network of adults and provide expertise for a girl's project. If a girl has an idea before she starts any work on her Girl Scout Gold Award, she might want to identify her project advisor from the very beginning. A girl's group advisor can act as the project advisor on the Girl Scout Gold Award through step 4, but GSUSA highly recommends that a project advisor be available when the project starts to come into focus during STEP 4, the Girl Scout Gold 4 B's Challenge phase. The project advisor should be identified in the planning phase before the Girl Scout Gold Award application is turned into USAGSO. If a girl is having difficulties identifying an advisor for the project, she or her troop advisor should feel free to contact the Overseas Committee for assistance **before** the project application is submitted. A troop advisor may assume the role of project advisor if necessary or if she is truly qualified to oversee the topic area chosen.

Q: What if a girl has already done some similar activities while doing other Girl Scout awards? Can these activities count toward her Girl Scout Gold Award?

A: Activities done prior to working on the Girl Scout Gold Award may not count toward the number of hours for this award. However, if a girl has earned the charm for a STUDIO 2B Focus book that is one of the requirements for one of the awards, she will need to set new goals for herself in that Focus book.

Q: What is the role of the Overseas Committee Girl Scout Gold Award Committee?

A: This is usually a group of adult volunteers, including past recipients of the Girl Scout Gold Award, dedicated to helping a girl succeed. They will review the size, scope, and cost of a project and make recommendations to ensure that it is in fact an appropriate project to earn a Girl Scout Gold Award. They might also be aware of community issues and dynamics that impact the project and may be able to introduce a girl to other adults who can assist her in her project.

Q: What is the Girl Scout Gold 4 B's Challenge?

A: The 4 B Challenge will help girls be better prepared and informed before choosing a project to spend many hours on. It was initiated to end the frustration girls expressed about the difficulty of coming up with ideas for projects.

Q: Do the hours put into planning and researching for the 4 B's Challenge count towards the hours needed for the Girl Scout Gold Award project?

A: Yes. Even if a girl decides not to do the project she comes up with in the “4B's visioning process” when she gets down to planning with her advisor, she has not wasted the time in learning the process required to focus on a vision. A girl shouldn't be focusing on a project that she really doesn't want to be doing, or isn't able to do because of something she's discovered in her research or community networking. A girl might even discover a

project advisor in the community networking process who sparks a different twist on her vision. The more that is found out about something, the more possibilities there are — the trick is to end up with a project that meets needs of the community and that allows a girl to be effective and passionate in what she is doing. For example, a girl may find that a safety program is not what is needed to prevent accidents in her community — what's needed is a stop light at a dangerous intersection. That will require focusing on a different network as she works with the community to make that kind of a change and her project advisor may need to be someone from the city council instead of a safety educator.

Q: I hear that the requirements for the Girl Scout Gold Award have been diluted? It isn't the same award anymore.

A: The Girl Scout Gold Award is still the highest award that a Girl Scout can earn. The requirements have been adjusted to involve more flexibility, choice, and progression.

Q: But what about the use of Focus books? They seem to be so easy compared to Interest Project Awards.

A: The STUDIO 2B Focus books look deceptively simple (it must be all the pictures); however, the most important component of each booklet is the goal setting. Yes, it is possible to breeze through one, but if a girl is really true to the concept, and working "on her honor" she will set goals that involve stretching and learning — allowing for a thorough exploration of the topic in order to meet her goals. The role of the advisor is key to the goal setting process.

Q: What if a girl has started working on her Girl Scout Gold Award requirements and doesn't want to do the new requirements?

A: This is fine. Girls have the choice to complete the old requirements or to move into the new ones. Girls who are just starting out should use the new requirements.

Q: How can we assure that Girl Scout Awards represent quality projects? In the past we have had some projects that resemble service projects signed off by advisors.

A: The best way to assure that a girl is doing the best of her ability is to ensure that both she and her advisor receive orientation about the award and about the difference between a service project and a Girl Scout Gold Award project — whether it is through training, Web site information, or a marketing piece. The last thing a Girl Scout Gold Award Mentor Committee or OC wants to do is to be put in the position of telling a girl her project isn't a Girl Scout Gold Award when the final report comes in. The project at that point reflects on the adults who are advising her and it would be unacceptable to refuse her the award if she had put in the hours and gone through with the process.

Q: Do the changes in 2004 make the awards harder or easier to earn?

A: Some of the steps leading up to the award project have been streamlined so that each step is a progression toward the most important part of the award — the action project. The project has a greater number of hours to complete, but the hours in the Girl Scout Gold 4 B's Challenge can be counted toward the project planning.

Q: Is it recommended that a girl's parent be her advisor for the Girl Scout Gold Award?

A: GSUSA strongly recommend against it, even if a girl's parent is her advisor. Ideally, she should have an advisor that has experience in the area of her project. Avoid situations

where parents do a girl's work, even when it comes to calling and asking questions. If money earning is involved, the girl and her advisor can act as a team, with the girl doing the planning and the adult doing the "ask."

Q: What if a girl is 16 and graduating? **Can she complete her project when she is in college?**

A: Yes, this has been the case all along. A girl has until she turns 18 or until the end of the Girl Scout membership year when she is a senior in high school.

Q: What if a girl graduates and is 18 and doesn't have her project completed?

A: In this case the girl would have until September 30 of the year she graduates.

Q: What if a girl's project is not completed by the OC ceremony time?

A: This is up to the girl. She might be recognized for her work in progress at the Girl Scout Gold Award Ceremony for her peers, or she girl can be honored in a separate ceremony or come back for the ceremony the next year. If the OC has a set time for honoring Girl Scout Gold Awardees, this should be part of the orientation to girls planning their Girl Scout Gold Award. Girls and their advisors should be encouraged to work within the OC timeline; however, the ceremony time should not dictate whether a girl is able to earn her Girl Scout Gold Award or not. A Girl Scout Gold Award Mentor Committee can not insist that a Girl Scout Gold Award project be completed by a certain time other than within the national guidelines — by the end of the Girl Scout membership year when a girl graduates or when she turns 18 years old.

Q: Can a girl who is developmentally disabled/delayed earn the Girl Scout Gold Award? Don't we need a different set of requirements?

A: The Girl Scout Gold Award is something done to the best of a girl's ability. It is totally possible to work with someone who needs to adapt the program with the existing requirements. For example, a young woman who will never hold a job because of the severity of her disabilities was able to adapt the career component, turning it around so that she learned how to select her personal caretaker, how to evaluate her caretaker, and how to let her go. Her project focused on a community awareness program involving the group home that she lived in and was overseen by her caretaker. Her troop/group helped do the "legwork" and she provided the vision. There is not a need to have special requirements for girls who are handicapped or mentally challenged — encourage flexibility and the recruitment of advisors that can work with the girl individually. Specific questions on adaptations can be directed to the Disabilities Consultant in the Program, Membership and Research Group at GSUSA.

Q: How do we get letters of congratulations?

A: USAGSO handles the letters of congratulations and certificates.

Girls should be advised of procedures for inviting attendance at ceremonies. Invitations might be sent to parents/guardians, troop/group advisors, project advisors, troop/group sponsors, key volunteers or someone representing recipients of project, etc.

Q: Who purchases the Girl Scout Gold Award for the girl?

A: This can be determined by Overseas Committee. Some committees are able to provide the award pins as part of the recognition ceremony, while in others; it is the responsibility



of the troop or Overseas Committee. The miniature Girl Scout Gold Award pins are available to girls as a “thank-you” presentation for parents or advisors.

Q: Where does a girl wear her related Girl Scout Gold Awards?

A: If a girl wears the Girl Scout uniform for girls 14-16, she can choose to wear her earned charms on the STUDIO 2B Bracelet or on the STUDIO 2B Charm Holder pinned to the sash or vest with other earned insignia. The Girl Scout Gold Award goes to the left of the Girl Scouts of the USA Membership Pin. She can wear the STUDIO 2B Bracelet and Charm Holder and the Girl Scout Membership Pin and Girl Scout Gold Award with regular clothing as well. See “Girl Scout Central” on [girlscouts.org](http://girlscouts.org) for more information.



## Ways Parents/Guardians Can Support Girls Working on the Girl Scout Gold Award<sup>®</sup>

The Girl Scout Gold Award is the highest award in Girl Scouting that girls 14-18 can earn. It represents a girl's commitment to herself and to her community, as she focuses on leadership, career exploration, personal challenges and completing a lasting project that will benefit her community. It takes many hours of preparation, planning and work to accomplish the goals a girl has set for herself.

Parents/guardians play a significant role in supporting a girl's path to the Girl Scout Gold Award. As a parent you may be called upon to be coach, mentor, cheerleader, sounding board and chauffeur. As a parent, you are not expected to be a taskmaster — this is the girl's project. However, you can assist a girl by:

- Reading through the materials provided to girls regarding the Girl Scout Gold Award so that you feel comfortable offering support.
- Helping her choose a topic that will become the basis for her project if she asks for ideas. Remember, however, that the topic is based on her passions, not yours.
- Encouraging and supporting her, but not pressuring her. "Going for the Gold" is something that a girl has to want to do herself.
- Recognizing that your daughter is capable, competent and worthy of respect as she assumes greater citizenship and responsibility. You can help provide her with positive and constructive support on this journey.
- Aiding her in accessing a network of adults who can lend insight, provide contacts, and point to resources. You may work with someone who has just the skill set your daughter needs in an advisor, or someone who belongs to a service club that your daughter and her advisor can approach for financial assistance.
- Practicing good parenting when it comes to making sure she gets enough rest, eats well and is supported by the whole family in her endeavor.
- Helping and supporting girls in any Girl Scout safety or money earning guidelines during her path to the Girl Scout Gold Award. These are important to assure the safety of your daughter and the integrity of the Girl Scout program.
- Allowing your daughter to stumble and learn the lessons that come with the Girl Scout Gold Award project. She will be working with a Girl Scout Gold Award Project advisor, an adult who has been trained to assist her in partnership who has skills specific to the project, and a council Gold Award Mentor Committee.
- Helping with the project as asked or cheerleading from the sidelines if appropriate.
- Joining in the celebration as she is honored for her accomplishments.